



A Message
from NNPBC's
Board Chair,
Sherri Kensall



It is hard to believe that NNPBC has completed its full fourth year in operation and is well into its fifth year. NNPBC came about because of a group of nursing leaders who believed firmly that by working together, nursing would be an unstoppable force for positive change. It is this vision that has driven our work for the last four years and we have been privileged to do so on behalf of our incredibly diverse profession.

During 2022, we worked hard to solidify our partnerships and programs as we navigated the realities of extremely challenging working environments for nurses. As a team, we utilized the year to listen to our membership, to advocate for programs and services that would benefit nurses, and to ensure that we represented the issues and topics that mattered most to nurses as their professional association.

Topics such as COVID-19, the toxic drug crisis and climate change remained at the forefront. We have also explored the potential impact of the new Health Professions and Occupations Act, grown our practice support program, deepened our connections and relationships with government, re-launched our policy tables and increased our educational opportunities. The work we have engaged in on cultural safety and humility is a small step forward, and we know there is a lot of work to be done, led by the guidance of Indigenous nurses and Indigenous nurse leaders throughout the province. The work we do is meant to create a fulsome breadth of services for nurses while also providing opportunities for nurses to engage in policy development and advocacy that positively impact the nursing profession and the health and well-being of British Columbians.

Nurses and nurse practitioners are critical to the operation of the entire health system. Nurses work across all areas of health care, including hospitals, primary-care clinics, schools, community agencies and in public health. Every one of B.C.'s approximately 65,000 nurses and nurse practitioners are educated experts with essential skills and abilities who are well-positioned to engage in the kind of collaborative leadership practices necessary for health care transformation.

We know that health care is changing, and we must change with it. Nurses must be supported to maximize the impact of their education and expertise and the health care environment must improve if we are to keep nurses engaged in the system. Nursing as a profession and a discipline can lead to health care system transformation; indeed this is never more important than now with increasing demand and complexity. These improvements need voices of experience and that is why it is so critical to involve nurses in health system change.

It has been an immense privilege to serve as Board Chair since 2021 and look forward to meeting with and connecting with as many of you as possible as we continue to transform the health system with nursing leading the way.

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

NNPBC'S FOUR KEY STRATEGIC PRIORITIES

ADVOCACY

NNPBC is the link between nurses, policymakers and government and provides opportunities to ensure that the nursing profession is engaged in policy development, health system transformation, and advocacy. Throughout 2022 we continued to work closely with the following strategic partners:

- BC Ministry of Health
- BC Ministry of Mental Health & Addictions
- BC Office of Indigenous Health
- Canadian Nurses Association
- BC College of Nurses and Midwives
- Canadian Nurses Protective Society
- SafeCare BC

- Nursing Policy Secretariat
- Nursing Education Council of BC
- BC's Chief Nursing Officers
- Doctors of BC
- Midwives Association of BC
- BC Care Providers
- BC's health professional associations
- BC's health authorities
- Yukon Registered Nurses Association
- Registered Nurses Association of the Northwest Territories and Nunavut
- And more!

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

- Mental Health and Wellness Services for Nurses
- Nurse Practitioner Provincial Initiatives Program
- Select Standing Committee reports
- Feedback on regulatory changes
- Engagement with IENs
- Anti-Stigma Workshops

- Position Statements
- Issues Briefs
- NNPBC Blog
- COVID-19 advocacy
- Overdose Crisis advocacy
- Climate Change
- Resilience and Nursing Leadership
- Government Engagement
- News and Media
- Retired Nurse Engagement
- Student Merit Award

PRACTICE ENHANCEMENTS

NNPBC is committed to supporting ongoing educational opportunities for all nurses. Expanded practice enhancements for 2022 included:

- Decision Support Tools stewardship
- Nurse Practitioner Provincial Initiatives and Programs
- Webinars
- Clinical Corners
- NNPBC Ambassadors

- Leadership Programs
- New graduate Programs
- Working to re-establish policy tables
- Ongoing connections with BC's Schools of Nursing
- Conference attendance and sponsorship
- Presentation of leadership and advocacy awards to nursing students (virtually)

- NP Conference
- Courses and conferences directory development
- Practicum opportunities
- Student services
- e-HLbc Research Tools
- Opportunities for Nursing Researchers

ENGAGEMENT

NNPBC members are entitled to unlimited access to any NNPBC program or service. These programs/services are accessible via our website. Our communications and engagement teams ensure that members receive information about programs and services in a timely fashion and through a variety of channels. Just some of these programs and services include:

- Regular monthly communications with members
- Feedback forms

- Perks for nurses
- Nursing jobs database
- Awards of Excellence
- Materials, tools and resources developed for NPs working in Primary Care Networks and elsewhere
- Social media channels (Twitter, Facebook, Instagram, LinkedIn)

- Mental health and wellness initiatives
- NNPBC 'swag'
- NNPBC Media Uptake
- Materials and information sheets
- Nursing focused campaigns for the public and to awareness-building
- Events

PARTNERSHIPS/INTERNAL OPERATIONS

NNPBC is a not-for-profit society established in September 2018. Throughout 2022, NNPBC collaborated regularly with key partners in nursing and health.

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- Continued to advance nursing as a key partner for provincial government, including Ministries and other publicly funded agencies
- Worked with intention to integrate nursing throughout the health care system
- Held our AGM in June of 2022

- Continued to expand and better utilize our staffing complement to meet membership needs
- Continued to work with external HR firm
- Undertook and completed an audit of financials
- Provided ongoing financial monitoring and oversight
- Expanded IT resources and infrastructure to support membership
- Revised and updated the website to meet increasing usage demands, with a new look coming in late-2023
- Supported ongoing relationships with external

services vendors

- Managed ongoing review of operational handbooks, policies and procedures in accordance with all applicable laws
- Developed new policy to expand cultural safety and humility practices cultural safety and humility practices
- Maintained data privacy in accordance with applicable laws via ongoing review
- Held regular Board and Council meetings

COUNCILS OVERVIEW

The NNPBC Board as well as our strategic direction and focus is informed by four councils, each of which 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.

- The **LPN Council** has worked tirelessly advocating for system changes to ensure that the challenges nurses face are clearly communicated to policy makers. In addition, the LPN Council received feedback via a survey that focused on expanding opportunities for LPN leadership.
- The **NP Council** continues to improve awareness of NPs, their educational preparedness, skill set, and where and how the public may intersect with an NP along the health care continuum. This awareness is imperative in fostering a better understanding of how and where NPs have a positive, measurable impact on care.
- The **RN Council** has focused on the creation of a strong foundation of policy work that includes a variety of position statements and policy priority areas. The RN Council has also focused its work on ensuring that regional and national collaboration occurs in order to strengthen the nursing profession across the country.
- The **RPN Council** has focused heavily on initiatives pertaining to the toxic drug crisis, mental health and addictions and changes to the Mental Health Act. The RPN Council has developed a variety of briefings for the Ministry of Mental Health & Addictions that underscore the ways in which RPNs can be utilized more fully across the spectrum of care.

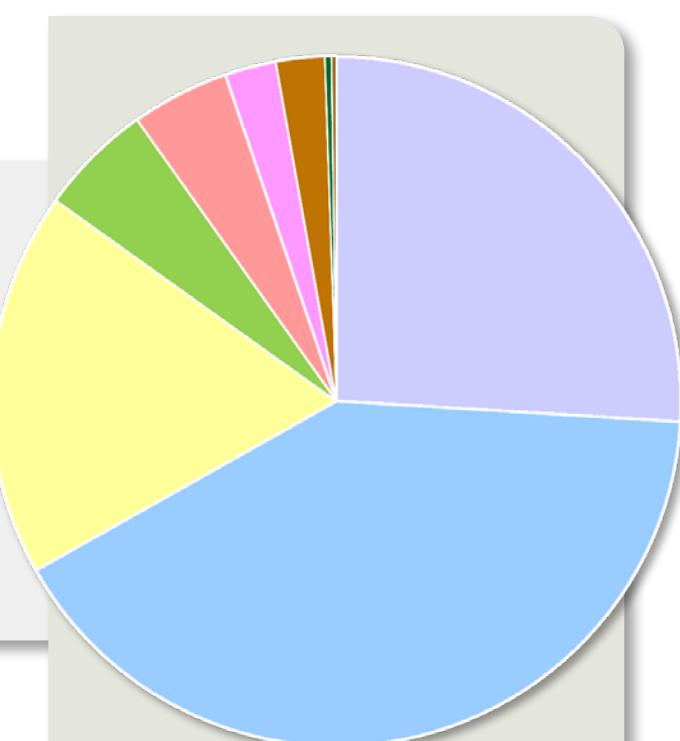
We encourage everyone to check out the [council portals](#) to read more.



2022 FINANCIAL SUMMARY

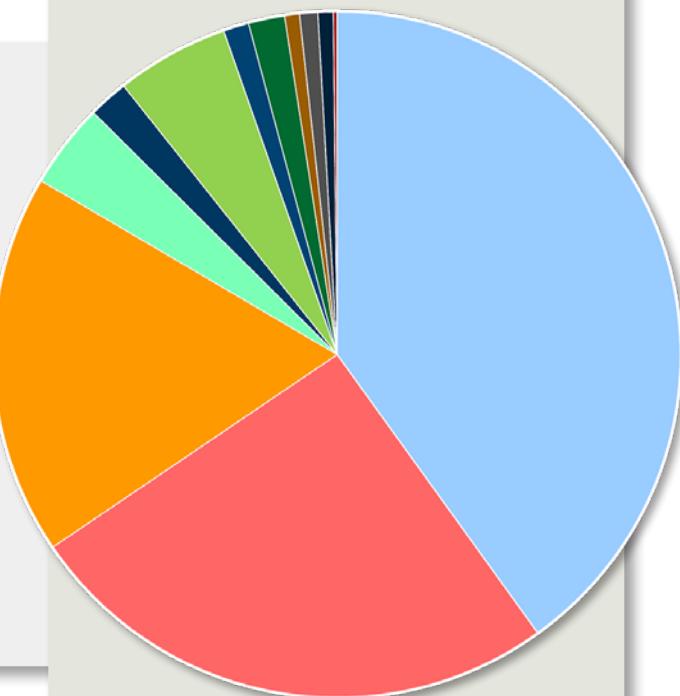
Revenue

Membership Dues	\$1,163,447
Ministry and Health Authority Contracts	\$1,831,340
Service Revenue	\$809,100
NP Restricted Fund	\$237,228
Other Income*	\$206,286
Insurance Management Fee	\$107,927
Donations	\$102,038
Job Posting	\$13,900
Administrative fees on Ministry Contracts	\$9,834
Total	\$4,481,100



Expenses

Ministry and Health Authority Contracts	\$1,833,342
Salaries and Benefits	\$1,163,990
Member Services**	\$820,671
NP Restricted	\$243,780
Rent and Equipment	\$183,278
Administration***	\$85,053
Consultants/HR expenses	\$78,103
Information Systems	\$54,683
Council Governance and Board	\$39,291
Legal	\$32,801
Amortization	\$32,001
Insurance	\$7,990
Total****	\$4,574,983



Partial expense detail provided here. For further info please refer to Financial Statements, Dec 31, 2022 audited.

* Other Income includes DST, BSN Modelling report, External Newsletter, and Engagement.

** This includes Engagement, Nursing Awards, General Communications, Professional Practice Support, and Government Relations.

*** This includes Office and Administration, Professional Fees - Audit, Interest, Processing fees and Bank charges.

**** 2022 expenses increased over 2021 due to program expansion and were covered by a surplus from the previous year.



Nurses and
Nurse Practitioners
of British Columbia

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#NursingKnows