

PRACTICE

LPNs, Licensure Renewal Opens This Month!
– see page 7 for more information.



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

Volume 8, Issue 1 – January 2023

PRACTICE

The College of Licensed Practical Nurses of Newfoundland and Labrador PRACTICE magazine includes a wide array of information on nursing regulation, nursing licensure, nursing practice and many other health related topics. PRACTICE is published electronically three times a year. CLPNNL welcomes feedback, suggestions and submissions from readers at wsquires@clpnnl.ca.

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*Appointed by Government

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PRACTICE, presented by CLPNNL

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MANDATE

The mandate of the CLPNNL is to promote safety and protect the public through the provision of safe, competent, compassionate, and ethical nursing care.

VISION

Leading regulatory excellence.

VALUES

Collaboration	Working effectively with others
Excellence	Commitment to the highest standards
Accountability	Answerable for our actions
Fairness	Fostering a culture of mutual trust, respect and social justice
Innovation	Using information, imagination and initiative

MISSION

Regulate Licensed Practical Nurses in the public interest.



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

CLPNNL Welcomes New Board Members

ELECTION RESULTS ZONES II and V

The following LPNs have been elected/re-elected to serve on the Board of Directors of the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) for the term January 1, 2023 – December 31, 2025.

Zone II

Lisa Gear has been elected for a first term to the CLPNNL Board as the LPN member from Zone II. Lisa currently practices at the Walter Templeton Health Care Centre with Eastern Health.



Lisa Gear, LPN

Zone V

Una Davis, LPN from Zone V, has been elected by acclamation for a third term to the CLPNNL Board. Una's current area of practice is with the public health program for Labrador-Grenfell Health.



Una Davis, LPN

Congratulations to Una and Lisa. CLPNNL looks forward to working with them over the coming three years to advance the mission of the College. CLPNNL would also like to thank outgoing Board member Charlene Cooper for her contribution to the Board over the past 3 years.

DATE: 22 December 2022

TO: Employers of RNs and LPNs

FROM: Lynn Power, Executive Director, CRNNL and
Wanda Wadman, Registrar/CEO, CLPNNL

The College of Registered Nurses of Newfoundland and Labrador (**CRNNL**) and the College of Licensed Practical Nurses Newfoundland and Labrador (**CLPNNL**) became aware that a person going by the name of Lisa Michelle Driscoll was employed as both a registered nurse (RN) and licensed practical nurse (LPN) without being licensed by either College. Both Colleges have sent Lisa Michelle Driscoll letters warning her to cease and desist this activity.

The CRNNL is the licensing body for RNs and Nurse Practitioners (NPs) in Newfoundland and Labrador and is established under the *Registered Nurses Act, 2008*.

The CLPNNL is the licensing body for LPNs in Newfoundland and Labrador and is established under the *Licensed Practical Nurses Act, 2005*.

In the interest of public safety, employers should confirm licensure status for their RNs, NPs and LPNs. A license issued by the CRNNL and CLPNNL represents public notice that the license-holder has the necessary knowledge and competency to practice as an RN, NP or LPN, as applicable. **Practicing as an RN, NP or LPN without a license represents a significant public risk.**

Under the *Registered Nurses Act, 2008*, it is illegal

- to practice as an RN or an NP without a license;
- to hold oneself out as an RN or NP without a license.

Under the *Licensed Practical Nurses Act, 2005*, it is illegal

- to practice as an LPN without a license;
- to hold oneself out as an LPN without a license.

Persons identified as using these titles without licensure ought to be immediately reported to the authorities (e.g., CRNNL, CLPNNL, Royal Canadian Mounted Police, Royal Newfoundland Constabulary).

Employers are advised that CRNNL and CLPNNL issue licenses in the applicant's name exactly as it appears on Government issued ID.

Employers are advised to be diligent in their processes to validate both the identify and licensure status of current and/or future RN / NP / LPN employees. It is recommended that employers verify identity and licensure status by:

1. Requiring the individual to *personally* provide *original* government-issued photo identification, and their licensure number, and
2. Ensuring the individual's exact name and licensure number match with the respective College's **public register**, as applicable:



- a. CRNNL.ca “Member Search”;
- b. CLPNNL.ca “Find a Nurse”;

If employers are unable to verify licensure status (e.g., a discrepancy between identification provided and information in CRNNL/CLPNNL public registers) employers should contact the applicable College:

CRNNL at 709-753-6040; registration@crnnl.ca

CLPNNL at 709-579-3843; registration@clpnnl.ca

Lynn Power
CRNNL Executive Director

Wanda Wadman
CLPNNL Registrar/CEO



The Newfoundland and Labrador College of Social Workers, College of Registered Nurses of Newfoundland and Labrador as well as College of Licensed Practical Nurses of Newfoundland and Labrador invite you to participate in the provincial webinar being held virtually on February 7th 2-4pm. The title of the provincial webinar this year is, The Virtual Reality: Ethical and Practice Considerations for Informing Service Delivery. An information poster with registration details will follow via email.



REMINDER: KEEP YOUR INFORMATION UP-TO-DATE!

The name (first and last) on your documentation, and on all professional communications must reflect the name that appears on your CLPNNL licensure information. Changes to your name, employer, and address must be reported to CLPNNL and a request to change information must be made.

Under the College of Licensed Practical Nurses of Newfoundland and Labrador By-Laws (2022) *Section 31. Accuracy of Information*, Licensees **must** notify the College of any change or addition to employer, address, and/or name no later than 30 days after the effective date of the change.

Please see the [CLPNNL website](#) under the Licensure tab for the required processes when requesting a change to your information on file with CLPNNL.

It is in the interest of public safety that the name that you practice under, and the name that your license is issued under, are the same. CLPNNL issues licenses in the name that appears on your government issued identification. The “Find a Nurse” public register on the CLPNNL website lists the name in which your license is issued. This tool is used by the public, and employers, to verify that you are an LPN and that you hold a valid license to practice.

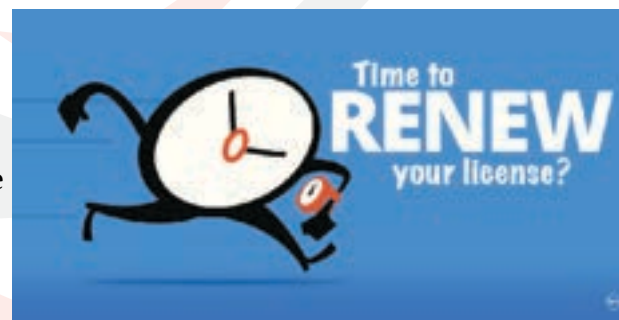



Individuals contacting CLPNNL via phone or in person to request changes to information will be directed to the processes outlined on the website. Please note that when you call or visit CLPNNL you may be required to provide information to confirm your identity.



Licensure Renewal 2023-2024

- CLPNNL's LPN Licensure Renewal opens this month.
- To facilitate the licensure renewal process, CLPNNL sends an email to LPNs (using the email address on file) containing a link to the registration portal. Once LPNs have received the email from donotreply@clpnnl.ca, they log into the registration portal to complete the renewal process. If an LPN does not receive this email, CLPNNL encourages the LPN to check their junk/spam folders.
- LPNs must ensure that all their information, including their contact and work information is up-to-date.
- March 1, 2023 is the Administrative Deadline for licensure renewal. LPNs who do not submit their online renewal application by March 1 will be automatically charged an additional \$65.25 (56.74 + 8.51 HST). Therefore, as of midnight March 1 the cost to renew increases from \$375.00 to \$440.25.
- March 31 is the 2023/24 licensure renewal deadline. LPNs who fail to submit their online renewal application by March 31 will be required to pay the fee outlined above (\$440.25) as well as a \$115.00 reinstatement fee (\$100.00 fee + \$15.00 HST).
- Any LPN who practices without a valid license will be subject to the Unauthorized Practice Fee of \$115.00 (\$100.00 + \$15.00 HST) for every shift practiced without a valid license up to a maximum of \$1150.00 (\$1000.00 + \$150.00 HST). Additionally, the LPN may have their file reviewed through the Professional Conduct Review (PCR) process in accordance with section 33 of *The Licensed Practical Nurses Act (2005)*.
- A Practical Nurse is not considered to be licensed for the licensure year 2023-24 until their name appears on the CLPNNL website under [Find a Nurse](#). LPNs will receive an email from CLPNNL on the day their license is processed, but LPNs can also check the [CLPNNL website](#) to confirm their license to practice is processed and valid for the 2023/2024 licensure year.





CLPNNL's CRIMINAL RECORD CHECK AND VULNERABLE SECTOR CHECK

Have you been selected for the CLPNNL's Criminal Record Check and Vulnerable Sector Check validation process?

REMINDER

On November 1, 2022, LPNs who were randomly selected for the validation process received notification by regular mail and email with instructions on how to obtain the required documentation as well as timelines for submission. A reminder e-mail was sent on January 4, 2023.

Anyone chosen to submit who does not do so by the March 1, 2023 deadline, will not be permitted to renew their license to practice for the 2023-2024 licensure year.

For questions about this process, contact Dena Lake at dlake@clpnnl.ca.

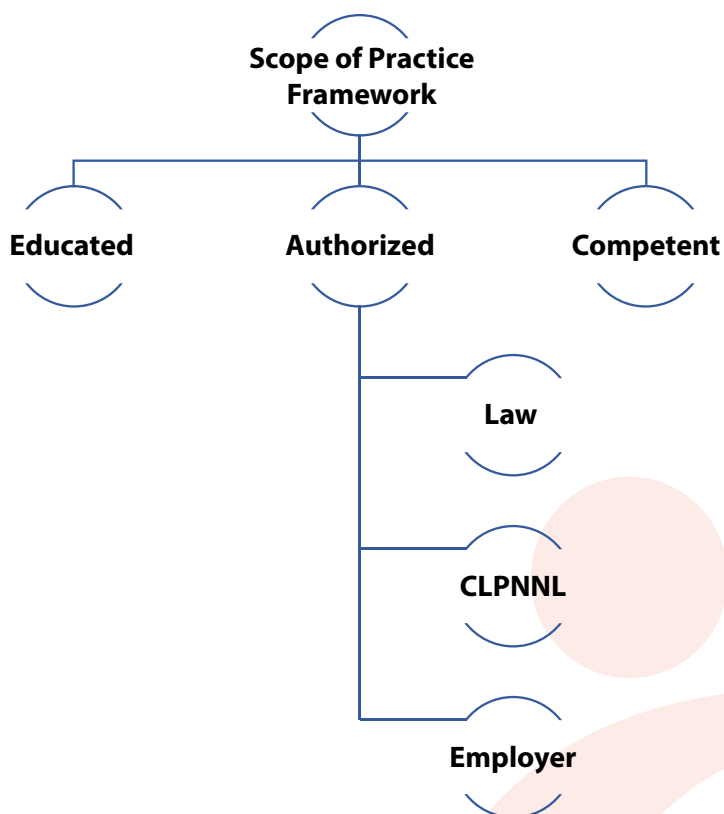
Background

On June 25, 2021, the CLPNNL Board approved a random audit process to validate Criminal Record and Vulnerable Sector Screening for LPNs. This action was undertaken to enhance and support CLPNNL's mandate of public protection. All new applicants to CLPNNL are required, as part of the eligibility for licensure in Newfoundland and Labrador, to show evidence of good character by submitting a Criminal Record Check with Vulnerable Sector Check that is clear of convictions. For LPNs who are currently licensed, the evidence of good character comes in the form of a declaration that every LPN completes during their annual renewal to indicate that they have not been convicted of any criminal offence in the previous year. Additionally, LPNs are accountable to self-report criminal convictions to CLPNNL at the time of conviction.

JURISPRUDENCE MATTERS

In this edition we will identify the relationship between the *Pharmacy Act (2012)* and LPN practice.

For an LPN to include an activity into their scope of practice, they must be educated, competent, and authorized. Legislation, or the law, is one arm of authorization when determining what activities are or can be within the scope of practice for LPNs. The other two (2) arms of authorization are CLPNNL, and your employer.



Law There must be no restriction in Law that prohibits LPNs from carrying out an activity.

CLPNNL The authority lies with CLPNNL to decide which activities, not restricted in law, will be authorized for LPNs to carry out in Newfoundland and Labrador.

Employer In your employment setting, employers decide which of the CLPNNL authorized activities that they will permit LPNs to carry out, and in which settings.

The long title of the *Pharmacy Act* speaks to its function: *An Act to Regulate the Practice of Pharmacy*. While the Pharmacy Act does not regulate LPN practice (that would be the LPN Act, 2011) LPNs are referenced in the Pharmacy Act.

The current Pharmacy Act was first assented (approved by the Crown to become a law) on December 22, 2012 and has been amended several times; the latest amendment occurring in November 2021. This is relevant to LPN practice, in that section 3(2) of the Pharmacy Act was amended to now read:

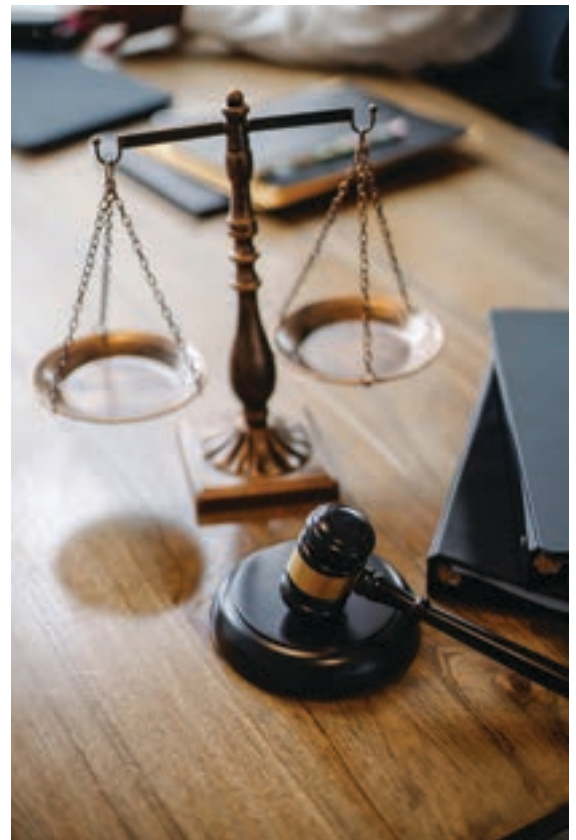
“This Act shall not extend to or interfere with the dispensing of necessary drugs or medicines by registered nurses or licensed practical nurses in the course of duty when practising with the approval and under the general supervision of a regional health authority”.

Prior to the November 2021 amendment, the words “or licensed practical nurses” did not appear in the Act. It is in this section of the Pharmacy Act that the law provides for LPN practice within the Regional Health Authorities to now include dispensing of medications. **However**, as we mentioned above, the Law is only one (1) arm of authorization. The CLPNNL must approve

dispensing to be within the scope of practice for LPNs, and employers must authorize LPNs to carry out dispensing in their role.

The Law is clear. The CLPNL can only consider dispensing by LPNs who are practising with the approval and under the general supervision of a regional health authority. Prior to the changes in the Pharmacy Act, CLPNL could not consider adding this competency to the competency profile. CLPNL sets the scope of practice for LPNs in Newfoundland and Labrador and, as such, can decide if, when, or for what purpose LPNs could dispense medications. At this time, only partial filling of a prescription is authorized by CLPNL.

At the November 2022 CLPNL Board Meeting, the Board approved the document *Dispensing for the Partial Filling of a Prescription by Licensed Practical Nurses Employed in Regional Health Authorities*¹. This document outlines the requirements for the LPN in relation to partial dispensing, when and where authorized by their RHA employers.



¹This document is available on the CLPNL Website under the Practice and Policy Tab.

RESEARCH OPPORTUNITY: PANDEMIC PLANNING FOR PRIMARY CARE – NURSES’ ROLES DURING COVID-19

Nurses working in primary care across the province of Newfoundland and Labrador are invited to participate in a research study (led by researchers at Memorial University) that is seeking to understand the roles they have been fulfilling during the pandemic. Participation will include an interview conducted via Zoom (30-60 minutes). Participants will be provided a \$30 gift certificate.

If you are interested in participating or learning more about this project, please contact Dr. Julia Lukewich: jlukewich@mun.ca.

If you have questions regarding your rights as a research participant please contact the Health Research Ethics Authority at (709) 777-6974 or info@hrea.ca.



ARE YOU A NURSE WORKING IN PRIMARY CARE?

Join our research study!



We are interviewing primary care nurses in NL to understand the **roles** they have been fulfilling during the **pandemic**

Up to 1-hour interview via Zoom

This study will inform a comprehensive primary care **pandemic plan**

If you are **interested** in participating or would like **more information** please contact researchers at jlukewich@mun.ca

For questions regarding your rights as a research participant please contact the **HREB** at (709) 777-6974 or info@hrea.ca



PROFESSIONAL CONDUCT REVIEW (PCR) NOTIFICATIONS

On June 15, 2022, the CLPNNL Complaints Authorization Committee (CAC) resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. After a review of the investigation report and details of the allegation, the CAC were of the opinion that there were reasonable grounds to believe that the LPN engaged in conduct deserving of sanction in that the LPN failed to comply with Medication Administration Standards. The decision of the CAC was to caution and counsel the LPN. The caution was on the importance of safe medication practices. The CAC further counselled the LPN about the importance of accountability and recognition of the potential impact of their own fitness to practice on nursing practice and client safety.

On September 20, 2022 the CLPNNL Registrar resolved an allegation filed against an LPN. The complainant in the matter was the LPN's employer. The allegation related to a delay by the LPN, under their responsibilities outlined in Section 14.1: Duty to Report of the *Licensed Practical Nurses Act (2005)*, to report an incident of inappropriate client handling by a colleague. The LPN was required to complete remedial education targeting professional accountability, duty to report and jurisprudence. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics, Professional Accountability and Duty to Report. Finally, the LPN is required to submit an essay reflecting on the insight gained from the education provided and the importance of professional accountability to nursing practice.

On December 8, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to a breach of employer policy in the use of social media. There was no allegation of harm to any client. The LPN is required to complete remedial education targeting professional responsibility in the use of social media, jurisprudence and professional boundaries. Additionally, as part of the resolution, the LPN is required to meet with CLPNNL's Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics as well as appropriate use of social media for the health care professional. Finally, the LPN is required to submit an essay reflecting on insights gained from the required education and the importance of maintaining the employer-employee boundaries in nursing practice.

On June 15, 2022, the CLPNNL Complaints Authorization Committee (CAC) reviewed an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the inappropriate handling of a resident encounter. There was no allegation of any harm to residents. As part of its inquiry into the matter, the CAC required that the LPN answer direct questions about the incident. On November 23, 2022, the CAC concluded that the matter could be resolved by the Registrar with an Alternative Dispute Resolution (ADR) agreement. As part of the resolution, the LPN is required to complete remedial education targeting relational practice, therapeutic communication, jurisprudence, and Gentle Persuasive Approach to client care. Additionally, the LPN must meet with the CLPNNL Practice Consultant to discuss the CLPNNL Standards of Practice and Code of Ethics as well as the importance for the health care professional to maintain and protect the therapeutic nurse-client relationship. Finally, the LPN is required to submit an essay reflecting on insights gained from the mandated education and the importance for the LPN to uphold and protect the nurse-client relationship.

CLPNNL LEADERSHIP WORKSHOP

**CLPNNL is reoffering the Leadership Workshop
Part 1 – February 28th and Part 2 - March 14**

Register now!

Topics covered in this workshop will include, but are not limited to:

- Leadership
- Regulation
- Scope of Practice
- Professional Conduct Review

The workshop will be completed over two (2) half day sessions. At this time, CLPNNL will continue to use virtual technology to offer the information. Those who attend must have access to a smart device, laptop, desktop, etc.

Part 1 will take place on February 28, 0830 – 1230 and Part 2 on March 14, 0830 – 1230, 2023. We ask that you commit to attending both sessions.

To register, please contact Desiree Francis at dfrancis@clpnnl.ca or call 709-579-3843 ext. 101.

Space is limited, register today!

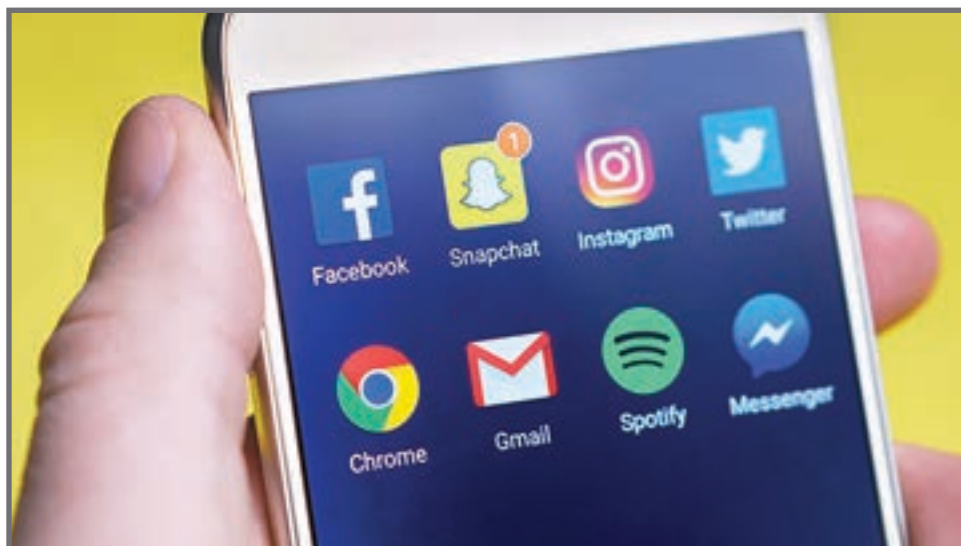




CLPNNL Releases Social Media and Networking Platform Statement

In November 2022 CLPNNL released a statement related to considerations for LPNs in the use of social media and other networking platforms, like Twitter, Instagram and Snapchat. The statement includes reminders about the obligations that every LPN has in relation to maintaining the Standards of Practice and Code of Ethics, and upholding other requirements such as privacy laws.

[The statement](#) is available on the CLPNNL website, under the Practice and Policy tab.



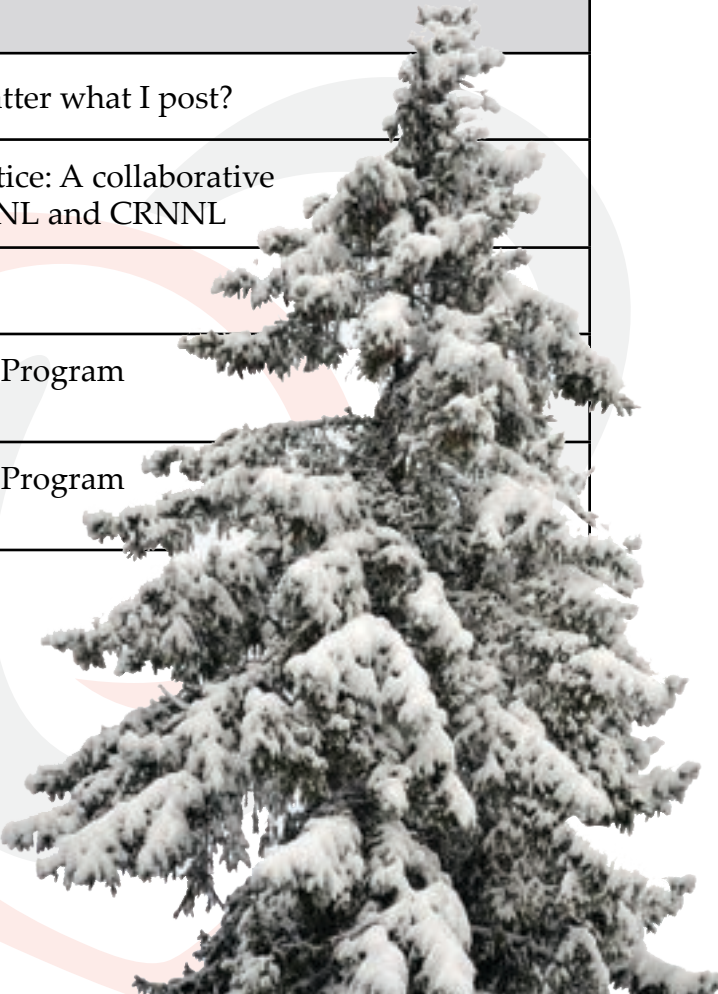


CLPNNL WINTER WEBINARS

To register for any event, visit www.clpnnl.ca/events.

Winter 2023:

DATE	TIME	TITLE
February 1/23	2-3pm	Social Media – does it matter what I post?
February 22/23	2-3 pm	LPN & RN Scope of Practice: A collaborative presentation from CLPNNL and CRNNL
March 8/23	2-3 pm	Professional Presence
March 8/23	7-8 pm	Continuing Competency Program (CCP)
April 5/23	2-3 pm	Continuing Competency Program (CCP)



Check the CLPNNL website regularly as additional events are added.

STIGMA

WHY WORDS MATTER

ABOUT STIGMA

Stigma is negative attitudes, beliefs or behaviours about or towards a group of people because of their situation in life. It includes discrimination, prejudice, judgment and stereotypes, which can isolate people who use drugs.

Stigma matters

People who use drugs, especially those struggling with addiction face discrimination and barriers to getting help.

Stigma can:

- lead a person to avoid getting help because they are afraid of judgement or getting in trouble with work, their loved ones or even the law
- cause a person to hide their drug use or use drugs alone
- affect a person's ability to find housing and jobs, which affects their health and quality of life
- contribute to people who use drugs receiving a lower quality of care from the healthcare system when they access services

Changing how you talk about drug use

The language you use has a direct and deep impact on people around you. You can reduce stigma by changing the words you use to talk about drug use. Using kind words can make it easier for someone to speak up, to feel understood or to receive help.

- Use person-first language, for example say 'person who uses drugs' instead of 'drug user'
- Use neutral, medically accurate words when describing drug use.

Topic	Instead of	Use
<i>People who use drugs</i>	<ul style="list-style-type: none">• Addicts• Junkies• Users• Drug/substance abusers• Recreational drug users	<ul style="list-style-type: none">• People who use drugs/substances• People with an addiction or substance use disorder• People with lived/living experience• People who occasionally use drugs
<i>People who have used drugs</i>	<ul style="list-style-type: none">• Former drug addict• Referring to a person as being 'clean'	<ul style="list-style-type: none">• People who have used drugs/substances• People in recovery• People with lived/living experience
<i>Drug use</i>	<ul style="list-style-type: none">• Drug/substance abuse• Drug/substance misuse• Problematic drug/substance use	<ul style="list-style-type: none">• Drug/substance use• Addiction/substance use disorder• Drug dependence• Higher-risk drug/substance use• Substance use harms

There are **three** types of stigma

- 1 **Self stigma** happens when someone internalizes messages about people who use drugs and apply them to themselves
- 2 **Social stigma** is negative attitudes or behaviours towards people who use drugs or towards their friends and family
- 3 **Structural stigma** is policies in health and social services that increase stigma and barriers to getting help

Help end stigma

Take these important steps to help reduce stigma:

- ✓ do not define any person by their drug use
- ✓ be respectful, compassionate and caring to those who use drugs
- ✓ educate your friends and family—pass on facts and challenge stereotypes
- ✓ remember that addiction is a treatable medical condition, not a choice, and is deserving of care just like any other medical condition
- ✓ be aware of your attitudes and behaviours because they may be influenced by stereotypes, negative stories and images about people who use drugs



This document was created in discussion with people with lived and living experience, through existing research and documentation from other organizations trying to address stigma. This is not an exhaustive list. As discussions evolve around the best language to accurately describe substance use, this list may be revised.

For more information visit Canada.ca/opioids



Nursing Education and Research Council

Nursing Grand Rounds

2022-2023



Date	Topic	Presenter	Location
Jan 26	<u>Opioid Use Disorder: Treatment Options & Programming</u>	<i>Jennifer Patrick BN RN MN NP CPMHN (C)</i> Nurse Practitioner <i>Sydney Peckham Bsc Pharm</i> Clinical Pharmacist	Webinar
Feb 23	<u>Mental Health and Addictions Program</u> <u>FACT (Flexible Assertive Community Treatment Team)</u>	<i>Andy Fudge RN CPMHN ©</i> Team Lead FACT Team 1	Webinar
Mar 30	<u>Provincial Home Dementia Program: A New Approach to Caring for Individuals with Dementia</u>	<i>Trena Snook RN NP C(GNC)</i> Nurse Practitioner Provincial Home Dementia Program	Webinar
Apr 27	<u>The Collaborative Team Clinics</u>	<i>Megan Carey MN BN RN CHPCN(C)</i> Regional Manager Primary Health Care and Chronic Disease Prevention and Management Program	Webinar
May 25	<u>Innovation at Eastern Health</u>	TO BE ANNOUNCED	Webinar
June 29	<u>Overview of Palliative Care</u>	<i>Kimberly Pottle BN RN</i> <i>Kathy Cahill BN RN</i> Palliative Care Navigators	Webinar

- Please note that all rounds will occur from 1400-1500 hours NST on the last Thursday of the month
- Nursing Grand Rounds will not be held during December, July & August due to the holiday seasons

Remember:

Attendance at Nursing Grand Rounds can be used as credit towards the CRNCL & CLPNNL Continuing Competency Program.

For additional information please contact Professional Practice - Nursing 777-7792

All health care providers can attend even if you're not an Eastern Health employee, just add 000000 as your employee number.

thank you!

In November, CLPNNL sent an e-mail invitation to all LPNs and our stakeholders in Newfoundland and Labrador to ask for your feedback on the draft of the Code of Ethics for LPNs. And you answered! Your feedback, along with responses from LPNs across this country, is being reviewed to inform the final revised document.

At their next meeting, the CLPNNL Board will consider adopting the newly updated *Code of Ethics for Licensed Practical Nurses in Canada, 2023*. All LPNs will be notified by e-mail when the new document is approved and becomes the ethical framework for LPN practice in Newfoundland and Labrador.

CCP UPDATE

As the end of the 2022-2023 licensing year approaches, all elements of CCP must also be concluding in preparation for the CCP Audit.

LPNs verify on their licensure renewal that they have complied with the legislative requirements for CCP. Once LPNs identify they have complied (saying Yes), they are then eligible for the 2022/23 CCP Audit. If LPNs cannot verify compliance on the licensure renewal form (answering No), they are asked to contact CLPNNL for assistance.

Additional information on CCP can be found in the [CCP Toolkit](#) or contact Wanda Squires, Practice Consultant at wsquires@clpnnl.ca or 709-579-3843 ext. 106.

CCP CHECKLIST

- Self-Reflect
- Develop a Learning Plan
- Keep a Record of Education
- Maintain a Binder of Education
- Reflection and Evaluation
- Prepare for CCP Audit

Hello I'm Accountable

ac·count·a·ble

adjective (of a person, organization, or institution) required or expected to justify actions or decisions; responsible.

As autonomous practitioners, LPNs accept the responsibility and accountability that comes with caring for clients. *The Standards of Practice for LPNs in Canada* outlines the accountabilities and responsibilities for LPNs, including the importance of maintaining a fitness to practice.

Having a fitness to practice includes having the physical, mental, and psychological capacity to consistently meet the demands of one's nursing position. It includes the ability to care safely, ethically, and competently for one's clients.

Fitness for nursing practice includes being able to meet not only the physical demands of the position, but to also think critically, perform complex calculations, make appropriate judgments, sustain focus and concentration, and communicate effectively.

LPNs must assess their own practice to ensure they are prepared - physically, mentally and emotionally - to take on their important role in healthcare.

Self-assessment is an important part of being a professional. LPNs use self-assessment for continuing education, to identify their learning needs. Self-assessment is an important tool in reflecting on one's practice to understand the impact of our care, and to inform future decisions we may make. And LPNs use self-assessment to ensure they are prepared to provide the best possible care to their clients and are fit for practice.

Self-assessment and self-reflection can lead to self-awareness. Self-awareness is an important element in determining one's fitness for practice. After all, each LPN is accountable for their practice.



HELLO

MY NAME IS

Accountable



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

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