

The COMMUNICATOR

Issue 3 Volume 4 • College of Registered Psychiatric Nurses of British Columbia • Winter 2003

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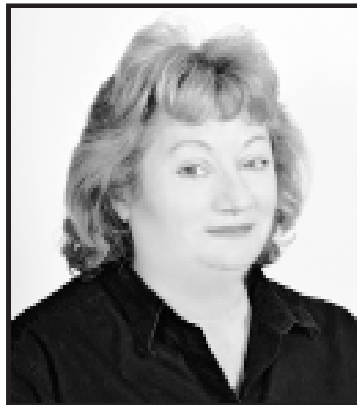
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**HELPING PEOPLE ACHIEVE
THEIR PERSONAL BEST**

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Honouring Our Own



Irene Ralph, RPN



Terry Ralph, RPN

Irene Ralph graduated from the Psychiatric Nursing Program at Riverview Hospital in September 1969 in one of the largest ever Psychiatric Nursing classes. Many of her graduating classmates continue to meet annually for dinner.

In 1971, Irene switched careers to become a Vancouver City Policewoman. Soon realizing the imminent dangers of that profession, she took a position at the Burnaby Mental Health Inpatient Unit.

In 1974, she moved to Community Mental Health with Burnaby Mental Health Services, which was then a part of the Greater Vancouver Mental Health Services. While there, and with the encouragement and editorial assistance of her co-workers, she co-authored and published what became the first edition of *Psychotropic Agents* in 1981.

Irene began working at Surrey and Maple Ridge Mental Health Centres and

eventually moved to the Forensic Psychiatric Institute. After 2 years and one child, she once again returned to Community Mental Health with the Broadway Mental Health Team. In 1993 she moved to the Dual Diagnosis Program which led to a position in Geriatric Dual Diagnosis as Coordinator of the Home Detox Program for seniors.

In 1997, she and her family moved to Grand Forks, B.C. where she is currently working with Boundary Mental Health Services.

Throughout her career as a clinician she authored two books, *Psychotropic Agents* and more recently *Addictions and Mental Health*. She continues as an educator and teaches throughout the province and is currently teaching *Psychosocial Rehabilitation* for Selkirk College.

Over the decades she has been active in a number of CRPNBC committees.

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THE COLLEGE WELCOMES NEW STAFF MEMBERS



Charmaine Murray, Bookkeeper

The CRPNBC is pleased to welcome two new staff members to the College



Kathy Nelson, RPN, Deputy Registrar and Practice Consultant

The College is pleased to announce and welcome two new staff members. Charmaine Murray has accepted the position of Bookkeeper, replacing Laura Blythe who retired in November 2002, following 28 years of service. Kathy Nelson, RPN, has accepted a six month secondment to the position of Deputy Registrar and Practice Consultant. She will work with Mary MacInnes, RPN, Deputy Registrar/Practice Consultant.

Honouring Our Own cont'd from page 1

Readers are invited to visit her website at www.igrpublications.com.

Terry Ralph graduated from the Psychiatric Nursing Program in Moose Jaw, Saskatchewan so long ago he has requested it not be put into print. He came to BC shortly after his graduation and worked at the Woodlands School in New Westminster until moving to Community Mental Health with the Greater Vancouver Mental Health Services in 1973. He was the first staff hired for the Richmond Mental Health Team and was instrumental in assisting in the development of mental health services for that community.

In 1980 he and his wife ventured into the business world and started a successful restaurant in downtown Vancouver.

In 1984 Terry returned to work in the community, again with Greater Vancouver

Mental Health Services, first at the West Side Mental Health Team, and later the South Mental Health Team. In 1995, his interests moved to Geriatric Psychiatry and this remains his particular clinical interest.

The idea of seeking out a less hectic pace and a more socially stable environment than that of a large urban area like Vancouver gradually became a notion that was more and more attractive. Out of the blue, and quite timely, came an offer on a position in beautiful Grand Forks, BC. Terry, his wife, and one unhappy son, took that leap of faith and made the move from the big city to the small town in 1997.

In Grand Forks, in 1997, Terry, under the guidance of a hugely competent receptionist, was Mental Health Services. No longer was there access to the support of the large multi-disciplinary mental health team, the on-site psychiatrists, and the host of community resources that Vancouver provided. One mental health worker, one visiting psychiatrist, one large caseload and one large geographical area. However, and in the spirit of keeping the

family and work systems in harmony, and the need for specialized help real quick, his wife soon joined him in the small office in 1998, working part time. Today there are six staff in that same small office.

It wasn't long before the restructuring of Mental Health Services in the Kootenay Boundary Health Service Area led to management opportunities. Terry was successful in his initial application as Manager of Mental Health Services in the Boundary Area and later in his current position as Manager, Mental Health Services for Trail, Boundary and Arrow and Slocan Lakes.

Over the years Terry has served on the Board of Directors, as Vice President and President of the CRPNBC.

Terry and Irene would like to take this opportunity to say hello to all their friends and colleagues they have had the privilege of working and laughing with over the years and to invite them to stop and visit if passing through Grand Forks. Just ask if passing through Grand Forks. Just ask for Mental Health, we'll be there.



Linda Moyneur, Chair, R.P.N., R.N.

MESSAGE FROM THE CHAIR

Build Your Future By Making History

Participate in One of the Largest Surveys of Canadian Nurses

Now is a critical time in health care for nurses to be heard, and *Building the Future: an integrated strategy for nursing human resources in Canada* wants to hear from you.

More than 24,000 nurses from all three occupational groups (Licensed/Registered Practical Nurses, Registered Nurses, Registered Psychiatric Nurses) will be randomly selected from all parts of Canada to receive a survey later this spring.

If you receive one, please complete it and return it as soon as you can.

We need to hear from you about the challenges you face every day. Your direct input is critical in helping us provide concrete options to improve the work environment of nurses.

Recent high profile studies and reports have placed emphasis on the major health human resources data dearth. Your completed survey will help fill the information/data gaps for all three nursing occupational groups, including Registered Psychiatric Nurses. With your involvement, we can develop a long-term strategy to deal with issues,

including the shortage of Registered Psychiatric Nurses.

While you may have answered some of these questions before, the sheer size of this sample will add strength to the findings. It is also the first survey to seek similar information from all three nursing occupational groups. Your responses will give us data that doesn't exist in any of the registrar or administrative databases.

Building the Future is a milestone project. It is the first national nursing study that is both endorsed and led by all the nursing stakeholder groups in Canada: professional nursing organizations, unions, employers, researchers, educators, physicians, provincial and territorial governments, Health Canada and Human Resources Development Canada. Together, we are committed to building a better future for nurses in Canada.

Help us make history. Look for our survey this spring.

Go to www.buildingthefuture.ca for news on when the survey will be distributed, and for more information on how to participate.

VACANCIES

The Vancouver Coastal Health Authority (VCHA) represents a comprehensive range of health services and is responsible for planning, funding and coordinating quaternary/tertiary/secondary hospital care, from trauma referral to community-based acute care, as well as rehabilitation and residential/continuing care programs, community, mental health and public health services.

RN/RPN/COMMUNITY MENTAL HEALTH NURSES

Richmond Health Service Delivery Area is currently inviting resumes for the following Mental Health positions:

- Mental Health Emergency Services - Regular Part Time and Casual
- Acute Psychiatry - Casual

Candidates will hold practising registration with RNABC/CRPNBC, CPR Level "C" certification and a recognized Diploma in Nursing or Bachelor's Degree in Nursing. Related mental health experience preferred.

Interested candidates are invited to submit resumes to:

Human Resources Department, Richmond Health Services
7000 Westminster Highway, Richmond, BC V6X 1A2
Fax: (604) 244-5228
www.richmondhealth.ca

For more information, please contact Louise Avery, Coordinator, Adult Program at (604) 244-5559.

COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF BRITISH COLUMBIA

NOTICE OF ELECTION FOR BOARD OF DIRECTORS

Composition of the Board

The board consists of 6 elected members and 3 members appointed by the Province of British Columbia.

Notice of Election

The terms of 3 of the current board will expire June 30, 2003.

Nomination Procedure

Any registrant may nominate a maximum of 2 registrants in good standing for each vacant position by delivering such nomination to the Registrar, together with a letter of consent from the person nominated, at least 90 days prior to the term of office. A person nominated must declare in writing that he or she will observe the provisions of the Act, the regulations and the bylaws and procedures related to the election.

Election Procedure

The Registrar must prepare and deliver to each registrant an election ballot not less than 60 days prior to the expiry of the term of the office. Each registrant will be entitled to one ballot and may vote in favor of 1 candidate for each vacant position.

The Registrar must not count a ballot unless it is received by the Registrar at least 30 days prior to the expiry of the term of office and is contained in an envelope on which the registrant's number appears. The person or persons receiving the most votes on the return of the ballots is elected. In the case of a tie vote, the Registrar must select the successful candidate by random draw. The Registrar must supervise and administer all board elections.

Where the number of persons nominated is less than or equal to the number of positions at the close of nominations, the nominees are elected by acclamation.

Terms of Office

The term of office for an elected board member is 2 years.

NOMINATION FORM

I _____ RPN# _____ nominate _____ RPN for the position of board member for the College of Registered Psychiatric Nurses of B.C.

I _____ RPN# _____ accept the nomination for a two year term of office and agree to observe the provisions of the Health Professions Act and the bylaws and rules of the College related to the election and the conduct of the election.

Please attach a resume for each registrant who is nominated.

This nomination form must be returned to the College of Registered Psychiatric Nurses of B.C. by mail or fax (604-944-4945) by March 28, 2003. Thank you.

Nominations Invited for — *Awards of Excellence* — in Psychiatric Nursing

College of Registered Psychiatric Nurses of British Columbia Award of Excellence in Psychiatric Nursing

This award is granted annually to a maximum of five Registered Psychiatric Nurses who have made outstanding contributions to the profession of psychiatric nursing and/or who have demonstrated excellence in improving mental health services in British Columbia.

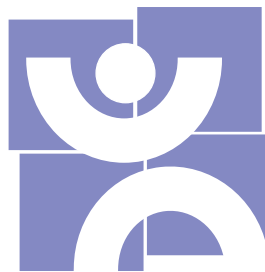
Categories:

Nominations for the award of excellence may be made in the following categories:

- 1) Patient/client advocacy
- 2) Clinical practice
- 3) Leadership in psychiatric nursing including administration
- 4) Psychiatric nursing education
- 5) Research in psychiatric nursing
- 6) Community service

Eligibility and nomination process

The nominee must be a member in good standing with the College of Registered Psychiatric Nurses of BC. The nominator must have a professional working relationship of at least five years with the nominee. Please fax or mail the nomination to the College of Registered Psychiatric Nurses. The nominator is expected to present the award at the awards ceremony.



Nomination forms are available at the CRPNBC website.

www.crpNBC.bc.ca

Award Criteria

Registered Psychiatric Nurses who have made outstanding contributions to the profession of psychiatric nursing and/or who have demonstrated excellence in improving mental health services in British Columbia in one or more of the following ways:

- 1) Frequently surpasses the standards of practice for Registered Psychiatric Nurses.
- 2) Demonstrates expertise and resourcefulness beyond the expected level, in psychiatric nursing.
- 3) Demonstrates leadership in fostering the growth of the practice of psychiatric nursing and the development of the profession.
- 4) Demonstrates an exemplary role model and mentor to peers.

Selection process

The selection of the award recipients shall be made by a committee appointed by the Board of Directors. Nominations must be received at the College office by April 15, 2003.

The Awards will be presented at the Annual General Meeting, May 8, 2003, at the Executive Plaza Hotel & Conference Centre, 405 North Road, Coquitlam.



COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF BRITISH COLUMBIA

Donna Higenbottam, RPN

REPORT FROM THE EXECUTIVE DIRECTOR/ REGISTRAR

SURVEY RESULTS FOR GRADUATE PSYCHIATRIC NURSES REGISTERED IN 2001

The results of the survey for graduate psychiatric nurses registered in 2001 have been compiled. I would like to take this opportunity to thank the Registered Psychiatric Nurses who responded to the survey which resulted in an 89% response rate. The purpose of the survey was to increase our understanding of the employment situation for newly graduated RPNs and to identify supports that are needed. The responses were extremely positive and the information that has been collected will be valuable to professional regulatory bodies, employers, educators, health care professionals and government.

The new RPNs reported that 100% had obtained employment and 93% did so within a four week time frame. Seventy eight percent (78%) are working in regular full time positions and are satisfied with their current employment status. Their areas of employment indicate that 53% are employed in acute care hospitals, 23% in community health agencies and 28% in mental health centres. Seventy one (71%) percent report that nurses "always or usually" have input into decisions related to nursing practice, while fifty eight percent (58%) report there is "always or usually" strong nursing leadership for their area or unit. No new

RPNs reported plans to leave B.C. or Canada and seventy five (75%) percent plan to remain in their current position in nursing. Eighty eight percent (88%) report they intend to further their education in nursing including baccalaureate and masters degrees, specialty education and degrees in education and psychology. The amount of debt reported by the new graduates is considerable and ranges from \$5000 to over \$30,000.

Seventy percent (70%) are currently employed in the lower mainland, 10% in the the North and 15% in the Fraser Valley. Forty three percent (43%) report an adequate number of RPNs available to provide care. A summary of key findings is printed in this newsletter and the complete report will be available from C.R.P.N.B.C. office and will be posted on our website.

I would like to thank the Registered Nurses Association for giving the CRPNBC permission to use and adapt the survey format. This allowed for consistent data to be collected by the three nursing groups within the province.

BOARD MEMBER RICHARD MEYER COMPLETES TERM

The Honourable Sindi Hawkins, Minister of Health Planning, has advised that Richard Meyer's appointment to the the Board of Directors has expired. She expressed her appreciation for his contribution as a public member.

The College would like to take this opportunity to publicly thank Richard Meyer for his years of dedication and effort. He has truly been an outstanding public member who has shared his talents and expertise. While he will be missed as a Board Member, he has agreed to Chair the Inquiry Committee of the C.R.P.N.B.C.

THREE NEW BOARD MEMBERS APPOINTED

The Honourable Sindi Hawkins has appointed the following three new Board Members to the C.R.P.N.B.C. for one year terms:

William MacDonald	Courtenay
Iain Nichol	Maple Ridge- Pitt Meadows
Lawrence Fagan	Surrey/ White Rock

We look forward to working with the new public members.

ELECTIONS FOR BOARD OF DIRECTORS POSITIONS

The terms of three of the elected board members expire June 30, 2003. I would like to encourage participation in the election. Election procedures are outlined and Nomination Forms are enclosed as part of the newsletter. **Nomination Forms must be returned to the CRPNBC office by March 28, 2003.**

NOMINATIONS INVITED FOR AWARDS OF EXCELLENCE IN PSYCHIATRIC NURSING

Nominations are invited for Registered Psychiatric Nurses who have made outstanding contributions to the profession of psychiatric nursing and/ or who have demonstrated excellence in improving mental health services in British Columbia. The award criteria is available in this newsletter and the nomination forms are available on our website. Nominations must be received at the College office by April 15, 2003.

ANNUAL RENEWAL OF REGISTRATION

The annual renewal process is nearing completion. Each year the College receives and processes approximately 2500 requests for renewal of registration. This year the renewal form was revised to ensure that consistent data was collected by the four western provinces. The information will then be forwarded to the Canadian Institute of



Mary MacInnes, RPN
Deputy Registrar and
Practice Consultant



Kathy Nelson, RPN,
Deputy Registrar and
Practice Consultant

Registration Statistics

February 19, 2003

Practicing Registrants	2188
Non Practicing Registrants	315
Total Registrants	2503

Notice

Board Meetings are scheduled for:

March 13, 2003
9AM-12 Noon
CRPNBC Board Room

May 8, 2003
9AM-11AM
Executive Inn
405 North Rd., Coquitlam

Examination Statistics

January 2002 to December 2002

Number of Candidates Who Wrote the Examination	69
Number of Candidates Who Passed the Examination	58
Number of Candidates Who Failed the Examination	11

Province or Country of Origin of Candidates

British Columbia, Douglas College Program	44
United Kingdom	10
Australia	3
Finland	2
Hong Kong	1
Holland	1
Iran	1
British Columbia, Refresher Programs	7

New Registrants in 2002

Number of New RPNs Registered in 2002	60
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Report from the Executive Director and Registrar cont'd.

Health Information to be used as a RPN Data Base for health human resource planning in Canada. I would like to thank each RPN for taking the time to complete the new form.

RPN EDUCATION DAY, MAY 7, 2003

Plan to attend the RPN Education Day, May 7, 2003, jointly sponsored by the CRPNBC and the Union of Psychiatric Nurses. The theme is "Post Traumatic Stress Disorders in the 21st Century" and the keynote speaker is Dr. Greg Passey, who specializes in trauma psychiatry. The feedback we have received in the past regarding education day has been positive. Registrants welcome the opportunity

to update their clinical knowledge, share professional information and network with their colleagues. Please register early by contacting the office at 604-944-4941 or 1-800-565-2505.

ANNUAL GENERAL MEETING AND AWARD LUNCHEON MAY 8, 2003

The Annual General Meeting of the CRPNBC is scheduled for May 8, 2003 beginning at 1130am at the Executive Inn, 405 North Road, Coquitlam. The Awards Luncheon will be complimentary but please register in advance by contacting the office. We encourage attendance at the Annual Meeting and the Awards Luncheon. To register, please contact the office.

Annual General Meeting for College

The CRPNBC will hold its Annual General Meeting at 1130am at the Executive Inn Hotel, 405 North Rd. Coquitlam (North Rd. & Lougheed Hwy.) on May 8, 2003.

A free luncheon will be served. Please contact the office to register so the staff can order your lunch at 604-944-4941 or 1-800-565-2505.



Begin pre-paying your 2004 registration Fee in April 2003

Practicing registrants have the option of **pre-paying** their **2004 registration fee** by using the **PERSONALLY APPROVED PAYMENTS SERVICE PLAN**.

This allows payments to be collected from your bank account in 11 equal monthly payments starting on the 5th of April, 2003 and will be applied to your 2004 membership fees. You will still need to fill out and sign your registration renewal form each year.

If you are interested in having your registration fees deducted automatically for the **2004** registration year and continuing on yearly after that, please complete the form below and return it to the CRPNBC office with a blank cheque (marked void) from the account that you wish the money to be withdrawn. This gives the bank the required computer information about your bank and account. Please ensure the cheque has the correct branch/location and account number printed on the face. The Personally Approved Payments Service can access any bank, credit union or trust company.

If you decide to stop the pre-authorized payment plan, please advise the CRPNBC by mail and we will stop the withdrawals and refund any monies we have collected on your behalf.

PERSONALLY APPROVED PAYMENTS SERVICE

The undersigned hereby authorize(s) _____ C.R.P.N.B.C. _____ to draw monthly cheques or prepare debits, by paper or electronic entry, covering payments due by the undersigned to _____ C.R.P.N.B.C. _____ for monthly _____ DEBITS _____ in the amount of \$ 29.18 .
(NAME OF CLIENT) (NAME OF CLIENT) (TYPE OF PAYMENT)

<input type="checkbox"/> Mr.	<input type="checkbox"/> Miss	FIRST NAME	INITIALS	FAMILY NAME		
<input type="checkbox"/> Ms.	<input type="checkbox"/> Mrs.					
ADDRESS	CITY	PROVINCE	POSTAL CODE	TYPE OF ACCOUNT(CHECK ONE)		ACCOUNT NO.
				Savings <input type="checkbox"/>	Current <input type="checkbox"/>	Chequing <input type="checkbox"/>

THE UNDERNOTED FINANCIAL INSTITUTION IS HEREBY AUTHORIZED TO PAY AND DEBIT THE ACCOUNT OF THE UNDERSIGNED.

NAME OF FINANCIAL INSTITUTION	BRANCH
ADDRESS	CITY
PROVINCE	

1. All amounts payable to _____ C.R.P.N.B.C. _____ drawn on or directed to you by a chartered bank on behalf of _____ .
(YOUR NAME)
2. Your treatment of each debit shall be the same as if the undersigned has personally directed you to pay as indicated and to charge the amount specified to the account of the undersigned.
3. This authorization may be cancelled at any time upon written notice.
4. Any delivery of this authorization to you constitutes delivery by the undersigned.

DATE
NOTE: To ensure accuracy, please enclose a specimen cheque marked "VOID".

SIGNATURE AS YOU SIGN YOUR CHEQUE / REGISTRATION #
 For a joint account, all depositors must sign if more than one signature is required on cheques issued against the account.

Recommendations of the Canadian Nursing Advisory Committee

Just as the challenges are shared, creative solutions will have to be generated among governments, employers, regulatory and professional organizations, unions, educators, researchers, and front-line nurses themselves. The recommendations that follow are intended to provoke that thinking, support work already underway, and offer new solutions.

CRPNBC has reviewed the recommendations and these are our top ten priorities.

1. Employers should work with their managers and front-line nurses to assess and describe existing workloads and contrast them with current staffing patterns and patient/client demands by October 2002. In each work setting, the demands should be contrasted with the supply of nurses, and compared with workload measurement data, where available. Where workload measurement systems do not exist, they should be implemented by June 2003.
2. Employers should be prepared to submit to governments by January 2003 a report of their existing staffing, absenteeism, overtime hours and actual care needs based on patient acuity, intensity and environmental complexity. The purpose of this exercise is to compare practices across organizations and ultimately to reduce the pace and intensity of nursing work and improve quality of care. To do so, we must understand the current workload as fully as possible, and then work with governments and employers to put in place the conditions that will foster manageable workloads.
3. Nurse-to-patient ratios should be sufficient to meet the needs of patients and families, consistent with patient/client complexity and acuity, patient turnover and the qualifications of and supports available to the nursing staff by June 2003.
4. Reduce Non-Nursing Tasks and Maximize Scope of Practice. All employers should employ sufficient numbers of staff to provide support functions (clerical, environmental, food services, porters) to allow nurses to focus fully on the direct care needs of patients and clients.
5. Governments, employers and unions should collaborate to increase the proportion of nurses working full-time to at least 70% of the workforce in all healthcare settings by April 2004, with an improvement of at least 10% to be completed by January 2003.
6. All employers should implement targeted programs by April 2003 that will examine the reasons for absenteeism and strive to reduce absenteeism to the equivalent of the national average for full-time workers by April 2004.
7. Employers and unions should collaborate to design, by April 2004, innovative schedules, hours of work and job-sharing arrangements that offer flexibility to the individual, meet the collective staffing needs of their work settings and respect nurses' time off work.
8. Recognizing that not enough nurses are moving into management and leadership positions, employers, educators and governments should work with nurses to build in succession planning, including moving nurses through management experiences and into formal leadership positions.
9. Governments, employers, unions and regulating bodies should agree to abolish mandatory overtime immediately.
10. The number of first-line managers should be sufficient to allow reasonable levels of contact with nurses in the setting. In settings where the majority of staff are nurses, the first-line manager should be an experienced nurse with strong leadership abilities.

The entire report is available on the CRPNBC website.

Spotlight

SURVEY RESULTS FOR GRADUATE PSYCHIATRIC NURSES REGISTERED IN 2001

The B.C. New Graduate Psychiatric Nurse Employment Survey was sent to all Psychiatric Nurses who graduated in British Columbia in 2001 and who registered with the College of Registered Psychiatric Nurses during 2001.

The purpose of the survey is to increase our understanding of the employment situation and identify support needs for newly graduated Registered Psychiatric Nurses in British Columbia. The information collected will assist the College and other organizations such as government, psychiatric nursing programs and health care agencies.

KEY FINDINGS OF THE SURVEY

PERCENTAGE	RESULTS
89%	Response rate to the survey
100%	RPNs obtained employment
93%	RPNs obtained employment within a four week time frame
58%	RPNs said that finding work was as they had expected
30%	RPNs found it less difficult to find work than expected
8%	RPNs found it more difficult to find work than expected
78%	RPNs are working in regular full-time positions
78%	RPNs said they were satisfied with their current employment status
60%	RPNs reported an orientation of 4 days or more
23%	RPNs reported the orientation as less than satisfactory
73%	RPNs stated the orientation was satisfactory and above
35%	RPNs reported feeling able to meet the job expectations better than expected on graduation.
48%	RPNs reported feeling able to meet the job expectations about the same as expected on graduation



PERCENTAGE	RESULTS
53%	RPNs are employed by acute care hospitals
23%	RPNs are employed by community health agencies
28%	RPNs are employed in mental health centres
55%	RPNs are employed in one agency
33%	RPNs are employed in two agencies
43%	RPNs report they have been required by the employer to work mandatory overtime
71%	RPNs reported that nurses “always or usually” have input into decisions related to nursing practice
58%	RPNs reported there is “always or usually” strong nursing leadership for their area or unit
20%	RPNs reported that formal mentorship programs exist to support new graduate nurses
46%	RPNs reported that nurses are supported in their professional practice
75%	RPNs plan to remain in their current position in nursing
0%	RPNs plan to leave B.C. for another province
0%	New graduates indicated plans to leave the country but remain in nursing
88%	RPNs reported they intend to further their education in nursing
55%	RPNs reported they intend to pursue a baccalaureate degree in nursing
25%	RPNs reported they intend to pursue a masters degree in nursing
41%	RPNs reported they intend to pursue specialty education or degrees in education and psychology
20%	RPNs reported no financial debt
18%	RPNs reported financial debt less than \$5,000
8%	RPNs reported financial debt between \$5,000 & \$10,000
15%	RPNs reported financial debt between \$10,000 & \$20,000
28%	RPNs reported financial debt between \$20,000 & \$30,000
10%	RPNs reported financial debt over \$30,000

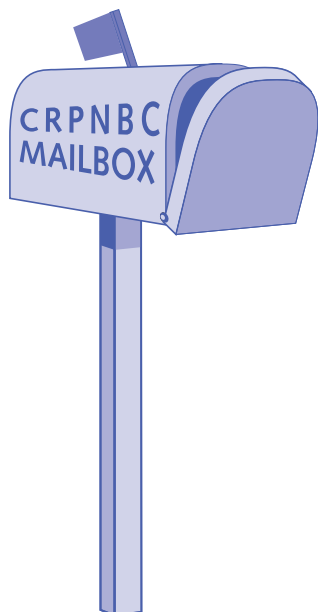
PERCENTAGE	RESULTS
70%	RPNs reported being currently employed in the lower mainland
10%	RPNs reported being currently employed in the North
15%	RPNs reported being currently employed in the Fraser Valley
43%	RPNs reported an adequate number of RPNs available to provide care

I would like to thank the RPNs who participated in the survey, and the Registered Nurses Association of B.C. for giving us permission to use and adapt the survey format.

This information will be useful for future planning.

DH/tr
OPEIU:15

D. Higenbottam
Executive Director/Registrar



Lynne Swanson, RPN
Editor

Editor:

I have recently graduated from the Douglas College Psychiatric Nursing program in New Westminster, BC and have been given the **Richard Strong Memorial Award**. I would like to extend my thanks to the College of Registered Psychiatric Nurses of British Columbia for the lovely medallion, the \$500 benefit and that special feeling one gets with a pat on the back. It was especially helpful to receive the money just as school was ending, employment just beginning and Christmas looming.

Hard work is its own reward but it is nice to have effort recognized. It is energizing to be acknowledged by one's peers and at times when I feel incapable of accomplishing a task, I can look back on awards such as these to remind myself that 'I can do it'. I feel compelled to mention that I did not do it alone; I had the unflagging support of my wife and family and had the good fortune to be in a class of motivated individuals. Their energy and high standards helped me achieve my best.

Thank you again for the award. I shall cherish it and use it as a constant reminder of my abilities.

Respectfully, Jon Gojevic

Please submit your letters to:

THE EDITOR
College of Registered Psychiatric Nurses of British
Columbia

Suite 251 - 3041 Anson Avenue
Coquitlam, British Columbia

Tele: 604-944-4941

Fax: 604-944-4945

Toll Free: 1 (800) 565-2505

Email: rpneditor@canada.com

www.crpnb.bc.ca

To All the Board Members of the CRPNBC:

I just wanted to send you a quick note to express my gratitude for your generous scholarship you have awarded me. I am thrilled! Thanks so much!

Elaine Smith

P.S. I will send a summary of my clinical/course experience when I am done.

Editors note:

Elaine Smith, RPN requested educational financial assistance from the CRPNBC to complete the advanced diploma in psychiatric nursing. At the November 14, 2002 Board Meeting the board agreed to award \$500 for educational financial assistance.

Editor:

Upon reviewing the Autumn issue of the CRPNBC Communicator. I was a little dismayed that there was a full page ad for nursing positions at Riverview Hospital.

I would have to assume that you are currently aware that the Hospital is in the process of shutting down. Three wards have been closed already, and four more are about to be. The next one slated for December 10, 2002.

Perhaps the Communicator had already gone to press, and it was impossible to pull the ad. In any case the ad itself is very misleading. For instance Riverview hospital is no longer an 800-bed facility.

I also find it disturbing that they are trying to fill positions in light of the current downsizing. They have recently given layoff notices to a number of healthcare workers, and as the downsizing continues through the various wards they will begin to let nursing staff go as well.

In fact any new hires in the last year are as good as gone within the next year. So how can they justify hiring now? Based on union contracts, new hires will be displaced by current staff as they are relocated throughout the various wards.

If the College is not aware of this, then perhaps it's time they started looking out for their membership?

Regards,

Victor Larsen

Editors Note:

I appreciate the input. We are aware of the situation at Riverview Hospital. We have contacted the hospital regarding the feedback received about the advertisement. The hospital has advised they are currently accepting applications for on call positions for nurses. Thank you for taking the time to email your concerns.

Editor:

I just wanted to take this opportunity to congratulate you on your new website for the CRPNBC. Many of our faculty have commented on the professional look of the web page and the ease at accessing the various links. I can appreciate how much hard work Stew put into creating such a dynamic web site.

In looking at the Douglas College Advanced Diploma Program link listed both in your navigation panel at the left hand side of your home web page and on your information about the specialty courses; the link is to the Douglas College homepage. I was hoping that you could change the hyperlink to go directly to the Advanced Diploma Program in the Psychiatric Nursing Department.

Again, congratulations on a job well done.

Caroline Hunt, RPN, RN, BSN, MS
Advanced Diploma Coordinator
Psychiatric Nursing Department
Douglas College

Editor:

As RPNAS President I am writing to express a sincere 'Thank You' to Annette Osted, Barb Lowe, and Donna Higenbottam for taking the time and expending your resources to attend the Special Meeting of the RPNAS held in Regina. In addition, please accept the sincere appreciation of all RPNs and most importantly, the people of Saskatchewan who are affected by mental health/illness issues, for your pledge of support to the profession of psychiatric nursing. Further, RPNAS Council wishes to convey our sincere gratitude for the support you have offered and already demonstrated to our new Executive Director.

Kind Regards,
Linda Rabyj

Editor's Note:

The three Executive Directors from Manitoba, Alberta and B.C. attended a "special meeting" February 8, 2003 in Regina. The E.D's offered support to the profession of psychiatric nursing in Saskatchewan. The meeting was called to discuss the Psychiatric Nursing Education Program in Saskatchewan.

Webmaster:

Excellent job on re-working the website!
I'm very impressed, indeed.

Gerry Nelson

**The College of Registered Psychiatric Nurses of
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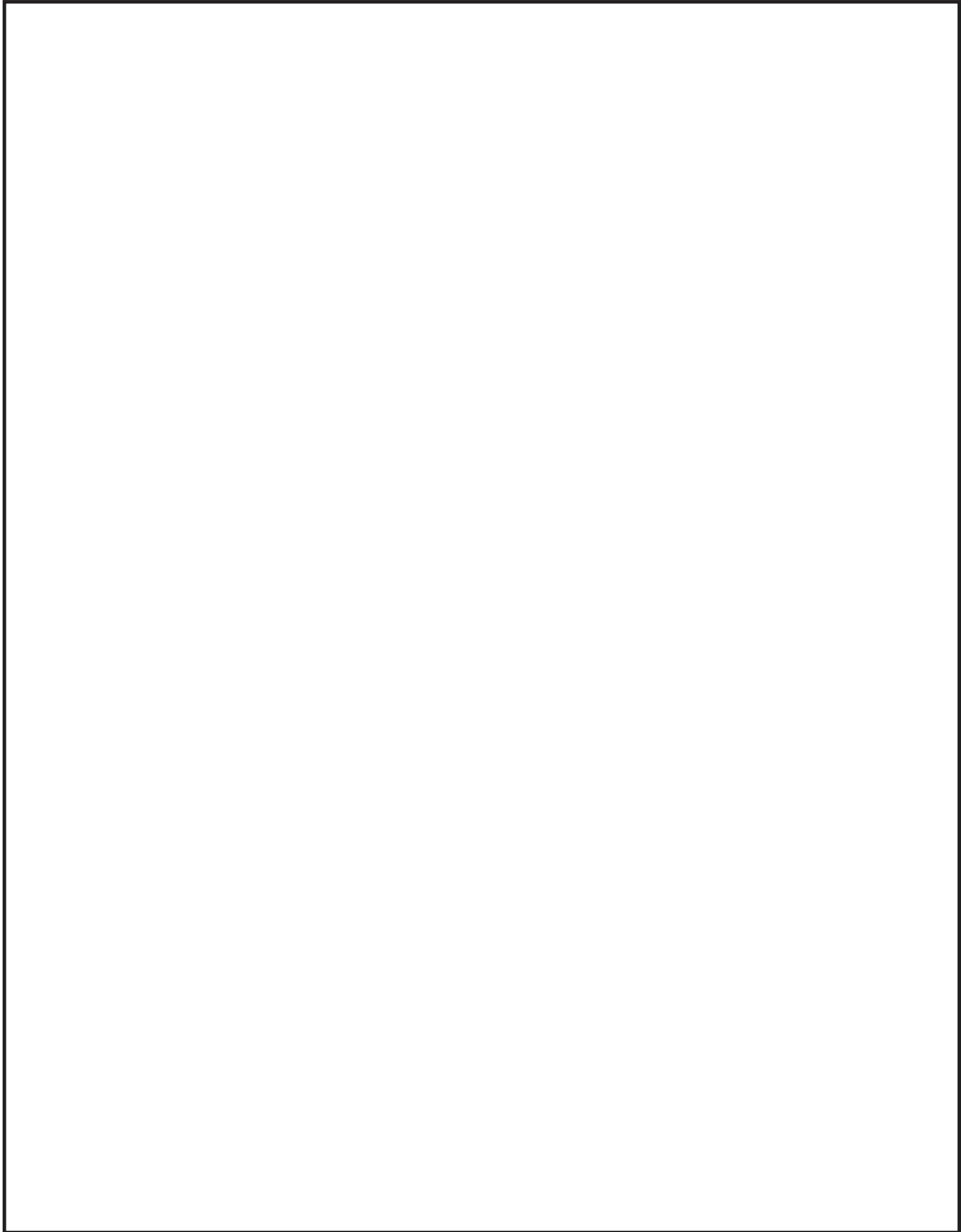
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