



**the
pulse**
practical news for licensed practical nurses

Fall 2012

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EXCELLENCE IN PRACTICE AND LEADERSHIP AWARDS 2011/12

Congratulations to Ms. Kimberly Buckle LPN who received the 2011/2012 Excellence in Practice Award at the Annual General Meeting of the College of Licensed Practical Nurses of NL on June 27th, 2012. Kimberley graduated from the Centre for Nursing Studies PN program in December 2007 and is employed with Eastern Health Home



and Community Services in Conception Bay South. Her colleagues say she demonstrates all the characteristics that exemplify excellence in nursing practice and describe Kimberly as a role model, a strong advocate for her client's needs and the profession of practical nursing. Congratulations Kimberly!

Congratulations to Mr. Cyril Morgan LPN who received the 2011/2012 Excellence in Leadership Award at the Annual General Meeting of the College of Licensed Practical Nurses of NL on June 27th, 2012. Cyril graduated from Eastern Community College PN program in Burin in August 1996 and is currently employed with Eastern Health Interfaith Senior Citizen's Home in Carbonear. Cyril's colleagues say he has professional and leadership qualities in all aspects of the nursing care he provides and certainly leads by example. Cyril fills the vision as a dynamic professional committed to excellence in leadership. Congratulations Cyril!



PUBLIC INFORMATION

The PULSE is the official Publication of the
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The Pulse is published three times a year. Usual editions are Winter, Spring and Fall. 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 life-long 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.

Your E-Mail Address is Required!

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 contact the office.

HOW IS YOUR PROFESSIONAL IMAGE PRESENTED TO THE PUBLIC?

Paul Fisher, LPN

Executive Director/Registrar

Our professional image is one of our most valuable assets. The CLPNNL is committed to ensuring a professional image by requiring that our Licensed Practical Nurses (LPNs) consistently present a professional image in attire, personal demeanor, communications and actions in all contacts with the public, employers, employees and colleagues.

The CLPNNL has specified the professional standards expected of LPNs through the entry level to practice competencies, the adoption of a Code of Ethics and the development of professional Standards of Practice. The CLPNNL advocates for clients to be informed participants in their care. This directive is seriously hampered if the client, family members and/or colleagues do not know the professional designation of the person providing care or have concerns about the level of professionalism shown.

- LPNs must introduce themselves to clients when they establish a nurse-client relationship. When introducing yourself to clients it is essential that you state your name and position, i.e. Hello, my name is Sally Jones and I am a Licensed Practical Nurse. Some LPNs introduce themselves by stating their name and that they are a nurse, i.e. Hi, my name is Sally Jones and I am a nurse. This type of introduction is inappropriate as it has the potential to make the client think that you are a Registered Nurse. It is appropriate to state “Hi, my name is Sally Jones and I am your nurse today, a LPN.”
- A uniform is considered appropriate clothing for LPNs who work in institutional and/or community health settings where there is contact with clients. LPNs are expected to dress conservatively and/or to wear a uniform or cover up, e.g. lab coat when visiting settings where client care is provided. Type and style of clothing and the requirement for a uniform may vary with setting.
- Name and title identification must be worn at all times by LPNs and must be clearly visible and easily read when interacting with clients.
- LPNs who work in institutional health care settings must have designated footwear for work. The CLPNNL believes that the appropriate footwear is nursing shoes, white running shoes that are specifically for the workplace, and/or footwear in keeping with occupational health standards.
- A professional image is portrayed when hairstyle and make-up are conservative and jewelry is minimal. Fingernails must be short and unpolished; artificial nails are inappropriate, and rings must be limited to those without stones and sharp edges or grooves.
- LPNs must maintain a scent free environment in the workplace.
- It is each LPNs responsibility to portray a professional image and to identify themselves clearly to clients. To support all nurses to recognize and implement this responsibility, health care agencies should establish policies that reinforce the importance of a professional image, proper identification in the workplace, and prevention in the spread of infection.

References

CLPNNL Position Statement – Professional Image of the LPN in the Workplace (March 2007)

ARNNL- Professional Image of the RN in the Workforce (February 2005)

PRACTICE POINTERS

Janice O'Neill, LPN, Practice Consultant

The following is an example of 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 I am a casual LPN. Often times I am called to work on a unit where I have not worked for several weeks and I am not familiar with the patients and/or residents. What can I do to feel more comfortable and competent to work in this situation?

A Entry level competencies are those competencies expected of the graduate who have successfully completed a practical nursing program and has had an adequate orientation to the practice setting. You will not be expected to work outside of your scope of practice or scope of employment. There is a huge difference between being "competent" and feeling "comfortable". As a professional, there is an expectation contained within your professional Standards of Practice to identify that you are not competent. For example, you are assigned to a patient who is due an IM injection. You did successfully complete this competency in your practical nursing program and there is a policy in place to support you in this practice. However, you have not administered an IM injection in the last year. You must now ask for guidance and assistance from another competent care provider to assist you. This is in the best interest of the patient and demonstrates your accountability to the patient, your employer, your coworkers and your professional legislation.

F Feeling uncomfortable is not an acceptable reason not to provide care. It may take us a little longer to complete the care requirements in an unfamiliar unit, and we may ask for assistance more frequently. But remember, it's OK if it takes us a little longer to complete the care requirements and it is certainly OK to ask for assistance. With a good report upon arrival to the unit, good communication and collaboration while providing nursing care, you will soon be on your way to feeling both competent and comfortable.

References: *CLPNNL Competency Profile (2011)*
CLPNNL Standards of Practice (1999)
CLPNNL Code of Ethics (1999)

Election of LPN's to the board for Zones I & III

We are seeking nominations for two LPNs to the Board of the CLPNNL for Zones I & III.

Each of the two positions is for a three year term (January 1, 2013 – December 31, 2015). For more information about the election process, please contact the office of the CLPNNL or visit www.clpnnl.ca.

SCHEDULE OF THE ELECTION PROCESS FOR ZONES I AND III

September 19th, 2012 - Nomination forms mailed to Liaison LPNs in Zones I and III for distribution.

October 19th, 2012 at 1630 hrs – Deadline for receipt of completed nomination forms at the office of CLPNNL.

October 25th, 2012 – Election Ballots mailed to each LPN for Zones I and III.

November 25th, 2012 at 16:30 hrs – Deadline for receipt of completed election ballots in the office of the CLPNNL.

December 3rd, 2012 – Counting of election ballots by the CLPNNL

December 5th, 2012 – Notification of election results to candidates

December 7th, 2012 – Notification of election results to membership.

LIAISON LPN VACANCIES

The College of Licensed Practical Nurses of Newfoundland and Labrador is seeking LPNs interested in assuming the role of Liaison LPN for the **James Paton Memorial Hospital, Gander, and Carmelite House, Grand Falls-Windsor.**

Liaison LPNs are agency LPN representatives who volunteer to serve as a direct link between CLPNNL and nursing colleagues in their workplace. Liaison LPNs provide information about CLPNNL services, policies, positions and activities to colleagues and conversely, they provide information regarding their colleagues nursing issues and priorities to CLPNNL. Please take the time to consider this important role. For more information on this role and responsibilities, please contact Janice at the office of CLPNNL.

Introduce Yourself - Don't Be An "Unknown Professional"

Heather Hunt-Smith, MN RN

Professional Practice Consultant-Nursing, Eastern Health

Did you ever notice most servers in restaurants and all telemarketers introduce themselves when they speak to us for the first time? Why do the people behind the counter serving our morning coffee, wear their ID badges? These are all employees in a customer service industry where these behaviours are expected, and are the norm. Compare this, if you will, to the nursing profession where often the service nurses¹ provide is life- saving, life-sustaining and at times, life-altering. Why are these countless and critically important activities we engage in, performed by unnamed and unidentified professionals?

Just think about it...as nurses, we communicate with, comfort, counsel, and cheer people through some of the best and worst moments of their lives All too often, we are holding hands and wiping tears, supporting healthy child and family development, skillfully administering medications, performing complex assessments, and working intimately with clients and their families in the most stressful situations, without stating a name. Forgotten by far too many nurses is the most basic of all human courtesies – “Hello, my name is Mary Smith and I am a RN”.

The next time you meet a client for the first time, and fail to introduce yourself, ask yourself “Why?” Was it because you were too busy, or that you think the client doesn’t care to know? Or is that you simply didn’t think it is important for others to know who you are, and what you do? The simple answer is: It takes only a moment to introduce yourself, and clients do care-they appreciate knowing the names of the nurses who care for them, just as they do the medical or allied health staff. Be proud of your designation and don’t be afraid to let others know the roles that you play in your position.

While I have focused on the introduction of nurses to their clients, let’s not forget that nurses work in many domains of practice, and in a variety of practice settings. While there are many differences among us, one thing remains the same-we are all professionals. Regardless of the type of nurse we are, or where we work, introducing ourselves is an attribute of professionalism. It is the most basic of ways to illustrate our professionalism to our clients and families, our nursing and non-nursing colleagues, communities, and the public.

The next time you are at work, remember:

- Don’t forget to say to your clients, “Hello, I am (Your Full Name), and I am your (RN/LPN/ NP/CNS) for the day.”
- Answer the phone by stating your name, professional designation, and the area where you work.
- Wear your Eastern Health identification badge
- When meeting someone new, always introduce yourself
- Remind others to introduce themselves to you when meeting them for the first time

1 Nurse refers to Registered Nurse (RN), Licensed Practical Nurse (LPN), Nurse Practitioner (NP), and Clinical Nurse Specialist (CNS).

Message from the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL)

After a thorough review of the CLPNNL financial situation, the Board has determined that a fee increase is required to maintain or improve current services. One of the requirements of a self-regulating profession is that it be financially self-supporting; as a result, CLPNNL's main source of revenue is licensure fees. Although CLPNNL pursues strategies to generate additional revenue and reduce expenditures, the results have minimal impact on the overall financial condition. Therefore, a decision was made that the annual renewal fee will increase from \$225.00 to \$275.00 (HST included). The last fee increase was April 1, 2009.

One of the strategic directions of the CLPNNL has been to ensure the organizational structure is responsive to the growing needs of the CLPNNL. The annual renewal licensure fee will increase by \$44.25 plus HST. The current licensure renewal fee is \$199.12 plus HST for a total of \$225.00 (\$8.65 bi-weekly). The new fee will be \$243.36 plus HST for a total of \$275.00 (\$10.58 bi-weekly). This reflects an increase of \$1.92 bi-weekly. *You are reminded that the HST portion (13% - \$31.65) maybe refundable from Canada Customs and Revenue Agency by submitting the Employee and Partner GST/HST rebate application (form code GST370 E (07) with your annual tax return. The actual increase is \$1.70 bi-weekly excluding the HST (13%) portion.*

The revenue collected from licensure fees is used to cover operating expenses associated with carrying out regulatory and non regulatory functions of CLPNNL. The regulatory functions are required by law under the Licensed Practical Nurses' Act and Regulations. Non regulatory functions are those that enhance the profession of practical nursing.

These functions include:

- Setting education standards for Licensed Practical Nurses
- Evaluating Practical Nursing Programs
- Licensure of Practical Nurses
- Administering of the Discipline Process in accordance with the LPN Act & Regulations
- Developing and publicizing the functions and areas of competence and Standards of Practice for Licensed Practical Nurses
- Development of documents to educate key stakeholders on the Scope of Practice and Standards of Practice for Licensed Practical Nurses
- Promotion of LPNs during Nursing Week
- Continued education activities
- Publication of newsletters

What Will This Fee Increase Cover?

Costs associated with the implementation and continuous promotion of the Scope of Practice, Standards of Practice and Competencies of Licensed Practical Nurses;
Costs associated with implementation of the new Competency Profile for the profession;
Development and implementation of a Continuing Competency Program;
Continued membership in the Canadian Council for Practical Nurse Regulators (CCPNR);
Development of educational matters to promote CLPNNL role and responsibilities;
Costs associated with administering the discipline process;
Cost associated with providing Professional Liability Insurance for LPNs;
Continued participation in the Quality Professional Practice Environment (QPPE) program, in collaboration with the Association of Registered Nurses of Newfoundland and Labrador (ARNNL);
Increased cost associated with information technology support (database & website);
Decreased revenue due to a decline in membership;
Increased operational cost i.e. salaries, office supplies, postage, heat, lights, property and business taxes, insurances, telephone, internet, equipment, and office premises and property maintenance; and
Continued coverage of professional liability insurance coverage for LPNs.

Please Note

That the CLPNNL office will be closed for the holiday period from December 24th, 2012 – January 1st, 2013 (inclusive). We are in the process of developing a new website. Stay tuned!

Upcoming Events



Helping Communities and Organizations
with Issues of Crisis and Trauma



TO REGISTER OR FOR
MORE INFORMATION:

www.ctrinstitute.com
204.452.9199
info@ctrinstitute.com

FALL WORKSHOPS COMING TO NEWFOUNDLAND AND LABRADOR

DE-ESCALATING POTENTIALLY VIOLENT SITUATIONS™

St. John's: November 6, 2012; Cornerbrook: November 9, 2012

This workshop is designed to teach people to de-escalate potentially violent situations through assertiveness and interpersonal communication. The training will explore how anger and violence interplay, including opportunities for self-assessment of personal styles.

CRISIS RESPONSE PLANNING

St. John's: November 14, 2012

Critical Incident Group Debriefing (CIGD) is a short-term group intervention process that focuses on an immediate crisis. Participants of this skills based workshop will not only learn how to facilitate a group debriefing, but also have a better understanding of when a group debriefing might not be appropriate.

TRAUMA

- Strategies for Resolving the Impact of Post Traumatic Stress

St. John's: December 5-6, 2012

This workshop provides an overview of the way trauma impacts a person through the brain and nervous system and how it can result in longer term symptoms at physical, psychological and emotional levels. A framework is presented for assisting people to work toward regulating and resolving the impact of trauma. Key strategies and principles are explored that apply to a diverse range of impacts in children, adolescents and adults.

www.ctrinstitute.com



Facilitating Learning That Promotes Collaboration And Maximizes Productivity

WORKSHOPS COMING TO NEWFOUNDLAND AND LABRADOR THIS FALL

EMOTIONAL INTELLIGENCE - Value in the Workplace

St. John's, NL: October 19, 2012

Emotional Intelligence (EI) refers to the ability to identify and assess the emotions of oneself and others and then to use that information to guide one's actions. Participants of this workshop will learn to utilize emotional intelligence more effectively through both self-assessment and skill development exercises, resulting in an increased sense of how to engage more effectively with others.

LEADERSHIP AND MANAGEMENT - The Essention Foundations

St. John's, NL: November 15, 2012

This workshop is designed to help new or existing managers increase their abilities to lead teams. They will gain skills to assess team dynamics and to improve trust and influence with those they are leading. At the completion of this workshop participants will be equipped with the necessary tools to motivate their team to achieve desired results.

CONFLICT RESOLUTION SKILLS

St. John's, NL: November 30, 2012

Many conflicts would not spiral out of control if people used conflict resolution techniques that are easy to learn and utilize. This workshop will teach participants to understand the dynamics of conflict and equip them with the skills needed to respond confidently when faced with situations of conflict.

MEDIATION - An Informal Process for Conflict Resolution

St. John's, NL: December 13-14, 2012

This skills based workshop is designed to give participants the understanding to work with disputing parties to identify interests, clarify issues and work towards options for resolving the conflict. Participants will have the opportunity to experience scenarios that will help prepare them for intervening in various conflict situations.



TO REGISTER OR FOR MORE INFORMATION:

www.achievecentre.com

204.452.0180

info@achievecentre.com



National Nursing Week 2012

National Nursing Week was celebrated by nurses across Canada during May 7 – 13, 2012.

“Nursing – The Health of our Nation”

CLPNNL partnered with the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) on several NNW initiatives. A joint poster, developed by ARNNL workplace representatives and CLPNNL Liaison LPNs entitled “Proud Voices for the Health of our Nation” was designed to help promote nursing week activities, as well as radio advertisements that aired during national nursing week.

A joint teleconference education session was presented on Tuesday, May 8th from 1400 – 1500 titled “RN’s and LPN’s Lending Their Voice for Quality Work Environments”. The collaboration recognized that as LPNs and RNs, we value the experience of working together and have a great deal of mutual respect for our professional contributions to quality nursing care. Together with all health care professionals, we strive to enhance our work environments for the benefit of those we provide nursing care, our health care system and ourselves. Thanks to our presenters and to all who attended.

COMPETENCY PROFILE

The CLPNNL Competency Profile (June 2011) is available to members for a cost of \$25.00 (cost includes tax and shipping). All new licensees and those completing the re-entry program, and/or returning to practice after an absence period are required to purchase a copy of the Competency Profile at point of licensure.

CLPNNL ANNUAL GENERAL MEETING 2012/2013

The CLPNNL 2012/13 AGM will be held at the Capital Hotel in St. John’s June 19 - 21, 2013
Stay tuned to the CLPNNL website for more information.



COLLEGE OF
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