



Independent Practice Nurses Interest Group IPNIG

MINUTES

**IPNIG and OHNIG Members Joint Annual General Meeting AGM
 Sunday, October 29, 2017 — 2:30 pm to 5 pm**

**Joint Members Annual General Meeting AGM
 And
 Independent Practice Nurses Interest Group IPNIG
 Slide #1**

Agenda Item	Discussion and Resolution
<p>Meeting Called to Order Slide #2</p> <p>Meeting officially declared opened</p> <p>Number of Registered Nurses Members</p> <p>Secretary Recording of Minutes</p>	<p>Annual General Meeting officially opened October 29, 2017 for the members of OHNIG and IPNIG by Chairperson - Jean Booth of OHNIG</p> <p>Main Program & Presentation.. click here</p> <p>OHNIG and OHNIG Members 6, Guests 4</p> <p>AGM meeting will be tape recorded for use by IPNIG and OHNIG to write the meeting minutes for each group.</p>
<p>Agenda</p>	<p>Members have approved the agenda as written. AGM Agenda October 29, 2017 ... click here</p>
<p>Any New Business</p>	<p>No new business items.</p>
<p>Last year AGM Minutes November 19, 2016</p> <p>Instructions</p>	<p>Accepted as written as confirmed by Jean Booth per report from members</p> <p>Mute and unmute instructions for BELL conference telephone provided.</p> <p>Ruth Ruttan, the IPNIG Treasurer Leader appointed to officially keep the meeting on time.</p>

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<p>Welcome and Self-Introductions</p> <p>Slide #3</p>	<p>Jean Booth with great pleasure extended a hearty welcome OHNIG and IPNIG Members and to the exceptional group of presenters / guests from across Canada, i.e., coast to coast who join us today</p> <p>Each attendee asked to present a friendly "one minute" Self-Introduction when their name was called. "As a Registered Nurse my nursing work is ?"</p>
<p>Members Activity Reports</p> <p>Slide #4</p> <p>Activity Report to RNAO - Members' Voices' Quarterly</p> <p>IPNIG Newsletters</p> <p>OHNIG Newsletter</p> <p>IPNIG Participation Research Project</p> <p>OHNIG Participated National Indicator Survey</p> <p>OHNIG delegate attended First Ever Nurses National Forum</p>	<p>All Interest groups are required to send quarterly Member's Voices report to RNAO on their activities and the IG's financial status.</p> <p>IPNIG Members' Voice, April 2017 to September 2017 ... more</p> <p>OHNIG Members' Voices, April 2017 to September 2017 ... more</p> <p>Members read Activity Reports on line on their web site Members' Voices - About Us Page / Newsletter right side bar.</p> <p>IPNIG February 2017 Newsletter - <i>Members Input Needed.</i> IPNIG has many activities in progress ... more</p> <p>OHNIG February 2017 Newsletter OHNIG Members Input Needed! OHNIG has many activities in progress ... more</p> <p>IPNIG Research Project: IPNIG members working Independent Practice invited to participate in a research project by a doctorate student doing her thesis on "<i>exploring the experiences of Canadian nurse entrepreneurs and policy formation strategies that support this unique and innovative form of nursing practice.</i></p> <p>OHNIG Participated in National Indicator survey of the many challenges facing Occupational health Nurses practise in Canada - COHNA/ AOHNA , May 1, 2017 "Raise the Bar" click here to view Survey request</p> <p>OHNIG Public Relations Leader participated in the first National Forum for Nurses September 22-23, 2017 in Moncton, New Brunswick sponsored by Canadian Occupational Health Nurses Association – (COHNA-ACIIST) and Alberta Occupational Health Nurses' Association (AOHNA). Goal was to address the challenges to practice and unite the Occupational Health Nurses across Canada.</p>
<p>Membership Report</p> <p>Growth & Facts</p>	<p>Membership Report</p> <p>Jana Bartley, IPNIG chairperson said new members are always welcomed to join IPNIG & OHNIG provincial interest groups of Registered Nurses Association of Ontario, Join RNAO as a regular member and then choose your provincial Interest Groups (31) ... more</p>

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<p>Slide #5</p>	<p>Note you can join as many interest groups as you want so consider joining both OHNIG and IPNIG.</p> <p>IPNIG and OHNIG face a challenge to provide timely direct communication with their members. At the Sept 16 RNAO Membership Assembly IGs were encouraged to use social media to communicate with their members.</p> <p>Soon we will do all communication with members using <i>News Blogs, Face book, Tweets, Twitters, Instagrams messages</i> to read website "news" posts (ohnig.ca and ipnig.ca). We are looking for a social media manager.</p> <p>In September 2017 RNAO provided November 2016 – October 2017 member numbers - IPNIG at 470 and OHNIG at 243, up 10% from last year!</p>
<p>Financial Balance Statement</p> <p>Slide #6</p>	<p>Financial Status and Year End Fiscal Report presented by Financial Officers - Jill King, OHNIG and Ruth Ruttan, IPNIG.</p> <p>Ruth and Jill confirmed that IPNIG and OHNIG comply with RNAO requirement to submit a signed financial balance sheet statement to RNAO fiscal years end October 31, 2017 before the end of the calendar year.</p> <p>Since the year-end is two days away, OHNIG & IPNIG have not closed the books, Ruth and Jill will prepare year-end with the accountant in November 2017.</p> <p>OHNIG & IPNIG Interest groups will have a positive balance to carry the IG forward into the Feb of the next year 2018. RNAO pays OHNIG and IPNIG member's fees in February 2018 for the year starting Nov 1, 2017.</p>
<p>Professional Practice Development</p> <p>Presentations Introduction</p> <p>Slide #7</p> <p style="text-align: center;">Guest Speakers</p> <p style="text-align: center;">Epitomize IPNIG and OHNIG logos.</p> <p style="text-align: center;"><i>Independent Practice Nurses ARE the Difference!</i></p> <p style="text-align: center;"><i>Occupational Health Nurses — They Care!</i></p> <p style="text-align: center;">First Ever National</p>	<p>Presentations Introduction.</p> <p>Today four amazing registered nurses join us from Newfoundland, New Brunswick Alberta and British Columbia. Two of these successful Registered Nurses, will present their remarkable endeavors to bring full nursing capabilities to the front line of decision makers, as well as engaging the public to participate in a future sustainable health care system.</p> <p>Jill King with great pleasure introduced Cathy Dormody. Cathy joins us from Newfoundland. Also welcome to two of Cathy's colleagues Carmen Skelton from Alberta and Anne Master-Boyne New Brunswick joining as guests.</p> <p>These three national nurse leaders from the Canadian Occupational Health Nurses Association and Alberta Association masterminded three actions- in 2015 a national OHNs salary survey comparison, in May 2017 a National Indicator survey of challenges facing OHNs which lead up the first ever two day National Nurses Forum in September, 22-23, in Moncton NB.</p> <p>Jill King, OHNIG Public Relations leader had the good fortune to represent Ontario at the National Nurses Forum where fourteen OHNs spent 2 days guided</p>

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<p>NURSING FORUM - Facing the Challenges!</p> <p>Cathy Dormody RN BN COHN(C) Occupational Health Nurse COHNA President COHNA</p>	<p>by an excellent facilitator "brainstorming" to problem solve the challenges facing Occupational Health Nurses, Ultimately leading to ideas for a national strategic plan to unify and strengthen the national Occupational Health Nurses Association and all OHNs across Canada. ...read invitation and the identified challenges!</p> <p>Cathy presented <i>Leaders Advancing Health and Safety for the Wellbeing of Canadian Workplaces</i> ... more</p>
<p>Definition of an Independent Practice Nurse</p> <p>SLIDE #8</p> <p>Nurse Entrepreneurship</p> <p>"Seizing the Challenge" by Carol L. Hamilton... more</p>	<p>Before the second presentation Jill did a quick review of the Definition of an Independent Practice Nurse. Carol Hamilton's book on entrepreneurship "<i>Seizing the Challenge</i>"... more</p> <p>An independent practice nurse is defined as, "A registered nurse who provides professional nursing services, as a proprietor of a business, through direct patient care, education, research,</p> <p>This definition is the perfect lead in to our next presenter research thesis on Independent Practice Nurses in Canada.</p>
<p>Second Presentation</p> <p>RESEARCH on the perspectives of Canadian nurse entrepreneurs</p> <p>SLIDE #9</p> <p>Brenda Smith RN, MSN Occupational health Nurse and nurse entrepreneur</p> <p>Perspectives of practicing Canadian nurse entrepreneurs</p> <p>Canadian nurses current nursing practice, contexts, and issues</p> <p>Inform and guide the development of national and provincial/territorial policies to support nursing entrepreneurship.</p>	<p>RESEARCH on the perspectives of Canadian nurse entrepreneurs</p> <p>Jill King took great pleasure in welcoming Brenda Smith RN, MSN, an occupational health nurse and nurse entrepreneur, joining us from British Columbia. Talk about coast to coast!</p> <p>Brenda recently completed her graduate nursing studies. Her timely thesis explored the perspectives of practicing Canadian nurse entrepreneurs and Canadian nurse leaders with respect to current nursing practice, contexts, and issues that serve to inform and guide the development of national and provincial and territorial policies that support nursing entrepreneurship.</p> <p>Brenda we are delighted to have you present your findings and recommendations and we'll look forward to sharing with our members and other nurses once your work is available. So watch our Research web page</p> <p><i>Brenda's research was motivated by research publication: Dr. Sarah Wall (now Dr. Sarah Stahlke) Assistant Professor, Faculty of Nursing, University of Alberta Edmonton, AB : Nursing entrepreneurship: Motivators, strategies and possibilities for professional advancement and health system change (2013)... more</i></p> <p>It is timely to focus on Independent Practice Nurses in Canada research. Self-employed Nurse Entrepreneurs Expanding the Realm of Nursing Practice: A Journey of Discovery: Anne Wilson RN, RM, BN, MN, Grad. Dip Health Counselling, Cert. Paediatrics, IWC, FRCNA: 2003 ... more</p>

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<p>EDUCATION</p> <p>Slide #10</p> <p>Social media Knowledge</p> <p>Registered Nurses Educational needs</p> <p>Social media networks with similar nurses across Canada COHNA & CASE-RNs</p> <p>Key Education Topics New Generation RNs</p> <ul style="list-style-type: none"> • Business savvy • Personal liability protection • Marketing • Primary Health Care 	<p>Education Presenter unfortunately became ill and was unable to present today.</p> <p>Jill King presented an overview of the goals for OHNIG & IPNIG to educate themselves: (1) Social media requirements in today's escalating field of IT technology i.e., News Blogs, Twitter, Tweets, Face Book, Instagram, video links and Pod Casts (2) Get a perspective recent RN's graduates "hands on " education needs to deliver an expanded field of nursing care services.</p> <p>Goal is for IPNIG & OHNIG to utilize social media unique ways to network quickly across Canada with national and provincial nursing association i.e., network more efficiently, cast a larger net and bring in the public, identify the nursing work of independent practice nurses to the political officials and related health care professionals associations.</p> <p>Proposal Seek to compare independent practice RNs in entrepreneurial business practices in the United States by attending National Nurses Business Association conference Nov 17 -20 2017 NNBA . The IPNIG & OHNIG 1. Identify skilled social media "nerd" nurses to help us 2. Gain skills to motivate, recognize niche, and educate new generation nurses 3, Hire a social media manager Agree Yes Disagree None</p>
<p>Canadian Nurses Association Specialty Nursing Practice Certification</p> <p>Slide #11</p> <p>Showing you Care to Be the Best ... learn more</p> <p>Reality Check</p> <p>100 Candidates needed</p> <p>Data Analysis 60% Ont.</p> <p>To Date 66 candidates</p> <p>To Reach Target of 100</p> <p>Renew your COHN(C)</p>	<p>Cathy Dormordy COHNA president asked to present valuable statistics on CNA Registered Nurse Specialty Practice Certification examination to become an accredited Occupational Health Nurse. COHN(C)</p> <p>Today, nearly 17,500 RNs are CNA certified in one of 20 accredited nursing practice specialties ... more</p> <p>Each nursing practice certification specialty to remain financially viable needs one hundred [100] certification candidates to write each year. This year of the 136 candidates writing the examination or recertifying for their COHN(C) 60% are from Ontario. This year there are 66 candidates registered to write their COHN(C) as of October 3, 2017, CNA and COHNA would like to encourage all Ontario COHN(C)'s to maintain their certification. Applications for renewals are open until November 30, 2017 ... more</p>

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<p>Reality Check? Why Not?</p> <p>Slide 12</p> <p>Questions to Think About</p> <p>Summary Better Care and Better Value for Canadians: A Review of RCT Studies of Nurse Intervention 2015 more</p>	<p>Q&A Is it time to do a Reality Check? Why not?</p> <p>Q How to educate the people to understand the diversity of value added needed nursing health care services to reach all people in all communities?</p> <p>Q Is it time to recognize specialized Registered Nurses in independent practice delivering highest quality professional nursing care that meets code of ethics, nursing standards and licensed by health care regulations.</p> <p>Q Would nursing care services that are "on time and in place" that deliver credible, competent, continuous and consistent care be an effective way to sustain our weakened health care system.</p>
<p>Can You See the Future?</p> <p>Slide #13</p> <p>Help Canada Deliver the Necessary Health Care!</p> <p>"Nurses With You Every Step of the Way" Published Booklet 2015 ... click here</p> <p>Read Rally Call page 2</p>	<p>Can You See the Future?</p> <p>Again discussion on the last slide was limited due to only 6 IPNIG & OHNIG members who can vote</p> <p>Please read Questions and proposals</p> <p>The group agreed to put these questions into a survey format for members input and if required members can vote their agreement. Group ask to consider working in tandem with our National Associations COHNA & CASE-RNs</p> <p>Once member's feedback received then have another meeting for discussion. A suggestion to have monthly meetings was agreed upon.</p>
<p>Closing Remarks</p>	<p>In closing just a reminder the AGM action items for OHNIG & IPNIG will be posted on their web sites for members to read.</p> <p>Today IPNIG & OHNIG agreed to</p> <ul style="list-style-type: none"> • Identify skilled social media for education • Gain skills to motivate members • Seek a social media manager • Have monthly "Meet Ups" for discussions <p>Today's proposals that require member's input or a democratic vote to fund projects i.e. nursing forum will be posted on line for member's agreement.</p> <ul style="list-style-type: none"> • Spend money for member's online education i.e., pod casts, videos. apps • Work with the National Associations to plan Nurses Open Forum" think tank" • Obtain quote International Conference Services of costs for a national symposium

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	<ul style="list-style-type: none"> • Network to attract members <p>Jill King thanked the presenters for their brilliant presentations of their work, We will look forward to collaborating with all the associations represented here today.</p> <p>The Co- Chairpersons officially closed the IPNIG & OHNIG joint AGM October 29, 2017.</p> <p>Next AGM will be October 29, 2018 or suitable date</p> <p>Thank you to all who participated in today's Joint OHNIG & IPNIG AGM</p>
<p>IPNIG End Goals 2016 – 2018 ... more</p> <p>OHNIG End Goals 2016 – 2018 ... more</p> <p>Rationale End Goals 2017</p> <p>#1 Professional Practice Development</p>	<p>Discussion was held on the best ways to benefit members' needs for the new year 2017.</p> <p>The members at the AGM chose specific End Goals 2016- 2018 to concentrate efforts on - Education on professional practice development and public education campaign.</p> <p>IPNIG will look for professional practice education resources to help their members. In addition the members decided to create a detailed member's survey requiring members input to identify their specific needs.</p> <p>The Executive Leaders of both interest groups reviewed last year's activities Year at a Glance Interest Group Activities, November 1, 2015 to October 31, 2016 ... click here</p> <p>This past year's research by our two Interest Groups discovered a national changing health care system and many new opportunities for Registered Nurses delivering modern day Health & Wellness care for people. IPNIG research on the Impact Health Care System Changes Indicates Opportunities for Self Employed Nurses.</p> <p>Summer 2016 E-Talk August 4, 2016 - Research on Impact Health Care System Changes Indicates Opportunities for Self Employed Nurses ... more</p> <p>The Executive decided it needed the Interest Groups members input and agreed also to invite selected similar Registered Nurses interest groups input.</p> <p>The "New" Registered Nurse may no longer be employed in a hospital but in a broader work area utilizing their expanded nursing scope of practice in a new modernized health & wellness care system.</p> <p>A small but growing percentage of nurses are reclaiming their traditional right to independent clinical practice. ... A Journey of Discovery</p>

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	<p>Members decided to circulate a Member Survey in 2017 to define what the "New" Registered Nurse needs to practice. The attending members at the AGM November 19, 2016 gave their agreement on the following member survey guidelines:</p> <ul style="list-style-type: none"> • Recognition of the far broader nursing capabilities is key operative goal for all Registered Nurses who are now working as independent or intra-dependent practice with an expanded scope of nursing practice. • Recognition of the huge diversity of the "New" Registered Nurses who no longer are employed in hospitals and now work as self employed Registered Nurses or employed by private companies. • Survey the "New" Registered Nurses to benchmark their nursing care services, nature and type of business, earnings survey and needs for moving forward as a collective group of independent practice Registered Nurses • Promote collaboration with all Registered Nurses for a stronger voice
<p>Rationale End Goals 2017</p> <p>#2 Public Education Campaign</p>	<p>The members decided to extend their resources and efforts toward "Public Education Campaign" to get people's participation in forming a new "Future Wellness Health Care System" to meet all people's needs.</p> <p>Public education to include recognition of self-employed Registered Nurses delivering a far broader range of people centered health and well-being care, maintenance health follow up care and chronic nursing care services ... click here</p> <p>Time for a future modernize sustainable health care system to "mend the gaps" based on Prevention Levels of Health Care delivery; i.e., Primary, Secondary and Tertiary Prevention Levels ... see image</p> <p>The members agreed It is time to educate the public and politicians on the needed health care changes,</p> <ul style="list-style-type: none"> • Politicians to stop doing the "same old" and expect new results? <i>Albert Einstein</i> • Registered Nurses career opportunities growing daily delivering "in place" expanded health care nursing services that "connect" health care to people's health care needs • Registered Nurses form the greatest number of health care providers available to fill health care "gaps" • Educate the public on their own self care responsibility as defined by the global success of Primary Health Care model of health care delivery of health for all people all places. • Gap analysis to identify people falling between the cracks and not getting health care that could be given if a wellness care system existed.

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	<p>It is time to educate the public and politicians on the existence of Registered Nurses reconnecting people to continuous and consistent health care.</p>
<p>Question and Answer</p>	<p>More discussion continued on,</p> <ul style="list-style-type: none"> • Professional Practice Development for recognition of “New” Registered Nurses with an expanded scope of nursing care services. • The need for a Public Education Campaign to get people to participate in a new modern sustainable health care system. <p>The members determined the new health care changes affected more then their small nursing groups.</p> <p>It was agreed to affiliate with other nursing groups for a stronger lobbying voice.</p>
<p>Adjournment IPNIG & OHNIG</p> <p>Joint Members</p> <p>AGM Meeting, November 19, 2016</p>	<p>The two chairpersons officially adjourned the Members' AGM when 2-1/2 hour's maximum time limit for the meeting was reached.</p> <p>Next Meeting – Saturday, November 18, 2017</p>