



**Independent Practice Nurses Interest Group IPNIG
Occupational Health Nurses Interest Group OHNIG**

**Minutes
Joint Annual General Meeting AGM
Saturday, November 28, 2015**

Morning Executive Strategic Planning - 10:00 am to 12:00 noon
Afternoon Annual General Meeting - 1:00pm to 2:30 pm Webinar
AGM November 28, 2015 [AGM Slide Presentation](#)

Agenda Item	Discussion and Resolution
Call to Order	<p>Executive Strategic Planning Meeting</p> <p>Chairperson Ruth Volpato reported a Strategic Planning Meeting this morning 10 am - 12 noon. IPNIG and OHNIG Executives Leaders and Champion Advisors reviewed and updated</p> <ul style="list-style-type: none"> • IPNIG Terms of Reference • OHNIG Constitution and By-Laws • IPNIG & OHNIG End Goals 2016- 2018
1. Agenda Approval	<p>Members pre-read previous agenda prior to today's AGM</p> <ul style="list-style-type: none"> • Attendees approved with no additions
2. Acceptance of previous Year Annual General Meeting Minutes	<p>Last Year's Annual General Meeting Minutes November 29, 2014 accepted as written</p> <ul style="list-style-type: none"> • <u>IPNIG Minutes</u> • <u>OHNIG Minutes</u>

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<p>3. Secretary Report</p> <p>Review and Update the Interest Groups</p> <ul style="list-style-type: none"> • Terms of Reference • Constitution By-Laws • End Goals <p>Member Voices Activity Report submitted to RAO</p>	<p>A big thank from Ruth Volpato and Jill King to the IPNIG & OHNIG Executive Leaders and Champion Advisors who met this morning for strategic planning meeting. The team leaders updated the IPNIG Terms of Reference to 2016 -2018, and revised the IPNIG End Goals 2016 - 2018 As well the leaders made similar revisions and updates to the OHNIG Constitution and By-Laws and End Goals 2016 -2018 Updates will soon be posted on the web site.</p> <p>Ruth Volpato IPNIG Chairperson and Jill King OHNIG Communication Leader confirmed both interest groups had submitted the RAO required Members Voice activity reports</p> <p>IPNIG Report to RAO Member Voices – Jana Bartley</p> <ul style="list-style-type: none"> • IPNIG April 2016 to August 2016 ... <u>more</u> • IPNIG November 2015 to April 2016 ... <u>more</u> <p>OHNIG Report to RAO Member Voices – Jean Booth</p> <ul style="list-style-type: none"> • April 2016 to August 2016 ... <u>more</u> • November 2015 to April 2016 ... <u>more</u>
<p>4. Financial Report</p> <p>IPNIG & OHNIG Year End Financial Bank Statement reconciliation approved</p>	<p>Jill King OHNIG Chairperson reported the financial review was completed Nov 22, 2015.</p> <p>Ruth Ruttan Treasurer and Jill King Public Relation and Communication approved and signed IPNIG Year End Balance Statement for the year end October 31 2015</p> <p>Jean Booth Chairperson and Jill King Policy and Practice Leader approved and signed OHNIG Year End Balance Statement for the year end October 31 2015</p> <p>The fiscal year end balance statement October 31, 2015 was accepted as the official year-end closing reconciliation. As required the financial statement will be sent to RAO to confirm interest groups balance.</p>

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<p>5. Public Relations</p> <p>IPNIG and OHNIG Activities November 1, 2014 - Oct 31 2015</p> <p>Progress on our Rally Calls</p> <p>National Nursing Week May 2015</p> <p>Collaborate with Independent Practice Nurses for a stronger voice</p> <p>Introduction to NEW National Independent Practice Nurses Association <u>IPNAC</u></p>	<p>Jill King OHNIG Policy and Practice Leader and the IPNIG Public Relations Leader presented the past year Nov 1, 2014 to Oct 31, 2015 activity highlights.</p> <p>A small but growing percentage of Registered Nurses are actively reclaiming their traditional right to independent practice. Research data on working nurses indicate nearly 40% Registered Nurses work in independent practice delivering the 75% of health care services not covered by OHIP. [CIHI 2009: CNA 2015]</p> <p>OHNIG and IPNIG asked members to submit anecdotal stories of their nursing care for publication in a public education booklet to celebrate National Nursing week May 9-16, 2015. Public Education Campaign Booklet</p> <p><i>Independent Practice Nurses Delivering Pro-Active Client Centered Primary Health Care Meeting Health Care Needs Where People Live, Work and Play!</i></p> <p>Our booklet was popular. To spread the work about Independent Practice Registered Nurses, the executives had the publishing firm distribute the hard copy newspaper to their public distribution network across Ontario.</p> <p>OHNIG Occupational Health Nurse members circulated the booklet to colleagues across Ontario. Similarly the IPNIG members networked with their colleagues resulting in a flurry of "How do I" and "What if" questions. RAO interest groups were asked to read our "booklet" on our web sites and various people requested hard copies to show others nurses.</p> <p>Your executive leaders started asking "What If?" in August 2014. "What if " our interest groups collaborated with other like-minded self-employed Registered Nurses? Independent practice Registered Nurses across Canada and several national and provincial nursing associations answered our questions. It is time to recognize the nursing services of Registered Nurses working in independent practice.</p> <p>The AGM attendees were asked. "Do you see the merit in collaborating with the new Independent Practice Nurses Association for recognition of self employed nurses to gain a louder political voice?"</p> <p>IPNIG and OHNIG announced a new national independent practice nurses association Independent Practice Nurses Association of Canada IPNAC started Oct 20, 2015. Attendees were asked "Should we collaborate with IPNAC on mutual interests for education and recognition? The members agreed positively to collaborate.</p>

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<p>6. Professional Practice and Political Action</p> <p>Criteria Reviewed</p> <p>Rational</p> <p>Professional Liability Protection PLP</p> <p>Highest Quality Professional Nursing Standards for Independent Practice Nurses</p>	<p>At last year AGM [Nov. 29, 2014) IPNIG and OHNIG adopted a "Wait and See Position". They executive listened and learned about the significant changes in progress in the health care system and reorganization of nursing associations.</p> <ul style="list-style-type: none"> • CNA and RNAO separation • Requirement for Personal Liability Protection (PLP) • CCAC restructure by 2017 • MOL's Stakeholders Review re: 5 year Prevention Strategy <p>The Independent Practice Nurses huge diversity of Nursing Care services need to be made known to the general public community and to professional nursing colleagues and nursing Associations. It is important the self-employed Registered Nurse obtain the correct professional liability protection PLP. The nurse must know the questions to ask the PLP providers specific to the coverage required for their services as an independent practice Registered Nurse.</p> <p>All Independent Practice Nurses are responsible and accountable for delivering the highest quality professional nursing standards as registered nurse licensed by the CNO i.e.</p> <ul style="list-style-type: none"> • <u>Am I a Nurse?</u> • <u>Independent Practice Nurse Fact Sheet</u> • <u>Fact Sheet Scope of Practice</u> <p>Member sent many enquiries See IPNIG FAQ's for more information.</p> <ul style="list-style-type: none"> • How do I join your group? • What do the changes in nursing liability protection mean? • How do I advertise my nursing services to get work/ • Can you tell me how to start my business? • Where can I connect with nursing colleagues doing the same type of nursing work as I do? • What new work is included in expanded Registered Nurse practices? <p>Member most frequent enquiries determine the 4 most pertinent skills required by Registered Nurses to work as independent practice nurses:</p> <ul style="list-style-type: none"> • Specific business savvy education • Evidenced based best practice nursing standards • How to market their professional practice profile • Ways registered nurses can deliver primary health care. <p>At the morning joint strategic planning meeting the executive incorporated into the End Goals 2016 - 2018 the identified education needs. The End Goals incorporate the 4 C.s methodology [copy right 2014] ... click here</p>

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7. New End Goals 2016-2018	<p>IPNIG & OHNIG member attendees asked to go on line and complete their agreement on the revised End Goals 2016-2018 and strategic plan inclusive of education collaboration with other similar associations to benefit our members:</p> <p>IPNIG revised Strategic Plan 2016 -2018 IPNIG revised End Goals 2016 -2118</p> <p>OHNIG revised Strategic Plan 2016 -2018 OHNIG revised End Goals 2016 -2118</p>
8. Membership Report IPNIG & OHNIG Registered Nurses Membership	<p>Jill King OHNIG Communication & IPNIG Public Relations Leader Membership has remained the same</p> <p>IPNIG Membership 398 Registered Nurses OHNIG Membership 217 Registered Nurses</p> <p>Note with Student members our OHNIG total is 985 [No fee for nursing students]</p>

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<p data-bbox="142 352 537 422">9. Education Campaign for the Public</p> <p data-bbox="142 856 516 926">IPNIG & OHNIG Registered Nurses Education</p>	<p data-bbox="570 352 1057 386">Education Campaign for the Public</p> <p data-bbox="570 390 1487 558">In our two previous years of open public forums and exhibitions we realized the public needs a substantial amount of education in the vast diversity of work performed by Registered Nurses utilizing their full nursing capabilities. Following discussion the attendees accepted the following strategic plan to meet new education end goals:</p> <p data-bbox="570 590 1057 623">Education Campaign for the Public</p> <ul data-bbox="618 627 1487 900" style="list-style-type: none">• Educate the public on prevention health care levels of intervention available for all people for all their health care needs specific to the community where they live.• Demonstrate with written information a public directory for viewing the extensive health care nursing services of entrepreneurial and intra-preneurial Registered Nurses.• Actively participate in initiatives to educate the policy leaders to plan for a future modern sustainable health care system. <p data-bbox="570 932 1330 966">Education Resources for Independent Practice Nurses</p> <p data-bbox="570 970 1463 1098">Members have forwarded many inquiries that enabled us to identify the four most desired "start up" as an entrepreneur education needs. Following discussion members recommended locating all education resources for timely education i.e.</p> <ul data-bbox="618 1102 1487 1480" style="list-style-type: none">• Entrepreneur characteristics & business methodology for setting up a successful business.• Ensuring education to select correct professional liability protection coverage utilizing a fact sheet "Questions You Need to Ask."• Skills in how to write a marketable professional practice nursing profile in accordance with the College of Nurses Scope of Nursing Practice.• Full comprehension of the of Global Primary Health Care model of health care delivery that encompasses many diverse nursing opportunities in the Community

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10. Open session Questions Adjourn Next Meeting	<p>Liz McGoarty asked if the University School Nurses were Occupational Health Nurses? Could they become OHNIG members? Discussion indicated the University School Nurse were a separate group. Jill King would look into finding correct scope of practice information to forward to the group.</p> <p>Vijay Chopac asked if a benchmark salary survey could be done. Our discussion identified Alberta nurses did salary survey nationally for OHNs so there is an excellent template to follow.</p> <p>Further discussion indicated the independent practice nurses needed to identify into groups of similar nurses. Then the salary survey would be relevant to a particular type of nursing services i.e. clinical, home service, research, academic, administration or one off category of independent practice nursing services. The leaders will locate existing benchmark surveys \ for independent practice nurses.</p> <p>The Co Chairs thank all the attendees</p> <p>Also a special thank you to the services of Event Management coordinating webinar presentation</p> <p>Meeting adjourned Nov 28, 2015 at 2:30 pm</p> <p>Next Annual General Meeting Nov 25, 2017</p>