

College of Registered Nurses of British Columbia  
Attn: Cynthia Johansen, Registrar  
2855 Arbutus Street  
Vancouver, BC  
V6J 3Y8

November 18, 2015

Dear Cynthia,

On behalf of the BC Care Providers Association, I am writing to determine your interest in working with us to develop new solutions which would help protect seniors from possible abuse. This effort is made all the more urgent in light of a recent case whereby one of our members hired a registered nurse who was under investigation by the College of Nurses. As reported in the media, this individual was then subsequently removed permanently from the registry.

It is worth noting that our member took the appropriate steps by checking with the registry to determine the status of this new employee upon hiring them. It was confirmed at the time that they were still a member in good standing. However, this status changed shortly after they commenced employment and the employer was not notified of such.

As you are aware, there is currently no “just-in-time” mechanism in place in BC to pro-actively notify employers that a registered nurse or licensed practical nurse has been de-registered. The onus remains on all employers to regularly seek out this information on a regular basis which is not practical and problematic.

The College currently uses its printed newsletter and website to inform the public of disciplinary action toward one of its registrants. While helpful, in this modern age, there are a number more efficient and cost-effective tools which could be employed to ensure that seniors are not inadvertently put in harm’s way.

In that regard, we trust the College will give full consideration to the following 3 recommendations:

- Allow all employers who employ registered nurses, registered psychiatric nurses, and/or licensed practical nurses to sign up for a free electronic e-bulletin that would automatically alert them to the status change of registrants.
- Ensure the e-bulletin also includes information regarding registrants who have had a restriction placed on their practice.
- Set up a working committee comprised of representatives from the College of Registered Nurses, College of Registered Psychiatric Nurses, the College of Licensed Practical Nurses, and the BC Care Providers Association. The committee would meet to provide the College with suggestions and recommendations on how to improve the safety and well-being of seniors in care.

As you may know, we have already been advocating for a number of years to remove significant loopholes in the flawed *BC Care Aide Registry*. There have been numerous documented cases where someone who has abused a senior is simply allowed to continue working as a care aide without any ramifications.

In that regard, we have recommended to the Minister that the Registry be reformed and managed by one of the nursing colleges in order to help improve its effectiveness. However, this transfer of power should be done in association with regulatory colleges doing everything possible to significantly reduce the risk posed by potentially abusive care givers.

It is understood that we both share a common goal of ensuring the safety and security of our most vulnerable citizens. Therefore, I look forward to hearing back from you at your earliest convenience regarding how we could work more closely together in the coming months.

Sincerely

A handwritten signature in black ink, appearing to read 'Daniel Fontaine', with a stylized, cursive script.

Daniel Fontaine

CEO, BC Care Providers Association

cc. Isobel Mackenzie, Seniors Advocate, Government of BC

cc. Kyong-ae Kim, Executive Director/Registrar, College of Registered Psychiatric Nurses of BC

cc. Carina Herman, Executive Director/Registrar, College of Licensed Practical Nurses of BC