



a message
FROM NNPBC'S
BOARD CHAIR



Last year, 2019, marked NNPBC's first full year in operation, and it was a busy one! Having launched in September of 2018, last year marked a year of building the structures and processes needed in order to lay the foundation for voluntary membership.

We had the pleasure of engaging with members, working with Board and Councils and expanding our staff team in order to better meet the needs of our membership. We also continued to foster strong relationships with partners such as the Canadian Nurses Association, the BC College of Nursing Professionals, the Canadian Nurses Protective Society, the BC Ministry of Health, the Nursing Policy Secretariat, and numerous other health professional organizations with whom we share a common mission. We continued our advocacy work in key areas such as Climate Change, ensured the professional voice was at policy tables and closely integrated with government, attended conferences, networking opportunities and hosted a fabulous Nursing Awards Ceremony at which the Minister of Health, Adrian Dix spoke and was emceed by the Minister of Mental Health and Addictions, Judy Darcy. NNPBC also made some changes in its leadership structure, hiring Michael Sandler as Executive Director in September of 2019. We also developed a logo and a new website that integrates all of BC's nurses together in one location, ensuring that the visual side of our work also demonstrates unity of focus and collaboration. In short, it was a year full of establishing NNPBC as a strong, united professional association and I am so proud of the work that has been accomplished.

As always, we continue to look ahead and build on the work we have done to do even bigger and better things in the future. On a personal note, my term as Board Chair is ending in 2020. I have been so privileged to lead this Board as NNPBC was born. I sat on the early Boards of the BC Coalition of Nursing Associations out of which NNPBC developed and I have truly seen the best of the best in nursing during this time. The level of commitment, collaboration, integrity and dedication of the group of people who comprise NNPBC's Board, Councils and staff is awe inspiring and I have been honoured to work with them all. Laying new ground is not easy work, it requires bravery, commitment and hard work and each of you in addition to our Board, Councils and staff team, have chosen to undertake this brave, new work with us and for that we thank you all.

I look forward to continuing to watch all of the good work NNPBC will accomplish in 2020 and beyond.

Dr. Jacqolynne Keath, RPN, RN

advocacy

NNPBC is the link between nurses, policymakers and government and provides opportunities to engage in policy development and advocacy.

- The Canadian Nurses Association
- The BC College of Nursing Professionals
- The Canadian Nurses Protective Society
- Ministry of Health
- Nursing Policy Secretariat
- Nursing Education Council of BC
- BC's Chief Nursing Officers
- Doctors of BC
- The Licensed Practical Nurses Association of BC
- NNPBC Policy Blog
- Anti-Stigma workshops
- All member BC professional health associations meetings
- Issues Report Form
- Budget lock-up
- Position Statements
- Joint collaboration with the Harm Reduction Nurses Association regarding advocacy for the decriminalization of those who use drugs
- Climate change

NNPBC was established as a formal society under the BC Societies Act in September of 2018.

- Established a new office location in Burnaby
- New Executive Director hired in September of 2019
- New staff to support business operations including a new Director of Membership Services
- Establishment of internal policies, codes of conduct, accounting and banking procedures
- Information management and Information systems infrastructure development
- Governance orientation and training
- Worked to establish a Kelowna satellite office
- Benefits and human resources structures fully established
- Development of a members' web portal
- Established a voluntary membership model
- Ongoing and established meetings of councils, the Board of Directors and committees of the Board (e.g. Executive and Finance)



BUSINESS OPERATIONS

education & leadership

NNPBC is committed to supporting ongoing educational opportunities for all nurses. We support students to attend national nursing meetings, developing new programming, provide continuing education funds and workshops for student groups.

- Establishment of the Nursing Education Leadership Institute
- Ongoing connections with BC's Schools of Nursing
- Attendance and sponsorship of conferences, research days and education focused events
- Presentation of leadership and advocacy awards to nursing students
- Educational and leadership webinars
- Courses and conferences database development
- Student services and leadership programs
- Practicum opportunities
- Volunteer opportunities
- e-HLbc Research Tools

NNPBC members are entitled to the many benefits and can access any NNPBC program or service. These programs/services are accessible via our website.

- Perks for nurses
- Nursing jobs database
- Awards of Excellence
- Press releases
- Monthly updates to membership
- Social media channels
- NNPBC website; including four council portals
- Meet BC's nurses feature
- Speaking events and conference attendance
- NNPBC Ambassador Program
- National Nursing Week 2019
- Year of the Nurse & Midwife activities
- Media management
- Retired nurses' information

membership engagement & communications



COUNCIL ACTIVITIES

LPN COUNCIL HIGHLIGHTS:

- Began the development of footcare resources for LPNs in business
- Led the endorsement of the BC Silver Alert program
- Created a database of apps, podcasts and courses for LPNs
- Conducted a survey of BC LPNs to answer key questions around scope and professional development
- Led discussions with the Licensed Practical Nurses Association of BC (LPNABC) to discuss partnership strategies
- Developed an LPN Issues Report Form

RN COUNCIL HIGHLIGHTS:

- Created a series of policy focused blogs and issues topics focused on:
 - + Climate Change
 - + Cannabis policy
 - + Palliative approach to care
 - + The necessity of having a Chief Nursing Officer in Canada
 - + Canadian National Inquiry into Murdered and Missing Indigenous Women and Girls
- Charter challenges and the importance of a publicly funded health system
- Nursing influence in public policy nationally and internationally
 - + Medical Assistance in Dying
 - + Mandatory influenza immunizations
- Began developing and researching NNPBC resolutions to Canadian Nurses Association on:
 - + Medical Assistance in Dying
 - + Palliative Care
- Led the development of the NNPBC Position Statements on:
 - + Medical Assistance in Dying
 - + Climate Change
- Developed an RN Issues Report Form

NP COUNCIL HIGHLIGHTS:

- Developed a practice support program for independently contracted NPs
- Hired a regional leadership team, including NP leads in Vancouver Coastal, Interior, Northern, Fraser and Island regions to support independently contracted NPs with coaching, mentorship, and leadership development
- NNPBC NP member appointed to the General Practice Services Committee (GPSC) strengthen our relationship with Doctors of BC
- Developed and supported the role out of three NP-Primary Care Clinic's (Nanaimo, Surrey, Victoria)
- Strengthened NP Council's relationship with Ministry of Health and HEABC in relation to contract negotiations
- Advocated with HEABC and Ministry of Health for salary lift for employed NPs
- Secured NP Practice Support and Leadership program contracts with the Ministry of Health

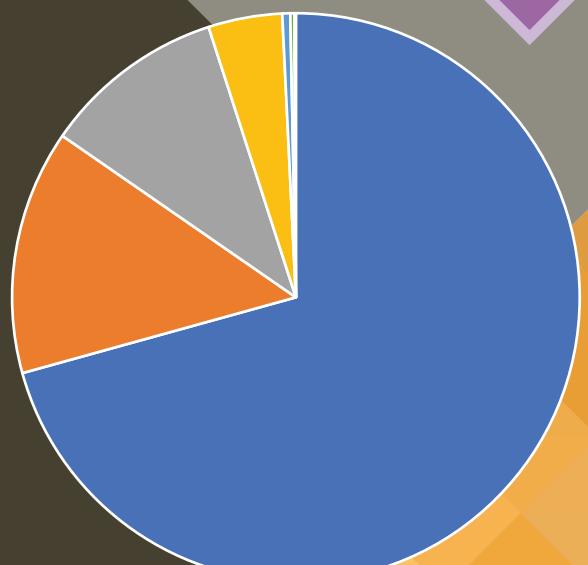
RPN COUNCIL HIGHLIGHTS:

- Advocated for and developed a sustainable NNPBC Anti-Stigma Program
- Supported and endorsed mental health programs and services across the province
- Led NNPBC advocacy on decriminalization of people who use drugs
- Represented NNPBC at the Canadian Nurses Association Stigma Project Advisory Committee
- Developed an RPN Issues Report Form

2019 FINANCIAL SUMMARY

Revenue

| | |
|--------------------------------|--------------------|
| ■ Service Agreement with ARNBC | \$1,701,409 |
| ■ Insurance Management Fees | \$335,000 |
| ■ NP Carry Forward Monies | \$250,227 |
| ■ Ministry Contracts | \$101,312 |
| ■ Job Posting | \$10,920 |
| ■ ARP NBC Carry Forward Monies | \$5,523 |
| ■ Interest and Other Income* | \$2,027 |
| Total | \$2,406,418 |



Partial expense detail provided here. For further info please refer to Financial Statements, Dec 31, 2019 audited

* Other Income includes donations and rent support

** This includes Engagement, Awards, General communications, Anti stigma program, Nursing education and leadership, National engagement and Government relations

*** This includes Office and administration, Professional fees, Interest and bank charges

EXPENSES

| | |
|-------------------------|--------------------|
| ■ Salaries and Benefits | \$782,983 |
| ■ Rent and Equipment | \$260,211 |
| ■ Consultants | \$257,946 |
| ■ Member Services** | \$206,680 |
| ■ NP Restricted | \$136,886 |
| ■ Ministry Contracts | \$124,317 |
| ■ Governance & Board | \$79,271 |
| ■ Administration*** | \$75,287 |
| ■ Information Systems | \$60,205 |
| ■ Legal | \$43,160 |
| ■ Amortization | \$19,965 |
| ■ Insurance | \$6,300 |
| Total | \$2,053,211 |

