

REGISTERED PRACTICAL NURSES ASSOCIATION OF ONTARIO
RPNAO

One voice of nursing in Ontario! Since the offering of a six-month practical nurse training program in 1938 to the new standard of a two-year diploma from an Ontario College of Applied Arts and Technology in 2005, the category of Registered Practical Nurse has come a long way. RPNAO has been there, in one form or another, since 1958. We have changed and grown to meet member needs. The following represents a snapshot of our activities in 2004 from January – June, as RPNAO has moved its fiscal year end from December to June to match the membership year, based on RPNAO’s vision, mission and objectives.

RPNAO experienced many successes in 2004 due to the hard work and commitment of all of our volunteers, the Board of Directors and Staff – this is how progress is made – thank you one and all!

VISION

Nursing...one profession...many partnerships

MISSION

Dedicated to quality driven decisions that enhance professional practical nursing.

Objective #1: To advocate for RPNs in diverse settings resulting in optimum client health services. Objective #5: To advocate for optimum client health services through policy, legislation and regulation.

In 2004, the Board of Directors and Staff have focused on several key areas for practical nursing and here are some of the results:

- ✓ Met with the Minister of Health and Long-Term Care and senior staff on a regular basis to discuss issues such as full scope of practice, under and unemployment, initiation and entry to practice legislative changes, employer accountability, education and recruitment/retention funding, more efficient use of health tax dollars and more
- ✓ The RPN legislated entry to practice requirements were passed by Cabinet in December, 2004. As of January 1, 2005, all Ontario practical nursing students writing the national exam must have a practical nursing diploma from an Ontario College of Applied Arts & Technology; legislative changes regarding those practical nurses from outside of Ontario wishing to practice in Ontario, are currently being developed.
- ✓ Met with the MOHLTC Parliamentary Assistant regarding the Long-Term Care Strategy Report and Recommendations
- ✓ Attended pre-budget consultation meetings with the Minister of Finance
- ✓ RPNAO hosted a wine and cheese for the MPPs during the spring session of the legislature which was well attended by MPPs, their staff and RPNAO members
- ✓ Assisted employers in expanding the RPN role
- ✓ Equal participant and promoter of VIANurse in collaboration with RAO

- ✓ Consulted on the development of quality education for the basic RPN program and a new program review process
- ✓ Participated in several research projects focusing on RPNs
- ✓ Actively networked and took action on local issues with Regional Councils
- ✓ Provided input to CNO through regular meetings, participation on committees and responded to draft CNO documents, regulations and more
- ✓ Commented on Canadian Practical Nurses Association (CPNA) documents to help further promote and explain the role of the RPN at the national level

Objective #2: To promote a closer working relationship with other health and related organizations. Objective #5: To advocate for optimum client health services through policy, legislation and regulation.

The Board of Directors, staff and other RPNAO members volunteer to participate in the following groups to ensure the RPN voice is heard.

- ✓ Joint Provincial Nursing Committee (JPNC)
- ✓ Workers' Safety Insurance Board (WSIB) – New Models of Care Project
- ✓ Ontario Hospital Association (OHA) – Nursing Executive Advisory Group
- ✓ Ontario Hospital Association (OHA) – Professional Advisory Committee (PAC)
- ✓ Ontario Municipal Benchmarking Project (OMBP) – Long-Term Care Expert Panel
- ✓ Best Practice Guidelines in collaboration with the Registered Nurses Association of Ontario
- ✓ College of Applied Arts and Technology (CAAT) Heads of Nursing Group
- ✓ Ministry of Health and Long-Term Care (MOHLTC) - meetings with the Minister of Health and Long-Term Care, the Associate Minister of Long-Term Care, policy advisors and senior staff including advocating on behalf of RPNs for funding for the Nurse Education Initiative and Recruitment and Retention initiatives
- ✓ MOHLTC Nursing and Health Outcomes Project
- ✓ College of Nurses of Ontario (CNO)
- ✓ Nursing Education Research Unit (NRU)
- ✓ Unions representing RPNs

Committees

Several committees of RPNAO are working on your behalf and the Board of Directors extends its appreciation for the members' hard work and dedication:

- ✓ The Executive Committee (from the Board of Directors): meets monthly when the Board of Directors does not meet
- ✓ The Professional Development and Practice Committee: focuses on education, training and practice issues
- ✓ The Finance Committee meets monthly when the Board of Directors does not meet

There are also all of the Regional Councils and their executives and members, the three Specialty Interest Groups of Occupational Health, Operating Room and Independent Business, and numerous other volunteers who donate their time, to thank for their hard work, networking and commitment to both practical nursing and RPNAO.

Objective #3: To promote the benefits of membership to RPNs in order to ensure a strong and unified voice.

RPNs continued to be front and centre across the province in a variety of ways in 2004:

- ✓ Articles in the Toronto Star, Sun and numerous other newspapers around the province
- ✓ Interviews on various radio stations around the province
- ✓ Produced articles for *Home Health Care*, the newsletter of Shoppers Drug Mart
- ✓ Published the Registered Practical Nursing Journal
- ✓ Partner in the Ontario Nursing Sandal's Get-A-Way contest
- ✓ Partner in the Toronto Star Nightingale Award
- ✓ Updated RPNAO's website with news and information that keeps the nursing community current and the best job links in the province
- ✓ Participated in conferences, trade shows, career fairs and other events around the province

Objective #4: To enhance the professional competencies of RPNs by ensuring the research, development and delivery of quality educational programs.

RPNAO experienced an outstanding year regarding training:

- ✓ RPNAO's highly successful Leadership Certificate Program was purchased by a western province for use with their Licensed Practical Nurses
- ✓ RPNAO offered workshops and programs on: IM Injections, IV Therapy, Leadership, Wound Care, Teaching Techniques, Mental Health, Physical Assessment and more!
- ✓ Developed private/public partnerships with other educational organizations
- ✓ Work is continuing on offering education & training on the Internet that will be available this fall
- ✓ Produced an RPN recruitment and retention video/CD with the generous support of the Ministry of Health and Long-Term Care
- ✓ Produced an Career Options video/CD that describes many of the potential career paths for nurses in Ontario
- ✓ RPNAO continues to administer the Nursing Education Initiative for RPNs on behalf of the MOHLTC

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