



**RPNAS Council**  
**September 7 & 8, 2023, 830 - 1630**  
**Hampton Inn,**  
**3830 Eastgate Dr., Regina**

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**Present:**

Yvonne Sawatzky, President  
Michelle Cleland, President-Elect  
(via Teams @ 1:08PM)  
Penni Caron, Member-at-Large  
Ashley Lemus, Member-at-Large  
Russ Marchuk, Public Representative  
Rory Griffith, Public Representative

**Staff:**

Beverly Balaski, Executive Director/Registrar  
Lacey Bennett, Deputy Registrar  
Amanda Brewer, Registration Coordinator

**Regrets:**

Leslie Gamble, Member-at-Large

**September 7 - Education Day Agenda**

1. Call to order – 8:31AM

- Introductions
- Land Acknowledgement

2. Approval of the Agenda

**Motion** to approve today's agenda as presented.

**Moved:** Russ

**Seconded:** Rory

**Carried**

3. RPNAS Governance Policy Review (sent under separate email)

- Reviewed questions and comments from council, made changes as directed by Council.
- Return to policy 1.5 tomorrow – Council requested more time to consider changes

**Motion** to adopt the Revised Policy Manual

**Moved:** Rory

**Seconded:** Penni

**Carried**

4. Truth and Reconciliation – Dr. Holly Graham (1300 – 1630)

- Holly provided education re indigenous people's history, reconciliation approaches, implementation of the Truth and Reconciliation calls to action (Report can be found here [https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls\\_to\\_action\\_english2.pdf](https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls_to_action_english2.pdf)) and suggested resources/initiatives
- Website resources can be found at: [ka-wici-pimohtemāt Professional Practice Group – Promoting Indigenous Nursing and Indigenous Health and Wellness in Saskatchewan \(indigenournursesppg.ca\)](http://ka-wici-pimohtemāt Professional Practice Group – Promoting Indigenous Nursing and Indigenous Health and Wellness in Saskatchewan (indigenournursesppg.ca))

## Day 2 – September 8, 2023 Council meeting:

### Present:

Yvonne Sawatzky, President  
Michelle Cleland, President-Elect  
Penni Caron, Member-at-Large  
Ashley Lemus, Member-at-Large  
Russ Marchuk, Public Representative  
Rory Griffith, Public Representative

### Staff:

Beverly Balaski, Executive Director/Registrar  
Lacey Bennett, Deputy Registrar  
Amanda Brewer, Registration Coordinator

### Regrets:

Leslie Gamble, Member-at-Large

## September 8 - Council Meeting Day

### 1. Call to order

- Quorum
- Land Acknowledgement

### 2. Approval of the Agenda

**Motion** to approve agenda with amendments of adding return to policy 1.5 as agenda item 9.2 and RPNCE results review as agenda item 15.1.

**Moved:** Rory

**Seconded:** Michelle

**Carried**

### 3. Assessment for Conflict of Interest

- No conflicts declared

### 4. Approval of Meeting Minutes – May 10, 2023

**Motion** to approve minutes as presented with correction to Lindsey Boechler's last name

**Moved:** Russ

**Seconded:** Rory

**Carried**

### 5. Finance Committee (9 – 930) Bob joined at 8:53

- Committee update – Presented by Bev
- Overview of Q2 finances and year to date comparison – Bob

**Motion** to adopt Q2 Actual to Budget as presented.

**Moved:** Rory

**Seconded:** Michelle

**Carried**

### 6. Guest – Andrew McLetchie SHA Chief Nursing Officer

- Andrew joined at 9:30 and was introduced to Council and staff
- Andrew shared vision of the role and expressed willingness to collaborate

### 7. Council Composition and Vacancy

- Kyla has resigned from Council due to personal reasons
- Council composition currently meets bylaw requirement of 5 elected members
- However, if anyone else resigns we will not have enough members

**Motion** to select the candidate from the May 2023 election with the next most votes. Should they decline, candidates in order of votes received will be approached.

**Moved:** Michelle                      **Seconded:** Ashley                      **Carried**

- Discussed meeting format for future meetings
- Reasons given for preference of more or less in person vs digital meetings
- Agreed to maintain status quo

8. Late Fee for Registration Renewal

- Bev presented reasoning for reinstating late fee

**Motion:** Implement a late fee of \$100 for those members that license after December 1 or each registration renewal period

**Moved:** Michelle                      **Seconded:** Ashley                      **Carried**

9. Approval of Bylaws – Update

9.1 Elimination of Non-Practicing Category

- Bylaw change approved by minister. RPNAS to send mass communication to membership.

9.2 Return to policy 1.5

**Motion:** To approve policy 1.5 as modified by the Council

**Moved:** Russ                              **Seconded:** Rory                              **Carried**

10. Government proposed *Regulated Health Professions Act*

- Government exploring introduction of Regulated Health Professions Act
  - Meetings scheduled for the summer were cancelled due to byelections. No new meeting dates provided.
- Overview of umbrella legislation presented by Bev

11. Public Relations Project – Future Initiatives/advertising

- Presented potential MLA letter to council and discussed pros and cons of having membership sign and send to MLAs. Will not implement at this time
- Reviewed budget for advertising in small local newspapers and on SKoop podcast. Will not pursue small papers at this time due to cost
- A few alternative options were presented and discussed
- Council requested that RPNAS engage with recent graduates and members to ensure they know what RPNAS does and what issues are
- A survey for the membership was suggested

**Motion** to continue advertisement on Skoop podcast for a further 2 months

**Moved:** Russ                              **Seconded:** Penni                              **Carried**

## 12. Professional Conduct Committee Report

- Since May there has been 1 new complaint
- 5 members have been offered ADRs – we are awaiting their acceptance
- 1 member has completed their agreed to ADR
- 1 ADR under development to be proposed to member
- 3 complaints deemed not to require any further action
- 4 complaints to be presented at next PCC meeting
- 3 complaints actively being investigated

## 13. Discipline Committee Report

- No cases are referred to discipline at this time

## 14. Appointments

- Bev presented recommendations for reappointment of 4 members whose terms are expiring to the committees at this time.

**Motion:** To reappoint Carrie Lavallie as chair for a one-year term, September 2023 – September 2024 and to reappoint Tracy Martell, Colleen Cameron, and Jaclyn Oberndorfer for a two year term September 2023 – September 2025.

**Moved:** Penni

**Seconded:** Michelle

**Carried**

**Motion:** To appoint Stephanie Bajus to the PCC

**Moved:** Rory

**Seconded:** Penni

**Carried**

**Motion:** To appoint Melanie Kenny to the PCC as a public representative for a 2 year term September 2023 – September 2025

**Moved:** Russ

**Seconded:** Rory

**Carried**

## 15. Stakeholder Meetings Update

- Updates included in ED report and brief overview provided by Bev

### 15.1 RPNCE Stats

- Lacey presented stats from the RPNCE results. Remain concerned about increasing number of failures, including 3<sup>rd</sup> time fails.
- Lacey and Bev have met with Saskatchewan Polytechnic and North West College. They are both concerned. Initiatives to address discussed.

## 16. Council initiative Anti-racism / Truth and Reconciliation strategy

Council has received three sessions on history of indigenous peoples, need for anti-racism initiatives and ways to address the Truth and Reconciliation calls to action. This includes presentations from Meralda Fiddler-Potter, Harmony Johnson and Dr. Holly Graham. A process

to implement the calls to action of the Truth and Reconciliation report are part of the RPNAS 2022 – 2024 Strategic Plan. Council to determine next steps:

- Suggested adding mandatory requirement to CLP for T&R learning
- Develop a formal apology to First Nations, Metis and Inuit peoples
- Include ethnicity survey in registration and renewal process (to be completed voluntarily)
- Are there equity seats in RPN program? How many?
- Development of a separate competency for anti-racism outside the Entry-Level Competencies, Standards and Code of Ethics
- Approach CRNS around their anti-racism work and possibility for collaboration

**Action:** Bev to connect with SKPoly program to determine if equity seats are allocated

**Motion:** RPNAS Operations to have an apology developed to present at December meeting

**Moved:** Ashley

**Seconded:** Rory

**Carried**

17. Council Governance Matrix Monitoring – Penni and Michelle

- Penni presented matrix with multi-year history

**Motion:** Council to maintain governance matrix document to capture and reflect historical decisions and rationale where appropriate.

**Moved:** Russ

**Seconded:** Rory

**Carried**

- Bev presented 2 options for meeting evaluation forms
- Rory suggested another method of informal reflection during in camera sessions directly following meetings
- Suggested we table evaluation forms until a time when council feels they are needed to navigate difficult situations

18. Executive Director/Registrar Report

- Strategic Plan Update
- Organizational risk assessment

19. In-Camera

20. Next Meeting – December 1, 2023 (via Teams Meeting)

21. Adjournment

Motion to adjourn at 2:39

**Moved:** Rory

**Carried**