



Nurses and
Nurse Practitioners
of British Columbia

ANNUAL REPORT



2024-2025

A dark, high-contrast aerial photograph of a river winding through a dense forest. The river is a bright blue-grey, contrasting with the dark green and brown of the surrounding trees. In the distance, a bridge spans the river. The overall mood is somber and contemplative.

Nurses and Nurse Practitioners of BC serves and supports nurses and nurse practitioners working across the full breadth of what is today known as British Columbia, home to over 200 First Nations, Inuit, and Métis communities.

As an organization committed to anti-racism, within a profession dedicated to social justice and equity, we stand in these relationships with humility and respect.

Message from Leadership

This past year, nurses and nurse practitioners across British Columbia continued to provide essential care within a health system under strain. Staffing shortages and rising pressures permeated every setting, yet nurses remained a steady presence for patients and communities, expanding access to safe, high-quality care. As your professional association, Nurses and Nurse Practitioners of BC is proud to stand alongside you, offering programs and resources that directly support your practice and strengthen the profession.

This included deepening our work in policy and research, modernizing Certified Practice tools, and expanding education supports so that nurses have what they need to practice with confidence and to grow in their careers. Through NP Provincial Initiatives & Programs (NP PIP) and Nursing Initiatives for Primary Care (NIPC), we supported hundreds of nurses and nurse practitioners in primary care — helping to improve efficiency, strengthen role integration, and expand access to patients who need it most. We also began early but important steps to support Indigenous nursing and anti-racism praxis, guided by a commitment to cultural safety and reconciliation. And in addition to all of this, we celebrated the profession through the 2024 Nursing Awards of Excellence, recognizing nurses and teams for their outstanding contributions across the province.

For our thousands of members, this work is about more than programs or resources. It means having an association that supports you, so you can focus on caring for others. As we look ahead, NNPBC's commitment is clear: to champion your voice and ensure nursing in B.C. is ready to meet today's challenges and shape tomorrow's care.

With gratitude,



Angela Wignall, RN, BSN, BA, MA, PhD(c), Chief Executive Officer



Sukhwant Jassar, DNP, MScN, NP(F), Board Chair

About NNPBC

Nurses and Nurse Practitioners of British Columbia (NNPBC) is the professional association representing all four nursing designations in B.C.: Registered Nurses (RNs), Licensed Practical Nurses (LPNs), Registered Psychiatric Nurses (RPNs), and Nurse Practitioners (NPs). We are the first unified nursing association of our kind in Canada, created to amplify the collective voice of nurses and nurse practitioners across the province.

NNPBC plays a unique role that is distinct from other nursing organizations in B.C. Together, these organizations contribute to the strength of nursing, but each has a different mandate:

- **Professional Association** – NNPBC represents and advances the nursing profession itself, supporting nurses and nurse practitioners across all four designations and amplifying their voice in health and social policy.
- **Regulator** – The BC College of Nurses and Midwives regulates nursing and midwifery on behalf of the public, ensuring safety, accountability, and quality of care.
- **Unions** – Nursing unions represent nurses as workers, focusing on collective bargaining to secure wages, benefits, and working conditions.

NNPBC's role is to be the home for nursing in B.C., uniting the profession, promoting excellence, and ensuring that nurses' knowledge and expertise help transform health care.

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It is the professional association that is the public policy voice for bringing our nursing angle of vision to bear on the issues of concern to health care, to society at large, and to the complexities of the world we live in.

Sally Thorne, PhD, RN, DSc (Hon), FAAN, FCAHS, FCAN, CM
Nursing Awards of Excellence, Lifetime Achievement Recipient



Developed by the Board of Directors, including peer-elected nurses, NNPBC's 2025-2027 strategic plan charts an exciting new direction. [Read the full plan](#) and learn more about our road ahead.

Being a Member

NNPBC membership offers nurses and nurse practitioners support and benefits at every stage of their career — from students and new graduates starting out, to experienced nurses growing in leadership and practice. An annual membership, running from April 1 to March 31, helps you stay connected, informed and supported in your professional journey. Membership includes:



Advocacy & Influence

Membership fees directly fund advocacy efforts that elevate the nursing profession in B.C., ensuring nurse and nurse practitioner voices are heard in policy, practice, and public conversations.



Education & Professional Development

Members have access to a wide range of learning opportunities, including specialized offerings for students and new graduates. Members also benefit from discounted access to Hippo Education's clinical courses and full access to the Electronic Health Library of B.C.



Career Advancement Resources

Members can explore new job opportunities and stay informed about professional development options through our dedicated jobs board and regularly updated career resources—helping you take the next step in your nursing journey with confidence.



Insurance and Financial Perks

Members have access to bundled rates for professional liability protection through the Canadian Nurses Protective Society. They also take advantage of preferred mortgage rates through EMC Mortgages and discounted insurance options via Westland Insurance.



Mental Health Support

Through Advica, nurses and nurse practitioners (NNPBC members and non-members), as well as their families, can receive virtual counselling at preferred rates.



Exclusive Discounts

NNPBC membership includes everyday savings — from travel deals through Flight Centre to discounts on Pela's compostable products, Vessi waterproof shoes, Fresh Prep meals, and Telus mobility services.

Year in Review

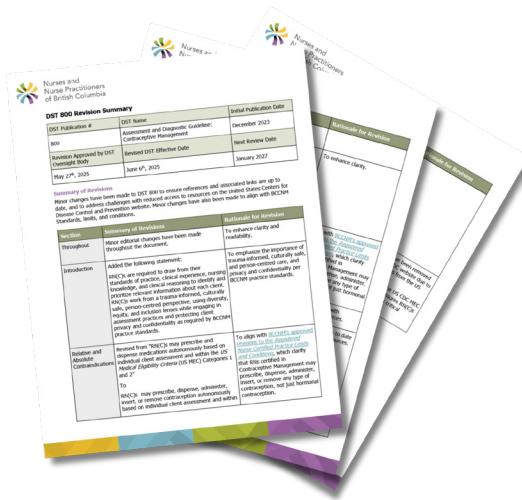


NNPBC has a range of dedicated teams working to support nurses and nurse practitioners across the province. Many of our staff members are also nurses. As our organization continues to grow and evolve, so do the ways we respond to members' needs. Over the past year, our work has focused on several areas including advocacy, education, leadership, and wellness. The following pages include some highlights of what we've achieved together.

Practice Excellence, Policy and Knowledge

NNPBC advocates for healthy public policy, promotes excellence in nursing, and highlights the profession's role in shaping B.C.'s health system. Led by our Practice Excellence, Policy and Knowledge team, this work includes projects that strengthen nursing and create lasting impact for both nurses and the public. By developing tools, resources, research, and advocacy, the team supports nurses in delivering safe, evidence-informed, and innovative care. This team also responds to members' professional practice and policy concerns, crafting solutions with our members to the challenges you face every day.

Certified Practice Nursing



Certified Practice nurses — RNs and RPNs certified by the BC College of Nurses and Midwives — are authorized to perform specific restricted activities within their expanded autonomous scope of practice. To ensure safe, consistent care, NNPBC stewards the Decision Support Tools (DSTs) that guide three Certified Practice areas: RN First Call, Remote Nursing, and Reproductive Health (Contraceptive Management). NNPBC also maintains the competencies for all five Certified Practice areas, including Reproductive Health (STI) and Opioid Use Disorder, in partnership with BC Centre for Disease Control and British Columbia Centre on Substance Use.

In 2024-2025, important progress was made:

- 25% of Certified Practice DSTs were revised and updated by March 2025, incorporating the latest evidence and expert input to enhance their clinical utility
- A new DST was developed, enabling Certified Practice RNs in contraception to insert and remove intrauterine contraception — expanding access to reproductive health care across the province

With all Certified Practice DSTs scheduled for revision by early 2026, this project is on track to finish 18 months ahead of schedule. These updates strengthen evidence-informed practice and better equip Certified Practice nurses to meet the needs of patients and communities in B.C. High quality practice tools also support clinical utility, making it easier to integrate evidence and guidance into your nursing practice.

Continuing Education and Professional Development

In 2024, NNPBC partnered with the BC Dental Hygienists Association to deliver two webinars on [oral health in palliative care](#) and hosted a panel discussion for nurses on [physician assistant integration in emergency rooms](#).

We also began developing a comprehensive education framework to expand continuing education and professional development for nurses province-wide. In early 2026, NNPBC will bring this framework to life with the introduction of several new streams

of webinars, self-paced learning, and standalone resources to support nurses in their practice, career planning, and advancement.

NNPBC has also established the Nurse Educator Leadership Table, bringing together educators from 21 institutions across B.C. and all nursing designations. Meeting quarterly, this new policy table will set advocacy priorities and address pressing challenges in nursing education.



NNPBC's Director of Practice Excellence, Policy & Knowledge, Alayna Payne, and Project Manager (Consultant), Patrick Chiu, at the International Council of Nurses Congress

Nursing Research

NNPBC has expanded its role in supporting nursing research by launching a research recruitment hub and partnering with nurse scholars to advance knowledge translation. As a collaborator, NNPBC supported four national research projects 2024-2025 and provided seven letters of support for nurses pursuing provincial and national funding.

NNPBC also contributed to global knowledge exchange, showcasing our programs and insights at the past two International Council of Nurses Congresses as well as attending several forums and knowledge sharing events such as the National Workforce Sustainability Working Group and the Grief, Bereavement, and Mental Health Summit Advisory Task Group 2024. Furthermore, we provided keynotes at the following events:

- Clinical Nurse Specialist Association of BC ThinkTank
- Bridging Hospice and Palliative Care in Community (provincial panel discussion alongside Minister Adrian Dix)
- Community Playbook launch, alongside Minister Adrian Dix
- ICN Global Nursing Leadership Institute
- Nurse Practitioner Networking Event

Policy Advocacy

NNPBC's advocacy initiatives continue to grow, advancing evidence-informed policy solutions on key issues affecting nurses and the health system. In 2024-2025, we developed a policy brief on [RN and LPN integration into primary care](#), and an issue brief to [support diverse employment models for nurse educators](#), providing actionable recommendations to strengthen nursing roles across the system.

Members also had access to timely, evidence-based updates on emerging issues, including an evidence overview on the [resurgence of measles](#) and an update on the [BC Health Professions and Occupations Act](#).

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If nurses don't step into leadership roles, it is difficult for us to be represented at the right tables. My inspiration was really wanting the system to improve with nurses providing a leadership role in the conversation.

Natasha Prodan-Bhalla,
DNP, BScN, MN, NP(A)
Nursing Awards of Excellence,
Excellence in Leadership Recipient

Members Services & Events

Nursing Awards of Excellence

Each year, NNPBC's [Nursing Awards of Excellence](#) celebrate individuals and teams whose contributions exemplify the impact of nursing across British Columbia. These awards honour excellence in nursing practice, education, research, leadership, advocacy, and innovation — and in 2024, introduced new categories including Outstanding Patient-Centered Care, Champion of Nursing, and the Planetary Health Award, jointly presented with the Canadian Association of Nurses for the Environment (B.C. Chapter).

The 2024 Nursing Awards of Excellence Gala recognized 17 nurses and nurse practitioners and one multidisciplinary team, in front of more than 200 guests including the Honourable Josie Osborne, B.C. Minister of Health; Kerry Morrison, Provincial Chief Nursing Officer; and Dr. Kimberly LeBlanc, President of the Canadian Nurses Association. Virtual messages were shared by Dr. Leigh Chapman, Chief Nursing Officer for Canada, and Dr. Bonnie Henry, B.C.'s Provincial Health Officer.



The 2024 Nursing Awards of Excellence Gala recognized 17 nurses and nurse practitioners and one multidisciplinary team

Nursing Awards of Excellence Recipients

Lifetime Achievement

- Sally Thorne, PhD, RN, DSc(Hon), FAAN, FCAHS, FCAN, CM



Excellence in Nursing Practice

- Suzanne Horn, RN
- Barbara Ann Nielsen, MScN, NP(F)

Outstanding Patient-Centered Team

- PICC Opportunities for Kids (POKe) and Pediatric IV Outpatient Therapy (PIVOT)



Excellence in Nursing Education

- Jill Mahy, RN, MSN
- Manuela Reekie, BSc, BSN, MN, RN

Excellence in Nursing Leadership

- Natasha Prodan-Bhalla, DNP, BScN, MN, NP(A)
- Michele Anne Trask, MPH, DNP, RN, FCAN, EDAC, CHE

Excellence in Advancing Nursing Knowledge and Research

- Helen Brown, PhD, RN
- Leah Lambert, PhD, RN

Champion of Nursing

- Alix Arndt, BA, MA

Excellence in Nursing Advocacy

- Jennifer Buck, DNP
- Jag Tak, LPN

Innovation in Nursing

- Scott Beck, MSN, MPH, RN

Indigenous Health Leadership

- Nikki Rose Hunter-Porter (St'uxstews), RN, MN

NNPBC & CANE-BC Joint Planetary Health Award

- Barbara J. Astle, PhD, RN, FCAN, FAAN
- Kevin Hare, MBA, BSN, RN

Rising Star

- Manveer Cheema, RPN

[Learn more about each of the award recipients and their incredible work.](#)



Dion Thevarge with award recipient, Nikki Rose Hunter-Porter



Top: CNA President, Dr. Kimberly LeBlanc, Angela Wignall, and award recipient, Sally Thorne | Bottom: Provincial and national nursing leaders



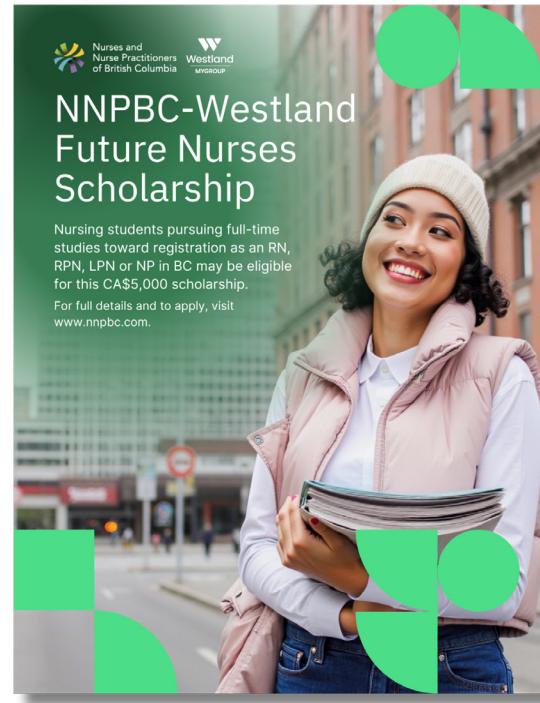
Musqueam Knowledge Holder, Marny Point



Clockwise: (1) Award recipients, PICC Opportunities for Kids (POKe) and Pediatric IV Outpatient Therapy (PIVOT) (2) Stenberg College President/CEO, Lane Clark with award recipient Jag Tak (3) Award recipients Nikki Rose Hunter-Porter, Leah Lambert, Scott Beck and Kevin Hare (4) Board member Rani Srivastava with son

NNPBC-Westland Future Nurses Scholarship

To support and strengthen B.C.'s future nursing workforce, NNPBC partnered with Westland Insurance in winter 2024-2025 to launch the inaugural NNPBC-Westland Future Nurses Scholarship. Valued at \$5,000, this award supports full-time students enrolled in B.C. nursing programs including those working toward registration as an LPN, NP, RN, or RPN. The first award will be presented in fall 2025.



Poster for the NNPBC-Westland Future Nurses Scholarship

“
Become an excellent clinician, and also look up and around you at the system you are working within and address inequities that you see. Keep the patient at the centre of your decisions at every level. Strive to become a profession that is progressive, dynamic and willing to do things differently and better.

Jennifer Buck, DNP
Nursing Awards of Excellence, Excellence in Advocacy Recipient

Indigenous Nursing & Anti-racism

As part of our commitment to becoming an actively anti-racist organization and advancing cultural safety in nursing, NNPBC continues to deepen its work in Indigenous-specific anti-racism (ISAR) and Indigenous nursing leadership. These efforts reflect our responsibility to uphold cultural safety, humility, and equity, and to help shape a health system where Indigenous nurses, patients, and communities are respected, supported and safe.

In 2024-2025, NNPBC advanced two key initiatives with funding support from the Ministry of Health's Office of Indigenous Health and Reconciliation. In a milestone for the organization, NNPBC hired its first Executive Director of Indigenous Nursing, a leadership role focused on strengthening the presence and influence of Indigenous nurses within NNPBC and across the province. Through networking with BC College of Nurses and Midwives and First Nations Health Authority, NNPBC established a foundational network of 65 Indigenous nurses from various nursing designations, domains of practice and geographic locations in B.C., including on and off-reserve organizations.

Through a one-year contract supported by the same funding, NNPBC also hired a dedicated Coordinator, Anti-racism, Justice and Equity Praxis Support Program to begin building internal structures that support Indigenous-specific anti-racism. This included establishing an internal ISAR working group to advance reconciliation and promote cultural safety and humility across the organization, and creating a

visual ISAR Framework and companion document that will be foundational tools for future cultural safety efforts within NNPBC.

Unfortunately these initiatives, in the iterations described, ended in September 2025 due to Ministry funding ending without renewal. NNPBC is grateful to everyone who contributed to and supported this work, and is committed to carrying its teachings with us in all that we do going forward.



Illustration by Rose S. of Tsartlip Nation

In 2023, NNPBC collaborated with Indigenous artist Rose S. of Tsartlip Nation to create a special hummingbird design for an Orange Shirt Day campaign. Featured on orange t-shirts, the hummingbird design helped NNPBC members to raise awareness about the impacts of residential schools on Indigenous communities. A portion of proceeds from shirt sales supported reconciliation initiatives, and the hummingbird design continues to guide NNPBC in our commitment to cultural safety and humility.

Nursing Initiatives for Primary Care

In August 2024, NNPBC, in partnership with the Ministry of Health, established [Nursing Initiatives for Primary Care](#) (NIPC), a province-wide program designed to support the integration of RNs and LPNs into Primary Care Patient Medical Homes. Through two key components, the Nursing Practice Success Program and the Primary Care Nursing Network, NIPC delivers targeted resources, tools, and professional supports to ensure nurses employed through Nurse In Practice funding are set up for long-term success in team-based primary care settings.

Practice Success Team for Primary Care Nurses

To transform how nursing is integrated into primary care, NNPBC established a dedicated team of RNs and LPNs within NIPC focused solely on advancing nursing practice in team-based care. This team works side-by-side with nurses and health system leaders to break down barriers and biases, strengthen role clarity, and enable nurses to deliver their highest level of care. Their work is unlocking the full potential of nursing in primary care, ensuring every RN and LPN can innovate, work at the top of their scope, and lead an autonomous nursing practice in improving care for patients and communities across B.C.



The Nursing Initiatives for Primary Care (NIPC) team supports the integration of RNs and LPNs into Primary Care Patient Medical Homes

Online Community of Practice

In January 2025, NNPBC launched the Collaboratorium, an online community of practice for RNs and LPNs working in primary care. The first of its kind in B.C., the Collaboratorium connects nurses across regions, enabling mentorship, peer learning, professional development, and shared practice excellence in a virtual environment accessible from anywhere in the province. Currently, the platform is available to nurses employed at a primary care clinic through a Nurse in Practice contract. As it grows, the platform will also support nursing-specific data collection, quality improvement efforts, and province-wide communication pathways, strengthening the collective voice and impact of nurses in primary care.

Nurse Practitioner Provincial Initiatives and Programs

Nurse practitioners (NPs) are essential to strengthening primary care across British Columbia, yet many, particularly those working as independent contractors, face gaps in the supports and resources available to them. The Nurse Practitioner Provincial Initiatives and Programs (NP-PIP), led by NNPBC and funded by the B.C. Ministry of Health, exists to help bridge those gaps.

Through NP-PIP, NPs gain access to tailored supports in quality improvement, mentorship, leadership development, cultural safety, and community building — resources that help them thrive in practice while enhancing access and care for patients. In 2024, NP-PIP launched several initiatives that are making a measurable difference in the lives of NPs and the communities they serve.

Quality Improvement: Clinical Efficiency Resource Awareness Project

In a first for B.C., NP-PIP launched a province-wide NP Quality Improvement (QI) project designed to enhance clinical efficiency and improve provider experience through the strategic use of technology. More than 70 NPs participated in the inaugural [Clinical Efficiency Resource Awareness QI Project](#), which supported NPs in streamlining care and improving access. Preliminary outcomes include:

- Patient attachment capacity increased from 55% to 62%
- Awareness of available technologies/resources increased from 55% to 100%
- Ability to leverage technology for efficiency increased from 52% to 82%
- Perceived work-life sustainability increased from 40% to 55%

Building on this success, NP-PIP looks forward to expanding QI offerings and deepening collaboration with the Health Data Coalition.



More than 70 nurse practitioners participated in the inaugural Clinical Efficiency Resource Awareness Quality Improvement Project

Cultural Competency and Anti-Racism Reimbursement Program



The NP-PIP team at a full-day cultural safety and decolonization workshop hosted by Len Pierre Consulting at Musqu'um Community Centre

In May 2024, NP-PIP launched a Cultural Competencies and Anti-Racism Reimbursement Program, empowering NPs to pursue learning in cultural safety, humility, and Indigenous health. Promotion of the program was led by the Provincial Regional Leadership Team (PRLT) through conferences, community of practice sessions, and 1:1 coaching. By year's end, 173 NPs submitted a total of 408 claims and over 1,945 learning hours were reimbursed.

Top courses included:

- Trauma-Informed Care E-Learning Series
- From Awareness to Action: Indigenous Cultural Safety, Cultural Humility, and Anti-Racism
- National Indigenous Cultural Learning Series

Additionally, NP-PIP's Indigenous Provincial Lead partnered with FNHA Medical Affairs to support 15 First Nations-led Primary Health Care Initiatives, as well as Indigenous NPs and those working in Indigenous communities.

To continue its own learning and growth, the NP-PIP team participated in a full-day workshop hosted by Len Pierre Consulting at Musqu'um Community Centre in November 2024, focused on cultural safety and decolonization.

Community of Practice & Coaching

The PRLT provided extensive coaching and mentorship support to more than 349 NPs throughout the year:

- 2,195 sessions supported over 300 FTEs in longitudinal care
- 1,361 additional sessions supported 118 system partners, including Divisions, PCNs, and interest groups

In parallel, the team delivered 10 Community of Practice meetings, reaching a cumulative 630 attendees. The top five reasons that NPs accessed the PRLT were clinical practice mentorship, contract navigation, reimbursement programs, conflict resolution, and leadership coaching.

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The incredible support through the mentorship and clinical skills has made a huge difference in my first year in a PCN contract. All the leadership made me feel supported and confident navigating the new world of primary care, and my regional lead has gone above and beyond... You’re very appreciated.

NP-PIP Experience Survey Respondent

Financials



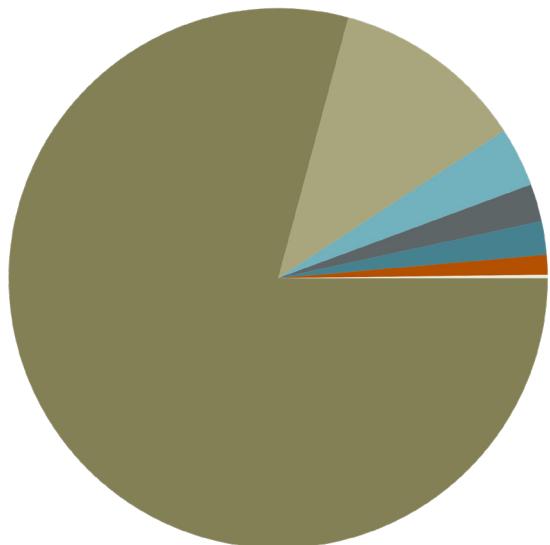
In early 2025, NNPBC received approval from the Canada Revenue Agency to change its fiscal year from a calendar year, January-December, to an April-March cycle. This change aligns our reporting with Ministry of Health contracts and the way our program budgets are structured.

As a result, in addition to the full audit of the year ended December 31, 2024, our auditors also conducted a review of the three-month stub period from January to March 2025. A review provides a lower level of assurance than a full audit, as it does not involve the same depth of testing or verification.

For both the audited year and the reviewed stub period, we've included charts showing revenues and expenditures at a glance. The complete audited financial statements and reviewed stub period statements are [available in full on our website](#).

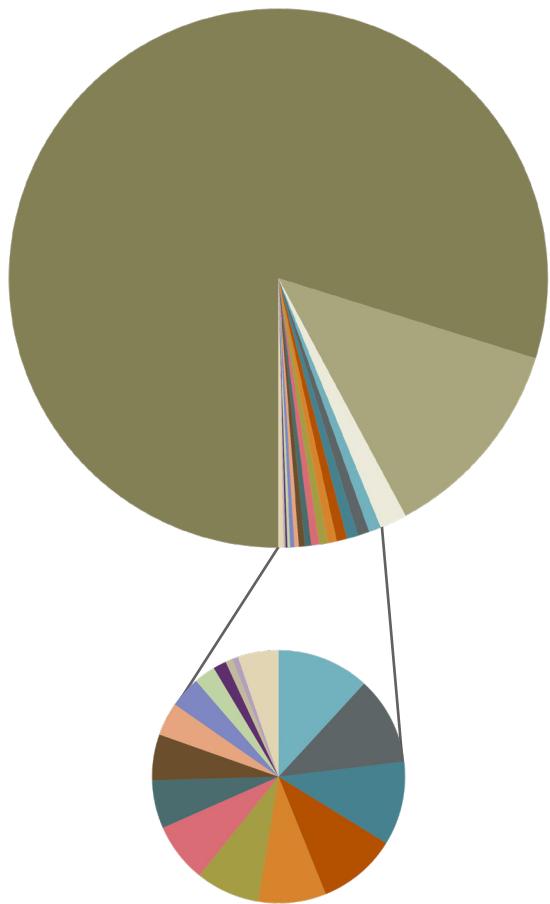
Year-end 2024 Financial Summary

Revenues



Ministry and Health Authority Contracts (note 5)*	\$	7,260,826
Membership Dues	\$	1,084,540
NP Restricted Fund	\$	326,259
Other Income (note 7)*	\$	206,253
Administrative Fees on Ministry Contracts	\$	183,977
Insurance Management Fees	\$	108,823
Job Posting	\$	17,760
Corporate Donation		-
Total	\$	9,168,438

Expenditures

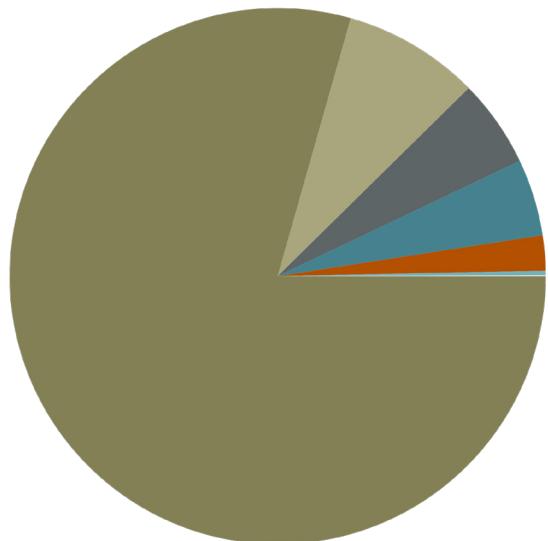


Ministry and Health Authority Contracts (note 5)*	\$	7,260,826
Salaries and Benefits	\$	1,124,936
Facilities (Rent) and Equipment	\$	147,875
NP Restricted	\$	88,824
Information Systems	\$	63,582
Professional Practice Support	\$	60,509
Consultants/HR Expenses	\$	57,036
Professional Fees - Audit	\$	49,030
Nursing Awards	\$	46,248
Insurance and Legal Support	\$	43,023
Engagement	\$	34,821
Government Relations	\$	33,101
Interest, Processing Fees and Bank Charges	\$	24,138
Office and Administration	\$	22,566
Council Governance	\$	15,579
General Communication	\$	9,453
Bad Debts	\$	5,260
Board Governance	\$	4,243
Amortization	\$	29,376
Total	\$	9,098,226

* See notes in NNPBC's audited financial statements for the year ended December 31, 2024.

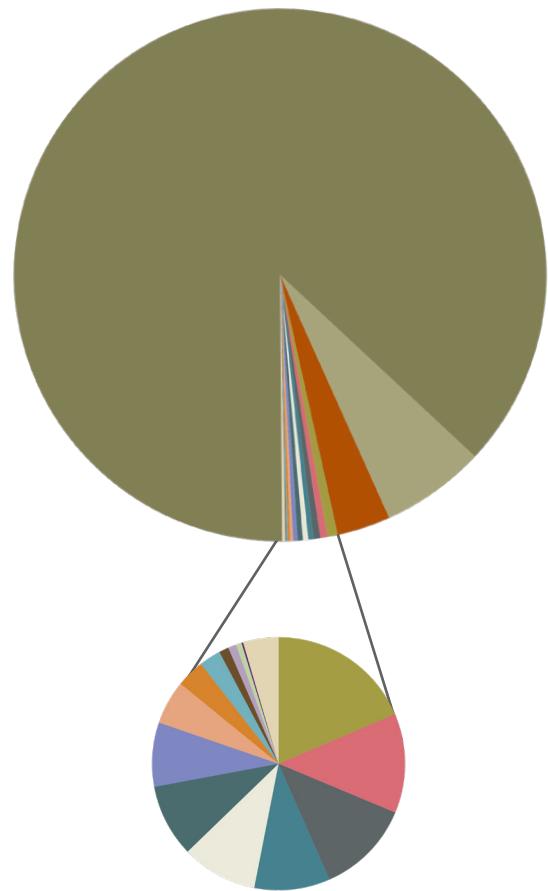
January to March 31, 2025 Financial Summary

Revenues



Ministry and Health Authority Contracts	\$	3,744,137
Membership Dues	\$	388,162
Other Income	\$	250,000
Administrative Fees on Ministry Contracts	\$	218,398
Insurance Management Fees	\$	100,000
NP Restricted Fund	\$	12,683
Job Posting	\$	2,500
Total	\$	4,715,880

Expenditures



Ministry and Health Authority Contracts	\$	3,965,735
Salaries and Benefits	\$	289,080
Consultants/HR Expenses	\$	38,023
Nursing Awards	\$	28,375
Insurance and Legal Support	\$	19,410
Information Systems	\$	18,441
Professional Practice Support	\$	14,795
Facilities (Rent) and Equipment (note 7)*	\$	14,774
Engagement	\$	14,200
Office and Administration	\$	12,524
Interest, Processing Fees and Bank Charges	\$	8,569
Professional Fees - Review	\$	5,460
NP Restricted	\$	4,229
Government Relations	\$	1,894
Board Governance	\$	1,595
Council Governance	\$	1,112
General Communication	\$	324
Amortization	\$	6,912
Total	\$	4,445,452

* See notes in NNPBC's reviewed financial statements for the three-month period ended March 31, 2025.



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