



the pulse
practical news for licensed practical nurses

Fall 2011

Contents

New Competency Profile
Introduced

Public Information

Mission, Vision, Values

Nursing Week

Practice Pointers

Election of LPN's

Your Profession, Your
College

Alternate Family Care

Mandatory Education
Requirements

Annual General Meeting

Nursing Gala Awards

Excellence in Practice
Awards

Anne Keough Excellence in
Leadership Awards

Nursing Stresses at Work

NEW COMPETENCY PROFILE INTRODUCED FOR LPNS IN NEWFOUNDLAND AND LABRADOR

On June 12, 2011, the College of Licensed Practical Nurses of NL (CLPNNL) released the "Competency Profile for Licensed Practical Nurses of Newfoundland and Labrador". This is a new and valuable tool for understanding the scope of practice of Licensed Practical Nurses (LPNs) in NL. Intended uses for this profile include:

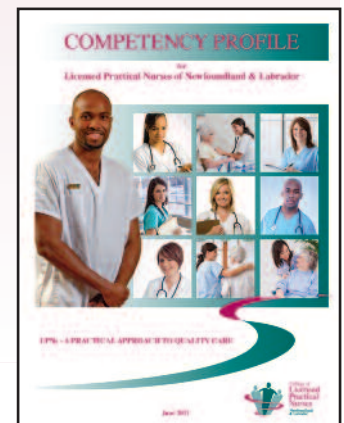
- Outlining the competencies for LPNs in the province of NL
- Serving as a guideline for developing competency assessment tools
- Providing a foundation for a Continuing Competency Program
- Providing direction for education programs
- Serving as a reference to inform stakeholders of the competence and potential of LPNs
- Providing baseline information and reference for long term manpower planning.

Nursing competencies are more than just skills and tasks. Competency includes theoretical knowledge, clinical judgment, critical thinking and technical ability. LPN competencies are acquired in a variety of ways. Entry level competencies are acquired through formal practical nursing education programs and/or post basic courses. Additional competencies may be gained through experience and/or on the job education. Depending on the competency, advanced competencies are acquired through experience, on the job education and/or specialty education/certification.

The LPN Competency Profile may be purchased for **\$25.00** (taxes and shipping included) by contacting:

College of Licensed Practical Nurses of NL
9 Paton Street • St. John's NL A1B 4S8
709-579-3843 • 1-888-579-2576
www.clpnnl.ca

The CLPNNL office has developed a presentation on the profile, its history and how to use it. We are pleased to deliver the presentation to groups of LPNs, employers and other health care providers upon request.



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
Web Site: 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. Denise Knight	<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</i>

Office Staff:

Executive Director/Registrar
Mr. Paul D. Fisher, LPN
E-Mail: pfisher@clpnnl.ca

Professional Practice Consultant
Ms. Janice E. O'Neill, LPN
E-Mail: joneill@clpnnl.ca

Executive Assistant
Ms. Patricia McCarthy
E-Mail: pmccarthy@clpnnl.ca

Regulatory Officer
Ms. Daphne Noel LPN
Email: dnoel@clpnnl.ca

The Pulse is published three times a year. Usual editions are January, April, and September. 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.

WELCOME

The CLPNNL Board and staff are pleased to welcome Daphne Noel in her new role as CLPNNL's Regulatory Officer. Daphne is familiar with the College's legislated role and mandate having served on CLPNNL committees over the years.

Daphne graduated from Central Newfoundland Hospital Nursing Assistant Program in Grand Falls-Windsor in 1976. Since graduation, Daphne has been employed in areas of practice including both acute and long term care settings. Daphne comes to CLPNNL from St. Luke's Home in St. John's where her work experience and reputation will be a strong asset in working with CLPNNL Board, staff and members in fulfilling the College's mandate of public protection.

Welcome Daphne!

Update Your E-Mail

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 forward to the office.

“Nursing - The Health of Our Nation”

“Nursing - The Health of Our Nation” the theme for National Nursing Week 2011, was submitted by Lori-Ann Sacrey, RN of Baie Verte as part of a contest held by the Canadian Nurses Association. Lori-Ann is a public health nurse with Central Health. Congratulations, Lori-Ann!

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) and the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) have once again partnered this year to recognize National Nursing Week 2011. “Proud Voices for the Health of Our Nation” is an adaptation of the National Nursing Week theme and provided nursing professionals across the province with an opportunity to reflect on the contributions they make to the health of their communities, province and nation.

Liaison LPNs and ARNNL Workplace Representatives distributed National Nursing Week posters in their workplaces to raise awareness amongst members and the public. Mary Jane Bennett RN, GNC (C), who is employed at St. Patrick’s Mercy Home in St. John’s and Gustavo Valoyes LPN, who is employed in Urology at the Health Science Centre in St. John’s grace our poster. Both are proud of the contributions they make to their profession. “I strive for best practice when advocating for the residents that are entrusted to my care with the same respect and enthusiasm I would have for my own parents,” says Bennett. “I influence patient health in the urology clinic because I am prepared with the knowledge and skill acquired through my practical nursing program and clinical experience,” says Valoyes.

On May 11, 2011 the CLPNNL and the ARNNL recognized Newfoundlander, Ethel Gertrude Dickenson, a volunteer nurse during the First World War and Spanish flu epidemic. Dickenson, an untrained nurse, died in 1918. Following her death, in an effort to recognize her volunteer contribution to the war effort and during the epidemic, the citizens of St. John’s contributed \$4000 to commission a public monument in her honor. The wreath laying ceremony took place at the Ethel Dickenson Monument at Cavendish Square in St. John’s, followed by a reception at ARNNL House.

CLPNNL also participated in coffee breaks during National Nursing Week giving CLPNNL the opportunity to link with Licensed Practical Nurses and employers. A joint CLPNNL/ARNNL educational teleconference titled “Proud Voices: RNs and LPNs Influencing Public Policy for the Health of our Nation” was also held on Tuesday, May 10th to bring together nursing professionals from around the province with guest speakers Shelley Bauer RN, B. Sc.N., MN and Kimberley Buckle LPN. This educational teleconference focused on the important advocacy work that nurses carry out in the best interest of the public, acknowledging and reflecting on the positive impact these two nurses and our professions have on the lives of citizens and the cumulative effects of those impacts toward building a healthy society, spearheading action on safety, disease prevention and promoting healthy lifestyles.



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

Q Is accepting, transcribing and initiating orders within the LPN scope of practice?

A Yes, LPNs can accept, transcribe and initiate various medical orders from an authorized health professional. LPNs are required to ensure accuracy of transcription, communicate with other health professionals as necessary, implement the appropriate action and adhere to agency policy and procedures. Any LPNs who are authorized by their employers to perform this competency and require updating in this area can access employer education to become proficient.

Q I am employed in a long term care setting. Recently, we have been experiencing some unexpected situations with residents falling, for example. What should I include in my documentation if I am the nurse who discovers or witnesses the incident?

A Record the facts of the situation including any related care in the resident's record without using the word incident.

- Record objectively including only what you see, hear, feel, measure, smell or count.
- Document your observations and behaviors only.
- Use only approved abbreviations for your facility or, avoid them all together.
- Record immediately or as soon as possible after and, remember to record in chronological order.

Only relevant information to the care of the resident should be included on the resident's record. In addition, most employing agencies require employees to document these events on an incident/occurrence report or in a specific electronic file for reasons of continuous quality improvement and risk management.

References: Competency Profile for LPNs in NL CLPNNL June 2011, Documentation Standards for Registered Nurses ARNNL February 2010, CLPNNL Standards of Practice 1984

ELECTION OF LPNS TO THE BOARD FOR ZONES 1 & 4

We are seeking nominations for two LPNs to the Board of the CLPNNL for Zones I & IV. Each position is for a three year term (January 1, 2012 – December 31, 2014). 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 IV

September 19th, 2011 – Nomination forms mailed to Liaison LPNs in Zones I and IV for distribution

October 19th, 2011 – Deadline for receipt of completed nomination
at 16:30 hrs forms at the office of CLPNNL

October 25th, 2011 – Election Ballots mailed to each LPN for Zones I and IV

November 25th, 2011 – Deadline for receipt of completed election ballots in the office of the CLPNNL
at 16:30 hrs

December 2nd, 2011 – Counting of election ballots by the CLPNNL

December 5th, 2011 – Notification of election results to candidates

December 7th, 2011 – Notification of election results to membership

“YOUR PROFESSION, YOUR COLLEGE”

Janice O'Neill LPN Practice Consultant

Did you know that Licensed Practical Nurses have been working in the province of Newfoundland and Labrador for over 50 years? Did you know that the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) (formerly Council for Licensed Practical Nurses) proclaimed the first Act in May 1984? Did you know that Licensed Practical Nursing is a self regulated profession? Did you know that as a member of the CLPNNL you have a liability insurance policy? To learn more information on any of these questions, take a look at this.....

Who is CLPNNL?

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) is the governing body for Licensed Practical Nurses (LPNs) in Newfoundland and Labrador. The mission of the CLPNNL is to protect the public through the promotion of efficient, ethical nursing care, regulation of licensed practical nurses practice, the licensure of Practical Nurses and setting the strategic direction for the CLPNNL.

What is Self Regulation?

The CLPNNL achieved self regulation with the LPN Act (2005). Self regulation means that the profession governs itself, both through the CLPNNL 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. Every LPN is a contributor to self regulation and plays an integral role in regulating their profession through the CLPNNL.

LPN Registration and Licensure

To become a Licensed Practical Nurse in Newfoundland and Labrador, the LPN must successfully complete a practical nursing education program or equivalent approved by the CLPNNL. Secondly, the LPN must successfully pass the Canadian Practical Nurse Registration Exam (CPNRE). Currently, LPN graduates have three (3) opportunities within two (2) years after graduation to successfully complete the exam. Failure to do so will result in the LPN having to complete the entire program over again. The Practical Nursing Program is offered through the Centre for Nursing Studies and is brokered to eight College of the North Atlantic campuses throughout the province.

According to the LPN Act and Regulations, LPNs must hold a current license with the CLPNNL in order to practice as an LPN and to use the designation “LPN”. Holding a current license to practice is confirmation that the LPN has met the requirements for entry into the profession and is eligible to provide safe, competent and ethical nursing care. CLPNNL holds a database of every LPN who has entered the profession and every practical nurse eligible to practice.

Currently, LPNs must practice at least 1125 hours in the five (5) years immediately preceding the licensing year for which the application is submitted or at least 450 hours in the two (2) years immediately preceding the licensing year for which the application is submitted. Failure to meet the 450 or 1125 hourly requirement for licensure will result in the LPN having to complete the LPN Re-Entry program through the Centre for Nursing Studies.

Liability Coverage

Legal risks are inherent in the provision of any service, including providing professional services. As a member of CLPNNL, you automatically have liability coverage through a policy purchased on your behalf by the CLPNNL.

“YOUR PROFESSION, YOUR COLLEGE”

Janice O'Neill LPN Practice Consultant

Cont.'d...

Professional Practice Consultation

CLPNNL staff is available to consult with you regarding professional practice issues. A professional practice issue is a situation in the workplace which interferes with a LPNs ability to practice according to the Standards of Practice, Code of Ethics or agency policies and procedures that has or could cause harm or compromise client care.

The opportunity for consultation is designed to support you, the nurse in providing safe, competent and ethical nursing care. Consultations may be completed via telephone, e-mail, and face to face if warranted. If the issue is deemed not to be a professional practice issue, CLPNNL staff will direct you to other resources to help resolve the issue. If the issue involves a group of practical nurses, you may wish to arrange a group consultation session.

Professional Conduct

As members of a regulatory profession that provides services to the public, Licensed Practical Nurses can be held accountable for those services. The public can expect that LPNs demonstrate a level of professional knowledge, judgment and skill in the delivery of those services. It is the CLPNNL's responsibility to intervene when there are indications of unsafe, unethical or incompetent practice. If you need guidance regarding the submission of a complaint, place a confidential telephone call with the Executive Director/Registrar.

How We Stay Connected

Three times a year, the CLPNNL distributes the Pulse newsletter to your home. This newsletter contains current information regarding legislative news, notices of continuing education opportunities and professional development as well as articles on both provincial and national initiatives affecting LPNs.

Liaison LPNs volunteer to represent CLPNNL by supporting professional nursing practice and communicating information in their workplaces.

Each year, the CLPNNL distributes the Annual Report highlighting the work of the CLPNNL during the previous year, including the Financial Audit.

The CLPNNL hosts the Annual General Meeting (AGM) whereby education and further activities of the CLPNNL are presented. A highlight of the AGM is the presentation of the Awards of Excellence to deserving LPNs in both Practice and Leadership. Information on these awards is available on the CLPNNL website www.clpnnl.ca.

Every two years, in conjunction with the Annual General Meeting, the CLPNNL hosts professional development workshops on topics of interest to LPNs. The workshops are held in various regions of the province.

During National Nursing Week in May of each year, the CLPNNL hosts coffee breaks in various regions of the province. This is an opportunity for LPNs to acknowledge and celebrate their profession, as well as an opportunity for the CLPNNL to link with members. CLPNNL also partners with the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) to participate in joint activities throughout National Nursing Week.

Connecting to CLPNNL website www.clpnnl.ca is another great way to find valuable information and download resources. You can e-mail CLPNNL staff with a question and also link to other websites of interest. Staff at CLPNNL is available to assist Licensed Practical Nurse, employers, educational facilities and other stakeholders with requests for resources information and consults.

CLPNNL advocates on behalf of LPNs for health policies and initiatives that support full utilization (within the clinical parameters defined by employers through agency policies and procedures) of the knowledge, skills, judgment of all LPNs and for practice environments that support safe, competent and ethical nursing care.

References:

Supporting Excellence in Practical Nursing Practice (2008) Practice Guideline CLPNNL

All About the College brochure (2005) CLPNNL

LPN Act (2005) & Regulations (2011) CLPNNL

Alternate Family Care: We Need Your Family

An Alternate Family Care home provides a family environment within a private residence to adults with intellectual disabilities who cannot live independently. This home also provides board and lodging and supervision, along with emotional and social support.

Alternate Family Care providers come from a variety of backgrounds and from all walks of life. They may be married or single, with or without children, widowed, grandparents, employed or unemployed, or live typical or alternative lifestyles. Eastern Health provides support and financial assistance for board and lodging to the caregivers.

Alternate Family Care providers play a vital role. They are emotionally healthy, caring and dedicated individuals who are willing to share their home and their families to make a difference in the lives of those with an intellectual disability.

Do you have room in your heart...and home?

Alternate Family Care...because everyone deserves a family like yours.

If you would like to become an alternate family care provider
or would simply like some more information, please call:

St. John's and Area..... (709) 752-4717

Toll Free..... (877) 387-8387



Mandatory Education Requirements for April 1, 2012

The post basic Medication Administration course has been available for LPNs through the Centre for Nursing Studies (CNS) since February 2000. When April 1, 2012 arrives, LPNs will have had approximately twelve years to have completed this course. The post basic Health Assessment course has been available through the CNS since October 2005. LPNs will have had approximately seven years to have completed this course. Given the significant timeframe that the Medication Administration and Health Assessment courses have been available to Licensed Practical Nurses (LPNs), the Board of the College of Licensed Practical Nurses of Newfoundland and Labrador has made the decision that there will be no extension to the mandatory education deadline of April 1, 2012. All LPNs will be required to have successfully completed approved courses in Medication Administration and Health Assessment to be eligible for licensure effective April 1, 2012.

LPNs that have not completed the Medication Administration and/or Health Assessment courses and plan to do so prior to April 1, 2012, are strongly encouraged to enroll in these courses ASAP. There will be one more intake (Sept. 2011) for these courses which will allow LPNs to meet the April 1, 2012 deadline. The CNS has only a designated number of seats allocated for this course intake. If a large number of LPNs register for the last offering to enroll in these courses, there is no guarantee that the CNS will be able to accommodate all LPNs if the numbers exceed their intake capacity. Additional information about these courses is available on the CNS website at www.cns.nf.ca.

If you have completed a Medication Administration and/or Health Assessment course(s) other than the courses that are offered through the Centre for Nursing Studies please contact the CLPNNL ASAP, so that an assessment of the course(s) can be completed to determine if they are equivalent to the courses offered through the Centre for Nursing Studies.

“Professional Practice in the 21st Century – The Cost of Caring”

2010/11 Annual General Meeting and Professional Development Workshops Re-Cap

The 2010/11 AGM and Professional Development Workshops were held at the Gander Hotel in Gander June 11 – 13th, 2010/11. Just over 100 LPNs and Practical Nursing students attended the event. It was a unique year, with three LPNs co-presenting with the Executive Director and Practice Consultant.

During the AGM on June 11, CLPNNL Board Chair Ms. Jane Helleur gave a comprehensive overview of the 2010/11 Annual Report. Ms. Helleur noted the CLPNNL work and activities over the last year has been focused on achieving the vision of CLPNNL and enabling licensed practical nurses to make a valuable contribution to the care and safety of the public. This coming year promises to be an exciting one as well, as we continue to build and strengthen the accomplishments of 2010/11. The evening ended with a reception for all members.

The keynote speaker, Ms. Rebecca Brown opened up the sessions on Sunday morning with a powerful presentation to remind us what we should do to prevent life and work from simultaneously spiraling out of control. Caregivers need care too!

The afternoon session included three Licensed Practical Nurses representing long term care (Jean Edison), acute care (Tara Elliott) and community care (Kimberly Buckle) presented on how they are making a difference for client care outcomes as they transition toward working to full scope of practice. Janice O'Neill introduced the new Competency Profile for LPNs in NL and Paul Fisher introduced the new entry level competencies introduced in the new Canadian Practical Nurse Registration Exam (CPNRE) Blueprint for 2012 - 2016.

The banquet and awards presentation ended the day on a high note. Musical entertainment by Gil Mercer, LPN and Jim Smith had many singing and dancing into the night!

Monday morning, Mr. Sean Murray, Office of the Information and Privacy Commissioner introduced us to the newly proclaimed Personal Health Information Act (PHIA). The closing address by Ms. Sylvia Diamond-Freake and Ms. Traci Foss-Jeans, Central Health took us on a tour of their journey in allowing nursing personnel to incorporate their expertise while providing them to exercise the full range of their skills within their new model of care delivery.

The CLPNNL wishes to thank all conference delegates, speakers, partners, and musical entertainers for your involvement and support. Your contributions and attendance helped make this year's conference a memorable and successful event for all involved.



Eastern Health presents Annual Nursing Gala Awards

The 2011 Eastern health Nursing Gala Awards, which recognize outstanding nurses in areas of practice, education, leadership, management and preceptorship were presented on May 9, 2011. CLPNNL congratulates all recipients!

Beginning Practitioner of the Year: Melissa Lambert

Nurse Educator of the Year: Gloria Earle

Nursing Leadership of the Year: Jackie Brockerville

Nurse Manager of the Year: Beth Snow

Nursing Director of the Year: Elaine Warren

Nurse Preceptor of the Year: Shirley Coombs

Advanced Nursing Practice of the Year: Barbara Earles

Nursing Practice of the Year:

Kimberley Buckle
Christine Broders
Susan Morgan

Anita Forward
Alana Langdon
Barbara Albrechtsons



LIAISON LPNs NEEDED

The College of Licensed Practical Nurses of Newfoundland and Labrador is looking for LPNs interested in assuming the role of Liaison LPN for the 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.

2010/11 Excellence in Practice Award

The Excellence in Practice Award is designed to acknowledge and show appreciation to a Licensed Practical Nurse who consistently demonstrates excellence as his/her personal standard. The Award consists of a framed certificate and a \$500.00 scholarship toward continuing education in nursing.

The 2010/11 Excellence in Practice Award was presented to Ms. Melissa Butler LPN for her work at Hoyles/Escasoni Complex in St. John's for always:

- Demonstrating a high degree of caring and compassion to direct resident care;
- Demonstrating awareness of the importance of meeting the nursing needs of residents and families;
- Demonstrating knowledge, skill and judgment in providing compassionate, competent and ethical nursing care;
- Demonstrating a commitment to lifelong learning;
- Demonstrating outstanding clinical competency and
- Demonstrating a strong commitment to advancing the role of the LPN by advocating for LPNs to work to full scope of practice and encouragement of others to do the same.

Melissa graduated from the Centre for Nursing Studies in 2007 and has been employed at Hoyles/Escasoni Complex since graduation. Congratulations Melissa!

Also nominated for the excellence in practice award, Ms. Diane Reynolds LPN, employed with Eastern Health in Carbonear and Ms. Andrea Welshman LPN employed with Central Health in Springdale.



2010/11 Anne Keough Excellence in Leadership Award

The Anne Keough Excellence in Leadership Award is designed to acknowledge and show appreciation to a Licensed Practical Nurse who consistently demonstrates excellence in leadership in the practical nursing profession.

The 2010/11 Anne Keough Excellence in Leadership Award was presented to Ms. Jacqueline Abbott LPN for her work at the Dr. Leonard A. Miller Centre in St. John's for always:

- Leading by example, demonstrating professionalism, respect, integrity and collegiality;
- Demonstrating commitment to personal and professional development;
- Advocating for nurses and nursing in the health care setting;
- Demonstrating a positive attitude;
- Communicating effectively;
- Providing mentorship to colleagues and
- Demonstrating a passion for the work she does.

Jacqueline graduated from the Cabot College in St. John's in 1995 and has been employed at the Dr. Leonard A. Miller Centre for over 15 years. Congratulations Jacqueline!



Nurse Stresses at Work

By Russell Sawchuk, LearningNurse.com

How well are nurses (including LPNs) coping with the stresses found at their work place? To find out, we analyzed the results of Work Stress Profile that is located on the Learning Nurse website. This Profile measures the degree of stress faced by nurses on six different work factors:

- a) job characteristics,
- b) pay and benefits,
- c) work schedule,
- d) teamwork,
- e) supervisors, and
- f) productivity.

The study found that overall, for this group of nurses, the work stress factors are low to moderate. With an average total stress score of 39 (out of a maximum of 100), our nurses appear to be coping relatively well. The highest sources work stress is teamwork (more likely the lack of it), followed by job characteristics (work satisfaction, employer and patients demands). The lowest cause of stress is personal productivity (personal problems, issues and time commitments).

There were a few differences in the sources of work stress for Practical Nurses (PN) compared to Registered Nurses (RN). Teamwork, supervisors and pay / benefits are greater sources of stress for Practical Nurses than for RNs. RNs experience more work stress when it comes to work scheduling.

Nurses working in a hospital say that teamwork and productivity are greater sources of stress. Pay and supervisors appear to be more common stressors for those working in clinics, continuing care and home care.

Finally, we compared the stress factors perceived by nurses working 5 years or less versus those nurses who have been working for more than 20 years. The younger nurses see teamwork, work scheduling and personal productivity as greater sources of stress than do the more experienced nurses.

The top ten individual stressors identified in this study were (from highest to lowest):

- It is hard to receive a promotion.
- My job is demanding and creates tension.
- Angry or tense relationships exist at work.
- Conflict among co-workers causes a poor work environment.
- Clients / patients are becoming more difficult and demanding.
- Some things about my job are a problem.
- Communications with some of my co-workers is a problem.
- My supervisor does not make constructive suggestions on how I can do things more effectively.
- My supervisor does not let me know when I am doing a good job.
- There is not enough staff to adequately do the required work.

How does your work place compare? Take the Work Stress Profile at LearningNurse.com and compare your anonymous results to the ones published here. (A more detailed description of this research study can be found in the September 2011 issue of the Learning Nurse Newsletter posted on the LearningNurse.com website.)



DID YOU KNOW?

On March 31, 2011 (2010/11 licensure year) there were 2703 LPNs in the province.

On September 15, 2011 (2011/12 licensure year) there are 2525 LPNs in the province.

As of September 15, 2011 there are 2195 LPNs with the Medication Administration Course Completed and 2159 LPNs with the Health Assessment Course completed.

There are currently 42 LPNs enrolled in the Medication Administration Course and 50 LPNs enrolled in the Health Assessment Course.

Approximately 182 students (class of 2011) will graduate from the Practical Nursing Program in this province in December 2011.

There were 96 graduates on September 9, 2011 from the Centre for Nursing Studies Practical Nursing Program in Jamaica. These graduates will be writing the Canadian Practical Nurses Registration Exam in the near future and will be seeking employment in Canada.

There are currently 213 students (class of 2012) enrolled in the Practical Nursing Program throughout the province (St. John's, Clarenville, Burin, Grand Falls-Windsor, Corner Brook, Stephenville, St. Anthony and Happy Valley-Goose Bay) that should graduate in December 2012.

There are currently 461 LPNs in the province who are 55 yrs of age and older.

There are currently 159 LPNs in the province who are 60 yrs of age and older.

