



The following questions were received from NSCN stakeholders concerning NSCN's 2022 Annual Meeting held virtually on May 19, 2022.

1. Why was NSCN almost half a million dollars under budget?

When the 2021 Budget was prepared we assumed, as much of the world did, we would return to 'life as normal' post-COVID-19 and we created the budget accordingly. Instead, we experienced continued restrictions throughout the year resulting in some reduced expenses. To follow public health measures, staff members were sent home to work for periods of time, there were no travel-related expenses and some of our legislative work was pushed out. These savings were moved to an unrestricted fund, which will be used to fund these delayed costs and expenses moving forward.

2. Why are you not using the surplus to decrease fees?

Various forms of COVID-19 continue so many of these delayed expenses will continue and be moved forward, including expenses related to legislated expenses. In addition, rising costs in the world continue both from the pandemic and global unrest. NSCN investments, while low risk, have not yielded anticipated returns, which is directly related to the uncertainty in our economic environment.

Given the future continues to be uncertain both from the pandemic perspective and from rising costs, it is better to maintain and reassess when there is more stability.

The cost of regulation has also continued to increase and NSCN continues to look at how we can decrease operational costs, including staffing, streamlining processes and finding greater efficiencies so that we do not have to increase registrant fees.

3. I see that both registrant seats for the NSCN Board were filled by RNs this year. Can you explain that process?

The Nominating Committee put out an open call to all registrants during the first and second call. There were no restrictions so any registrant could have put their name forward - LPN, RN or NP. Based on the applications received, final candidates were all RNs.

It is important to note that registrant members of the Board are not representatives for nurses and/or specific nursing designations. All Board members are on the NSCN Board to ensure the profession is being regulated in the public interest.

As a reminder, all registrants have input into regulatory matters by:

- Input and feedback on regulatory documents such as bylaws, standards and guidance documents
- Ability to volunteer on the regulatory committees

4. You mentioned diversity and inclusion in your remarks earlier. Can you please give specific examples of the work NSCN did last year?

Diversity, inclusion and cultural competence were identified as a priority for the Board and staff of NSCN when these critical issues were incorporated into our first strategic plan in 2019.

Two years ago, we created a staff Diversity and Inclusion Working Group and developed NSCN's Diversity and Inclusion Framework. The framework provides staff with resources, tools and supports to identify and address barriers to diversity and inclusion, enabling NSCN to provide culturally competent services to the public, stakeholders and registrants.

Last year, we developed and followed a Diversity and Inclusion Road Map that lays out a process for our



Board and staff to take ownership of our learning and development. One of our goals is to become more aware of our unconscious biases and influences so that the Board and staff can take ownership of our own personal journeys and areas of growth.

We continue to work with equity seeking groups and have a roadmap that takes us through a process of education that leads to action, which will be implemented in all that we do, including NSCN procedures, Board and staff policies, etc. This phase includes internal work but we do look forward to the evolution of our plans with an externally focused lens in 2022.

5. I've got a question about NSCN's Education Program Approval Committees. Would it not be considered a conflict of interest to have the schools of nursing sitting on this committee?

Individuals who are part of a regulated profession are required to put the interests of the public ahead of their own personal or professional interests, which is the very nature of self-regulation. Having said that, when committee members make a decision about specific nursing programs, members affiliated with that school recuse themselves from the decision-making process.

Finally, we have public representatives on all NSCN committees. Their role is key because public representatives help to ensure all Committees continue to place Nova Scotians at the forefront of discussions, approaches and decision-making.

6. I found the required regulatory education component of CCP that was part of the previous program to be very useful. Will NSCN be requiring a regulatory educational component with CCP in the future?

We are in process of creating a new singular Continuing Competence Program (CCP) for all nurses in Nova Scotia, which will include the ability of the CEO to require regulatory education. Watch for more information on the new CCP in 2023.

7. If I have concerns about the practice of a colleague that I feel could benefit from guidance from NSCN, I feel that my only recourse is to submit a complaint. Could NSCN explore other processes that would address practice issues other than the complaint process?

All nurses, individually or collectively as a team, have the ability to reach out to NSCN's experienced and knowledgeable Practice Consultants for guidance. If you do have concerns about a colleague's practice, NSCN has information available to help you address those concerns in addition to customized resources for your particular concerns. As a self-regulated professional, you have an obligation to the public and a legal duty to report to NSCN if you feel that a colleague is engaged in professional misconduct, incompetence or conduct unbecoming, is incapacitated or is practising in a manner that constitutes a danger to the public.

It is also worth noting that even if a complaint is initiated, not all complaints result in discipline actions. Many are resolved through a non-disciplinary informal resolution process, which emphasizes remediation.