

CRNA

College of Registered
Nurses of Alberta

2024 – 2025

Annual Report

Data dated Oct. 1, 2025



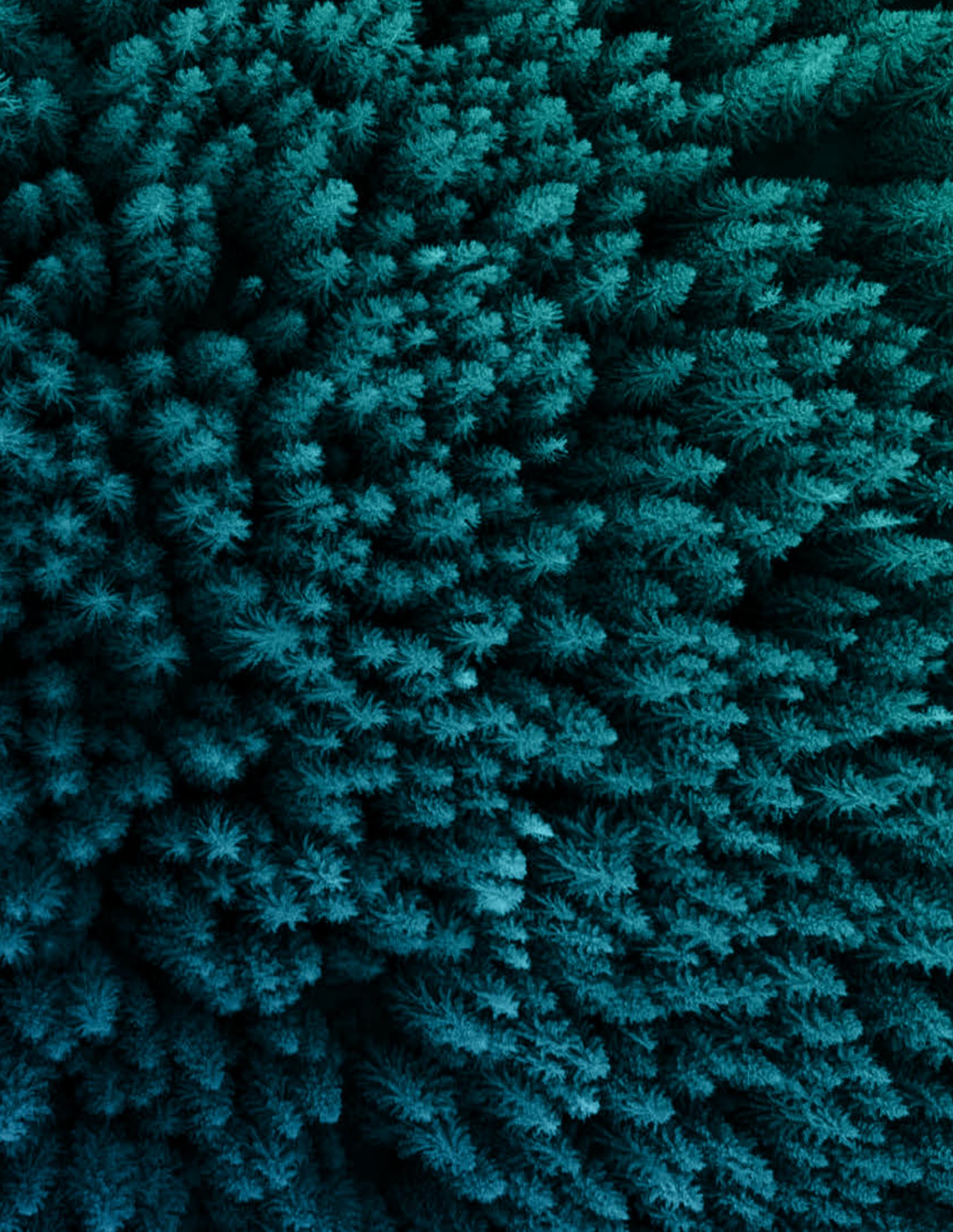
***Excellence in nursing
regulation for the health
of all Albertans***

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Land Acknowledgement

We would like to acknowledge that the CRNA office is within Treaty 6 Territory, and we recognize our registrants on Treaty 4, 6, 7, 8 and 10 and Métis Homelands. The CRNA is dedicated to improving Indigenous health and to supporting culturally safe and appropriate care to Indigenous patients and families in Alberta.



COUNCIL CHAIR AND CEO & REGISTRAR MESSAGE

We are pleased to present the College of Registered Nurses of Alberta's (CRNA) 2024-2025 Annual Report.

At the College of Registered Nurses of Alberta (CRNA), our vision remains clear: excellence in nursing regulation for the health of all Albertans. This year's achievements reflect that commitment and our important role in the evolution of health care in Alberta.

We received the Regulatory Achievement Award from the National Council of State Boards of Nursing (NCSBN), commending our evidence-informed approach to regulation and continuous improvement. The CRNA's participation in the International Council of Nurses (ICN) Congress enabled us to contribute Alberta's perspective to global conversations on regulatory standards and professional excellence. The King Charles III Coronation Medal recognized the CRNA's role in safeguarding public health and our collaborative work with government partners.

The CRNA processed 52,706 nursing registrations this year, the highest volume in our history, while maintaining the rigorous competency standards that ensure Albertans have access to safe, qualified nursing care. We maintained permit fees for FY2025, marking the third consecutive year of fee stability through disciplined financial stewardship.

As we look ahead, Alberta's regulatory landscape is evolving. New legislation, emerging practice models, and technological change create both challenge and opportunity. Our focus remains on the fundamentals that protect Albertans: robust competency assessment, fair and effective disciplinary processes, and practice standards grounded in evidence and the evolving realities of nursing practice.



Justin Burkett
MN, RN
Council Chair



Joy Peacock
BSN, MSc, RN
CEO & Registrar

PUBLIC MEMBER MESSAGE

As public members of the CRNA's Council, we support the College in fulfilling its mandate under the *Health Professions Act* to regulate the nursing profession in the public interest. Public members contribute to governance oversight through Council service and committee participation, with a focus on transparency, accountability and public protection.

During the year, public members supported revisions to risk management and performance measurement frameworks, strengthening oversight of organizational risk and regulatory performance. Public members also played a key role in engagement related to standards and regulatory initiatives, contributing to an inclusive, evidence-informed approach to regulation.

In 2024-2025, the total number of registrants reached record levels, including more than 1,100 nurse practitioners. This growth impacts Alberta's health-care system capacity and underscores the need for regulatory frameworks that support public safety and health system modernization.

As public members, we will ensure these initiatives and milestones remain grounded in the public interest. On behalf of Albertans, we thank the CRNA's staff and registrants for their continued commitment to regulatory excellence and to the protection of the public.

Bonnie Sansregret, Councillor

Kim Ewasechko, Councillor

Peter Obiefuna, Councillor

Scott Garner, Councillor

Steven Armstrong, Councillor

Susan Roskey, Councillor

Ọláyẹmí Ọlábíyí, Councillor

Liza Worthington, Councillor





ABOUT THE CRNA

The CRNA is a regulatory college under the *Health Professions Act (HPA)*. We regulate professionals using the following titles identified in the HPA:

- Registered nurse (RN)
- Nurse practitioner (NP)
- Graduate nurse (GN)
- Graduate nurse practitioner (GNP)
- Certified graduate nurse (CGN)

Our core responsibilities include maintaining a register of regulated members, providing direction to registrants on regulatory matters and enforcing compliance with the standards of practice and *Code of Ethics*, all in the interest of protecting the public and ensuring that Albertans can expect safe, competent and ethical nursing care.

THE CRNA'S COUNCIL

The CRNA's Council consists of both registrant members appointed by Council and public members appointed by the Government of Alberta. This balance of representation ensures that CRNA Councillors possess a range of skills and perspectives that enables them to govern effectively and serve the public.

The CRNA sincerely thanks our Council members for their steadfast dedication and ongoing commitment to upholding the highest standards in nursing regulation, always prioritizing the well-being of the public.

In 2024-2025 the CRNA welcomed two new registrant members: Sarah Scahill and Jordana Schmitz, and two new public members to its Council: Olayemi Olabiyi and Liza Worthington. All bring skillsets that compliment those brought by other members of Council, and the CRNA looks forward to their contributions.

PUBLIC MEMBERS



Bonnie Sansregret
Councillor



Kim Ewasechko
Councillor



Peter Obiefuna
Councillor



Scott Garner
Councillor



Steven Armstrong
Councillor



Susan Roskey
Councillor



Olayemi Olabiyi
Councillor



Liza Worthington
Councillor

THE CRNA'S COMMITTEES

Council and committee members play an important role in fulfilling the CRNA's mandate of regulating in the public interest. Council appoints members of the public and registrant members to its governance and regulatory committees.

Our governance committees, established through our bylaws and governance policies, include:

- Finance and Audit Committee
- Leadership Review and Governance Committee
- Nominating Committee

Our regulatory committees, established under the HPA, the *Registered Nurses Profession Regulation*, and our bylaws and governance policies, include:

- Appeals Committee
- Competence Committee
- Complaint Review Committees
- Hearing Tribunals
- Registration Committee
- Registration Review Committee

REGISTRANT MEMBERS



Justin Burkett,
Council Chair



Graham Newton
Councillor



Jennifer Eyford
Councillor



Sarah Scahill
Councillor



Jordana Schmitz
Councillor



Grace Brittain
Councillor



Aurang (Aaron) Khan
Councillor



Amal Remu
Councillor

THE CRNA'S REGULATORY SPECTRUM

The regulatory spectrum represents the CRNA's philosophy of balance between our legislated regulatory mandate with compassion and proportionality. Right-touch relational thinking increases the focus on contributing factors and situational context resulting in increased decision discretion without an overemphasis on rules and punitive responses. Seeking to understand the greater context of a situation allows for appropriate regulatory interventions and supports that help deliver a more consistent, informed and relational approach to professional regulation.



----- INCREASING DISCRETION ----->

Compliance

Focus: Statutes & rules

Mindset: Compliance with standards of practice and expected behaviours

Degrees of Discretion:
Non-discretionary

Regulatory Response:

- Restrict scope of practice (conditions)
- Sanction (conditions)
- Punish (remove permit)
- Reactive

Right-touch Regulation

Focus: Outcomes & principles

Mindset: Minimize the use of regulation and establish problem clarity before developing a solution

Degrees of Discretion:
Proportional to risk of harm

Regulatory Response:

- Considerations of circumstances and impacts
- Outcome focused
- Responsive and agile

Right-touch Relational Regulation

Focus: Social norms & relationships

Mindset: Maximize regulatory outcomes through connection and collaboration with the broader regulatory environment

Degrees of Discretion:
Discretionary

Regulatory Response:

- Compliance to social norms is voluntary
- Focused on compassion
- Share knowledge
- Proactive/preventative



What Does This Mean for Regulation?

Low-risk matters are handled in an efficient and expedient manner with a focus on education and improving processes, while high-risk matters are managed using more prescriptive processes. Incorporating Right-touch relational regulation means the CRNA has more options for regulation and can provide better service to registrants and greater protection to the public.

The CRNA continues to make improvements and adjust processes as needed to best fulfill our mandate. Albertans can trust that the CRNA is committed to ensuring safe, competent and ethical care from its registrants.

Through the 2024-2025 practice year, the CRNA held a series of webinars open to registrants, our partners and the public that explored Right-touch relational regulation and the frameworks developed to support meeting our mandate under the *Health Professions Act*. [Scan the QR Code to watch the recordings of the webinars or click here.](#)

More information on the CRNA's Regulatory Spectrum can be found on [CRNA.com](https://www.crna.com).



REGULATORY HIGHLIGHTS

Regulatory Policy Improvements

As part of the College's commitment to continuous improvement and in alignment with our *Permit Issuance Framework*, we regularly review and update policies and practices to reflect learnings and evidence, and to ensure we are effectively fulfilling our mandate interventions and supports that help deliver a more consistent, informed and relational approach to professional regulation.

Nurse Practitioner Initiatives

The CRNA remains dedicated to providing advanced practice guidance and support for nurse practitioners. This commitment was formalized through the development and approval of the Nurse Practitioner (NP) Roadmap, which outlines key initiatives over the next three years (2026–2029). In 2026, the focus will be on transitioning the NP permit structure from licensing within specific “streams of practice” (adult, family all ages, pediatrics, and neonatal) to a new model: “NPs providing care across the lifespan, in all practice settings,” while continuing to maintain Neonatal NP permits. This transition is part of a national collaboration among Canadian NP regulators.

Currency of Practice

As of June 24, 2025, registered nurses meet the currency of practice requirement if they have completed one of the following:

Within the two practice years prior to their application:

- Completed at least 450 hours of nursing practice

Within the five practice years prior to their application:

- Successfully completed an approved nursing education program
- Completed at least 1,125 hours of nursing practice
- Successfully completed the Registered Nurses Canadian Competence Assessment Program (RNCCAP, formerly ARNAP) with results showing RN-level competence
- Successfully completed a recognized nursing bridging program
- Successfully completed an approved program leading to re-entry to nursing practice (also known as a nursing refresher program)
- Completed nursing courses, at a college or university level (at the discretion of the Registrar)



Navigation Webinars

The CRNA held seven webinars targeted towards new and returning applicants from all application pathways. Attended by over 1,400 individuals, these webinars walked applicants through the application process and the supports available to them while they are applying.



Recordings of the Navigation Webinars [can be found here.](#)



Applicants can request additional support with their applications at any time [from our Navigators.](#)



Continuing Competence Program

The CRNA's Continuing Competence Program (CCP) enables registrants to continually grow their skills, knowledge and competence as their careers evolve. Supported by the *Continuing Competence Program Framework*, this program ensures the College achieves its legislated mandate and provides a framework for registrants to maintain competence and enhance the provision of nursing professional services.



Watch the Continuing Competence Program video from the Regulatory Spectrum Webinar & Video series to [learn more.](#)





Quality Assurance

The College's mandate to protect the public by regulating nursing practice relies on the integrity of our systems and the people who uphold them. This past year, the CRNA introduced a new *Quality Assurance Model*, which guides our approach to confirming the data and information provided during the initial permit and permit renewal application processes.

The 2024-2025 quality assurance review focused on verifying that registrants have maintained and documented their continuing competence self-directed learning plan for the 2024-2025 practice year, which ran from Oct. 1, 2023, to Sept. 30, 2024. It reinforced the validity of registrants' annual attestations during permit renewal and supports our Right-touch relational regulatory approach.



Nursing Education Program Approval

The Nursing Education Program Approval (NEPA) documents and procedures have undergone revisions to align with the College's Right-touch relational regulatory approach. These revisions include the development of new processes and materials for new nursing education program proposals as well as nursing program evidence submissions.

The NEPA standards were revised to reflect a streamlined approval process and eliminate duplicate criteria that overlap with those assessed by system partners.



Organizational Excellence

The CRNA continues to evolve its *Risk Management Framework* to strengthen risk oversight and align with evolving regulatory expectations.

The CRNA demonstrated its continued commitment to excellence through its *Performance Measurement Framework* which drives transparency, accountability and continuous improvement across the organization.

Practice Guidance

The purpose of practice guidance is to help registrants apply the standards of practice, *Code of Ethics*, continuing competence requirements and registration requirements to their nursing practice. The *Practice Guidance Framework* guides individuals to the tools needed for informed decision making about providing, receiving and overseeing professional nursing services. Anyone, including the public, can reach out to our Practice Guidance team at any time.

The top three topics of interest were: general registration guidance, guidance about standards of practice and the Code of Ethics, and questions about the quality assurance review.

In 2024-2025 2,584 practice guidance inquiries were received.





STANDARDS OF PRACTICE

Standards of practice describe the minimum expectations that must be met by RNs and NPs who practise in Alberta. They must meet or exceed all standards that apply to their practice.

The CRNA conducted two major consultations on new or revised standards in the 2024-2025 practice year. Documents applying to RNs, NPs or both titles were reviewed by registrants, the public and key system partners. These new and revised documents all follow the principles in the *Standards Framework*, and are written to be clear, consistent, evidence-informed and public-centred.



COMMITMENT TO INDIGENOUS HEALTH

The CRNA remains committed to ensuring positive outcomes for Indigenous patients in Alberta's health-care ecosystem. As a small part of this, the CRNA's course *Stronger Together: Learning Through Indigenous Perspectives* continues to be freely available to registrants as an optional eLearning module.

REGISTRANT DATA AND YEARLY TRENDS

The CRNA had

52,706

registrants in the 2024-2025 practice year.



 **51,520** RNs & GNs

 **1,170** NPs & GNPs

 **4** CGNs *Certified graduate nurse (CGN) is a legacy title and no new nurses can be registered in this category as per legislation.*

 Additionally, the CRNA had **4,693** individuals without active permits registered on the non-practising register.

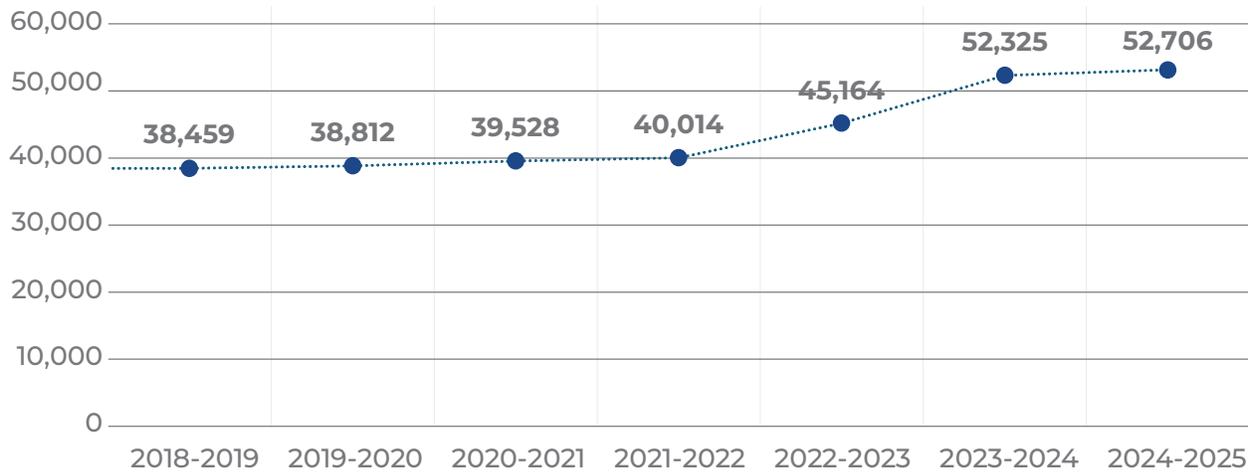
In 2024-2025 the CRNA had:
9 RNs in the Emergency subcategory
3 NPs in the Emergency subcategory

2024-2025 APPLICATION DATA

5,936	NEW APPLICATIONS
6,272	NEW PERMITS ISSUED
7,122	PERMITS NOT RENEWED

2,429	PERMITS CANCELLED FOR NON-RENEWAL
3	PERMITS DENIED

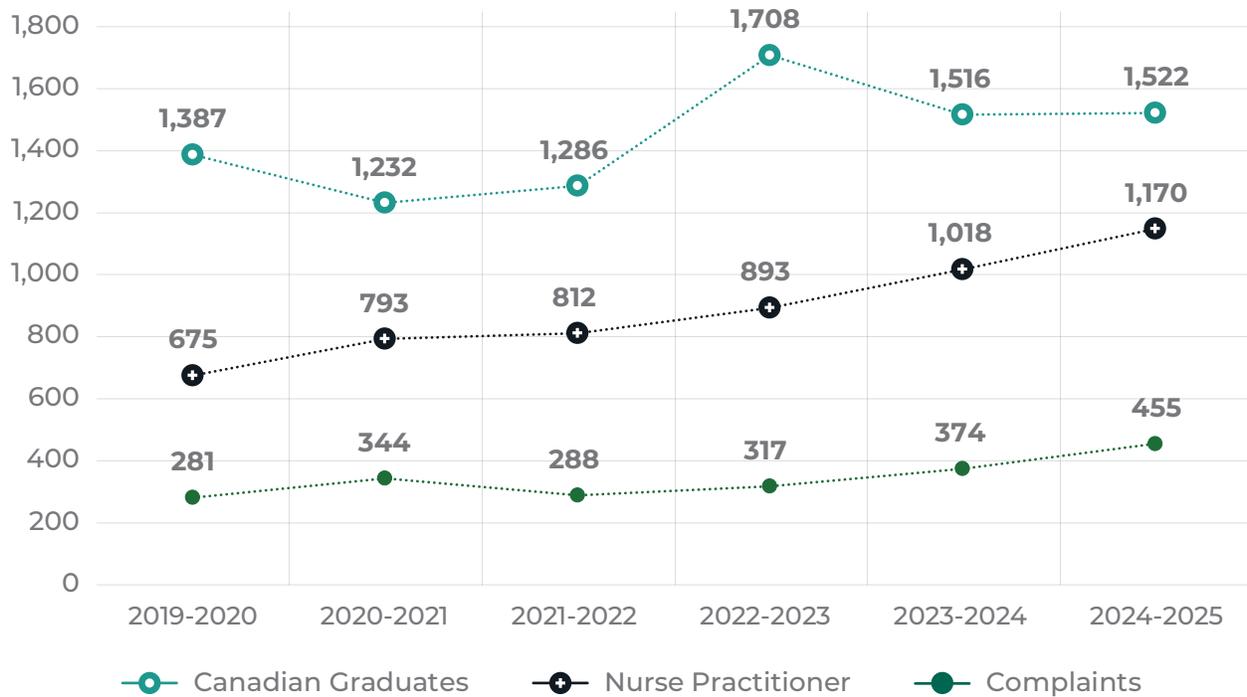
TOTAL REGISTER BY PRACTICE YEAR



Register: the total number of RNs and NPs registered in Alberta continues to increase. For the fourth consecutive year there were a record number of registrants.



YEARLY TRENDS



Canadian Graduates: the overall volume of Canadian graduates is consistent and previous spikes in volume represent studies that were interrupted as a result of the COVID-19 pandemic.

Nurse Practitioners: the number of NPs registered with the CRNA increased to a new record high as well, partly due to growing demand and a growing emphasis on the role of NPs in Alberta's health-care ecosystem.

Complaints: the number of complaints received increased 21.66% from the previous reporting period.

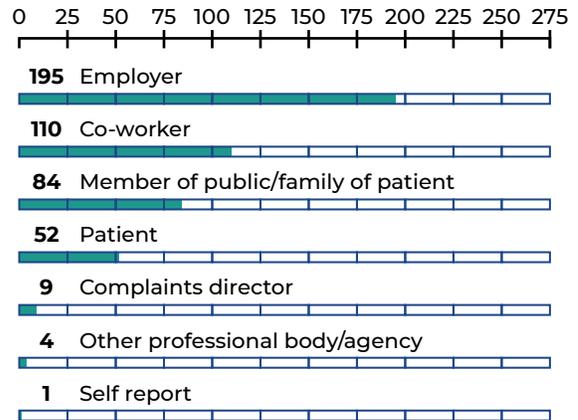
COMPLAINTS DATA

Supported by our *Complaint Management Framework* and guided by Right-touch relational regulation, the CRNA manages complaints in a robust manner that ensures that concerns about nursing practice are addressed fairly and transparently, with a focus on public protection. Our process is designed to provide a timely and thorough review of all complaints, whether they arise from patients, families, colleagues or other health-care providers.

Complaints Disposition Overview

This year's distribution of complaints is 455. Anyone can file a complaint expressing concern about patient care by a registrant of the CRNA. After an initial review, the complaint may become the subject of a formal investigation, dismissed if found to be without merit, or it may be directly resolved (if the complainant agrees) through an agreement between the CRNA and the registrant.

Source of the Complaint



Nature of the Complaint



Regulatory Response: Cases Resolved in the 2024-2025 Practice Year

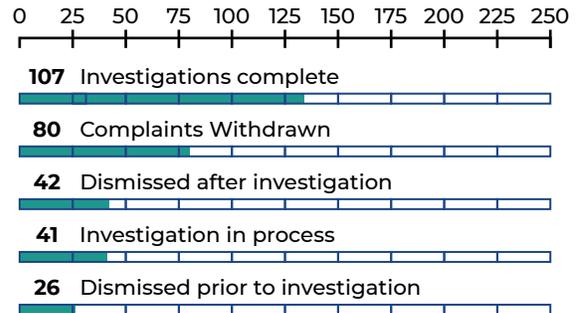
Sexual Abuse/Misconduct

During the 2024-2025 reporting period, the College received 5 complaints where the conduct was characterized as sexual abuse or sexual misconduct. Complaints of this nature may come from patients, patients' families, colleagues and other health-care providers. The course *Protecting Patients from Sexual Abuse and Misconduct* continues to be a requirement of registration for new registrants and is available to all registrants online.

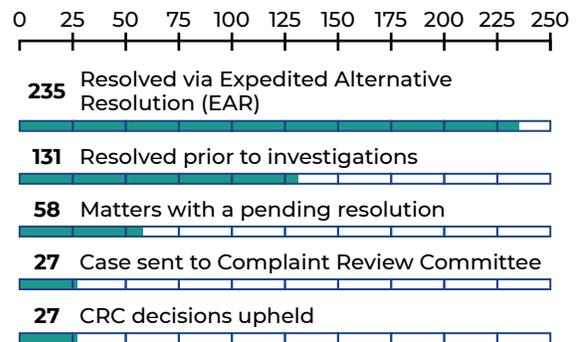
Patient Relations Program

The CRNA continues to fund and support its Patient Relations Program, which supports patients who come forward with complaints of sexual abuse or misconduct. When a complaint is submitted the patient receives immediate access to funds for therapy or counselling services.

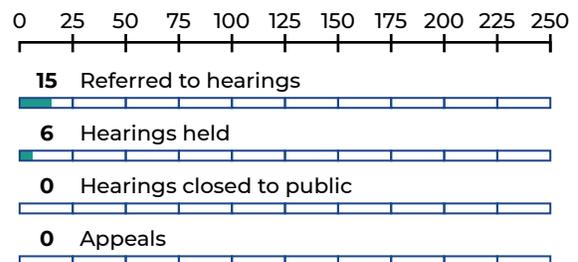
Investigations



Resolutions



Hearings



Notes: Cases include in these counts may have carried over from previous practice years

FINANCES

In the 2024-2025 practice year, the College maintained a healthy financial position and alignment with the operating budget, and capital and intangible asset plans. The CRNA employs priority-based budgeting, an approach that ensures prudent resourcing of initiatives that add value through efficiency, effectiveness and transformation.

Key priorities included:

- Maintaining the registrant permit fee structure and rates from the previous year, providing predictability and stability for registrants.
- Strategic investment in technology to enhance the CRNA's processes and provide registrants and the public with seamless and secure customer service.

The CRNA's financial statements are prepared in accordance with Canadian accounting standards for not-for-profit organizations and are independently audited. The 2024-2025 financial statements are evidence of the College's ongoing commitment to prudent financial stewardship.

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