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COLLEGE OF
LICENSED
PRACTICAL
NURSES
OF NEWFOUNDLAND
& LABRADOR

CLPNNL Excellence in Practice Award 2013/14

DARRELL WHITE LPN, nominated by Ms. Barbara Anne MacKey, Resident Care Manager

This award recognizes Darrell for his outstanding ability to provide quality nursing care to the residents of NL by demonstrating his knowledge, skill and judgment in providing safe, competent and ethical nursing care. He has demonstrated a significant contribution to the profession and the role of the CLPNNL. Darrell has been a LPN for over fifteen years and demonstrates professionalism at all times. Ms. MacKey stated that this LPN continues to advocate for improvements in nursing practice and health care services. Darrell is a natural leader who is always willing to share his many years of experience to help guide others. Darrell is currently employed with Eastern Health – Hoyles/Escasoni Complex. Congratulations Darrell!



PUBLIC INFORMATION

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

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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.

PROOF OF LICENSURE ON CLPNNL PUBLIC REGISTER

Members and employers can check the licensure renewal status of LPNs by accessing the Public registry at www.clpnnl.ca and click on licensure information. Employers and managers are encouraged to ensure their LPN employees are licensed for the 2014/15 year and able to practice, as it is a serious offence to practice as a LPN without current licensure.

National Nursing Week Celebrated May 12–18, 2014

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) and the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) joined their counterparts across Canada in recognizing National Nursing Week (NNW). This year's theme, **Nursing: A Leading Force for Change**, celebrated the role of nurses at the forefront of effecting change in the quality of healthcare.

On **Tuesday, May 13th, 2014** a joint teleconference titled “**RNs and LPNs – A Leading Force for Change**” was hosted by the College of Licensed Practical Nurses of Newfoundland and Labrador and the Association of Registered Nurses of Newfoundland and Labrador. Presenters for this session were Ms. Carol Ann Mason, Resident Care Manager, Hoyles/Escasoni Complex, Ms. Lori Bailey LPN, Hoyles/Escasoni Complex, Mr. Keith Mullins LPN, Hoyles/Escasoni Complex, Siobhainn Lewis Nursing Consultant - Policy and Practice, ARNNL and Janice O'Neill Practice Consultant, CLPNNL. Please visit www.clpnnl.ca or www.arnnl.nf.ca to access the archived recording of this education session.

2014 NOTICE OF THE COLLEGE OF LICENSED PRACTICAL NURSES OF NEWFOUNDLAND AND LABRADOR BOARD ELECTIONS

Election of LPNs to the Board of CLPNNL for Zones 1 and IV:

We are seeking nominations for the election of two LPNs to the Board of the CLPNNL for Zones I and IV (1 LPN for each Zone). Each position is for a two year term (2015 – 2017). For more information on the nomination and election process, please contact the office of the CLPNNL or visit www.clpnnl.ca. It is important that members begin to identify those members who will best serve in the public interest to further the objectives of the College.

The Board is comprised of 11 members – six elected LPNs, one appointed representative from the Centre for Nursing Studies, three appointed public representatives that are appointed by the minister of Health & Community Services and the Executive Director/Registrar (non-voting). The Board meets approximately four (4) times a year including an Annual General Meeting. Newly elected Board Members will have an orientation and will usually attend their first meeting in March 2015.

SCHEDULE FOR THE ELECTION PROCESS FOR ZONES I and IV

September 26, 2014 - Nomination forms mailed to Liaison LPNs in Zones I and IV for distribution.

October 24, 2014 at 1630 hrs – Deadline for receipt of completed nomination forms at the office of CLPNNL

November 3, 2014 – Election Ballots mailed to each LPN for Zones I and IV

December 5, 2014 at 16:30 hrs – Deadline for receipt of completed election ballots in the CLPNNL office

December 12, 2014 – Counting of election ballots by the CLPNNL

December 15, 2014 – Notification of election results to candidates

December 17, 2014 – Notification of election results to membership

Please take an interest in your profession and consider nominating someone or running for office yourself! Remember, nominations close **October 24th, 2014, 1630 PM**.

CLPNNL New Office Location

It's official! We are moving! Effective November 1st, 2014, the CLPNNL will be moving to 209 Blackmarsh Road, St. John's, NL A1E 1T1. The move to this new location will allow the CLPNNL to maintain and enhance member services including providing better access for our members. Telephone numbers and e-mail addresses will remain unchanged!

Provincial Nursing Conference

Save the date! On June 15, 2015, a one day Leadership Workshop will be held for Licensed Practical Nurses and Registered Nurses at the Sheraton Hotel Newfoundland in St. John's. The CLPNNL will also be holding our Annual General Meeting in connection with this conference. As information becomes available, it will be posted on www.clpnnl.ca and in the winter edition of the Pulse newsletter.

Message from the Executive Director/Registrar

Licensed Practical Nurses (LPNs) are self-regulating professionals. To maintain the privilege to practice as a LPN, you pay a fee each year to renew your license. These fees allow the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) to effectively and efficiently regulate LPNs in the public interest and carry out the requirements set in the Licensed Practical Nurses Act and Regulations.

After a thorough review of the CLPNNL financial situation, the Board has determined that a fee increase is required to maintain and enhance current services. One of the requirements of a self-regulating profession is that it be financially self-supporting; as a result, CLPNNL's main source of revenue is licensure fees. Although CLPNNL pursues strategies to generate additional revenue and reduce expenditures, the results have minimal impact on the overall financial condition. Therefore, a decision was made that the annual renewal fee will now increase from \$275.00 (HST included) to \$325.00 (HST included) effective April 1, 2015. **You are reminded that the HST portion (13% - \$37.39) may be refundable from Canada Customs and Revenue Agency by submitting the Employee and Partner GST/HST rebate application (form code GST370 E (07) with your annual tax return. The actual increase is \$44.25 annually (\$1.70 bi-weekly excluding the HST (13%) portion.**



For those of you who participate in payroll deduction for your licensure fee through your employer please notify your employer of this fee increase immediately so that deductions can be adjusted to reflect the new fee for the licensure period of 2015/16.

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

These functions include

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

What Will This Fee Increase Cover?

- Costs associated with the implementation and continuous promotion of the Scope of Practice, Standards of Practice, Code of Ethics and Competencies of Licensed Practical Nurses;
- Development and implementation of a Continuing Competency Program;
- Continued membership in the Canadian Council for Practical Nurse Regulators (CCPNR);
- Development of educational materials to promote CLPNNL role and responsibilities;
- Adequate office space to meet the needs of the organization;
- Costs associated with administering the discipline process;
- Cost associated with providing Professional Liability Insurance for LPNs;
- Increased cost associated with information technology support (database, website & online licensure process);
- Decreased revenue due to a decline in membership; and
- Increased operational cost i.e. salaries, office supplies, postage, heat, lights, property and business taxes, insurances, telephone, internet, equipment, and office premises and property maintenance.

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.



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.

PRACTICE POINTERS

Janice O'Neill, LPN, Practice Consultant

Q

How much charting is enough? What do I need to document when I seek direction from other care providers? How do I document hourly rounds/checks I perform on clients that sleep through the entire night shift?

A

First of all, documentation is a way to demonstrate you have applied your nursing knowledge, skills and judgment and met the legal standard of care. Documentation which reflects the nursing process demonstrates that the LPN has fulfilled his/her duty of care. It supports accountability by linking assessment through to evaluation.

To determine how much documentation is sufficient, you need ensure your documentation provides a clear, concise picture of your client's status, your actions, including your client's outcomes. You should include your assessment of your client's health status, all nursing interventions carried out by you, your client's response and any changes to the plan of care. Be sure to include all information you have reported to other health care providers and their response. You need to be familiar with, and follow your employing agency policies, standards and protocols and document accordingly. Quality documentation is an expected LPN practice in every area of care or service delivery and, in every setting.

When you seek direction from other care providers, you are required to document all significant client related communications and the nursing care you have provided. Be sure to include your assessment and all interventions you have carried out. Note the date and time of contact and the response received from the other health care providers. You should also include the full name and designation of the person(s) you have consulted, the issues you have discussed, any directions or orders provided and the intended follow-up.

Documenting nursing care such as hourly rounds on clients that sleep through the night shift depends on the documentation method and format used by your employer. When documenting using narrative nursing progress notes, be sure to record your observations and actions. Describe what you actually observe, for example, "Appeared to be sleeping on hourly checks" rather than using non-descriptive phrases such as "Had a good night". Flow sheets may also be used to document routine and regularly recorded care and observations such as activities of daily living and routine checks. Remember, your documentation should communicate that you were monitoring your patients at appropriate intervals. Even though flow sheets do not include a narrative description, they do confirm that you checked your assigned patients.



Some tips to improve your documentation include:

- Reviewing the basic principles of documentation outlined in agency policy and other references on documentation skills;
- Participate in client reviews and chart audits;
- Re-read your entries periodically. Ask yourself if your entry provides enough information for another member of the interdisciplinary team to act. In the event of an incident five years from now, is there enough information in the documentation? Does the entry meet the standards for nursing practice?
- Advocate for current policies and education on documentation when required.

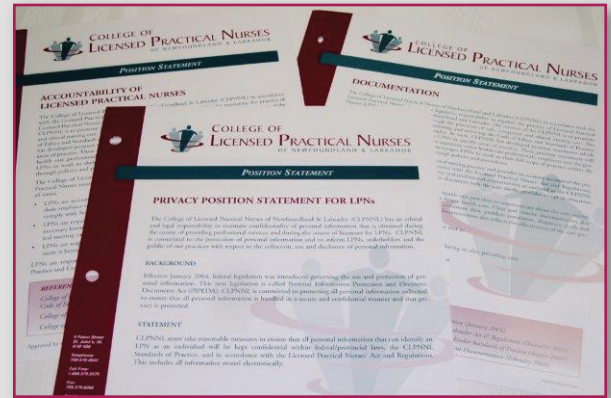
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Position Statement: Documentation (2006), St. John's: Author

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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.



New National Nursing Assessment Service (NNAS) Launched!

Effective August 12, 2014, to apply to become a nurse in Canada, all internationally-educated nurses (IENs) are required to have their documents and credentials submitted to and verified by the National Assessment Service (NNAS).

Once all IEN documents are received and assessments of IEN credentials are complete, IENs will be notified by the NNAS when they may apply to the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) to complete their assessment for eligibility to practice as Licensed Practical Nurses in Newfoundland and Labrador. This assessment may include a competency based assessment (CBA).

All applicants have access to a single window online process to begin the application process to any province in Canada (with the exception of Quebec). For more information, please visit the NNAS website www.nnas.ca

CLPNNL Green Initiative



CLPNNL is continuing to go green! As part of our ongoing green initiative to reduce the College's impact on the environment, we continue to reduce the cost of paper, paper waste and to improve efficiency. An upgrade to the current database now includes on-line notifications to members including news, events and the Pulse newsletter!

Thank you for your continued support and patience to improve member service. **If you are not receiving "e-mails" from the College**, it's time to add, update or edit your e-mail address to ensure you receive important information from the CLPNNL!

Licensed Practical Nurses: The Changing Face of Community Nursing Care

The role of Licensed Practical Nurses (LPNs) in Eastern Health has expanded appreciably over the past 10 years in several areas of nursing practice including community health nursing. The evolution, while unprecedented has been by all accounts welcomed and exciting.

Krista Stagg, LPN with the Public Health (PH) Program is proud to say that she is part of this evolution. Krista joined the PH team in 2011 and was one of the first LPNs to be hired in PH in the province. Krista works in the greater St. John's Area and provides a wide variety of PH services such as immunization administration; school and immunization records maintenance; and health assessment including vision and hearing screening for school aged children. Krista also participates in a variety of health promoting activities. While the introduction of the LPN in PH practice is relatively new, Krista feels this change has been "welcomed with open arms by Eastern Health and the PH program". She is hopeful that "this is only the beginning for the profession and that LPNs will continue to make their mark within community programs across our province".

LPNs Melissa Colbourne and Moya Stone are both members of the School Immunization Team and as such also work within the PH program. As part of the nursing team providing immunizations to school aged children in the 52 St. John's and Area schools, Melissa and Moya work with Registered Nurses (RNs) and support staff to not only administer the immunizations, but to ensure that vaccine is ordered, stored and transported according to national standards. Melissa and Moya, in collaboration with their RN teammates also play a critical role in the management of potential adverse events related to immunization including anaphylaxis – a life-threatening allergic reaction.

Change is not new to our province's LPNs. Rowena Faulkner has been an LPN for 22 years and has witnessed many changes during her career. She claims the most profound changes for her are "the change in name from Registered Nursing Assistant to Licensed Practical Nurse" and the introduction of the LPN in community programs. Rowena's stance on change is this – "we can embrace opportunities for change and prepare for them or we fall behind". Rowena embraced her opportunity for change in July 2009 when she accepted a LPN position with the Home and Community Care (HCC) program in Bonavista. "It was a role that up to that point was practically non-existent and now here I am, working to my full scope of practice alongside registered nurses to provide quality care to clients in ambulatory clinic and in their own homes".

Like her colleague in Bonavista, Lorie Cooke, LPN has also experienced changes throughout her nursing career and has welcomed these changes. As a LPN working in the St. John's Area, Lorie provides essential nursing interventions to community clients through home visits and ambulatory care clinics. Lorie also works to the full scope of her practice and recently acquired through post basic studies, the knowledge and skills necessary for IV medication initiation and infusion. Lorie says "I feel the LPN role has been embraced by the HCC Program. Because of this expanded role, services and programs are more accessible to the community".

Kimberly Buckle is also a LPN who works in the HCC program in Conception Bay South. As an integral part of a HCC "team", Kimberly says she is afforded the opportunity to practice to her full scope of practice. She works with RNs to provide client care using a team based approach – "we work well together, depending on one another to get the job done". Kimberly adds "we (LPNs) are being recognized for our skills and are being utilized appropriately... I am excited to see how the program continues to evolve over the next few years!"

Every day, LPNs make significant contributions to our programs and to how we deliver services to clients. They help us to meet ever increasing demands and rise to new challenges. LPNs will undoubtedly continue to practice in community settings but it was as Rowena said "someone's vision and willingness to accept change and the changing role of LPNs that made working in community possible".

Edited by Wendy Maloney, Manager of Public Health (Peninsulas) with contributions from Licensed Practical Nurses Krista Stagg, Melissa Colbourne, Moya Stone, Rowena Faulkner, Lorie Cooke, and Kimberly Buckle.

