Carna, CLPNA and CRPNA to Collaborate on Knowledge and Education Project

The College and Association of Registered Nurses of Alberta (Carna) will receive $500,000 over two years from Alberta Health and Wellness to improve understanding of the similarities and differences in the education and knowledge base of the three categories of regulated nurses (registered nurses, licensed practical nurses and registered psychiatric nurses). Specifically, the research will examine the core or foundational knowledge that is common across the nursing professions and the level of knowledge (depth or breadth) that differentiates them.

Information gained will support more effective decision making relative to the appropriate utilization of the nursing workforce and a clearer basis for informing nurses and others of the potential roles of each nursing professional on the team. The research will be conducted in collaboration with the College of Licensed Practical Nurses of Alberta, the College of Registered Psychiatric Nurses of Alberta and other key partners. The partners share the common goal of developing effective strategies to ensure that nurses are able to work to their full scope of practice, that the right number and type of health professionals are prepared to meet the needs of Albertans and that nursing services are delivered in the safest and most effective manner.

An initial planning meeting was held in April to agree on objectives and establish a steering committee. Funding is expected to be in place in July or August.
Next CARNA Provincial Council Meeting

Sept. 21-22, 2006

All CARNA members are welcome to attend.

For more information contact:
Wendy Buckley
453.0510 in Edmonton or toll free 1.800.252.9392 ext. 510
wbuckley@nurses.ab.ca
President's Update
The following is extracted from the President's address delivered at the CARN A Conference and Annual General Meeting “RN Pride and Professionalism” on April 20, 2006. For the complete address, go to www.nurses.ab.ca.

Go for Gold

ON April 21, 2006, we will hear from Lori-Ann Muenzer about the dedication, commitment and determination required to become an Olympic champion.

I believe that as registered nurses (RNs), we possess these same qualities. Individually, and as a profession, we can be a force for change in health-care. We can be champions for change that benefits the people of this province.

The next few years will present a unique window of opportunity for health care in Canada. The aging baby-boomer generation is beginning to exert its influence on the health-care system and, whether we want to or not, there will need to be changes in the way health services are conceived and delivered.

These are interesting times for RNs. Registered nurses are one of the most highly trusted professions. A recent public opinion poll confirmed that, next to firefighters, nurses are the professionals people trust most.

The public has confidence in our knowledge, in our skills, in our commitment to advocating on their behalf. They see us as professionals.

The word professional is used in many ways. It is sometimes used to describe an attitude of excellence that people bring to their work. It is sometimes used to describe groups of workers. When RNs use it to describe ourselves, we are saying that:

• we have standards of practice
• we are accountable for the decisions we make and the services we provide
• we have a specialized body of knowledge
• we know that the public expects us to apply our knowledge competently and to maintain our competence

As RNs, we are part of a self-regulated profession with a primary purpose of protecting the public. Professional self-regulation is based on the belief that those within the profession possess the knowledge, skill and judgment to best regulate that profession.

A profession has standards of practice and holds its practitioners accountable for the decisions they make and the services they provide. That means that RNs make decisions regarding standards, ethics and competencies for themselves versus being regulated by non-nurses.

Professionals also have a specialized body of knowledge. The public expects us to apply our knowledge competently and to maintain our competence—a responsibility that never ends and requires life long learning.

This is a responsibility we, as RNs, have taken to govern ourselves and to ensure that we meet the standards we have set for ourselves collectively. A great deal is expected of us and we expect a great deal of ourselves.

And that is where CARN A comes in. As a regulatory body and professional association, CARN A develops and implements the tools of self-regulation—registration, continuing competence and conduct. As professionals, we must embrace and support these tools because they give us the legitimacy to call ourselves professionals in the true meaning of the word.

But self-regulation is a privilege and it can be taken away. I urge you to remember that on the day you send in your registration renewal cheque to CARN A, on the days you sit down at your desk to complete your continuing competence learning plan, on the day you read a conduct decision in Alberta RN and question some of your own practice decisions.

The tools of self-regulation allow you to call yourself a registered nurse. They are tools that allow us to govern ourselves in the best interests of the public we serve.

A growing body of research is clearly documenting that excellent care by RNs often means the difference between well-being and ill-health. It has been said that we, in Canada, have within our power to become one of the healthiest nations in the world. Becoming that world leader in health will take a dedication to illness prevention and to population health with a renewed focus on quality of life.

Let me offer four suggestions on how you might influence change in the health system:

1. Begin by finding ways to articulate what it is that nursing is and does so that others can understand the role of registered nursing. Too often others see only the tasks that we do and are less aware of the behind the scenes activities of assessment and decision-making; inclusion of the whole person and family in care; the knowledge that is being applied to the situation. Nightingale said “Nursing is a noble profession but it takes nurses to make it so.” That means that it is our job as nurses to help others understand our role—i urge you to find ways to do that.

2. In the “olden days,” it was easy to identify RNs. They were the ones in starched white uniform and cap, often with a black band on the cap, hair off the collar and called by their surnames. While I am not suggesting that we return to those days, I do believe that we need to find other ways of making sure that the RN is visible. We want to be recognized and valued for the care we give, the knowledge that we have and the significant contribution that we make to the health of our fellow citizens. This can only happen if people are aware of our presence and our contribution.
If we don’t let people know who we are, we cannot expect them to value the work that we do – we are invisible to them as a profession.

Please wear your RN pin whenever you are in your workplace. When you introduce yourself to your client/patient/community group, remember to tell them that you are an RN. By doing these two things, you can begin to make visible the work of registered nursing.

3. Be active. There are many ways to initiate or advance change. You can be an active member of CARNA by holding elected office or working on committees. You can be a community leader, serving on boards or committees that impact the health of your community. You can be involved in politics – lobbying, running for office, campaigning for other candidates. You can be active on the unit or in the agency where you work, offering ideas and serving on working groups. You can be active through reading your Alberta RN and staying in touch with the issues. What is important is not how you choose to be an active member of the nursing community, but that you are active!

4. Finally, ask questions. It is imperative that we think about and question our practices and our behaviours so that we can grow and develop. As Albert Einstein once said, “we can’t solve problems by using the same kind of thinking we used when we created them.” Always question your practice and seek answers to those questions that will enhance care to clients. Use the growing body of nursing research to help you answer your questions. Always question the system in which you work – e.g. what is legitimate nursing activity, what resources are available to ensure that quality care is provided, how could resources be allocated differently to enhance care?

We are nursing – you and I. As RNs, we must continue to work individually and collectively to improve our ability to make a difference in the lives of individuals, families and communities.

I believe that it is a privilege to be an RN. We are given the moral authority and opportunity to meet people when they are at their most vulnerable and to take the journey to health or a peaceful death with them. We are allowed to enter into the most intensely personal experiences of human life.

I hope that you always practice with a sense of privilege and respect for those with whom you work.

I believe all of us share a gift: the unique blend of knowledge, skills and education that makes us RNs. Unlike many who struggle to find meaning in life or yearn to make a difference, each of you is dedicated to the prevention of illness and the achievement of optimal health and total wellness. CARNA is committed to working with you to promote improved work environments for RNs and raising awareness of the impact our members have, and can have, both on patient outcomes and cost-effective delivery of services.

I have spoken to RNs who feel that they have been put in a box for the last decade. They feel limited in their ability to apply their full scope of knowledge and skill for the benefit of the clients they serve. But we cannot, and must not, be satisfied to stay there.

Now is the time to push against the barriers that prevent RNs from contributing everything that we can to the health system. Our population needs to embrace healthy lifestyles and make healthy choices and RNs are the professionals who can educate and support people trying to make these behavioural changes.

RNs are the largest group of health professionals in this province and we can effect tremendous change if we are willing to look forward towards what we can do, and not be content with what we have been allowed to do.

As RNs, we must strive to “go for gold” ourselves, to challenge ourselves individually and as a profession to make our full contribution to health in Alberta: to face obstacles and find ways to overcome them...and to influence health policy decisions in our workplace and province.

We have a profession in which we can be proud, one that makes an immediate and direct impact on the quality of life of Albertans. I thank you – on behalf of CARNA and on behalf of all Albertans – for your personal knowledge and commitment and for your energy and your passion. We are a profession of champions. RN

Sheila A. McKay, RN, MN
E-mail: president@nurses.ab.ca
Phone: 403.346.1994
Provincial Council Highlights
June 1-2, 2006

Standards for Supervision
Council reaffirmed its approval of the document Standards for Supervision of Nursing Students and Undergraduate Nursing Employees Providing Client Care (2005). Council reviewed the standards in response to a request by the chair of the Health Authorities’ Clinical and Nursing Practice Leaders Network.

Document on Working Extra Hours
Council approved the revised document Working Extra Hours: Guidelines for Registered Nurses on Fitness to Practise and the Provision of Safe, Competent, Ethical Nursing Care. A process of broad consultation with members to review the revised document indicated that members considered the document timely, helpful, and thorough. Extra hours may take the form of planned or unplanned overtime, mandatory overtime, staying on after the end of a shift or working extra shifts on scheduled days off or during vacation time. The document outlines key factors for consideration in making decisions about requesting, requiring or working extra hours. Finally, the guidelines also link with other core CARNA documents that guide and support the practice of registered nurses (RNs).

CNA Fee Increase
Council voted against supporting the resolution proposed by the Canadian Nurses Association (CNA) to increase membership fees by $6 in 2008 and $5 in 2009. The impact on CARNA of the requested fee increases is projected at approximately $180,000 for 2008 and an additional $150,000 for 2009 and would result in reduced levels of expenditures and related association activities or increased CARNA membership fees. As of 2007, CNA fees per CARNA member will be $52 or 14.4 percent of the total CARNA membership fee.

Sponsorship Policy
Provincial Council approved a sponsorship policy consistent with CARNA values while supporting efforts to offset costs. Corporate, pharmaceutical and health-system sponsors have demonstrated increased interest in sponsoring CARNA events. The scope of CARNA’s previous policy was primarily aimed at advertising in Alberta RN. In 2005, CARN generated funding support for the joint conference with the Alberta College of Pharmacists and also for the 3rd Western Nurse Leaders Forum. In 2006, a sponsorship campaign was launched for the 2006 Annual General Meeting and Conference and this year, CARN will once again participate in a sponsorship campaign for the 2007 joint conference with the organizations representing physicians and pharmacists in Alberta.

Vogel Award Recipient
Council selected Anita Paras, provincial council member for Northeast region to receive the Vogel Award which recognizes contribution through service on Provincial Council.

2007 AGM
Council agreed to host the CARNA annual general meeting (AGM) in conjunction with the Banff tri-profession conference in May 2007 and asked staff to explore the use of telehealth transmission to increase member access to the meeting. A previous motion passed in September 2005 to host the AGM in Red Deer was rescinded to minimize additional travel expenses by provincial councillors and staff.

Appointment of Scrutineer for 2006 Election
Council appointed Lisa Bak (Edmonton/West) as scrutineer and Roberta Ficaccio (Calgary/West) as alternate scrutineer. The scrutineer is present during the counting of ballots and determines if a ballot is spoiled. The alternate scrutineer serves as scrutineer if the scrutineer is unable to fulfill her duties.

Appointments to Hearing Tribunal
Brenda Chomey (Edmonton/West) and Eleanor Benterud (Calgary/West) were appointed to the Hearing Tribunal. Hearing Tribunals hear evidence gathered in the investigation of a complaint, and make a determination based upon the evidence. If the member under investigation is found to be unskilled, or to have engaged in unprofessional conduct, the Hearing Tribunal determines what measures are necessary to protect the public from unsafe practice, how to remediate and rehabilitate the individual nurse, and determine compliance with its discipline orders.

Revision of CARNA Bylaws
Council approved, for publication, the proposed revision to the Associate Member section of the bylaws to clarify that former RN and certified graduate nurse (CGN) members, who were not in good standing, are ineligible for associate membership. CARNA bylaws currently allow all former RN and CGN members to apply for associate membership in CARNA. Situations have arisen where former RN or CGN members, who were not in good standing, have indicated their interest in applying for associate membership. While the CARNA bylaws allow the registrar the discretion to approve or not approve associate membership, the Registration Committee indicated that clearer direction in the bylaws would be helpful. The new wording is consistent with the wording in the registered nurse (retired) member section, which states that former RN members in good standing may apply for registered nurse (retired) member status (see page 29).

ARNET Bylaws
Council approved the proposed revisions to the bylaws of the Alberta Registered Nurses Educational Trust which were modified to recognize the implementation of the Health Professions Act. RN
MEMBERS WANTED!

If you are a registered nurse (RN) seeking an opportunity to advance the profession by sharing your knowledge and experience, you are invited to apply for the following volunteer positions.

The College and Association of Registered Nurses of Alberta strives to achieve broad representation of membership by appointing members from a variety of practice settings and geographic regions.

Important notice to current members of CARNA regulatory committees:

The CARNA bylaws state that individuals may only serve on one regulatory committee at a time. Regulatory committees include Registration, Registration Review or Complaint Review Committees, Competence Committee, NEPAB or a Hearing Tribunal.

Hearing Tribunal

Two members
Terms begin Oct. 1, 2006 and Nov. 1, 2006

The Hearing Tribunal hears evidence gathered in the investigation of a complaint made about a member and, based upon the evidence, determines if the RN has met the standards of the profession. Panels of three to five members are formed to adjudicate hearings into allegations of unprofessional conduct. If the member is found to be unskilled, or to have engaged in unprofessional conduct, the committee decides what measures are necessary to protect the public from the unsafe practice, how to remediate and rehabilitate the individual nurse and determines compliance with its discipline orders.

Qualifications

To complement the current composition of the committee, a member with the following qualifications is required:

• minimum 10 years experience in acute care
• resident of the Calgary/West or Edmonton/West region
• preference will be given to candidates who have previous experience on the Professional Conduct Committee

Expectations of Members

• serve a four-year term
• attend eight to 12 hearings per year in Edmonton
• commit to orientation and an annual meeting
• attend hearings that may be rescheduled on short notice
• accept the responsibility of chair of the Hearing Tribunal after approximately one year

Questions

If you have questions about the work of the Hearing Tribunal or the expectations of members, please contact:

Sue Chandler, Complaints Director
TEL: 453.0519 or toll free 1.800.252.9392, ext. 519
E-MAIL: schandler@nurses.ab.ca

Application deadline: Aug. 11, 2006

Competence Committee

Two members
Terms begin Oct. 1, 2006

The committee is responsible for continued development, implementation and evaluation of the Continuing Competence Program and continuing competence policies and processes, including requests from members seeking an exception of policy.

Committee members will determine:

• whether an applicant/member has met the Continuing Competence Program requirements for a practice permit; and
• whether the member has complied with conditions assigned to meet Continuing Competence Program requirements

Qualifications

• minimum of five years of nursing experience
• practice in nursing education, community health or research preferred
• resident of the Northwest or South region

Expectations of members

• serve a three-year term
• attend four to five full day meetings per year, as required, at the CARNA office in Edmonton
• commit to preparatory time for meetings

CARNA reimburses committee members for travel expenses related to committee meetings and offers a salary replacement/per diem to compensate members for time away from work. Orientation and ongoing education is provided to all committee members.

Questions

If you have questions about the work of the committee, or the expectations of members, please contact:

Terry Gushuliak,
Assistant Registrar—Continuing Competence
TEL: 780.453.0507 or toll free 1.800.252.9392, ext. 507

Application deadline: Aug. 11, 2006

HOW TO APPLY

• Obtain an application form at www.nurses.ab.ca.
### Registration Committee

**Two members**

**Terms begin Oct. 1, 2006**

The Registration Committee is a regulatory committee composed of seven RN members who review applications for registration and initial or renewed practice permits. They also consider requests for exemption to the application of a standard registration committee policy. The committee members are responsible for determining if an applicant/member has met the legislated registration requirements and whether a danger to the public would result from the applicant engaging in, or continuing to engage in, nursing as an RN or nurse practitioner. The committee may engage in, or continuing to engage in, nursing to the public would result from the applicant registration requirements and whether a danger if an applicant/member has met the legislated registration committee policy. The committee members are responsible for determining if an applicant/member has met the legislated registration requirements and whether a danger to the public would result from the applicant engaging in, or continuing to engage in, nursing as an RN or nurse practitioner. The committee may approve, defer, or deny eligibility for registration and/or practice permits. The committee may also identify needed conditions or restrictions that should be placed on a permit in the interest of protecting the public.

**Qualifications**

Preference will be given to applicants who:

- have a minimum of three years nursing experience
- practice in community-based care or nursing education
- reside in the Edmonton/West, Northwest or Northeast regions

Additionally, it would be an asset if at least one applicant were an internationally educated nurse.

**Expectations of Members**

- serve a three-year term
- attend a minimum of 10 meetings per year
- participate in urgent teleconferences when required
- accept the responsibility of chair or vice-chair after sufficient exposure to role and responsibilities.

**Questions**

If you have questions about the work of the Registration Committee or the expectations of members, please contact:

Rita Wright, Registrar
TEL: 453.0506 or toll free 1.800.252.9392, ext. 506
E-MAIL: rwright@nurses.ab.ca

Application deadline: Aug. 11, 2006

### Registration Review Committee

**Four members**

**Terms begin Oct. 1, 2006**

The Registration Review Committee is a regulatory committee composed of up to seven RN members who hear reviews of decisions made by the Registrar, Registration Committee, Assistant Registrar—Continuing Competence, or the Competence Committee. Responsibilities include conducting a formal hearing of the applicant/member’s reason for requesting the review, hearing sworn testimony, and reviewing documents submitted by both the applicant/member and CARNA.

After hearing submissions from both parties and considering the applicable legislation, regulations, bylaws, and policies, the committee members may decide to:

- confirm, reverse, or vary the original decision
- refer the matter back to the original staff member or committee to make further assessment and decision, or
- make a new order necessary for a Review Committee's decision

**Qualifications**

Preference will be given to RNs or NPs who:

- have at least three years nursing experience
- practice in community health, nursing administration or rural nursing practice
- reside in the Northeast, Northwest, Central, Calgary/West or South regions

Additionally, it would be an asset if at least one applicant were an internationally educated nurse.

**Expectations of Members**

- serve a three-year term
- attend meetings on an as needed basis
- review documents in advance of review
- volunteer on a rotating basis to draft and finalize decisions of the committee

**Questions**

If you have questions about the work of the Registration Review Committee or the expectations of members, please contact:

Rita Wright, Registrar
TEL: 453.0506 or toll free 1.800.252.9392, ext. 506
E-MAIL: rwright@nurses.ab.ca

Application deadline: Aug. 11, 2006

### Conduct Decision Review Committee

**Three Members**

**Terms begin September 2006**

The Conduct Decision Review Committee (CDRC) reviews conduct decisions to identify significant trends and issues that affect the ability of Alberta RNs to provide safe, competent and ethical nursing care. It provides an excellent opportunity for RNs who want to make a difference by examining what resources are needed to support nurses in their practice.

**Qualifications**

- minimum three years experience in a long-term care setting, active medical unit or emergency/critical care nursing unit
- experience as a staff nurse

**Expectations of members**

- attend 4-5 full day meetings per year at the CARNA provincial office in Edmonton
- commit to preparatory time for meetings
- serve one of two terms lasting two years or one term lasting three years.

CARNA reimburses committee members for travel expenses related to committee meetings and offers a salary replacement/per diem to compensate members for time away from work. Orientation and relevant reference materials are provided to all committee members.

**NOTE: Members of CARNA regulatory committees cannot apply for membership on this committee.**

**Questions**

If you have questions about the work of the committee, or the expectations of members, please contact:

Debra Allen
Nursing Consultant – Policy and Practice
TEL: 451.0043 or toll free 1.800.252.9392, ext. 524.

Application deadline: Aug. 11, 2006
Jurisdictional Review of Examination Items

Six members
Term is Aug. 24, 2006 only

The Registration Committee seeks six registered nurse members to participate in the review of newly developed multiple choice and short answer examination questions to ensure they are consistent with the current standards of practice and current application of the standards of practice in Alberta.

Qualifications
CARRA is looking for six RNs with a minimum three years nursing experience working with clients in a variety of setting such as:
- children and adolescents
- adult care
- older adult
- community health
- mental health
- rehabilitation

Expectations of Members
- attend one full-day meeting in Edmonton at the CARRA office on Aug. 24, 2006
- participate fully in the process as per the directions provided by the session leader
- maintain confidentiality of documents and activities

Questions
If you have questions about the work of the Jurisdictional Review or the expectations of members, please contact:
Rita Wright, Registrar
TEL: 453.0506 or toll free 1.800.252.9392 ext. 506
E-MAIL: rwright@nurses.ab.ca

How to Apply
- Obtain an application form at www.nurses.ab.ca.
- Contact Rita Wright at 453.0506 or toll free 1.800.252.9392 ext. 506.
- Request an application by fax: 780.452.3276.

Application deadline: Aug. 4, 2006

Elections and Resolutions Committee

Three members
Terms begin Oct. 1, 2006

The Elections and Resolutions Committee is responsible for:
- recommending a slate of qualified candidates for members of provincial council and president-elect, whenever an election for that office is required
- developing the rules governing the CARRA campaign and election process, for review and approval by provincial council
- providing support for members submitting resolutions for CARRA's Annual General Meeting
- supporting the development of resolutions for proposal at the 2007 CNA annual general meeting for council's consideration
- soliciting names of members interested in becoming members of ERC to be considered by Council

Qualifications
CARRA attempts to achieve broad representation of CARRA membership by appointing members from a variety of geographic regions. Preference will be given to RNs working in regions outside of Edmonton and Calgary.

Expectations of Members
- serve a two-year term
- prepare for meetings/teleconferences
- review nomination submissions and objectively apply award criteria
- participate in two to four meetings per year

Questions
If you have questions about the work of the committee or the expectations of members, please contact:
Rita Wright, Registrar
TEL: 453.0506 or toll free 1.800.252.9392 ext. 506
E-MAIL: rwright@nurses.ab.ca

How to Apply
- Obtain an application form at www.nurses.ab.ca.
- Contact: Diane Wozniak at 453.0525 or toll free 1.800.252.9392 ext. 525
- Request an application by fax: 780.452.3276

Application deadline: Aug. 4, 2006

Awards Selections Committee

Two members
Terms begin Oct. 1, 2006

The CARRA Awards Selection Committee is an operational committee composed of five RN members who determine criteria, review nominations and select qualified recipients for the CARRA annual award program.

Qualifications
To complement the composition of the committee, preference will be given to RNs working in clinical practice or administration.

Expectations of Members
- serve a two-year term beginning Oct. 1, 2006
- prepare for meetings/teleconferences
- review nomination submissions and objectively apply award criteria
- participate in two to four meetings per year

Questions
If you have questions about the work of the committee or the expectations of members, please contact:
Rachel Champagne, Manager, Communications
TEL: 453.0516 or toll free 1.800.252.9392 ext. 516.
E-MAIL: mwardjack@nurses.ab.ca

How to Apply
- Obtain an application form at www.nurses.ab.ca.
- Contact: Diane Wozniak at 453.0525 or toll free 1.800.252.9392 ext. 525
- Request an application by fax: 780.452.3276

Application deadline: Aug. 25, 2006
2007 Renewal of Practice Permits – What’s New

Don’t delay. Register in August or early September to make sure you receive your 2007 practice permit by Oct. 1, 2006. Save time and submit your application online at www.nurses.ab.ca. It’s easy, fast and secure. This year, more than 3,000 members have already agreed to forego the paper version of the application altogether and will instead renew in response to an e-mail from CARNA. Total savings in printing and postage are projected at more than $10,000.

Mandatory Continuing Competence for RNs, CGNs and NPs

All registered nurses (RNs), certified graduate nurses (CGNs) and nurse practitioners (NPs), are required by the Health Professions Act to meet the CARNA Continuing Competence Program requirements in order to hold a practice permit. Here’s a quick review of what is required.

Don’t Delay – Do it Now

Complete your reflective practice activities and be prepared to report your continuing competence activities on your renewal form.

Get Ready

• Review the package of information on the CARNA Continuing Competence Program that was mailed to all CARNA members last year.
• Attend a continuing competence telehealth education session (see listing on page 12).
• Review the frequently asked questions section posted at www.nurses.ab.ca or go through the continuing competence online tutorial.
• If you still have questions about how to fulfil the continuing competence requirements, contact the CARNA office at 780.451.0043 or toll free at 1.800.252.9392 or contact your CARNA regional coordinator listed on the inside cover.

Continuing Competence Conditions on Practice Permits

Applicants who do not report continuing competence requirements on their practice permit application will have practice permits issued conditional to completing CARNA Continuing Competence Program requirements correctly within 60 days. Practice permits which do not have these requirements met within the 60-day time period will be automatically suspended and the member’s employer(s) will be notified.

Reporting Your Nursing Practice Hours

Every year, CARNA responds to a number of inquiries from members who are concerned about what may be reported as nursing practice hours. The options related to reportable hours specified in the Registered Nurse Profession Regulation (see Section 21(1)(d) on page 10) are viewed as minimal practice requirements that help to ensure that Albertans receive safe, competent, ethical care from RNs.

The Registration Committee recognizes the following hours provided the member held a practice permit at the time of the activity:

Practice Hours

• All worked hours reported as registered nursing practice must be consistent with the definition of RN practice as per the Health Professions Act (Schedule 24, Section 3 on page 10).

How to Report Your Continuing Competence Activities

Registered Nurses and Certified Graduate Nurses

• Assess your nursing practice using the CARNA Nursing Practice Standards.
• Collect feedback about your practice.
• Choose at least one Nursing Practice Standard indicator as your priority focus for professional development for the 2007 practice year.
• Develop a written learning plan describing what you want to learn and how you plan to learn it.
• Report which indicator(s) you selected to be your priority focus for professional development for the 2007 year.

You will then have the 2007 practice year to complete implementation of your learning plan and evaluation of impact of this learning on your nursing practice.

Nurse Practitioners

• Report on the implementation of last year’s learning plans.
• Report on the impact this learning has had on your practice.
• Assess your practice using both the CARNA Nursing Practice Standards and the CARNA Nurse Practitioner Competencies.
• Collect feedback about your practice.
• Choose at least two indicators as your priority focus for professional development for the 2007 practice year where at least one indicator is from the CARNA Nurse Practitioner Competencies.
• Develop written learning plans describing what you want to learn and how you plan to achieve the learning (one learning plan for each priority indicator selected).
• Report which indicators you selected to be your priority focus for professional development for the 2007 year.
Although worked hours are reportable, using your pay slip to calculate nursing practice hours may be misleading. The difference is that worked hours relate to when a nursing service was provided while paid hours include time periods when there was no nursing practice such as vacation, leave of absence, sick time, etc. For example, “call back hours” may be reported while “on-call” hours may not be reported.

Nurse educators may count preparation time spent in advance of teaching and time spent marking exams or assignments in addition to the hours of teaching.

Consultant hours may be counted provided the consulting activities are related to nursing practice as per the Health Professions Act (Schedule 24, Section 3).

Hours of nursing practice performed outside Canada may be counted, provided the member held regulated status with the other jurisdiction. The Registration Committee will consider exceptions when the member was not denied registration with the other jurisdiction but rather evidence shows that it was not possible to be licensed in the foreign country. The member must continue to hold a regulated membership with CARNA.

Post-RN Nursing Education Hours

- Theoretical and clinical hours spent in formal nursing education programs taken following graduation from a basic nursing education program and leading to a degree, diploma, or certificate may be counted.
- Completed continuing nursing education programs with university or college recognized course credits may be reported by using the following formula:
  \[ \text{course credit} \times 60 \text{ hours} = \text{reportable hours per course} \]
- Hours spent in nursing refresher programs may not be counted if the program is taken to obtain a practice permit.

Volunteer Hours

Only those nursing practice hours worked while volunteering with humanitarian relief and development organizations (i.e. CUSO, Red Cross in New Orleans) can be reported. Nursing practice hours worked while volunteering with other non-profit or charitable organizations (i.e. summer camps for diabetic children) cannot be included in reported hours. The Registration Committee strives to apply requirements in a consistent manner and maintains that RNs have ample opportunity during the current nursing shortage to obtain the minimum nursing practice hours through paid employment.

Extenuating Circumstances

Members who have made all efforts to obtain the minimum practice hours and experience extenuating circumstances which prevent them from meeting the requirement are encouraged to submit a letter of explanation to the registrar. The registrar or the Registration Committee will review the documentation and respond to the member in writing outlining what is required to obtain a practice permit.

Conditional or Restricted Practice Permits

Under the Health Professions Act (HPA), CARNA may issue practice permits with conditions imposed by registration, continuing competence, and/or conduct. Conditions will appear on the back of the permit. Employers are encouraged to ask to see the member’s actual practice permit. Please note that consistent with the previous Nursing Profession Act (NPA) legislation, any conditions or restrictions related to conduct decisions made when the Nursing Profession Act was in effect will not appear on the practice permit.

Legislated Nursing Practice Hours

The requirements related to eligibility for renewal of a practice permit are specified in Section 21 of the Registered Nurse Profession Regulation.

21(1) A regulated members applying for renewal of that member’s practice permit must provide evidence satisfactory to the registrar of:

(a) completing the continuing competence program requirements,
(b) good character and reputation as set out in Section 11,
(c) the regulated member’s fitness to practice, and
(d) within the previous five membership years, completing

(i) 1125 hours of registered nursing practice,
(ii) a degree or a nursing program satisfactory to the registrar, or
(iii) a nursing refresher program satisfactory to the Council

The options in item (d) are minimal practice requirements that help to ensure Albertans receive safe, competent, ethical care from registered nurses (RNs).

Definition of nursing practice

HPA Schedule 24(3)

In their practice, registered nurses do one or more of the following:

(a) based on an ethic of caring and the goals and circumstances of those receiving nursing services, registered nurses apply nursing knowledge, skill and judgment to

(i) assist individuals, families, groups and communities to achieve their optimal physical, emotional, mental and spiritual health and well-being,
(ii) assess, diagnose and provide treatment and interventions and make referrals,
(iii) prevent or treat injury and illness,
Online Renewal

This year, CARNA has included online trouble-shooting tips to assist you with a successful renewal of your practice permit. Neglecting to click “Submit” after completing the online form was a problem identified last year. Check your e-mail to make sure you receive a confirmation e-mail from CARNA within 48 hours. If you do not receive a confirmation notice within 48 hours, you should assume that your application has not been received. Members are reminded that if CARNA has not successfully received your renewal application, whether online or paper copy, on or before Oct. 1, 2006, you will be charged a $50 reinstatement fee. Renew in August or early September to avoid problems associated with the rush of last-minute online applications. Renewing early is the best way to avoid problems with your application and to ensure your practice permit is in hand on Oct. 1, 2007.

By renewing online, you help CARNA use resources wisely and to provide the best service possible to members.

If you still have questions, contact the CARNA office at 780.451.0043 or toll free at 1.800.252.9392.

New Continuing Care Standards

BY GAYLE (ALMOND) LANGFORD, RN, BN, LLB
POLICY ADVISOR, STRATEGIC DIRECTIONS, ALBERTA HEALTH AND WELLNESS

In May 2006, Alberta Health and Wellness released the new Continuing Care Health Service Standards. The standards will be phased-in over 2006-2007, with full implementation effective April 1, 2007. The new standards replace the 1995 Basic Service Standards for Continuing Care Centres. The new standards are much broader in scope, and apply to all publicly-funded continuing care services, whether they are provided in traditional long-term care facilities, new community housing such as supportive living, or in an individual’s home.

The standards are based on two principles: improving quality of care at the individual level; and quality assurance and improvement at a system level.

The foundation for improving quality of care at the individual level is an individualized, integrated, and comprehensive assessment and care plan. The interRAI suite of assessment tools, which have been mandated by Alberta Health and Wellness and the nine regional health authorities for use in both long-term care and home care, will provide the means to achieve this goal.

The new standards support the involvement of all appropriate health-care providers, as well as facility/program operators, the client and their family. The development of one integrated client care plan for each continuing care client, the sharing of relevant information, supporting client choice and involvement, and having an identifiable professional responsible for care coordination will go a long way in improving client satisfaction and quality of care.

In support of continuous evaluation and improvement at the system level, the health service standards require the regional health authorities to develop and implement a quality improvement program. Again, the interRAI tools will be particularly useful in this endeavour.

The interRAI tools contain outcome scales and quality indicators, which will enable regional health authorities and service providers to evaluate the quality of care they are providing. Regions and service providers will also be able to use this information to set performance expectations; guide quality improvement initiatives; and identify best practices through provincial, national and international peer comparisons.

One of the most relevant ways to determine the quality of care being provided is to actively involve clients and family members in evaluating the care they or their loved ones are receiving. The standards support a customer service approach in which service providers welcome feedback as a means to better address the needs of their clients and improve their services.

This information, combined with evidence based decision-making practices, proven quality improvement initiatives, such as processes for reviewing adverse events, and accreditation will provide a strong basis for system quality assurance and improvement.

Nurses will play a crucial role in the implementation of the new continuing care health service standards, the formation and identification of best practices, and quality improvement at both the individual and system level.

A copy of the standards can be accessed at www.continuingcare.gov.ab.ca

NOTE: In July 2005, CARNA was invited to provide input when the MLA task group was formed to gather input to draft continuing care standards. CARNA, along with the Alberta Gerontological Nurses Association, the College of Licensed Practical Nurses of Alberta and the College of Registered Psychiatric Nurses of Alberta, provided feedback on several occasions to the draft standards, focusing primarily on the need for adequate numbers of professional nursing staff and appropriate qualifications of other care providers in institutional and alternative settings.
Knowledge. Education. Skill.

CARNA Continuing Competence Program—What It Means To You

Be better prepared to meet the continuing competence requirements for RNs under the Health Professions Act.

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**Calgary/West**

Airdrie Regional Health Centre: Telehealth Room

Banff, Mineral Springs Hospital: Telehealth Room

Black Diamond Oilfields Hospital: Admin Board Room Medical Library

Calgary, Alberta Children’s Hospital: Room 3612, Room 3524, Solarium

Calgary, Foothills Medical Centre: Admin 151 Auditorium Coombs Theatre Room G34B

Calgary, Health on 12th:

Calgary, Peter Lougheed Centre: Auditorium Room 4023

Calgary, Rockyview Hospital: Fisher Hall Room 3A133 Room 4577

Calgary Health Region Administrative Offices, Southport: Room 1340 Room 2843

South Calgary Health Centre: Telehealth Room 1001

Canmore General Hospital: Medical Library

Claresholm General Hospital: Multipurpose Room Wellness Centre

Claresholm, Willow Creek Auxiliary Hospital and Nursing Home

To attend an Education Session via Telehealth, register at www.nurses.ab.ca or by phone: 1.800.252.9392 ext. 450
### JULY

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### Central

- **Camrose, St. Mary’s Hospital Telehealth Room**
- **Castor, Our Lady of the Rosary Telehealth Room**
- **Consort Hospital Telehealth Room**
- **Coronation Hospital Telehealth Room**
- **Didsbury Hospital Admin Conference Room**
- **Drumheller Health Centre Conference Room 1**
- **Hanna Health Centre Telehealth Room**
- **Innisfail Health Centre Telehealth Room**
- **Lacombe Hospital Telehealth Room**
- **Lloydminster Hospital Telehealth Room**
- **Okotoks Health & Wellness Centre Staff Meeting Room**
- **Olds Hospital Telehealth Room**
- **Ponoka, Alberta Hospital Ponoka Room B**
- **Ponoka Hospital and Care Centre Telehealth Room**
- **Provost Hospital Telehealth Room**
- **Red Deer Hospital: Auditorium Educational Seminar Room**
- **Rimbey Hospital and Care Centre Telehealth Room**
- **Rocky Mountain House Health Care Centre Telehealth Room**
- **Stettler Hospital and Care Centre Telehealth Room**
- **Strathmore Hospital Telehealth Room**
- **Sundre Hospital and Care Centre Telehealth Room**
- **Three Hills Health Centre Telehealth Room**
- **Tofield Health Centre Multipurpose Room**
- **Vermilion Health Centre**
- **Wainwright Health Centre Telehealth Room**

### Edmonton/West

- **Devon Community Hospital Education Room**
- **Drayton Valley Hospital Pembina Room**
- **Edmonton, Capital Health Centre Room 02-102**
- **Edmonton, Glenrose Rehabilitation Hospital Auditorium**
- **Edmonton, Grey Nuns Community Hospital Executive Administration 1716**
- **Edmonton, Misericordia Community Health Centre Room 1N-107**
- **Edmonton, Royal Alexandra Hospital 5001 Diagnostic Treatment Centre**
- **Edmonton, University of Alberta Hospital, Walter C. MacKenzie Health Centre Classroom D/Room 2F1.04**

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**Hosting sites**

To attend an Education Session via Telehealth, register at [www.nurses.ab.ca](http://www.nurses.ab.ca) or by phone: 1.800.252.9392 ext. 450
Knowledge. Education. Skill.

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Northeast

Athabasca Healthcare Centre | | | |
Barrhead Healthcare Centre | Telehealth Room | | |
Bonnville Health Centre | Telehealth Room | | |
Cold Lake Health Centre | | | |
Elk Point Healthcare Centre | | | |
Fort McMurray Hospital: | Family Health Teaching Room | | |
Sunset Room | | | |
Fort Saskatchewan Health Centre | Telehealth Room | | |
Fox Creek Healthcare Centre | Telehealth Room | | |
Lac La Biche, W.J. Cadzow Health Care Centre | Telehealth Room | | |
Mayerthorpe Healthcare Centre | | | |
Redwater Health Centre | Telehealth Room | | |
St. Paul – St. Therese Health Centre | | | |
Swan Hills Healthcare Centre | | | |
Two Hills Health Centre | Telehealth Room | | |
Westlock Health Centre | Telehealth Room | | |
Whitecourt Healthcare Centre | | | |

Northwest

Beaverlodge Hospital | Telehealth Room | | |
Chateh, Hay Lakes Nursing Station | | | |
Fairview Health Complex | Telehealth Room | | |
Fort Vermilion – St. Theresa Hospital | Conference Room | | |
Fort Vermilion Health Centre | Telehealth Room | | |

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**South**

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| Bow Island Hospital | Telehealth Room | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Brooks Health Centre: Cafeteria Telehealth Room | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Cardston Hospital | Telehealth Room | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Crowsnest Pass Hospital | Telehealth Room | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Lethbridge Hospital: Room 1A102 Room 2K163 Room 3K130A | Telehealth Room | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Medicine Hat Hospital | Room #2 | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Medicine Hat, Dunmore Road Office | Telehealth Room | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Milk River Hospital | Telehealth Room | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Pincher Creek Hospital | Telehealth Room | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Raymond Care Centre | Telehealth Room | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Taber Hospital | Telehealth Room | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |

For additional sessions, go to www.nurses.ab.ca. Some sessions have limited registration. Bring your copy of the continuing competence information package.

*Thanks to all the health regions for their support.*

To attend an Education Session via Telehealth, register at www.nurses.ab.ca or by phone: 1.800.252.9392 ext. 450
Annual Conference and General Meeting
April 20-21, 2006

More than 280 registered nurses attended the College and Association of Registered Nurses of Alberta’s annual conference and general meeting which was held on April 20-21, 2006 at The Westin Edmonton.

The two-day event provided conference attendees with the opportunity to explore such relevant issues as patient safety, the ethics surrounding a pandemic and RN scope of practice.
Alberta Registered Nurses Educational Trust

In 2006, ARNET awarded $82,000 in scholarships to 40 Alberta registered nurses (RNs) for their outstanding academic accomplishments and contributions to the nursing profession. Ongoing donations and educational funding partnerships assist us in providing educational funding support to RNs in Alberta.

Applications for the 2007 ARNET scholarships will be available for downloading at www.nurses.ab.ca/ARNET on Jan. 2, 2007.

Carna President Scholarship
Tara Follett
Andrea Pritchard
Barbara Proudfoot

Carna Board of Directors Scholarship
Anil Kurian
Lorraine Thirsk
Cristine Zaganelli

2006 ARNET Scholarship
Kimberly Bennett
Linda Brinks
Svetlana Dalla Lana
Elizabeth Demaere
Dorothy Dooley
Jari-Lynn Eckert
Amanda Embleton
Sheryl Ewing
Carla Ginn
Jean Groft
Murray Holtby
Susan Horsman
Janel Hunter
Stephanie Kaufmann
Maria Kim
Amy Marshall
Deborah Martin
Paula Mereska
Patricia Meyer
Kathleen Miller
Tracy Mitchell
Celine O’Brien
Claudia Steinke
Eileen Trevo
James Veenstra
Sarah Wall
Christina West
Karen Whitlow
Rachel Williamson
Denise Yunick

Davidson Memorial Scholarship
Geraldine Lasiuk
Leah Shalanski

Mac Smith Memorial Scholarship
Lyla Goin

International Conference on Community Health Nursing Research Scholarship
Nelly Oelke

ABOVE: The Alberta Registered Nurses Educational Trust presented the CARNA Board of Directors Scholarship and the CARNA President Scholarship at the 2006 Awards Gala.

Standing, l to r: Andrea Pritchard (Carna President Scholarship recipient), Kim Campbell, Lorraine Way, Anil Kurian (Carna Board of Directors Scholarship recipient), Arlene Weidner, Judith Hibberd, Sheila Elliott, Tara Follett (Carna President Scholarship recipient).

Seated, l to r: Dorothy Hughes, Joanne Penner-Herron, Marion Allen.

The ARNET Album

Thank You! The annual Alberta Registered Nurses Educational Trust luncheon continues to be a fun-filled tradition at the CARNA Annual Conference and General Meeting. Thank you to everyone who supported us through their attendance. With your help, we raised more than $5,000 in support of continuing nursing education!

POTPourri
More than 40 pots of every description—each unique works of art were donated to our silent auction.

Roaring in Our 20’s
Carna President Sheila MacKay (right) and ARNET Board member Lorraine Way demonstrate their Charleston dance technique to attendees.
Rene DAY

University of Alberta
BScN, University of Alberta, 1966
MS, University of Hawaii, 1975
PhD, University of Alberta, 1986

“Rene has made a significant contribution to the delivery of health-care services through the preparation of practicing nurses and of students entering practice.”

PAULINE PAUL, RN BScN MS PhD – NOMINATOR

Dr. Rene Day has had an illustrious nursing career over the past 44 years. She has made an outstanding contribution and commitment to the advancement of the nursing profession at local, national and international levels. She holds nursing education very dear and her contributions are not only recognized by the nursing profession, but also by the wider educational community.

She has represented the University of Alberta faculty of nursing in Sweden and Norway and she used her skills to offer a health assessment course to the first group of nursing students in Ghana, West Africa, in the joint University of Alberta – University of Ghana Master of Philosophy Nursing program.

She has received funding for more than 24 research projects, made more than 20 presentations and workshops on how to create a teaching dossier/ portfolio, and has more than 40 peer reviewed publications to her name.

On April 20, 2006 more than 400 family, friends and colleagues gathered at The Westin Edmonton to pay tribute to the seven recipients of the CARNA Awards of Excellence.

During the evening, CARNA also acknowledged the 796 registered nurse members who graduated 30 years ago by including their names in an audiovisual segment during the evening.

CARNA Awards Selection Committee
Back, l to r: Debbie Elliot, Cheryl Mittelstadt.
Front, l to r: Fern Christensen, Xina Chrapko-Brosseau, Dr. Lynn Skillen

Lindisfarne Media Group was the proud sponsor of the evening’s host, Fred Keating, star of Jake & the Kid and DaVinci’s Inquest.
LIFETIME ACHIEVEMENT

Karen M. POLOWICK

Misericordia Hospital School of Nursing, 1965
BScN, University of Alberta, 1976
M.Ed., University of Alberta, 1987

“She has positively influenced the lives of hundreds of patients and families and the careers and practice of nurses, physicians, other health professionals and nursing students.”
CAROL POLOWICK, RN BScN – NOMINATOR

Karen Polowick began her career in 1965 when she graduated with honours from the Misericordia Hospital school of nursing. She is a highly respected registered nurse with a strong combination of governance, administration, clinical and educational experience.

She recently retired following 10 years of service with Capital Health and continues to practice nursing education as a tutor in the baccalaureate program of Athabasca University.

No matter who her employer was, who her team members were or what her duties, Polowick demonstrated professionalism in all her interactions. Her track record of sound judgement, common sense, quality improvement and effective handling of difficult situations has always been envied by her colleagues. She easily gains trust and cooperation and is known for her listening and recognition of other’s contributions and value.

EXCELLENCE IN NURSING CLINICAL PRACTICE

Lana CURLE

University of Alberta Hospital School of Nursing, 1977
Mount Royal College, Gerontology, 2003

“She has worked toward the creation of an optimal learning environment for the student while encouraging excellence in the preceptor.”
RENE DAY, RN MS PHD – NOMINATOR

Lana Curle has demonstrated excellence in her 26 years with Peace Country Health with her undying dedication to improving care of the client with dementia.

Her leadership has brought about standardized care and the initiation of a short stay assessment unit.

SHONA HOMMY-BUGARIN, RN BScN – NOMINATOR

EXCELLENCE IN NURSING EDUCATION

Florence MYRICK

University of Alberta
St. Clare’s Mercy Hospital School of Nursing, 1971
BN, Memorial University of Newfoundland, 1980
MScN, University of Western Ontario, 1986
PhD, University of Alberta, 1998

“She has worked toward the creation of an optimal learning environment for the student while encouraging excellence in the preceptor.”
RENE DAY, RN MS PHD – NOMINATOR

Dr. Florence Myrick’s work is unique and she has proven to be a leader in the development of strategies for teaching-learning. Her interest for the past decade has been the area of student preceptorship in undergraduate nursing education. She has developed a research program to identify the needs of preceptors and students that has led to improved teaching and learning in the practice setting.

Extensive interest has been shown in this project and invitations to speak at conferences or provide workshops have come from around the world. She has presented in Denmark, Finland, Switzerland, Great Britain and most recently she was invited to present the inaugural address at McMaster University, School of Nursing’s Bernice King Lecture on Clinical Nursing Education. In 2004 she wrote a book on preceptorship that has now become required reading for fourth year students at the University of Alberta.
EXCELLENCE IN NURSING RESEARCH

Judith C. Kulig

Medicine Hat College, 1978
BScN, University of Alberta, 1983
MSN, University of Arizona, 1984
DNSc, University of California, 1991

“Dr. Kulig’s research program has benefited greatly by her scientific rigour, including innovative thinking, a profound concern for ethical integrity, attention to methodological detail and exceptional writing ability.”
SONYA GRYPMA, RN MS PhD – NOMINATOR

From the time she arrived in Lethbridge in 1992, Dr. Kulig has worked tirelessly to establish a research program relevant to health care in Southern Alberta. One notable aspect of her research is the way in which Dr. Kulig has gained access to various cultural communities including the Hutterite, Kanadier Mennonite and Aboriginal communities. It is her genuine interest in people, her passion for equality and justice, and her ability to build trust and rapport that has led to better understanding and promoting the health needs of those who otherwise are overlooked and underserved.

Dr. Kulig’s contributions to intercultural nursing have been recognized in Canadian nursing circles for many years. Her rural health research has also gained her international renown. It is her genuine interest in people, her passion for equality and justice, and her ability to build trust and rapport that has led to better understanding and promoting the health needs of those who otherwise are overlooked and underserved.

EXCELLENCE IN NURSING ADMINISTRATION

Queenie Choo

Grant MacEwan College, 1983
BN, University of Alberta, 1983
MN, University of Alberta, 1995

“Queenie has truly demonstrated her commitment to staff development and education to enhance nursing practice and she has developed many innovative programs to improve nursing practice in long-term care.”
BRENDA THIRU CHELVAM, RN – NOMINATOR

Queenie Choo is known for her effective and participatory leadership style. Her down to earth personality, her humanity, respect and integrity have gained a high regard from many staff over her 25-year career.

Most recently, Choo has been recognized for her leadership in turning a building into a home for long-term clients. The new staff were trained and oriented not only for their new environment, new clients and new procedures, but also to new values of effective interpersonal relationships.

Choo cares about her team members. She is a strong mentor, advocate and role model. She is committed to lifelong learning, authors many articles promoting nursing in long-term care and constantly finds new and effective ways of making her team more successful. Choo truly exemplifies a leader who has turned many situations into positive and productive teams within an organizational culture and support.

RISING STAR

Judy Smolak

Capital Health, Home Care Northeast
BScN, University of Alberta, 2005

“Judy is willing to share her experiences and receive suggestions around meeting clients’ needs, especially in complex situations and was able to support and guide a recent nursing student.”
JOHANNA BUisman, BN – NOMINATOR

Judy Smolak began her work with Capital Health in 2004, and presently is working as a nurse case manager on an integrated, interdisciplinary home-care team. She has an excellent ability to assess and meet the client’s physical, emotional and spiritual needs.

She has a caring, sensitive and respectful attitude with everyone she meets. Even though she is new, she has taken time to support and guide recent nursing students. She is sensitive to family needs and concerns when dealing with long term placement of their loved ones. She listens and looks into all possible alternatives and makes the transition easier for the families.

She has a long list of credits to her name already: The 2003/2004 Ambassador Award Scholarship, the 2002/2003 Graham and Peggy Lock Bursary for Community Nursing, Member of the Dean’s Honour List, First Class Standing, Member of the Golden Key International Honour Society.
First Nations Award
Health Minister Tony Clement presented the First Nations and Inuit Health Branch Award of Excellence in Nursing to Susan Jewitt, an Alberta RN, during National Nursing Week.

Jewitt has been nurse in charge for almost four years at the Horse Lake First Nation Health Centre. She has introduced a number of health programs in the community and has pioneered a volunteer center at Grande Prairie Regional College. Her greatest passion is prenatal education and women’s health issues. Through initiatives such as smoking cessation programs for teens and fetal alcohol syndrome walks, she is a role model for staff and has become a source of inspiration to her community.

A 2002 graduate of the Grande Prairie Regional College and University of Alberta collaborative baccalaureate nursing program, Jewitt is currently working towards her masters of arts in nursing.

Dr. Jean C. Nelson Memorial Award 2005
The board of directors of the Doctor Jean C. Nelson Memorial Foundation has conferred its annual bursary to registered nurse Wendi Lokanc-Diluzio, a sexual health specialist with Calgary Health. Lokanc-Diluzio is currently enrolled in the doctorate of nursing program at the University of Calgary where she plans to investigate the experience of parents discussing sexuality with adolescents. She is also co-developing and co-instructing an undergraduate course on child and adolescent health promotion in schools. She graduated in 1997 from the University of Calgary with a baccalaureate degree in nursing and worked as a public health nurse for eight years. She completed her master’s degree in 2004.

The Dr. Jean C. Nelson Memorial Award is given annually to a student pursuing graduate studies related to community health. The award was founded to honour the outstanding contribution of Dr. Jean Nelson who, at the time of her death in 1979, was the deputy minister of health for the department of social services and community health in Alberta.

Director of Policy and Practice Lynn Redfern, (centre) recently represented CARNA at an international nursing symposium in Riyadh, Saudi Arabia. Redfern is shown here with Chief of Nursing Affairs, King Faisal Specialist Hospital and Research Centre, Sandy Lovering (l) and Chief Nursing Executive and Vice President Professional Practice, Ottawa Hospital, Ginette Rodger (r).
What RNs Really Do

I have observed in past years that we, as nurses, acknowledge our nursing colleagues during National Nursing Week, but receive minimal acknowledgement from the community in general. This year I have been thinking about why that is, and have come to the conclusion that many people have little idea of what nurses really do. I would like to talk about the role of registered nurses (RNs) as they impact us across the spectrum of life. These are fictitious events, but they unfold every day in every community. These scenarios are just a fraction of what nurses do.

When I was born, an RN was there; she would have delivered me if the doctor hadn’t arrived in time. The RN closely monitored my mother’s health to help ensure that she would be around to raise me. The nurse measured and weighed me and kept me dry and warm, put drops in my eyes to prevent blindness and gave me an injection so that I wouldn’t bleed to death. She taught my mother how to feed me the life sustaining “liquid gold” of breast milk and worked tirelessly until she was confident that my mother could feed me. She listened, reassured, taught and listened some more.

An RN gave me vaccines to prevent many of the diseases that kill children around the world every year, and identified that my mother was experiencing post-partum depression and needed further assistance.

When I fell off my bike, an RN cleaned my wounds, held my hand and bandaged me up. She wiped my tears and gave me a treat.

When my dad was injured and lying in a hospital bed, it was an RN that made sure I understood what was going on. It was an RN that came to the house to help my mom take care of my dad and arrange for all the other professionals that were needed for his rehabilitation.

At school, the RN taught us how to wash our hands, how to take care of ourselves and how babies are made. A nurse answered all our questions about sex and birth control, even the stuff that made our moms’ blush.

It was an RN that explained to me what the lump in my breast meant, and what my options were. She had time to listen to my fears and didn’t rush me out the door. She rejoiced with me when she called with the results of the biopsy.

It was an RN that answered all my questions regarding my mother’s cancer. She explained how she was giving my mother chemotherapy to kill the cancer and giving her medication to treat the nausea and ordering meals that would be the most appealing to her. She took down information on what my mother did and didn’t like and assured me that she would tell my mom that I had called.

An RN provided me with a pillow and blanket and a cot when I came to be at my mother’s death bed. She provided a listening ear, and patiently allowed me to rant and rave in anger at the unfairness of life and she didn’t cut me off or make me feel embarrassed. I watched her monitor my mother’s condition and call to request an increase in pain medication. When she came into the room, it felt like my mother was her only patient, even though I knew the unit was full and I could hear the bells and phone ringing endlessly. She hugged me and had a tear in her eye when my mother slipped away to her heavenly reward.

Nurses are the backbone of the health-care system, but they are also the hands, the feet and the heart.

Sincerely,
Linda Brinks, RN
In support of members celebrating National Nursing Week, the College and Association of Registered Nurses of Alberta (C ARNA) distributed more than 575 nursing week celebration kits to members from across Alberta. Each kit included promotional pins, balloons, pens, posters and rulers.

A sample letter of proclamation, event ideas and tips for generating media interest were also available on the CARNA website.

1. The CARNAval organizing committee (l to r) Sheila Cloutier, Leona Pool, Gayle Kadlec, Chris Davies, Sarah Kpjar, Pat Lewis, Dianne Dyer, Deborah Chernichko and Sheena Mainland.

2. Nurses on Unit 44 at the Peter Lougheed Centre celebrated the week with a luncheon. (l to r) Sharon Witt, Anna Marie Labossiere, Liana Cooke and child, Tessy Stephen (front), Karney Simpson (back), Natalie Riti, Roy Hanson (back), Parmjit Sandhu, Twyla Andrews, Liz Hamilton.

3. Nurses at Red Deer Hospital displayed their pride in the profession with an exhibit of graduation photos, old-style uniforms and nursing books.

4. Heather Gill, RN. Site Director of the Fort Saskatchewan Health Centre was on hand when Mayor Jim Sheasgreen proclaimed May 8-14, 2006 National Nursing Week in Fort Saskatchewan.

5. (l to r) Leona Lowe, Karen Osborne, Margaret Shaykowski and Suzanne Friesen celebrate at the Spirit River Breakfast.

6. (l to r) Page Brooks, Lindsay Hillborn, Carol Ann Doll, Roxann Dreger, Cindy O’Flaherty and Michelle Warriner at the Grande Prairie Nursing Week Banquet.
When she was a girl, Michelle Senkow would often go to work with her dentist father on Saturdays. He would tell her, “Just wear something nice, and clean.” The 12-year-old would do some filing, hold someone’s hand, and help take care of the children.

As the second-eldest daughter and one of 10 siblings, taking care of children was second nature for Michelle. Both parents were naturally nurturing souls, and set a great example of caring and compassion. So it’s no wonder that when choosing a career, Michelle looked to nursing and she has spent her entire career focusing on caring for others. Health care was a natural fit, following not only in her father’s footsteps but those of her eldest brother, Peter, who is a family physician in Ottawa.

“I could have gone to medical school too,” she says, “but I knew I wanted a family, and to spend time with a family there would be too much of a tug-of-war between work and home. I knew nursing was what I wanted – because at the end of a shift you could let go, knowing someone else was there to take over critical patient care.”

A proud mother of five, Michelle says that while neither her daughter nor any of her four sons aspire to follow in her footsteps – they don’t want to work the shift work that is an integral part of nursing – she feels they could all be terrific nurses.

“They are very supportive of nurses,” she notes, and how could they be otherwise, given the number of nurses in the family. Two of Michelle’s younger sisters joined the nursing sorority; Nicole is an ICU nurse in Saskatoon, and Jacqueline is an emergency nurse in Prince Albert. Not to be outdone, big brother Paul decided to become a nurse after working in a long-term care facility as a nursing aide. He works as a shift supervisor at St. Paul’s Hospital in Saskatoon. His wife, Susan, is also a nurse.

“Paul was always my mentor,” says Michelle. “Listening to him speak of nursing made me decide to devote my career to nursing.”

Even though they are scattered throughout three provinces, Michelle
and her health-care siblings regularly compare notes about working conditions, benefits and experiences. Others in the family – including “the outlaws” – have gotten used to “the nursing talk.”

Michelle was the only nurse – and the first in the family – to leave Saskatchewan to get her education. After much research, Michelle set her sights on the three-year Foothills Hospital nursing program. It was an in-hospital program, affiliated with the University of Calgary medical school, and had a nursing residence on site. “My dad was not happy I was leaving Saskatchewan,” she remembers.

Tuition when Michelle began her training in 1979 was $350 for three years, plus free residence (“but not free meals”). “You put in a lot of sweat equity and students were counted as part of staff,” she says. “I really prize that program. The in-hospital aspect and the mentorship grounded me with solid nursing skills.”

Michelle combined marriage to her number-one fan and biggest supporter, Craig, and the birth of child number one with her nursing training. A move to Edmonton after graduation saw her work at the Misericordia Hospital in labour and delivery, maternity, surgery, and floating – full-time, part-time, and casual as Michelle and Craig completed their family. Like many nurses, she struggled to juggle commitments to family and patients.

Edmonton was followed by eight years in Grande Prairie, giving Michelle an amazing experience working in an environment she describes as urban but rural, learning what it’s like to be away from a major centre. She recalls, “Someone was Medevaced to Edmonton almost every shift.” Nursing advocacy became integral as Michelle sat as an elected member on the CARNA Provincial Council for six years.

She also worked to achieve a bachelor of science in nursing at the University of Alberta while continuing to work full-time. “It has made me a better nurse in terms of how some of the processes to gain change are achieved,” she says. Continued education and pursuing her nursing degrees has always been important to Michelle.

Michelle decided to make a move back to Calgary in 2000, a decision her family supported wholeheartedly. There, she returned to nursing the way she believed it could be – spending time with patients, providing the care and compassion for which the nursing profession is known.

Back at Foothills, in labour and delivery, “I felt I’d died and gone to heaven, providing one-to-one nursing for patients in active labour. It was so nice to provide the care I wanted to provide, to have the resources I needed to do that. I am passionate about nursing!” Michelle says.

That passion continues in an advocacy role with Michelle’s election, in 2003, as president of Local 115, the largest local of the United Nurses of Alberta. The local represents more than 3,500 nurses at the Foothills Medical Centre and satellites and Michelle is committed to improving their work life and the nursing profession.

“It’s all about caring and compassion,” she sums up. “I am so proud to be a nurse – it’s a wonderful profession.”
BY KATHY KNOWLES, RN AND LINDA BRIDGE, RN

While playing a word power game on the *Readers Digest* website, I came across the word ‘assertive’ in the list of words to be defined. I wasn’t happy with the choices they gave for me to pick from, none of them seemed to fit. There sitting in the mix of the options was the word ‘aggressive’, and I knew it was probably their choice for the right answer. I clicked on it and sure enough, it was.

I am struggling with their fusion of the definitions of these two words. I definitely have different ideas of what constitutes aggressive and assertive behaviour.

After much contemplation I concluded it doesn’t matter what the behaviour is called because respectful communication is responding to the person’s true intent, not to their behaviour. It is a response to their need and not their emotions. Respectful communication is responding from a place of non-judgement and not from my own emotions.

I clearly see that the path to respectful communication is dependent upon my checking out assumptions prior to responding.

As a nurse, I learned to fast-track my impressions and interpretations of situations, sometimes making incorrect assumptions. Although I continue to rapidly gather information about events, I am slower to respond and this ensures that my words and/or nonverbal reactions do not set off unplanned conflicts.

If I raise my eyebrows, or rear back like I’ve been struck across the face, when a patient or family member is using raised voices and body positioning, my reactions will change the course of our encounter. Most likely they will continue, with what I have interpreted as threatening behaviour, if I continue to react with and from my emotions.

If I can control my body language, and respond, not to their posturing and tone, but to their need, then I can take the conversation to a more satisfactory conclusion.

Asking the person to repeat their request, shows that I am prepared to listen, and it slows them down, allowing their emotions to settle. Inquiring what their needs are, and/or checking out my assumptions before I respond, is a more respectful way of communicating.

Dealing with conflicts at work is part of my role as a supervisor. I receive calls requesting help dealing with angry staff, angry family members and angry patients.

I recall an incident where an angry family member was creating an uproar on one of our inpatient units. This man was yelling at the nursing staff, red in the face with anger over what he felt was the inadequate care of his mother. When I arrived and spoke with him, he belligerently accused me of being sent to pacify him.

I assured him I wished to find a solution that would deal with his concerns and to do what I could, then and there, with the resources at my disposal.

He calmed down and responded respectfully to my explanation. This confirmed for me that, even though I may be unable to entirely “fix” things, when I show respect by communicating openly, unsettling events will be resolved.

Not reacting to an outward show of emotions is a response that takes practice. It has taken me awhile to understand that I often reacted from my past ingrained beliefs and fears, not from what was truly happening in that moment. I realize now I can choose how I react and am aware of why I feel what I feel. Knowing this, I work hard to select different verbal as well as nonverbal responses.

Being aware of what part my emotions play in my communications allows me to take more control of myself. I choose words knowing and understanding that other people’s emotions are not about me. I need only focus on their need and then on what, if any, solutions are available for us. Sometimes I am not successful at solving the problem. However, I am successful at diffusing the anger, resolving a situation in the interim.

Respectful communications are my intent and I will continue to practise using them. I believe respectful communication brings out the best of “me,” and it is this best that patients need.

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Respect beyond emotion
Discipline Decisions

CARNA Member
Registration number: 69,410

The Hearing Tribunal made a finding of professional misconduct against member number 69,410 who pilfered Meperidine from her employer for self-injection during work hours, falsely documented administration of narcotics to patients after having self-injected all or part of several doses to herself, failed to properly follow her employer’s policies for documentation on the narcotic inventory record and patient charts, and disposed of used needles, syringes and an empty Meperidine vial in the garbage of a staff washroom causing a needle stick injury to a housekeeping staff member. The Hearing Tribunal accepted the member’s voluntary undertaking to not work as a registered nurse until she has completed a treatment program and provided comprehensive medical reports from physicians and a report from AADAC, all indicating that her illness is in remission and she is safe to practice as a registered nurse, and proof that she has complied and is complying with the treatment recommendations of her physicians, AADAC, and the treatment program aftercare. Thereafter she must do 400 hours of supervised practice with drug screening and another nine months of random drug screens. The Hearing Tribunal also ordered follow up medical reports. Failure to comply with the order shall result in suspension of CARNAP Practice Permit.

CARNAD Member

The Hearing Tribunal, presiding at the matter of a complaint commenced under the Nursing Profession Act made a finding of professional misconduct against member number 53,303 for administering potentially harmful dosages of hydromorphone, (Dilaudid), to a client under her care without a physician’s order, failing to appropriately seek guidance/direction from a readily available resource while aware she had erred in judgement, failing to immediately provide a full report, including all details of medications administered, to the physician on call, and failing to complete all required documentation as per her employer’s policies and procedures following finally reporting the full extent of the medications she had administered. The Hearing Tribunal gave the member a reprimand and ordered that she complete a professional responsibilities course, supervised practice and provide follow up documentation from a doctor indicating that she is fit to practice as a registered nurse. Failure to comply with the Order shall result in suspension of the member’s CARNAP Practice Permit.

CARNA Member
Registration number: 75,626

The Hearing Tribunal made a finding of unprofessional conduct against member number 75,626 who called in sick for a shift with one employer but then worked the same shift at another facility. The member therefore collected sick time from one employer and worked for pay with another. The Hearing Tribunal gave the member a reprimand.

CARNA Member
Registration number: 72,302

The Hearing Tribunal made a finding of professional misconduct against member number 72,302 who knowingly filled out a prescription form for Tylenol #3, forged the signature of a physician and illegally obtained narcotics from a pharmacy for her own personal use. The Hearing Tribunal accepted the member’s voluntary undertaking to not work as a registered nurse until she has completed a treatment program and provided comprehensive medical reports from physicians indicating she is safe to practice as a registered nurse and proof that she has complied and is complying with the treatment recommendations of her physicians and the treatment aftercare. The Hearing Tribunal also ordered a follow up medical report in one year’s time. Failure to comply with the order shall result in suspension of CARNAP Practice Permit.
EDMONTON / WEST

EDMONTON PALLIATIVE CARE CONFERENCE EDUCATION AND RESEARCH DAYS
Oct. 23-24, 2006. Edmonton
CONTACT: Conference secretary, 780.482.8081, pallconf.gnch@cha.ab.ca, www.palliative.org

20TH ANNUAL MARGARET SCOTT WRIGHT RESEARCH DAY
Nursing Research... investing in quality of life
Oct. 27, 2006. Edmonton
CONTACT: Shelley McDonald, 780.492.5617, Shelley.mcdonald@ualberta.ca

THE GREYING NATION
Transitions of care in later life
March 21-23, 2007. Edmonton
CONTACT: Tracy Cox, grhedservices@cha.ab.ca, www.capitalhealth.ca/greyingnation

ALBERTA OCCUPATIONAL HEALTH NURSES ASSOCIATION
Meet the first Monday evening of every month in Sherwood Park
CONTACT: Stacey Lytwyn, 780.982.2396; www.aohna.ab.ca

CALGARY / WEST

UNIVERSITY OF CALGARY, FACULTY OF NURSING
Power, Politics and Pedagogy: The Puzzle of Clinical Teaching
CONTACT: Conference manager: aleffler@ucalgary.ca, www.ucalgary.ca/nu/tdu/conference-info.htm

12TH ANNUAL DREAMBUILDERS EDUCATION CONFERENCE
Imagine the possibilities for work, for communities, for life
CONTACT: Jean Silzer, 403.277.7377, conference@bethanychare.com, www.bethanychare.com

INTERMEDIATE TO ENERGY-BASED NURSING
For information about the Canadian Holistic Nurses Association specialization program course dates, please go to www.chna.ca and click specialization.

CENTRAL

24TH ANNUAL ORNAA PROVINCIAL CONFERENCE
Alberta’s Peri Operative Nurses: Caring, Competent, Connected
CONTACT: Michelle Derewianko, 780.532.5201, mdere79@telus.net

NATIONAL

NURSES AT THE FOREFRONT OF HIV/AIDS FORUM
Prevention, Care and Treatment
Aug. 12, 2006. Toronto
CONTACT: Diane Bettencourt, NursesAIDSForum@cna-aiic.ca

XVI INTERNATIONAL AIDS CONFERENCE
AIDS 2006: Time to Deliver
CONTACT: www.aids2006.org

1ST CONFERENCE ON RECENT ADVANCES IN THE PREVENTION AND TREATMENT OF CHILDHOOD AND ADOLESCENT OBESITY AND ITS COMPLICATIONS FOR HEALTH PROFESSIONALS
Oct. 5-7, 2006. Vancouver
CONTACT: 604.822.7524, ipad@interchange.ubc.ca, www.interprofessional.ubc.ca

INTERNATIONAL

ASSOCIATION OF REHABILITATION NURSES 32ND ANNUAL EDUCATIONAL CONFERENCE
A Call to Action
Oct. 4-7, 2006. Chicago
CONTACT: Association of Rehabilitation Nurses, 847.375.4710, www.rehabnurse.org

37TH UNION WORLD CONFERENCE ON LUNG HEALTH
Strengthening Human Resources for Better Lung Health
Oct. 31-Nov. 4, 2006. Paris
CONTACT: www.worldlunghealth.org

Submission deadline for Alberta RN September 2006 is August 1.
For an up-to-date listing of events between issues, visit www.nurses.ab.ca and click on Find an Event.
Reunions

Foothills Hospital
Class of 1971 • 35-year reunion
Oct. 20-22, 2006
CONTACT: Maureen Coleman, macoledr@shaw.ca or Sheila Fenwick, sfenwick@shaw.ca

Medicine Hat College
Class of 1974 and 1975
CONTACT: Betty-Jean Sachro (Richardson), 403.943.7068 or 403.274.9607

Misericordia Community Hospital
Class of 1986 • 20-year reunion
Sept. 22-23, 2006
CONTACT: Rhonda Lightfoot, 780.461.8635, rrlight@telusplanet.net

Misericordia Community Hospital
Class of 1982 • 25-year reunion
April 2007
CONTACT: Shelly Bromby (Dion), 780.888.3875, sbrromby@telusplanet.net

Misericordia Community Hospital
Class of 1976 • 30-year reunion
Oct. 20-22, 2006
CONTACT: Barb Heath (Naslund), 780.962.5442, 780.735.2687, bnjheath@telusplanet.net

Misericordia Community Hospital
Class of 1971 • 35-year reunion
CONTACT: Send contact information to Joan Schafer (Whitton), joanschafer@shaw.ca

Mount Royal College
Class of 1981 • 25-year reunion
CONTACT: Send contact information to Cathy Mallany (Stemer), smallany@shaw.ca or Shirley Boychuk (Chibry), shirley.b@shaw.ca

Royal Alexandra Hospital
Class of 1991 • 15-year reunion
Sept. 30, 2006
CONTACT: Carole Requirer (Corbiere), 780.437.2193, rcrequer@shaw.ca

Royal Alexandra Hospital
Class of 1981 • 25-year reunion
October 2006
CONTACT: Brenda Bond, bbond@telus.net; Judy Black, blackcatmojo@telus.net

University of Alberta Hospital
Class of 1976 • 30-year reunion
Sept. 8-10, 2006
CONTACT: Send contact information to Colleen Lees, 780.430.8843, gm102141951@hotmail.com or Nancy Newby, 780.463.1678, rananewby@shaw.ca

University of Alberta Hospital
Class of January 1976 • 30-year reunion
Sept. 22-24, 2006
CONTACT: Moanne Buchta, 780.992.0683, moannebuchta@hotmail.com or Eileen Wager, 780.922.4615, eieio5@yahoo.com

University of Alberta Hospital
Class of January 1976
Hospital Alumni Brunch
Sept. 30, 2006
CONTACT: Dianne Begevin, 780.980.4660, 780.986.9049, DBergevi@cha.ab.ca

University of Alberta Hospital
Class of 1966 • 40-year reunion
September 2006
CONTACT: Brenda Bond, bbond@telus.net; Judy Black, blackcatmojo@telus.net

University of Alberta Hospital
Class of December 1987 • 20-year reunion
October or November 2007
CONTACT: Tim Grahn, tgrahn@una.ab.ca; Gloria Yachuk (Hrabek), yaschuk@shaw.ca

Submission deadline for Alberta RN September 2006 is August 1.
For an up-to-date listing of reunions between issues, visit www.nurses.ab.ca under Education and Events.

NOTICE OF PROPOSED CHANGE TO BYLAWS

Approved for publication by Provincial Council at its regular meeting held on June 1-2, 2006

The revision below is proposed for consistency in eligibility for associate and registered nurse (retired) membership. The College and Association of Registered Nurses of Alberta (CARNA) bylaws indicate that former RNs in good standing in Alberta may apply for membership as registered nurse (retired) members. The proposed bylaw revision adds the same provision for former RN or CGN members applying for associate membership.

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<th>CURRENT CARNA BYLAW</th>
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<td>12.3 Associate Members</td>
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<td>(1) A person who was formerly a registered nurse or certified graduate nurse in Alberta may apply to the registrar for membership in the College as an associate member.</td>
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As a CARNA member, you have 60 days to provide input to your provincial council member before the proposed revision is submitted to Council for final approval. For more information, please contact CARNA at 780.451.0043 or toll free 1.800.252.9392.
The latest books, documents and audio-visual titles acquired by the CARNA Library. To reserve these and other titles, CARNA members can contact the library Monday through Friday, 9 a.m. to 4 p.m. at 1.800.252.9392 extension 533, or visit www.nurses.ab.ca any time to access the library catalogue and CINAHL (Cumulative Index to Nursing and Allied Health Literature database).


opportunities

IMMEDIATE OPENINGS FOR
Registered Nurses
The Little Red River Cree Nation Home Care Program is recruiting nurses for its Home Care program at Garden River. Garden River is a First Nations community situated on the Peace River 175 kms. East of High Level in N.W. Alberta. The program offers a competitive salary, furnished accommodation and a challenging work environment in pristine rural surroundings with many opportunities for an active outdoor life style.

For further details call Todd Steven, Manager Home Care at 780-759-2000
Please forward resumes & references via e-mail to todd_steven@lrrcn.ab.ca

IMMEDIATE OPENINGS FOR
Registered Nurses
The Little Red River Cree Nation Home Care Program is recruiting nurses for its Home Care program at Garden River. Garden River is a First Nations community situated on the Peace River 175 kms. East of High Level in N.W. Alberta. The program offers a competitive salary, furnished accommodation and a challenging work environment in pristine rural surroundings with many opportunities for an active outdoor life style.

For further details call Todd Steven, Manager Home Care at 780-759-2000
Please forward resumes & references via e-mail to todd_steven@lrrcn.ab.ca

say it with pride...
Quality items which provide a unique way to identify you as a registered nurse are just a click away... www.nurses.ab.ca
Or visit the College and Association of Registered Nurses of Alberta’s provincial office at 11620-168 St. in Edmonton or call 1.800.252.9392

Registered Nurses – Operating Room
(0.824 and 0.6318 FTEs)
Qualifications:
• Post basic Perioperative Course with 3-5 years of current O.R. experience desired.
• Demonstrated high level of knowledge and skills in an Operating Room.
• Evidence of effective organization, problem solving, and collaboration skills essential.
• Current registration with CARNA required.

Other Nursing Positions
Full-time, Part-time, Float and Casual nursing positions are available in a variety of clinical areas in our facility that has a reputation for excellence in Orthopedic, Plastic and Emergency medicine.

Visit our website for more information on these and other positions.
www.banffmineralspringshospital.ca

Please submit your resume, clearly stating the position you are applying for to:
Banff Mineral Springs Hospital
Human Resources, Box 1050, 305 Lynx St.
Banff, AB T1L 1H7 Fax: (403) 762-4143
Email: hr@banffmineralspringshospital.ca
Ready to challenge your nursing skills and reach for more?

At Aetas, we make it possible for Nurses to achieve their most ambitious career objectives. Our success, commitment to clinical excellence, scope of services, and forward thinking means we can offer you real potential to excel in your field and build a rewarding career. **The choice is yours!**

**As a community based, Registered Nurse in the Calgary, Edmonton, or Red Deer areas, you will:**
- Oversee case management for clients as advised by Clinical Practice Leader
- Liaise with local Health Authorities, WCB and other customers
- Mentor, orientate and train Personal Care Associates
- Periodically provide hands-on care
- Participate in quality assurance and risk management initiatives
- Ensure patient and employee safety

**Qualifications**
- Current CARNA Nursing Registration
- Excellent interpersonal and communication skills
- Ability to prioritize and work collaboratively within a multidisciplinary team
- Self-directed

**Other Information**
- Hours of work are usually Monday to Friday
- 8 hour days
- Reliable vehicle

**How to Apply:** Jodi Wilson, Human Resources  
E-mail: jwilson@aetashealth.com  Fax: (403) 262-9174  
*Please state location of interest*

For more information about our company, please look us up on-line at [www.aetashealth.com](http://www.aetashealth.com)

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**My choice, My career plan, My professional future**

Is your **choice** the promotion of health and distribution of quality care?  
Is your **career** plan focused on all your experiences and skills, which you desire to put forth as upcoming profit?  
Is your **professional future** that of you always aiming higher?

If these are your ambitions, Multi Options Nursing inc. is your window of opportunity to all your professional goals. We have the best that proficient prospects have to offer you. Our firm covers the following Areas: **Urgent Northwest Territories**

**Several assignments from 2 to 12 weeks**
- Highly competitive salary
- Bonus/Incentives
- Traveling expenses & food allowance

Communicate with us today and together we will look at promising possibilities that correspond to your qualified expertise.

E-mail address: g.robitaille@multiotionsnursing.com  
Toll free numbers: Phone 1-877-527-1188  
Fax 1-866-527-8904
Master of Nursing in Aging

As the population ages, there is a growing demand for researchers, educators, practitioners, planners, and administrators with a background in aging. This new degree, offered in collaboration with the Alberta Centre on Aging, will help address this demand.

Graduates can work directly with older persons in a wide variety of programs and services in the community. They can also work on behalf of older persons in areas such as research, advocacy, and teaching about aging.

For more information see our website: www.nursing.ualberta.ca

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Yukon
find yourself here

Continuing care is seeking registered nurses and licensed practical nurses to provide residential care services for seniors, adults and children (dementia care, intermediate, extended and complex care).

Community nursing needs nurse practitioners to provide primary acute care, emergency services and community health programs in rural Yukon. On call after hours emergency coverage is required.

Salaries range from $51,710 to $69,002 depending on location/position. Retention bonuses of $3000 to $6000 per year, based on position.

For more information on available positions, contact Health and Social Services,
Human Resources recruitment advisor
Tracey Maher
phone: 867-667-8259
fax: 867-393-6900
e-mail: tracey.maher@gov.yk.ca

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calgary health region

The Calgary Health Region is one of Canada’s largest fully integrated acute and community care providers, with over 23,000 employees and an operating budget of approximately $2.3 billion. The following roles will provide professionals with exceptional opportunities to participate in one of Canada’s most exciting and progressive workplaces in healthcare.

Calgary is a vibrant, multi-cultural city with a population of over 950,000 and is located close to Banff National Park in the Rocky Mountains.

Recovery Room and Operating Room Registered Nurses

Full-time, part-time and casual opportunities currently exist for experienced Recovery Room and Operating Room Registered Nurses in various locations throughout the Calgary Health Region.

Recovery Room

As a cooperative team member working within a fluctuating work environment, you will provide comprehensive care to patients emerging from anesthesia.

You are a graduate from an approved School of Nursing, and possess both current AARN registration and BCLS certification. A minimum of two years’ PARRICU experience within the past three years is required.

Operating Room

As an integral part of the surgical team, you will be responsible for providing safe, effective and efficient perioperative patient care in both a scrub and a circulating role.

As a qualified candidate, you are a graduate from an approved School of Nursing, and have current CARRA membership and BCLS certification. You have successfully completed a Perioperative Course or have experience in an operating room or similar function from within the past few years.

Relocation assistance is available.

For more information, please contact Connie Smith, Recruitment Consultant, toll free: 1-877-713-5333 or directly: (403) 699-0650, email: connie.smith@CHR-Recruitment.com. Resumes can be sent via email, fax: 403-699-0701, or mail: Connie Smith, Calgary Health Region, Recruitment Services Centre, 2nd flr., 112 28 St. SE., Calgary, AB, Canada T2A 6J9.

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- ADHD
- Shared care
- Eating disorders
- Attachment issues
- Self-injurious behavior
- Suicide
- Medication controversies
- Personality disorders

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For more information:
Healthy Minds / Healthy Children (403) 220-4310
kristy.plotsky@calgaryhealthregion.ca

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Bigstone Health Commission
Employment Opportunity

COMMUNITY HEALTH NURSE

The Bigstone Health Commission (BHC) is incorporated as a non-profit corporation. We are working toward assuming the responsibility for the delivery of federally funded health services to all Bigstone Cree Members. Our Vision is to enhance the quality of life for all Bigstone Members and all others living within the Bigstone Traditional Territory. Our goal is to accept the responsibility and authority to manage and control health services within the Bigstone Traditional Territory. Currently, the BHC Head Office is seeking a Community Health Nurse to join our BHC Nursing Team on a full time basis to assist us with achieving our goal.

Qualifications:
Possess a B.Sc. Degree in Nursing from a recognized university; Licensed with the College and Association of Registered Nurses of Alberta; Minimum of 1 year experience in Community Health Nursing in a Northern Community; Valid clean driving license; Be medically fit; Ability to understand Cree language will be an asset.

Duties and Responsibilities:
• Promote wellness through an integrated team approach with various health partners;
• Provide public health, baby clinics, STD counselling, prenatal/postnatal care;
• Organize & jointly conduct breast screening & cervical cancer clinics w/ health partners;
• Make client/family referrals to other agencies and professionals when need is identified;
• Maintain accurate records, documents, and reports;
• Participate in community health planning;
• Possess excellent interpersonal communication skills, as well as organizational skills;
• Proficiency with computers, effective teaching skills;
• Accept direction and support continuous improvement and development of position;
• Able to work independently with minimum supervision;
• Communicate with various members of the public in a pleasant and respectful manner;

Apply with cover letter and resume in confidence to: Human Resources
Bigstone Health Commission, P.O. Box 1020, Wabasca, AB  Fx 780-891-2738
Application Deadline: Open until filled.
No phone calls please. We thank all who apply, however, only those selected for an interview will be notified.
 opportunit  ies

Home Care Nursing Position

Location: In picturesque Northern Alberta, near High Level, 800 km north of Edmonton.
Job Description: Home Care Nursing in a First Nations Community. Part of a Home Care Nursing Team servicing nine communities surrounding High Level and Ft. Vermilion.
Qualifications: Registered with CARNA, preferably with Home Care or Hospital nursing experience. A valid drivers’ license.
Transportation: A vehicle will be provided.
Hours: A 7 hour day, Monday-Friday
Salary: Commensurate with education and experience.
Benefits: Excellent benefits and pension package
Relocation: Assistance available for relocation.
Interview: Initial interview will be in your city of residence. If considered for employment travel, hotel and meals will be provided for an applicant and spouse for a further interview in High Level.

For further information or to apply contact Donna Griffin at (780) 926-3446, Fax: (780) 926-4075 or email donna.griffin@nptc.ab.ca

WANTED – Hard Working, Part Time RNs To Help Complete Our Office Team!!

Are you:
1. A people person who has great nursing skills?
2. One who wants to have fun when they are working – yet one who goes about their job quietly and eagerly?
3. One who has not been burned out by the health care system?
4. One who still feels they can make a difference and works hard every day to prove it?

If so, read on:
I am a cosmetic dermatologist and I run a very busy cosmetic surgery centre in Edmonton, but…….I cannot run my centre by myself, so I am looking for a few special nurses who would like to share my vision and help me with my centre. If you are intelligent, able to deal with a fast pace and a number of different procedures, can roll with the punches and have a good sense of humor, I would love to talk with you.
I offer competitive wages, real day time hours (hours that make you feel human, again), a paid lunch hour, and to top it off – I also offer profit sharing.

Please fax your resume to (780) 425-1217 today!
Does living in a safe family-friendly community with affordable housing, low cost of living and a 5 minute commute to work appeal to you?

Typical 3 bedroom bungalows sell for $50K - $150K depending on the community – Assiniboia, Moose Jaw, Central Butte, Craik, Gravelbourg.

Casual/temporary employees qualify for benefit plans; recognition of experience used for placement on salary scale, recognition of education, shift differential, weekend premiums. Seniority and vacation accrual rate is portable.

REGISTERED NURSE – GRAVELBOURG
NURSING SHIFT COORDINATOR – MOOSE JAW
STERILE PROCESSING DEPARTMENT MANAGER
NURSE PRACTITIONER – KINCAID
MANAGER, LONG TERM CARE

Call Human Resources toll-free at 1-888-425-1111 or visit www.fhhr.ca for details about career opportunities. Vacancy list is updated weekly.
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Fraser Health, British Columbia’s largest and fastest-growing health region, is dedicated to creating a work environment that inspires individual and collective contributors, recognizes excellence and innovation in practice, and supports lifelong learning.

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- Emergency
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RPN/RN – Community Mental Health Nurse – Posting #20302
RPN/RN – Acute Home Treat Program – Posting #19772
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Chronic Disease Management (CDM) Nurses

Part-time/full-time positions, starting September/October 2006

The Edmonton West Primary Care Network (PCN), a newly established joint venture between 53 community family physicians and Capital Health, seeks experienced, organized, and enthusiastic nurses to provide comprehensive chronic disease management (CDM) nursing services to the patients in the practices of family physicians participating in the Edmonton West PCN.

The CDM Nurse will provide comprehensive care, education, and guidance to patients with chronic disease. The CDM Nurse will work with Family Physicians and other health professionals in the community, within local and regional CDM programs in a multi-disciplinary environment, to provide quality, evidence-based health care to the practice population.

Reporting to a CDM Team Leader and a Clinic Manager, your key responsibilities will be to:

• Work collaboratively within a family practice environment to enhance the delivery of primary care services to patients with chronic disease;
• Provide chronic disease health services to patients with chronic diseases according to practice protocols, conduct assessments, initiate and implement chronic disease management strategies, and provide appropriate follow-up;
• Work in conjunction with the family practice physicians or independently as appropriate to assess the needs of patients with chronic disease and to deliver a disease management program;
• Assist in the development of policies and protocols for CDM;
• Assist in developing and implementing patient self-management programs;
• Act as a resource to other team members;
• Participate in the PCN’s education program;
• Identify needs and set priorities in collaboration with the team;
• Participate in evaluation of the CDM program; and
• Assist in planning, developing, budgeting, and monitoring for services provided.

Requirements include:

• Baccalaureate degree in Nursing;
• Current CARNA Registration, CPR, and BCLS;
• Proficiency in use of computers (MS Office Suite, email, electronic medical record);
• Clinical skills in chronic disease management or primary care nursing;
• Ability to adapt quickly to changing and fluctuating workloads;
• Initiative, accountability, decision-making, interpersonal, and communication skills;
• Demonstrated ability and willingness to work in an unstructured and dynamic environment that requires flexibility and balancing of competing priorities; and
• Must have own vehicle and driver’s license.

Preferred candidates will also possess:

• Five years nursing experience;
• CDM Nursing experience;
• An enthusiastic, can-do attitude; and
• Ability to develop new skills and apply theory into practice.

Your resume and cover letter addressing the above requirements should be directed to Dave Gutscher, Business Manager, at DaveGutscher@cha.ab.ca. Successful candidates will require a criminal records check.

Only candidates to be interviewed will be contacted.
Overcoming Interviewing Obstacles ... in Mental Health

DAY ONE:
Techniques for Transforming Resistance, Clinical Roadblocks, and Stalled Treatment

Needed: New Models for Treatment, Planning, & Intervention
- Understanding the Human Matrix: treatment planning, healing matrix effects, damaging matrix effects, and the Red Herring Principle
- Practical applications for kickstarting stalled treatment

From Medication Non-Adherence to Medication Interest
- Understanding the Medication Interest Model
- Ten interviewing techniques for improving medication adherence including: the Inquiry Into Lost Dreams, the Inquiry into Sensitivity, the Trapdoor Question

Transforming Stylistic Resistance
- Understanding the dynamics of shut-down, wandering, and rehearsed interviews
- Exploring interviewing techniques for transforming problematic resistance

Transforming Confrontational Resistance
- Techniques for transforming angry and tense moments in clinical interviewing and therapy
- Methods for handling difficult and awkward questions from patients about topics such as the clinician’s personal life or competence

** Some techniques on Day Two will be demonstrated through the use of video examples from actual client interviews **

With
Dr. SHAWN CHRISTOPHER SHEA, M.D.

Dr. Shawn Christopher Shea is a nationally acclaimed workshop leader and educational innovator in the field of the initial interview. He has been a recipient of an Outstanding Course Award presented by the American Psychiatric Association for his presentations at their annual meetings. Dr. Shea is the Director of the Training Institute for Suicide Assessment and Clinical Interviewing and Adjunct Assistant Professor of Psychiatry at Dartmouth Medical School. He is the author of the best selling texts Psychiatric Interviewing: the Art of Understanding (chosen in 1999 by the Medical Library Association as one of the 16 most important books in the field of psychiatry) and The Practical Art of Suicide Assessment. Dr. Shea is also the author of the best selling book of philosophy Happiness Is: Unexpected Answers to Practical Questions in Curious Times.

WHO SHOULD ATTEND?
- Nurses, Psychiatrists, Clinical Psychologists, Psychiatric Social Workers and Counsellors, and allied staff who work in mental health and psychiatric settings
- Staff who work in adult or juvenile forensic and/or correctional settings
- Intake and Front Line Staff; Managers and Educators

Registration Form (Fax to 1.866.566.6028 or 240.7849 in Calgary)

Yes! Please register me for the Interviewing Obstacles workshop in:

<table>
<thead>
<tr>
<th>Location</th>
<th>Dates</th>
<th>Hotel</th>
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<tbody>
<tr>
<td>Edmonton</td>
<td>Sept. 25 &amp; 26, 2006</td>
<td>Ramada Hotel Kingsway</td>
</tr>
<tr>
<td>Calgary</td>
<td>Sept. 28 &amp; 29, 2006</td>
<td>Radisson Hotel NE</td>
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<th>Category</th>
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<tr>
<td>Both Days</td>
<td>$238.99 + GST = $254.66</td>
<td>$139.99 + GST = $148.73</td>
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<tr>
<td>Single Day</td>
<td>$258.99 + GST = $276.06</td>
<td>$149.99 + GST = $159.43</td>
</tr>
<tr>
<td>Early Bird</td>
<td>$278.99 + GST = $297.46</td>
<td>$159.99 + GST = $170.13</td>
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Price includes conference sessions, lunch, coffee breaks, and handouts.

Registration is not complete without payment

- Please charge my: VISA M/C AMEX
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- Cheque or money order payable to Executive Links enclosed
- My employer has approved funding. Please invoice:
  - Attention: ___________________________ Title: ___________________________
  - Fax: ( ) Phone: ( )

Please send me e-mail notices of upcoming conferences.
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This one day workshop offers an opportunity for nurses to sharpen their skills in urgent clinical situations. Today more than ever, patients in our health care facilities are more acutely ill, increasing the probability of life threatening occurrences. Through lecture and demonstration, our speakers will review skills and knowledge needed to recognize and respond to urgent situations in a variety of non-critical care settings.

* This course may be too basic for critical care nurses, emergency nurses, and ACLS providers.

**WHO SHOULD ATTEND?**

- Medical/Surgical Nurses
- Rural Acute Care Nurses
- Ambulatory Care Nurses
- Specialty Area Nurses
- Charge Nurses
- Outpost Nurses

**HOW TO REGISTER**

Save $20 on your registration fee when you register and pay prior to September 11th, and $10 prior to October 10th! (Price includes lunch!)

WEB:  www.nursinglinks.ca

CALL:  ☎ 1.866.738.4823 or 240.7845 in Calgary

FAX:  ☎ 1.866.566.6028 or 240.7849 in Calgary

E-MAIL:  ⇐ registration@nursinglinks.ca

MAIL:  ☀ #22, 2526 Battlefield Ave. SW, Calgary, AB T3E 7J4

**FURTHER INFORMATION**

Should you have any questions or require assistance with registration, please call Conference Registration at Executive Links Inc. toll-free at 1.866.738.4823.

**CANCELLATIONS**

Refunds will be given for written cancellations received ten days prior to the conference date, less an administration fee of $25.00. Refunds cannot be given after this date; however, a substitute may attend the workshop on your behalf without prior notification.

If Executive Links Inc. is forced to cancel a conference, liability is limited to reimbursement of paid conference fee. Executive Links Inc. reserves the right to change program dates, meeting place, speakers or content without further notice and assumes no liability for these changes.

To read our policies in more detail, please visit: www.nursinglinks.ca

**Conference Fees:**

- $129.95 + $9.03 GST = $138.98 On or before September 11, 2006
- $139.95 + $9.73 GST = $149.68 On or before October 10, 2006
- $149.95 + $10.43 GST = $159.38 After October 10, 2006

GST Registration #: 864410998

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Attention: ___________________________ Title: ___________________________

Fax: (____) ___________________________ Phone: (____) ___________________________
Over the next few months, I hope to share some of my ideas on primary health care (PHC) in this column. Why? Firstly, because several of you have expressed interest in my experiences as former director of primary care and program integration in Winnipeg and, secondly, because I believe registered nurses (RNs) do, and must, play a central role in achieving PHC reform.

The World Health Organization (WHO) (1978) defines PHC as “essential health care made universally accessible to individuals and families in the community by means acceptable to them, through their full participation and at a cost that the community and country can afford.” I have adopted this definition as my own and am inspired by it because I believe RN values are closely aligned with the principles it advocates. If you are unfamiliar with the WHO declaration or have forgotten its details, I encourage you to visit the WHO web-site to review it at www.who.int.

RNs are well-suited to make the shift to PHC thanks to a holistic perspective which fosters a broader understanding of health and of the interdependence of factors in a population framework. In April, I attended my first College and Association of Registered Nurses of Alberta (CARNA) conference and was impressed by an RN-led primary health-care initiative showcased in a concurrent session. A cervical screening program in Aspen Health Region targets a preventable disease among an underserved female population and provides additional training to public health nurses to perform pap smears in addition to providing preventative education. Patients with abnormal cell test results and/or sexually transmitted diseases are receiving treatment, the community is receiving preventative health care, RNs report a high level of job satisfaction and the clients are thrilled with the holistic individualized service provided by the RNs.

The program still has obstacles to overcome such as the inability of RNs to secure a lab ordering number, the ongoing education of other health-care professionals of the new role assumed by these RNs and financial sustainability. Nonetheless, this program is a good example of how the proposed expansion of PHC, and the resulting health-care reforms it requires, presents both challenges and opportunities for our profession. Nursing has work to do to overcome the resistance both within and outside our profession to changes ahead. RNs are the largest group of health-care professionals and it is easy to forget that we are part of a larger system that can transform Albertans into a healthier population.

Over the last decade, I’ve seen the gradual shift, both in structure and culture, towards PHC, from an emphasis on an illness-based system to a health-focused system. I’ve also noted the significant contributions of RNs in the implementation PHC projects such as the establishment of the community health centres, the integration of midwifery services, the implementation of telephone health information lines and in the development of an increasing number of multidisciplinary teams. I believe RNs are the health-care professionals best positioned to work within a system that proactively works with other health disciplines and community groups to address the needs of our clients and communities. Our practice values a continuum of services, the inclusion of a range of health providers, involvement of the public, and the recognition that health is influenced by many factors. Our tradition of holistic practice is at home with primary health care.

The report, Toward 2020: Visions for Nursing, prepared by the Canadian Nurses Association suggests scenarios that paint a picture of the kinds of roles nurses could play in the health-care system of 2020 and beyond. The report also reminds us that no one will appoint nurses to effect change – we have to take up the challenge of promoting and implementing primary health care. As the executive director of your regulatory and professional organization, I am committed to working with you, your elected council, government and other stakeholders to developing ways of doing things better to meet the health needs of Albertans. Who better to find solutions than registered nurses? RN

Mary-Anne Robinson, RN, BN, MSA
Executive Director
Phone: 780.453.0509 or 1.800.252.9392 ext. 509
E-mail: mrobinson@nurses.ab.ca
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Don’t delay.

Register in August or early September to make sure you receive your 2007 practice permit by Oct. 1, 2006.