



COLLEGE OF  
LICENSED  
PRACTICAL  
NURSES  
OF NEWFOUNDLAND  
& LABRADOR

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

Fall 2013

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## EASTERN HEALTH 4<sup>TH</sup> ANNUAL NURSING GALA AWARDS CEREMONY



On Monday, May 6th, 2013 Eastern Health's Professional Practice – Nursing hosted the 4th Annual Nursing Gala Awards Celebration at the Holiday Inn, St. John's. This year, 73 nurses across Eastern Health were nominated for individual awards, and several nursing teams were nominated for a new Healthy People, Healthy Communities Team Awards. Among those nurses receiving awards for "Nursing Practice of the Year" - Ruth Wade, LPN (Neuro-Rehab, LAMC) and for "Nursing Leadership of the Year" - Kelly Murphy-Gosse, LPN (Rehab, Dr. Walter Templeman Health Centre). Congratulations Ruth and Kelly and all other nominees and winners!

## PUBLIC INFORMATION

The PULSE is the official Publication of the  
College of Licensed Practical Nurses of  
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The Pulse is published three times a year with winter, spring and fall editions. The Annual Report is printed in the 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.

## 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.

## NATIONAL NURSING WEEK MAY 6 – 12, 2013

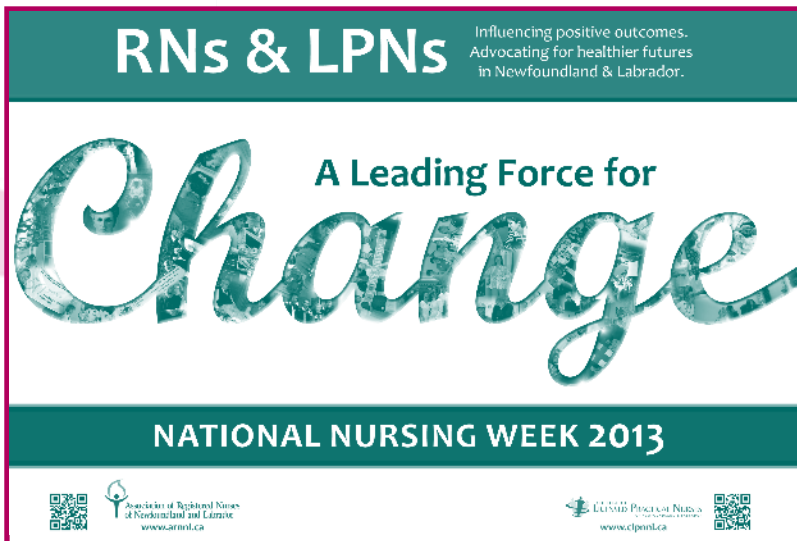
The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) and the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) joined with their counterparts across Canada from May 6 – 12, 2013 in recognizing National Nursing Week (NNW). This year's theme, Nursing: A Leading Force for Change, celebrated the role of nurses at the forefront of effecting change in the quality of healthcare. In conjunction with National Nursing Week, CLPNNL and ARNNL collaborated on a poster titled "Nursing – A Leading Force for Change" which was distributed to all healthcare settings throughout the province. Many thanks to all LPNs who helped celebrate and enhance National Nursing Week activities.



*Centre for Nursing Studies PN Class of 2012/13*



*Central Regional Health Centre, Grand Falls-Windsor*



*Western Memorial Regional Hospital, Corner Brook*

## Highlights from Annual General Meeting June 18, 2013

The Annual General Meeting was held at the office of the College of Licensed Practical Nurses of NL, June 18, 2013. The highlights of our progress towards our mission in the report of the Chairperson and Executive Director were presented by chairperson Jane Helleur. Future goals including continued promotion of the profession, advancing strategic directions, and commitment of fostering meaningful partnerships with all stakeholders to promote a practice environment where LPNs are valued and optimally utilized in providing, safe, competent and ethical care to the citizens of the province was highlighted. Approval of the Financial Auditor's report was granted as presented.

*To download or read the full 2012/13 CLPNNL Annual Report, please visit [www.clpnnl.ca](http://www.clpnnl.ca)*

# CCPNR ANNOUNCES FOUR NEW NATIONAL DOCUMENTS

The Canadian Council for Practical Nurse Regulators (CCPNR) is pleased to announce the completion of a two part project to improve and expedite the assessment and integration of IEN's into the Canadian health care system. Four new national nursing practice and policy documents have resulted and were approved by the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) Board.

On March 28, 2013, the Entry to Practice Competencies for Licensed Practical Nurses in Canada (document that describes the entry to practice competencies for practical nurses entering the profession in Canada) and Becoming a Licensed Practical Nurse in Canada Requisite Skills and Abilities (evidence based document that describes the personal, physical and emotional requirements of the practical nursing profession for anyone considering practical nursing as a career as well for educators and regulators in decision making for applicant suitability) were approved.

On June 18, 2013, the Standards of Practice for Licensed Practical Nurses in Canada, (document defines the legal and professional expectations of practical nurse practice) and the Code of Ethics for Licensed Practical Nurses in Canada, (document articulates the ethical and legal values and responsibilities LPNs uphold and promote) were approved and will become effective January 2014.

The new documents provide overall guidelines and describe the required level of performance against which actual practice can be measured. These documents were designed to increase harmonization and ease of mobility in Canada for both the Canadian LPN and the IEN that will meet regulatory needs today and in the future. These documents will assist and guide those considering entering the practical nursing profession, those enrolled in practical nursing programs, graduates of practical nursing programs, employers, potential employers, government and other stakeholders. It is hoped that most LPN jurisdictions in Canada will broadly adopt the Standards of Practice and Code of Ethics. The Inter-jurisdictional LPN project was funded by Human Resources and Skills Development Canada (HRSDC).

In the coming months, the transition of communicating and introducing the new Standards of Practice and Code of Ethics documents will take place. The CLPNNL looks forward to having LPNs, practical nurse educators, employers and stakeholders participate in educational webinar sessions during the months of October and November. A new online interactive learning tool on ethics will also be available. Registration for the sessions will begin on **Thursday October 3, 2013**. Please contact Janice O'Neill 709-579-3843 Ext. 27 or [joneill@clpnnl.ca](mailto:joneill@clpnnl.ca) to register for one of the sessions scheduled for the following dates and times:

Tuesday, October 22nd, 2013 1400 – 1500  
Thursday, October 24th, 2013 1400 – 1500  
Tuesday, October 29th, 2013 1400 – 1500  
Thursday, October 31, 2013 1400 – 1500  
Thursday, November 14, 2013 1400 – 1500  
Friday, November 15, 2013 1400 – 1500  
Thursday, November 21, 2013 1400 – 1500  
Friday, November 22, 2013 1400 – 1500  
Tuesday, November 26, 2013 1400 – 1500  
Wednesday, November 27, 2013 1400 - 1500



# THE ETHICAL CONCERNS RELATED TO FEEDING IN LONG TERM CARE

Submitted By: Janine Churchill-Elliott, BN, RN, MN, GNC(C)  
Clinical Nurse Specialist, Long Term Care, Eastern Health

Ethical concerns within the Long Term Care practice setting have become more prominent in particular related to feeding and nutrition. In 2011 and 2012, as part of my Master degree in Nursing at Memorial University, I completed a literature review<sup>1</sup> of ethical issues related to feeding in the long term care settings and searched for policies, standards and/or guidelines to assist staff in care provision when this challenge arises. The purpose of this article is to share my key findings and provide recommendations.

Best practices in Long Term Care support a Resident-Centered Model of Care in which the needs of the resident are given careful attention and staff are encouraged and supported to be resident advocates. A key aspect of the Model is that each resident's dignity, rights and independence are honored through providing choices, respecting wishes, meeting needs and involving the resident and/or their substitute decision makers in the decision-making process.

Decision making related to feeding in this vulnerable population is complex and when decisions about feeding have to be made, factual information and clear communication are essential. Also, guidelines to support front line staff are required. Based on my findings, the following set of recommendations may help staff more effectively manage ethical concerns related to feeding:

1. Recognize Long Term Care residents as a unique population with unique needs.
2. When making decisions related to feeding, age alone should not be the determining factor.
3. Balance food enjoyment and satisfaction with nourishment and safety concerns to obtain maximum benefit for the resident.
4. Use the resident's expressed desire for the extent of medical care as the primary guide for determining the level of nutrition intervention. This information can sometimes be found in advance health care directives or may be obtained through discussions with residents and/or their substitute decision makers.
5. Allow resident's with appropriate capacity to make the decision to choose to live at risk with regards to their nutritional choices when that choice is a fully informed one.
6. When assisting a resident and their family in making decisions about feeding choices, consider the following key aspects:
  - quality of life
  - autonomy
  - your own attitudes about feeding
  - withholding and withdrawing food and nutrition
  - informed consent and informed refusal
  - restrictive diets
  - professional duty
  - end of life care
  - food refusal and force feeding
  - family involvement in decision making
  - meaning and symbolism of food
  - artificial nutrition and hydration
  - cultural and religious views
  - feeding in dementia

(Remember to check with your Regional Health Authority for any policies and/or guidelines related to feeding that you must adhere to in your workplace.)

Ultimately, communication was identified as key to conflict prevention and resolution when decisions about feeding have to be made. This communication must include factual information and must consider the themes listed above. Perhaps more than another other health professional, nurses are in sustained contact with residents and are in a key position to support residents in feeding decisions and advocate on their behalf. The challenge for nurses and other staff in decision making related to feeding is to facilitate communication, respect autonomy and beneficence, understand and respect belief systems while being cognizant of the safeguards required for this vulnerable resident population.

1. Elliott, J. (2012). The ethical concerns related to feeding in Long Term Care. (Unpublished master's practicum). Memorial University, St. John's.

# Excellence in Practice & Anne Keough Leadership Awards

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

## 2012/13 CLPNNL Excellence in Practice Award

MELINDA WALSH LPN nominated by William Cochrane, Patient/Resident Care Manager

This award recognizes Melinda for her outstanding ability to provide quality nursing care to the residents of NL by demonstrating her knowledge, skill and judgment in providing safe, competent and ethical nursing care. She has demonstrated a contribution to the profession and the role of the CLPNNL. Melinda has been a LPN for over 30 years and demonstrates professionalism at all times. Her nominator stated that this LPN continues to advocate for improvements in nursing practice and health care services. Melinda is currently employed with Eastern Health - Placentia Health Centre.



## 2012/13 CLPNNL Anne Keough Leadership Award

LORETTA COOKE LPN nominated by Eleanor King, Home & Community Care Program Manager

This award recognizes Loretta for her significant contributions in demonstrating and practicing excellence in leadership in the practical nursing profession. Her nominator stated her strong leadership skills are evident in her everyday practice with home and clinic visits and very evident in her other responsibilities, including CPR certification and recertification for Community Health Nursing in the urban region. Loretta is a role model and has been a preceptor with PN students for the past 3 years, providing the students with a supportive environment to foster their professional growth. Loretta is employed with Health & Community Services, Eastern Health Mount Pearl.



## COLLEGE CLIPS

### CLPNNL Green Initiative

You've Got Mail! CLPNNL is continuing to go green! We are moving forward as an environmental steward by reducing paper waste and improving efficiency. An upgrade to the current database which will include on-line notifications to members including news, events and the Pulse newsletter are on-going. Thank you for your support and patience to improve member service. If you are not receiving "e-mails" from the College, it's time to add, update or edit your e-mail address to ensure you receive important information from the CLPNNL! Look for the new [WWW.CLPNNL.CA](http://WWW.CLPNNL.CA) coming soon!

### Proof Of Licensure On CLPNNL Public Register

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. Employers and managers are encouraged to ensure their LPN employees are licensed for the coming year and able to practice, as it is a serious offence to practice as a LPN without current licensure. Registry shows member's current licensure status.

# 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 an LPN employed in an acute care institution and expected to fully utilize my LPN competencies. When accepting, transcribing and initiating medication orders recently, I have noticed medication orders that are to be given through a different route than I previously had administered to one of the patients on my unit. What steps should I take to clarify the medication order and what should I do if I am not educationally prepared to administer the medication through that route?

**A** Licensed Practical Nurses are responsible for ensuring their administration of medications is safe, ethical and in keeping with their job description, employer policy and procedures, standards of practice and all relevant legislation. This includes confirming that orders are accurate in a timely manner. LPNs should not administer any medication if they are unsure of any of the prescribing information. It is important to follow up with the prescriber before administering any medication you have concerns about and should not administer the medication until the concerns have been sufficiently addressed.

To make decisions regarding medication administration, Licensed Practical Nurses assess their patient needs utilizing their assessment and critical thinking skills. LPNs should assess whether a prescribed medication is appropriate for a patient by considering the medical history, allergies, sensitivities, expected benefits, potential risks and appropriate use. When changes occur and there are concerns that may affect the care of the patient, the LPN is accountable to communicate and consult with other members of the health care team including registered nurses, nurse practitioners, pharmacists and physicians to take steps to resolve concerns in the best interest of the patient. LPNs have a key role in advocating for safe and effective medication administration.

In a number of practice settings, Licensed Practical Nurses are now required to administer medications through routes that may not have been included in their basic or post-basic education courses. If this is the case, then you must identify and communicate to your immediate manager that this is a competency you have not been educated to perform. Employers may require that nurses achieve competence in the administration of certain medications via certain routes by completing a learning module. For example, a medication that was previously ordered and administered orally, but is now ordered via intramuscular injection. If you have not completed this route of medication administration in your core practical nursing program or continuing nursing education courses, you will be required to complete the Intramuscular Injection module offered through the Centre for Nursing Studies to acquire the knowledge and skill necessary to administer Intramuscular Injections. The LPN must possess the education, experience and expertise to competently carry out the requirements of care within his/her individual scope of practice and scope of employment.

*References:* Competency Profile for Licensed Practical Nurses of NL (2011)  
Standards of Practice & Code of Ethics for Licensed Practical Nurses of NL (2004)

*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.*

## COLLEGE CLIPS

### LIAISON LPN NEEDED

The College of Licensed Practical Nurses of Newfoundland and Labrador invites interested LPNs in assuming the role of Liaison LPN at Hoyles Home and Dr. Charles A. Janeway in St. John's to contact us.

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.



### CONGRATULATIONS!

Congratulations to CLPNNL's Executive Director/Registrar Paul Fisher LPN, BAHSA on his recent convocation from Grant MacEwan University with a Bachelor of Applied Human Service Administration!



## 2013 NOTICE OF ELECTIONS FOR THE COLLEGE OF LICENSED PRACTICAL NURSES OF NEWFOUNDLAND AND LABRADOR

### ELECTION OF LPNS TO THE BOARD OF CLPNNL FOR ZONES II AND V:

We are seeking nominations for the election of two LPNs to the Board of the CLPNNL for Zones II and V (1 LPN for each Zone). Each position is for a three year term (2014 – 2016). For more information on the nomination and election process, please contact the office of the CLPNNL or visit [www.clpnnl.ca](http://www.clpnnl.ca). It is important that members begin to identify those members who will best serve in the public interest to further the objectives of the College. Please take an interest in your profession and consider nominating someone or running for office yourself! Remember, nominations close **October 28th, 2013, 16:30 PM.**

### SCHEDULE FOR THE ELECTION PROCESS FOR ZONES II and V

September 30, 2013 - Nomination forms mailed to Liaison LPNs in Zones II and V for distribution

October 28, 2013 at 1630 hrs – Deadline for receipt of completed nomination forms at the office of CLPNNL

November 4, 2013 – Election Ballots mailed to each LPN for Zones II and V

December 6, 2013 at 16:30 hrs – Deadline for receipt of completed election ballots in the CLPNNL office

December 13, 2013 – Counting of election ballots by the CLPNNL

December 16, 2013 – Notification of election results to candidates

December 17, 2013 – Notification of election results to membership



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