

the pulse

practical news for licensed practical nurses

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

CLPNNL New Office Location and Business Hours

The office of CLPNNL has moved to **209 Blackmarsh Road!** Telephone numbers and e-mail addresses have not changed. In order to maintain and enhance member service, please note that the hours of operation have changed. The office will now be open from **0830 -1630 Monday to Friday** and the office will close from **1230 – 1330** for lunch.



CLPNNL Open House

Join us on **Tuesday, January 20, 2015** from **1600 – 1800** at the office of CLPNNL 209 Blackmarsh Road to attend an Open House Reception. Drop by to meet with CLPNNL Board Members, CLPNNL Staff, and celebrate the official opening of the new office premises.

PUBLIC INFORMATION

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

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*Appointed by Government

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

MISSION

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

VISION

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

VALUES

We Believe:

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

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

Happy New Year!

The CLPNNL Board of Directors and staff wish you and your family a new year filled with good health and happiness!

Introducing CLPNNL's New Logo!



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

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) is committed to ensuring the LPN profession continues to provide safe, competent and ethical nursing care. This year, the CLPNNL is excited to announce that as part of our commitment to build a stronger, more positive professional image of LPNs in Newfoundland and Labrador, we have introduced a new logo. This new logo supports the College's leadership in advancing its directives and protecting the interests of the public and in keeping with accountability for self regulation.

The logo can be interpreted as clients being guided and supported toward better health by the licensed practical nurse. The red figure represents the licensed practical nurse demonstrating leadership and integrity, knowledge and competence in order to provide nursing services that contribute to the client's health and well being. The grey figure represents the client who is receiving support and nursing care services as set out in their plan of care while working toward achieving health care goals to obtain optimal health.

Overall, the two encompassed figures represent collaboration between both the client and the licensed practical nurse. The logo represents the nurse-client relationship through the use of professional nursing knowledge, skill, caring attitudes and judgments in order to provide essential nursing services in partnership with the client.

2015/16 Licensure Renewal

CLPNNL members are reminded that it's time once again for licensure renewal with the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL). 2015/16 licensure renewal opens **January 12, 2015** and the licensure renewal deadline is **March 31, 2015**.

CLPNNL annual licensure renewal forms were mailed for the 2015/16 year during the week of **January 12, 2015**. Members who have not received their licensure renewal form by **January 23, 2015** should notify the office of CLPNNL to ensure your mailing address is accurate.

Early Bird Licensure Renewal WIN! WIN! WIN!

All LPNs who have their completed licensure renewal application form along with the licensure fee of \$325.00 for 2015/16 received in the office of the CLPNNL prior to **1630 on Friday, March 6th, 2015**, 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 9th, 2015**.

Proof of Licensure on CLPNNL Public Registry

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

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

REMINDER: Keep your information up-to-date!

Under the College of Licensed Practical Nurses of Newfoundland and Labrador By-Laws (2006) Section 35 - Accuracy of Personal Information, all LPNs are required to keep their information on file with CLPNNL up-to date. This includes:

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

Annual General Meeting (AGM) 2014/15

Mark your calendar! Join us in St. John's for the CLPNNL 2014/15 Annual General Meeting on **June 16, 2015** at the Sheraton Hotel as part of the 2015 Provincial Nursing Forum - **"Enhancing Communication: RNs and LPNs, Let's Talk" on June 15 & 16, 2015**. The nursing forum will be hosted by the Department of Health & Community Services, College of Licensed Practical Nurses of NL and Association of Registered Nurses of NL.

The Provincial Nursing Forum and Annual General Meeting is a great opportunity to participate in the self-regulation of the profession, to participate in open discussions and improve communication, to recognize and celebrate excellence and to discover fresh sources of inspiration from guest presenters and attendees. Please visit www.clpnnl.ca for more information!

2014/15 CLPNNL AWARDS

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

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

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

Reminder: LPNs Regulatory Knowledge Tested Through Jurisprudence Exam

Patient safety considerations. Ethical dilemmas. Legal Issues. Helping Newfoundland and Labrador's Licensed Practical Nurses understand these and many other regulations is the goal of the CLPNNL's Jurisprudence Examination, now available to all CLPNNL members.

The exam ensures LPNs have "the necessary knowledge to practice nursing safely within the legislative framework that exists in Newfoundland and Labrador and understand their professional role and responsibilities". Learning objectives also include increasing awareness of current practice issues and personal and professional confidence while adapting and integrating into new health care settings.

LPNs may choose to take the exam as part of their own continuous learning. Complete information is available at www.practicenl.ca (click on nursing then click Continuing Nursing Education Portal) to select courses or call 1-888-299-0676 (toll free in NL) for more information.



Congratulations to the PN Program Class of 2014 Graduates

To the graduates of the Centre for Nursing Studies (39), College of the North Atlantic Clarenville Campus (5), College of the North Atlantic Grand Falls-Windsor Campus (19), and College of the North Atlantic Corner Brook Campus (23), who completed their 4 semester practical nursing diploma program in December 2014 and who are writing the CPNRE on January 14, 2015.

Best wishes as well to the new classes of practical nursing students enrolled in the PN Program in September 2014 at the Centre for Nursing Studies, College of the North Atlantic Clarenville Campus; College of the North Atlantic Grand Falls-Windsor Campus, College of the North Atlantic Corner Brook Campus and College of the North Atlantic Happy Valley-Goose Bay Campus.

CLPNNL Liaison Program

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

The College of Licensed Practical Nurses of Newfoundland and Labrador invites interested LPNs in assuming the role of Liaison LPN at **Hoyles Home** to contact us. 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.

Are you new to the culture of Newfoundland and to the variety of English spoken here?



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College of Licensed Practical Nurses of Newfoundland and Labrador Election Results

The following LPNs have been elected to the Board of the College of Licensed Practical Nurses of NL for a three year term (2015 – 2017):

Zone I – Judy Pike LPN, Chancellor Park St. John's (By acclamation).

Zone IV – Ernest Greene LPN, Western Memorial Regional Hospital Corner Brook

Congratulations!

PRACTICE POINTERS

Janice O'Neill, LPN, Practice Consultant

Q

As a member of a self-regulating profession, what is my responsibility after annual licensure renewal?

A

Adhering to licensure requirements of the profession's regulatory authority does not end after the annual licensure renewal is complete. Self-regulation is a privilege entrusted to the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNL) by Government through the CLPNL Act and Regulations. Provincial laws, especially the LPN Act, provide the legal framework for practical nursing and give the CLPNL the responsibility for carrying out practical nursing regulations to protect the public interest. The CLPNL is accountable to the public to ensure licensed practical nurses are safe competent practitioners, well prepared to meet standards of practice and code of ethics.

The CLPNL achieved self regulation with the Licensed Practical Nurses Act (2005). Self regulation means that the profession governs itself, both through the CLPNL and individually in the sense that all members are responsible for practicing in accordance with the standards of the profession, and for keeping current and competent throughout their practical nursing careers. The public can have confidence in the profession because LPNs are dedicated to adhering to the principles within their professional standards and code of ethics.

What is your responsibility after annual licensure renewal? As members of a self-regulating profession, LPNs are personally responsible for meeting the Standards of Practice and Code of Ethics. Maintaining professional licensure annually is actually indicator 3.7 contained in Standard 3 – Service to the Public and Self-Regulation. You are required to provide safe, competent and ethical nursing care at all times. You are responsible to know practice expectations contained within the Standards of Practice for LPNs and how they apply to your practice. LPNs are expected to participate in the self-regulation process by: demonstrating that you understand and are meeting and maintaining your commitment to the profession's standards of practice and code of ethics and other regulatory requirements; being accountable for your actions; making appropriate decisions and working in partnerships to create quality practice environments that support professional practice and client safety. The willingness to adapt and change identifies that LPNs take seriously the privilege of self-regulation in the public interest.

Discover the "self" in self-regulation. Set aside some time to familiarize yourself with not only the regulatory requirements, but with all other applicable legislation and employer policies to help you understand the responsibilities and legal obligations required of you in your area of practice to make safe and ethical nursing decisions. Maintain awareness of current trends and issues in health care and society that impact your practice and nursing outcomes. Demonstrate leadership and professionalism everyday you practice. Evolve your own LPN practice in response to changes and new developments affecting the profession. And, seek opportunities for continuous learning. All LPNs are important contributors to self-regulation, not only at licensure renewal time, but all times!

For more information and supporting documents to guide you in your practice, please visit www.clpnnl.ca.

References:

College of Licensed Practical Nurses of Newfoundland and Labrador Act (2005) and Regulations (2011)
Standards of Practice and Code of Ethics for Licensed Practical Nurses in Canada (2014) St. John's, NL: Author

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

Focusing on Public Health for Communities and Families



Provincial Government Continues to Strengthen Ebola Preparation Efforts

While the risk of a case of Ebola being introduced in Newfoundland and Labrador remains low, efforts are well underway to strengthen readiness and to ensure strong infection control systems and procedures are in place.

“We have made significant progress in preparing our health system for the unlikely event of a case of Ebola in our province and we remain vigilant. We have trained nearly 2,100 frontline health care workers in the proper use of personal protective equipment and we continue to purchase the required supplies to ensure that our designated sites in St. John’s and regional hospitals are appropriately equipped.”

— The Honourable Steve Kent, Minister of Health and Community Services

The provincial government has also purchased an isopod which is a high-tech isolation chamber that will allow for the safe medical transport of a suspected or confirmed Ebola patient by air or road. Training on the proper use of the isopod by medical flight team paramedics is ongoing. An image of the isopod is now available online.

“There have been no confirmed cases of Ebola in Canada and the risk of a case in Newfoundland and Labrador remains low. However, it is important that we are prepared which is why we continue to monitor the global Ebola situation and take the necessary steps as outlined by the World Health Organization, to implement best practices, facilitate training and ensure the proper equipment is in place.”

— Dr. Faith Stratton, Chief Medical Officer of Health for Newfoundland and Labrador

The Department of Health and Community Services recently launched a new Ebola webpage which provides information on the disease, current risk status, travel and advisories, information for health care professionals and advice for those experiencing symptoms. For more details, please visit: www.health.gov.nl.ca/health/comm_diseases.html

The Ebola virus itself does not spread easily from person to person; it is not like the flu. Ebola is spread through contact with body fluids such as blood, saliva or secretions of a person who has the disease or someone who has died from it. Individuals who have recently visited the West African countries of Guinea, Liberia or Sierra Leone, where there are Ebola outbreaks, and are feeling ill, are advised to call the Newfoundland and Labrador HealthLine at 1-888-709-2929 before presenting to a physician’s office or emergency department.

QUICK FACTS

- While the risk of Ebola in Newfoundland and Labrador remains low, efforts are well underway to strengthen readiness and ensure strong infection control systems and procedures are in place.
- Training has been taking place across the province to ensure there is a consistent approach and frontline health care workers have been prepared in the appropriate use of personal protective equipment.
- The provincial Government has purchased an isopod which is a high-tech isolation chamber that will allow for the safe medical transport of a suspected or confirmed Ebola patient by air or road.
- The Ebola virus itself does not spread easily from person to person; it is not like the flu. Ebola is spread by contact with body fluids such as blood, saliva or secretions of a person who is sick with the disease or someone who has died from it.
- Individuals who have recently visited the West African countries of Guinea, Liberia or Sierra Leone, where there are Ebola outbreaks, and are feeling ill, are advised to call the Newfoundland and Labrador HealthLine at 1-888-709-2929 before presenting to a physician's office or emergency department. For more information visit: www.health.gov.nl.ca/health/comm_diseases.html

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<http://www.releases.gov.nl.ca/releases/2014/health/1113n04.aspx>

CLPNL Board Member Retirement: Mimajoan Saunders LPN (Zone 4 Western Region)

On behalf of the College of Licensed Practical Nurses of Newfoundland and Labrador, we wish to extend our sincere gratitude and appreciation to Mimajoan Saunders LPN for her nine years of service as a Board member with the College of Licensed Practical Nurses. Mimajoan's participation and contributions have strengthened the profession of practical nursing and she has been instrumental in assisting the College with achieving its mandate. Your time, energy, skills, competence and your compassion have been a tremendous contribution!

In Memoriam

The College of Licensed Practical Nurses of Newfoundland and Labrador wishes to extend deepest sympathy to family and friends of Lori Ann Lawlor LPN (March 13, 1979 – December 27, 2014).



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