PRACTICE



CLPNNL and CRNNL to form One Nursing Regulator

See page 3



COLLEGE OF
LICENSED PRACTICAL NURSES
OF NEWFOUNDLAND AND LABRADOR

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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 wsguires@clpnnl.ca.

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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		



CRNNL and CLPNNL Merging to Form NL College of Nurses

A New Era in NL Nursing Regulation

Nurses,

We so are excited to share an important and historic update with you.

The College of Registered Nurses of Newfoundland and Labrador (CRNNL) and the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) have formally begun the process of merging to establish a single regulatory body: NL College of Nurses.

This merger is happening now—but will not become official until April 15, 2026.

What This Means

By coming together as the NL College of Nurses, we are creating a unified, modern regulator that will:

- Be the largest health care regulator in the province, overseeing all registered nurses and licensed practical nurses;
- Provide a more streamlined and coordinated regulatory framework;
- Maintain the highest standards of nursing practice and public protection;
- Support the profession with a stronger, unified voice.

This merger reflects years of collaboration and planning between the two Colleges, and a shared commitment to a future-focused model of nursing regulation.



Timeline to Merger

- The transition to one nursing regulator has begun and will take approximately one year. Planning, system integration, and stakeholder engagement are underway.
- April 15, 2026: The merger becomes fully official and operational. From this date forward, regulation of all nurses in Newfoundland and Labrador will fall under the NL College of Nurses.

Until then, CRNNL and CLPNNL will continue to operate separately and serve their respective registrants as usual.

What Nurses Can Expect

There will be no immediate changes to your licensure, renewal processes, or regulatory obligations.

You will continue to receive updates from your current College during the transition period.

We will ensure you are informed throughout the process.

Wanda Wadman Sym Power.

Stay Connected

We are committed to transparency and communication every step of the way. A special episode of the College Connection Podcast has been published which outlines the information on the merger. Visit the CRNNL YouTube channel HERE.

A dedicated FAQ page is available on both websites by clicking <u>HERE</u>, and we'll continue sharing updates through our regular communication channels.

Follow all the social media channels of both Colleges for transition updates in the months ahead.

This is an exciting initiative for nursing regulation in Newfoundland and Labrador. Together, we are building a more integrated and responsive regulatory system—one that supports nurses and strengthens health care for all.

With appreciation,

JURISPRUDENCE MATTERS

Changes coming to the Licensed Practical Nurses Act, 2005

In this edition of *Jurisprudence Matters* the impending changes to the Licensed Practical Nurses Act will be discussed.

In 2005, the Licensed Practical Nurses Act received Royal Assent. This means that the bill, created by the Newfoundland and Labrador (NL) government, and passed by the NL Legislature, was approved by the Crown and became law. The Act has been amended several times since then, but the date of the initial coming into force (2005) remains as part of the title.

The *Licensed Practical Nurses Act*, 2005, grants the authority to the College to regulate the practice of LPNs in Newfoundland and Labrador. The Act provides a definition of who is a licensed practical nurse, identifies the name of the regulatory college as the College of Licensed Practical



Nurses of Newfoundland and Labrador, and outlines the structure of the governing Board of the College. To make any changes to the College's name, or the Board composition would require changes to the Act.

And there are changes coming.

In the Fall of 2024, the NL Legislature introduced Bill 87, Nurses Act. This is the 1st step in Government's move to create a new nursing legislation and a new regulatory College. A new Nurses regulatory College will regulate the practice for licensed practical nurses, registered nurses, nurse practitioners, and a new classification of nursing professional in NL, registered psychiatric nurses.

The work of the CLPNNL will be replaced with this new regulator when the Act comes into force on April 15, 2026. So, what does this mean for LPNs? LPNs will need to become familiar with the new Nurses Act. In addition to the Act, there will be new Regulations under the Act, and eventually new By-Laws for the new nursing regulator.

The coming changes to the LPN Act and the RN Act are welcomed by both the CLPNNL and the College of Registered Nurses of Newfoundland and Labrador (CRNNL) and the benefits of one nursing regulator are noteworthy. A single nursing regulator for the province will better serve the public and strengthen all aspects of nursing regulation in Newfoundland

and Labrador. This move will support quality care and safety for the public through enhanced coordination and role clarity across the nursing community. It will improve care through shared practice standards that promote consistency and interprofessional collaborative practice. And this move will leverage the benefits of combined infrastructure and services to better manage costs for registrants.

The time between now and when this new law becomes effective provides opportunity for the creation of the new Regulations required under the Act, creation of the new By-Laws, and for the dissolution of the CRNNL and the CLPNNL. In the meantime, CLPNNL's work to regulate LPNs continues. LPNs will continue to receive quality practice support, and all the member services designed to inform and support the public, stakeholders, and LPNs.

More information will be provided as it becomes available.

The CLPNNL does not provide legal advice. Jurisprudence Matters is provided for information purposes and to raise awareness and generate discussion around laws that influence or impact nursing practice. It is important to review an Act in its entirety for full definitions and expectations.

HAPPY NURSING WEEK 2025!

In 1971, the International Council of Nurses <u>ICN</u> designated May 12, the birthday of nursing pioneer Florence Nightingale, as International Nurses Day. In 1985, Canadian Nurses Association (CNA) members passed a resolution to begin negotiations with the federal government to have the week containing May 12 proclaimed as National Nurses Week annually. Soon after, the federal minister of health proclaimed the second week of May as National Nurses Week. In 1993, the name was changed to National Nursing Week to emphasize the profession's accomplishments as a discipline.

This year, National Nursing Week happens to be **May 12-18**, and the theme is: *The Power of Nurses to Transform Health*. This theme highlights the incredible impact nurses have in shaping health care, driving innovation, and advocating for patient-centred care.

The Nursing profession has been changing lives for many years; carrying out activities to serve the population. Nurses (LPNs, RNs, RPNs, NPs) adhere to their standards of practice and code of ethics, they provide care that is compassionate, safe, and ethical. Nurses act in the client's best interest and while doing so, they transform what health care looks like and they envision what health care could look like. They take this vision and transform it into motion in the best interest of the population.

CLPNNL wishes all nurses a Happy Nursing Week 2025!







The Power of Nurses to Transform Health





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.



Stay Connected...



Follow CLPNNL on Facebook by liking our page — <u>CollegeLPNNL</u>. You can also find education and the most up to date regulatory information for LPNs on the College website site by visiting <u>www.clpnnl.ca</u>. Remember, my practice is my responsibility.

Don't forget to check the CLPNNL website regularly for the most up to date regulatory information for LPNs...remember, my practice is my responsibility.

ALINITY UPDATE

This year marked the first year for online registration renewal through a program known as ALINITY. This new database helps CLPNNL manage registrant information securely and accurately. Alinity is a safe and secure database system which provides a way to obtain and retain the information CLPNNL requires to regulate LPNs. In the Alinity portal, you will find registration applications, information updates, licensure renewal, and my learning to add your CCP information. Alinity allows LPNs to access the self-serve member portal, where LPNs can update their personal information, validate existing information, and upload supporting documents when required. It's also where you retrieve your tax receipts.

Feedback from LPNs around the use of their Alinity portal has been very positive.



CLPNNL will hold its **Annual General Meeting** virtually on June 12/25. For more information on how to attend, please check the "my emails" section of your Alinity Member Portal.

Stay Informed and Stay Compliant: New Updates to the OIPC's Breach Reporting Process!

As part of a custodian's responsibilities under the Personal Health Information Act (PHIA), custodians are required to report material privacy breaches to the Office of the Information and Privacy Commissioner (OIPC). To support custodians in this process, the OIPC has recently released an updated breach reporting form, designed to simplify and streamline reporting of a privacy breach to their office.

In addition to the updated form, the OIPC has also made available detailed guidelines that walk you through every step of completing and submitting the form. These resources ensure that custodians can meet their reporting obligations efficiently and with confidence.

View the OIPC's new resources here:

- Updated Form: Reporting a Privacy Breach
- New Guidelines: How to Complete the Reporting a Privacy Breach Form



OIPC also has a new document titled "Reasonable Safeguards." This new guidance is intended to assist custodians, and public bodies understand their obligation to ensure reasonable safeguards are in place.

To view the latest guidance, please visit the link below:

Reasonable Safeguards

If you have any questions or feedback on this new guidance, please do not hesitate to contact our Office at commissioner@oipc.nl.ca.



This year, CLPNNL Quality Monitoring looks different than in previous years because of the Alinity database.

LPNs, since you've already logged your 2024/25 CCP hours into the Alinity database, you will not be asked to submit or upload files related to CCP if you are selected for Quality Monitoring.

LPNs selected for Quality Monitoring will be notified by email. No action is required at this time unless the College requires additional details based on your submission. Once your file is reviewed and if the information meets the CCP requirements, you will be notified of this result by email. If the information submitted does not meet the CCP requirements, you will also be notified by email asking you to provide additional information. You will be given **30 days** to complete this.

If you have questions on this, please contact Wanda Squires Practice Consultant at CLPNNL wsquires@clpnnl.ca.

Reminder: Track your LPN Practice Hours

LPNs...don't forget to keep a record of your practice hours when you practice as an LPN. CLPNNL requires you to keep a record of your practice hours for each licensing year. A reminder that our licensing year runs April 1/25 – March 31/26.

LPNs may choose to keep a written or electronic record, and some may choose to use Apps on their smart devices to maintain a record of practice hours. At licensure renewal, you will be asked to declare your hours for the year.

CLPNNL 2025/26 Directed Learning

Directed Learning is mandatory for every LPN in NL. Each year, CLPNNL's Quality Assurance committee identifies education that all LPNs are required to complete, and this education is referred to as the "directed learning".

The Directed Learning for 2025/26 is to complete the **CCPNR Code of Ethics learning module**. This module can be found on the CLPNNL website under the practice and policy tab or by clicking here: <u>CCPNR: Code of Ethics</u>. Once an LPN has completed this education, they must log it on their Learning Plan and choose "directed learning" from the activity drop down box.



Med Safety Exchange Webinar Series

Join your colleagues across Canada for complimentary 50-minute webinars to share, learn and discuss incident reports, trends and emerging issues in medication safety! The next <u>Med Safety Exchange</u> webinar will be on **Wednesday**, **May 28**, **2025**, at 12:00 pm ET.

Please register here:

https://us02web.zoom.us/webinar/register/WN_WjlMrVuiTYW9pNHuHt3z-w



Newfoundland and Labrador CCENDU Drug Alert Toxic Supply: Bromazolam



April 11, 2025

The RNC and RCMP are raising concerns about a surge in youth overdoses linked to counterfeit pharmaceuticals. The counterfeit Xanax seized was comprised of bromazolam, methamphetamine and MDMA. Bromazolam is a potent, unregulated benzodiazepine and is not approved for medical use. Mixing Bromazolam with opioids like fentanyl greatly increases the risk of overdose. Counterfeit Dilaudid also contained Protonitazine, an opioid over 20 times more potent than fentanyl, posing extreme danger even to experienced users.

Bromazolam may be found in counterfeit pills and street substances. Youth and young adults are particularly at risk due to low tolerance, lack of awareness, and inconsistent drug potency.

- Bromazolam depresses the central nervous system, slowing breathing and heart rate.
- When combined with opioids, the effects are compounded and can lead to fatal respiratory depression.
- Naloxone (Narcan) does not reverse the effects of benzodiazepines, though it still works against opioids and should always be used in the event of an overdose.





SAFER USE TIPS

- 1. **Never use alone.** Use a buddy system or have someone check on you. If using alone, consider using overdose prevention services like NORS 1-888-688-6677
- 2. **Start Low, Go Slow** Try a very small amount first, especially with new batches or unknown pills. Bromazepam's delayed onset can make it easy to take too much.
- 3. **Test Your Supply** If available, use drug checking services or test strips to check for the presence of benzodiazepines and opioids.
- 4. **Carry Naloxone** Always carry naloxone and know how to use it. While it won't reverse benzodiazepines, it can save lives by reversing opioid effects during polysubstance overdoses. Call 811 for your nearest free and confidential kit.
- 5. **Know the Signs of Overdose** Blue lips or nails, slowed or stopped breathing, inability to wake up, or limp body. Call emergency services immediately if you see these signs.

Get a Naloxone Kit by calling 811 or going to: https://www.gov.nl.ca/hcs/naloxonekits/
Contact NL.Naloxone.Program@easternhealth.ca if you have more information on this or possible contaminated substances.

NEWFOUNDLAND AND LABRADOR CENTRE ON SUBSTANCE USE



CCENDU is a national surveillance network that shares information on emerging drug use trends in Canada. CCENDU produces alerts and bulletins on drug use trends or topics of immediate concern.

CLPNNL SPRING/SUMMER WEBINARS

(all times are NST)

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

Date	Time Title and Presenter		
May 6/25	1:00 pm Alinity Member Portal		
May 27/25	1:00 pm Documentation – My Responsibility		
June 3/25	2:00 pm Scope of Practice Framework		
June 4/25	2:00 pm	Duty to Report-fitness to practice	
June 17/25	1:00 pm	Documentation – My Responsibility	
June 18/25	1:00 pm	pm Professional Accountability and Responsibility	
July 8/25	2:00 pm	Scope of Practice Framework	



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 Newfoundland and Labrador 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 thuanh.vu@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

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UPCOMING FREE NLCSU EDUCATIONAL OPPORTUNITIES

Project ECHO NL: Substance Use Cycle 4 Sessions

What is Project ECHO NL: Substance Use?

A virtual community advancing care and treatment for substance use/substance use disorders.

Target Audience:

Health care professionals providing care for clients who use substances.

UPCOMING CYCLE 4 SESSIONS:

Session 4: Understanding the Link Between Cannabis and Psychosis: Implications for Policy and

Treatment

Date/Time: Wednesday, May 14, 2025 (12:00-1:15pm NDT; 11:30am-12:45 pm ADT)

Speaker: Dr. Phil Tibbo

CLICK HERE TO REGISTER by May 12, 2025

Session 5: Substance Use Care for Rural and Remote Populations in Newfoundland and Labrador

Date/Time: Wednesday, May 28, 2025 (12:00 - 1:15pm NDT; 11:30am - 12:45pm ADT)

Speaker: Martha North

CLICK HERE TO REGISTER by May 26, 2025

Session 6: A Stimulating Discussion About Replacement Therapies and Treatment: Stimulant Use

Disorder

Date/Time: Wednesday, June 11, 2025 (8:30-9:45am NDT; 8:00 - 9:15am ADT)

Speaker: Dr. Sara Davidson

CLICK HERE TO REGISTER by June 9, 2025

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



Partnered Workshop: CATIE & NLCSU Syphilis Fundamentals

The NLCSU is excited to partner with Canada's source for HIV and hepatitis C information (CATIE) to offer a virtual Syphilis Fundamentals Workshop!

Sexually transmitted blood-borne infections, including syphilis, are a growing public health concern in Canada with individuals who use substances at higher risk. This workshop offers essential knowledge on syphilis to help frontline providers support clients with syphilis care. Participants will learn about transmission, prevention, symptoms, testing, and treatment. The interactive format includes discussions and case studies to apply this knowledge in practice.

Date: Thursday, April 24, 2025 (11:30am - 1:30pm NDT)

Target Audience: Health care professionals, service providers, or anyone who supports individuals at risk of or affected by syphilis.

REGISTER HERE

VIEW WORKSHOP POSTER

NEWFOUNDLAND AND LABRADOR CENTRE ON SUBSTANCE USE



NLCSU 2025 Summer Webinar Sessions

The NLCSU is inviting anyone interested in learning more about substance use health to attend the 2025 Summer Webinar Sessions!

Session 1 - Know Alcohol & Canada's Guidance on Alcohol Health

Date: Monday, July 7, 2025, from 12:00 - 1:00 pm NDT

Session Description: The Canadian Centre on Substance Use and Addiction will present an overview of Canada's Guidance on Alcohol and Health, their various Knowledge Mobilization activities, and the next steps. Canadian Institute for Substance Use Research will present KnowAlcohol.ca, a personalized calculator for individuals to understand the impacts of their drinking and the benefits of reducing.

VIEW SESSION POSTER HERE & REGISTER HERE

Session 2 - Understanding and Addressing Stigma: Substance Use & Addiction

Date: Wednesday, July 9, 2025, from 12:00 - 1:30 pm NDT

Session Description: This webinar examines how stigma surrounding substance use appears in workplace settings and everyday interactions, offering strategies to foster understanding and meaningful change. The session will feature insights from a person with lived experience, highlighting the real-world impact of stigma and practical ways to reduce harm and promote inclusion.

VIEW SESSION POSTER HERE & **REGISTER HERE**

More Summer Webinar Sessions TBD





NURSING EDUCATION AND RESEARCH COUNCIL 18th Annual Research Symposium

Friday, May 9, 2025

Time: 0830 to 1630

(In person registration begins at 0800)

Location: Health Innovation Acceleration Centre 66 Pippy Place, St. John's or Virtual (Teams)

Keynote Speaker:

Andy Jones

Canadian Comedian, Actor, Writer and Former member of CODCO

Registration: (Limited seating available)

If you would like to register to attend in person, please contact:

<u>Laura Pike – Administrative Assistant, Professional Practice-Nursing</u>

<u>Email: laurai.pike@nlhealthservices.ca</u> or by phone: 709-777-7792.

When requesting space, it is necessary to include your name and contact information.

OR

If attending virtually, please join live HERE (no registration required for virtual attendance)

Coffee break and lunch provided at HIAC (Sponsored by belairdirect and Health Care Foundation)





Competency Profile Transition – Part 1

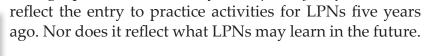
Since 2011, the *Competency Profile* has been CLPNNLs guidance document on the activities that LPNs may include into their scope of practice. The time has come to transition to a broader, less prescriptive way of looking at scope of practice for LPNs. This transition will take place over the next year.

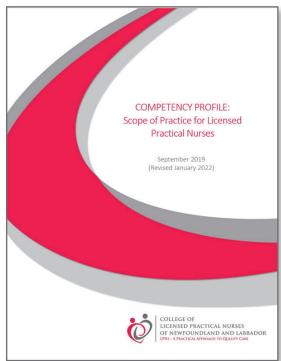
The scope of practice for a profession has always been defined as the activities a person is educated, authorised, and competent to safely perform. The CLPNNL *Competency Profile* serves as a holding place for the extensive list of skills that students of the practical nursing program in



Newfoundland and Labrador receive education and practice experience in performing. These are known as the entry-level-competencies. The *Competency Profile* also includes a listing of other activities that LPNs are currently performing in practice, but for which additional education and practice experience is required. These are known as post-basic competencies.

The Competency Profile document is a living document, meaning it is updated and changed as new activities are added into the curriculum for practical nursing education, or when it is known that LPNs are engaging in new activities in practice areas. And, while a listing of activities provides guidance to those who seek to understand what they can reasonably expect most LPNs to be able to safely perform, it only reflects a single point in time. Today's Competency Profile does not





The reason that activities are added into the scope of practice for LPNs is because of a current or emerging client need for an activity, and where it is reasonable that an LPN can be educated to safely perform the activity and manage the outcomes of the activity. Moving from a list of approved activities to a decision-making framework to determine what can be approved for LPN practice allows for a proactive response to current or emerging client needs.

In the coming editions of *PRACTICE* the Scope of Practice decision-making framework will be further explored. In the next edition, the concepts of being educated, authorised, and competent to perform an activity will be described. Stay tuned.

CLPNNL Professional Leadership Workshop

On April 29, 2025 CLPNNL offered a day long professional leadership workshop to LPNs. This workshop covered topics such as leadership, effective communication, making connections, scope of practice, etc. There were 86 LPNs in attendance.

If this is something that interests you, keep looking through the College website, emails, as well as our next issue of PRACTICE, as there may be another opportunity to attend an event like this in the Fall.

Logging your Continuing Education in Alinity

Logging your continuing education has never been easier! Each time you complete continuing competency hours, sign into your member portal and log that time in the "my learning" section. If you have a smart phone, or you're able to use another electronic device, we encourage you to sign into the Alinity member portal and log your learning as soon as possible once completed. Once you hit save, it's there. Before you know it, you'll have excelled in your continuing competence!

