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COLLEGE OF  
LICENSED PRACTICAL NURSES  
OF NEWFOUNDLAND AND LABRADOR  
LPNS - A PRACTICAL APPROACH TO QUALITY CARE

## CLPNNL Liaison Program

The CLPNNL Liaison Program was developed to provide Liaison LPNs the opportunity to work with the CLPNNL Board and staff by supporting the sharing of information. Liaisons are volunteer LPNs who have agreed to provide information to their workplace colleagues and provide the CLPNNL with communication from these colleagues. The CLPNNL Liaison LPNs provide a valuable service to the CLPNNL by posting important information in the workplace regarding, elections, new documents, policies, position statements, education sessions, national nursing week, practice awards and CLPNNL services. These are just a few of the means by which Liaison LPNs assist the CLPNNL and its members. What you do does not go unnoticed. It is valued and appreciated. The CLPNNL would like to extend a warm thank you to our Liaison LPNs for your commitment to the LPN profession.



*Centre for Nursing Studies Class of 2015 Practical Nursing Students participating in Blood Pressure Clinics to promote Heart and Stroke month at a local mall.*

## PUBLIC INFORMATION

The PULSE is the official Publication of the College of Licensed Practical Nurses of Newfoundland and Labrador

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## COLLEGE BOARD MEMBERS

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**Editor:** Janice O'Neill

**Design:** Kimberly Puddester

The Pulse is published three times a year with winter, spring, and fall editions. The Annual Report is printed in summer. The editor welcomes feedback and suggestions from readers on this newsletter.

## MISSION

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) protects the public through the promotion of efficient, ethical nursing care, regulation of licensed practical nursing practice, the licensure of Practical Nurses and setting the strategic direction for the organization.

## VISION

To foster a professional environment where Licensed Practical Nurses (LPNs) are respected, valued as integral members of the nursing team and provide quality health care services in Newfoundland and Labrador.

## VALUES

We Believe:

- Licensed Practical Nursing practice is founded on professionalism, compassion and caring;
- Licensed Practical Nurses are accountable for their actions;
- Licensed Practical Nurses take responsibility for lifelong learning aimed at building and maintaining professional competency; and
- Partnerships with key stakeholders are essential to enhancing the profession.

The CLPNNL has the legislative responsibility for regulating the practice of LPNs in Newfoundland and Labrador. In doing so, it serves to protect the public. It supports the Vision and promotes the Values of LPNs by providing leadership and supporting the integrity of the profession.

## Early Bird Licensure Renewal

### And the winners are:

All LPNs who submitted their completed licensure renewal application form along with payment for 2015/16 prior to 1630 on Friday, March 6th, 2015 the office of the CLPNNL, had their name entered into a draw for one of three Citizen Quartz watches valued at approximately \$200.00 each. The draw took place on Monday, March 9th, 2015 and the winners are:

**Rita Whelan LPN** (Lion's Manor, Eastern Health), **Darlene MacNeil LPN** (Waterford Hospital, Eastern Health) and **Edith Rose LPN** (Charles S. Curtis Health Centre, Labrador Grenfell Health). Congratulations!

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## Proof of Licensure on CLPNNL Public Registry

Members and employers can easily check the licensure renewal status of any LPN by accessing the public registry at [www.clpnnl.ca](http://www.clpnnl.ca) and click on licensure information. Registry shows member's current licensure status. Employers and managers are encouraged to ensure their LPN employees are licensed for the 2015/16 year. It is a serious offence to practice as a LPN without a valid license. In addition, you are taking a personal risk as you do not have any liability insurance coverage from CLPNNL when you do not hold a current license.

Members found practicing without a valid license in 2015/16 constitutes professional misconduct and may be subject to sanctions including a fine of \$50.00 per day per shift worked up to \$1000.00 and may also be subject to disciplinary action in accordance with the *Licensed Practical Nurses' Act (2005)*.

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## REMINDER: Keep your information up-to-date!

Under the College of Licensed Practical Nurses of Newfoundland and Labrador By-Laws (2014) Section 34 - Accuracy of Personal Information, all LPNs are required to keep their information on file with CLPNNL up-to date. This includes:

- Name change (copy of legal documentation required)
  - Mailing address
  - Email address
  - Employment information
- 

## 2014/15 CLPNNL AWARDS

Employers, colleagues and students are encouraged to nominate outstanding LPNs for

the **Excellence in Practice Award** and the **Ann Keough Excellence in Leadership Award**. Nominate a LPN for an Award for Excellence in Practice. Each year, the CLPNNL presents an award for Excellence in Practice to a Licensed Practical Nurse who demonstrates Excellence in Practice. We know that there are many LPNs who demonstrate professional excellence on a daily basis, and are very deserving of this award. However, in order for Licensed Practical Nurses to be considered for this accolade, **they must be nominated**. That's where you come in....take this opportunity to nominate a colleague for the Excellence in Practice Award today. Nomination forms and the criteria are available by calling the office of CLPNNL. Nomination forms will be accepted until **April 30th, 2015**.

**The award recipients will be announced at the Provincial Nursing Forum on June 16, 2015.**

Spread the word in your workplace! Nominate a Licensed Practical Nurse for one or both of these awards today!

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## **ANNOUNCEMENT: Ms. Wanda Wadman MN, RN**

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) is pleased to announce the appointment of Ms. Wanda Wadman MN RN, to the position of Director of Professional Practice and Policy effective April 1, 2015. In this leadership role, Ms. Wadman will manage the development of policies and guidelines to support Licensed Practical Nurses (LPNs) in practice, to promote the role of LPNs in the best interest of the public, and to support the development of best practices to achieve regulatory excellence.

Ms. Wadman brings to her new position 30 years of nursing expertise in clinical practice, nursing management and nursing education. This includes eight years as the Coordinator, International Office, Centre for Nursing Studies (CNS), where she promoted the role of practical nurses to meet the health care needs of rural and remote communities in Central and South America and coordinated the CNS Practical Nursing (PN) brokered program in the Caribbean. Since 1997, she taught clinical, laboratory and theory nursing courses in the areas of Mental Health, Health Promotion and Community Health and has developed course modules for LPNs, RNs and internationally-educated nurses. Ms. Wadman also has a background in nursing research and clinical coordination and has been a member of the PN Advisory Committee and PN Admissions Committee at the CNS.



Ms. Wadman has been the CNS representative on the Board and Co-chair of the Complaints Authorization Committee at the CLPNNL since 2007. Her experience as an item-writer and member of the Canadian Practical Nurses Registration Examination (CPNRE) Competency and Blueprint Committee, as well as her expertise in proposal development, will be strong assets as she takes on this new leadership role.

In addition to her professional service, Ms. Wadman has been a long-standing volunteer in various community organizations in both leadership and contributor roles.

Ms. Wadman's successful career experiences, leadership skills and commitment to the role of LPNs in an evolving health system make her uniquely qualified for the role of Director of Professional Practice and Policy. We extend a warm welcome to her as she assumes this position.

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## **National Nursing Week 2015 – May 11-17**

Start planning now for National Nursing Week! This year's theme is **Nurses: With You Every Step of the Way.**

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) and the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) join their counterparts across Canada in recognizing National Nursing Week.

We invite all Licensed Practical Nurses to share the recognition and contributions of nursing as the CLPNNL joins with the province's Licensed Practical Nurses, Registered Nurses, Nurse Practitioners as well as our national colleagues across Canada to celebrate National Nurses Week. The purpose of National Nursing Week is to increase awareness among the public, policy makers and governments of the many contributions nurses make to the well being of Canadians.

If you are planning events to celebrate, don't miss this step along the way let the entire nursing community in NL and Labrador know about it. Please forward your photos and stories of your events to the CLPNNL. It is a great way to share with others how you are celebrating nurses in your community.



## Annual General Meeting (AGM) 2014/15

Mark your calendar! Join us in St. John's for the CLPNNL 2014/15 Annual General Meeting on **June 16, 2015** at the Sheraton Hotel as part of the 2015 Provincial Nursing Forum - "**Enhancing Communication: RNs and LPNs, Let's Talk**" on **June 15 & 16, 2015**.

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### Ensuring Client Safety: A Fundamental Principal of Quality Care

By Wanda A. Wadman RN, BAA(N), MN

*Director of Professional Practice & Policy*

Ensuring client safety is a fundamental principle of quality nursing care. LPNs have a professional and legal obligation to provide safe, competent, compassionate and ethical care to clients, in accordance with CLPNNL's Standards of Practice, Code of Ethics and relevant provincial legislation. Indicator 1.6 of the Standards of Practice (2013) states that LPNs take action to avoid and/or minimize harm in situations in which client safety and well-being are compromised. When there is reason for concern for the safety of clients in the acute care or long-term care setting, the care provided should include an increased level of supervision and/or surveillance. The increased supervision should be to a level necessary to ensure client safety while remaining as unobtrusive as possible.

While definitions vary, 3 fairly consistent levels of care are outlined in the literature and employer policies. The majority of clients in the acute care or long-term care setting are assigned *routine observation* where they are observed at least hourly. The client assigned *close observation* is observed at least every 15 - 30 minutes (exact time depends on agency policy) while a client on *constant observation* is observed at all times.

Agencies develop policies to ensure both client safety and safe work practices for employees participating in client observation. Agency policy will guide nurses in determining the level of monitoring, observation and supervision required to ensure the safety and well-being necessary for clients in their facility, whether acute care or long-term care.

In the Standards of Practice (2013), Standard 1, Indicator 1.1 states that LPNs practice to their full range of competencies within applicable legislation, regulation, bylaws and employer policies. LPNs are accountable to know and adhere to agency/employer policy regarding client observation and patient safety.

While policy will vary from one agency to the next, the main goal of these policies is to ensure client safety. A policy often defines the criteria needed to change the level of client observation, as well as who may change the level of observation and how this care may be delegated to another care provider. For example, a newly admitted client who is at risk for self-harm may be placed on close observation with visual contact every fifteen minutes, while an elderly resident experiencing confusion may be placed on constant observation with continuous visualization of the client.

In circumstances where responsibility for close or constant observation is delegated to another individual such as a personal care attendant (PCA) or security personal (or other unregulated health care provider), the LPN assigned to that client is still accountable and continues to be responsible to ensure consistent monitoring of that client. That is, when the physical act of close or constant observation is delegated to a PCA, the LPN assigned to that client still maintains responsibility for the safety and wellbeing of the client. Standard 3 of the Standards of Practice requires that LPNs promote a culture of safety and utilize established safety measures to protect clients from injury.

LPNs are accountable for their own practice and responsible for ensuring that their practice and conduct meet both the standards of the profession and legislative requirements. LPNs must follow established agency guidelines as well as best practices to ensure the delivery of safe, competent, compassionate and ethical nursing care to clients.

## A Response to Alzheimer Disease and Related Dementias

By Danielle Moore BSW, RSW

It is no secret that dementia is on the rise. According to a study commissioned by the Alzheimer Society of Canada in 2012, as our population ages the number of Canadians living with a form of dementia, which is currently 747,000, is expected to double to 1.4 million by 2031 (Alzheimer Society, 2012). Our health care system



is not equipped for the influx of individuals in this country who are going to need care and services caused by this disease. The direct and indirect cost of dementia annually is currently \$33 billion and if nothing changes, this number will increase to \$293 billion by 2040 (Alzheimer Society, 2012). It is noted that some forms of dementias are declining, which is primarily caused by lifestyle and environmental factors. This is a result of people living healthier lives and reducing the occurrences of other health risks such as heart attack and stroke. However, with the baby boomers entering the senior population, dementia is becoming a health crisis (Alzheimer Society, 2010).

Dementia is the term used to classify a set of symptoms that are caused by disorders affecting the brain. These symptoms may include: memory loss, difficulties with thinking, problem solving, trouble with language, reduced ability to perform day to day tasks, changes in mood and in behaviour. The different causes of dementia include Alzheimer disease, Vascular Dementia, Lewy Body Dementia, Fronto-temporal Dementia, Creutzfeldt-Jakob disease, Parkinson's disease and Huntington's disease. These conditions have similar and overlapping symptoms. Getting a timely diagnosis can help families gain access to information, resources and support which can help them in planning for the future.

Individuals and families living with dementia often find it difficult to reach out for support due to the stigma surrounding the disease. People fear they will be excluded or treated differently. This can cause caregivers to journey alone with this demanding disease and, as a result, experience burnout and health issues themselves. It is important to be aware that negative reactions from family, friends and professionals can impact a person's well-being and ability to manage the changes brought about by the disease. Do you want to help reduce stigma? Here's six easy ways you can make a difference:

- **Learn the facts**- Share your knowledge of dementia with others. Talking about dementia lessens our fear and increases our understanding.
- **Don't make assumptions**- Dementia doesn't mean the person will have to stop their daily routine or give up working right away.
- **Watch your language**- Don't make light of dementia by using jokes or slang.
- **Treat people with dementia with dignity and respect**- Appreciate them for who they are.
- **Be a friend**- Be supportive.
- **Speak up!** - Change starts with you.

The Alzheimer Society of Newfoundland and Labrador offers a program called First Link®. This program is designed for individuals living with Alzheimer disease or other related forms of dementia, as well as their caregivers. First Link® connects those on the journey of dementia to information, support and services throughout the progression of the disease. Those diagnosed with dementia primarily gain access to this program through direct referrals from physicians, health care professionals and community service providers. Becoming a referring partner with First Link® is simple and has a wide range of benefits for the individual and their family. The First Link Coordinator will ensure that families receive the support that will best suit their needs. This can be in the form of a one-on-one meetings, group support, referral to local healthcare providers and community services, meet other people in similar circumstances and exchange experiences and help with planning for the future. An extension of the First Link program is a 16 week Learning Series that is designed to help individuals newly diagnosed with dementia and their caregivers understand their diagnosis and the changes they experience. Each week, the courses build upon each other to provide participants with a comprehensive overview of dementia, coping strategies, available resources and support. Participants have the opportunity to learn and share with others who are affected by dementia.

If you would like more information or to become a Referring Partner with the First Link® Program, please contact First Link Coordinator, Danielle Moore at (709) 576-0608 or [alzheimer\\_firstlink@nf.aibn.com](mailto:alzheimer_firstlink@nf.aibn.com).



- References:** Alzheimer Society (2010). *Rising Tide: The Impact of Dementia on Canadian Society*.  
Alzheimer Society (2012). *A new way of looking at the impact of dementia in Canada*.  
Alzheimer Society (2014a). *What is Dementia?*  
Retrieved from website <http://www.alzheimer.ca/en/about-dementia/what-is-dementia>.  
Alzheimer Society (2014b). *Stigma*.  
Retrieved from website <http://www.alzheimer.ca/en/about-dementia/what-is-dementia/stigma>.
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## Interprofessional Education Session for Centre for Nursing Studies Students

In October 2014, CLPNNL participated in a panel discussion at the Centre for Nursing Studies where fourth semester Practical Nursing students and fourth year Bachelor of Nursing students completed an Interprofessional Education Workshop. Presentations and group work focused on scopes of practice and shared competencies.



## Errors and Omissions Insurance Coverage for LPNs

Through your licensure with the College of Licensed Practical Nurses of Newfoundland and Labrador you have coverage under the Errors and Omissions Liability (E&O) policy we have in place through Lloyd Sadd Insurance Brokers Ltd. Coverage under this policy is on a Claims Made and Reported basis. This means the policy will respond to claims made during the policy term regardless of when the occurrence in question actually took place. **However, the policy stipulates incidents/claims must be reported to Lloyd Sadd Insurance Brokers Ltd. as soon as the individuals first learn of an allegation or claim or the potential of one. This is extremely important as coverage could be denied if you do not advise of the incident/claim in a timely manner or may jeopardize the potential of an early defense, should it be required.**

**Therefore, if you are involved in an incident that could potentially be an allegation or claim please immediately contact Angeline Bevans CIP, Account Manager, Lloyd Sadd Insurance Brokers Ltd. via telephone # 780-930-3883 or Email [abevans@lloydsadd.com](mailto:abevans@lloydsadd.com).**





COLLEGE OF  
LICENSED PRACTICAL NURSES  
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CPNL - A PROFESSIONAL ASSOCIATION OF QUALITY CARE

## PROVINCIAL NURSING FORUM 2015

Enhancing Communication: RNs and LPNs, Let's Talk

JUNE 15 - 16, 2015

Sheraton Hotel Newfoundland, St. John's



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**FEATURING:** A dynamic and interactive workshop with **Barb Langlois, RN, BSN, MSN** "Speak So Others Listen"

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Education Sessions include:

- *Understanding Self-Regulation*
- *Leadership*
- *Scope of Practice*

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Participate in your Annual Meetings and Celebrate Excellence in Nursing

For agenda and registration details visit [www.amnl.ca](http://www.amnl.ca) or [www.clpnl.ca](http://www.clpnl.ca)



**CLOSING SPEAKER:**  
**Barry Lewis Green**



"Nursing: How Sweet It Is!"





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CLPNNL - A PRACTICE APPROACH TO QUALITY CARE

## PROVINCIAL NURSING FORUM 2015

Enhancing Communication: RNs and LPNs, Let's Talk

JUNE 15 - 16, 2015, Sheraton Hotel Newfoundland, St. John's

REGISTRATION DEADLINE: MAY 29, 2015

### FORUM REGISTRATION

Includes Luncheon for Day 1 only and breaks for Days 1 and 2

\$140.00

### STUDENT REGISTRATION Student (Full-time)

Basic BN

Basic PN

\$40.00

### Day 2 Luncheon Events

Association of Registered Nurses of Newfoundland and Labrador  
Awards for Excellence in Nursing Buffet Luncheon

Tuesday, June 16, 1215 - 1350

\$40.00

College of Licensed Practical Nurses of Newfoundland and Labrador  
31<sup>st</sup> Annual General Meeting and Awards Luncheon

Tuesday, June 16, 1215 - 1350

\*For this event, register directly with  
CLPNNL by contacting [info@clpnnl.ca](mailto:info@clpnnl.ca)

ARNNL's 61<sup>st</sup> Annual Business Meeting (ABM) is incorporated into June 16 AM session.

If you are ONLY attending ARNNL's ABM from 0915 - 1200 (no fee), please indicate:

In Person  Via Teleconference

(Teleconference information will be available at [www.arnnl.ca](http://www.arnnl.ca))

Name: \_\_\_\_\_  RN  LPN  Other

Email: \_\_\_\_\_ RN/LPN Registration # \_\_\_\_\_

\*If you have specific dietary limitations, please identify: \_\_\_\_\_

\*If you require an assistive listening system, please check here  (will be provided at no additional cost)

### PAYMENT INFORMATION:

Visa  MasterCard  Cheque/Money Order

Credit Card Number: \_\_\_\_\_ Expiry Date: \_\_\_\_\_

Total Payment Included: \$

Send Registration with Payment to: Jennifer Lynch, ARNNL, 55 Military Road,  
St. John's, NL A1C 2C5 • Fax: 709-753-4540 • [jlynch@arnnl.ca](mailto:jlynch@arnnl.ca)  
For Agenda: Visit [www.arnnl.ca](http://www.arnnl.ca) or [www.clpnnl.ca](http://www.clpnnl.ca)

# PROVINCIAL NURSING FORUM 2015

Enriching Communication: RNs and LPNs, Let's Talk

JUNE 15 - 16, 2015, Sheraton Hotel Newfoundland, St. John's

## AGENDA

### Day 1 – June 15th

#### SALON A & B

- 0830 – 0900 Welcome and Greetings
- 0900 – 1015 “Speak So Others Listen” - Workshop - Barb Langlois
- 1015 – 1045 Nutrition Break
- 1045 – 1200 “Speak So Others Listen” – Workshop Continued
- 1200 – 1300 Buffett Lunch
- 1300 – 1430 “Speak So Others Listen” – Workshop Continued
- 1430 – 1500 Nutrition Break
- 1500 – 1630 “Speak So Others Listen” – Workshop Continued
- 1800 “Dine Around” – optional / additional social event

### Day 2 – June 16th

- 0830 – 0915 Salon A ARNNL and Self-Regulation
- 0830 – 1000 Salon B CLPNNL and Self-Regulation
- 0915 – 1000 Salon A ARNNL Annual Business Meeting
- 1000 – 1030 Nutrition Break
- 1030 – 1200 Salon A ARNNL Annual Business Meeting (Continued)
- 1030 – 1100 Salon B CLPNNL PN Student Presentation – PN Class of 2015
- 1100 – 1200 Salon B Mindful Leadership
- \*1215 – 1350 Court Garden ARNNL Awards for Excellence Luncheon
- \*1215 – 1350 Salon C & D CLPNNL Annual General Meeting and Awards Luncheon
- 1400 – 1455 Salon A RN Scope of Practice Discussion
- 1400 – 1455 Salon B LPN Scope of Practice Discussion
- 1500 – 1545 Salon A & B Nursing: How Sweet it is! - Barry Lewis Green
- 1545 – 1600 Salon A & B Closing and Evaluation

**\*Both sessions at 1215 require prior registration in addition to Forum registration**

# PRACTICE POINTERS

Janice O'Neill, LPN, Practice Consultant

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## Q

There are shifts when I experience difficulty finding time to document events regarding client care. What should I document and how much documentation is enough?

## A

Quality nursing documentation is a practice expectation in every practice context regardless of the type, nature or technology used. Documentation must be sufficiently comprehensive enough to present a continuous account of the client's experience. It provides a logical account of the nature of the care that has been provided and the assessment or evaluation data that was used in the decision making process. Nursing documentation must be more than a list of interventions performed by the LPN. It must also demonstrate how the LPN understands the clients condition and how they have dealt with problems that may be evident. It is especially important to document variances or changes in the client's condition.

Documentation which reflects the nursing process demonstrates that the LPN has fulfilled his/her duty of care. Documentation is not separate from care and it is not optional! It is an integral part of nursing practice. Licensed Practical Nurses are expected to document as part of meeting their Standards of Practice, and in accordance with established legislation, regulations, laws and employer policies. It supports accountability by linking assessment through to evaluation. Your documentation reflects the application of your nursing knowledge.

Licensed Practical Nurses are expected to document enough client information so that continuity of care is maintained. Clear, concise and accurate documentation supports continuity of care. Documentation establishes accountability, promotes quality nursing care, facilitates communication between licensed practical nurses and other health care providers, and conveys the contribution of nursing to health care. Documentation should be completed as soon as possible after care is provided to enhance the accuracy of each entry. Documentation should never be completed before the care is provided!

For more information and supporting documents to guide you in your practice, please visit [www.clpnnl.ca](http://www.clpnnl.ca).

### References:

Standards of Practice and Code of Ethics for Licensed Practical Nurses in Canada (2014) St. John's, NL: Author

Association of Registered Nurses of NL (ARNNL) (2010) Documentation Standards for Registered Nurses St. John's, NL: Author

*Practice Pointers reflects questions frequently asked about general topics. To access confidential practice consultation, please visit [www.clpnnl.ca](http://www.clpnnl.ca) under "contact us" to get in touch with the practice consultant.*



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