College of
REGISTERED
PSYCHIATRIC NURSES
of Alberta

ANNUAL REPORT

2025-2026

Regulating the Profession in the Public Interest



College of REGISTERED PSYCHIATRIC NURSES of Alberta

ALBERTA LAND ACKNOWLEDGMENT

Treaty 6 Land Acknowledgement (Edmonton & Central)

The CRPNA acknowledges Treaty 6 territory, the land on which the CRPNA office is located, is the ancestral and traditional territory of the Cree, Blackfoot, Nakota Sioux, Iroquois, Dene, Ojibway / Saulteaux / Anishinaabe, as well as the Metis.

Treaty 7 Land Acknowledgment (Calgary & Southern)

The CRPNA acknowledges Treaty 7 territory, the ancestral and traditional territory of the Blackfoot Confederacy: Kainai, Piikani, Siksika, Tssu T'ina and Stoney Nakota First Nations.

Treaty 8 Land Acknowledgment (Northern)

The CRPNA acknowledges Treaty 8 territory, the ancestral and traditional territory of the Cree, Dene, and Metis.

We acknowledge the many First Nations, Metis, and Inuit whose footsteps have marked these lands for generations and are grateful for the traditional Knowledge Keepers and Elders.

We respect the Treaties that were made on these territories, and we acknowledge the harms and mistakes of the past. We dedicate ourselves to moving forward in partnership with First Nations, Métis, and Inuit communities in a spirit of reconciliation and collaboration.

College of Registered Psychiatric Nurses of Alberta
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Legislative Mandate

The College is a regulatory organization that operates within the legislative framework of the *Health Professions Act* of Alberta and the Registered Psychiatric Nurse Regulations.

The College of Registered Psychiatric Nurses of Alberta (CRPNA) regulates the profession of psychiatric nursing in Alberta in the interest of public protection. The College carries out its mandate by establishing the requirements for registration, setting the standards and expectations for registered psychiatric nursing practice, and taking action when those standards are not met.

CRPNA fulfils its regulatory responsibilities by:

- Establishing and administering a registration process that ensures individuals who are authorized to practice as Registered Psychiatric Nurses (RPNs) meet the legislated requirements for education, competence, and good character.
- Setting, maintaining, and enforcing the Standards of Practice and Code of Ethics that RPNs are accountable to every day to provide safe, competent, and ethical psychiatric nursing care.
- Approving and monitoring psychiatric nursing education programs in Alberta to ensure graduates acquire the competencies required for entry to practice as Registered Psychiatric Nurses.
- Receiving, assessing, and investigating complaints regarding the conduct or practice of RPNs and, where necessary, imposing remedial, regulatory, or disciplinary actions to protect the public and uphold the integrity of the profession.



The College of Registered Psychiatric Nurses of Alberta (CRPNA) is the regulatory body for Registered Psychiatric Nurses (RPNs) in Alberta.

RPNs play a crucial role in the provision of health and mental health services to the public.

Message from the Chair



Tonya Ratushniak
Council Chair

It is an extraordinary time to be a Registered Psychiatric Nurse. For those of us who have dedicated many years to this profession, it truly feels as though our long-standing advocacy for recognition, and for the vital role Registered Psychiatric Nurses play in the healthcare system, is finally receiving the acknowledgement it deserves.

It was exciting to witness the increased growth in educational seats at MacEwan University and to see Bow Valley College launch its very first LPN to RPN bridging program, which currently accepts 40 students across three intakes per year. Additionally, several other educational institutions have approached us and are actively working on developing registered psychiatric nursing curriculum in both southern and northern Alberta. We are in the midst of that process now and hope to see northern Alberta's programs ready to go by September 2027.

I am deeply grateful to see the recognition and growth of Registered Psychiatric Nurses across all provinces—with the exception of Ontario at this time. However, they are at the table, and I truly believe that within the next several years, we will see full pan-Canadian national mobility become a reality.

I also recognize that, globally, we are in the midst of a mental health crisis. Moving forward, it is clear that there has never been a greater need for the professional skills and compassion that Registered Psychiatric Nurses bring to our work. I want to sincerely thank Rick Wilson, Minister of Mental Health and Addictions. He has been wonderful to collaborate with since joining the ministry, and it has been encouraging to see his recognition of our profession.

I am also pleased to share that the CRPNA is beginning the process of building a regulatory framework for a Psychiatric Nurse Practitioner. While this will take several years and there are many steps to navigate, I am grateful simply to be starting this journey. As

we continue this important work, and with the dedication of the CRPNA, I am hopeful that we will soon become the first province to recognize and license psychiatric nurse practitioners.

This brings me to another point I would like to emphasize; I encourage every Registered Psychiatric Nurse to consider expanding their education. If you hold a diploma as an RPN, please consider pursuing a degree. If you already hold a degree, please consider a master's program in mental health or a related field. With programs

expanding across Canada, we will need outstanding instructors. I encourage RPNs to reflect on how your love of working with this highly vulnerable population—and your passion and commitment to the profession—can be shared to help grow and develop students everywhere.

I will always remain grateful for our exceptional CEO, Barb. It is always a pleasure to collaborate with her over the years. Her commitment and diligent efforts to propel our profession to the forefront are unparalleled, as is her continued work to ensure RPNs are recognized in every province. Thank you to Elizabeth Taylor, who has dedicated years of service as our Director of Regulatory Services, and to Sydney Mosiuk, who is our Practice and Policy Consultant. Thank you as well to our office staff, Joanne Siemens and Della Tuffy. Your valuable contributions to our profession are truly appreciated.

Finally, to the CRPNA Board members: I cannot imagine fulfilling my role without your professionalism, banter, laughter, and fellowship. To be surrounded by intelligent, like-minded individuals has made the work of a regulatory body a genuinely rewarding experience. I remain grateful for the career I have chosen and for the quality of professionals I have the privilege to collaborate with every day.

Wishing you a peaceful day,



Tonya Ratushniak, Chair

Message from the

CEO/Registrar



Barbara Lowe
CEO/Registrar

The College of Registered Psychiatric Nurses of Alberta (CRPNA) remains steadfast in fulfilling its statutory mandate to regulate the practice of registered psychiatric nursing in Alberta in the public interest. Our work is grounded in our commitment to public protection, regulatory excellence, and supporting the delivery of safe, competent, and ethical psychiatric nursing care.

This annual report highlights the key governance activities, regulatory outcomes, and strategic initiatives undertaken over the past year in support of this mandate. The progress achieved reflects the collective efforts of Council, staff, volunteers, registrants, government, employers, and our many system partners.

Advancing Public Protection and Professional Accountability

In 2025, CRPNA Council undertook an extensive collaborative review with employers regarding the requirement for Registered Psychiatric Nurses (RPNs) to maintain professional liability insurance or protection as a condition of practice. Following thorough consultation and analysis, it was determined that RPNs and the public would be best served through the comprehensive professional liability protection provided by the Canadian Nurses Protective Society (CNPS).

To support this approach, CRPNA developed and integrated a streamlined registration and verification process into the annual registration renewal system. This allows for real-time confirmation of professional liability protection and eliminates the need for registrants to submit additional documentation, while maintaining an important safeguard for the public.

Supporting Internationally Educated Psychiatric Nurses

A significant milestone was the launch of the Internationally Educated Psychiatric Nurses' (IEPN) Expedited Credential Assessment Pathway, made possible through funding from the Government of Alberta.

This initiative provides IEPNs with a more efficient and cost-effective pathway toward licensure in Alberta. Through a centralized platform, applicants can complete self-assessments and submit required documentation, enabling a more streamlined assessment process, greater clarity regarding bridging education requirements, and faster integration into Alberta's health-care workforce.

By reducing unnecessary barriers while maintaining rigorous regulatory standards, CRPNA is supporting qualified internationally educated professionals in contributing their skills and experience to Alberta's health-care system.

Strengthening Entry-Level Standards for Psychiatric Nursing

CRPNA was pleased to announce the approval and adoption of the **Registered Psychiatric Nurse (RPN) Entry-Level Competencies in Canada (2025)** as the entry-level competencies for the Registered Psychiatric Nurse profession in Alberta.

The updated competencies replace the 2014 Registered Psychiatric Nurse Entry-Level Competencies and came into effect on January 1, 2026. These competencies establish the foundational knowledge, skills, and abilities expected of RPNs entering the profession and provide an important foundation for safe and competent practice.

The RPN Entry-Level Competencies are used by the regulatory body, psychiatric nursing education programs, and external partners for a range of purposes, including curriculum development, education program review and approval, examination development, and conduct reviews. Their adoption represents an important step in ensuring that regulatory and educational standards continue to reflect the evolving needs of the profession and the public.

Continuing Educational Support for Registered Psychiatric Nurses

The CRPNA Education Fund for Registered Psychiatric Nurses, made possible through funding from the Government of Alberta, has transitioned to ARNET.

This transition ensures that RPNs in Alberta continue to have access to valuable educational opportunities designed to support their professional development and educational goals. Continued investment in learning and professional growth strengthens individual practice and contributes to the quality and sustainability of Alberta's health-care system.

Strengthening National Regulatory Collaboration

In 2025, CRPNA also began the implementation process for **nur**sys® in Canada, a secure national database that enables nursing regulators across Canada to share licensure and disciplinary information in real time.

nursys® in Canada represents an important national collaboration among nursing regulators. By strengthening information sharing across jurisdictions, the system will enhance public protection, support more efficient registration processes, and facilitate timely verification of nursing licensure and regulatory information. Implementation will continue across participating jurisdictions in 2026.

Expanding the Regulation of Psychiatric Nursing Across Canada

Through CRPNA's involvement with the Registered Psychiatric Nurse Regulators of Canada (RPNRC), the College has also contributed to the advancement of Registered Psychiatric Nurse regulation in Eastern Canada.

Nova Scotia, Prince Edward Island, New Brunswick, and Newfoundland and Labrador now regulate the profession in their respective provinces. As a result, Registered Psychiatric Nurses are now regulated in almost all jurisdictions across Canada. This expansion represents an important achievement for the profession and strengthens consistency, accountability, and public protection across the country.

Looking Ahead

The achievements highlighted in this report demonstrate CRPNA's ongoing commitment to effective, modern, and responsive regulation. They also reflect what can be accomplished through collaboration—with registrants, employers, government, educators, health-system partners, and fellow regulators.

Looking ahead, CRPNA will continue to build on this progress. We will remain focused on strengthening regulatory effectiveness, supporting public safety, responding to the evolving health-care environment, and upholding high standards of psychiatric nursing practice in Alberta.

Most importantly, we recognize that regulation exists to serve the public and support confidence in the profession. We are deeply grateful to the dedicated Registered Psychiatric Nurses who demonstrate professionalism, compassion, and commitment every day. Your contributions are fundamental to Alberta's health-care system and to the well-being of the individuals, families, and communities you serve.

On behalf of CRPNA, thank you to our registrants, Council, staff, volunteers, government partners, employers, educators, and colleagues across the country for your continued commitment to the profession and to public protection.

Respectfully,



Barbara Lowe, CEO/Registrar

REGULATING THE PROFESSION.

PROTECTING THE PUBLIC.

Safe. Competent. Ethical. Professional.



MESSAGE FROM THE PUBLIC MEMBERS

As Public Members appointed to the CRPNA Council by the Lieutenant Governor in Council on the recommendation of the Minister of Health, we continue to serve as dedicated partners in advancing the mission of the College of Registered Psychiatric Nurses of Alberta (CRPNA).

This past year has brought meaningful changes to both the regulation of the profession and the broader system of mental health and addiction care in Alberta, and we are proud to see Registered Psychiatric Nurses (RPNs) continue to play a growing and essential role in the province's healthcare landscape.

As Public Members, our primary responsibility remains safeguarding the public interest through our support of CRPNA's regulatory work. This year, that work included seeing the new Registered Psychiatric Nurse Entry-Level Competencies in Canada, adopted in 2025, come into effect on January 1, 2026. These updated competencies reflect the evolving scope of psychiatric nursing practice and help ensure RPNs entering the profession are equipped for the realities of modern mental health and addiction care. We were also engaged as the College continued to improve their competency-based Council selection process for registrants, replacing peer elections with an appointment model built on demonstrated expertise and leadership. We have already seen the benefit of this change, with a good variety of knowledge and skills now represented among the registrant members who were selected to join Council. In addition, the College worked through a significant shift in how RPNs meet their professional liability requirements, moving registrants to comprehensive coverage through the Canadian Nurses Protective Society (CNPS) starting with the 2026-2027 registration renewal. We supported this change as one that strengthens protection for both RPNs and the public they serve.

We would also like to thank the Government of Alberta for adding additional student seats to the Grant McEwan program. This addition has allowed for a much-needed growth in the profession to assist in managing the mental illness and addiction issues in the province. The College has also been working closely with other universities to offer programs to further increase the graduate roosters.

We also want to recognize the knowledge, professionalism, and work ethic of the CEO and CRPNA office staff this past year. Their steady, capable work behind the scenes has kept the College's regulatory

functions running smoothly through a period of significant growth. We have likewise seen strong leadership from the Chair, and we commend the Council members for their efforts in encouraging Alberta's post-secondary institutions to develop and expand psychiatric nursing programs, helping create more seats for the next generation of RPN students entering the profession.

Beyond the College, Alberta's recovery-oriented system of care continued to grow. Recovery Alberta, now over a year into operation, continues to provide addiction, mental health, and correctional health services province-wide, giving RPNs a dedicated home within a system built specifically around their expertise. Alberta's network of recovery communities also expanded, with facilities now operating in Lethbridge, Red Deer, Gunn, Calgary, and on Blood Tribe land, including the province's first Indigenous-led recovery community. Six further sites remain in development, with the full network of eleven communities expected by 2027. We are encouraged that this expansion continues to create new opportunities for RPNs to practice in culturally responsive, community-centered settings.

We also followed closely the province's implementation of the Compassionate Intervention Act, 2025, and the ongoing construction of two Compassionate Intervention Centers in Edmonton and Calgary, along with the planned Northern Alberta Youth Recovery Centre and new CASA House facilities for children and youth in Fort McMurray and Calgary. These initiatives, together with the launch of 211 Alberta as the single provincial access point for mental health and addiction support, point to a system that is becoming easier for Albertans to navigate at the moment they need help most. We note that Alberta has also reported a meaningful decline in opioid-related deaths, and while it is still early, this is a hopeful sign for the direction the province has taken, one that RPNs are helping to deliver on the front lines every day.

Looking ahead, we remain committed to our responsibility as Public Members by championing the vital contributions of Registered Psychiatric Nurses within Alberta's healthcare system. As the College continues to refine its governance model and as Recovery Alberta, the Canadian Centre of Recovery Excellence (CoRE), and the province's recovery communities mature, we see continued opportunity for RPNs to lead, innovate, and shape mental health and addiction care not only in Alberta but across Canada.

As Alberta continues to build a comprehensive, recovery-oriented system, Public Members stand alongside the College in our shared commitment to safeguard and serve the public interest. We are confident that with updated competencies, a strengthened governance model, and the continued growth of Recovery Alberta, RPNs have the support, tools, and framework needed to meet the mental health challenges of today while helping shape the solutions of tomorrow.

The future of psychiatric nursing in Alberta remains bright, and we look forward to supporting CRPNA as it regulates the profession through this period of continued growth and change.

Sincerely,

Dr Hany Abdelhady, Joseph Zelmer, Dr Adetoyese Oyedun, Robert Kruchten, and Dianne Johnstone
Public Members, CRPNA Council

2025-2026

COUNCIL

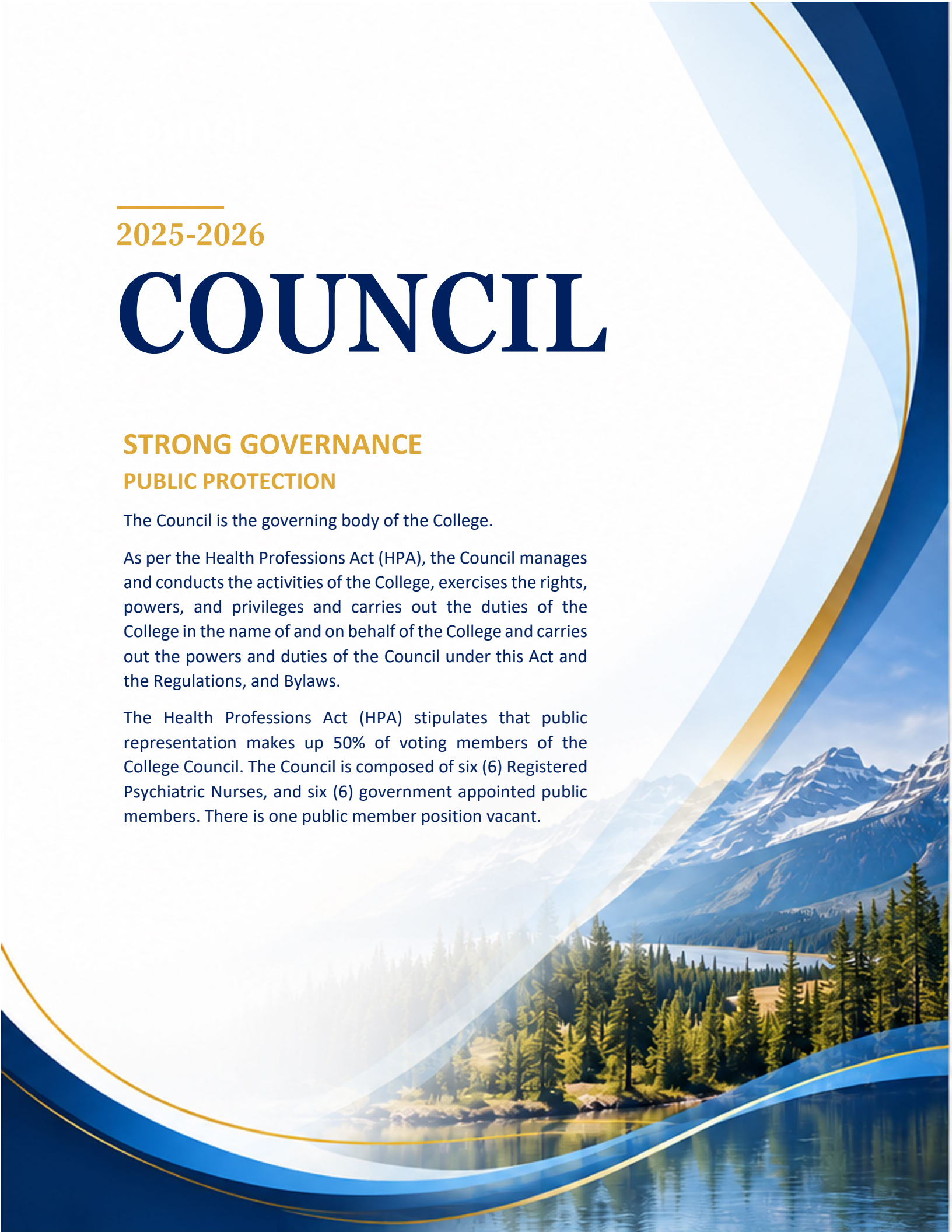
STRONG GOVERNANCE

PUBLIC PROTECTION

The Council is the governing body of the College.

As per the Health Professions Act (HPA), the Council manages and conducts the activities of the College, exercises the rights, powers, and privileges and carries out the duties of the College in the name of and on behalf of the College and carries out the powers and duties of the Council under this Act and the Regulations, and Bylaws.

The Health Professions Act (HPA) stipulates that public representation makes up 50% of voting members of the College Council. The Council is composed of six (6) Registered Psychiatric Nurses, and six (6) government appointed public members. There is one public member position vacant.



OFFICERS OF COUNCIL



CHAIR
Tonya Ratushniak



Vice-Chair
Judy Negrey



CEO & Registrar
Barbara Lowe

COUNCIL MEMBERS



Chika Dike



Richard Duncan



Sharon Martin



Michaela Vermuelen

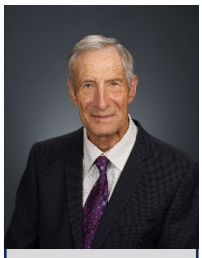
PUBLIC MEMBERS



Hany Abdelhady



Dianne Johnstone



Robert Kruchten



Adetoyese Oyedun



Joseph Zelmer

Vacant Position

CRPNA

ADMINISTRATION



Barbara Lowe
CEO/Registrar



Elizabeth Taylor
Deputy Registrar/
Director of
Regulatory Services



Sydney Mosiuk
Policy & Practice
Consultant



Joanne Siemens
Executive Assistant



Della Tufty
Executive Assistant

The CRPNA administration supports the College in fulfilling its legislative mandate to regulate the profession of psychiatric nursing in the interest of public protection.

Key Functions

Standards, Policy & Regulatory Development

We develop and maintain standards of practice, bylaws, and regulatory requirements that guide the profession and support public protection through effective regulatory oversight and evidence-informed decision-making.

Regulatory Operations

We administer registration, the continuing competence program, complaints and conduct processes, and other regulatory requirements.

Professional Practice Support

We provide information, guidance, and practice direction to current and prospective registrants, employers, educators, government, and the public.

Organizational Management

We are responsible for the College's strategic initiatives, communications, technology, and financial management to ensure effective and accountable operations.

Education Program Approval & Entry-Level-Competencies

We approve psychiatric nursing education programs and collaborate with national psychiatric nursing regulators to establish, maintain, and evaluate entry-to-practice competencies that lead to licensure.

PROFESSIONAL GUIDANCE

The objective of the CPRNA's professional guidance area is to protect the public by assisting regulated members in identifying foundational, legal, and professional information that may be relevant to their practice. Understanding the regulatory documents that guide the profession is essential to ensuring ethical and competent care for the public. Guidance is intended to protect the public by communicating the ethical principles and professional standards required for informed safe, ethical, and competent professional decision making.

Responding to evolving practice

During 2025-2026, the Professional Guidance department responded to a broad range of inquiries reflecting the evolving nature of psychiatric nursing practice across Alberta. Common themes included independent and private practice, psychotherapy and counselling services, virtual mental health care, documentation standards, professional boundaries, and the integration of emerging technologies into clinical practice.

Scope, competence and accountability

As psychiatric nurses continue to expand their roles across community settings, primary care, addictions and mental health programs, correctional services, and virtual care environments, inquiries increasingly focused on role clarity, scope of practice, professional accountability, and competence requirements when providing specialized services. Psychiatric nurses sought guidance regarding scope of practice, competence requirements, and professional accountability in mental health and addictions services, acute care settings, psychotherapy practice, telehealth delivery, and the provision of care across geographical and jurisdictional boundaries.

Technology, ethics & collaboration

The College also observed growing interest in the ethical and responsible use of digital technologies, including artificial intelligence tools, electronic documentation systems, and virtual service platforms. Additional inquiries related to collaborative practice, informed consent, and supporting clients with increasingly complex mental health, substance use, and concurrent disorder presentations. The Professional Guidance department continues to support regulated members by providing timely resources, consultation, and regulatory guidance to promote safe, ethical, competent, and evidence-informed psychiatric nursing practice.

> **Nursing is not just an art, it has a heart. Nursing is not just a science, it has a conscience."**
>
> **- Donna Wilk Cardillo**

REGISTRATION REPORT

CRPNA ensures that qualified individuals are registered to practice as Registered Psychiatric Nurses in Alberta. The CRPNA ensures that those applying for a license meet the criteria to be licensed; this work is essential to CRPNA in meeting its mandate to serve and protect the public interest.

Under Alberta's legislation for regulated health professions, all new applicants for registration are required to complete the mandatory *Preventing and Addressing Sexual Abuse and Sexual Misconduct* training before they can be issued a practice permit. All current registrants have already completed the mandatory training.

Regulatory requirements ensure safe, competent, ethical, and professional practice to the public.

New Registrants

100

Alberta Graduates	85
RE-applicants	1
Out of Province	11
Internationally Educated Psychiatric Nurses	3

Yearly information collected as of February 28.

REGISTRATION / FEBRUARY 2026 SNAPSHOT

REGISTRANT DEMOGRAPHICS

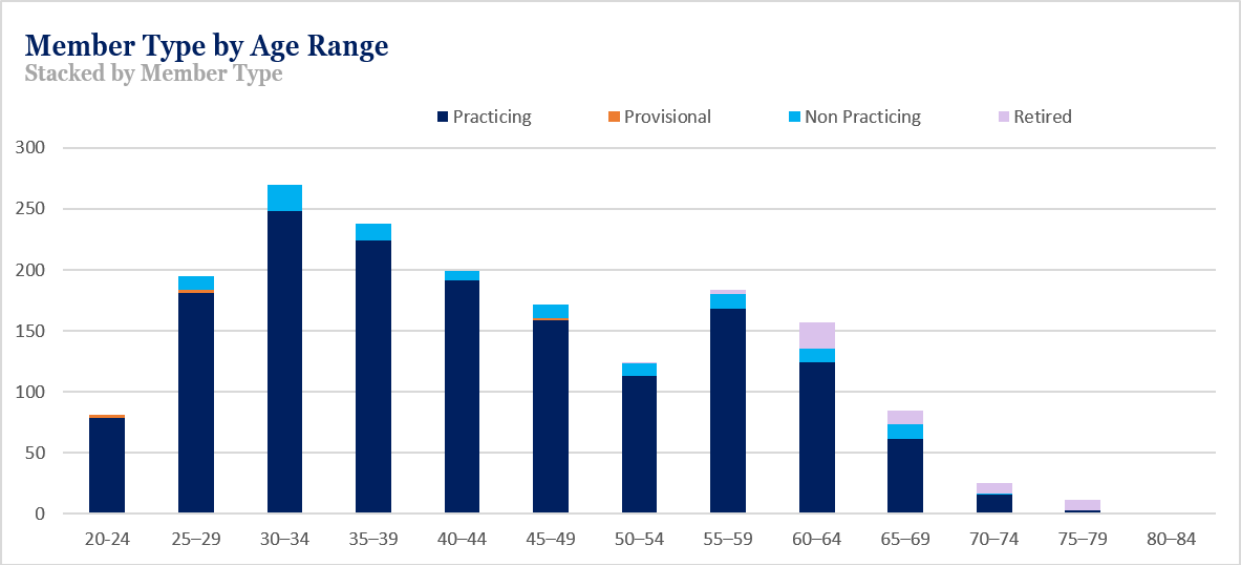
1,744

TOTAL REGISTRANTS

PRACTICING	PROVISIONAL	NON PRACTICING	RETIRED
1566	7	115	56
89.9% of registrants	0.4% of registrants	6.5% of registrants	3.2% of registrants

Age profile

All registrant types | Number of registrants



Practicing workforce: age summary

45% UNDER 40 **28%** AGES 40-54 **27%** AGES 55+

WHERE OUR REGISTRANTS ARE EMPLOYED

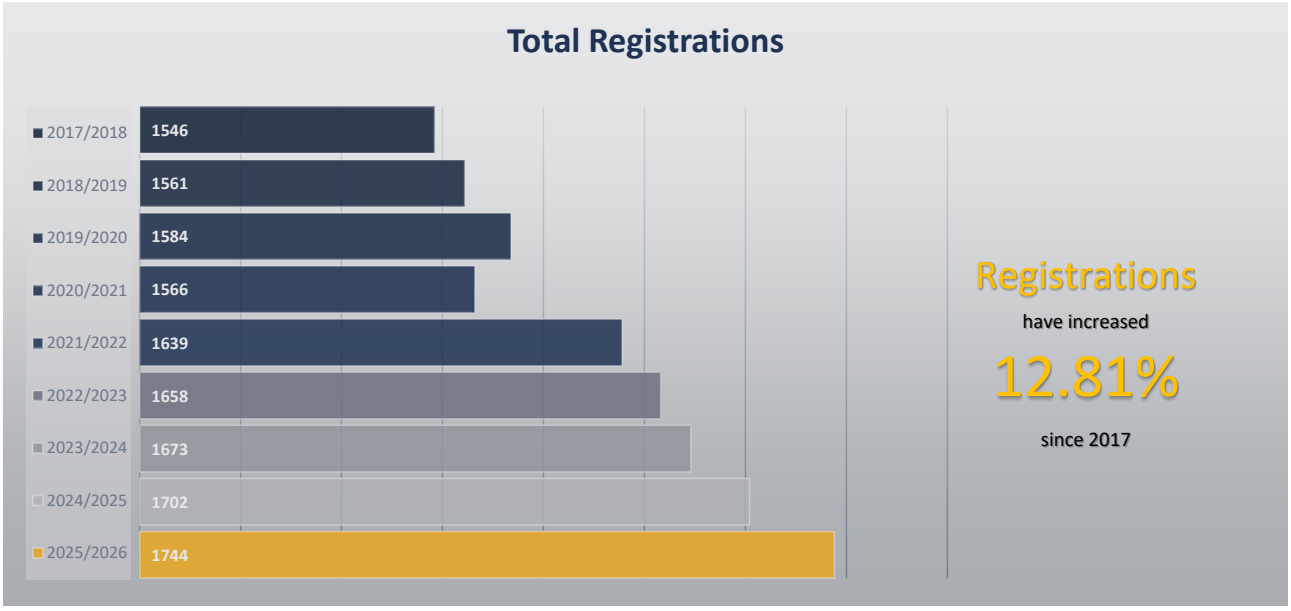


Regional Distribution

48%	Edmonton Region
28%	Central Alberta
16%	Calgary Region
5%	Northern Alberta
3%	Southern Alberta

REGISTRATION TRENDS

A Growing Profession



The College is committed to protect & serve the public interest by ensuring regulated members provide safe, competent & ethical practice. This is achieved through a code of ethics, standards of practice, and continuing competence requirements, providing employers and the public with assurance that regulated members of the College are accountable for meeting and maintaining professional standards.

CONTINUING COMPETENCE PROGRAM

Continuing Competence Program (CCP) supports Registered Psychiatric Nurses (RPNs) in maintaining and continually improving their professional competence in accordance with the *Health Professions Act* (HPA) and the CRPNA Standards of Practice. Competence is defined as the ability to integrate and apply knowledge, skills, judgment, attitudes, values, and interpersonal abilities within a specific role, situation, or practice setting.

The CCP is designed to ensure RPNs remain competent in an evolving healthcare environment, support the delivery of safe, high-quality psychiatric nursing care, and enhance public confidence in the profession. As required under the HPA, the purpose of the program is to maintain registrant competence and improve the provision of professional services.

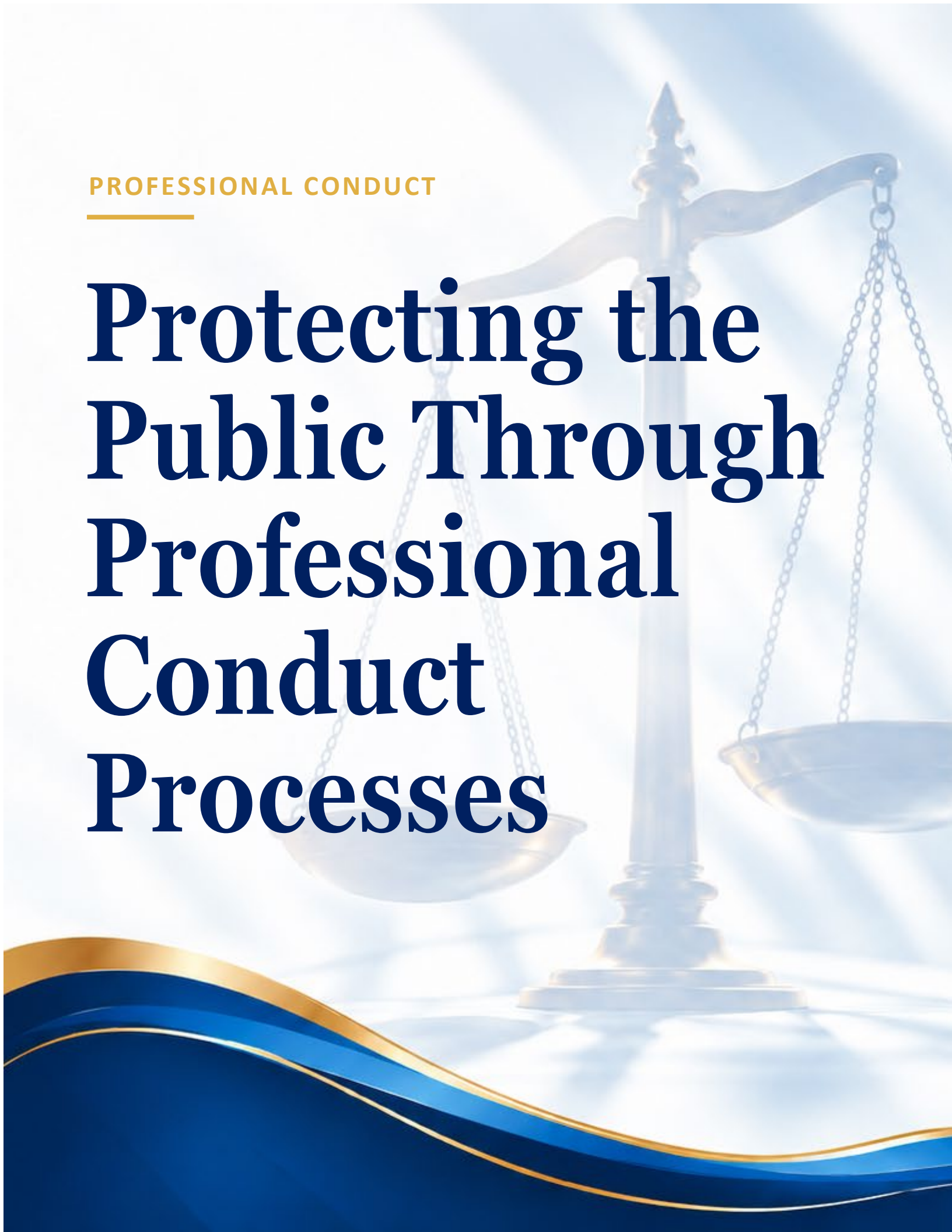
Participation in the CCP is a mandatory professional and legislative requirement for all regulated and provisional members. Through a structured process of self-assessment, learning plan development, implementation, outcome evaluation, and reflection on barriers and achievements, RPNs engage in ongoing professional development and lifelong learning. The process is guided by the CRPNA Standards of Practice, which establish the minimum expectations for professional conduct and nursing practice.

Compliance with both the CCP and Standards of Practice forms a key component of professional accountability and regulatory oversight, supporting competent, ethical, and safe psychiatric nursing practice across Alberta.

COMPETENCE IS A CONTINUING COMMITMENT

PROFESSIONAL CONDUCT

Protecting the Public Through Professional Conduct Processes



PROFESSIONAL CONDUCT

Complaints/Concerns
Professional Conduct

The CRPNA's primary role is public protection. A way of achieving this role is by ensuring public concerns and complaints are handled in a manner consistent with the principles of administrative justice, this includes transparency, objectivity, independence, and fairness. Due process follows legislative requirements under the HPA.

Complaints are processed under Part 4 of the Health Professions Act (HPA). The Complaints Director is mandated by the HPA to act on complaints about regulated members. Members of the public contact the CRPNA to seek guidance on the concerns and complaints process. These inquiries do not always result in a formal complaint being filed with the CRPNA. Often, with assistance, the complainant will address the concern through the employment setting, directly with the regulated member, or realize that the "nurse" is not an RPN.

2025-2026 Complaint Activity

9 Carried Forward From Previous Year	18 New Complaints
11 Closed in Year	16 Open at Year End

How We Protect the Public

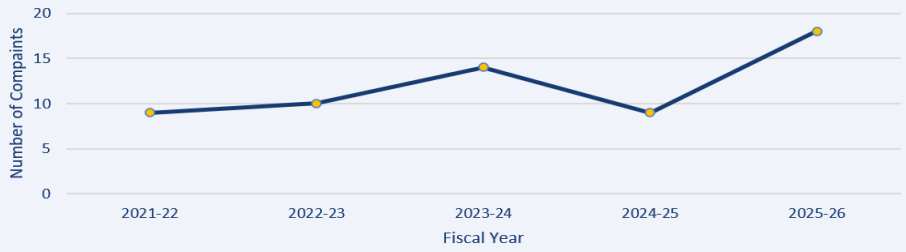
- **Fair Process**
- **Confidentiality**
- **Evidence-Based**
- **Transparency**

CRPNA protects the public through its conduct (complaints) process by ensuring that concerns about Registered Psychiatric Nurses are reviewed, investigated, and resolved in a manner that is fair, transparent, evidence-based, and aligned with the Health Professions Act (HPA). The process is designed to prevent harm, remediate practice issues when appropriate, and take decisive action when risk to the public is present.

Conduct Trends and Analysis

2025 - 2026

Complaint Volume Trend (5 Year Trend)



100%

Increase in new complaints and concerns from 2021 - 2022

New Complaints by Nature of Complaint

May 1st, 2025 – April 30th, 2026

Nature of Complaint	New Complaints
Abuse - Financial	
Abuse - Physical	**1**
Abuse - Verbal	**1**
Boundary Issue	**2**
Breach of Agency Policy	**6**
Breach of Standard of Practice	
Clinical Competence Issue - Practice	**7**
Discrimination of Staff or Patient	
Harassment of Staff or Patient	
Sexual Abuse of a Patient	
Sexual Misconduct of a Patient	
Unethical Conduct	**1**

CRPNA utilizes empathy and respect in the investigation/fact finding process. CRPNA strives to maintain the psychological safety of both complainant and respondent, comes with a fair and impartial manner, maintains confidentiality and privacy and strives for transparency to facilitate and develop trust.

Complaint Status and Sources

2025 - 2026

Status of Active Complaints

May 1st, 2025 – April 30th, 2026

Status of Complaint	New Complaints	Complaints Carried into 2025/2026
In Progress		
Under Review	3	
Informal Resolution in Progress	8	3
Section 118 - Incapacity	2	
Concluded		
Completed Informal Resolution		3
Dismissed – Insufficient Evidence to Support Allegations	1	2
Letter of Reprimand	4	1
Total complaints	**18**	**9**
Total complaints being carried into the 2026 - 2027 registration year that are still open		**16**

78%

Employer-reported complaints

Employers were the most common source of new complaints and concerns.

Source of Complaints (Received in Year)



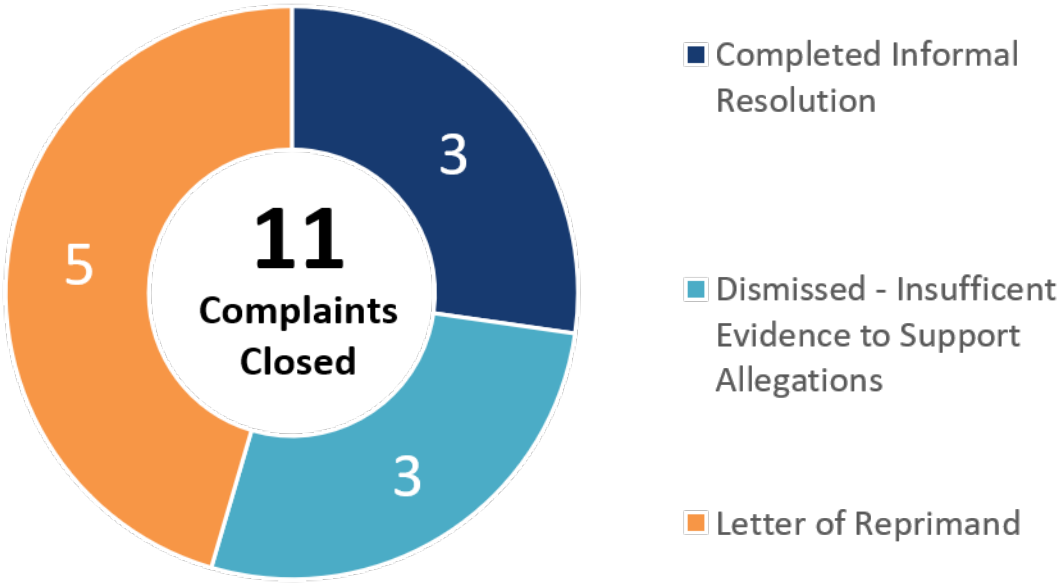
18
New Complaints

- Employer
- Public / Family / Patient

Outcomes and Resolution

2025 - 2026

Disposition of Closed Complaints



Funding Treatment and Counselling

May 1st, 2025 – April 30th, 2026

	Related to Sexual Abuse	Related to Sexual Misconduct	Total
Number of Complaints	0	0	0
Number of Patients that Accessed the Fund	0	0	0
Amount of Money Dispersed	$0	$0	$0

Remediation processes require consent from all parties. Remediation is less adversarial and more collaborative and includes timeliness and certainty of outcomes. Education can include course work, and/or modules to enhance understanding. However, the seriousness and complexity of some complaints may warrant a hearing.

Committees and Appointments

2025-2026

CRPNA governance and regulatory committees carry out the responsibilities of a regulated profession as outlined in the Health Professions Act. This section lists the regulated and public committee members that undertake the regulatory work of CRPNA.

Officers of Council

Chair	Tonya Ratushniak
Vice-Chair	Judy Negrey
CEO/Registrar	Barbara Lowe

Registration & Continuing Competence Committee

- Dianne Johnstone – Chair
- Hany Abdelhady
- Richard Duncan
- Sharon Martin
- Tonya Ratushniak
- Elizabeth Taylor

Complaint Review / Hearings Membership List

Public Members are appointed to a Complaint Review or Hearing Committee by Alberta Health & Wellness

RPN's appointed by Council:

- Jennifer Castro
- Lynn Huxley
- Annette Rampersaud

Complaints Director:

- Barbara Lowe

Hearings Director:

- Joanne Siemens

COLLEGE OF REGISTERED
PSYCHIATRIC NURSES
OF ALBERTA

Financial Statements

For the Year Ended April 30, 2026

COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF ALBERTA
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Year Ended April 30, 2026

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Seniuk & Marcato*
Chartered Professional Accountants

INDEPENDENT AUDITOR'S REPORT

To the Members of College of Registered Psychiatric Nurses of Alberta

Opinion

We have audited the financial statements of College of Registered Psychiatric Nurses of Alberta (the "College"), which comprise the statement of financial position as at April 30, 2026, and the statements of revenues and expenses, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies (the "financial statements").

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at April 30, 2026, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

(continues)

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Seniuk & Marcato

Edmonton, Alberta
September 19, 2026

Seniuk and Marcato,
Chartered Professional Accountants

COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF ALBERTA

Statement of Financial Position

April 30, 2026

	2026	2025
ASSETS		
CURRENT		
Cash	**$ 739,588**	$ 887,798
Restricted cash	**-**	77,728
Term deposits *(Note 5)*	**1,916,253**	1,845,671
Accounts receivable	**630**	255
Interest receivable	**36,511**	57,389
Prepaid expenses and deposits	**121,382**	35,897
	2,814,364	2,904,738
CAPITAL ASSETS *(Net of accumulated amortization) (Note 6)*	**5,637**	8,949
	$ 2,820,001	$ 2,913,687
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	**$ 297,565**	$ 306,965
Deferred revenue *(Note 7)*	**854,205**	911,925
	1,151,770	1,218,890
NET ASSETS		
Unrestricted Fund	**851,155**	874,410
Capital Asset Fund	**5,637**	8,949
Internally Restricted Funds	**811,439**	811,439
	1,668,231	1,694,798
	$ 2,820,001	$ 2,913,688

COMMITMENTS *(Note 8)*

APPROVED ON BEHALF OF COUNCIL

_____ *Director*

The accompanying notes form an integral part of these financial statements

COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF ALBERTA
Statement of Revenues and Expenses
Year Ended April 30, 2026

	2026	2025
REVENUES		
Membership revenue	**$ 925,699**	$ 920,513
Investment revenue	**60,780**	89,064
	986,479	1,009,577
EXPENSES		
Amortization	**3,312**	4,228
Insurance	**2,867**	2,775
Interest and bank charges	**2,675**	2,190
Professional consulting services	**28,397**	38,300
Meetings and conferences	**34,365**	39,625
Memberships	**12,365**	6,404
Office	**20,357**	26,990
Online merchant fees	**14,900**	27,349
Legal and audit fees	**14,156**	32,789
Rental	**58,221**	63,756
Repairs and maintenance	**3,576**	2,992
Salaries and wages	**734,480**	634,240
Telephone	**4,459**	4,123
Internet and database costs	**23,064**	25,034
	957,194	910,795
EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS	**29,285**	98,782
OTHER INCOME (EXPENSES)		
Education fund income	**353**	46,938
Education fund expenses	**-**	(46,938)
Grant income	**51,535**	20,239
Grant project expenses	**(51,888)**	(20,239)
Council orientation and education fund expenses	**(14,015)**	-
Special projects fund expenses	**(41,838)**	-
	(55,853)	-
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	**$ (26,568)**	$ 98,782

The accompanying notes form an integral part of these financial statements

COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF ALBERTA

Statement of Changes in Net Assets

Year Ended April 30, 2026

	Unrestricted Fund	Capital Asset Fund	Internally Restricted Funds *(Note 9)*	**2026 Total** 2026	2025 Total 2025
NET ASSETS - BEGINNING OF YEAR	$ 874,410	$ 8,949	$ 811,439	$ 1,694,798	$ 2,381,810
Excess (deficiency) of revenues over expenses	134,275	(3,312)	(157,530)	(26,567)	98,782
Return of endowment funds	-	-	-	-	(785,794)
Interfund transfers	(157,530)	-	157,530	-	-
NET ASSETS - END OF YEAR	$ 851,155	$ 5,637	$ 811,439	$ 1,668,231	$ 1,694,798

Refer to *(Note 9)* for details of internally restricted funds and reserves.

The accompanying notes form an integral part of these financial statements

COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF ALBERTA
Statement of Cash Flows
Year Ended April 30, 2026

	2026	2025
OPERATING ACTIVITIES		
Excess (deficiency) of revenues over expenses	**$ (26,568)**	$ 98,782
Item not affecting cash:		
Amortization of capital assets	**3,312**	4,228
	(23,256)	103,010
Changes in non-cash working capital:		
Accounts receivable	**(375)**	(183)
Interest receivable	**20,878**	(37,581)
Accounts payable	**(9,400)**	29,694
Deferred revenue	**(57,720)**	35,572
Prepaid expenses and deposits	**(85,485)**	(27,425)
	(132,102)	77
Cash flow from (used by) operating activities	**(155,358)**	103,087
INVESTING ACTIVITIES		
Purchase of capital assets	**-**	(3,660)
Proceeds from maturities of term deposits	**1,845,672**	2,549,181
Purchase of term deposits	**(1,916,253)**	(2,595,671)
Return of endowment funds	**-**	(785,794)
Restricted cash	**77,728**	749,150
Cash flow from (used by) investing activities	**7,147**	(86,794)
INCREASE (DECREASE) IN CASH	**(148,211)**	16,293
Cash - beginning of year	**887,798**	871,505
CASH - END OF YEAR	**$ 739,587**	$ 887,798
CASH CONSISTS OF:		
Cash	**$ 739,588**	$ 887,798

The accompanying notes form an integral part of these financial statements

1. PURPOSE OF THE COLLEGE

College of Registered Psychiatric Nurses of Alberta (the "College") is a regulatory health organization established pursuant to the Health Professions Act of Alberta. The College operates to regulate psychiatric nurses and protect the public interest. The College is exempt from payment of income tax under Section 149(1) of the Income Tax Act.

2. BASIS OF PRESENTATION

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO). Canadian accounting standards for not-for-profit organizations are part of Canadian GAAP.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Financial instruments

Financial instruments are initially measured at fair value. Financial instruments subsequently measured at amortized cost include cash, restricted cash, term deposits, accounts receivable, interest receivable and accounts payable. Transaction costs directly attributable to financial instruments subsequently measured at amortized cost are included in the initial carrying amount of the instrument. Transaction costs related to financial instruments subsequently measured at fair value are expensed as incurred.

Use of Estimates

Certain amounts in the financial statements are subject to measurement uncertainty and are based on the College's best information and judgment. Actual results could differ from these estimates.

Examples of significant estimates include:

- estimated accrued receivables;
- estimated amortization of capital assets;
- estimated useful lives of assets;
- impairment of long-term assets;
- estimated prepaid expenses;
- estimated accrued payables.

Cash and restricted cash

Cash consists of amounts on deposit with financial institutions. Cash subject to external restrictions that prevent its use for general operating purposes is presented separately as restricted cash. Restricted cash is maintained for the purposes specified in the applicable funding agreements.

Term deposits

Term deposits consist of short-term investments held with financial institutions and are recorded at amortized cost. Interest income is recognized on an accrual basis.

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3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives on a declining balance basis at the following rates:

Equipment	20%
Computer equipment and website	55%

The College regularly reviews its capital assets to eliminate obsolete items.

Contributions restricted for the purchase of depreciable capital assets are deferred and recognized as revenue on the same basis as the amortization expense of the related capital assets.

Capital assets acquired during the year but not placed into use are not amortized until they are placed into use.

Impairment of tangible capital assets

Tangible capital assets are reviewed for impairment whenever events or changes in circumstances indicate that the asset no longer contributes to the College's ability to provide goods and services, or that the value of future economic benefits or service potential associated with the asset is less than its net carrying amount. When such conditions exist, the net carrying amount of the asset is written down to its fair value or replacement cost. A write-down is recognized as an expense and is not reversed.

Leases

Leases that do not transfer substantially all of the benefits and risks incident to ownership to the College are classified as operating leases. Lease payments under operating leases are recognized as an expense on a straight-line basis over the lease term.

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3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Fund accounting

The College of Registered Psychiatric Nurses of Alberta follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. The College has the following funds:

Unrestricted Fund
Revenues and expenses related to program delivery and administrative activities are reported in the Unrestricted Fund.

Capital Asset Fund
The Capital Asset Fund reports the assets, liabilities, revenues, and expenses related to the College's capital assets.

Internally Restricted Funds
These funds are comprised of:

a) **Financial Reserve Fund**
The Financial Reserve was established to provide for continued operations for one year in the event of unexpected interruptions in cash flow or unexpected expenses and to provide funds to cover the costs of any disciplinary hearings. Transfers to/from this fund require Council approval.

b) **Council Orientation & Education Reserve Fund**
The Council Orientation & Education Reserve Fund was set up to assist with the costs associated with attending and participating in activities and learning that provide initial and ongoing education in regulatory governance and the public protection mandate.

c) **Regulatory Initiatives Reserve Fund**
The Regulatory Initiatives Reserve Fund was established to assist with the costs associated with participating in initiatives that address regulatory requirements and enhance regulatory processes.

d) **Fair Registration Audit Reserve Fund**
The Fair Registration Audit Reserve Fund was established to assist with the costs associated with a possible registrations audit under the Fair Registrations Practice Act.

e) **Conduct Reserve Fund**
The Conduct Reserve Fund was established to assist with the costs associated with an unexpectedly costly conduct investigation and hearing.

f) **Patient Relations Reserve Fund**
The Patient Relations Reserve Fund was established to assist with the costs associated with the legislated requirement to provide counselling/therapy to any patient lodging a complaint of sexual abuse or misconduct toward a registrant.

g) **Special Projects Fund**
The Special Projects Fund was established to assist with the costs associated with significant capital purchases.

Revenue recognition

Membership dues

Membership dues are recognized as revenue over the membership period to which they relate. Amounts received in advance are recorded as deferred revenue.

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3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Application, program, and event fees

Application, program, and event fees are recognized as revenue when the related service or event occurs. Amounts received in advance are recorded as deferred revenue.

Grant revenue

Grants are recognized as revenue in the period in which the related expenses are incurred. Amounts received in advance of incurring the related expenses are recorded as deferred revenue.

Interest income

Interest income is recognized as interest accrued on a time basis by reference to the principal outstanding and to the effective interest rate applicable. The effective interest rate applicable is the rate that exactly discounts the estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Contributed services

The operations of the organization depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements.

4. FINANCIAL INSTRUMENTS

The College is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the College's risk exposure and concentration as of April 30, 2026.

Credit risk

Credit risk arises from the potential that a counterparty will fail to perform its obligations. The College is exposed to credit risk primarily through its cash, term deposits, accounts receivable and interest receivable. A significant portion of the College’s financial assets is held with Canadian financial institutions, resulting in a concentration of credit risk. Management considers the associated credit risk to be low.

Liquidity risk

Liquidity risk is the risk that the College will encounter difficulty in meeting obligations associated with its financial liabilities. The College manages liquidity risk by maintaining sufficient cash and short-term investments to meet its obligations as they become due. The College’s primary financial liability is accounts payable.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The College is exposed to interest rate risk on its term deposits. The term deposits bear fixed rates of interest and, accordingly, changes in market interest rates do not affect the interest earned during their terms. The College is exposed to reinvestment risk when the term deposits mature and are renewed at prevailing market interest rates.

Unless otherwise noted, it is management’s opinion that the College is not exposed to significant other price risks arising from these financial instruments.

There have been no significant changes in the College’s exposure to financial instrument risks from the prior year.

5. TERM DEPOSITS

	2026	2025
1 Year term deposit maturing August 7, 2025 at variable rate	$ -	$ 1,232,850
1 Year term deposit maturing September 27, 2025 at 4.2% per annum	-	612,821
364 Days short-term deposit maturing August 14, 2026 at 2.50% per annum	**276,253**	-
1 Year term deposit maturing August 14, 2026 at 3.15% per annum	**1,000,000**	-
1 Year term deposit maturing October 20, 2026 at 2.75% per annum	**640,000**	-
	$ 1,916,253	$ 1,845,671

6. CAPITAL ASSETS

	Cost	Accumulated amortization	**2026 Net book value**	2025 Net book value
Equipment	$ 124,302	$ 120,622	**$ 3,680**	$ 4,600
Computer equipment and website	32,676	30,719	**1,957**	4,349
	$ 156,978	$ 151,341	**$ 5,637**	$ 8,949

7. DEFERRED REVENUE

Deferred revenue is comprised of:

2026	2025 Balance	Receipts/ (Funds returned)	Use of funds	**2026 Balance**
Grant Funding				
Auto-Credentialing Project	$ 77,728	$ (51,535)	$ (26,193)	**$ -**
	77,728	(51,535)	(26,193)	**-**
Membership fees				
Active Fees	824,097	845,030	(824,097)	**845,030**
Inactive Fees	8,875	8,300	(8,875)	**8,300**
Retired	1,225	875	(1,225)	**875**
	$ 911,925	$ 802,670	$ (860,390)	**$ 854,205**

2025	2024 Balance	Receipts	Use of funds	**2025 Balance**
Grant Funding				
Education Fund Interest	43,118	-	(43,118)	**-**
Auto-Credentialing Project	-	97,967	(20,239)	**77,728**
	43,118	97,967	(63,357)	**77,728**
Membership fees				
Active Fees	811,600	824,098	(811,600)	824,097
Inactive Fees	20,510	8,875	(20,510)	8,875
Retired	1,125	1,225	(1,125)	1,225
	876,353	932,165	(896,592)	**911,925**

Grant funding is allocated to the College by the Provincial Government under restricted funding agreements. These grants are recognized as revenue in the period in which the related eligible expenditures are incurred. During the year, the remaining funding for the Auto Credentialing Project was recognized as revenue or returned to the Provincial Government. There was no unexpended grant funding at April 30, 2026.

Deferred memberships revenue will be included in revenues in the next fiscal year.

8. COMMITMENTS

The College has entered into agreements for office premises, software and IT services, and photocopier. The office premises lease expires July 31, 2029. The software and IT services agreement has an initial five-year term ending December 31, 2029. The photocopier lease requires 66 monthly payments.

The College's minimum annual lease payments for the next five years are as follows:

2027	$ 80,626
2028	81,248
2029	81,995
2030	31,180
2031	1,134
	$ 276,183

9. INTERNALLY RESTRICTED FUNDS AND RESERVES

	Beginning Balance	Revenue	Expenses	Transfers	**2026**	2025
Patient Relations Reserve Fund	$ 25,000	$ -	$ -	$ -	**$ 25,000**	$ 25,000
Special Projects Fund	127,063	-	(122,784)	-	**4,279**	127,063
Financial Reserve	530,000	-	-	143,530	**673,530**	530,000
Council Orientation & Education Reserve Fund	26,376	-	(14,015)	14,000	**26,361**	26,376
Fair Registration Audit Reserve Fund	10,000	-	-	-	**10,000**	10,000
Regulatory Initiatives Reserve Fund	33,000	-	(10,191)	-	**22,809**	33,000
Conduct Reserve Fund	60,000	-	(10,538)		**49,462**	60,000
Total	$ 811,439	$ -	$ (157,528)	$ 157,530	**$ 811,439**	$ 811,439