



COLLEGE OF
LICENSED
PRACTICAL
NURSES
OF NEWFOUNDLAND
& LABRADOR

the pulse

practical news for licensed practical nurses

December 2009

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WIN! WIN! WIN!

All LPNs who have their completed licensure renewal application form along with the licensure fee of \$225.00 for 2010/11 received in the office of the CLPNNL prior to 1630 hrs on Friday, March 5th, 2010, will have their name entered into a draw for one of three Citizen Quartz watches valued at approximately \$200.00 each. The draw will take place on Monday, March 8th, 2010.

2010/11 LICENSURE RENEWAL REMINDERS



IMPORTANT INFORMATION:

- Expect your 2010/11 Licensure Renewal form to arrive in the mail before January 15th, 2010. 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.
- A \$28.25 late fee will be charged on licensure renewal forms received after March 31st, 2010, including incomplete forms returned to the member for completion.
- If your licensure renewal form is received after March 31st, 2010 and you were not licensed in 2009/10, you will be required to pay a Reinstatement fee of \$28.25 in addition to the annual renewal fee of \$225.00.

DID YOU KNOW?

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 liability insurance coverage from CLPNNL when you do not hold a current license.

Members found practicing without a valid license constitutes professional misconduct and you may be subject to sanctions including a fine of \$25.00 per day per shift worked up to \$500.00 and may be subject to disciplinary action in accordance with the Licensed Practical Nurses' Act (2005).

Tips to Achieve a Complete Licensure Renewal Form:

1. Read the Licensure Renewal form carefully. Confirm your address and employment information and make any necessary changes.
2. If you are retiring, going on maternity leave, changing careers or on any extended leave, 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 information on the form is accurate and true.
4. **Please be sure to answer questions 16, 17 and 18 and date and sign your completed form.**
5. Make renewing your licensure renewal easy. Complete your form when you receive it in the mail and submit it to your employer if you are on payroll deduction or if you are not on payroll deduction, please forward your completed form to the office of CLPNNL as soon as possible with the required fee.
6. If you have any questions about renewing your license, please contact the office of CLPNNL at 1-888-579-2576 or 709-579-3843 or info@clpnnl.ca.

PUBLIC INFORMATION

The PULSE is the official Publication of the
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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.

Your E-Mail Address is Needed

The CLPNNL is continuing to ensure we have your current contact information in our data base to provide members with current news and releases. If you have not submitted your e-mail address to the CLPNNL, please include it on your 2010/11 licensure renewal form or forward to the office.

In Memoriam

The College of Licensed Practical Nurses of Newfoundland and Labrador wishes to extend deepest sympathy to family and friends of Noel Patrick Lewis, LPN (December 13, 1966 – September 25, 2009).

COLLEGE ELECTION RESULTS:

The following LPNs have been re-elected to the Board of the College of Licensed Practical Nurses for a three (3) year term (Jan. 1, 2010 – Dec. 31, 2012):

Zone 1 - Connie Winter, LPN (Mt. Pearl)

Zone 3 - Pearl Blake, LPN (Grand Falls-Windsor)

NOMINATIONS INVITED FOR EXCELLENCE IN PRACTICE AND LEADERSHIP AWARDS

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

Excellence in Practice Award

Nominate a LPN for an Award for Excellence. Each year, the CLPNNL presents this award 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, 2010.

Anne Keough Leadership Award

The Anne Keough Leadership Award was introduced in June 2009 at the AGM. This annual award will honor and pay tribute to a Licensed Practical Nurse who demonstrates excellence in leadership, advocacy, communication and passion for the profession. Take the opportunity to nominate a colleague for the Anne Keough Leadership Award today. Nomination forms and guidelines are available by calling the office of CLPNNL. Nomination forms will be accepted until April 30th, 2010.

The award recipients will be announced at the 2010 AGM.

Official Launch.....

Competency Profile

The Competency profile for LPNs will be launched in 2010! The profile outlines the required competencies of LPNs in Newfoundland and Labrador. While no one LPN possesses all the competencies described in the profile, every LPN is required to ensure s/he has the LPN competencies required in her/his area of practice.

Intended uses for the profile include:

- ✓ A reference for self assessment
- ✓ Direction to the Centre for Nursing Studies Practical Nursing Program curriculum components
- ✓ A guideline for developing continuing competency assessment tools and job descriptions
- ✓ A reference for employers, stakeholders and health human resource planning.

Stay tuned for more information in 2010!



Congratulations to the PN Program Class of 2009 graduates.....

To the upcoming graduates of the Centre for Nursing Studies, College of the North Atlantic Grand Falls-Windsor Campus and Corner Brook Campus who complete their 4 semester practical nursing diploma program in December 2009 and who will write the CPNRE in January 2010.

Best wishes as well to the new classes of practical nursing students that started the PN Program in September 2009 at the Centre for Nursing Studies, College of the North Atlantic Clarenville Campus; College of the North Atlantic Burin Campus; College of the North Atlantic Grand Falls-Windsor Campus; College of the North Atlantic Corner Brook Campus; College of the North Atlantic Bay St. George Campus and College of the North Atlantic Happy Valley-Goose Bay Campus.

Introducing: New Nursing Staff Mix In Long Term Care – Eastern Health

Rod Hayward, LPN, Skill Mix Consultant for Long Term Care

Eastern Health is implementing a new nursing staff mix in the Long Term Care (LTC) facilities. Staff mix or skill mix is the combination and number of regulated Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Unregulated Personal Care Attendants (PCAs) providing nursing care to residents. In recent years, these three groups of care providers have undergone significant changes in educational preparation and scope of practice.

The LPN profession continues to evolve with the inclusion of Medication Administration in 1996 and Health Assessment in 2001 as core competencies for the entry level practitioner. A competency gap has now been created between the novice and expert LPN. In an effort to eliminate this competency gap and to ensure the CLPNNL is fulfilling their mandate of public protection, in 2007, the Board of the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) introduced mandatory educational requirements. These include medication administration and health assessment for Licensed Practical Nurses effective for April 1, 2012. As LPNs, it is a practice expectation that you reflect on your practice to ensure you have the necessary education to provide nursing care in a rapidly changing society and health care environment. These practice expectations for LPNs were introduced to address the growing needs of specialty areas such as Long Term Care and to make it possible to change the skill mix while improving quality of care outcomes.

There are provincial guidelines for the new model of care in order to optimize the use of skilled employees and enhance the roles of these three nursing groups; Eastern Health will adopt a “total resident care model”. The care principles of the model will include 1) RNs coordinating the care of all residents; 2) RNs and LPNs working to full scope of practice; and 3) PCAs will work under the direction of either the RN or LPN while remaining accountable for the care they provide. Each care provider will be assigned to a group of residents and this model may result in more than one level of worker involved in the direct care of a resident; however, it will more effectively support and enhance the roles of each care provider.

The appropriate utilization of skilled healthcare workers across disciplines and settings has never been more important. Effective staff mix should be determined by resident need: the right provider at the right time. Staff mix decisions must be made deliberately and carefully to ensure positive outcomes for residents (safety, quality care, satisfaction), providers (regulated and unregulated), employers and the health care system. Many LPNs have been waiting for years to have the opportunities that are available today.

The LPN role is increasingly expanding in this new model of care, and this is a positive change. We each have a place in creating respectful environments and by accepting this responsibility we feel more in control of our careers. We can model the leadership needed to create a truly caring health system focused on quality, sustainability, and most importantly, holistic individualized resident care.



A regional skill mix team has been established in Eastern Health to coordinate the development of a regional plan for implementation and evaluation of the nursing staff mix change within long term care facilities. The team is comprised of:

Rod Hayward, Clinical Coordinator: who brings 23 years experience working in Long Term Care (at the Hoyles/Escasoni Complex), working as a Personal Care Attendant, Licensed Practical Nurse, and most recently as Resident Care Manager. Mr. Hayward maintains his licensure and also has a Master's degree in Employee Relations as well as a Bachelor of Arts Degree.

Jason Whelan, HR Coordinator: who brings 8 years of Human Resources Consulting experience with Eastern Health and legacy organizations, including recruitment, labour relations, occupational health, employee wellness, etc. and 6 years consulting experience outside of health care. Mr. Whelan has a Bachelor of Commerce degree.

Betty Lundrigan, Educational Coordinator: who brings 34 years experience in Nursing. Ms Lundrigan has worked in a variety of management and consultant roles. Her most recent experience has been as a Consultant with ARNNL and Director of Resident Care at Chancellor Park. Ms Lundrigan maintains her licensure as a Registered Nurse and also has a Master's degree in Nursing.

Information for Prospective Students

Memorial University of Newfoundland
BN (Collaborative) Program LPN Bridging Option
Centre for Nursing Studies
September '2010'

BRIEF DESCRIPTION OF LPN BRIDGING OPTION

The BN (Collaborative) Program LPN Bridging Option provides a career ladder for LPNs. This Bridging Option recognizes prior nursing knowledge and clinical experience. It reduces the workload, time, and cost to LPNs entering the BN (Collaborative) Program by awarding unspecified transfer nursing credit hours for previous experiences and for the successful completion of a Bridging Semester. The Bridging Semester prepares students to enter the second year of the nursing degree program. A Nursing Bridging course addressing missing year one nursing content within the role of the degree graduate is included in the Bridging Semester. This semester also includes non-nursing credits that are prerequisite for Year 2 of the BN (Collaborative) Program.

ADMISSION PROCESS

- 1) Applicants for admission or readmission must complete an application for the Bachelor of Nursing (Collaborative) Program and request the LPN Bridging Option. In addition, students who have not registered for courses at Memorial University of Newfoundland for either of the two immediately preceding semesters must also complete a general application for admission to the University. Applications must be submitted to the Office of the Registrar, Memorial University of Newfoundland.
- 2) The deadline for applicants to the BN (Collaborative) Program LPN Bridging Option for the '2010 – 2011' Academic Year is March 1, 2010. All required documents must be received by that date.
- 3) To be considered for admission to the BN (Collaborative) Program LPN Bridging Option applicants must:
 - Be a graduate (2002 or later) of an approved Practical Nursing Program, Province of Newfoundland & Labrador.
 - Be a Licensed Practical Nurse (copy of certification required).
 - Meet the General Admission Requirements of Memorial University and the Admission Requirements for the Bachelor of Nursing (Collaborative) Program.



Admission into the second year of the BN (Collaborative) Program will be conditional and based on successful completion of the Bridging Semester. Admission to the Bachelor of Nursing (Collaborative) LPN Bridging Option is on the basis of competition for a limited number of places.

Contact Information: Dawn Lanphear, (709) 777-8187, e-mail: dlanphear@cns.nf.ca

The following are frequently asked questions to CLPNNL's Practice Consultant by our members, employers, clinical educators and managers that could provide valuable information for you in your area of practice.

Q Does the CLPNNL have an approved list of medications that Licensed Practical Nurses (LPNs) are educated to administer?

A CLPNNL does not have a list of specific medications nor does the CLPNNL stipulate any restrictions on the practice of medication administration for LPNs who have successfully completed the Medication Administration course and have successfully completed medication administration proficiency. The role of the LPN in the administration of medications is determined by agency policy and must be in accordance with an assessment of the client's status and the individual practitioner's education and competency level. Decisions regarding the most appropriate health care provider to administer medications must reflect the analysis of the practice setting, provider competence and the complexity of client care required. Agencies need to have policies and guidelines in place to identify roles and responsibilities when professionals are involved in medication administration.

Q I have been asked to perform a skill and I am sometimes unsure if a specific skill falls within my scope of practice. How can I determine if I am competent to perform a particular skill?

A To determine if you are competent to perform a skill, you need to ask yourself three questions – Do I have the necessary education, knowledge, skill, judgment and attitude to safely and competently perform the skill? Am I permitted to perform that skill within my employing agency's policy? And, are there unique circumstances for this client or in my practice setting that limits my ability to safely perform this skill?

In keeping with changing health care services and client needs, the list of entry level competencies for LPNs has evolved and changed over the last number of years. The new Competency Profile for Licensed Practical Nurses of Newfoundland and Labrador will be available in early 2010, and will provide a comprehensive list of entry level competencies for the profession. Until then, I encourage you to contact your Manager or Clinical Educator in your area of practice to identify any areas of practice you are unsure of and to contact the CLPNNL Practice Consultant with any questions or concerns.

If you are asking about performing an advanced/delegated nursing skill, extra educational preparation is required. Details on the guidelines and criteria for Delegated Functions may be obtained by contacting the College office.



A new relationship - with time!

Stephanie Staples, LPN

What is your relationship with time? Good, bad or indifferent? It wouldn't surprise me at all if the time bandit often has you frustrated at how quickly the hours, days, months and even years seem to disappear and how difficult it seems to get anything done in by the time you want it done by! Time always seems to be winning, it's always 'flying' by- yet we are consistently surprised at how fast it goes! We feel under pressure that we won't be able to get everything done and that makes us not only less productive but less effective and less happy.

I have some good news and some bad news for you- which would you like first- of course, the bad news...you will never finish everything you have to do and the only time you will ever be 'done' all the things you have or want to do is when you are 6 feet under. Sorry to tell you that! BUT... the good news is that we can redefine time and this will allow us to potentially change everything!

James Gordon Gilkey said it best in my view and used less than 200 words to really sum up time: 'Most of us think ourselves as standing wearily and helplessly at the center of a circle bristling with tasks, burdens, problems, annoyance, and responsibilities which are rushing in upon us. At every moment we have a dozen different things to do, a dozen problems to solve, a dozen strains to endure. We see ourselves as overdriven, overburdened, and overtired. This is a common mental picture and it is totally false. Not one of us, however crowded his life, has such an existence. What is the true picture of your life? Imagine that there is an hour glass on your desk, [or nurses station!] connecting the bowl at the top with the bowl at the bottom is a tube so thin that only one grain of sand can pass through it at a time. That is the true picture of your life, even on a super busy day. The crowded hours come to you always one moment at a time. That is the only way they can come. The day may bring many tasks, many problems, strains, but invariably they come in single file. You want to gain emotional poise? Remember the hourglass, the grains of sand dropping one by one.'

What do you think about time? Whether you are in the ER, palliative care or the recovery room whether you are trying to get out the door for soccer practice or attempting to squeeze in a work out, whether its getting out of the house early in the morning or winding the house down and crawling into bed- each moment holds the capacity to deliver a feeling of stress or peace.

Choose peace. Here's how:

1. **Consider time your friend, not your nemesis.** Shift the way you look at time and it will be much easier to 'find' time.
2. **Watch your words.** Eliminate -' I'm late', 'I'll never get finished,' 'I'm always rushing', 'I don't have time'- all those phrases and more feed your subconscious mind with the information- 'No time!!'
3. **Program new thoughts** - "There is exactly enough time to do what I have to do." Believe it and go!
4. **Set a deadline.** I will work on this project until 11:30. I will go to bed at 10:30 three nights a week. I will do my charting until 15 minutes past the hour. Remarkably our work expands to fit the amount of time we give it. Set a limit and stick to it, this will also help the procrastination!
5. **Relax.** When it seems time is getting the best of you, take 2- 2 minutes to breath consciously, 2 minutes to close your eyes, 2 minutes to stretch or move your body, 2 minutes to reframe the present situation and change the way you are thinking about time and you will change the way you feel about time.

In the end, we all have the same 1,440 minutes in our day. Those minutes will never be enough time to do everything we think we 'should do' but they are exactly the right number of minutes to do what we choose to do. Those minutes are just enough time to do our most high valued and pressing things on our agenda. We are one person with one minute at a time to 'spend,' we won't get that time back and we can't negotiate for any more. So let's work on updating our relationship with time, it is on our side, it is our friend, it is a gift, and it is like a grain of sand passing through the hour glass-do one thing at a time and know that everything else will be there for another day.

Stephanie Staples is the original 'Perspective Shifter!' As a coach, speaker & Manitoba LPN she has taken her nursing in a unique direction-to nurse the nurses on their own personal growth & wellness. Her "Life Support for Nurses' Wellness Retreats" has received international acclaim. To get on board for a 2010 retreat visit www.YourLifeUnlimited.ca or email Stephanie@YourLifeUnlimited.ca.



**CLPNNL OFFICE HOURS
(Holiday Season)**

December 24th, 2009 (0900 – 1200)

December 25th, 2009 – Closed

December 28th – Closed

December 29th – Closed

December 30th – Closed

December 31st – Closed

January 1st, 2010 – Closed

Regular Office Hours

Monday – Friday

0900 – 1630

Closed for Statutory Holidays

2010 Leadership Conference

April 19th & 20th, 2010

Sheraton Hotel

St. John's

Keynote Speaker:

Ms. Linda Edgecombe, best selling author and outrageously funny speaker. Linda motivates her audiences to become accountable, loosen up, lighten the load and refocus their work and home lives.



*from
CLPNNL Board
and Staff*

During this holiday season, may your hands give the gift of caring, and the beauty and peace of the season stay in your hearts all year through!



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