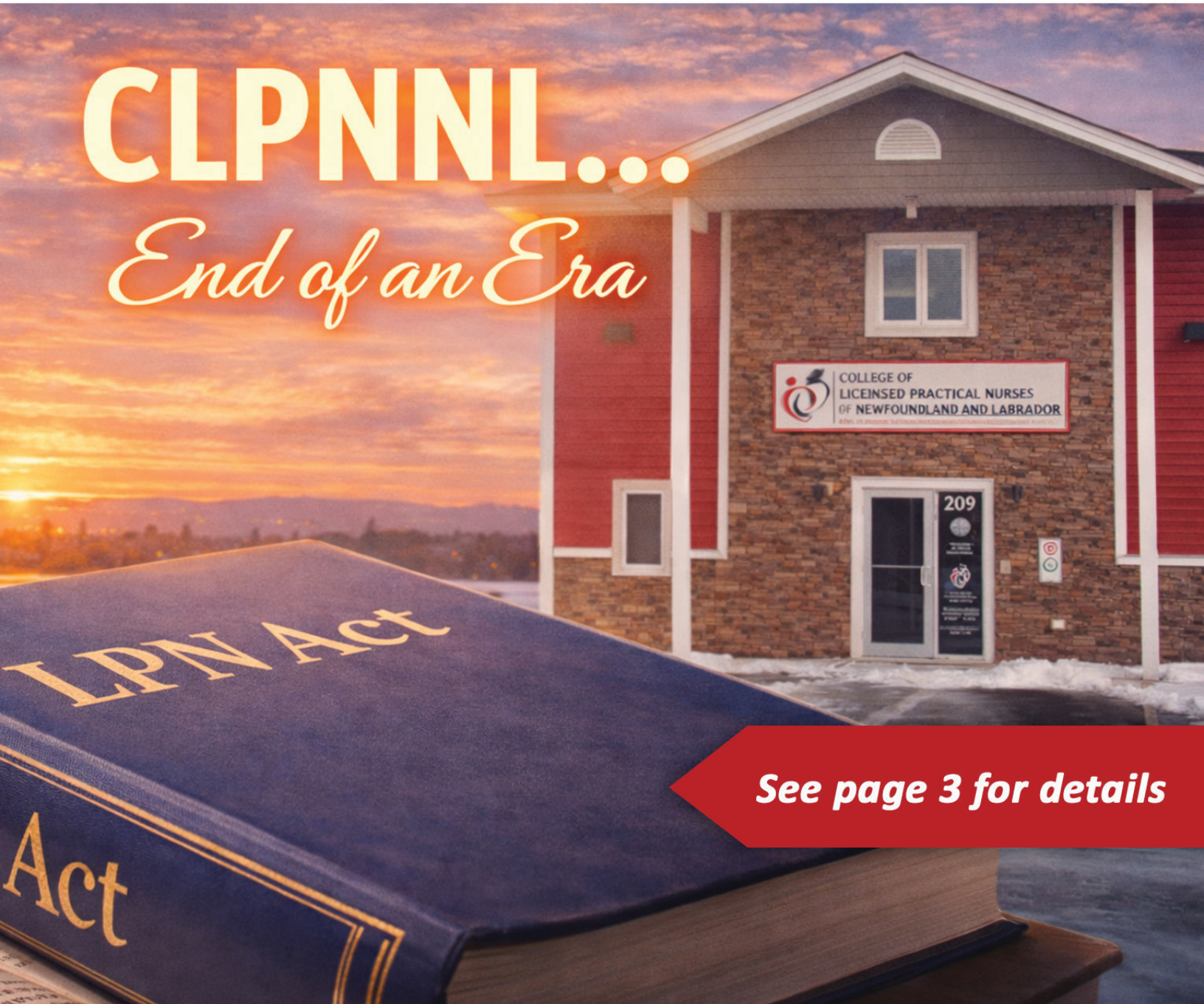


# PRACTICE

## CLPNNL...

*End of an Era*



***See page 3 for details***



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

Volume 11, Issue 1 – February 2026

# 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](mailto:wsquires@clpnnl.ca).

209 Blackmarsh Road, St. John's, NL A1E 1T1

Telephone: (709) 579-3843 or

Toll Free: 1-888-579-2576

Fax: (709) 579-8268

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

Website: [www.clpnnl.ca](http://www.clpnnl.ca)

## COLLEGE BOARD MEMBERS

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Ngozi Audu	Zone 1 Licensed Practical Nurse Eastern Region
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Wanda Wadman	Chief Executive Officer/Registrar (Non-voting)

\*Appointed by Government

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Glenda Hayward

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Diksha Pandya

**PRACTICE, presented by CLPNNL**

**Design & Layout: Kimberly Puddester**

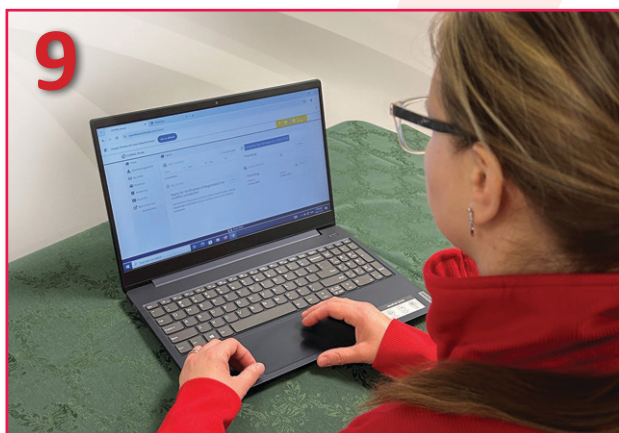


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# Mandate

To regulate the practice of licensed practical nurses in the public interest

# Vision

Excellence in the regulation of licensed practical nurses

# Mission

To regulate Newfoundland and Labrador's licensed practical nurses so the public receives safe, competent, and ethical care

# Values

Fairness	Being inclusive, equitable, just and transparent
Integrity	Being honest, ethical, fair, and responsible
Social Responsibility	Acting in the public interest
Collaboration	Being effective in communicating and relationship building
Agility	Being adaptable and innovative



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# End of an Era...

The evolution of practical nursing regulation in Newfoundland and Labrador has seen many changes such as: the organization's executive and leadership, board members, office locations, and even name changes, but one thing that has remained the same is the mandate of the organization, and the reason why the College exists – *Public Protection*.

In May of 1967, the first ever Advisory Committee for nursing assistants was formed. This group was responsible to the Minister of Health and was tasked with developing standards for nursing assistant programs, entrance qualifications, and upskilling of nursing assistants.



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In 1980, the first Council for Nursing Assistants in Newfoundland and Labrador (NL) was formed. The Council was established to set education standards for nursing assistants, approve education and evaluation of nursing assistant programs, set qualifications for registration, examine candidates for licensure, develop and publicize the functions and areas of competence and standards of practice for nursing assistants, monitor human resource needs, and to hear complaints against nursing assistants and apply disciplinary procedures.

The Nursing Assistant Act was passed in 1984 to provide protection of the general public by outlining the accountabilities and responsibilities of nursing assistants. In 1998, a change in the legislation resulted in a name change for the professional – Nursing Assistants were now known as Practical Nurses.



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Further changes to the Act in 2005 resulted in the name change of the organization from the Council of Licensed Practical Nurses of Newfoundland and Labrador to College of Licensed Practical Nurses of Newfoundland and Labrador. There was also a governance name change at that time, the Council became known as the Board. While there were name changes, the mandate remained the same – to regulate licensed practical nurses in the public interest.

Over the years, the College leadership has been exemplary in furthering LPN scope of practice and ensuring public protection. Leadership has been exceptional in creating

the circumstances for the public to trust and rely on safe, effective, and ethical care by licensed practical nurses.

Today, as the College of Licensed Practical Nurses of NL reflects on the growth and transformation of practical nursing education, regulation, and governance, we are pleased with the outcomes and are excited for what the future holds for the public and nursing as we move to one nursing regulator. The new regulator, the Newfoundland and Labrador College of Nurses, will continue to embrace and enhance nursing regulation with the utmost goal of maintaining public protection.

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## **Final Edition of PRACTICE and Transition to the Newfoundland and Labrador College of Nurses**

LPNs, this edition of PRACTICE is a significant one as it marks the final issue published by the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL).

As of April 2026, all official communications, newsletters, publications, and regulatory updates will be issued by the NL College of Nurses, the new, unified nursing regulator for the province.

We are very excited about what the future will hold. Licensed Practical Nurses can expect continuity in regulatory functions, services, and communications throughout this transition. Further updates and information will continue to be shared with you as implementation advances.

We thank LPNs for their ongoing professionalism and engagement as we move forward into this next phase of nursing regulation.

*– CLPNNL Board and Staff*

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## **HAPPY RETIREMENT**



In January, Ms. Siobhainn Lewis, retired from her role as CLPNNL's Policy Consultant. Siobhainn had an instrumental role in carrying out activities of the College. She has supported the CLPNNL staff and the Board with advancing the CLPNNL's strategic direction. Siobhainn will certainly be missed, and we wish her good health, happiness, and the best of luck as she moves on to another chapter in life.

Thank you Siobhainn!

## Reflections from the CLPNNL Board Chair – Christopher Janes

It has been a privilege to serve the College of Licensed Practical Nurses of Newfoundland and Labrador since 2016, when I joined the Board as the Zone III member for Central. Over the years, I have had the opportunity to serve on several committees and to contribute countless hours to the development of interpretive documents and decision points that continue to support and guide our profession.

What stands out most to me is not just the work itself, but the people. I still remember how welcomed I felt when I first joined the Board table. Jane Pardy was Chair at the time, and from the beginning there was a strong sense of respect, unity, and collaboration. Each individual brought a distinct lens and perspective, and those thoughtful discussions strengthened both our decisions and our collective vision.

Throughout my time on the Board, I have had the privilege of working with many internal and external key partners, including fellow Board members from diverse professional and personal backgrounds. These relationships and collaborations have taught me a great deal and have shaped my understanding of regulatory practice. The depth of experience and commitment around the table has always been a strength of this organization.

The implementation of the Continuing Competency Program remains one of the most memorable accomplishments during my time on the Board. The conversations surrounding its development were meaningful, forward focused, and grounded in our shared commitment to public protection and professional excellence. It was a clear example of what can be achieved through collaboration and shared purpose.

As I reflect on the history of CLPNNL, I am grateful for the opportunity to be part of its evolution. I am also very much looking forward to continuing regulatory work in this new era of regulation in our province as we move toward the transition to the Newfoundland and Labrador College of Nurses. The dedication of Board members, staff, and registrants continues to inspire me, and I am proud of the role we have played in regulating Licensed Practical Nurses across Newfoundland and Labrador.



*Pictured above: Current CLPNNL Chair, Mr. Christopher Janes (left), and past Chair, Ms. Jane Pardy (right).*



## CLPNNL's Annual General Meeting (AGM) – Save the Date

CLPNNL will be having our **Annual General Meeting** on June 4/26. Additional information will be sent by email as the date nears.



### Recording your Continuing Education in Alinity

#### **LPNS...HAVE YOU STARTED ENTERING YOUR CCP HOURS IN YOUR MEMBER PORTAL? TIME IS RUNNING OUT...**

LPNs, you must have your 14 hours of learning recorded, your goal accomplished, and all required fields completed in the “my learning” section of ALINITY prior to renewing your license to practice. Please be sure to hit “*submit*” once finalized.

Check out the [events](#) page of the CLPNNL website to watch a recording of the webinar on how to use your Alinity member portal for CCP and other services.

The College has a [CCP Reference Guide](#) on the website. LPNs can use this as a guide to help understand their regulatory requirements when completing CCP each year.

Questions? Please contact Wanda Squires, Practice Consultant  
at [wsquires@clpnnl.ca](mailto:wsquires@clpnnl.ca).



## **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 updated with CLPNNL.**

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.

All change requests must be made by logging into your Alinity Member Portal via the CLPNNL website. Locate the “my profile” and follow the instructions in the portal to update, or to request changes to your information. Please note that some changes, such as name, require supporting documentation. You will be prompted to upload supporting documents if required.

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.

Still have questions?

Give us a call @ 709-579-3843.

Please note that when you call or visit CLPNNL, you may need to provide information confirming your identity.



# **SURVEY - Help shape guidance for preventing and managing workplace violence and harassment in the health care sector**

JPRO Research & Consulting are conducting an important research project funded by the Canadian Standards Association (CSA Group) to help shape guidance for preventing and managing workplace violence and harassment in Canada's health care service delivery sector.



**We invite you to complete – and share with your colleagues and health care networks – an anonymous and confidential online survey of individuals working in the sector.**

Your participation in the survey is critical to helping us:

- Understand resources, practices, and procedures health care workers are currently using to prevent and manage workplace violence and harassment;
- Identify needs and gaps in current resources, practices, and procedures; and
- Pinpoint opportunities to develop new guidance and resources to better address the problem.

This research will support the development of new resources and a new national standard to prevent and manage workplace violence and harassment against health care workers across Canada. For more information on CSA's initial work on workplace violence and harassment in Canada, please see our recently published research report. The survey should only take about 15 to 20 minutes to complete.

**Take the survey here!**

In addition to the survey, you are also invited to take part in an interview via Zoom or by telephone, depending on your preference. The interview is expected to take no more than 30 minutes and explores topics similar to those covered by the survey but in greater detail and with the opportunity for follow-up questions.





You may choose to participate in both the survey and the interview, or either one. If you are interested in participating in the interview, please contact Jeanette Prorok ([jeanette@jproresearchandconsulting.com](mailto:jeanette@jproresearchandconsulting.com))

Sincerely,  
CSA Group

If you would like more information on this research, please contact:

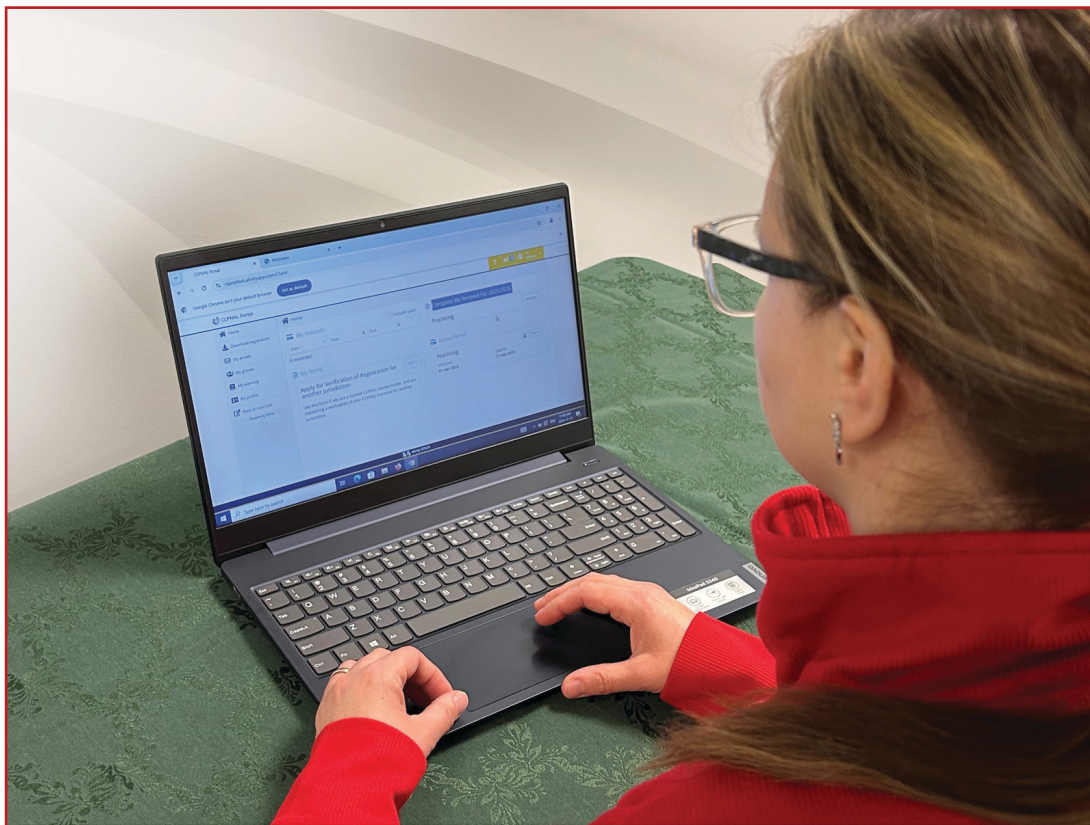
Neha Oberoi, Project Manager, Health Care and Well-being, CSA Group  
([neha.oberoi@csagroup.org](mailto:neha.oberoi@csagroup.org))

Jeanette Prorok, Principal Consultant, JPRO Research & Consulting  
([jeanette@jproresearchandconsulting.com](mailto:jeanette@jproresearchandconsulting.com))

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## Licensure Renewal is NOW OPEN!

LPNs are invited to visit the [CLPNNL website](#), sign into their member portal and renew their license to practice for the 2026/27 licensing year. For more information on this, visit the [licensure page](#) of the website. You may also choose to watch the [resource video for licensure renewal](#).



## Licensure Renewal Readiness Checklist

The annual renewal is now open! Your current license remains active until the end of March. However, the **administrative deadline** to complete your renewal application is **March 1<sup>st</sup>**.

Here's a readiness checklist to help you prepare for a seamless renewal process.

Alinity is CLPNNL's on-line member portal. This is where you update your personal and employment information, enter your CCP information, and renew your license. All license holders have an account.

[Here's](#) a link to the webinar to walk you through using your Alinity member portal.



### I've completed my learning plan and recorded my CCP information

Completing all elements of the CCP is every LPN's responsibility. Completion of CCP is required to renew your license. Completing CCP entails:

- completing your ***required directed learning*** (1 hour)
- completing a minimum of 13 additional hours of learning. This learning is what you identified as you set your CCP learning plan earlier this year, and any other learning. Some of your learning must link back to your learning goal.
- entering your CCP information in the *My Learning* section of your Member portal.



### I've tracked my practice hours

On licensure renewal you will enter the number of hours that you practiced this past licensure year. Check out this [fact sheet](#) for more information.



### I'll be checking my e-mail inbox for my notice to begin license renewal

The Registration Portal is now open. Emails have been sent to LPNs. The College sends emails to the address LPNs have identified in their Member portal.

To meet the administrative deadline, you must complete your registration renewal no later than 11:59pm on March 1<sup>st</sup>.

If you have any questions about the above information, please contact us at [info@clpnnl.ca](mailto:info@clpnnl.ca) or via [phone](#).



## Self-Reporting of Practice Hours

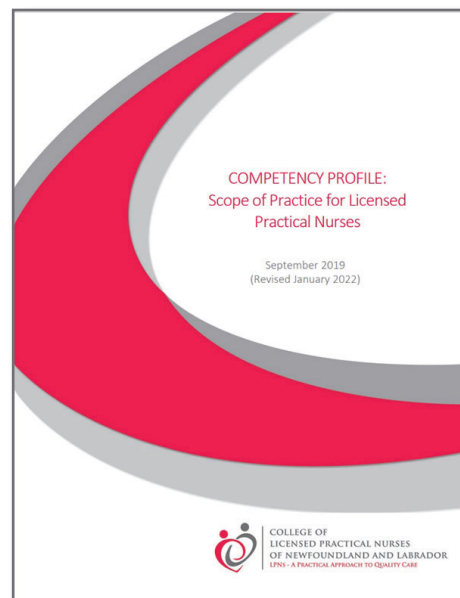
LPNs in Newfoundland and Labrador are reminded that they are now required to track and self report practice hours on licensure renewal.

LPNs can track their hours in whichever manner best suits them, e.g., paper logbook, a time keeping app, a calendar. Review the CLPNNL fact sheet on self-reporting of practice hours [here](#).

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## Competency Profile Transition – NEW Scope of Practice Framework Document

In the last issue of PRACTICE it was noted that the CLPNNL had met with key partners, LPNs and others to gather information on what a new scope of practice document could look like. We are pleased to say that based on the information received including feedback on draft documents, and the research findings, we were able to complete a draft that went to the CLPNNL Board for review. The Board approved this new document on February 5/26. The new ***Scope of Practice Framework*** document will come into effect on March 1/26. The CLPNNL will provide education sessions to LPNs and key partners starting this winter/spring. Be sure to visit the CLPNNL website to view this new document (on March 1/26) and to register for webinars related to the document.





# CLPNNL 2025/26 Directed Learning

Have you completed your *Directed Learning* for the 2025/26 licensing year?

This year's *Directed Learning* is to complete the **CCPNR's Code of Ethics Learning Module** found on the CLPNNL website [www.clpnnl.ca/standards](http://www.clpnnl.ca/standards). It is recommended to read the Code of Ethics prior to completing the module.

Each year, CLPNNL's Quality Assurance Committee identifies one learning activity that all LPNs must complete as part of their CCP. You must complete this directed learning, along with your other learning, and log it in your "my learning" section of your member portal prior to licensure renewal. Be sure to call this learning the "directed learning" from the activity drop down boxes.

As a reminder, always add a new box for each piece of education you complete and hit save for later. Once you have completed all sections and are ready for licensure renewal, you can submit your learning plan.



The screenshot displays the CCPNR website interface. On the left is a navigation menu with the CCPNR logo at the top, followed by tabs for MENU, CAPTIONS, and RESOURCES. The menu lists several items: Introduction (checked), The Code of Ethics, Fundamental Principles, 1. LPNs Promote Optimal Health and Well-Being, Knowledge Check 1, About the Scenarios, Ethical Decision-Making, Scenario 1, and Reflection on Your Practice. The main content area is titled "CCPNR: Code of Ethics" and features a video player. The video shows three healthcare professionals in blue scrubs, with a woman in the foreground smiling. Overlaid text reads "Welcome to your Code of Ethics Course!". The video player includes a progress bar, volume icon, and a "NEXT >" button.



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## Forwarding on behalf of Professional Practice and the Nursing Education Research Council

Please be advised that:

- All upcoming **Nursing Grand Rounds** will be postponed with tentative resumption in the **Fall 2026**; and
- The **Nursing Education and Research Symposium** will be deferred to **2027**.

Further updates regarding revised dates and related details will be communicated at a later time.

We sincerely appreciate your understanding.

<div style="display: flex; align-items: center; justify-content: space-between;">  <div style="text-align: center;"> <b>Nursing Education and Research Council</b>  <b>Nursing Grand Rounds</b>  <b>2025-2026</b> </div> </div>			
Date	Topic	Presenter	Location
Sept 25	HOPE Program	<i>Kelly Maloney</i> Clinical Leader/Dietitian, HOPE Program	Webinar
Oct 30	Hepatitis C in Primary Care—Modern Approaches and Clinical Pearls	<i>Sarah Messervey BN RN MN NP</i> Primary Health Care & Chronic Disease Management Program	Webinar
Nov 27	<a href="#">Diabetes Education</a>	<i>Krista Lawrence, BN MN RN</i> Clinical Lead, Diabetes Education Centre	Webinar
Jan 29	Janeway Lifestyle Program	<i>Anne Wareham, R. Psych</i> Psychologist & Program Lead Janeway Lifestyle Program	Webinar
Feb 26	To be Announced	To be Announced	Webinar
Mar 26	Scope-Primary Care Nursing	<i>Monica McGraw</i> Post Doctoral Research Fellow and Research Professor, University of New Brunswick	Webinar
Apr 30	To be Announced	To Be Announced	Webinar
May 28	Nursing Mentorship	Keegan Hillier, Professional Practice Improvement Consultant Provincial Clinical Practice	Webinar
June 25	HWM Program and HUB expansion	Cheryl O'Keefe, BScN, RN Home Withdrawal Management Program	Webinar

• Please note that all rounds will occur from 1400-1500 hours  
 • 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 CRNNL & CLPNNL Continuing Competency Program.

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

# PROFESSIONAL CONDUCT REVIEW (PCR) NOTIFICATIONS

On June 4, 2025, the CLPNNL Complaints Authorization Committee (CAC) reviewed an allegation against an LPN. The Complainant was the LPN's employer. It was alleged that the LPN used unprofessional language in their interactions with residents. The CAC was of the opinion there were reasonable grounds to believe that the Respondent engaged in conduct deserving of sanction by their actions to use unprofessional language in front of residents. The matter was referred to the Registrar for Alternative Dispute Resolution (ADR) agreement. On July 9, 2025, the CLPNNL Registrar resolved the allegation. Part of the resolution, as outlined in the CAC decision of June 4th, 2025, was that a caution and counsel be issued to the LPN upon completion of the ADR. As part of the ADR process, the LPN was required to (1) complete targeted remedial education on jurisprudence, Code of Ethics, Communication, accountability, and the nurse-client relationship; (2) meet with the CLPNNL Practice Consultant to discuss insights gained from the required education and to review the CLPNNL Standards of Practice and Code of Ethics; (3) submit to the Registrar an essay reflecting on how their actions did not meet the expectations for LPN practice and how their practice will be impacted in the future given what they have learned; (4) and write a letter of apology to the resident and family involved in the incident. Additionally, the LPN's nursing practice was monitored by their manager for a period of 975 hours and reported to the CLPNNL Deputy Registrar.

Following completion of the above, the CAC issued a Caution and Counsel to the LPN, cautioning the LPN against using profanity in the workplace and counseling them to follow best practices as well as employer policy in maintaining a professional presence in their role as LPN.

On October 10, 2025, the CLPNNL Registrar resolved an allegation against an LPN using Alternate Dispute Resolution (ADR). The Complainant was the LPN's employer. It was alleged that the LPN used inappropriate language when interacting with patients; was disrespectful in communications with colleagues; handled a resident inappropriately during care; and did not complete components of client personal care. There was no allegation by the Complainant of harm to any clients as a result of the LPN's behaviour. The LPN was required to (1) complete targeted remedial education on jurisprudence, documentation, accountability and the therapeutic nurse-client relationship; (2) meet with the CLPNNL Practice Consultant to discuss and cement insights gained from the required education modules as well as to review the CLPNNL Standards of Practice and Code of Ethics; (3) submit to the Registrar an essay reflecting on how their actions did not meet the expectations for LPN practice and how their practice will be impacted in the future given what they have learned; and, (4) attend the CLPNNL Leadership Workshop.

On September 5, 2024, the CLPNNL Registrar resolved an allegation against an



LPN using Alternate Dispute Resolution (ADR). The Complainant was the LPN's employer. It was alleged that the LPN used unauthorized medical equipment in completing patient assessments. As part of the ADR agreement, the LPN was required to (1) complete an external remediation program that focused on ethics, accountability, and professionalism; (2) complete targeted remedial education on jurisprudence, documentation, and medication administration; (3) meet with the CLPNNL Practice Consultant to discuss insights gained from the required education and to review the CLPNNL Standards of Practice and Code of Ethics; and (4) submit to the Registrar an essay reflecting on how their actions did not meet the expectations for LPN practice and how their practice will be impacted in the future given what they have learned; and, (5) attend the CLPNNL Leadership Workshop.

On December 16, 2026, the CLPNNL Complaints Authorization Committee made a decision in a matter involving an LPN. The Complainant was a member of the public. It was alleged that the LPN (1) had knowledge that a safety device had been removed from a client and failed to take steps to restore situation; (2) failed to conduct and coordinate a health assessment prior to changing the level of care of a client; and (3) in responding to the allegations, made incorrect remarks about the situation. In the matter of Allegation 1, the CAC found that there were sufficient grounds to believe that the LPN ought to have known that the safety device was missing and taken steps to address the missing equipment. The CAC issued a Caution and Counsel to the LPN, that regardless of

competing priorities, the LPN was aware of the situation and ought to have taken steps to have the missing device replaced. The LPN was cautioned that in future they should take greater care and responsibility for ensuring the appropriate standard of care. In the matter of Allegations 2 and 3 the CAC found that there were not sufficient grounds to believe that the LPN engaged in conduct deserving sanction and both allegations were dismissed.

On January 9, 2026, the CLPNNL Registrar resolved an allegation against an LPN using Alternate Dispute Resolution (ADR). The Complainant was the LPN's employer. It was alleged that the LPN did not appropriately document medication administration and did not follow documentation standards, that they used inappropriate language when interacting with patients; and was disrespectful in communications with colleagues. There was no allegation by the Complainant of harm to any clients as a result of the LPN's behaviour. The LPN was required to (1) complete targeted remedial education on jurisprudence, documentation, accountability, the therapeutic nurse-client relationship and Ethics; (2) meet with the CLPNNL Practice Consultant to discuss and cement insights gained from the required education modules as well as to review the CLPNNL Standards of Practice and Code of Ethics; (3) submit to the Registrar an essay reflecting on how their actions did not meet the expectations for LPN practice and how their practice will be impacted in the future given what they have learned; and (4) attend the CLPNNL Leadership Workshop.

# NEWFOUNDLAND AND LABRADOR CENTRE ON SUBSTANCE USE PROJECT ECHO NL: SUBSTANCE USE (CYCLE 5)

## What is Project ECHO NL: Substance Use?

A virtual community advancing care and treatment for substance use.

## Target Audience:

Health care professionals providing care for individuals who use substances.

## UPCOMING CYCLE 5 SESSIONS:

### Session 1

#### An Approach to Concurrent Disorders: Understanding the Patient to Therapeutic Interventions

**Speaker:** Dr. Wiplove Lamba

**Date/Time:** Wednesday, February 25, 2026  
(12:00–1:30 pm NDT; 11:30 am–1:00 pm ADT)

**CLICK TO REGISTER** by February 23, 2026

### Session 2

#### Nutrition Management in Addiction Treatment

**Speaker:** Helen Luedee

**Date/Time:** Wednesday, March 25, 2026  
(12:00–1:30 pm NDT; 11:30 am–1:00 pm ADT)

**CLICK TO REGISTER** by March 23, 2026

### Session 3

#### Slow-Release Oral Morphine: The Basics and a Bit More

**Speaker:** Katie Dunham

**Date/Time:** Wednesday, April 29, 2026  
(12:00–1:30 pm NDT; 11:30 am–1:00 pm ADT)

**CLICK TO REGISTER** by April 27, 2026

### Session 4

#### Integrating Recreation into Substance Use Care: Practical Approaches

**Speakers:** Carl Ings, Charlene Edwards, &  
Anne Marie Sullivan

**Date/Time:** Wednesday, May 27, 2026  
(12:00–1:30 pm NDT; 11:30 am–1:00 pm ADT)

**CLICK TO REGISTER** by May 25, 2026

### Session 5

#### Co-Managing Chronic Pain and Opioid Use Disorder

**Speakers:** Dr. David Flusk & Marie Antle

**Date/Time:** Wednesday, June 24, 2026  
(12:00–1:30 pm NDT; 11:30 am–1:00 pm ADT)

**CLICK TO REGISTER** by June 22, 2026

### Session 6

#### Trauma-Informed Care: The Brain-Body Connection

**Speaker:** Paula Miller

**Date/Time:** Wednesday, September 23, 2026  
(12:00–1:30 pm NDT; 11:30 am–1:00 pm ADT)

**CLICK TO REGISTER** by September 21, 2026

### Session 7

#### Managing Stimulant Intoxication and Withdrawal in Clinical Practice

**Speaker:** Dr. Paxton Bach

**Date/Time:** Wednesday, October 28, 2026  
(12:00–1:30 pm NDT; 11:30 am–1:00 pm ADT)

**CLICK TO REGISTER** by October 26, 2026

### Session 8

Hybrid session at the **8th NLCSU Annual Provincial Substance Use Conference**, November 2026. Topic and speaker TBD, registration released with conference registration.



Please direct any questions to  
**NLCSU.ECHO@nlhealthservices.ca**



NL Health  
Services



# THE NEWFOUNDLAND AND LABRADOR CENTRE ON SUBSTANCE USE

## Who We Are

The Newfoundland and Labrador Centre on Substance Use (NLCSU) is a provincial Centre embedded within the Mental Health and Addictions Program at Newfoundland and Labrador Health Services that is committed to education and knowledge sharing in harm reduction and substance use. Building collaborative relationships with people with lived and living experience, our community, and health care services is integral to our work. We support health care providers working in substance use health through knowledge exchange initiatives. We additionally provide implementation support for the provincial Hub and Spoke Model and Alcohol Action Plan.

## Our Mission

To improve the quality of health care services provided for people who use substances in Newfoundland and Labrador through an evidence-based, systems-level approach that emphasizes workforce and policy development, collaboration, harm reduction, connection, and advocacy.

## Our Vision

People who use substances receive coordinated, evidence-based, stigma-free, and equitable health care, regardless of where they touch down in the health system.

## What We Do

- Provide training, education, mentorship, and collaborative opportunities focused on substance use health and harm reduction (e.g., conferences, webinars, workshops, and communities of practice).
- Support the development and strengthening of care pathways for individuals who use substances.
- Foster connections between individuals in the substance use field, health care providers, and subject matter experts.
- Collaborate and consult on knowledge products, including clinical tools, guidelines, and practice resources.
- Lead the provincial take-home naloxone program, promote harm reduction education, and support policy and program development.
- Strengthen performance monitoring, surveillance, and evaluation efforts related to substance use trends, including working with a provincial lens to assess the impacts of substance use.
- Provide expertise to external partners and collaborators to enhance knowledge sharing.
- Stay informed on substance use trends in NL to guide program development and policy initiatives.

## How to Learn More

To subscribe to receive information about our upcoming webinars, annual conference, knowledge repositories, training opportunities, newsletter, and more, please email [NLCSU@nlhealthservices.ca](mailto:NLCSU@nlhealthservices.ca). If you are interested in having information shared in our newsletter, collaborating or presenting at an upcoming event, please email [hayley.baker@nlhealthservices.ca](mailto:hayley.baker@nlhealthservices.ca).

NL Centre on Substance Use  
Building 532, 80 Charter Avenue  
St. John's, NL A1B 4A4



### NLCSU Staff

Wayne Bishop	Manager	<a href="mailto:wayne.bishop@nlhealthservices.ca">wayne.bishop@nlhealthservices.ca</a>
Jane Henderson	Harm Reduction Consultant	<a href="mailto:jane.henderson@nlhealthservices.ca">jane.henderson@nlhealthservices.ca</a>
Hayley Baker	Knowledge Exchange Facilitator	<a href="mailto:hayley.baker@nlhealthservices.ca">hayley.baker@nlhealthservices.ca</a>
Beth Howse	Knowledge Exchange Facilitator	<a href="mailto:beth.howse@nlhealthservices.ca">beth.howse@nlhealthservices.ca</a>
Natalie Holden	Clinical Pharmacist	<a href="mailto:natalie.holden@nlhealthservices.ca">natalie.holden@nlhealthservices.ca</a>
Stephanie Christopher	Clerk Typist III	<a href="mailto:stephanie.christopher@nlhealthservices.ca">stephanie.christopher@nlhealthservices.ca</a>



General NLCSU Contacts	
General NLCSU Inquiries	NLCSU@nlhealthservices.ca
Project ECHO Inquiries	NLCSU.ECHO@nlhealthservices.ca
NLCSU Conference Inquiries	NLCSUconference@nlhealthservices.ca
Naloxone Inquiries	NL.naloxone.program@nlhealthservices.ca

Updated: January 14, 2026



### Registration is open for the Winter 2026 Family Care Team Webinar Series!

The Webinar Series includes dynamic one-hour sessions designed to strengthen teamwork and foster seamless collaborative care within Family Care Teams. Open to all health care professionals across Newfoundland and Labrador, this series is a great opportunity to learn, connect, and grow together.

- **February 4, 2026, 3:30-4:30 pm (NT)- Disagreement and Conflict in Interprofessional Teams-** Learn about identifying and managing professional differences of opinion in your team, and building psychological safety through conflict resolution
- **March 4, 2026, 3:30-4:30 pm (NT)- Chronic Disease Management in Family Care Teams: Diabetes Care and Navigation-** Learn about chronic disease management in Family Care Teams

### Who Should Attend:

This series is perfect for health care professionals, including family physicians, nurse practitioners, registered nurses, social workers, pharmacists, other allied health professionals and Family Care Team staff, who are eager to strengthen their collaborative care skills.

**Register now:** <https://www.med.mun.ca/oped/register/family-care-teams>

### New Module Available in Family Care Team Foundations!

The Foundations training program is a series of online, self-paced modules and workshops that aims to build and support interprofessional collaborative practice in Family Care Teams working in Newfoundland and Labrador!

Modules are available at [www.familycareteamsnl.ca/foundations](http://www.familycareteamsnl.ca/foundations):

#### Forming Phase

Module 1: Introduction to Interprofessional Collaborative Practice  
Module 2: Social Dimensions of Primary Care  
Module 3: Professional Roles and Scopes of Practice  
Module 4: Governance and Leadership

#### Storming Phase

Module 1: Communication and Conflict Management



# LICENSED PRACTICAL NURSES PROGRAM INSURANCE PROGRAM



Navacord is pleased to continue providing insurance programs to Licensed Practical Nurses (LPN) who are members of the provincial LPN regulatory body. Below are a few topics of interest about the program:

## Medical Malpractice Insurance (included in provincial LPN membership)

Medical Malpractice, also known as Errors and Omissions liability or Professional Liability responds to claims arising from your work as a Licensed Practical Nurse (LPN) in Canada. It responds to third-party claims of negligence on your part - whether actual or alleged - during the course of your work as an LPN. The policy responds to claims of damage caused by the administration of professional services, services or care rendered incorrectly, or the failure to administer care when it is required. It also includes coverage for legal expenses associated with investigating and defending the allegations.

## General Liability Program

Commercial General Liability (CGL) is imperative if you are self-employed and/or contract your professional services to hospitals, clinics, other community care providers or render services to clients in their home or other locations including your own home or workplace. A CGL program including coverage for Bodily Injury, Property Damage and Tenants Legal Liability is available through Navacord \$2,000,000 and \$5,000,000 options are available. For more information on this program please contact any of the Navacord team members.

## International Coverage

Coverage is available for LPN's travelling outside of Canada on a short-term contract or humanitarian work. There are no additional premiums or charges associated with this coverage. The only requirement is individuals need to notify their LPN regulatory body and Navacord with respect to destination and duration of the work for international coverage to apply.

## Incident Reporting

Coverage under Medical Malpractice Liability policies is on a Claims Made and Reported basis. This means the policy responds to allegations made during the policy period regardless of when the incident in question actually took place. However, the policy stipulates incidents/claims must be reported to Navacord as soon as individuals first learn of an allegation, claim or that one could potentially be brought against them. This is extremely important as coverage could be denied if the individual does not advise in a timely manner or jeopardizes the potential of an early defence, should it be required.

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Contact us at [AB.PRG.LPN@navacord.com](mailto:AB.PRG.LPN@navacord.com) if you have any other questions or concerns.

LET US HELP YOU MANAGE YOUR RISK

### Navacord

Suite 100, 10120 103 Avenue,  
Edmonton, AB, T5J 3R6

[navacord.com](http://navacord.com)  
[AB.PRG.LPN@navacord.com](mailto:AB.PRG.LPN@navacord.com)

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# LICENSED PRACTICAL NURSES PROGRAM MEDICAL MALPRACTICE EXPLAINED



As a registrant of the LPN regulatory body you are provided with Medical Malpractice Liability coverage. Included in your annual fees your LPN regulatory body provides a Medical Malpractice Liability policy with a \$2,000,000 limit per claim. The program provides coverage for faults, errors, omissions and negligence for services rendered while acting within the LPN's scope and duties. The basis of the policy is to protect the public's ability to claim and provide coverage to the LPN named in the claim for:

- Defense costs associated with defending an allegation, even if the allegation is false

Malpractice issues are of great concern today. There was a time when health practitioners were not subject to lawsuits. Times have changed and today malpractice lawsuits are much more common.

Organizations, employees and services are constantly in the public eye and are being held to increasingly higher standards of care. Licensed Practical Nurses (LPN) have daily contact with people and patients. These people are dependent upon your skillful care and extensive knowledge. Medical Malpractice Liability Insurance provides coverage in cases of allegations of errors, omissions and negligent acts whether or not they have merit.

As an LPN, the legal system views you as a professional, meaning you are expected to have extensive technical knowledge and training in your area of expertise. You are also expected to perform the services for which you were hired according to a professional code of conduct and within the scope of practice. If an LPN fails to demonstrate the degree of skill expected of them, they can be held personally responsible in a court of law for any harm they cause to another person.

The insurance company is equipped with a team of analysts, adjusters and legal professionals to ensure a fair and thorough process in the event of a claim. Their expertise is critical in guiding you as an LPN through the process, while respecting the LPN's personal privacy and the confidentiality of their employer.

The policy includes coverage for all active and retired registrants of the LPN regulatory body. Graduates awaiting licensing are also provided coverage as long as they are working under the guidance of another health professional.





# LICENSED PRACTICAL NURSES PROGRAM MEDICAL MALPRACTICE FREQUENTLY ASKED QUESTIONS



## What is Medical Malpractice Insurance?

Medical Malpractice, also known as Errors and Omissions liability or Professional Liability responds to claims arising from your work as a Licensed Practical Nurse (LPN) in Canada. It responds to third-party claims of negligence on your part - whether actual or alleged - during the course of your work as an LPN. The policy responds to claims of damage caused by the administration of professional services, services or care rendered incorrectly, or the failure to administer care when it is required. It also includes coverage for legal expenses associated with investigating and defending the allegations.

## Is there need for me to carry my own coverage ?

There are a number of reasons to carry your own coverage: the first of which is that your employer may or may not purchase Medical Malpractice Liability, and even if they do, their policy may not include coverage for you. In addition, the policy purchased by your employer may not provide adequate limits, which can put you at risk. Furthermore, if you are self-employed or contract your services, you will require individual coverage. This policy for Licensed Practical Nurses provides peace of mind that coverage is in place for incidents should they arise

## I have left the profession permanently and am no longer licensed; will the policy still provide coverage?

This program's extensive coverage includes former members. This means once you leave the profession, the policy will still respond to allegations against you resulting from incidents that took place while you were active in your role; these allegations can occasionally surface after you have left your job.

## I am working outside of the country for a short period, will the policy respond?

The intention of the policy is to provide coverage for LPN's working and living in Canada. If you engage in work outside of Canada (for example a Humanitarian Project), coverage can be extended on a short-term basis only. It is critical that you contact your LPN regulatory body and Navacord to advise the duration and location of your work.

## What is the Difference between Medical Malpractice Liability and Commercial General Liability?

Commercial General Liability provides insurance for bodily injury or property damage, but often contains an exclusion for professional/medical services (such as those provided by an LPN). Medical Malpractice Liability ensures the LPN is provided coverage that will respond to allegations of negligence in the course of providing professional services within their Scope of Practice.

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Contact us at [AB.PR.G.LPN@navacord.com](mailto:AB.PR.G.LPN@navacord.com) if you have any other questions or concerns.

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# LICENSED PRACTICAL NURSES PROGRAM MEDICAL MALPRACTICE CLAIMS REPORTING



There are numerous scenarios where a Licensed Practical Nurse can be alleged of malpractice, and these allegations may or may not have merit. Medical Malpractice liability, subject to the policy wordings, responds to those allegations regardless whether they are groundless or not. Examples of possible complaints are:

- Professional misconduct
- Malpractice
- Neglect
- Humiliation

## Incident Reporting

Coverage under Medical Malpractice Liability policies is on a Claims Made and Reported basis. This means the policy responds to allegations made during the policy period regardless of when the incident in question actually took place. However, the policy stipulates incidents/claims must be reported to Navacord as soon as individuals first learn of an allegation, claim or that one could potentially be brought against them. This is extremely important as coverage could be denied if the individual does not advise in a timely manner or jeopardizes the potential of an early defence, should it be required.

## What steps should be taken in the event of a complaint or claim?

Allegations and claims should be reported immediately. Please report any of the following situations:

- You receive a Statement of Claim, summons or other legal process
- Any written allegations of professional malpractice or negligence
- Any circumstance you become aware of where a third party may hold you responsible for your actions

## When should an LPN report a claim or possible claim?

The policy requires you report "as soon as practicable after being made aware of a claim". Prompt notification is required and essential in order to provide early advice and to ensure that your (LPN) rights and interests are properly protected. Delay in notification could prejudice the insurer's position and impair their ability to defend you.

## How to Report

Please contact Navacord directly at:

**Phone:** 780.930.3864

**Email:** [AB.PRG.LPN@navacord.com](mailto:AB.PRG.LPN@navacord.com)

**Toll Free:** 1.800.665.5243

*Your report should contain copies of all written documents, names of potential claimants, date the incident occurred and any details of the incident. Information and documentation is critical in helping resolve disputes and claims.*

*For any further information or if you are unsure if something needs to be reported, please contact Navacord right away.*

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**Navacord**  
Suite 100, 10120 103 Avenue,  
Edmonton, AB, T5J 3R6

780.483.4544  
[navacord.com](http://navacord.com)

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# CNA LAUNCHES NL CHAPTER

The Canadian Nurses Association (CNA) has launched a Newfoundland and Labrador Chapter to support engagement in provincial and national nursing discussions. While CNA is an advocacy organization (independent of nursing regulation), we are sharing this update for information purposes. Participation in CNA membership is voluntary and does not affect licensure, registration, or regulatory requirements.



## WE'RE STRONGER TOGETHER

### Join the CNA Newfoundland and Labrador Chapter

The Canadian Nurses Association (CNA) proudly launches its first-ever Chapter model, beginning with the Newfoundland and Labrador Chapter. Join a vibrant community of nursing professionals committed to excellence, advocacy, and lifelong learning.

#### As a Chapter member, you will:

- Build professional connections across Newfoundland & Labrador and Canada, and contribute to a vibrant nursing community.
- Engage in leadership, advocacy, and policy initiatives that shape the future of nursing and health care — including opportunities to vote, hold office, and help set Chapter priorities.
- Access ongoing learning and career development opportunities through CNA's professional resources and Chapter initiatives.
- Champion diversity, equity and inclusion while collaborating to advance innovation and strengthen the nursing profession.

#### WHY THIS MATTERS

“The Newfoundland & Labrador Chapter marks an exciting milestone in CNA's journey. Together, we are empowering nurses to influence health policy, strengthen our professional community, and drive meaningful change.”

— Dr. Kimberly LeBlanc, CNA President  
RN, PhD, NSWOC, WOCC(C), FCAN, FNSWOC, FAAN

Join us to make your mark, support your colleagues, and help lead the way in nursing excellence.



Scan the  
QR code to  
learn more.

**POSTPONED!**

**This event is postponed to a later date.  
Stay tuned for a new date and registration details.**



College of **Registered Nurses**  
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Setting the Standard for Nursing Excellence

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College of **Social Workers**



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

# Professional Leadership

in an ever-changing practice environment

*A (virtual) Collaborative Event*

**February 3rd 2026**

*2pm - 4pm (AST)*

**POSTPONED**

[CLICK HERE](#)







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

209 Blackmarsh Road, St. John's, NL A1E 1T1  
709.579.3843 • Toll Free 1.888.579.2576 • [info@clpnnl.ca](mailto:info@clpnnl.ca)