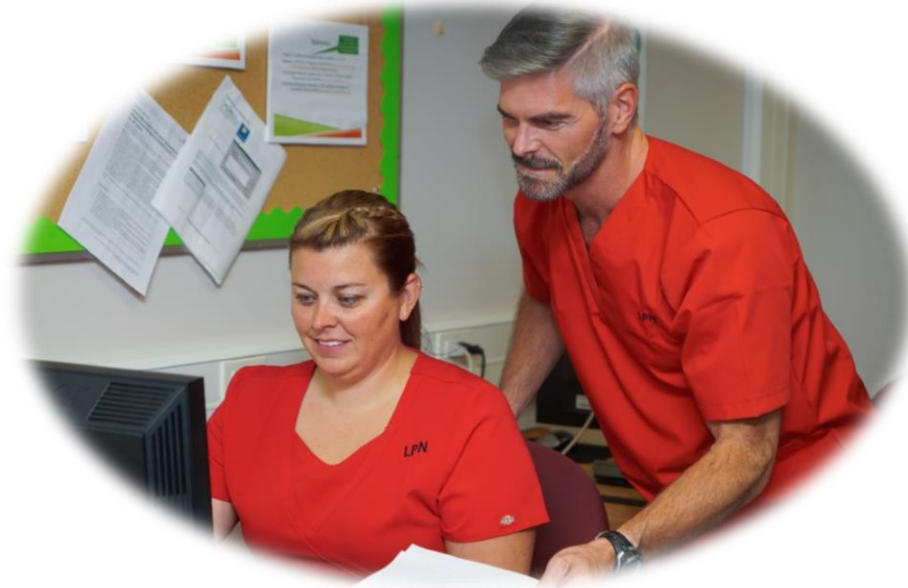


The Continuing Competency Program for LPNs in Newfoundland and Labrador



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

4/1/2020
www.clpnnl.ca

CLPNNL

- The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) in accordance with the Licensed Practical Nurses Act has the legislative responsibility for regulating the practice of Licensed Practical Nurses (LPNs) in Newfoundland and Labrador



CLPNNL

- The ***Mandate*** of the CLPNNL is to promote the safety and protect the public through the provision of **safe, competent, compassionate and ethical** nursing services by LPNs.



Accountability

LPNs are Accountable to ensure that they have the necessary knowledge, skill, and judgement to practice safely, competently and ethically



Accountability

- **Accountable** for what we do and also the things we decide not to do
- LPNs have a **Responsibility** to their Clients, Co-workers, Employers, Regulatory Group, Legislation, etc.
- ***Responsibility is***
 - ***the obligation to act***
- ***Accountability is***
 - ***the obligation to answer for an action***



Continuing Competency Program

- LPNs are responsible to reflect on their practice and to keep current in their practice so that they can provide the best possible care to their clients

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A Continuing Competency
Program

A Requirement for Licensure

- The CLPNNL Board approved that CCP is a requirement of licensure as outlined in the legislation/regulations.



Licensed Practical Nurses Regulations 2011

The Registrar may renew the license of a practical nurse who applies for renewal where the practical nurse has provided, in addition to the requirements set out in section 12 of the Act,

- ***5(1) (c) proof that is satisfactory to the board of successful completion of a program of continuing competence as may be required by the board;***



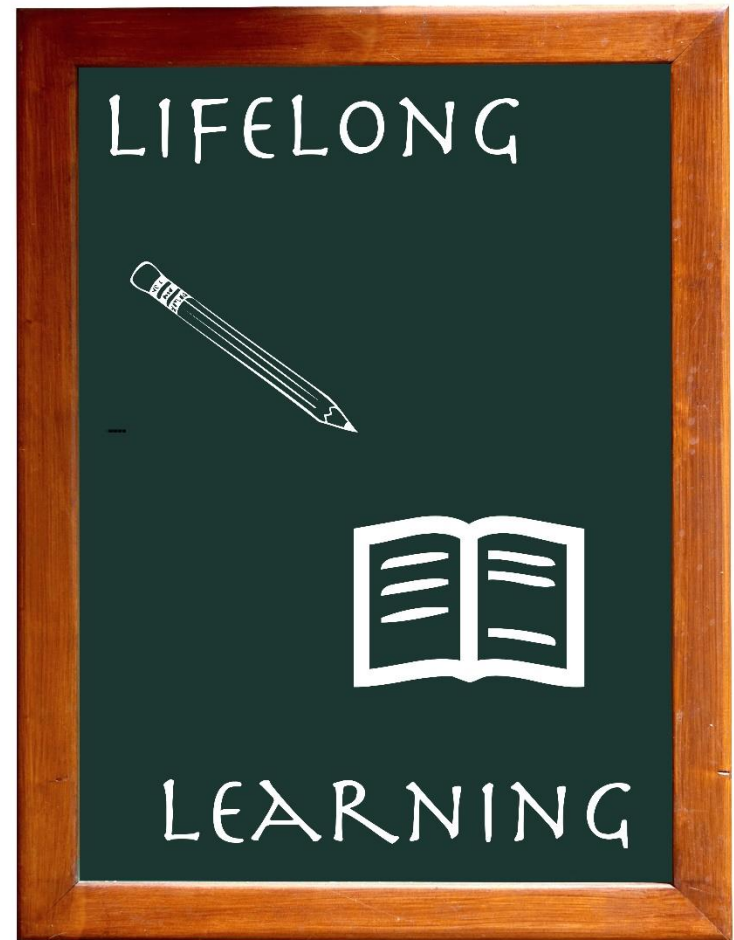
Standards of Practice & Code of Ethics

- Outline the expectations for LPN practice.
- Standard 1.2: LPN's engage in ongoing self-assessment of their professional practice and competence, and seek opportunities for continuous learning.
- Principle 5.6: LPN's engage in opportunities for career-long learning to continuously develop the competencies required to meet the ethical and regulatory requirements of the profession.



What is Continuing Competence?

Continuing Competence is the *ongoing* and *continued* ability of a health care provider to integrate and apply the knowledge, skills and judgement required to practice safely and ethically in their practice context.



What is a Continuing Competency Program?

- A formal process of assessing the continuing competence of a practitioner.
- A quality assurance mechanism.
- The goal is to protect the public by ensuring health professionals are competent in their practice.



Why is Continuing Competence Important?

Continuing competence is an essential component of professional nursing practice because:

- it promotes good nursing practice, assists in preventing poor practice and contributes to the best possible client outcomes;



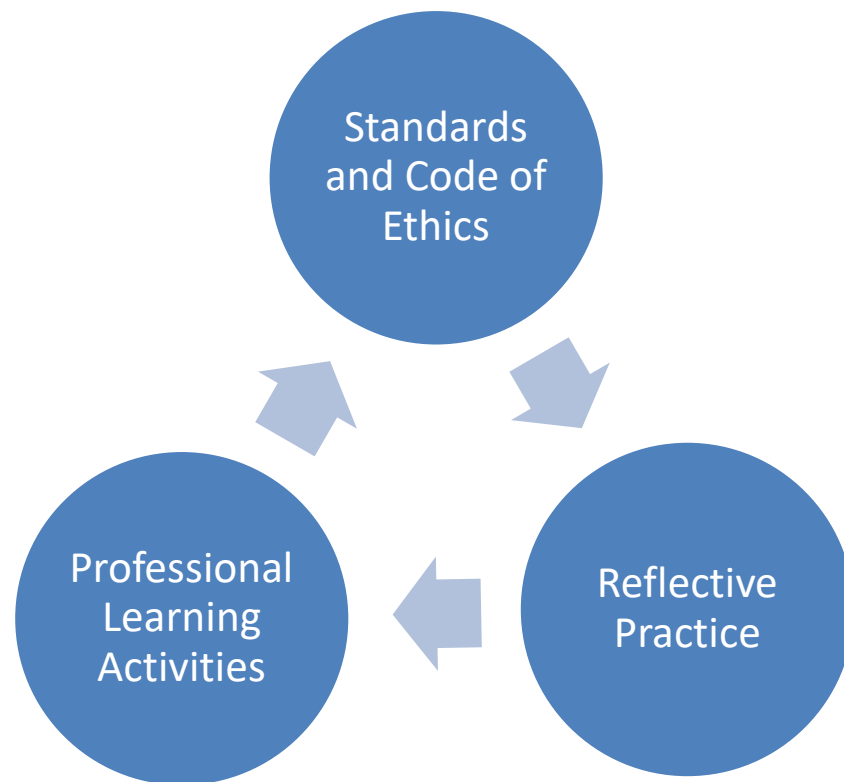
Why is Continuing Competence Important?

- is an important part of being a self-regulated professional;
- the public interest is best served when nurses continually improve their application of knowledge, skills and judgment.



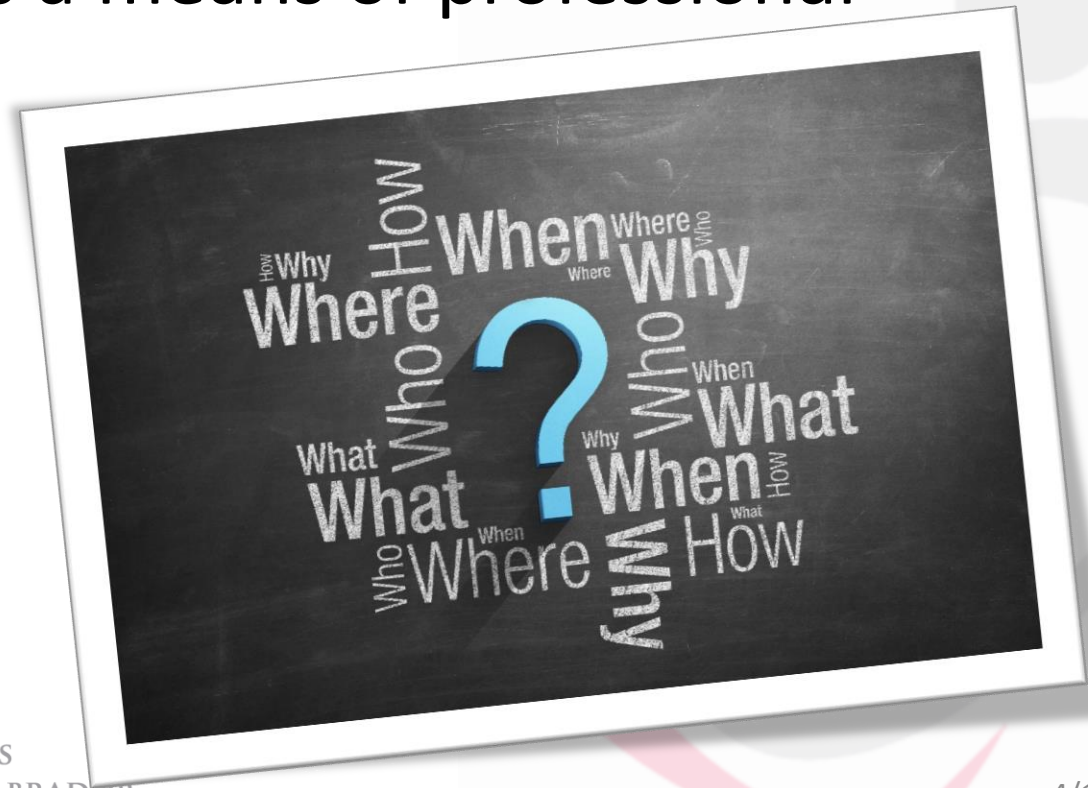
How is Competence Maintained?

- Competence is maintained through **reflective practice** of professional learning activities that enhance the LPN's understanding and application of the Standards of Practice and Code of Ethics



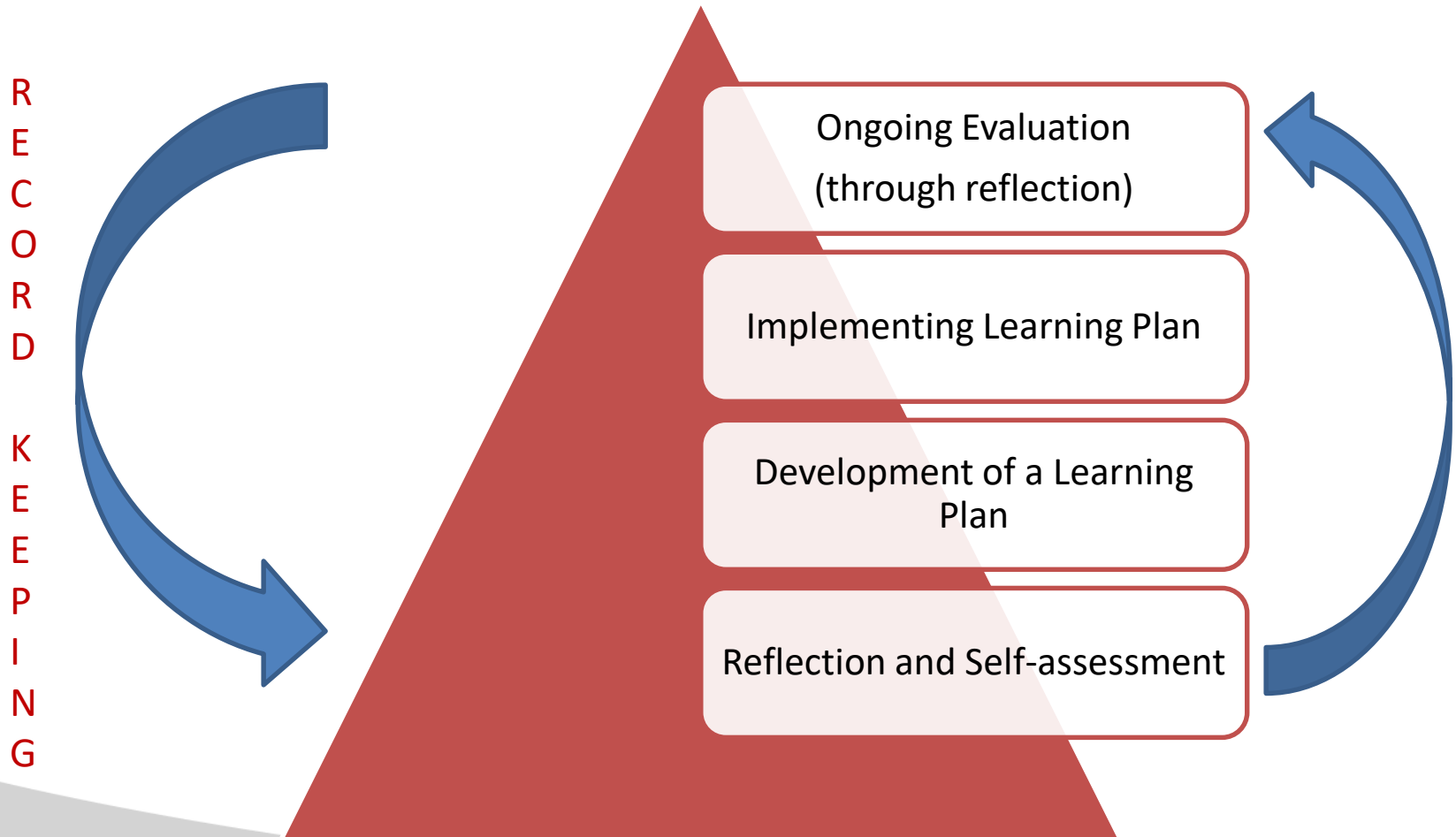
What is Reflective Practice?

- Reflective Practice is a continual process where LPNs analyze and evaluate his/her/their experiences as a means of professional growth.





Continuous Process



Self-assessment



Each year, LPNs complete a self-assessment.



The LPN reflects on his/her practice and compares their *current practice* to the Standards of Practice.



Self Assessment Form

Continuing Competency Program Self-Assessment Tool

Instructions for Completing the Self-Assessment Tool

The Self-Assessment Tool is based on the CLPNNL Standards of Practice (2013). Read each indicator and rate your individual competence using the following scale:

- **Novice**: You have little or no experience with the practice associated with the indicator and need additional learning in order to meet it.
- **Intermediate**: You have minimal experience with the practice associated with the indicator and need some additional learning in order to meet it.
- **Proficient**: You satisfactorily meet this indicator because you have sufficient experience with the practice associated with it.
- **Expert**: You confidently meet this indicator because you have a great deal of experience with the practice associated with it.



Self Assessment Form

STANDARD 1 : Professional Accountability and Responsibility

Licensed Practical Nurses are accountable for their practice and responsible for ensuring their practice and conduct meets the standards of the profession and legislative requirements.

	Indicators	Year 20__
	I understand my obligation to ...	Rating (1-4)
1.1	...practice to my full range of competence.	
1.2	...engage in ongoing self-assessment of my professional practice and competence, and seek opportunities for continuous learning.	
1.3	...share knowledge and expertise with others (includes being a mentor or preceptor situations).	
1.4	...recognize my own practice limitations and consult others as necessary.	
1.5	...identify and report any circumstances that potentially impede my practice.	
1.6	...take action to avoid and/or minimize harm to clients.	
1.7	...incorporate safety principles and quality assurance/improvement actives into my practice.	
1.8	...advocate for practice environments that promote client-centered care.	
1.9	...practice in a manner consistent with ethical values and obligation of the Code of Ethics for Licensed Practical Nurses.	
1.10	...document and report according to legislation and employer policies.	
1.11	...advocate for and participate in the development of policies and procedures that support evidence-informed LPN practice.	



Learning Plan

- The learning plan is the “blueprint” for how the learning needs will be met. Plans should include two learning objectives with activities and timelines.

Objective: What the LPN plans to accomplish.

Activity: Actions to achieve the goal.

Timeline: When the goal will be accomplished.

Reflection/evaluation: How has your practice improved?



Learning Plan

Name Jane Smith		Date April 6/2020	
License Number	0000 <u>NOT</u> employer number	Licensure Year	2020-21
e-mail address	janedoe@clpnnl.ca	Phone Number	555-555-5555
<u>Section 1: Learning Objective</u>	<u>Section 2: Learning Activities</u>	<u>Section 3: Timeframe</u>	<u>Section 4: Reflection/Evaluation</u>
What do you want to accomplish or learn in the coming year?	Identify the activities or steps you are going to take to accomplish your objective.	Indicate the timeframe to complete the activities.	How has this new information improved your nursing practice and/or client outcomes?
Objective 1: Date: May 1, 2020 I would like to expand on my knowledge of wound care.	<ul style="list-style-type: none"> - Speak with the CNE on my unit - Attend a webinar - Read a recent Nursing Textbook 	September, 2020	October 29, 2020 – Since obtaining this new knowledge on wound care, I have a better understanding of the preventative steps to take to prevent skin breakdown before a wound appears. I have also learned the importance of the RIGHT dressing for the RIGHT wound. Some dressings cannot be applied to certain wounds as it slows down the healing process instead of speeding it up.
Objective 2			

Reflective Practice/Evaluation

- As part of reflective practice, the nurse evaluates their plan to explain **how** meeting the learning goals has **improved** their everyday practice.
- This is the most critical part of the learning plan.



Record of Learning Activities

- The LPN identifies learning activities to meet their learning need.
- The Sample Learning Activities provide guidance to LPNs regarding *formal* and *informal* activities.
- LPNs will be required to complete 14 hours of continuing education each year, 7 of which must be formal.



Record of Learning Activities

LPNs are required to complete 14 hours of learning activities, 7 of which must be formal learning. All activities *must* occur between April 1st & March 31st of the licensure year.

If you are selected to participate in the audit process, sign below to verify the accuracy of your participation in the activities listed above.

Signature: _____ Date: _____

Name: Jane Smith		CLPNNL Licensure Number: 0000	
Date of Activity	Time	List Activity	New learning/knowledge obtained
	How long did the activity take you to complete?	For example, in-service, workshop, committee participation, course work, preceptorship.	Identify what you learned from participating in this event and indicate how it will contribute to your nursing practice.
May 26, 2020	1.5 hr	Wound care in-service provided by the Clinical Nurse Educator (CNE)	Since completing this in-service I have a better understanding of what to look for when assessing my client regarding skin breakdown. Also, I have a better understanding of the preventative steps to take so that breakdown does not occur.
June 15, 2020	30 minutes	Documentation Practice Guideline – CLPNNL website www.clpnnl.ca	I have a better understanding of a LPNs accountability and responsibility in documentation and also what is required to document. I plan to share this information with staff.

Education Tracking Form

If you attend an education session where a certificate of participation is not provided, this form may be used to verify attendance.

Please complete the form and have it signed by the presenter, your nursing manager or a colleague who attended the session with you and can verify that you attended the session.

LPN Name:

Jane Smith

Date of Session:

May 26, 2020

Topic:

Prevention of Wound care

Length of session:

1.5 hr

Provided by (organization name):

Grey Sloan Health Authority

Presenter (name and title):

Bill Smith CNE – Acute Care 7NW Harvard Hospital

Signature of person verifying your attendance:

Sarah Rose - LPN

Date:

May 26, 2020

Declaration of Compliance with CCP

- When applying for licensure each year, LPNs will be required to declare compliance with CCP for the previous licensure year on the annual renewal form.
- LPNs who declare compliance with the CCP are issued a license and will be eligible for the annual audit.



Licensure Renewal

- LPNs can declare that they have completed CCP on the renewal form as long as they are planning to have it completed by the end of licensure year –March 31/XXXX.
- When the LPN answers that they have completed the CCP on the renewal form, it tells CLPNNL that you've complied with CCP, the Standards of Practice, and Legislation - you are now eligible for Audit.



The Annual Audit

- Each April/May, LPNs will be randomly selected to participate in the audit process to validate compliance with CCP.
- LPNs selected for audit will be required to submit a copy of the learning plan, record of learning activities form and supporting documentation.



Audit Process

- The audit process confirms the validity of the data collected, ensures that LPNs are participating as they state, and satisfies the College's mandate of public protection.



Audit Process

- The audit process looks back at the LPNs learning plan that has been completed from the previous year.
- Learning activities that fall outside the audit year dates **cannot** be included in the consideration of compliance.



The Audit Committee

Committee members, consisting of LPNs, with CLPNNL staff support, will assess compliance using a rubric to ensure consistency.



Audit Process: Possible Outcomes

1. Compliance with CCP is verified.
2. Compliance with CCP is partially verified.
3. Compliance with CCP cannot be verified.



Compliance with CCP cannot be verified

- The LPN is given 90 days to gain compliance.
- If the LPN does not comply within 90 days, an allegation of “professional misconduct” may be filed by the Registrar.
- Professional Misconduct includes “Practicing in contravention to the Standards of Practice or a Position Statement made and/or adopted by the college,”.



Compliance with CCP cannot be verified

- The LPN is demonstrating behavior inconsistent with the Standards of Practice for LPNs in Canada (2013), Standard 1, indicator 1.2.
- The LPN will not be eligible to renew the license for the upcoming year unless the LPN is compliant with the CCP requirements.



CCP Instructions

- CCP Toolkit found on the CLPNNL website www.clpnnl.ca . ** (Print a new Toolkit yearly. The single forms are now pdf and fillable online for you to print at home.)
- If you are having difficulty obtaining education, contact the CLPNNL or visit our website at www.clpnnl.ca .



REMEMBER

Each year, LPNs:

- Print a new Toolkit ***
- Complete the self assessment based on the LPN Standards of Practice
- Reflect on your practice and think of two things you want to learn about for the new licensing year
- Think about ways in which you will learn this
- Build education related to your objectives
- Reflect on your practice, how are your clients benefiting from your new learning? How has the new learning enhanced your practice?



QUESTIONS ????

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www.clpnnl.ca

