

**NOVA SCOTIA
NURSING AND
MIDWIFERY
REGULATOR**

Meeting Minutes

Special Board Meeting

Tuesday, June 30, 2026 at 9:00 a.m.

120 Western Parkway, Suite 300 & Virtually via MS Teams



Meeting Attendees

Board members:

- Alana Baxter (Chair)
- David Davidson (Vice-Chair)
- Opeyemi Adeyi
- Keely Anderson
- Paulette Anderson
- Susan Earle
- Mianh Lamson
- Carol-Anne Miller
- Robyn Schleihau
- Karin Wallace

Regrets:

- None

Staff:

- Doug Bungay, CEO and Registrar
- Jennifer Best, Sr. Director, Legislative Services and Deputy Registrar
- Heather Totton, Sr. Director, Governance and General Counsel
- Marie-Claude Geddry, Governance Assistant
- Jenny Wright, Director of Integration (Items 1 to 3)

Guests:

- Teri Crawford, former MRCNS Council member (Items 20 to 22)
- Tricia Lane, former NSCN Board member (Items 20 to 22)



1. Call to order

The Chair called the special meeting of the Nova Scotia Nursing and Midwifery Regulator's (NSNMR) Board to order at 9:01 a.m., in person and by video conference.

2. Appointment of Initial Board and Board Executive

To minute the appointment of the members of the Initial NSNMR Board, and its Chair and Vice-Chair, under the Regulated Health Professions Act (RHPA) and Regulations, the Chair called for the following motion:

WHEREAS the Regulations Respecting Nursing and Midwifery made by the Governor in Council under the Regulated Health Professions Act take full force and effect on June 30, 2026;

AND WHEREAS the Regulations continue the Nova Scotia College of Nursing (NSCN) as the Nova Scotia Nursing and Midwifery Regulator (NSNMR) with the mandate to regulate the professions of nursing and midwifery in Nova Scotia, and to replace the previous Midwifery Regulatory Council of Nova Scotia (MRCNS), inheriting all of its assets, contracts and liabilities;

AND WHEREAS in accordance with the RHPA and the Nursing and Midwifery Regulations, the members of the NSCN Board are continued as the initial board of the new organization, subject to different or additional requirements set out in section 29 of the Nursing and Midwifery Regulations;

AND WHEREAS the NSCN Board and MRCNS Council by separate resolutions on March 31, 2026, approved a process which resulted in the appointment of five (5) registrant members and five (5) public representative members from the NSCN Board and MRCNS Council to the Initial NSNMR Board on April 9, 2026;

AND WHEREAS the NSCN Board and MRCNS Council by separate resolutions on March 31, 2026, approved a process which resulted in the election, from the members of the Initial NSNMR Board, of an Initial NSNMR Board Chair on May 4, 2026, and an Initial NSNMR Board Vice-Chair on May 7, 2026;

AND WHEREAS the composition of the Initial NSNMR Board complies with the composition requirements of section 29 of the Nursing and Midwifery Regulations;

BE IT RESOLVED that effective June 30, 2026, that the members of the Initial NSNMR Board are:

- *Alana Baxter, public representative*
- *Carol-Anne Miller, registrant*
- *David Davidson, public representative*
- *Karin Wallace, public representative*
- *Keely Anderson, registrant*
- *Mianh Lamson, registrant*
- *Opeyemi Adeyi, registrant*



- Paulette Anderson, public representative
- Robyn Schleihau, public representative
- Susan Earle, registrant

AND BE IT FURTHER RESOLVED that the Chair of the Initial NSNMR Board is Alana Baxter and the Vice-Chair of the Initial NSNMR Board is David Davidson.

Moved by: Keely Anderson

Seconded by: Opeyemi Adeyi

MOTION CARRIED

Following the passage of the motion, the Chair asked all Initial NSNMR Board members to sign and submit the NSNMR commitment letters, confidentiality agreements and indemnification agreements to the Governance Assistant by July 14, 2026.

3. Attendance and Confirmation of Quorum

The Chair took attendance and confirmed a quorum was present. The Chair also introduced NSNMR staff attending the meeting.

The CEO and Registrar introduced Jenny Wright, the previous Registrar/Executive Director of the former MRCNS, as the new NSNMR Director of Integration.

4. Review of Meeting Purpose

The Chair noted that the purpose of the special meeting was to recognize the effective date of the Regulations Respecting Nursing and Midwifery made by the Governor in Council under the Regulated Health Professions Act, and to pass the resolutions required to ensure the Nova Scotia Nursing and Midwifery Regulator continues to regulate the professions of nursing and midwifery in Nova Scotia.

5. Declaration of Conflict of Interest

The Chair called for Board members to declare any real, potential or perceived conflicts of interest with respect to the items listed on the Board special meeting agenda.

No conflicts of interest were declared.

6. Appointment of NSNMR Registrar

To formally appoint an NSNMR Registrar under the Regulated Health Professions Act, the Chair called for the following motion:

The NSNMR Board appoints Douglas Bungay as the Registrar of the Nova Scotia Nursing and Midwifery Regulator under the Regulated Health Professions Act, continuing the remuneration, duties and conditions outlined in his contract signed with NSCN on March 24, 2025.



Moved by: David Davidson
Seconded by: Karin Wallace

MOTION CARRIED

The Vice-Chair requested that it be noted the motion passed unanimously.

7. Approval of NSNMR Bylaws

On March 31, 2026, the former MRCNS Council and NSCN Board provided approval to circulate draft NSNMR bylaws for a 30-day consultation period beginning May 22, 2026. The Board reviewed the briefing note summarizing the results of the consultation, and considered the feedback provided, including the feedback from Department of Health and Wellness. All feedback was incorporated into the final version of the draft NSNMR bylaws circulated to the Board.

To approve the first set of NSNMR Bylaws, the Chair called for the following motion:

The NSNMR Board approves the Nova Scotia Nursing and Midwifery Regulator Bylaws, as circulated.

Moved by: Susan Earle
Seconded by: Keely Anderson

MOTION CARRIED

8. Approval of Statutory Committee Terms of Reference and Competency Profile

The MRCNS/NSCN Joint Governance Working Group prepared draft Terms of Reference for all NSNMR statutory committees (with the exception of the Practice Review Committee, which will not be operational for another 12 months), as well as a competency profile for all members of NSNMR statutory committees. The Board reviewed the Working Group's briefing note outlining the recommendations and rationale.

In response to a question from the Board regarding the draft Terms of Reference, the Sr. Director, Governance and General Counsel confirmed that a chair of a statutory committee is not barred from voting.

The Chair called for the following motions:

That the NSNMR Board approve the NSNMR Competency Profile for Statutory Committee Members, as circulated.

Moved by: Carol-Anne Miller
Seconded by: Susan Earle

MOTION CARRIED

That the NSNMR Board approve the terms of reference for the following NSNMR statutory committees, as circulated:



- a. *Registration and Licensing Committee*
- b. *Registration and Licensing Review Committee*
- c. *Complaints Committee*
- d. *Professional Conduct Committee*
- e. *Fitness to Practise Committee*
- f. *Reinstatement Committee*

Moved by: Opeyemi Adeyi

Seconded by: David Davidson

MOTION CARRIED

9. Appointment of Statutory Committee Members

The CEO and Registrar prepared recommendations for the appointment of NSNMR statutory committees, including committee Chairs and Vice-Chairs. The Board reviewed the briefing note outlining the recommendations and rationale.

The Chair called for the following motion:

The NSNMR Board approve the appointment of:

1. *Existing NSCN committee members, Chairs, and Vice-Chairs as circulated in Appendix "A".*
2. *Abigail Corbin and Karen George as registered midwife members of the Complaints Committee, Registration and Licensing Committee, and Fitness to Practise Committee for a three-year term of June 30, 2026 to June 29, 2029.*
3. *Sheila Rushton as an LPN member of the Complaints Committee, Registration and Licensing Committee, and Fitness to Practise Committee for a three-year term of June 30, 2026 to June 29, 2029.*

Moved by: Paulette Anderson

Seconded by: Robyn Schleihau

MOTION CARRIED

10. Appointment of Governance Model and Governance Policies

On March 31, 2026, the former MRCNS Council and NSCN Board resolved that the governance model for the NSNMR Board would continue to be policy governance. The MRCNS/NSCN Joint Governance Working Group prepared governance policies in accordance with this direction, including policies with respect to Executive Limitations, Governance Processes and Board-Management Delegation. The Board reviewed the briefing note outlining the recommendations and rationale.

The Chair called for the following motion:



The NSNMR Board continues to use policy governance as a governance model and approves the Board Governance Policies as circulated.

Moved by: Keely Anderson

Seconded by: Carol-Anne Miller

MOTION CARRIED

11. Approval of Interim Strategic Directions

The MRCNS/NSCN Joint Governance Working Group and CEO and Registrar prepared a joint recommendation for interim strategic directions for NSNMR, including purpose, and mission that the organization could use until the Subsequent NSNMR Board is appointed. The Board reviewed the briefing note outlining the recommendations and rationale.

The Chair called for the following motion:

The NSNMR Board approve the interim strategic directions as follows:

NSNMR's Interim Purpose: *To regulate the nursing and midwifery professions to:*

- 1. Protect the public from harm;*
- 2. Serve and promote the public interest;*
- 3. Preserve the integrity of the professions, subject to the public interest;*
- 4. Maintain public confidence in the ability of the regulatory body to regulate the professions.*

NSNMR's Interim Mission:

- 1. We register and license those qualified to practice nursing and midwifery.*
- 2. We ensure nurses and midwives meet expected standards of learning, competence, health, and conduct.*
- 3. We intervene to preserve safe practice.*

NSNMR's Interim Strategic Directions:

- 1. Future Facing Regulation – Create a flexible, responsive and right touch multi profession regulator*
- 2. Optimize Data Driven Insights – Create a process and culture to support evidenced informed decision-making*
- 3. Business Transformation – Improved performance through strategic changes to organization systems, processes and culture*
- 4. Linkages and Inclusions – Building relationship to better serve our multiple publics, and drive belonging, inclusiveness and pride in work*

Moved by: Robyn Schleihaut



Seconded by: Susan Earle

MOTION CARRIED

12. Approval of Land Acknowledgement and African Nova Scotian Acknowledgement

The CEO and Registrar prepared a draft Land Acknowledgement and African Nova Scotian Acknowledgement for NSNMR Board approval. The Board reviewed the briefing note outlining the recommendations and rationale.

The Chair called for the following motion:

The NSNMR Board approve the Land Acknowledgment and African Nova Scotian Statement, as circulated.

Moved by: Keely Anderson

Seconded by: Opeyemi Adeyi

MOTION CARRIED

13. Approval of First Year Governance Priorities

The MRCNS/NSCN Joint Governance Working Group prepared recommendations for governance priorities for NSNMR's first year. The Board reviewed the briefing note outlining the recommendations and rationale.

The Chair called for the following motion:

The NSNMR Board approve the following governance priorities for the Initial NSNMR Board:

- *Subsequent Board recruitment and appointment process*
- *Board member honorariums and expense amounts and policies*
- *Establishment of Board committees, including a Professional Practice Advisory Committee*
- *Statutory Committee recruitment and appointment process*
- *Development of meeting norms and cultural values of board (including Code of Conduct)*
- *Interim organizational values*
- *Preparatory work for development of an NSNMR strategic plan in 2027, including purpose, vision, mission and values.*

Moved by: Susan Earle

Seconded by: Keely Anderson



MOTION CARRIED

14. Appointment of Initial Board Working Groups

The Chair proposed that the Initial NSNMR Board form two working groups – one to continue to build and recommend the governance policies and procedures required to create the NSNMR Board and a second to review the Board’s honorarium, salary reimbursement and expense policies. The Board reviewed draft Terms of Reference for each working group. Following discussion, it was decided to amend the Terms of Reference to permit at least 4 members for the Governance Working Group and at least 3 members for the Honorarium, Salary Reimbursement and Expenses Working Group.

The Chair called for the following motion:

The NSNMR Board approve the terms of reference for the Governance Working Group and the Honorarium, Salary Reimbursement and Expenses Working Group, as circulated and revised.

Moved by: David Davidson

Seconded by: Keely Anderson

MOTION CARRIED

The Chair then called for volunteers to join each working group. The Sr. Director, Governance and General Counsel gave a brief explanation of what each working group’s time commitment would be for meetings, and how they would be supported.

The Chair also called for the following motions:

1. *That Alana Baxter, David Davidson, Karin Wallace, Keely Anderson and Paulette Anderson be appointed to the Governance Working Group; and*
2. *That Carol-Anne Miller, Mianh Lamson, Robyn Schleihau and Susan Earle Be appointed to the Honorarium, Salary Reimbursement and Expenses Working Group.*

Moved by: Susan Earle

Seconded by: Karin Wallace

MOTION CARRIED

15. Approval of Practice Guidelines

The CEO and Registrar prepared a recommended list of MRCNS and NSCN practice documents for continued use by NSNMR. The Board reviewed the briefing note outlining the recommendations and rationale.

The Chair called for the following motion:

The NSNMR Board approve the following, with the deemed inclusion of any modification or amendment necessary for compliance and consistency with the Regulated Health Professions Act (RHPA):



- *The nursing practice documents outlined at Appendix B as practice guidelines under Section 8(1) of the Nursing and Midwifery Regulations; and*
- *The midwifery practice documents outlined at Appendix C as practice guidelines under Section 9(1) of the Nursing and Midwifery Regulations.*

Moved by: Keely Anderson

Seconded by: Karin Wallace

MOTION CARRIED

16. Omnibus Financial and Operational Approvals

The CEO and Registrar sought Board approval to continue the NSCN fiscal year (January 1 to December 31) for NSNMR, and to continue the appointments of NSCN's auditors for NSNMR, and MRCNS's auditors for the MRCNS stub audit.

The Chair called for the following motion:

The NSNMR Board approves:

- *Continuing January 1 to December 31 as the fiscal year for NSNMR;*
- *Continuing the appointment of Doane Grant Thornton as NSNMR's external financial auditor under the Regulated Health Professions Act, for the five-year term beginning with NSCN's 2025 audit; and*
- *Continuing the appointment of Peverill & Associates Inc. to complete the audit of MRCNS's financial statements for the period from April 1, 2026, to June 29, 2026.*

Moved by: Keely Anderson

Seconded by: Robyn Schleihau

MOTION CARRIED

Following the motion's approval, the Vice-Chair requested that a review of the April 23, 2026, NSCN Board In camera meeting action items be brought forward for review and discussion at the next NSNMR Board meeting.

17. Omnibus Regulatory Requirements and Processes

The CEO and Registrar prepared a list of recommended MRCNS and NSCN regulatory requirements and processes for continued use by NSNMR. The CEO and Registrar explained that NSNMR Board approval was necessary to give legal effect to these items upon migration to the RHPA and amalgamation as NSNMR. The Board reviewed the briefing note outlining the recommendations and rationale. In response to a Board member question, the CEO and Registrar explained that it was a deliberate decision to not align the licensing years for midwives and nurses at this time, and was not required under RHPA. The matter would be reviewed in the future.

The Chair called for the following motion:

The NSNMR Board approves the following:



- 1) *The licensing term for nurses is November 1 to October 31.*
- 2) *The licensing term for midwives is April 1 to March 31.*
- 3) *The professional liability insurance or protection requirements outlined circulated in the briefing note.*
- 4) *Continuation of nursing education program approval framework, standards, and indicators, as approved by the NSCN Board on September 25, 2025, January 26, 2026, and May 14, 2026.*
- 5) *Continuation of the Policy on Canadian Midwifery Education Program (MEP) Approval Process, as approved by the MRCNS on June 4, 2015.*
- 6) *Registration and licensing examination requirements as detailed in Appendix A of the circulated briefing note.*
- 7) *Currency of practice requirements as detailed in Appendix B of the circulated briefing note.*
- 8) *Fees payable by applicants and registrants as detailed in Appendix C of the circulated briefing note.*
- 9) *Fitness to practice eligibility criteria as detailed in Appendix D of the circulated briefing note.*
- 10) *Approved Education Programs as detailed in Appendix E of the circulated briefing note.*
- 11) *RN Prescribing as an expanded scope of practice, including educational prerequisites and eligibility criteria, as detailed in Appendix F of the circulated briefing note.*
- 12) *Continuation of the NSCN Continuing Competence Program for Nurses, including associated reporting requirements and process for verification of compliance, and the MRCNS Quality Assurance Program for Registered Midwives and associated reporting requirements and process for verification of compliance, with the exception of the following components, which have been moved to licensing requirements:*
 - *cardiopulmonary resuscitation (CPR)*
 - *neonatal resuscitation (NRP)*
 - *emergency skills (ES)*
 - *fetal health surveillance (FHS)*

Moved by: Keely Anderson

Seconded by: Karin Wallace

MOTION CARRIED

18. Review of legislation

The Sr. Director, Governance and General Counsel reviewed and answered questions about the *Regulated Health Professions Act* and its regulations, including the composition of the Board under



RHPA, roles and responsibilities of the Board, CEO and Registrar and the Minister, and new Ministerial powers under RHPA.

19. Meeting Dates for 2026-2027

The Chair reviewed the NSNMR Board meeting dates for 2026-2027, and asked all Board members to attend these meetings in person when possible:

2026

- Thursday, October 1st – Development Day
- Friday, October 2nd – General Meeting
- Wednesday, December 9th – Development Day
- Thursday, December 10th – General Meeting

2027

- Wednesday, February 24th – Development Day
- Thursday, February 25th – General Meeting
- Wednesday, April 21st – Development Day
- Thursday, April 22nd – General Meeting
- Thursday, May 13th – Special Meeting
- Wednesday, June 2nd – Board/Leadership Strategic Planning
- Thursday, June 3rd – Board/Leadership Strategic Planning

20. Expression of Appreciation

The Chair took the opportunity to express appreciation to all of the members of the former MRCNS Council and NSCN Board who supported the work to create NSNMR and migrate the organization to the *Regulated Health Professions Act*.

The Chair and CEO and Registrar handed out framed certificates to each MRCNS Council and NSCN Board member present in attendance.

21. Assessment of Meeting Time

The Chair, in consultation with the Board, agreed that the meeting time was 2 hours and the preparation time was 6 hours.

The Chair reviewed with the Board the timelines for submitting expense and honorarium claims.

22. Adjournment

Hearing no further business, the Chair declared the meeting adjourned at 10:58 a.m.



Approved by the NSNMR Board on October 2, 2026.

A handwritten signature in black ink, reading "Alana Baxter". The signature is fluid and cursive, with the first name "Alana" and last name "Baxter" clearly distinguishable.

Alana Baxter, Board Chair