



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

Spring 2012

## Contents

Public Information

Mission, Vision, Values

National Nursing Week  
2012

Competency Profile

LPN Profile

CLPNNL Awards

Liaison LPNs Needed

Mandatory Education Re-  
quirements

CLPNNL Election Results

Liaison LPN Teleconfer-  
ence Sessions

Upcoming Events

“Setting the Seeds for Pro-  
fessional Growth”

“Randon - what you Need  
to Know”

## National Nursing Week 2012

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

“Nursing – The Health of our Nation”

Where the theme came from:

This year’s theme is an adaptation of a submission by Lori-Ann Sacrey RN of Baie Verte, NL as part of a contest held by the Canadian Nurse’s Association to find a National Nursing Week theme for 2011/12.

History of National Nursing Week:

In 1971, the International Council of Nurses (ICN) designated May 12 – Florence Nightingale’s birth- day- as International Nurses Day. In 1985, in recognition of the dedication and achievements of the nursing profession, the Canadian Minister of Health proclaimed the second week of May as National Nurse’s Week. May 12 is also recognized as Canada Health Day.

The name changed to National Nursing Week (NNW) in 1993 to emphasize the professions accom- plishments as a discipline. The purpose of National Nursing Week is to increase awareness among the public, policy- makers and governments of the many contributions nurses make to the well being of Canadians.

Celebrate Nursing Week – Start Planning Now!

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) joins with the provinces Licensed Practical Nurses, Registered Nurses, Nurse Practitioners as well as our national col- leagues across Canada to celebrate National Nursing Week May 7 – 13, 2012. It is also an opportunity to educate the public about the many contributions licensed practical nurses make in the lives of Cana- dians, and especially to the lives of those in the province of NL.

CLPNNL has 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” has been designed to help promote nursing week activities, as well as radio advertisements.

A joint teleconference education session will be presented on Tuesday, May 8th from 1400 – 1500 (Island Time) titled “RNs and LPNs Lending Their Voices to Foster Quality Practice Environments”. To par- ticipate, please call 1-866-415-7700 and enter Pass Code 1783196 followed by the pound key (#). The collaboration recognizes 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.

Take the lead and encourage others to join you to plan at least one activity to acknowledge National Nursing Week!

CLPNNL will distribute posters and promotional materials to all Liaison LPNs in mid April.

## PUBLIC INFORMATION

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

9 Paton Street, St. John's, NL A1B 4S8

Telephone: (709) 579-3843 or

Toll Free: 1-888-579-2576

Fax: (709) 579-8268

E-Mail: [info@clpnnl.ca](mailto:info@clpnnl.ca)

Web Site: [www.clpnnl.ca](http://www.clpnnl.ca)

### *Editor:*

Janice O'Neill

### *College Board Members:*

Ms. Jane Helleur	<i>Chairperson, Public Representative</i>
Ms. Connie Winter	<i>Zone 1, Licensed Practical Nurse</i>
Ms. Judy Reid	<i>Zone 1, Licensed Practical Nurse</i>
Ms. Gloria Barrett	<i>Zone 2, Licensed Practical Nurse</i>
Ms. Pearl Blake	<i>Zone 3, Licensed Practical Nurse</i>
Ms. Mimajoan Saunders	<i>Zone 4, Licensed Practical Nurse</i>
Mr. Darwin McGee	<i>Zone 5, Licensed Practical Nurse</i>
Ms. Elizabeth Crawford	<i>Public Representative</i>
Mr. Joseph Duggan	<i>Public Representative</i>
Ms. Wanda Wadman	<i>Centre for Nursing Studies</i>
Mr. Paul Fisher	<i>Executive Director/Registrar (non-voting)</i>

### *Office Staff:*

Executive Director/Registrar

Mr. Paul D. Fisher, LPN

E-Mail: [pfisher@clpnnl.ca](mailto:pfisher@clpnnl.ca)

Professional Practice Consultant

Ms. Janice E. O'Neill, LPN

E-Mail: [joneill@clpnnl.ca](mailto:joneill@clpnnl.ca)

Regulatory Officer

Ms. Daphne Noel, LPN

Accounting Assistant

Ms. Suyan Yan, B. Comm.

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.

# WE WOULD LIKE TO INTRODUCE YOU TO...

## Debbie Mills LPN Dialysis Unit Central Regional Health Centre

---

1) Where and when did you graduate?

I graduated from Central Newfoundland Hospital in 1978.

2) What areas have you practiced?

I have practiced on medical floors, gynecology, and in the pediatrics clinic. I have also worked in the operating room as a LPN Operating Room Technician and I am currently practicing in the dialysis unit at Central NL Regional Health Centre.

3) What committees, if any, have you been involved on in your practice?

I attended a workshop with Alberta Health on the changing role of the LPN. I was also the President of the Hospital Social Club for several years.

4) Have you been active in your community with groups and services?

Yes, I was an active volunteer with the Exploits Valley Minor Hockey Association as the director of female hockey. I am also an active member of the church choir.

5) What committees have you been involved on for the College of Licensed Practical Nurses?

I attended a two day workshop to assist with development of the Competency Profile for LPNs in NL.

6) Do you have any advice for new graduates beginning new careers?

Yes, I encourage new graduates to work to their full scope of practice, always maintaining a positive attitude and keeping an open mind. Also, be professional and respectful in the workplace and take advantage of educational opportunities such as workshops or courses and, be willing to learn. After all, knowledge is the key to remaining current in your practice!

7) What are your hopes for the LPN profession in the future?

I would hope that the LPN will continue to be recognized as playing a vital role in health care. As well, I hope for the LPN profession to receive more significant pay and benefits. Finally, I encourage LPNs to show the utmost respect, care and compassion for their clients.

8) What have you enjoyed most about your nursing career?

I have enjoyed the experience I've obtained practicing in various areas of the LPN profession. I enjoy interacting with clients and putting forth my best attempt to help clients and make their hospital stay as comfortable as possible.

I have been working in dialysis for the past 12 years. The dialysis unit has a highly specialized area of nursing skills. My role as an LPN has changed during this time. In the past, I fulfilled various duties such as payroll, ward-clerk duties, stocking supplies, and cleaning dialysis machines, chairs. As my position changed over time, I attended various educational sessions and have completed courses to further broaden my nursing skills. I am currently needling fistulas and graphs, accessing Inta-Jugular (IJ) Lines, obtaining blood specimens and monitoring client dialysis treatment from start to finish. I truly value my scope of practice and thoroughly enjoy my profession in the dialysis unit as an LPN.

Anne Rowsell, Nurse Manager, Renal Regional Program, Central Health added: "Debbie started her career in dialysis when the unit opened in 1997. Her duties were very task focused with only a minimal clinical component. Over the years she advanced to setting up machines, washing back patients and adding medications to the dialysate. In this past year Debbie has advanced to near full scope of practice. She has embraced the change and her professional disposition, knowledge and rapport with patients is to be acknowledged and admired. She is an absolute pleasure to work with and her sense of



# 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** Social Media such as Facebook, Twitter, YouTube and MySpace are being used for communication purposes, networking and information sharing. What should I as a Licensed Practical Nurse consider when posting on my social media site?

**A** Licensed Practical Nurses should separate the use of social media for social and professional purposes. Licensed Practical Nurses should always consider if what you are posting on your social media site is professional and projects the image you want friends, colleagues, clients and managers to have of you. Posting on a social media site is the same as speaking in a crowded room and in doing so can violate the integrity of the profession or breach the confidentiality of others.

Client information or pictures should never be posted on social media sites. Confidentiality can be breached with as little as one identifier. At all times, client privacy and confidentiality must be protected. Members who violate their standard of practice (#4, section 4.5) may be held accountable for professional misconduct or conduct unbecoming and subject to the complaint review process. Remember, if it has been posted or transmitted electronically, it is safe to assume it is permanent! Licensed Practical Nurses should use high levels of security on social media sites as information is rapidly and easily distributed through "friend of a friend" connections.

**R**eferences: CLPNNL Standards of Practice, CLPNNL Code of Ethics

## NOMINATIONS INVITED FOR EXCELLENCE IN PRACTICE AND LEADERSHIP AWARDS

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

### CLPNNL Excellence in Practice 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, 2012.*

*The award recipient will be announced at the AGM on June 27, 2012*

### CLPNNL Anne Keough Leadership Award

*The Anne Keough Leadership Award was introduced in June 2009 at the AGM and Professional Development Workshops in Corner Brook. 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, 2012.*

*The award recipient will be announced at the AGM on June 27, 2012*



# QPPE Story Time

by JoAnna Bennett, QPPE Program Consultant



## Nurses Making a Difference

Nurses at the US Memorial Health Center (USM) in St Lawrence started the Quality Professional Practice Program (QPPE) in 2009. This program offers nurses an opportunity to participate in strategies to help make their workplace a “better place to work”. A small dedicated group of nurses acted as the worker bees representing their peers in these activities.

As members of the nursing team, Licensed Practical Nurses (LPNs) at the USM site faced a number of challenges in their work arena. One absolute priority was the need for all of them to fulfill their registration requirement for 2012 that would allow them to continue practising as LPNs. While some were all ready to go, others still had work to do to ensure they had their course work and competencies up to speed to confirm their roles into 2012. For many who plunged into the academic world at this late stage of their career, their ongoing peer support and support from QPPE made the journey into the student role a little less traumatic and helped ease the challenges along the way. At the conclusion of the formal QPPE Program, all who wished to continue their LPN roles were practising to their full scope.

Teamwork is essential in any area of work. Nurses at the USM site really wanted to ensure they worked in the most effective and highly productive teams. In follow up to this being identified through the QPPE process, they implemented a number of very successful strategies to help strengthen their team. The effect of being nominated for a WOW award to have your everyday work practices recognized can't be underestimated! It was great to know your suggestions for workplace improvements were heard and actually resulted in changes. Many of these came to the QPPE Team via the “Tell US Box” affectionately known as the TUB! Access to locker space is just one example.

Respect amongst team members is a key factor in morale, job satisfaction and the overall sense of well being that contributes to the best patient care. A related session provided for the QPPE Team was seen to be so worthwhile they recommended that it be made available for all site staff. One participant who attended the site presentation highlighted the significance of what that meant in her day to day interactions and how she can now respond to stress situations in a much different and less personal manner. One message from this session is the reality that you can't change other people's behaviour but you can change your response to that behaviour!

Following completion of the formal QPPE Program at USM, nurses reported they have achieved their goal of effectively improving their working environment. Through more open communications, respect and support for each other, they are working together as highly productive teams that support each other in their professional practise and delivery of the highest quality patient care. They feel they now have a “better place to work”.

Dana Drake is a long time licensed practical nurse at USM and was one of the first to join this worker bee team. She liaised with her “Buddy” co-workers to discuss plans to improve their working environment that would ultimately benefit them and ensure the highest quality resident care. She encouraged their feedback and worked with the QPPE group to follow through on suggestions for change. She was instrumental in implementing many recommended changes that helped increase team morale, promote teamwork and a more respectful workplace for all staff.

Dana proved that it's never too late to take on new experiences and continue your lifelong learning! Not only was she actively involved in QPPE she also took on a student preceptorship role at the same time. She successfully completed the medication and health assessment courses that will ensure she will continue to work as a Licensed Practical Nurse into 2012 through the remainder of her career.

Through all of this, Dana met the challenges, and there were a few, with a smile, a determination to succeed and a professional attitude towards excellence in practice. She is indeed a nurse of note!

# Interjurisdictional LPN Project



9 Paton Street  
St. John's, NL  
A1B 4S8

## INTERJURISDICTIONAL LPN PROJECT

Licensed Practical Nurses (LPNs), the second largest group of regulated nurses in Canada (approximately 70,000), work in partnership with other members of the health care team to provide nursing services to individuals, families and groups of all ages. LPNs assess, plan, implement and evaluate care for clients throughout the lifecycle and apply these skills in most settings where nursing care is provided. (Foreign Credentials Referral Office, CIC, Fact Sheet Licensed Practical Nurse, 2010).

Canada is experiencing a nursing shortage that is projected to worsen dramatically over the next 15 - 20 years due to the significant retirement rates of licensed practical nurses (LPNs), registered nurses (RNs), and registered psychiatric nurses (RPNs) (CIHI, 2008). Most stakeholders believe that a national and integrated health human resource strategy that includes the expeditious licensure and integration of internationally educated nurses (IENs) and those who currently reside in Canada is essential to remedying the potential nursing shortage (*Navigating to Become a Nurse in Canada*, May 2005).

Practical Nurse Regulators do not currently have consistent national requirements regarding the information required to determine an IEN's educational comparability to a Canadian and/or provincial education standard. The development of a common set of national competencies for entry to practice as an LPN in Canada will contribute significantly to the ability for regulatory bodies to assess an applicant's competency for licensure to practice in any province or territory in Canada and will provide increased clarity for the IEN regarding the role of the LPN in Canada. Articulating the requisite skills and abilities for the profession will assist both the internationally educated health professional and the local applicant when considering their personal suitability for practical nursing as a career in Canada.

The Canadian Council for Practical Nurse Regulators is undertaking a two-part project to improve and expedite the assessment and integration of IENs into the Canadian health care system. This will be achieved by:

- establishing consistent, objective methods to assess practical nursing applicants and internationally educated registration candidates;
- providing guidance and support for the national registration examination for practical nursing (Canadian Practical Nursing Registration Examination) by describing the entry to practice competencies for a Practical Nurse entering the profession in Canada;
- providing an evidence based description of the requisite skills and abilities (i.e., personal, physical, and emotional requirements) of the practical nursing profession for anyone considering practical nursing as a career and for educators and regulators in decisions regarding applicant suitability;
- establishing an inter-jurisdictional Code of Ethics and Standards of Practice for the LPN profession (with the exception of Ontario)<sup>1</sup>; and,
- broadly adopt the Standards of Practice within the LPN profession to increase the harmonization and ease of mobility in Canada for both the Canadian LPN and for the IEN.

The first of this two part project will focus on establishing inter-jurisdictional requisite skills and abilities and entry level competencies for the practical nursing profession in Canada. Part two follows and is in regards to the development of a Code of Ethics and Standards of Practice for the LPN profession. A common entry-level competency document, requisite skills document, and Code of Ethics and Standards of Practice will further harmonize and enhance mobility for the LPN within Canada. This level of standardization will also facilitate the ease of mobility for the IEN.

By the end of the project, the following documents will result:

1. Requisite Skills and Abilities - Becoming a Licensed Practical Nurse in Canada
2. Inter-Jurisdictional Entry to Practice Competencies for Licensed Practical Nurses
3. Inter-Jurisdictional Code of Ethics for Licensed Practical Nurses
4. Inter-jurisdictional Standards of Practice for Licensed Practical Nurses

The *Inter-Jurisdictional LPN* project is funded by Human Resources and Skills Development Canada (HRSDC) and has either the support of, or a non-objection by, the non-member jurisdictions to proceed although there is varying commitment regarding implementation of the deliverables in non-member jurisdictions.



# Setting the Seeds for Professional Growth:

*Janice O'Neill, LPN - Practice Consultant*

Did you know that approximately 7% of our information becomes outdated each year? At this rate, an astounding 70% of what we know today will be out of date in just ten years. How can we remain on top of our professional practice in the face of such rapid change?

One solution will be participation in the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNL) Continuing Competency Program (CCP) currently under development. As professionals, we all have the responsibility to remain current. The key to maintaining competence is to use your new knowledge in your daily practice. Knowledge without application does nothing to advance nursing practice or optimize patient outcomes. The Continuing Competency Program is based on the philosophy that LPNs are competent, self regulated professionals and are committed to lifelong learning and excellence. While the CLPNL ensures that candidates applying for initial licensure meet the entry-level competencies and standards, there was no formal process to ensure competence throughout your careers. Currently, the main indicator for continuing competency is recency of practice, quantified by the number of hours worked within the past five years or the past two years. There is no evidence that this indicator validates continuing competence.

Due to the accelerated pace of change in nursing and health care delivery, there is sound rationale for advocating for periodic demonstrations of continuing competence. The nursing environments are more complex and challenging, with new and emerging health technologies, treatment protocols and best practice/evidenced based standards and guidelines. The quality assurance focus has also influenced this movement towards competency assessment. In addition, an increase in electronic communication has also profoundly changed how consumers and professionals access information. Given these changes, it is critical that health professionals maintain their professional competence.

Assessing Continuing Competence is a reality of professional practice today. Most nursing jurisdictions in Canada have a continuing competence program in place or are implementing one in the very near future. The emergence of a continuing competence program is based on the belief that a professional's competence needs to be monitored on a continuous basis to ensure public protection.

The CLPNL has a mandate of public protection. The public has a right to expect that LPNs demonstrate competence throughout their careers. NL is one of the final Canadian jurisdictions to develop a Continuing Competency Program for LPNs. The CLPNL CCP will be based on the principles of reflective practice and the responsibility for ensuring competence. Reflective practice is a process of continuous self – assessment of your nursing practice to identify learning opportunities for professional growth.

The Continuing Competency Program will be set up so that all practicing members will be required to declare that they have completed the requirements for the last 12 months on their LPN license renewal form. This declaration will indicate that you:

- Have the required nursing practice hours,
- Completed your self assessment,
- Developed a learning plan,
- Implemented a learning plan,
- Completed a minimum of 14 continuous learning hours,
- Evaluated the impact of your learning plan on your nursing practice and
- Participating, when required, in a validation of compliance.

The Competency Profile for LPNs in NL is a description of the knowledge, skills, attitudes and judgments ranging from novice to expert. The role of an LPN in NL varies depending on the setting, job description and agency policy while the Competency Profile clearly delineates competencies expected of LPNs. The Competency Profile states which competencies are expected of the new graduate and the LPN who has advanced education and experience.

All the identified competencies are within the LPN scope of practice. The Standards of Practice are congruent with the Competency Profile. A key purpose of the Competency Profile is to provide the foundation for the CCP. It is the fundamental tool within the program.

Standards of Practice are defined as statements that describe the desirable and achievable level of performance expected of nurses against which actual performance can be measured. Standards are necessary to demonstrate to the public, government and other stakeholders that a profession is dedicated to maintaining public trust and upholding the criteria of its professional practice. The Standards provide a framework for the CCP.

To assist with a smooth transition for the introduction of the CLPNL Continuing Competency program, documents will be developed and distributed in 2012 so that you can begin familiarizing yourself with the program. The College's Professional Practice Consultant will be available to answer your questions and walk through each step of the CCP process and provide examples for completing the process through newsletter articles, brochures and teleconference education sessions.

Stay tuned as CLPNL travels along the journey toward a Continuing Competency Program for Licensed Practical Nurses in this province.

"All the flowers of tomorrow are in the seeds of yesterday" (Proverb)

#### References:

Association of Registered Nurses of Newfoundland and Labrador Continuing Competence Programs for Registered Nurses: Background Paper June 2007 St. John's: Author

College of Licensed Practical Nurses of Nova Scotia Guide to Continuing Competence Program August 2010 Halifax: Author

College of Licensed Practical Nurses of Newfoundland and Labrador Proposal for the Development of Continuing Competence Program for LPNs December 2001 St. John's: Author

# *Liaison LPN Teleconference Sessions*

The CLPNNL Practice Consultant will be offering a teleconference session for each regional health authority for all Liaison LPNs across the province during the week of May 22nd – 25th, 2012. These sessions will be an opportunity for all Liaison LPNs to discuss current nursing issues in the workplace, to hear updates on CLPNNL's work including the introduction of the Continuing Competency Program, and to share information on upcoming events. The sessions will be held for:

*Labrador/Grenfell Health Monday, May 28th, 2012 1400 – 1530*

*Western Health Tuesday, May 29th, 2012 1400 – 1530*

*Central Health Wednesday, May 30th 2012 1400 – 1530*

*Eastern Health Thursday, May 31st, 2012 1400 – 1530*

*Teleconference call in information will be sent to all Liaison LPNs the week of May 1st, 2012.*



Health  
Canada

Santé  
Canada

Your health and  
safety... our priority.

Votre santé et votre  
sécurité... notre priorité.

## RADON - WHAT YOU NEED TO KNOW

Health Canada is currently distributing information to Canadians to raise awareness about radon. Radon is a gas that is undetectable by smell, sight, or taste. It occurs naturally in the ground and can seep into a home through cracks in the foundation, pipe openings, and other places where a house is open to the ground. The only way to know if it is there is through a simple and inexpensive test.

Long term exposure (over decades) to high levels of radon, especially for smokers, increases the risk of lung cancer. Radon ranks second only to smoking as a leading cause of this disease.

Health Canada encourages all Canadians to test their homes for radon. If the level in your home is high, it can be fixed easily and at a reasonable cost.

For information on radon, including how to obtain a test kit, please visit the Health Canada Web Site at [www.healthcanada.gc.ca/radon](http://www.healthcanada.gc.ca/radon). This site features resources such as reference guides, videos, frequently asked questions, and a manual for professional contractors. For key facts at a glance, check out Radon - What You Need to Know.

Please join us in making Canadian homes safe and healthy. We encourage you to distribute this information freely to your colleagues or members.

Thank you for taking the time to read and share this information.

Health Canada Atlantic

[www.healthcanada.gc.ca](http://www.healthcanada.gc.ca)

Your health and safety... our priority



## **UPCOMING EVENTS**

### ***3RD ANNUAL EASTERN HEALTH NURSING GALA AWARDS***

On Monday, May 7th, 2012, the 3rd Annual Eastern Health Nursing Gala Awards will be held at the Holiday Inn on Portugal Cove Road in St. John's from 6:00 – 10:00 PM. If you are interested in attending, please respond to [tammy.sexton@easternhealth.ca](mailto:tammy.sexton@easternhealth.ca) to confirm your attendance by April 23rd, 2012.

### ***CLPNNL ANNUAL GENERAL MEETING 2011/12***

The CLPNNL 2011/12 AGM will be held at the Ramada Hotel on Kenmount Rd., in St. John's on Wednesday, June 27th, 2012 at 7 PM.  
Stay tuned to the CLPNNL website for more information.

### ***National Nursing Week Teleconference : Education Session***

“RNs and LPNs: Lending Their Voices To Foster Quality Practice Environments”

Date: Tuesday, May 8th 2012  
Time: 14:00 - 15:00 (Island Time)

To participate, please call 1-866-415-7700 and enter pass code 1783196 followed by the pound (#) key.

## **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 registrants and those completing the re-entry program, and/or returning to practice after an absence period longer than twelve (12) months are required to purchase a copy of the Competency Profile at point of registration

### ***THREE LUCKY LPNs GOT IN ON TIME...***

All LPNs who submitted their completed licensure renewal application form along with the licensure fee of \$225.00 for 2012/13 to the office of the CLPNNL prior to 1630 hrs on Friday, March 2nd, 2012, had their name entered into a draw for one of three licensure renewal fee refunds (\$225.00). The draw took place on Monday, March 5th, 2012. Congratulations to:

***Harvey Applin LPN, Central Health***

***Albert Smith LPN, Eastern Health***

***Krista Rideout LPN, Central Health***

**I**t is our extreme pleasure to acknowledge and extend congratulations to Kay Barrington, retired Program Coordinator of the Practical Nursing Program at the Centre for Nursing Studies on receiving the 2011 Canadian Association of Practical Nurse Educator's "Leadership in Practical Nurse Education Award".

During Kay's teaching/nursing career, she was a nursing instructor and Program Coordinator for the former "Nursing Assistant" program at the College of the North Atlantic from 1988 – 1996. Kay has been a faculty member at the Centre for Nursing Studies since September 1996 and has been the Practical Nursing Program Coordinator for the past ten years.



Kay's love for education and her passion for practical nursing education has been evident throughout her career. Kay has made many significant contributions to the nursing profession throughout her 35 year career. She has taught both theory and clinical in the practical nursing program and has been involved in the many curricular revisions in the Practical Nursing Program. Under her leadership and guidance, the Practical Nursing Program has expanded from a 12 month program to a 16 month (4 semester) program. Kay was also instrumental in securing two successful external program approvals in 2002 and 2007. Kay has worked with CLPNNL as the Centre for Nursing Studies representative on committees including the Practice Committee, Jurisdictional Review Committee and Blueprint Development Committee for the Canadian Practical Nurse Registration Exam (CPNRE). Your valuable contributions have assisted the College with achieving our mission, vision and values.

Kay has indeed transformed and revitalized the Practical Nursing Program in her position as Coordinator of the Practical Nursing program. We thank you Kay for all that you have accomplished. Congratulations and best wishes for an awesome retirement!

*CLPNNL Board and Staff*

### **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, Health Science Complex, St. John's, 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.

### **LPNS LICENSED FOR 2012/2013**

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.

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

Members found practicing without a valid license in 2012/13 constitutes professional misconduct and you may be subject to sanctions including a fine and may be subject to disciplinary action in accordance with the Licensed Practical Nurses' Act (2005).

## **Mandatory Education Requirements for April 1, 2012 - We're there!**

The primary responsibility of the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) is to protect the public. The public has a right to expect that all Licensed Practical Nurses (LPNs) are educationally prepared to provide safe, competent and ethical nursing care. Since the announcement of the mandatory education requirements by the CLPNNL Board in April 2007, your perseverance, work ethic and dedication to the practical nursing profession has never been more evident. Way to go!

The knowledge and skills of health assessment, medication administration (including intravenous therapy and blood/blood products) are the competencies that were included in basic education in 1996/97 and existing members of CLPNNL were given a five year window to complete these educational requirements for licensure by April 1, 2012. The competency gap that existed five years ago has almost been eliminated. Although some challenges still exist, there are changes still occurring. With the introduction of the Competency Profile for Licensed Practical Nurses of Newfoundland and Labrador and the implementation of new models of care delivery in the regional health authorities, employers are now better prepared to expand the role of the LPN and promote practice changes that can positively affect LPN utilization in all areas of practice.

CLPNNL has accomplished much more than fulfilling its mandate of public protection. It has also achieved the vision – to foster a professional environment where Licensed Practical Nurses are respected, valued as integral members of the nursing team and provide quality health care services in Newfoundland and Labrador.

And so, only those practical nurses that have successfully completed Medication Administration and Health Assessment courses were eligible for licensure as a practical nurse by April 1, 2012.

**CLPNNL Board and Staff would like to take this opportunity to thank members for your contribution toward Excellence in Practice over the last year.**

## **COLLEGE ELECTION RESULTS:**

The following LPN has been re-elected to the Board of the College of Licensed Practical Nurses of NL for a three (3) year term (January 1, 2012 – December 31, 2014):

**Zone I, Judy Reid LPN (St. John's)**

The following LPN has been elected by acclamation to the Board of the College of Licensed Practical Nurses of NL for a three year term (January 1, 2012 – December 31, 2014):

**Zone IV Mimajoan Saunders LPN (Corner Brook)**

## **CONGRATULATIONS TO THE PN PROGRAM CLASS OF 2011 GRADUATES**

Centre for Nursing Studies (51), College of the North Atlantic Clarenville Campus (13), Burin Campus (16), Grand Falls-Windsor Campus (24), Corner Brook Campus (29), Bay St. George Campus (18), St. Anthony (19) and Happy Valley-Goose Bay Campus (12) who completed their 4 semester practical nursing diploma program in December 2011 and who wrote the CPNRE on January 11, 2012.

Best wishes as well to the new classes of practical nursing students enrolled in the PN Program in September 2011 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, College of the North Atlantic St. Anthony Campus and College of the North Atlantic Happy Valley-Goose Bay Campus.



# Nursing LEADERSHIP Development Course

"The need for the development of nursing leadership is well documented. It is essential for the development of professional practice."

**Next registration deadline: August 2012**

This course is an introduction to the nursing leadership arena using an experiential learning approach.

The Nursing Leadership course:

- has four modules (see below),
- includes a mentorship component,
- is designed to be completed in 16 weeks, and
- is delivered in a self-study format.

A final test comprises material from all four modules. An exam grade of 75 per cent or higher is required to be eligible for the course certificate.

## Modules

1. Leadership Principles (3 units)
2. Personal Power (5 units)
3. Interpersonal Power (4 units)
4. Maintaining a High-Performance Environment (2 units)

## Cost

### IN PROVINCE

Registration fee: \$255  
Administration fee: \$59

### OUT-OF-PROVINCE

Registration fee: \$275  
Administration fee: \$69



709 864 7979 • Toll Free (in prov. only): 1 866 959 8474 • [lifelonglearning@mun.ca](mailto:lifelonglearning@mun.ca)



COLLEGE OF  
**LICENSED  
PRACTICAL  
NURSES**  
OF NEWFOUNDLAND  
& LABRADOR

9 Paton Street  
St. John's, NL  
A1B 4S8



Postage paid

Publications Mail

Port payé

Poste-publications

**40051205**