



Nurses and
Nurse Practitioners
of British Columbia

ANNUAL REPORT

January 01 - December 31, 2020

I think it is fair to say that for nurses, and anyone in health care for that matter, 2020 was a long and difficult year and not one we were sorry to say goodbye to. Not only was COVID-19 declared a global pandemic and public health emergency in March of 2020, BC was already in the midst of a public health emergency with the overdose crisis having been declared in April 2016. Dual public health emergencies have led to an increasingly complex public health approach which has had to balance the need for harm reduction services and COVID-19 safety protocols. It has been nurses who are at the forefront of ensuring that these dual public health emergencies and the inexorable link between them are managed through harm reduction initiatives that help us combat the deadly toll the overdose crisis has taken while we also focus on managing, stopping the spread of, and providing immunizations for COVID-19. The irony is all of this happened in what had previously been declared by the World Health Organization as the Year of the Nurse and Midwife.

Everywhere we looked, we saw nurses and other front line health professionals and workers continue to go to work in difficult and uncertain circumstances. The public cheered health providers every night at 7pm and people put out paper hearts in their windows to honour and acknowledge all of the essential workers who kept our province going particularly during those early days of the pandemic.

Nurses are the largest health care workforce in this province, and, in what was the year of the Nurse and the Midwife, we were reminded daily of your dedication and sacrifice. On a personal level, I was reminded of the critical role that nurses play in our health care system and proud to be able to provide direct care. I watched my colleagues keep going to work even when they were scared for themselves and their families. I saw the bravery and selfless dedication to the health of British Columbians that presented itself in working long hours, understaffed and under-resourced. I saw many of my colleagues pivot to completely different roles as the population needs changed, and many shifted to virtual technologies where possible whether that was in clinical care, education and even research. It has been awe-inspiring to see how nurses are able to adapt as we answered the call to action and, as a fellow nurse, I want you to know I am deeply proud of our profession and honoured to be your colleague.

While COVID-19 and the overdose crisis dominated our landscape, 2020 also brought us the opportunity of engaging with members, working with Board and Councils and expanding our staff team in order to better meet the needs of our membership. In fact, we hired a Director of Membership Services specifically to meet the needs of our members. We also continued to foster strong relationships with partners and colleagues such as the Canadian Nurses Association, the BC College of Nurses and Midwives, the Canadian Nurses Protective Society, the BC Ministry of Health, the Midwives Association of BC, Safe Care BC, and the Nursing Policy Secretariat. We partnered with other professional associations as part of a formalized group of associations, and numerous other health professional organizations with whom we share a common mission.

We continued our advocacy work in key areas such as COVID-19 planning, preparation and management; RN/RPN prescribing pharmaceutical alternatives to street drugs; mental health; and safe drug supply. We worked hard to ensure that the professional association was integrated at government policy tables, within the Ministry of Health and the Ministry of Mental Health and Addictions. We attended and hosted conferences and networking opportunities virtually. In spite of the challenges of navigating COVID-19 and the overdose crisis, we continued our work in ensuring that the nursing lens is present in health policy discussions. At the end of 2020 we held our Awards of Excellence program. Despite not getting together in person, it was a very moving event where we were able to thank not only our award winners, but ALL of BC's dedicated and hard-working nurses.

I was humbled by my election to Board Chair in 2020 and I have been privileged to work with the NNPBC Board of Directors, the Executive Director, and our entire staff team to continue to build on the foundations on which NNPBC was established in 2018. When we established ourselves, our goal was to ensure that we provided a cohesive and strong nursing voice on matters of social and public policy and I am proud to say, that in spite of the year that was 2020, we have done that. I would like to thank my fellow Board members and our councillors. Along with routine Board and Council meetings, we also hosted meetings on COVID-19 and relevant priority areas. These meetings have helped to identify key topics to address. Our staff team have been amazingly dedicated and committed to doing all of the work behind the scenes. They have been incredibly responsive to the many topics identified and have done a tremendous amount of work to support members and the development of resources to guide their practice where possible. It has truly been a privilege to serve as Board Chair and I look forward to continuing our work in 2021.

A Message
from NNPBC's
Board Chair
- Sherri Kensall



Sherri Kensall
RN, MSN, CNeph(C), CDE, GNC(C)

NNPBC's Key Strategic Areas

Advocacy

NNPBC is the link between nurses, policymakers, and government and provides opportunities to engage in policy development and advocacy. Throughout 2020 we worked closely with the following strategic partners:

- BC Ministry of Health
- BC Ministry of Mental Health & Addictions
- The Canadian Nurses Association
- The BC College of Nurses and Midwives
- The Canadian Nurses Protective Society
- Safe Care BC
- The Nursing Policy Secretariat
- The Nursing Education Council of BC
- BC's Chief Nursing Officers
- Doctors of BC
- The Midwives Association of BC
- BC Care Providers
- The International Council of Nurses-Nursing Now Campaign
- BC's health professional associations
- And more!

NNPBC's advocacy work is also encompassed in the following programs/services/activities:

- [RN/RPN prescribing of safer alternatives to street drugs](#)
- [Anti-Stigma Workshops](#)
- [Position Statements](#)
- [Issues Briefs](#)
- [NNPBC Blog](#)
- [COVID-19 Advocacy](#)
- [Overdose Crisis Advocacy](#)
- [Government Engagement](#)
- Discussions with the Nursing Policy Secretariat regarding Nurse Anesthetists

Membership Engagement

NNPBC members are entitled to many benefits and can access any NNPBC program or service. These programs and services are accessible via [our website](#). Our communications team ensures that members receive information about programs and services in a timely fashion and through a variety of channels:

- [Perks for nurses](#)
- [Nursing jobs database](#)
- [Awards of Excellence](#)
- [Monthly updates](#)
- Social media channels ([Twitter](#), [Facebook](#), [Instagram](#), [LinkedIn](#))
- [COVID-19 Resources](#)
- [Overdose Crisis Resources](#)
- [Mental health and wellness initiatives](#)
- NNPBC 'swag'
- [NNPBC in the news](#)
- [Materials and information sheets](#)
- [Campaigns](#)
- [Events](#)
- [Meet BC's Nurses](#)

Education & Leadership

NNPBC is committed to supporting ongoing educational opportunities for all nurses. Our services/programs/activities for 2020 included:

- [Decision Support Tools](#)
- [Webinars](#)
- [NNPBC Ambassadors](#)
- [Leadership Program](#)
- Ongoing connections with BC's Schools of Nursing
- Attendance and sponsorship of conferences, research days and education focused events (via Zoom!)
- Presentation of leadership and advocacy awards to nursing students (virtually)
- [Courses and conferences database development](#)
- [Practicum opportunities](#)
- [Student services](#)
- [e-HLbc Research Tools](#)
- [Opportunities for Nursing Researchers](#)

Business Operations

NNPBC is a not for profit society established in September 2018. During 2020 we:

- Established COVID-19 protocols and safety plans for staff and members
- Opened a satellite office in Kelowna, BC
- Held our AGM in June of 2020
- Hired a Director of Membership Services
- Hired additional staff and/or modified current staffing to support growing membership needs
- Streamlined external contracts
- Expanded benefits for employees
- Continued to work with an external HR firm
- Undertook and completed an audit of financials
- Completed Assignment and Assumption with the Licensed Practical Nurses Association of BC
- Provided operational support for the Association of Registered Nurses of BC as they wrapped operations
- Maintained ongoing relationships with external services vendors
- Expanded IT resources and infrastructure to support membership
- Made website revisions and updates to meet increasing usage demands
- Continued ongoing review of operational handbooks, policies and procedures in accordance with all applicable laws
- Continued ongoing review of data privacy in accordance with applicable laws
- Established a 2021 jurisdictional membership plan with the Canadian Nurses Protective Society
- Established, developed and resourced a membership model for 2021
- Ensured ongoing, regular meetings of Board and Councils

Councils
Overview and
Dual Public Health
Emergencies

NNPBC Councils
(LPN, NP, RN, RPN)

The NNPBC Board as well as our strategic direction and focus is informed by four councils, each of whom represent a nursing designation (LPN, NP, RN, RPN). Councils are elected directly by members and serve as the vehicle through which designation specific work occurs. Two members from each Council sit on the NNPBC Board of Directors.

- We thank our LPN Council for your ongoing and continued advocacy with respect to expanding scope of practice for LPNs, for developing tools and resources for LPN education in numerous areas, and for creating a robust section of our website for LPNs who have footcare businesses.
- The NP Council has been hard at work developing practice support program for NPs, leading the work of the NP Negotiating Team and focusing on ensuring that NPs continue to be utilized to their full capacity across the health system.
- The RN Council has focused on the creation of a foundational scope of practice framework on RN practice, numerous policy initiatives around COVID-19, RN/RPN prescribing, a position statement on mental health initiatives (in collaboration with the RPN Council) and expanding leadership opportunities for RNs.
- The RPN Council has focused heavily on policy initiatives in the area of the overdose crisis, the mental health act (in collaboration with the RN Council), RN/RPN prescribing, and in ensuring that the role that RPNs fulfil in the health system is better understood system wide.

We thank each of our four councils and acknowledge that the above is by no means an exhaustive list of accomplishments for 2020. We encourage everyone to check out the [council portals](#) to read more.



Dual Public
Health Emergencies

COVID-19

Nurses continue to demonstrate leadership, commitment to service, and a focus on evidence-informed best practice in an effort to help combat the spread of COVID-19, while also caring for those directly affected by the illness. Moreover, nurses bring an unwavering commitment to our first principle- to provide safe, compassionate and ethical care. We recognize that this is a time of high anxiety for many people in this province and that the public is looking to nursing, as a highly trusted profession, for leadership in interpreting the evolving situation.

NNPBC supports nurses in providing safe, competent, ethical care based on professional standards and codes of ethics and recognizes that nurses are critical not only in planning and preparing for pandemics, but in response and recovery as well. NNPBC appreciates the reasoned, thoughtful and evidence-based approach from the Ministry of Health and the Provincial Health Officer. We know that nursing is critical in the successful management of, response to, and recovery from COVID-19. NNPBC stands behind all nurses whose expertise is essential in keeping people safe and helping them get well.

Review our [COVID-19 Resources page](#).

Overdose Crisis

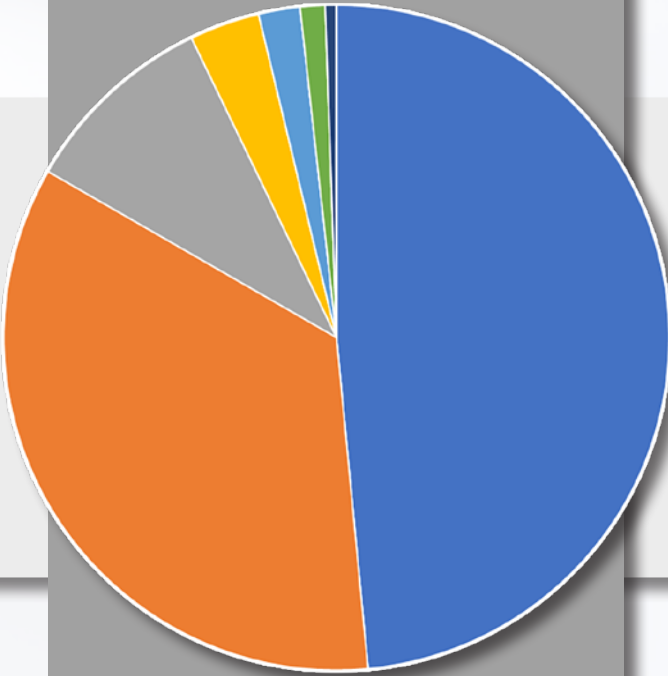
In April of 2016 BC's Public Health Officer declared the overdose crisis a public health emergency. To date this crisis has claimed over 3,000 lives and with the onset of COVID-19, has only escalated. NNPBC has focused on working with partners and colleagues on key issues such as safe supply, housing, mental health services, treatment, support, harm reduction and decriminalization.

Nursing is ideally positioned to provide critical support in addressing the best way forward in this crisis.

Review our [Overdose Crisis page](#).

Revenue

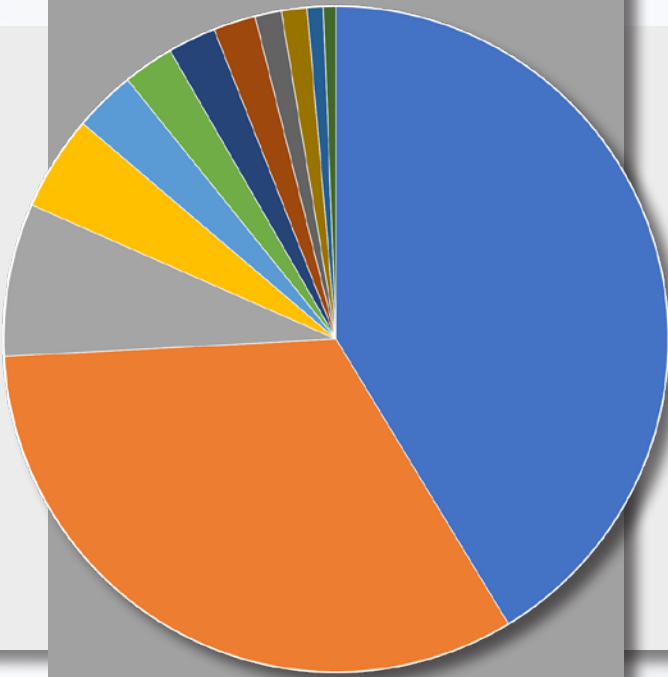
Service Agreement with ARNBC	\$1,421,280
Ministry and Health Authority Contracts	\$1,020,549
Membership Dues	\$278,886
Insurance Management Fees	\$100,000
NP Restricted Fund	\$59,069
Administrative fees on Ministry Contracts	\$35,406
Job Posting	\$15,300
Interest Income	\$624
Total	\$2,931,114



2020 Financial Summary

Expenses

Ministry and Health Authority Contracts	\$1,020,549
Salaries and Benefits	\$811,107
Rent and Equipment	\$183,226
Member Services*	\$114,071
Administration**	\$73,900
Information Systems	\$60,971
NP Restricted	\$57,756
Consultants/HR expenses	\$50,779
Amortization	\$31,670
Legal	\$30,854
Insurance	\$19,195
Council Governance and Board	\$15,215
Total	\$2,469,293



Partial expense detail provided here. For further info please refer to Financial Statements, Dec 31, 2020 audited.

* This includes Engagement, Nursing awards, General communications, Anti stigma program, Nursing education and leadership, Professional practice support and Government relations.

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