

June 3, 2014

Kyong-ae Kim, LL.B. (Ms)
Executive Director/Registrar
College of Registered Psychiatric Nurses of British Columbia
#307 – 2502 St. Johns Street
Port Moody, BC V3H 2B4

RE: Psychiatric Nursing Student Regulation by the College of Registered Psychiatric Nurses of British Columbia (CRPNBC)

Dear Ms. Kim,

On behalf of the BC Chief Nursing Officer (CNO) Council of BC, I am writing to follow up on some recent discussions between health authority stakeholders and CRPNBC related to the regulation of psychiatric nursing students to support their participation in the Employed Student Nurse (ESN) program within BC health authorities.

As you may know, the ESN program supports regulated nursing student employment in the health authorities to develop and integrate their nursing knowledge and skills within the workplace environment. Currently, the ESN program is available to students within registered nursing programs in BC. In collaboration with employers and as per the College of Registered Nurses of BC (CRNBC);

"In British Columbia, if a student nurse is employed in a health care setting and carrying out nursing activities they must be registered with CRNBC as an employed student nurse. They must work under the supervision of a named registered nurse.

Employed student nurses must be enrolled in good standing in an entry-level nursing education program during the employment period."

<https://cmbc.ca/WhatNursesDo/TypesOfNurses/Pages/EmployedStudentNurse.aspx>

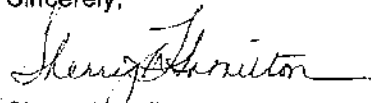
In order to facilitate psychiatric nursing student participation in the ESN program, registration with CRPNBC is required by the health authorities. Employing psychiatric nursing students as unregulated care providers does not meet the intent of the ESN program, and does not allow the student to develop and integrate their psychiatric nursing skills within the practice environment.

In addition, the student could be expected to achieve the requirements of other provider designations, either regulated or unregulated (e.g. LPN, HCW, Care Aide) to provide direct patient care within our environments, which would not meet the intent of carrying out nursing activities that utilize their developing competencies in psychiatric nursing.

Given the importance placed on psychiatric nursing in BC and the value of psychiatric nursing students participating in the ESN program, the CNOs would like to support any discussions you may be considering at CRPNBC regarding pursuing the regulation of psychiatric nursing students which would support their employment in this capacity.

The CNO's appreciate your consideration of this request and look forward to your response. Please let me know if other information is required.

Sincerely,



Sherry Hamilton,
Chief Nursing & Liaison Officer
Provincial Health Services Authority

cc. BC CNO Council

Murdock, Melissa HLTH:EX

From: Beckett, Daryl K HLTH:EX
Sent: Wednesday, August 6, 2014 8:31 AM
To: McLachlan, Debbie HLTH:EX
Cc: Brown, Kevin HLTH:EX
Subject: Re: Employed Student Psych Nurses

Just to be clear -- she thought that RN students were being hired as ESN after first year, and so that would make it easy for CRPNBC to adopt what CRNBC has done. I'm not sure if she knows what RPN students have attained before being hired into ESN-like roles currently.

From: McLachlan, Debbie HLTH:EX
Sent: Wednesday, August 06, 2014 08:18 AM
To: Beckett, Daryl K HLTH:EX
Cc: Brown, Kevin HLTH:EX
Subject: Re: Employed Student Psych Nurses

Thanks Daryl for the heads up. Concerning that are using after first year. Kevin and I will discuss issue.

From: Beckett, Daryl K HLTH:EX
Sent: Tuesday, August 05, 2014 12:05 PM Pacific Standard Time
To: Brown, Kevin HLTH:EX; McLachlan, Debbie HLTH:EX
Subject: FW: Employed Student Psych Nurses

I spoke with Kyong-ae this morning. She advises they are being pressed by CNOs to move on this. Apparently some HAs particularly Fraser have been hiring psych nurse students without understanding, until recently, that they are not regulated by CRPNBC in the way ESNs are regulated by CRNBC. She is not aware of the arrangements if any between employer and union that supports an employed psych nurse student program, and she is under the impression that ESNs are being hired after completing first year not second. CRPNBC isn't all that keen to pursue this unless HAs and MOH really want it, and to the extent possible would like to copy whatever CRNBC has done for ESNs. I suggested she indicate to Sherry that CNOs need to approach your area directly to ascertain whether MOH supports this as a policy direction before any bylaw drafting and other implementation work is done by CRPNBC.

Daryl K. Beckett, JD | Director, Professional Regulation | Health Sector Workforce Division | BC Ministry of Health | 250-952-2303 | [Professional Regulation Home](#)

From: Kyong-ae Kim [mailto:KKim@crpnbc.ca]
Sent: Wednesday, July 16, 2014 7:18 PM
To: Beckett, Daryl K HLTH:EX
Subject: Employed Student Nurses

Daryl, I would like to arrange a time to talk with you about the possibility of psychiatric nursing Employed Student Nurses (ESNs). As you may recall, CRNBC regulates ESNs as a class of registrant, but we do not. However, the health authorities have indicated to us that they would like CRPNBC to also regulate ESNs. The attached letter from the CNO Council indicates this. After considering the circumstances, our Board has given the go ahead to moving forward with a bylaw change to permit regulation of psychiatric nursing ESNs. The Board is aware this will involve a great deal of work and resources on our part.

To assist in our discussion, I am including below excerpts from a memo I did to our Board, which provide more background information. I would like to discuss whether you see any problems with what we propose to do and what advice you may have regarding the potential bylaw revisions.

I am available Friday morning, or next week on Monday ^{S.22} Thursday or Friday. Please let me know when would be good for us to talk, and I will send an Outlook invitation. Thanks,

Kyong-ae

CRNBC defines **Employed Student Nurse** as: "The employment role in which a nursing student is employed in a health care setting during or between terms of their education program, in accordance with CRNBC Bylaws. Being an employed student nurse offers students the opportunity to consolidate skills learned during their nursing education program."

By definition, ESNs are employed and are not the same as students doing a clinical placement as part of their practicum.

The legal authority for an ESN to perform any activity within the scope of a Registered Nurse exists only through regulatory supervision. Within the framework of the *Health Professions Act*, only a registrant of that same profession can provide regulatory supervision.

In other words, an ESN cannot practice within a nursing scope unless they are regulated. Without regulation, they are no different from an unregulated healthcare worker, which is how student nurses were employed in the past. As an unregulated healthcare worker, what they are permitted to do must be defined by the employer rather than a legislated scope of practice. One benefit of allowing ESNs is that the student has the opportunity to integrate theory into practice and potentially graduate with a more integrated set of nursing competencies.

CRPNBC's bylaws provide for a student class of registration, but this has never been implemented. There is no class of registration for ESNs.

Since the development of the registered nurse ESN role, some health authorities have hired psychiatric nursing students as "ESNs." While most health authorities hire only 2 or 3 a year, Fraser Health hires approximately 80 per year.

There are approximately 400-500 psychiatric nursing students in BC at any given time. Of these, only second and third year students would be eligible for an ESN position, i.e., approximately 160.

This year, several health authorities have contacted us regarding the legislative authority for psychiatric nursing ESNs to practice. This is probably due to the increased interest around the regulatory environment that we are seeing from employers.

What we have found is a lack of understanding among health authorities about psychiatric nursing "ESNs." Some appear to have assumed that psychiatric nursing ESNs are regulated by CRPNBC, just as CRNBC regulates their ESNs. Others are aware that we do not regulate ESNs but appear not to have thought through the issue of the scope of practice of psychiatric nursing ESNs. One health authority indicated that psychiatric nursing ESNs perform nursing activities based on decision support tools. So the employer is defining the role. However, this does not address the question of the underlying authority to perform a restricted activity.

There may be some leeway at the moment since the list of restricted activities under the *Health Professions Act* has not yet been proclaimed and brought into force. So, arguably, there are no legislated restrictions on psychiatric nursing "ESNs" performing these activities. However, this is a doubtful argument since if a healthcare worker cannot perform a restricted activity, it is hard to justify a rationale for student psychiatric

nurses performing them. In any case, the problem becomes acute once the list of restricted activities is proclaimed.

At that point, unless CRPNBC regulates ESNs, or employers are willing to set up formal delegation of activities to psychiatric nursing ESNs (an onerous process), they will be limited to doing only what any other unregulated healthcare worker can do.

The regulation of ESNs would require: passing a bylaw for a new registrant category, arranging insurance, setting fees, modifying our online registration system, creating a practice standard for ESNs, admitting and removing each ESN to the register at the beginning and end of their period of employment each year, and monitoring their practice (complaints, inquiry, discipline).

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Regulating psychiatric nurses to ensure safe and ethical care

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Please consider the environment before printing this email.

MacKinnon, Mark HLTH:EX

From: McLachlan, Debbie HLTH:EX
Sent: Friday, September 19, 2014 8:27 AM
To: Jodouin, Laurianne HLTH:EX
Cc: Brown, Kevin HLTH:EX; MacKinnon, Mark HLTH:EX
Subject: FW: RPN student nurses

Good Morning Laurianne:

Wondering what your schedule is like next week so that we can commence work on the concept of Employed Student Nurse for psychiatric nursing students?

From: MacKinnon, Mark HLTH:EX
Sent: Friday, September 19, 2014 6:42 AM
To: McLachlan, Debbie HLTH:EX
Subject: RE: RPN student nurses

Thanks Debbie.

From: McLachlan, Debbie HLTH:EX
Sent: September-18-14 6:04 PM
To: MacKinnon, Mark HLTH:EX
Cc: Brown, Kevin HLTH:EX; Jodouin, Laurianne HLTH:EX
Subject: Re: RPN student nurses

Yes and happy to work with LJ on this sine is linked to education. Let's discuss LJ

From: MacKinnon, Mark HLTH:EX
Sent: Thursday, September 18, 2014 05:05 PM Pacific Standard Time
To: McLachlan, Debbie HLTH:EX
Cc: Brown, Kevin HLTH:EX; Jodouin, Laurianne HLTH:EX; MacKinnon, Mark HLTH:EX
Subject: RPN student nurses

Hi there,

Would it make sense for us to connect with Laurianne on this one? I'm not entirely sure what is involved in what the CNO's asked for, or who would play a role in enabling it.

Thanks,

M

Mark MacKinnon
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Health Sector Workforce Division
Ministry of Health
3rd Flr, 1515 Blanshard, Victoria, BC V8W 3C8
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Mobile: s.17

MacDonald, Aaron HLTH:EX

From: Westgate, Brian A HLTH:EX
Sent: Thursday, June 4, 2015 7:51 AM
To: MacDonald, Aaron HLTH:EX
Subject: FW: RPN ESNs

Brian Westgate
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-----Original Appointment-----

From: Westgate, Brian A HLTH:EX
Sent: Monday, April 20, 2015 9:16 AM
To: Biagioni, Karla HLTH:EX
Subject: Accepted: RPN ESNs
When: Tuesday, April 21, 2015 2:00 PM-2:30 PM (UTC-08:00) Pacific Time (US & Canada).
Where: t/con

Jodouin, Laurianne HLTH:EX

From: Kyong-ae Kim <KKim@crpnbc.ca>
Sent: Monday, December 15, 2014 1:12 PM
To: Jodouin, Laurianne HLTH:EX; McLachlan, Debbie HLTH:EX
Subject: ESNs

Thank you for the call today. Can you please copy me on your message to the CNOs so that I know when that has been sent and what has been said? We can then follow up with the health authorities at an operational level.

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Regulating psychiatric nurses to ensure safe and ethical care

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Please consider the environment before printing this email.

Jodouin, Laurianne HLTH:EX

From: Biagioni, Karla HLTH:EX
Sent: Wednesday, April 15, 2015 10:55 AM
To: Westgate, Brian A HLTH:EX
Cc: Jodouin, Laurianne HLTH:EX
Subject: RPN notes for CRPNBC

Hi Brian – here are my thoughts to help with drafting the email to K.Kim

Thanks again

CRPNBC ESN Operational considerations/Questions to Consider

- CRPNBC practice standards and policies for registering ESNs - set standards including standards, limits and conditions related to scope of practice/ determine aspects of practice to be permitted
- Requirements for continuing competence and QA or Renewal?
- Oversight of student registrants
- Supervision of RPN ESN students (RN and/or RPN supervision)
- Ensure standards align with policies
- Determine entry level requirements; and assess the individual against those requirements
- Entry point for students and what is the definition of minimum entry requirements
- Engagement with the following stakeholders and define roles and responsibilities for CRPNBC, Educator and the Ministry:
 - Ministry of Health
 - Health Authorities
 - CRNBC
 - AVED
- CRPNBC will need to determine, assess and manage the above regulatory components for this employed student role.

Areas to Clarify

- Will there be private employers to consider?
- Is there a need to address out-of province nursing student registrants?
- Is the intent of the program for the acute care setting only or are there other areas (e.g. public health) and would the requirements be different?

Karla Biagioni, MA
Manager, Health Professions
Workforce Planning & Management, Ministry of Health
☎: (250)-952-2257
Karla.Biagioni@gov.bc.ca

MacDonald, Aaron HLTH:EX

From: Westgate, Brian A HLTH:EX
Sent: Thursday, June 4, 2015 7:50 AM
To: MacDonald, Aaron HLTH:EX
Subject: FW: ESN communications

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From: Westgate, Brian A HLTH:EX
Sent: Tuesday, April 21, 2015 2:55 PM
To: Biagioni, Karla HLTH:EX
Subject: RE: ESN communications

Let's see how far she gets. I said it in the email so I think we are fine.

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From: Biagioni, Karla HLTH:EX
Sent: Tuesday, April 21, 2015 2:41 PM
To: Westgate, Brian A HLTH:EX
Subject: RE: ESN communications

I wonder if we should remind her that the items you identified in your previous email are "not an exhaustive list and I suspect that other issues may arise during consultation".

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☎: (250)-952-2257 | karla.biagioni@gov.bc.ca

From: Kyong-ae Kim [<mailto:KKim@crpnbc.ca>]
Sent: Tuesday, April 21, 2015 2:31 PM
To: Westgate, Brian A HLTH:EX

Cc: Brown, Kevin HLTH:EX; MacKinnon, Mark HLTH:EX; Biagioni, Karla HLTH:EX; McLachlan, Debbie HLTH:EX; Chu,

Mary HLTH:EX; Biagioni, Karla HLTH:EX; Fiona Ramsay

Subject: RE: ESN communications

Brian and Karla, thanks for the call this afternoon. As discussed, we will try our best to have the items identified in Brian's email completed by October 2 when our Board meets. I understand that you cannot comment at this stage on whether shortening of the posting or filing period is appropriate. I know we will all do our best to facilitate the existence of an ESN program next year, but I agree that we can't control whether the timing will work out or what employers choose to do.

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Regulating psychiatric nurses to ensure safe and ethical care

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Please consider the environment before printing this email.

From: Westgate, Brian A HLTH:EX [<mailto:Brian.Westgate@gov.bc.ca>]

Sent: April-16-15 9:57 AM

To: Kyong-ae Kim

Cc: Brown, Kevin HLTH:EX; MacKinnon, Mark HLTH:EX; Biagioni, Karla HLTH:EX; McLachlan, Debbie HLTH:EX; Chu, Mary HLTH:EX

Subject: Re: ESN communications

Hello Kyong-ae.

Karla Biagioni recently sent me your email regarding your proposal for an employed student nurse program for RPNs. As I am the individual who will be reviewing any proposed bylaw changes we thought it would be best that I responded.

As you state in your email, bylaw amendments will be required to move this proposal forward.

As you are aware my team is focused on the backlog in bylaw amendments and have requested the colleges to hold off on submitting new bylaw amendments until such time the backlog has been cleared (this is planned for the end of August of this year) or unless they are of sufficient urgency that they warrant our attention.

As you noted in your email much work still needs to be done on this proposal.

Prior to sending in your bylaws for review (prior to posting) I would like to request that you:

- Complete and get board approval for the CRPNBC Practice Standard – Employed Student Nurses
- Complete the Policies and procedures for entering ESNs to the register
- Sort out the issue around RN's and RPN's supervising RPN ESNs
- Complete engagement with the identified stakeholders

This is not an exhaustive list and I suspect that other issues may arise during consultation that may need to be addressed prior to bylaw amendments being submitted. Also this information will help inform the development and review of the proposed bylaw amendments. I know this will mess with the timelines you have laid out but I hope you

will appreciate the need to make sure the board, the MOH and stakeholders are satisfied with the proposed solution before moving forward.

Feel free to contact me if you have any questions.
Have a great day.

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Brian.westgate@gov.bc.ca

From: Biagioni, Karla HLTH:EX
Sent: Friday, April 10, 2015 2:33 PM
To: Westgate, Brian A HLTH:EX
Subject: FW: ESN communications

FYI see Kyong-ae's email below. Thanks Brian – have a great weekend.

Karla Biagioni, MA | Manager, Health Professions | Workforce Planning & Management | Ministry of Health |
☎: (250)-952-2257 | karla.biagioni@gov.bc.ca

From: Kyong-ae Kim [<mailto:KKim@crpnbc.ca>]
Sent: Tuesday, March 24, 2015 12:26 PM
To: Biagioni, Karla HLTH:EX
Cc: Chu, Mary HLTH:EX; McLachlan, Debbie HLTH:EX; Jodouin, Laurianne HLTH:EX; Fiona Ramsay
Subject: RE: ESN communications

As discussed during our call, our office has now developed a work plan and timeline for possible implementation of an ESN policy for psychiatric nursing students. We are targeting starting the program January 4, 2016, to allow time for hiring for the summer of 2016.

Our intention is to engage the following stakeholders in order to complete the necessary work:

- Ministry of Health
- Health Authorities
- BCNU
- CRNBC
- RPN educational programs

Given the need to provide notice of registration bylaw changes (90 days) followed by any revisions and a 60 day filing period, we are targeting July 2015 for posting notice of the proposed bylaw change to add the ESN category of registration and relevant fees.

We also anticipate having the following ready for approval by the CRPNBC Board of Directors on October 2nd, 2015:

- CRPNBC Practice Standard – Employed Student Nurses
- Policies and procedures for entering ESNs to the register

Both in the telephone discussion giving us the green light to proceed with this work, and in your email below, the Ministry has suggested that supervision of RPN ESNs will be provided by RNs or RPNs. This would certainly be our expectation for employment supervision. However, we note that CRNBC has taken the position that regulatory supervision of RN ESNs can only be provided by RNs. We will need to explore whether this is the result of legal constraints or a policy approach on the part of CRNBC. If the latter, we would support both RN and RPN ESNs being interchangeably supervised by RNs or RPNs, as appropriate to the setting, but this will require CRNBC's agreement.

If you have any questions or concerns, please let us know.

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-----Original Message-----

From: Kyong-ae Kim
Sent: March-24-15 8:25 AM
To: Biagioni, Karla HLTH:EX
Cc: Chu, Mary HLTH:EX; McLachlan, Debbie HLTH:EX; Jodouin, Laurianne HLTH:EX
Subject: Re: ESN communications

Thank you, that is helpful. We will provide the same message to students who inquire

Sent from my iPhone

> On Mar 23, 2015, at 5:25 PM, Biagioni, Karla HLTH:EX <Karla.Biagioni@gov.bc.ca> wrote:
>
> Hello Kyong-ae
>
> The Ministry has not developed or released a public announcement with regards to the process and next steps with regards to RPN employed student nurses - I will ask Laurianne Joudin to comment and provide feedback on this also as the Professional Regulation and Oversight branch is taking the lead on this.
>
> Our branch is responsible for responding to student inquires - we are in the process of providing students with feedback indicating that the Ministry has requested that CRPNBC work collaboratively with the health authorities and CRNBC on the necessary work related to the possible implementation of a RPN ESN policy, to ensure safety for the public as well as for RPN students and their RN/RPN supervisors. CRPNBC will be copied on all correspondence to RPN students on this inquiry.
>
> I hope this is helpful.
>
> Karla
>

> Karla Biagioni, MA | Manager, Health Professions | Workforce Planning & Management | Ministry of Health | : (250)-952-2257 | karla.biagioni@gov.bc.ca

>

>

> -----Original Message-----

> From: Kyong-ae Kim [<mailto:KKim@crpnbc.ca>]

> Sent: Monday, March 23, 2015 8:40 AM

> To: McLachlan, Debbie HLTH:EX

> Subject: ESN communications

>

> Debbie, will the Ministry be making any public announcement about the green light for our college to work on the ESN issue? We have not said anything publicly and I'm wondering what we should say when we get inquiries?

>

> Sent from my iPhone

>

MacDonald, Aaron HLTH:EX

From: Westgate, Brian A HLTH:EX
Sent: Thursday, June 4, 2015 7:51 AM
To: MacDonald, Aaron HLTH:EX
Subject: FW: CRPNBC Voicemail

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From: Westgate, Brian A HLTH:EX
Sent: Friday, April 17, 2015 10:58 AM
To: Biagioni, Karla HLTH:EX
Subject: Re: CRPNBC Voicemail

Sounds like we have a plan. Let me know when you would like to speak to her and I would be happy to join you.

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From: Biagioni, Karla HLTH:EX
Sent: Friday, April 17, 2015 10:55 AM
To: Westgate, Brian A HLTH:EX
Subject: RE: CRPNBC Voicemail

Agree. I think she also needs to be reminded of her role -- in that she should not be focused on appeasing upset students

Karla Biagioni, MA | Manager, Health Professions | Workforce Planning & Management | Ministry of Health |
☎: (250)-952-2257 | karla.biagioni@gov.bc.ca

From: Westgate, Brian A HLTH:EX
Sent: Friday, April 17, 2015 10:53 AM

To: Biagioni, Karla HLTH:EX
Subject: Re: CRPNBC Voicemail

No surprises here however the Ministry has other higher priorities than this. I think that is the piece we will have to articulate. We support it for sure and will get to it but have other higher priorities we have to get to first. Also if she has all her ducks in a row we won't have to waste time reprocessing things because of new information and mistakes made early on.

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From: Biagioni, Karla HLTH:EX
Sent: Friday, April 17, 2015 10:44 AM
To: Westgate, Brian A HLTH:EX
Subject: RE: CRPNBC Voicemail

Thanks Brian

In case we don't touch base I will provide a fairly verbatim email of the voice message Kyong-ae Kim left for me (yesterday at 3:14pm).

In her message she mentions "Brains email about the bylaw changes required for the RPN ESN program and what he wants to see happen before we can submit any bylaws". This is "fine" by Kyong-ae but she "wanted to let the Ministry know that with this there is no way the program will be ready in time for next summer's hiring" and that she would "like to talk with us about why this is the case".

She also mentioned they were working towards a schedule to permit the hiring of students next year, because students were upset and this was raised by students and employers.

That was her message.

It might be a good idea for you and I to have a call with her together sometime next week.

Let me know what you think – thanks (happy Friday)

Karla

Karla Biagioni, MA | Manager, Health Professions | Workforce Planning & Management | Ministry of Health |
☎: (250)-952-2257 | karla.biagioni@gov.bc.ca

From: Westgate, Brian A HLTH:EX
Sent: Friday, April 17, 2015 10:21 AM
To: Biagioni, Karla HLTH:EX
Subject: RE: CRPNBC Voicemail

Hi Karla thanks for this. s.22

but will try to find time to call you today at some point.

Brian Westgate
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From: Biagioni, Karla HLTH:EX
Sent: Friday, April 17, 2015 7:42 AM
To: Westgate, Brian A HLTH:EX
Cc: Jodouin, Laurianne HLTH:EX; Chu, Mary HLTH:EX
Subject: CRPNBC Voicemail

Hi Brian

Received a lengthy voice message from K.Kim this morning. Once our admin get here I will have someone forward the message for you to listen. We should discuss.

Karla

Karla Biagioni, MA
Manager, Health Professions
Workforce Planning & Management, Ministry of Health
☎: (250)-952-2257
Karla.Biagioni@gov.bc.ca

MacDonald, Aaron HLTH:EX

From: Westgate, Brian A HLTH:EX
Sent: Thursday, June 4, 2015 7:52 AM
To: MacDonald, Aaron HLTH:EX
Subject: FW: Next steps - RPN Employed Student Nurses

Brian Westgate
Director of Regulatory Initiatives, Professional Regulation and Oversight
Health Sector Workforce Division
Ministry of Health | 1515 Blanshard Street | PO Box 9649 STN PROV GOVT
Victoria BC V8W 9P4

Phone: 250-952-1204
Mobile: s 17
Brian.westgate@gov.bc.ca

From: Westgate, Brian A HLTH:EX
Sent: Monday, April 13, 2015 7:57 AM
To: Chu, Mary HLTH:EX; Biagioni, Karla HLTH:EX; Jodouin, Laurianne HLTH:EX
Subject: Next steps - RPN Employed Student Nurses

s.22 . I could call in or we could reschedule the meeting. Let me know what works best for you. My apologies.

Organizer: Chu, Mary HLTH:EX
When: 2:00 PM - 2:30 PM April 13, 2015
Subject: Next steps - RPN Employed Student Nurses
Location: HLTH R 222 HLTH:EX

Brian Westgate
Director of Regulatory Initiatives, Professional Regulation and Oversight
Health Sector Workforce Division
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Page 18 to/à Page 21

Withheld pursuant to/removed as

s.13

Pedro, Jodi HLTH:EX

From: Brown, Kevin HLTH:EX
Sent: Friday, March 13, 2015 11:44 AM
To: Patterson, Ted HLTH:EX; MacKinnon, Mark HLTH:EX
Subject: FW: ESN - RPNs

Follow Up Flag: Follow up
Flag Status: Flagged

Not a substitute for a direct meeting, but here is a quick update from Deb around the work that is underway regarding ESN – RPNs.

K

From: McLachlan, Debbie HLTH:EX
Sent: Friday, March 13, 2015 11:35 AM
To: Brown, Kevin HLTH:EX
Cc: Biagioni, Karla HLTH:EX
Subject: RE: ESN - RPNs

Hi Kevin:

Recently Lynn Stevenson had an in person meeting with the CNO council and the ESN RPN issue was on the agenda (Karla and I dialed in). It was decided that the council will work with the College of Psychiatric Nurses of BC to prepare a package for government for moving this forward. The College has considerable work to do (e.g. bylaw amendments) and will need to connect with CRNBC in terms of ensuring standards are aligned because some of the students are actually supervised within the health authorities by RNs. Also, collaboration is required with AVED/PSIs to ensure a formal entry point considering that there is a three year diploma and four year degree within the province. This is doable and was our messaging to health authorities, students, and the college is that it is a recognized consolidation tool for entry to practice – we also acknowledge the need for mental health professionals.

As follow up – I called the registrar at CRPNBC (Kyong-ae) to provide the same messaging that Lynn did for the CNOs and that the college connect with the CNOs to move forward with the necessary work– Kyong-ae was delighted with the news but stated that work from her end would not be possible until sometime in June. I also invited Laurianne from Mark's shop to the call with Kyong-ae as this work is now the responsibility of Regulation and Oversight. So Laurianne is now taking the lead and agreed to connect with Kyong-ae for next steps.

I also provided the Deans and Directors (yesterday) with this update and briefly touched base with the CNO rep at the meeting(Brenda Booy) to confirm the messaging –

I hope this information is enough for Ted and Mark – if not please let me know and I can elaborate further.

Begin forwarded message:

From: "MacKinnon, Mark HLTH:EX" <Mark.MacKinnon@gov.bc.ca>
Date: March 13, 2015 at 10:51:25 AM PDT
To: "Patterson, Ted HLTH:EX" <Ted.Patterson@gov.bc.ca>, "Brown, Kevin HLTH:EX"

<Kevin.Brown@gov.bc.ca>

Cc: "Murray, Heather HLTH:EX" <Heather.Murray@gov.bc.ca>

Subject: RE: ESN - RPNs

I think this also came up in the context of a recent FOI request. Heather, do you still have the FOI materials?

From: Patterson, Ted HLTH:EX

Sent: March-13-15 10:49 AM

To: Brown, Kevin HLTH:EX; MacKinnon, Mark HLTH:EX

Subject: ESN - RPNs

Kevin, Mark,

Just reviewing some bullets in eapprovals re: ESN RPNs. I want to have a discussion with you about why we can't move forward with this?

T

Ted Patterson
Assistant Deputy Minister
Health Sector Workforce Division
Ministry of Health
(250) 952-3465
(250) 514-5455

Pedro, Jodi HLTH:EX

From: McLachlan, Debbie HLTH:EX
Sent: Thursday, January 22, 2015 3:58 PM
To: XT:Booy, Brenda HLTH:IN; XT:McRae, Glenn HLTH:IN; XT:Anguish, Penny HLTH:IN; XT:Hamilton, Sherry HLTH:IN; XT:Heppell, Leanne HLTH:IN; XT:Wannamaker, Susan HLTH:IN; XT:Nedzelski, Dawn VIHA:IN
Cc: 'Kyong-ae Kim'; Stevenson, Lynn HLTH:EX; Brown, Kevin HLTH:EX; Patterson, Ted HLTH:EX
Subject: Ministry of Health position statement to CNOs regarding RPN ESN 1026976
Follow Up Flag: Follow up
Flag Status: Flagged

Good Afternoon:

RE: Employed Student Nurse (ESN) Program for Registered Psychiatric Nurses (RPN).

We understand that CNOs have recently received a letter from CRPNBC regarding the discussion of an ESN program for RPNs. We appreciate communications coming from this important stakeholder. It is the Ministry's responsibility to communicate our position regarding this matter, therefore we are sending this communication to you today.

The Ministry recognizes the merits of an ESN framework for RPN students, and understand that this model is a proven practice ready tool that supports closing the gap between education and practice for Registered Nurse students who engage in the ESN program.

As discussed with Brenda Booy by telephone on January 16th, 2015, broader Ministry priorities make timing a challenge, and although moving forward with this endeavor provincially is not currently a Ministry priority, the Ministry is open to revisiting the subject in the future.

The Ministry values and respects our important stakeholders, and we look forward to our continued collaborative efforts on behalf of the citizens of British Columbia.

Sincerely,

Debbie McLachlan, RN MN
Director Education and Training
Work Force Planning and Management Branch
Ministry of Health

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Pedro, Jodi HLTH:EX

From: Brown, Kevin HLTH:EX
Sent: Friday, January 16, 2015 2:13 PM
To: Stevenson, Lynn HLTH:EX
Cc: Patterson, Ted HLTH:EX; McLachlan, Debbie HLTH:EX
Subject: Closing the Loop re RPN as ESN

Follow Up Flag: Follow up
Flag Status: Flagged

Lynn, thanks again for the call yesterday. We just wanted to close the loop as discussed. Debbie was able to connect with Kyong-ae, and had a very good conversation about extending professional courtesy and working together for on-going collaboration. To that end, Debbie will be providing Kyong-ae with the messaging that will be sent to CNOs clarifying the Ministry's position around RPN's working as ESNs (i.e. not a priority at this time, but not a foreclosure of the possibility). We also spoke to Brenda Booy this afternoon to confirm as suspected that the CNOs would appreciate a clarification from the Ministry and she reiterated the Councils' position that CNOs are immediately supportive of RPNs as ESNs.

I think we're in a much better position than where we were at this time yesterday morning! Thanks again and have a great weekend.

K

Pedro, Jodi HLTH:EX

From: Kyong-ae Kim <KKim@crpnbc.ca>
Sent: Thursday, January 15, 2015 10:50 AM
To: Patterson, Ted HLTH:EX
Subject: Relationship with Ministry of Health
Attachments: RE: ESNs; Re: call today; Employed Student Nurses (ESNs)

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Mr. Patterson:

As promised, attached are the email exchanges I have had with Debbie McLachlin regarding the issue of ESNs.

The first email exchange confirms my understanding following the first call in December that the Ministry would be sending a letter to the CNOs regarding the decision. Ms. McLachlin did not disagree with this in her response to me.

The second email exchange responds to Ms. McLachlin's request that I let her review a draft of my letter to the CNOs since it will mention the Ministry (a reference to our agreement that I would now write to the CNOs and explain this was the Ministry's decision). It also comments on the discussion we had in December about clinical placement capacity being an issue for the Ministry. Ms. McLachlin responds that a cc of the letter to her is fine.

The third email sends Ms. McLachlin a copy of the letter to the CNOs, which was sent yesterday.

As I said during our call, I am very distressed by the suggestion that I may have misrepresented the Ministry, deliberately or otherwise. I do value the relationship I have with the Ministry and its staff and would never do anything to consciously jeopardize that. I hope you can accept my apologies for any unintended problems caused to the Ministry.

Respectfully,

Kyong-ae Kim, LL.B. (Ms) | Executive Director/Registrar
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Regulating psychiatric nurses to ensure safe and ethical care

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Please consider the environment before printing this email.

Pedro, Jodi HLTH:EX

From: McLachlan, Debbie HLTH:EX
Sent: Monday, December 15, 2014 1:25 PM
To: Kyong-ae Kim; Jodouin, Laurianne HLTH:EX
Cc: Biagioni, Karla HLTH:EX; Mullane, Aleta HLTH:EX; Brown, Kevin HLTH:EX
Subject: RE: ESNs

Absolutely

From: Kyong-ae Kim [<mailto:KKim@crpnbc.ca>]
Sent: Monday, December 15, 2014 1:12 PM
To: Jodouin, Laurianne HLTH:EX; McLachlan, Debbie HLTH:EX
Subject: ESNs

Thank you for the call today. Can you please copy me on your message to the CNOs so that I know when that has been sent and what has been said? We can then follow up with the health authorities at an operational level.

Kyong-ae Kim, LL.B. (Ms) | Executive Director/Registrar
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Pedro, Jodi HLTH:EX

From: McLachlan, Debbie HLTH:EX
Sent: Friday, January 9, 2015 6:09 PM
To: Kyong-ae Kim
Cc: Biagioni, Karla HLTH:EX
Subject: Re: call today

Thank you kyong-ae. Sounds reasonable. Have a good weekend.

From: Kyong-ae Kim [<mailto:KKim@crpnbc.ca>]
Sent: Friday, January 09, 2015 05:48 PM Pacific Standard Time
To: McLachlan, Debbie HLTH:EX
Cc: Biagioni, Karla HLTH:EX
Subject: RE: call today

Hi Debbie:

Thanks for your call today. I am glad you clarified what has happened since our last call and the Ministry's expectations. I had understood from our December call and the subsequent email exchange (attached) that you would write to the CNOs regarding the Ministry's decision at this time not to move forward with permitting the regulation of psychiatric nursing ESNs, and I was waiting for that to happen before communicating with the health authorities. Since you say that Lynn Stevenson has communicated the decision orally to the CNOs and a letter will not be forthcoming, I will confirm in writing to Sherry Hamilton what you have communicated to me and I will reiterate to the CNOs that CRPNBC does not regulate ESNs and the consequences of that.

While the regulation of psychiatric nursing ESNs is not a priority for the Ministry at this time, I was pleased to hear you comment today that the Ministry recognizes that the whole issue of ESNs will need examination. There is a lot of confusion among employers, educators and nurses caused by the bifurcated system of allowing ESNs for RNs but not RPNs. The capacity for clinical placements that you identified in our December call as a reason for not allowing psychiatric nursing ESNs is definitely a concern for nursing as a whole, but the number of RPN students (about 200 graduates per year) is really a drop in the bucket compared to the thousands of RN students, so if the existence of ESNs (effectively, registered nursing ESNs) is causing the clinical placement crisis, that is something that should be looked into. From the perspective of an effectively functioning health care system for the public, I do look forward to a more harmonized and logically consistent approach to the question of ESNs, and how students can best be prepared for the work force by consolidating their theory into practice while meeting the needs of employers and the public.

With respect to your request below, I am mindful of CRPNBC's status as a self-regulating body and I am concerned about the potential for perception that the Ministry is vetting CRPNBC's letters. I am sure that is not your intention, and I do not wish to seem uncooperative, but I would feel more comfortable if I simply copy you with the letter to the CNOs, which I am glad to do. That way, you can respond if you believe anything needs clarification or correction. I hope this is a satisfactory resolution.

Regards,

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From: McLachlan, Debbie HLTH:EX [<mailto:Debbie.McLachlan@gov.bc.ca>]
Sent: January-09-15 3:51 PM
To: Kyong-ae Kim
Cc: Biagioni, Karla HLTH:EX
Subject: call today

Hi Kyong-ae:

Thank you for the call today – and agreeing to providing the CNOs with written messaging regarding the RPN issue and public safety. As you will be mentioning the Ministry in the letter, I would appreciate a chance to review prior dissemination.

Kind regards,

Debbie McLachlan, RN MN
Director Education and Training
Work Force Planning and Management Branch
Ministry of Health

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Pedro, Jodi HLTH:EX

From: Kyong-ae Kim <KKim@crpnbc.ca>
Sent: Wednesday, January 14, 2015 4:47 PM
To: McLachlan, Debbie HLTH:EX
Subject: Employed Student Nurses (ESNs)
Attachments: Letter to CNO re ESNs.pdf

Hello Debbie. Please see attached.

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Page 36 to/à Page 41

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