

# ANNUAL REPORT



Nurses and  
Nurse Practitioners  
of British Columbia

January 1 - December 31, 2023



A MESSAGE FROM THE BOARD CHAIR

In September of 2024 NNPBC celebrated its sixth birthday. Over the last six years NNPBC has grown and evolved into a respected and strong partner across the health system. As an Association we continue to work with government, key partners, and of course our nurse members to ensure that the perspective of BC’s nearly 70,000 nurses are heard and embedded at all levels across the health system. We know that 2023 continued to mark a year of challenges for nursing and for health care in general. Shortages, challenging working environments and increasing complexity in care continued to impact the people of BC and our profession. However, despite challenges we have seen opportunities to continue our work on behalf of the profession and the issues that matter most.

We have solidified our focus on supporting nurses’ mental health needs and we continue to work on ensuring that anti-racism, cultural safety, and cultural humility are built into the foundation of work at NNPBC. Our practice, education, and research team as well as policy and advocacy work have all increased. Our connections with our partners at the Nursing Policy Secretariat, the Ministry of Health, Primary Care Division, and the Ministry of Mental Health and Addictions are stronger and NNPBC is regarded as a collaborative partner who bring nursing issues forward always with an eye to solutions. As an organization we continue to understand the implications of the Health Professions and Occupations Act and we work to ensure that nurses are well positioned at many leadership tables to centre the ‘voice’ of the profession in all the areas that we know nursing led solutions are pivotal. We have heard clearly from you on the ways in which they see nurses positioned in the health system and how BC’s nurses want to be engaged in conversation that positions nurses as experts in collaborative practices that will transform health care for the better.

Nursing is a diverse profession, and it is truly our privilege to get to hear from you about the ways in which we can anchor the system to nursing and celebrate the innumerable ways in which nurses contribute each day. At NNPBC we take pride in supporting nursing professionals to maximize expertise in such a way that it leads to changes in the way in which health care is currently delivered. We are in a challenging time right now in health care delivery, but we remain resolute in our knowledge that nurses are well positioned to help navigate complexity and that it is nurses who bring forward the innovations that are required to adapt to changing health care landscape. This new landscape needs the expertise of nurses.

On a personal note, the 2024 AGM marks the end of my time with NNPBC as Board member, RN Councillor and Board Chair. It has been a true honour to serve the nurses of BC through NNPBC and I have been so grateful for the opportunities I have had to connect with my nursing colleagues. I know that NNPBC remains on a growth trajectory and I’m proud to have contributed to the excellent work over the last five years. Thank you all and while this is the end of my time in an official capacity, I remain a proud Clinical Nurse Specialist and member of NNPBC.

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



COUNCILS OVERVIEW

The strategic direction set by the NNPBC Board of Directors is informed by each of the NNPBC Councils, each representing one of our four nursing designations (LPN, NP, RN, RPN).

We encourage everyone to check out the council portals to read more.

LPN Council

The LPN Council has been focused on ensuring that the depth and scope of work that LPNs enact across the health system is better recognized and more evenly applied across health authorities. Through survey data, the LPN Council clearly identified priority areas that focused on expanding opportunities for LPN leadership.

NP Council

The NP Council continues its work in ensuring that all NPs be utilized to their full scope across the health system, advocating for system improvements, which will allow for increased NP leadership opportunities. The NP Council has provided strong leadership for the new Provincial Attachment System, collaborating with government and partners in health care to ensure that both patient and provider benefit from the new system.

RN Council

The RN Council has focused on the creation of a strong foundation of policy work that benchmarks the key issues they hear are impacting RNs across the province. These issues include shortages, ratios, supporting internationally educated nurses and more. The RN Council has also considered the ways in which nurses need opportunities to demonstrate the joys of the profession and professional pride. The RN Council has also retained its focus on ensuring that regional and national collaboration occurs in order to strengthen the nursing profession across the country.

RPN Council

The RPN Council has focused heavily on initiatives in the area of the toxic drug crisis, mental health and understanding the ways in which nurses intersect with the Mental Health Act. The RPN Council remains focused on the ways in which RPNs can be utilized more fully utilized across the spectrum of care.

NNPBC 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 2023 we continued to work closely with the following strategic partners:

- BC Ministry of Health
- BC Ministry of Mental Health & Addictions
- BC Ministry of Health, Primary Care Division
- BC Office of Indigenous Health
- Canadian Nurses Association
- BC College of Nurses and Midwives
- Canadian Nurses Protective Society
- Safe Care BC
- Ministry of Health, 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
- Canada’s nursing associations
- Unions
- NP leadership tables
- Nursing education institutions
- And more!

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

- Services for Nurses
- Nurse Practitioner Provincial Initiatives & Programs
- Provincial Attachment System
- Indigenous specific anti-racism
- Select Standing Committee reports
- Feedback on regulatory changes
- Engagement with IENs
- Anti-Stigma Workshops
- Position Statements
- Issues briefs
- Health awareness
- NNPBC Blog
- COVID-19 advocacy
- Toxic Drug Crisis advocacy
- Planetary Health advocacy
- Nursing Leadership
- Government Engagement
- News and media



Practice Enhancements

NNPBC is committed to supporting ongoing educational opportunities for all nurses. Expanded practice enhancements for 2023 included:

- Decision Support Tools stewardship
- Nurse Practitioner Provincial Initiatives & Programs
- New models of employment for nurses
- Webinars
- Clinical Corners
- Leadership Programs
- New Graduate Programs
- Re-establishment of policy tables
- Ongoing connections with BC’s Schools of Nursing
- Conference attendance and sponsorship
- Presentation of leadership and advocacy awards to nursing students
- 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:

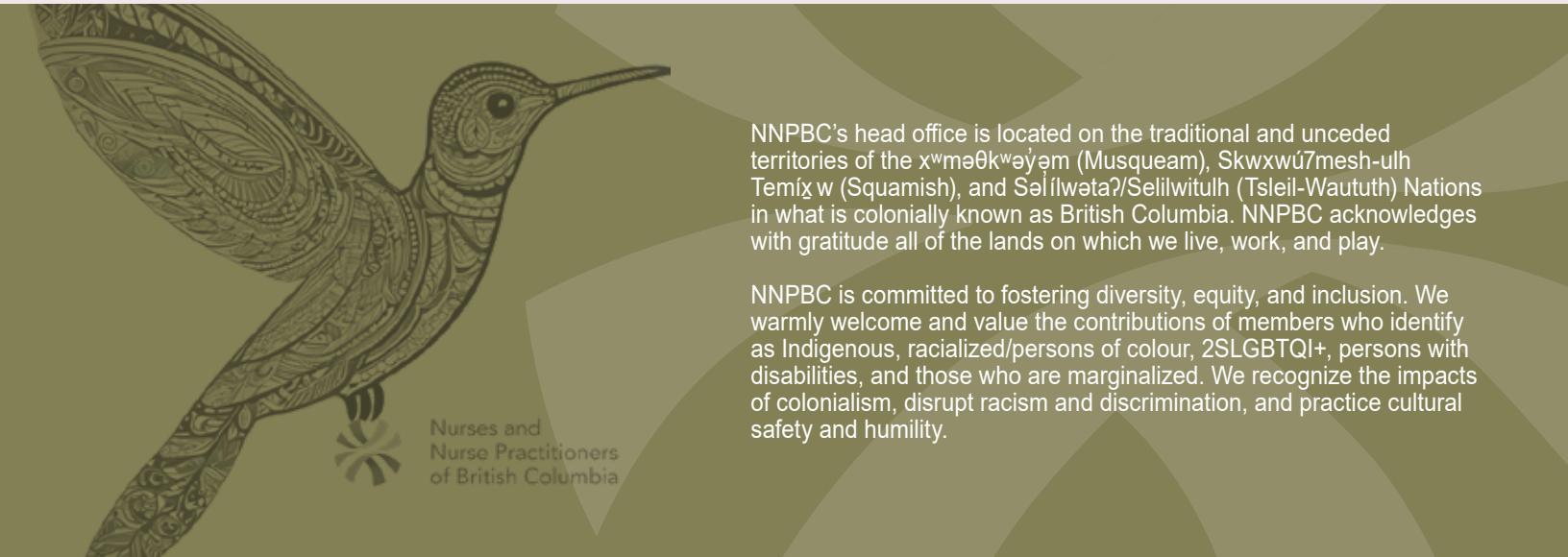
- Regular monthly communications with members
  - Feedback forms
  - Perks for nurses
  - Nursing jobs database
  - Awards of Excellence
  - Mental health and wellness initiatives
- Materials, tools and resources developed for NPs working in Primary Care Networks and elsewhere
  - Social media channels (Twitter, Facebook, Instagram, LinkedIn)
  - NNPBC ‘swag’
- NNPBC in the news
  - Materials and information sheets
  - Nursing focused campaigns for the public and to build awareness
  - Events



Partnerships/Internal Operations

NNPBC is a not for profit society established in September 2018:

- Collaborate regularly with key partners in nursing and health
  - 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 2023
  - 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
  - Ongoing financial monitoring and oversight
- Expansion of IT resources and infrastructure to support membership
  - Website revisions and updates to meet increasing usage demands, with a new look coming in early 2024
  - Ongoing relationships with external services vendors
  - Ongoing review of operational handbooks, policies and procedures in accordance with all applicable laws
  - Ongoing policy development as an expansion of cultural safety and humility practices
  - Ongoing review of data privacy in accordance with applicable laws
  - Ongoing, regular meetings of Board and Council

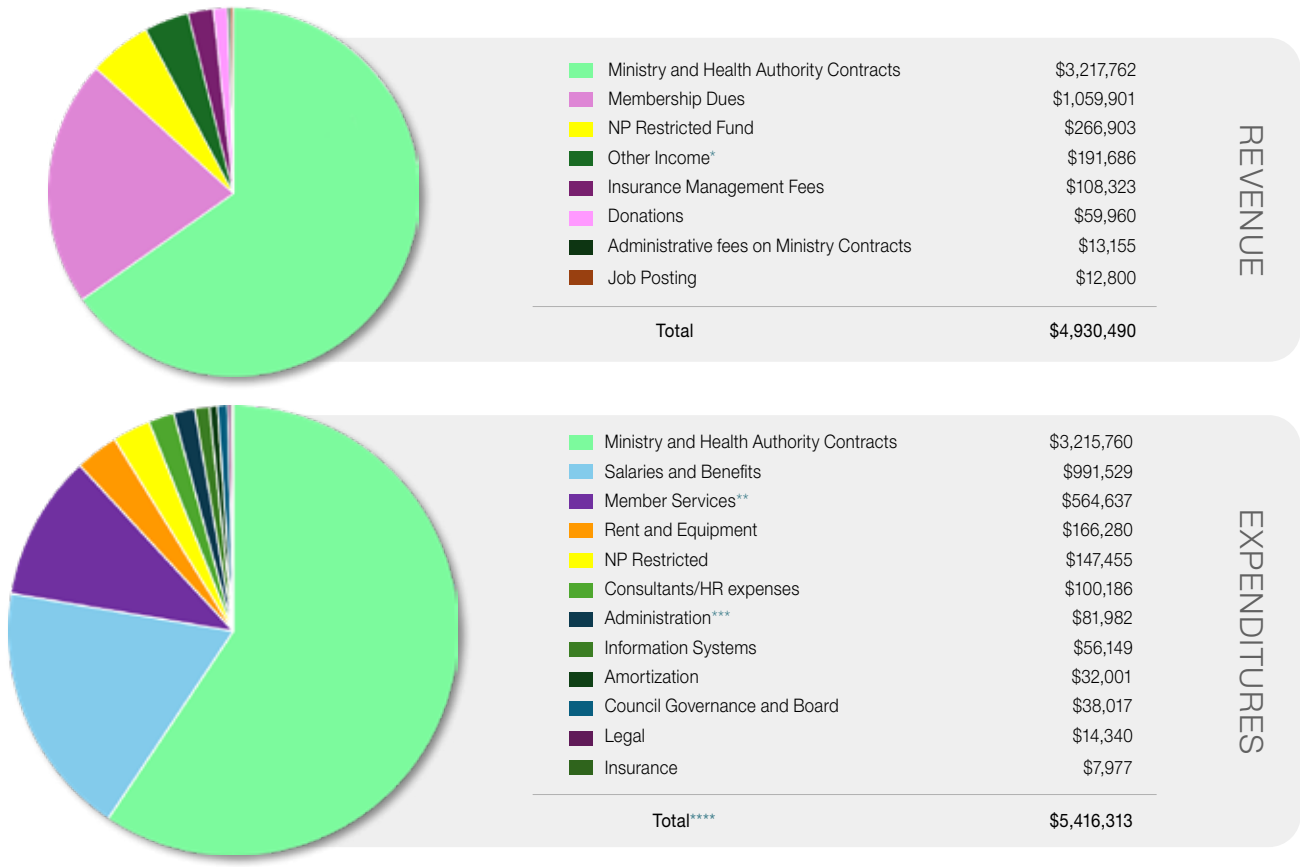


NNPBC’s head office is located on the traditional and unceded territories of the x̱məθkʷəy̓əm (Musqueam), Skwxwú7mesh-ulh Temíxw (Squamish), and Səlilwətaʔ/Selilwitulh (Tsleil-Waututh) Nations in what is colonially known as British Columbia. NNPBC acknowledges with gratitude all of the lands on which we live, work, and play.

NNPBC is committed to fostering diversity, equity, and inclusion. We warmly welcome and value the contributions of members who identify as Indigenous, racialized/persons of colour, 2SLGBTQI+, persons with disabilities, and those who are marginalized. We recognize the impacts of colonialism, disrupt racism and discrimination, and practice cultural safety and humility.

2023-24 FINANCIAL SUMMARIES

Year-end 2023



REVENUE

EXPENDITURES

Partial expense detail provided here. For further info please refer to Financial Statements, Dec 31, 2023 audited.

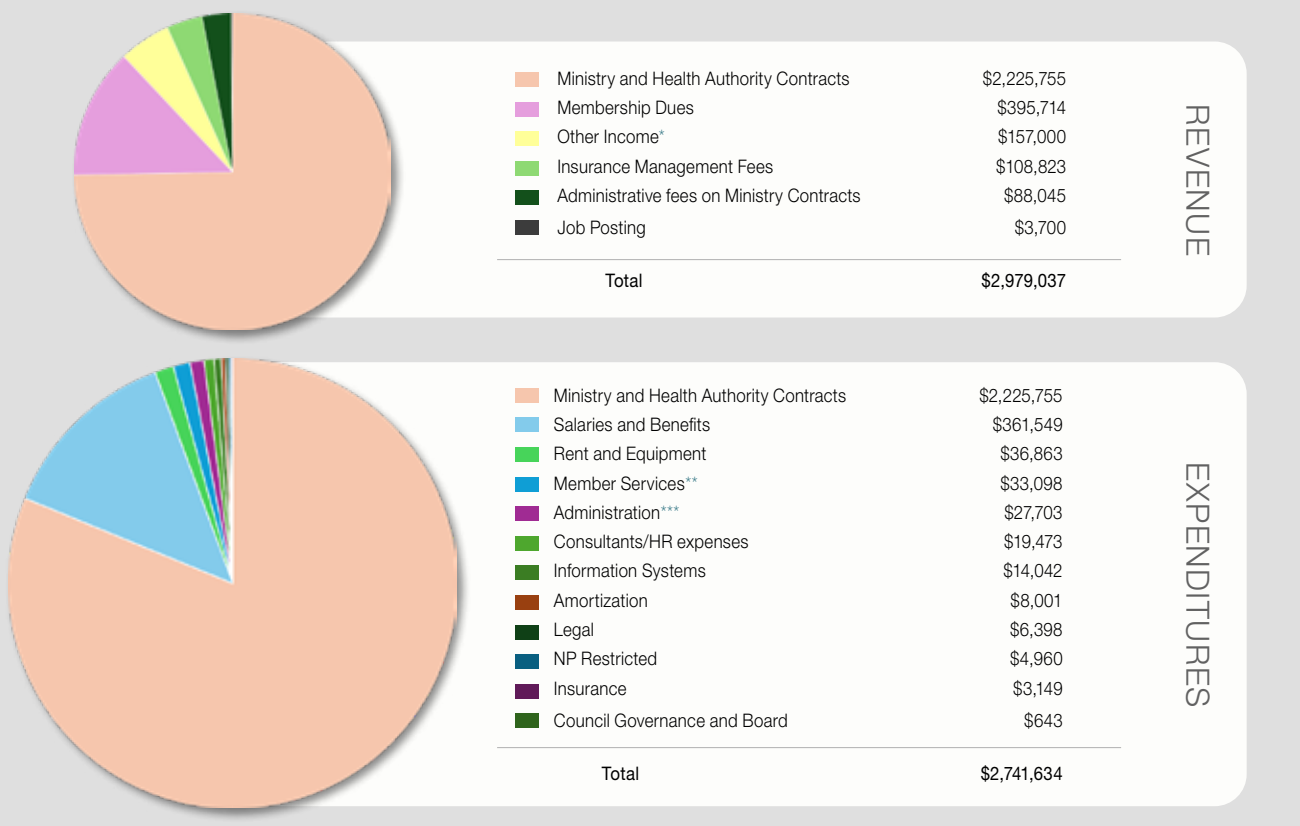
\* Other income includes DST stewardship fees, newsletter income and anti-stigma program.

\*\* 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

\*\*\*\* 2023 expenses increased over 2022 due to program expansion and were covered by a surplus from the previous year.

January-March 31, 2024



REVENUE

EXPENDITURES

Partial expense detail provided here. For further info please refer to Financial Statements, Mar 31, 2023 unaudited.

\* Other income income includes DST and External Newsletter.

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

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





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[nnpbc.com](http://nnpbc.com)