

Contents

Learning Nurse.com

Public Information

Mission, Vision, Values

Christmas Hours

In Tribute

Continuing Education
Opportunities

NurseOne - Spread the
Word

Employment
Opportunities

Seniors and Depression

Election Results

Meet The Board

License Renewal

Competency Profile
Validation Sessions
Update

LearningNurse.com

LearningNurse.com™

A Professional Development Resource for LPNs

The Learning Nurse Resource Network (LearningNurse.com) is an independent Canadian website that provides informal learning opportunities for Licensed Practical Nurses. LearningNurse.com was set up to demonstrate the latest online assessment and e-Learning tools that can be used by nurses to maintain and enhance their professional competence.

The LearningNurse.com website has the following learning resources:

1. Some 28 nursing tests and quizzes for self assessment of knowledge and skills. The quizzes provide immediate feedback so are a great learning tool! Quiz topics include infection prevention and control, cardiology care, infusion therapy, mental health, medications, personal skills and nursing practice.
2. Personality diagnostic tools are self-assessment tests that provide immediate feedback and suggestions. These tools provide LPNs with an opportunity to assess their preferred learning styles, conflict resolution skills, time management abilities, level of work stress, empathy, analytics, listening skills and acceptance of diversity.
3. e-Learning Centre with several learning modules. More will be added soon. The site also includes links to other websites with quality e-Learning modules of interest to the nursing profession.
4. Medical video resources provide links to short online videos and other information on common diseases and medical conditions.
5. Library and resources section that provides links to other quality professional development materials of value to LPNs.

Since the Learning Nurse is an independent website, your quiz and personality diagnostic results are always anonymous and confidential. There are no fees or charges for the use of the site. LearningNurse.com provides LPNs with a neutral, confidential and safe learning environment for informal professional development.

Online learning offers a number of benefits. You don't have to travel or take time away from work. Learning is available any time and any place – all you need is access to a computer with Internet connection. You learn only what you need to know to do the job. Unlike classroom training, you can learn as fast or as slow as you want. And because online learning is so easy and convenient, you can make professional development a part of your ongoing work routine (especially during quiet night shifts).

Visit the Learning Nurse Resource Network at <http://www.learningnurse.com>

PUBLIC INFORMATION

The PULSE is the official Publication of the
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Newfoundland and Labrador

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Usual editions are April, August and December. The editor welcomes feedback and suggestions from readers on this newsletter.

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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, the CLPNNL serves to protect the public, and it supports the Vision and promotes the Values of LPNs by providing leadership and supporting the integrity of the profession.



Christmas office hours are as follows:



December 24 - 9 am – 12 pm
December 25 - CLOSED
December 26 - CLOSED
December 29 - 9 am – 4:30 pm
December 30 - 9 am – 4:30 pm
December 31 - 9 am – 12 pm
January 1 - CLOSED
January 2 - CLOSED

Regular office hours will resume
as of January 5, 2009.



Maxine May, LPN

On February 25th, 2008, we were informed of the passing of our dear friend and co-worker, Maxine May, LPN. Maxine graduated from Eastern Community College in 1992, the first class of RNA's on the Burin Peninsula. She completed the post basic medication administration course in 2003 and the health assessment course in 2007. Maxine loved her nursing career and was so proud to be a Licensed Practical Nurse. She enjoyed her job with Peninsulas Health Care; however, Blue Crest Nursing Home in Grand Bank was her first love. It was there she felt most comfortable. Maxine was born with cardiac problems and underwent her first cardiac surgery at the age of two. In the last few years, her condition was deteriorating, and more cardiac surgeries were required. Sadly, on February 28th, 2008 at the young age of 40, she passed away. Maxine was a person that even though she endured many burdens, she faced them all with grace and courage. Maxine had a smile for everyone she met. She will always be remembered for her kindness, love and dedication to the nursing profession and especially to her friends and coworkers. Maxine was an inspiration to all who knew her.

May her memory live on in those who knew and loved her.....



Kelly Marie Wheeler, LPN

March 31st, 1968

– October 19th, 2008

After a courageous battle with cancer, God saw that Kelly was tired and a cure was not to be, so he placed his arms around her and said “Kelly, come to me.”

Kelly's memories will always live in those who knew her – family, friends and hundreds of coworkers. Kelly was employed with Western Health where she worked at the Corner Brook Interfaith Home as a very proud and dedicated Licensed Practical Nurse. She loved those for whom she cared for so deeply as well as those she worked with. Kelly, your presence will be missed so much, but never forgotten. Not a day passes without your memories shared. Your laughter will remain amongst us and all our wonderful memories of you will be cherished forever. Until we meet again, may your spirit live on in all of us that you so deeply blessed. God will prove to us he only takes the best.

“Gone but not forgotten, although we are apart, you spirit lives within us and forever in our hearts.”



IMPORTANT NOTICE:

All Licensed Practical Nurses who have successfully completed the Medication Administration and Health Assessment Courses are required to submit a certificate of completion and/or course transcript to be retained on file at the office of the CLPNNL.

Reminder:

All LPNs are responsible to ensure that the CLPNNL has their current contact information on file.



Post Basic Mental Health Program

The Centre for Nursing Studies is now accepting applications for the Post Basic Mental Health Program for Licensed Practical Nurses being offered in January 2009. The Mental Health Program is designed to prepare LPN's to acquire the necessary knowledge and practice expertise to care for clients with mental health and psychiatric problems in a variety of health care settings. This Program is delivered in a print-based distance education format and includes nine self-learning modules and a clinical component. Learners have access to comprehensive learning packages. These packages include a variety of learning activities to help the learner succeed in the program.

Information and a registration form can be accessed from our website at <http://www.cns.nf.ca/programs/programs.htm>. If you are interested in enrolling in this program, please complete a registration form and forward it to:

Denise Waterman
Office 1026, Southcott Hall
Centre for Nursing Studies
100 Forest Road
St. John's, NL A1A 1E5
Or fax to:
709-777-8176

Medication Administration Course for LPNs

The Centre for Nursing Studies is committed to assisting LPNs in accessing the necessary courses to meet the 2012 licensure renewal deadline. Course offerings are ongoing, with the next offering of the Medication Administration Course for LPNs in February 2009 and August 2009. The deadline for applications will be the preceding October 30th and June 30th, respectfully. This course is a 16 week self paced distance course which provides the LPN with the knowledge and skills to safely administer medications to stable clients in a variety of settings.

Interested LPNs should complete and forward a registration form to the Centre for Nursing Studies. Participant selection will be facilitated by the respective Health Authority. Applicants will be notified of acceptance by their employing Health Authority. A student e-mail address is required for communication purposes.

Questions can be directed to Marion Browne mbrowne@cns.nf.ca or Allan Anstey aanstey@cns.nf.ca. Information and registration forms are available on line www.cns.nf.ca.

Health Assessment Course for LPNs

The next offerings of the LPN Health Assessment Course will be in January 2009 and September 2009. This is a 13 week self-paced distance course which provides the LPN with the knowledge and skills to assess adult clients utilizing appropriate health assessment skills. Information and registration forms are available online at www.cns.nf.ca. Questions can be directed to Denise Waterman dwaterman@cns.nf.ca or Fran Abbott fabbott@cns.nf.ca.

Addition of Immunization Content to the Basic and Post-Basic Courses for Medication Administration

Course content for the Administration of Immunizations was introduced to the Medication Administration Course in the basic Practical Nursing Program in the fall semester of 2007.

Effective in the winter semester 2008, course content for the administration of immunizations was introduced to the post basic medication administration course.

There is currently a learning module for the administration of immunizations available through the Centre for Nursing Studies for those LPNs who have successfully completed the Medication Administration Course without the immunization content. All LPNs are strongly encouraged to complete this module especially those LPNs who are currently administering immunizations in their employment setting.

Following successful completion of the education component for immunizations, LPNs will be able to practice the immunization competency "with direction-indirect supervision," as defined in the College of Licensed Practical Nurses of Newfoundland and Labrador Scope of Practice, Standard of Practice, Entry Level Competencies document.

Nurse ONE Spread the Word

READY... SET... GO...

What is NurseONE?

NurseONE is a personalized interactive web-based resource designed to support nursing practice. It does this by providing nurses with the reliable information they need to support their decision-making, manage their careers, and connect with colleagues and health care experts.

To ensure NurseONE's relevance to the nursing community, it was tested with nurses throughout its development. The results have influenced the portal's navigation and content and will continue to impact the information that is developed for the site.

What can NurseONE offer me?

You can access up-to-date, accurate, reliable information on a wide range of topics fully vetted and reviewed by the Canadian Nurses Association (CNA) and its Editorial Panel.

Professional Links: offers you a set of resources, from around the world that will enrich your knowledge through clinical references, disease-specific information, nursing policy statements, and much more.

Professional Development: This section of the portal focuses on Continuing Competence, Career Development, and Continuing Education. In this section, you have the opportunity to complete a self assessment and learning plan for your continuing competence requirements; access advice and resources to help you plan and advance your career path; and access on-line learning modules and courses to meet your continuing education needs.

e-Library: The e-Library provides access to 1800 full-text journals, and evidence-based resources in the EBSCO databases (including CINAHL & Medline), Cochrane Collection, e-CPS (Electronic drug manual), e-Therapeutics, and over 400 electronic textbooks in the STAT! Ref and my iLibrary virtual Health Library (including drug manuals, medical-surgical books, etc.) and much more.

NurseConnect: is the on-line professional forum and community section.

As well, you have **My Account**, a personalized section of the site visible to you at all times while you are working in NurseONE and where you can save links, documents, web addresses and other important items such as a professional portfolio.

In addition, My NurseONE is a personalized section of the site visible to you at all times while you are working in NurseONE. In this section you can edit your profile, change your username and password, or view any saved self assessments and learning plans. This section also contains electronic professional portfolio that you can personalize.

How can I access NurseONE?

All Canadian Nurse Association (CNA) members and members of nursing colleges and Associations with whom NurseONE has an agreement, are eligible to register to NurseONE at no cost to the individual user. You can access NurseONE and register by going to <http://www.nurseone.ca>

Registering on NurseONE:

1. You will need your registration number and an e-mail address. the "Register" button is found on the left hand side of the screen.
2. Enter the applicable information. Please note that your name and registration number must be entered exactly as they appear on your registration card.
3. Create a user name and password. Create ones that you can easily remember.
4. Send the registration. your registration is now complete and you can log on.

if you receive a message that we were not able to verify your registration, please contact the NurseONE help desk directly at portalinfo@nurseone.ca. The help desk will respond within two working days.

Employment Opportunities

The CLPNL is accepting resumes from interested LPNs for employment opportunities (casual/temporary/permanent) in our office that may arise in the future. Consideration will be given to those LPNs who have a resume on file, who have successfully completed the Medication & Health Assessment Courses and who have at least 5 yrs of clinical experience working to full scope of practice. Preference will also be given to those LPNs who have worked in a previous leadership position and can demonstrate a working knowledge of computer programs including Microsoft Word, PowerPoint, Access, and Outlook Express. Please forward a resume to the Executive Director/Registrar via e-mail at pfisher@clpnnl.ca.

SENIORS AND DEPRESSION IN LONG TERM CARE DVD



The Seniors and Depression DVD arose from the need to educate front-line staff throughout the province on the signs and symptoms of depression in seniors in long term care facilities (LTCs). In partnership with Eastern Health, the Newfoundland

and Labrador Division of the Canadian Mental Health Association (CMHA-NL) took the lead in producing this educational video.

Filmed on location in St. John's at Saint Luke's Home, the video focuses on the experience of one of its residents, Marilyn Burt, who shares her personal story of recovery from depression, and features interviews with representatives from psychiatry, nursing, social work, and administration representatives from LTC who offer their professional perspectives on the issues.

This project was born of the work of Memorial University students who worked with CMHA-NL on aging and mental health issues, starting in the summer of 2006 with a literature review on healthy aging. One of the findings of this literature review was that there is a higher rate of depression in seniors in LTCs than in the community. The following winter, CMHA-NL held a roundtable discussion with representatives of various organizations and consumers that confirmed the findings of the paper here in our own province and identified the need for an educational tool to address the issue of mental health in LTC.

CMHA-NL received funding from the United Way of Avalon and the Department of Health and Community Services to produce an educational DVD, and an Advisory Committee came together in February 2008 to guide the development of the video and its content. Chaired by CMHA-NL's Executive Director, Geoff Chaulk, the Advisory Committee was comprised of the video's interviewees, representatives

from CMHA-NL's staff and board of directors, a personal care home, the Seniors Resource Centre, the Department of Health and Community Services, and the CLPNNL, as well as the film makers, Wavelight Productions.

After filming ended in June 2008, CMHA-NL was involved in the editing process, working closely with Wavelight to ensure that the final product was reflective of the issues and messages that the Advisory Committee wanted to highlight for its intended audience. The video was officially launched at Saint Luke's on Monday, October 6th, 2008, the beginning of Mental Illness Awareness Week.

Currently, the Seniors and Depression video can be viewed online anytime at the CMHA-NL website at www.cmhanl.ca. Copies of the DVD have been sent to each of the Regional Health Authorities for distribution to facilities in their regions. An evaluation of the DVD with LTC staff is forthcoming in the New Year.

For more information, please contact Heather Pollett, CMHA-NL Policy Analyst at 709-757-7217, or hpollett@cmhanl.ca

Submitted by Heather Pollett, Policy Analyst for CMHA-NL



Newfoundland & Labrador Division

Election Results:

The following LPNs have been re-elected to the Board of the CLPNNL for a three year term (January 1, 2009 – December 31, 2011):

Zone 1	Denise Knight, LPN ORT (elected by acclamation) (St. John's)
Zone IV	Mimajoan Saunders, LPN (Corner Brook)

Reminder:

All LPNs are responsible to ensure that they are familiar with the Licensed Practical Nurses Act, Regulations, By-laws, Standards of Practice, Code of Ethics and Position Statements. This information is available on the CLPNNL's website at www.clpnnl.ca or from the CLPNNL office.

Meet the Board

Helen graduated in 1969 from the diploma RN Program of Glace Bay General Hospital School of Nursing, Cape Breton NS. Helen began her nursing career in Corner Brook as a Pediatric Nurse and also worked as a Pediatric Instructor at Western Memorial School of Nursing for twenty-five years. Broadening her education, Helen became a Zenger Miller Facilitator, Certified Neonatal Instructor as well as a CPR Instructor. Over the years, Helen has volunteered with many organizations, including the Heart and Stroke Foundation and the Kidney Foundation. She is very passionate regarding her recent role as that of Educator for the recent graduating class of the PN Program at the College of the North Atlantic Corner Brook Campus. Helen serves as a Public Representative on the CLPNNL Board.



Helen Nugent, RN, BN
Public Representative

Meet the Board

Pearl graduated from Central Newfoundland Regional Health Centre in 1972 and began her nursing career practicing primarily in the area of psychiatry. Pearl continued on the journey of lifelong education and successfully completed the Post Basic Gerontology Course and is enrolled in the Post Basic Mental Health Course for January 2009. Pearl was awarded the "INDIVIDUAL Work and Well-Being Award" from the Canadian Mental Health Association NL Division 1991 and continues to work as a Licensed Practical Nurse on the Psychiatry Unit at Central NL Regional Health Centre. Throughout her career, Pearl has actively served on many volunteer committees including her present role as LPN Representative of Zone 3 of the CLPNNL Board and is a member of the Complaints Authorization Committee.



Pearl Blake, LPN

2009 AGM & Professional Development Workshops

The 2009 AGM and Professional Development Workshops will be held at the Glynmill Inn, Corner Brook on June 13th – 15th, 2009. Start planning now! This will be our 25th anniversary celebrating the enactment of the first legislation for the practical nursing profession introduced in 1984. We hope to see many of you there. More detailed information will be available on www.clpnnl.ca in January 2009.

2009/10 Licensure Renewal Reminders:

- Expect your 2009/10 Licensure Renewal form to arrive in the mail before January 15th, 2009. If you do not receive your renewal form, contact CLPNNL at 1-888-579-2576, 709-579-3843 or e-mail info@clpnnl.ca
- It is your responsibility to notify CLPNNL of any changes to your contact information such as address, telephone number and email address.
- If your licensure renewal form is received after March 31, 2009 you will be required to pay a reinstatement fee of \$28.25 in addition to the annual renewal fee of \$225.00.

WIN! WIN! WIN!

All LPNs who have their completed licensure renewal application form along with the licensure fee (\$225.00) for 2009/10 received in the office of the CLPNNL prior to 1630 hrs on March 6th, 2009, will have their name entered into a draw for one of three Citizen Quartz Watches (male or female) valued at approximately \$200.00 each. The draw will take place on March 9th, 2009.

Did you know?

It is a serious offence to practice as a Practical Nurse without a valid license. In addition, you are taking a personal risk as you do not have professional liability insurance coverage which is provided as part of the licensure process with the CLPNNL. Members found practicing without a valid license will be subject to a penalty fee of \$25.00 per shift worked up to a maximum of \$500.00 and may be subject to disciplinary action in accordance with the Licensed Practical Nurses' Act (2005).

Tips to Complete Your Licensure Renewal Form:

1. Confirm your address and employment information and make any necessary changes directly on the form.
2. If you are retiring, going on maternity leave, extended leave or changing careers, please complete and send your licensure renewal form so that our records are accurate.
3. Your licensure renewal form is a legal document. By signing the form, you are declaring that all the information on the form is accurate and true.
4. Please be sure to answer questions 16, 17 and 18, date and sign your completed form.
5. Complete your application form when you receive it and submit it to your employer if you are on payroll deduction. If you are paying your licensure fee yourself, please return the completed application form along with the \$ 225.00 fee to the office of CLPNNL as soon as possible.
6. If you have any questions about renewing your license, please contact the CLPNNL office at 1-888-579-2576 or 709-579-3843 or info@clpnnl.ca.

Update on the Competency Profile Validation Sessions

Licensed Practical Nurses (LPNs) are familiar with the terms competence, continuing competency and competencies. The CLPNNL Standards of Practice refer to the importance of LPNs maintaining and enhancing competencies. Standard 5 states that a LPN assumes responsibility for maintaining competency and fitness to practice, and for acquiring new knowledge and skills. It also states that LPNs must engage in lifelong learning.

Continuing competency is defined as “the ongoing ability of a nurse to integrate and apply the knowledge, skills, judgments and personal attributes required to practice safely and ethically in a designated role and setting” (CNA & CAUSN, 2004). It will also serve as the basis for the development and implementation of a Continuing Competency Program (CCP) for LPNs. The CCP will assist the CLPNNL in fulfilling its mandate of public protection.

The Competency Profile will provide employers with a validation of the current education, a complete list of competencies, and the roles and responsibilities of LPNs in Newfoundland and Labrador. It will also contribute to laying the foundation so that LPNs may work to full scope of practice as listed within their provincial Competency Profile. LPNs will use the Competency Profile to identify

and understand the professional scope within which they work and for which they are accountable. This will lead to a greater understanding of the LPN scope of practice and continue to generate professional respect.

Draft II of the Competency Profile was completed in March, 2008. Focus group validation sessions with LPNs began in April 2008 and will continue through the month of December. These focus group sessions are geared toward providing LPNs with a detailed introduction of the Competency Profile, the opportunity to review, validate and most importantly, to provide feedback. Participation and interest in the focus group sessions has been very positive and LPNs report they are pleased to have the opportunity to not only participate in the sessions, but to be given the opportunity to review the profile and obtain clarity and understanding of current practice. Feedback on the Competency Profile by over two hundred LPNs to date has been very positive.

In January 2009, Phase III will be getting underway to introduce the Draft Competency Profile to employers. Detailed information on the knowledge, skills and competencies of LPNs will be provided at these sessions.



Season's Greetings from CLPNNL

The College of Licensed Practical Nurses of Newfoundland and Labrador

“wishes you and yours a happy, healthy holiday season filled with good company and everlasting memories.”

Reminder:

All LPNs are responsible to ensure that they hold current licensure with the CLPNNL and to provide your employer with a copy of your license certificate. Your license is only valid for this province.



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