



# Governance Building Blocks

A By-Law Consultation Report for One Nursing Regulator in Nova Scotia  
2019



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## INTRODUCTION

The path to the new legislation required for one nursing regulator began in 2017 when the College of Licensed Practical Nurses of Nova Scotia (CLPNNS) and the College of Registered Nurses of Nova Scotia (CRNNS) joined forces to co-create one nursing regulator in Nova Scotia. Throughout this journey, the Colleges have been committed to consulting with a variety of stakeholders in order to ensure that one nursing regulator incorporates the wide perspectives of those impacted by the work we do on behalf of the public.

In order to be proclaimed, one nursing regulator is required to have legislation and by-laws in place to establish the new College and to provide the regulator with the direction and authority needed to carry out its regulatory mandate. Stakeholders were invited to provide feedback on the new Act, initial regulations and most recently the by-laws, which further outline provisions that will be necessary for one nursing regulator.

This report summarizes the feedback provided by stakeholders on the by-laws that are required for one nursing regulator. I would also like to take this opportunity to recognize and acknowledge those who have participated in the consultation process and thank you for sharing your time and feedback.

Sincerely,

A handwritten signature in black ink that reads 'Sue Smith'. The signature is fluid and cursive, with the first name 'Sue' being larger and more prominent than the last name 'Smith'. The signature is enclosed within a large, loopy, handwritten flourish that loops back under the name.

Sue Smith, RN, BN, MAOL

Former Transition Executive Director and Registrar, CLPNNS  
Former Chief Executive Officer and Registrar, CRNNS  
Chief Executive Officer and Registrar, NSCN



# CONSULTATION PROCESS

The goals of our most recent consultation process were to:

- Gather feedback from the public, registrants and other stakeholders in March 2019 on the initial draft by-laws proposed for one nursing regulator.
- Use the feedback provided by stakeholders to support the development of by-laws for the first board of one nursing regulator.

## Consultation Approach

To gather feedback on draft by-laws proposed for one nursing regulator, stakeholders from across the country were invited to participate in a brief, five-to-ten minute online survey made available on the websites of each College for four weeks during March and April of 2019.

An online survey was used to collect stakeholder feedback because it allowed individuals to participate at a time of their convenience 24 hours a day from any location with internet access. This helped to ensure our consultation was easily accessible to the public and that it suited the range of work demands and time constraints of all stakeholders, including nurses across the province.

The survey was designed to enhance the open and transparent consultation process. Survey participants were provided with the following:

- proposed draft by-laws
- a companion document to support participants to navigate the draft by-laws document and to provide greater context and clarity about by-laws content
- a 14-question survey with opportunity to provide verbatim comments

## Communications Strategy

We invited stakeholders to participate in our consultation opportunity where they would link to the online survey on each College website. Stakeholders were invited via personal email, through the newsletters of each College and via social media.



## INVITED STAKEHOLDERS

Since our consultation process was open and inclusive, any individual from the Nova Scotia public had the opportunity to participate. In addition to the public's open invitation, individuals from the stakeholder groups identified in Appendix A were invited to be part of the consultation process.

### Public of Nova Scotia

As regulators, both Colleges make decisions that are in the best interest of the public of Nova Scotia. The public must have a means to share their opinions with those making regulatory decisions on their behalf. Inviting the public as part of a formal consultation process is one way to ensure the views of Nova Scotians are heard.

### Industry Partners

Given the complexity of the health care sector, we work alongside a diverse group of industry partners who fulfill different roles, including those in labour, regulation, education, employment and advocacy. While many of these partners are not regulators, they are knowledgeable about the opportunities and challenges within the nursing profession and broader health system. Over 175 individuals representing different industry groups were invited to participate in this consultation opportunity.

### Nurse Registrants

As self-regulated professionals, nurses are best positioned to understand the opportunities and issues facing the nursing profession. Their input and engagement in regulatory processes such as this consultation process helps LPNs, RNs and NPs in maintaining the public's trust in the profession and in their ability to regulate themselves in the public's interest.

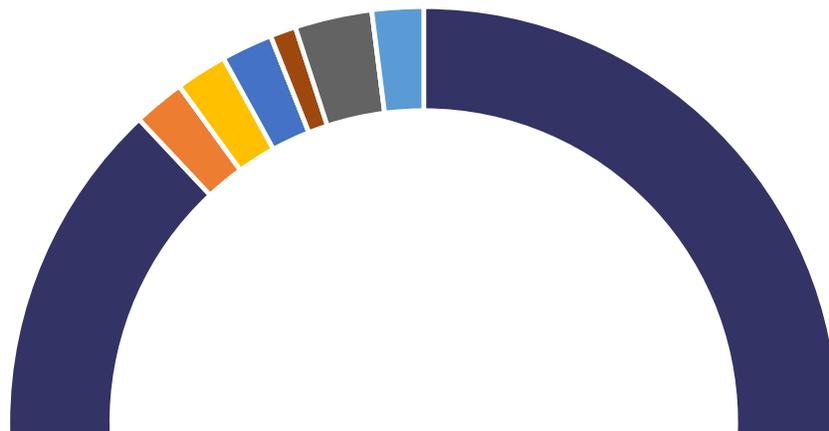


# PARTICIPANT PROFILE

Over the course of consultation, over 150 individuals representing various stakeholder groups participated in our consultation. Stakeholders indicated strong support for the proposed draft by-laws, along with helpful considerations for both now and in our future work.

The majority of individuals who participated in this consultation identified themselves as registrants from either College, which is consistent with past consultation findings. There was also participation from groups including employers/management, unions, educational programs, both nursing and non-nursing regulators. The profile of participants is as follows:

Self-identified Survey Respondents	Responses
<b>Licensed member of CLPNNS or CRNNS:</b> you are a nurse answering this survey as an individual nurse rather than in a specific role or on behalf of an organization listed below	88%
<b>Employer/Management:</b> you work in management, human resources, or the senior leadership team for an organization that employs nurses to deliver health care to clients or an organization that represents the interests of employers	2%
<b>Government:</b> you work for a department or program of the provincial or federal government	0%
<b>Union:</b> you work for, or represent, a union certified to represent nurses in the workplace or an organization that represents the interests of a union	2%
<b>Educational Program:</b> you work for, or represent, a school, university or organization that provides education to nursing students or nurses or an organization that represents the interests of nursing educational programs	2%
<b>Professional Association:</b> you work for, or represent, an organization that represents the professional interests of a group of professionals (including student organizations)	0%
<b>Service Provider:</b> you work for an organization that provides services to nurses or those applying to become a nurse	0%
<b>Non-Nursing Regulator:</b> you work for, or represent, a non-nursing professional regulator, or an organization that represents the interests of a non-nursing professional regulator	1%
<b>Nursing Regulator:</b> you work for, or represent, a nursing regulator, or an organization that represents the interests of a nursing regulator	3%
<b>Member of the public:</b> you are not licensed as a registrant of CLPNNS or CRNNS and do not work or represent an organization listed above	0%
<b>Other</b>	2%





# CONSULTATION FINDINGS

## Stakeholder Feedback: Accessing Documents Provided for Consultation Process

As part of our consultation, we asked stakeholders to identify whether or not they read the, “One Nursing Regulator Draft By-laws” and the companion resource, “Support Document for One Nursing Regulator Draft By-Laws”.

### Stakeholders Said...

The majority of stakeholders did review the material in advance of providing their feedback on the contents of the draft by-laws.

- 84% of participants told us that they reviewed, “One Nursing Regulator Draft By-laws”, which were provided along with the survey.
- 72% of survey respondents shared that they read the support resource titled, “Support Document for One Nursing Regulator Draft By-laws” that was also included.

## Stakeholder Feedback: Evaluation of Proposed Draft By-Laws

As part of our consultation, we asked stakeholders to provide feedback about the by-laws in consideration of a number of factors.

- 90% of survey respondents agreed that the proposed by-laws established good governance rules to ensure that the nursing profession is serving the best interest of the public (rather than the interests of the profession).
- 91% of respondents agreed that the proposed by-laws were transparent in how the new Board is to govern and make decisions.
- 95% of respondents agreed that the proposed by-laws involve both the public and registrants in regulating the nursing profession in Nova Scotia.
- 84% of survey participants answered “no” when asked if they felt that anything was missing from the proposed by-laws.

# THANK YOU AND NEXT STEPS

Thank you to all stakeholders who participated in this consultation process and helped to inform and shape the direction and development of by-laws for one nursing regulator.

When finalized and approved by the initial Board of the Nova Scotia College of Nursing (NSCN), the by-laws will become effective when the new Act and regulations are proclaimed by government. Once the new regulator is legally established, additional by-laws will be proposed as required. As has been the practice of CLPNNS and CRNNS, future consultation with NSCN will be open and transparent with opportunity for all stakeholders to be involved.



## APPENDIX A: INVITED INDUSTRY PARTNERS

- Assessment Strategies Inc.
- Association of New Brunswick Licensed Practical Nurses
- Association of Registered Nurses of Newfoundland & Labrador (ARNNL)
- Association of Registered Nurses of Prince Edward Island
- Bayshore
- Canadian Nurses Association
- Canadian Association of Schools of Nursing
- Canadian Council for Practical Nurse Regulators
- College Of Licensed Practical Nurses Of British Columbia
- CLPNNS Board, Members & Staff
- Canadian Nurses Protective Society
- College and Association of Registered Nurses of Alberta
- College of Dental Hygienists of Nova Scotia
- College of Licensed Practical Nurses of Alberta
- College of Licensed Practical Nurses of Manitoba
- College of LPNs of Newfoundland & Labrador
- College of Nurses of Ontario
- College of Occupational Therapists of Nova Scotia
- College of Paramedics of Nova Scotia
- College of Physicians and Surgeons of Nova Scotia
- College of Registered Nurses of Manitoba
- CRNNS Council, Members & Staff
- Dalhousie University
- Denturist Licensing Board of Nova Scotia
- Doctors Nova Scotia
- Government of Yukon
- Immigrant Services Association of Nova Scotia
- IWK Health Centre
- Lloyd Sadd Insurance Brokers (LPN Liability Insurance)
- Mental Health Foundation of Nova Scotia
- Midwifery Regulatory Council of Nova Scotia
- National Council of State Boards of Nursing
- National Nursing Assessment Service
- Nova Scotia Association of Medical Radiation Technologists
- Nova Scotia Board of Examiners in Psychology
- Nova Scotia College of Chiropractors
- Nova Scotia College of Counselling Therapists
- Nova Scotia College of Dispensing Opticians
- Nova Scotia College of Medical Laboratory Technologists
- Nova Scotia College of Optometrists
- Nova Scotia College of Pharmacists
- Nova Scotia College of Physiotherapists
- Nova Scotia College of Respiratory Therapists
- Nova Scotia College of Social Workers
- Nova Scotia Dental Technicians Association
- Nova Scotia Dietetic Association
- Nova Scotia Health Authority
- Nova Scotia Health Research Foundation
- Nova Scotia Prescription Monitoring Program
- Nova Scotia Regulated Health Professions Network
- Nova Scotia Community College



- Nova Scotia Government and General Employees Union
- Nova Scotia Nurses’ Union
- Nurse Next Door
- Nurse Practitioner Association of Nova Scotia
- Nurses Association of New Brunswick
- Ordre des infirmières et infirmiers auxiliaires du Québec
- Ordre des infirmières et infirmiers du Québec
- Provincial Nursing Network
- Prince Edward Island Licensed Practical Nurse Registration Board
- Provincial Dental Board of Nova Scotia
- Registered Nurses Association of the Northwest Territories and Nunavut
- Registered Nurses Professional Development Centre
- Saskatchewan Registered Nurses’ Association
- Shannex
- Shannex Harbourstone
- St. Francis Xavier University
- Unifor
- Université Sainte-Anne
- VON Canada
- We Care
- Yukon Registered Nurses Association

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