

# CONNECTIONS

RNANT/NU NEWSLETTER

WINTER 2018





# CONNECTIONS

WINTER 2018

## RNANT/NU Board of Directors:

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The Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU) is both a regulatory body and a professional association. Our mission is to promote and ensure competent nursing for the people of the Northwest Territories and Nunavut.



## Executive Director's Message

Fall is always a very busy time in the office, what with renewals, strategic planning, committee work and planning for our AGM in Iqaluit, May 10-12, 2019.

The renewal period went smoothly. In comparison with last year, we noticed more renewals came in earlier, and almost double the number of renewals were completed by the end of October. We now have online fillable forms, receipts and registrations are sent by email - no more cards in the mail!

The Board continues to work through the strategic planning process, which has been informed by the member responses to our survey. Thank you to all the members who have taken the time to fill out this survey and several other surveys that have come your way. We have reported on our member survey in this newsletter. A second survey released asked for feedback on the Entry-level Competencies. The work is now complete on that national project. What remains is for our RN committee and the Board to review the final draft document and to consider approval.

Speaking of the RN Committee, they have finished the Scope of Practice document, which the draft will go out to stakeholders for final comment. The next project for this committee, will be finalizing the Standards of Practice document, and then moving on to development of a frequently asked question (FAQ) area for our website. The NP Committee has been working on policy development for a re-entry program and contributing to the FAQ portion of the website. One of the NP Committee members, Sheila Laity is actively involved in the Nurse Practitioners Association of Canada (NPAC). We have a small information piece in the newsletter about NPAC and we are encouraging you to join.





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On the national scene, I attended the Canadian Nurses Association meeting in Ottawa in November. I was honoured to be part of ceremony at the Parliament Building honouring nurses who have served in the Canadian Armed Forces. The ceremony took place at the Nurses Memorial, in the Hall of Honour just outside of the Parliamentary Library, Centre Block. The money for the monument was raised entirely through funds contributed by nurses from across the country and their provincial associations. In 1924, 38,000.00 was a hefty sum of money to raise. I felt proud that nurses raised the funds, and honoured to see this monument prior to it being tucked away for up to ten years while the Centre Block renovations take place.

If you are interested in learning more about the Nurses Memorial visit:

[https://www.ourcommons.ca/About/HistoryArtsArchitecture/collection\\_profiles/CP\\_nurses-e.htm](https://www.ourcommons.ca/About/HistoryArtsArchitecture/collection_profiles/CP_nurses-e.htm)



The Nurses Memorial



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The College and Association of Registered Nurses of Alberta (CARNA) on November 23, announced regulations authorizing registered nurse prescribing. Several jurisdictions across Canada have already implemented or are in the process of implementing nurse prescribing. In each jurisdiction changes were required to legislation or regulations; and registered nurse prescribers require additional education and training. RNANT/NU has joined with the jurisdictional members of Canadian Council of Registered Nurse Regulators to gather preliminary data with the intent of developing national consistency and approaches to this exciting addition to the scope of practice of RNs.

And in a final note, under the direction of the Board, and with the interest of both governments, RNANT/NU continues to examine opening the register to Licensed Practical Nurses and Registered Psychiatric Nurses.

As always, we welcome your comments and interest in the Association. Please don't hesitate to connect with us. Hope to see you at the AGM in Iqaluit May 10-12, 2019.

Wishing you a restful holiday season, and a very Happy New Year.

Denise Bowen, RN



Rommel Silverio, President RNANT/NU, Claire Betker, President CNA, Denise Bowen ED RNANT/NU, LCol Carolyn Blanchard, Chief of Nursing Services, LCdr Kristi Velthuizen, Staff Officer Chief of Nursing Services and Lt(N) Isabelle Dupuis, Staff Officer Chief of Nursing Services.



## International Nursing Student

### Exchange: Hva Er Nytt

Students participating in international exchanges are common in undergraduate nursing degree programs in Canada and around the world. While international exchange programming is not new, there is a growing body of literature to suggest that it is increasingly valuable and effective.

Globalization demands professional nurses who are culturally competent, and even closer to home, the work of reconciliation with Indigenous peoples requires nurses committed to cultural safety. Results from international nursing exchange programs

reveal that students grow personally and professionally enhancing their global health and cultural competencies and ultimately, expand their capacity to care for diverse clients (Browne, Fetherston, & Medigovich, 2015; Grower, Duggan, Dantas & Boldy, 2017; Rocha Pereira, Brisbois, Oliveira Silva, & Stover, 2018).



In 2010, an international nursing exchange with Aurora College and Finnmark University College in northern Norway was first initiated and implemented by the visionary Dr. Pertice Moffitt (Moffitt & Mehus, 2018). This was a fitting circumpolar partnership as northern Canada and northern Norway have Indigenous peoples which positions students to learn health promotion practices in another country along with Indigenous health initiatives. Under Dr. Moffitt's leadership, a total of eight students experienced nursing in northern Norway between 2010 and 2012. There was a hiatus with the exchange of students between 2013 and 2016 on account of organizational changes in nursing education in Norway, but the nursing partnership and dialogue continued. In 2016, the formal relationship between the Aurora College Bachelor of Science in Nursing (BSN) program in Yellowknife and the Arctic University of Norway (UiT) Bachelor of Nursing program in Tromsø was reestablished. Since then, six UiT students have completed successful international nursing practice experiences in Yellowknife and two Aurora College students have completed exchanges in Norway.

2018 has been a particular exciting year for the international partnership! The Aurora College BSN program is actively working towards a memorandum of agreement (MOA) with the UiT Bachelor of Nursing Program. The new MOA will more clearly delineate reciprocity between Aurora College and UiT in terms of exchanges going forward.



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Upon invitation from UiT I travelled to Tromsø, Norway in March 2018 to assess the learning environment. The welcoming nursing faculty at UiT had established for me a full week's itinerary that included access to several clinical settings where nursing students may practice. They also facilitated an enriching cultural experience. It was an invaluable time of networking and relationship building. My experience in Norway supports me in my role as a remote instructor for our BSN students travelling to Norway for their international practice experiences. It also provides me added context as the liaison facilitating Norwegian nursing students coming to their international practice experiences in Yellowknife.

In May/June 2018, two third-year University of Victoria at Aurora College BSN students completed their 7-week consolidated practice course (CPE III) in Tromsø, Norway. The model for clinical teaching-learning was preceptorship which includes the students, a registered nurse preceptor who was followed by the students in the practice area, and a faculty instructor. In this case, the students had two faculty instructors, one at UiT in Tromsø plus me here in Yellowknife at Aurora College. The students completed the bulk of their practicum in a homecare setting.

Although a formal program evaluation is being established, what I have heard from our students about the benefits of their experiences abroad echoes the literature. En route home from Norway in June 2018, Year 3 BSN student Danielle Wendehorst wrote me the following: "Practicing in Norway for my CPE III enabled me to combine my passions of learning and travel. It was an amazing experience where I met new people and learned about another circumpolar healthcare system. Being emerged in another country's healthcare system has also helped me reflect about nursing in Canada. I observed many parallels like the shortage of nursing staff, budget cuts and an aging population. With these parallels, I came to the realization that there are many issues that nurses are facing globally, and ultimately, how critical it is for nursing to work as a global force to promote health." Whitney Fisher, also a Year 3 BSN student, shared with me upon her return to Canada that the nursing experience in Norway offered her much learning, but predominantly, it has left her with a new sense of pride for nursing as profession world-wide. The most significant challenge expressed to me by our students was the language barrier, and this is a well-documented phenomena in the body of international exchange literature (Browne et al., 2015).

Opportunities for international exchange are important for contemporary nursing education. Aurora College looks forward to a strong relationship with UiT in northern Norway to provide nursing students with international exchange programming going forward. And that is what's new (or "hva er nytt" as Norwegians would say) with international nursing student exchange in the territory.



References

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### Results of our first membership survey positive and informative:

As part of developing our next strategic plan, RNANT/NU Board of Directors wanted to find out how members were feeling about their association and where they feel we need to focus our efforts over the next three years.

The online survey was open for three weeks in August. In all, 128 members completed the survey, which represents approximately 10% of our 1,300 nurses. Though there were more respondents from the NWT (73%) than Nunavut (27%), survey participation provided a good mix of new and longer-term members and of members who worked in major centres and smaller communities.

Overall, respondents indicated they are satisfied with RNANT/NU as their professional association (41% very satisfied, 47% somewhat satisfied) and are proud to be a member of our association (67% strongly agree, 20% somewhat agree). These percentages were fairly consistent across the two territories and different categories of participants. This was great news for our Board and our staff.

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*“RNANT/NU is doing an excellent job of keeping nurses together as a team as we go about our ways delivering health care in a multitude of settings spread out sometimes by thousands of miles. I am humble by your accomplishment.”*

– Respondent

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Of course, not everyone’s opinion of the Association was as positive and many offered constructive feedback and recommendations on where we can make improvements.

Looking forward, the survey has given us some great information for planning. When asked about what members wanted to see the strategic plan focus on, they were clear:

- 62% want us to do more to let members know about professional development and education opportunities
- 55% want us to do more to advocate for nurses and the role of nursing with governments
- 47% want to see us do more to promote public awareness and understanding of the role nurses play
- 43% want to see RNANT/NU take more of a leadership role in the health care system of their territory
- 23% want RNANT/NU to do more to celebrate the successes and contributions of nurses

In the coming months, we will be releasing our next strategic plan, where you will see membership feedback reflected in our strategic priorities.



**New for NT/NU**

**Canadian Nurses Foundation Scholarship:**

**Melvin Kellie Award**

“The Melvin Kellie Award was established to celebrate the life of my step-dad who passed away after an unexpected and short battle with cancer. During his life he was a caring and kind man, a big “teddy bear” who supported and loved his family and friends unconditionally. At the end of his journey he was cared for by some of the most compassionate and knowledgeable nurses, physicians and health care workers, who looked after not only my step-dad but the family ,in a holistic approach.

The Melvin Kellie Award is established to ensure that RNs in Alberta or NWT/NU can receive the training and courses needed to provide exceptional level of care for all families going through the loss of their loved ones in a palliative care environment.

To apply go to the following link: <http://cnf-fiic.ca/new-available-scholarships/>

-Shawna Tohm, R.N

**Dorothy Wylie Health Leaders Institute**

A 4-day residential, inter-professional leadership Institute with a structured virtual follow up that spans several months and includes individual access to the IHI Open School and a capstone project. CNA is pleased to offer the 2019 Institute May 21st to 24th, at the BMO Institute for Learning in Toronto. You can [register here](#). You can also reserve seats by calling CNA at 416 426-7229, or [emailing us](#).



## 2018 Continuing Competence Plan (CCP) Audit

RNANT/NU is authorized to regulate registered nurses and nurse practitioners according to the NT Nursing Profession Act (2003) and the NU Nurse’s Act (1998). Established in the legislation is the registration requirement of continuing competence that is defined as “the combined knowledge, skills and judgement necessary to meet accepted standards in the practice of nursing.”

RNANT/NU’s Continuing Competence Program is grounded in the understanding that all RN’s and NP’s are competent and committed to lifelong learning. RNANT/NU Bylaw 4 outlines the process for assessing continuing competence and states how an annual random audit of member is conducted. Members will be randomly selected in January 2019, and asked to submit a copy of the 2018 Continuing Competence Plan (CCP).

### If you are audited, here is what we are looking for:

#### CCP Learning Plan

All members are required to identify 2 learning needs at the beginning of each calendar year. These learning needs should be grounded in the professional expectations of the Code of Ethics (CNA) and the Standards of Practice for Registered Nurses and Nurse Practitioners (RNANT/NU). The learning needs should be specific, measurable, achievable, realistic, and timely. Two or more specific activities should then be identified to meet each learning need.

Your CCP will be reviewed by members of the Registration Committee and evaluated in accordance with the Canadian Nurses Association Code of Ethics and the Standards of Practice.

RNANT/NU website is a great source of assistance to complete your application with CCP Examples.

If you want more information and resources check out our website.

<https://www.rnantnu.ca/rn-information/continuing-competence>



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### **2019 Registration:**

*Are you planning to practice as an RN or NP in 2019?*

*Have you renewed your licensed?*

Late renewals continue until the December 31, 2018 deadline.

All renewal applications received will be charged a late fee of \$100.00 + GST.

**All 2018 registration will expire on December 31, 2018.**

On January 1, 2019 a reinstatement application must be completed to return to active practicing status.

<http://www.rnantnu.ca/rn-information/renewal>



Nurse Practitioner  
Association of Canada

Association des  
infirmières et infirmiers  
praticiens du Canada

NPAC-AIIPC is the national voice for Nurse Practitioners, with the goal of advocating for, and reducing barriers to NP practice. This Canadian organization consists of over 1300 members, encompassing a number of nurse practitioner specialties. Nurse practitioners work collaboratively with other members of the healthcare team to not only provide individual patient care, but also to improve practice and community/population health, using evidence-informed, best practice and research to develop, implement and evaluate care. Nurse practitioners provide care at an independent level, working both autonomously and in collaboration with physician colleagues. Our membership has representation from all regions of Canada and membership is growing all the time. A regular membership costs 40.00. Join us today!

For more information on join NPAC visit: <https://npac-aiipc.org/about-npac/join-npac/>



**From Shawna's Desk**

We have completed the Nunavut Arctic College BScN Program review. The report went to the Board of Directors in November for approval.

To date, we have had 21 participants in 2018 write the NCLEX exam with 16 passing and 5 who were unsuccessful.

If you are interested in reviewing or writing for the NCLEX exam, information can be found at <https://www.ncsbn.org/exam-volunteer-opportunities.htm>

I would like to personally thank the members for their engagement and insight over the last year. The members involvement through comments, suggestions, and participation on committees is truly what makes our association strong. We appreciate your hard work and dedication to our unique nursing practice in the NT and NU. You are what makes a difference to the public!

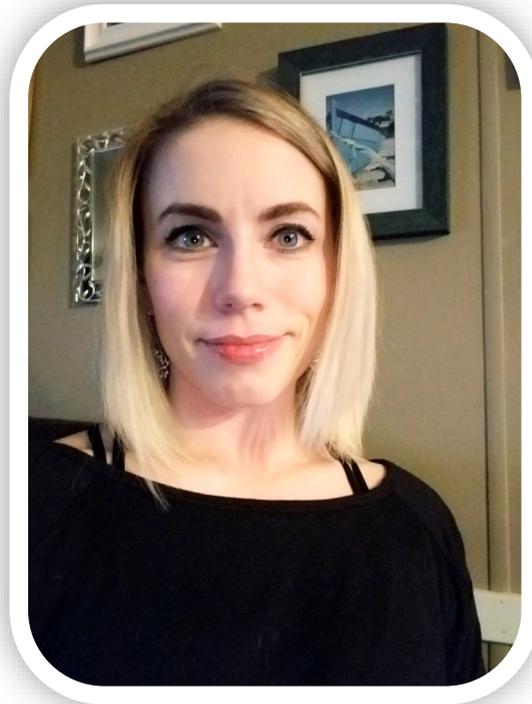
Happy Holidays to all our members and I wish you the very best in 2019.

Shawna Tohm, RN  
Director of Regulatory  
Services and Policy





## Nurse to Know Meet Claire Brookes



Claire has been living in the north since she was five years old. Claire has continued to display excellent leadership and building her nursing practice within the last year. Claire has had to deal with a lot of responsibility placed on her with all the changes and improvements to the chemotherapy unit. And she has gracefully stepped into a leadership role. She advocates for herself, her co-workers, her patients and their families.

She is a role model and a source of information to other nurses, and Claire exemplifies patient and family centred care in her practice.

Claire Brookes was nominated by Catherine Dixon as a Nurse to Know.



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### Nurse to Know

RNANT/NU has many members who have made a significant contribution to the nursing profession and to the lives and health of the people of the Northwest Territories and Nunavut. RNANT/NU would like to acknowledge these contributions by featuring a “Nurse to Know” in our Newsletters.

Nominees must:

- Be an active practicing member in good standing
- Promote the nursing profession by acting as a positive role model; and
- Have made a contribution to nursing in the north

If you know a nurse that you believe would be a good fit for our nurse to know submission, you can find the nomination forms [here](#).



**DALHOUSIE  
UNIVERSITY**

FACULTY OF HEALTH  
School of Occupational Therapy

SUBSTANCE USE AMONG  
CANADIAN PROFESSIONALS

## Invitation for Research Participants

### **Let's talk openly about your use of substances.**

In our recent study, a group of professionals shared that in the past year:

- 92.5% used caffeine
- 83.1% used alcohol
- 56.5% used pain suppressants
- 24.1% used cannabis
- 4.5% used cocaine

### **Anonymously share your experiences and perspectives.**

Participation options include the following components:

- a) an online survey
- b) daily tracking using an App
- c) telephone interview

For more information about this study, participation options, and how to participate, visit [dal.ca/sites/substance-use/research.html](http://dal.ca/sites/substance-use/research.html)



## Professional Conduct Decisions

### RNANT/NU Member # 5588

On September 28, 2018 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member mismanaged client files by failing to respond to the medical practitioner's email communication and telephone messages therefore delaying plans of care and treatment for the client. The Member failed to provide adequate and precise assessments of clients which resulted in conflicting and inconsistent assessment findings between the Member and the treating medical practitioner. The Member contributed to a toxic work environment by taking part in behaviours such as belittling and demeaning nursing colleagues and being culturally insensitive to lay staff as well as patients at the community health center. The Member entered Alternate Dispute Resolution. As part of the settlement agreement the Member will complete the Responsible Nursing course, the Interpersonal Aspects of Nursing course and the Health Assessment course at McEwan University.

### RNANT/NU Member # 3025

On June 29, 2018 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member failed to report for work as per an agreed upon contract at two community health centers in the Northwest Territories because the Member was intoxicated and unfit to practice. The Member entered Alternate Dispute Resolution. As part of the settlement agreement the Member will remain abstinent from alcohol and mood - altering drugs, will undergo random drug and

alcohol screening, will attend addiction counselling and therapy on a weekly basis, will develop a relapse prevention plan, and will read Paula Davies Scimeca's books *Unbecoming a Nurse: Bypassing the hidden chemical dependency trap (2008)* and *From Unbecoming a Nurse to Overcoming Addiction (2010)*.

### RNANT/NU Member # 5626

On September 28, 2018 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member contributed to a toxic work environment by taking part in bullying behaviours by belittling, demeaning and being culturally insensitive towards staff and residents of a community care facility. The Member violated the Controlled Drugs and Substances Act by removing vials and using the remaining hydromorphone that were discarded in a sharp's container. The Member entered Alternate Dispute Resolution. As part of the settlement agreement the Member will take the Responsible Nursing course and the Gerontological Nursing course at McEwan University. The Member will write an opinion paper explaining what cultural sensitivity means to the Member.



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### RNANT/NU Member # 1700

On October 24, 2018 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member failed to provide accurate and correct information on her Registered Nurse Reinstatement Application form and 2018 Annual Registration form. The Member provided false and misleading information in her written response to the complaint regarding previous investigations of professional misconduct in other jurisdictions. The Member provided false and misleading information to her supervisor when questioned regarding her nursing assessment and treatment of an elder experiencing acute respiratory distress. The Member entered Alternate Dispute Resolution. Member will complete the Responsible Nursing course and the Health Assessment course at McEwan University. The Member will write a reflective practice paper on the importance of openness, transparency and honesty in the profession of nursing. Prior to RNANT/NU considering reinstatement of the Member's certificate to practice nursing the Member will provide an accurate work history for the past five years, an accurate education history and a current curriculum vitae.

### RNANT/NU Member # 6129

On October 26, 2018 the Chairperson of the Professional Conduct Committee approved a settlement agreement between RNANT/NU and the Member. The Member was incoherent, restless, confused and described as appearing to be "high" or "intoxicated" while providing care to a child and the mother. The Member appropriated dishonestly and for the Member's own use, uncontrolled non-narcotic drugs from the stock drug supply of the pharmacy of a community health center. The Member entered Alternate Dispute Resolution. The Member will remain abstinent from all illegal and all mood-altering drugs, excluding medications prescribed by a medical practitioner. The Member will attend the six-week Homewood addiction program for Healthcare Professionals. The Member will attend counselling and therapy on a regular basis. The Member will have random blood screening for a period of three years. The Member will complete the Responsible Nursing course at McEwan University. The Member will read Dr. Walter Ling's book *Mastering the Addicted Brain – Building a Sane and Meaningful Life to Stay Clean*. The Member will write a synopsis of the book. Prior to reinstatement of the Member's certificate to practice nursing the Member will provide RNANT/NU with a treatment discharge report, a fitness to practice assessment report, a report from Homewood's addiction counsellor outlining the Member's attendance and progress. The Member will provide RNANT/NU with a relapse prevention plan. If the Member returns to work in a remote community health center there will be a minimum of four nurses at the center.



### **RNANT/NU online registration verification**

Did you know RNANT/NU has an online tool to confirm if you or your employees are registered to practice in the Northwest Territories and Nunavut on our website. It's simple and quick!

Find a Nurse: <http://www.rnantnu.ca/status-check>

You can search by registration number, first or last name.

The *Find a Nurse* tool provides the names and registration numbers of members who currently hold Active-Practicing Memberships and are entitled to practice.

### **Do you love taking pictures?**

We are looking to update our pictures to more clearly reflect where our RNs and NPs work and live. We would like to collect photos from all over the Northwest Territories and Nunavut to feature on our website and in our future newsletters!

The only requirement is that when you email your pictures please include where and what time of year the picture was taken and that we have permission to use the photo. You will be given credit for the photo when used. If you include people in the photos, the photo release form must be completed by each person in the photo, it can be found on our website

<https://www.rnantnu.ca/sites/default/files/Photo%20release%20FORM%20AGM%202018.pdf>

Please send your photos to [execast@rnantnu.ca](mailto:execast@rnantnu.ca)



## **Continuing Education:**

Canadian Nurses Association Learning Centre—  
Online Learning Modules to meet your professional  
development.

<https://www.cna-aiic.ca/en/professional-development/cna-learning-centre>

## **ISMP- eLearning Modules on Multiple IV infusion safety**

The primary purpose of these eLearning modules is help improve the safety of multiple IV infusions. In particular, the modules focus on addressing known education gaps associated with setting up and managing secondary IV infusions and shared infusion volume. They are intended for clinicians, students and educators working in clinical settings such as critical care, medical/surgical, and paediatric units. For more information about the modules please go to the following website

[https://secure.ismp-canada.org/elearning/course/index.php?categoryid=1?utm\\_source=prodserv&utm\\_medium=email&utm\\_campaign=ps180905](https://secure.ismp-canada.org/elearning/course/index.php?categoryid=1?utm_source=prodserv&utm_medium=email&utm_campaign=ps180905)

**Do you have an event you want to advertise?**  
Contact Kyla by email at [execast@rnanu.ca](mailto:execast@rnanu.ca) or by  
phone at 1-867-873-2745 ext. 24.

## **Environmental Nursing**

Join Jennifer Morin RN, MN, CAE to learn how climate change and extreme heat impact our society. As our climate continues to change, extreme heat events and heat waves are expected to increase in frequency, length and severity, resulting in increased health risks for many Canadians.

Additionally, the health effects related to air quality can increase the number of hospitalizations and visits to emergency departments as well as mortality rates.

WEBINAR AVAILABLE HERE:

Air Quality Health Index - <https://vimeo.com/289564679>

## **Canadian Federation of Nurses Unions**

*Canada's nurses launch a national petition on violence against health care workers, sponsored by MP Doug Eyolfson.*

“Violence in any occupational setting is unacceptable and should never be considered part of the job,” said Eyolfson. “For years, health care workers have been dealing with violent incidents, and the recent sharp increase in such incidents is reaching crisis proportions.”

To read more or to sign the petition, go to the following website: <https://petitions.ourcommons.ca/en/Petition/Details?Petition=e-1902>



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### **CNPS Upcoming Webinars:**

#### **Learn about CNPS: More than Liability Protection**

December 13, 2018, 12:00 - 1:00 PM EST

#### **Documentation**

January 9, 2019 1:00 - 2:00 PM EST  
(Replay with live Q&A)

#### **Independent Practice**

January 16, 2019 12:00 - 1:00 PM EST

#### **NP Series: Legal**

#### **Considerations in Prescribing Controlled Drugs**

January 22, 2019, 12:00 - 1:00 PM EST

#### **Learn about CNPS: More than Liability Protection**

February 7, 2019, 12:00 - 1:00 PM EST

#### **Social Media and Technology**

February 13, 2019, 12:00 - 1:00 PM EST

#### **Series: Third Party Requests for Records and Reports**

February 26, 2019, 12:00 - 1:00 PM EST

#### **Contact Us:**

Location: 3rd Floor, 4921 49th Street

PO Box 2757 X1A 2R1 Yellowknife,

NT

Office Hours : 8:30am– 4:30pm,

Monday– Friday

Phone Number: 867-873-2745

Email: [info@rnantnu.ca](mailto:info@rnantnu.ca)

#### **Are you looking to Volunteer?**

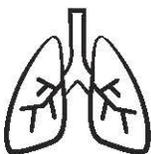
We are looking for members to join our committees:

- Registration Committee
- Education Advisory Committee
- RN Practice Committee
- NP Practice Committee

Complete the V.O.I.C.E form on our website:

<http://rnantnu.ca/about-us/volunteering>

# How to reduce the harms of non-medical cannabis use



## Minimize respiratory complications

Don't smoke cannabis with tobacco; refrain from deep inhalation and breath-holding; vaping likely safer than smoking.



## Don't drive while high

And don't get in a vehicle if the driver is high. The effects of inhaled cannabis typically peak after 30 minutes and lasts up to three hours; cognitive impairment can last up to six hours.



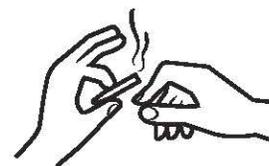
## Minimize frequency of use

The risk of harm increases with the rate of use.



## Use caution when ingesting cannabis

Start low and go slow. Start with 10 mg or less and wait at least two hours before ingesting more.



## Share with care

Shared joints or cannabis implements that contact a person's lips increase the risk of transmitting infections, including meningitis, influenza and other pathogens.

# 18<sup>+</sup>

## Delay use until early adulthood

Risk of dependence is higher at an earlier age.

## Avoid using amounts that are large or highly concentrated

Be wary of excessive use or high-potency cannabis, including synthetic cannabinoid products. Use only the amount needed to achieve the desired effect.



## Don't use cannabis & alcohol at same time

Mixing non-medical cannabis with alcohol can increase impairment exponentially and cause anxiety, nausea, vomiting or fainting.



## Stop when use is out of control

Frequent users who can't control their use should stop and get professional help if necessary.



## Keep cannabis out of reach

Store safely and out of reach of children and pets.

## Vulnerable groups should abstain from use

Pregnant women and people with a history of psychosis should avoid cannabis altogether.



# Seasons greetings

## Holiday Hours:

Friday, December 21: 8:30am– 4:30pm

December 24,25,26: Closed

December 27,28: 8:30am-4:30pm

December 31, January 1, 2019: Closed

January 2, 2019: 8:30am-4:30pm