

PRACTICE

The New
Code of Ethics
is Effective
October 1, 2023

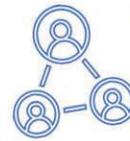
Code of Ethics for Licensed Practical Nurses

2023



I promote optimal health
and well-being.

I provide care that is
physically, psychologically,
and culturally safe.



I provide and advocate for
client dignity, autonomy,
and self-determination.

I develop therapeutic
relationships while
maintaining professional
boundaries.



I maintain my well-being.

I contribute to a healthy
practice environment.



See page 4
for more info



COLLEGE OF
LICENSED PRACTICAL NURSES
OF NEWFOUNDLAND AND LABRADOR

Volume 8, Issue 3 – September 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.

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

Website: www.clpnnl.ca

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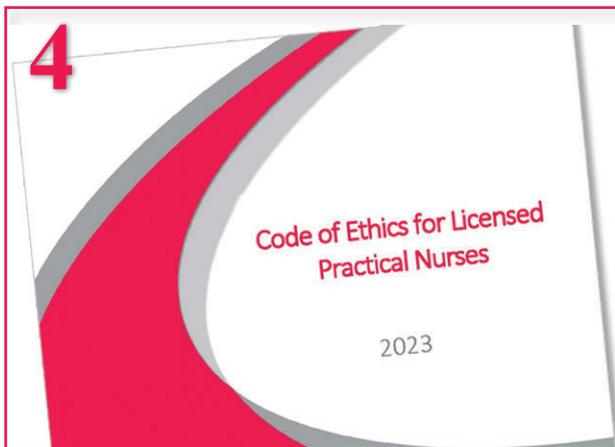
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Mandate

Promoting safety and protection of the public through the provision of safe, competent, and ethical care



COLLEGE OF
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OF NEWFOUNDLAND AND LABRADOR



**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.

NEW!

A New Code of Ethics for LPNs Comes into Effect October 1, 2023

The CLPNNL Board has adopted the Canadian Council for Practical Nurse Regulators (CCPNR) *Code of Ethics for Licensed Practical Nurses in Canada, 2023* to become the Code of Ethics for LPNs in Newfoundland and Labrador.

CLPNNL By-Law 33:

All licensees shall conduct their practices safely, competently, ethically, and in consistence with the Code of Ethics and Standards of Practice, as approved by the Board.

The New 2023 Code of Ethics replaces the existing Code of Ethics (2013). The Code of Ethics is relevant to all LPNs in Newfoundland and Labrador, regardless of their role, settings in which they practice, or the populations they serve.

Professional ethics are at the core of nursing practice. The profession has an obligation to articulate its values, ethical principles, and ethical standards. The *Code of Ethics* continues to be the tool that LPNs are expected to use to guide their practice in an ethical way. The Code lays out the value statements identified by, and for, the profession and provides a roadmap for ethical behaviour. The Code offers a set of values and principles to guide decision making and conduct when ethical issues arise. It does not provide a set of rules that prescribe how LPNs should act in all situations. Applications of the Code must take into account the context in which it is being considered and the possibility of conflicts among the Code's values, principles, and standards.

In the 2023 *Code of Ethics for Licensed Practical Nurses in Canada* there are six (6) fundamental principles identified.

LPNs promote optimal health and well-being.

LPNs provide care that is physically, psychologically, and culturally safe.

LPNs provide and advocate for client dignity, autonomy, and self-determination.

LPNs develop therapeutic relationships while maintaining professional boundaries.

LPNs maintain personal well-being.

LPNs contribute to a healthy practice environment.

It is important to review the entire Code of Ethics document for the full description of each principle and the accompanying indicators.

Ethical decision making is a process. In situations when conflicting obligations arise, LPNs may be faced with complex ethical dilemmas that have no simple answers. LPNs should take into consideration all the values and principles in the Code of Ethics that are relevant to any situation in which ethical judgment is warranted. This 5-step decision-making tool (Located in Appendix A of the Code document) can be used by LPNs to support their fact-finding, critical reflections, and discussions.

1. Assess the ethics of the situation – the facts, relationships, goals, beliefs, and values



- a) What information needs to be gathered to make an ethical decision? (e.g., relevant facts, goals of care, sequence of events, available resources)
- b) Who is significant in the situation?
 - *What are important goals, beliefs, and values of those involved?*
 - *How do my values influence my approach?*
- c) What are the applicable ethical principles, policies, regulations, and legislation?
- d) Is unethical conduct by a peer or professional colleague suspected?

2. Recognize available choices and how these are valued



- a) What expectations does the client have?
 - *Have I supported the client to become clear about their values?*
 - *What is the central conflict in values of those involved?*
- b) What actions do I think will do the 'most good', 'the least harm', 'cause the least moral distress'?
 - *How will significant persons be affected?*
- c) What factors play a role in a client's care?
- d) Are there implications for different actions (e.g., from policy, regulation, and legislation)?

3. Select the action to maximize the good



- a) Can I support the client's choice or that of other health care providers?
 - *If not, what actions do I need to take?*
- b) Do I have the moral courage, skills, knowledge for ethical action?
- c) Are there constraints that prevent me from taking ethical action?
 - *Will I be supported in my decision?*
- d) What are the risks of harm if I do/don't take action?

4. Implement the action



- a) Am I practising the way a reasonable and prudent LPN would practice in this situation?
- b) Am I acting with humility, care, and compassion in my relationships with others?
- c) Am I meeting professional and employer expectations in this situation?
- d) What should I communicate to all involved?

5. Reflect on the action

- a) Were the outcomes acceptable?
- b) Did all involved feel safe, respected, and valued?
- c) Did I report the action through the appropriate channels?
- d) What was done well and what could have been done differently?

My Commitment to Ethical Practice



I promote optimal health and well-being.

I provide care that is physically, psychologically, and culturally safe.



I provide and advocate for client dignity, autonomy, and self-determination.

I develop therapeutic relationships while maintaining professional boundaries.



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I contribute to a healthy practice environment.



Ethical behavior should result from a personal commitment to engage in ethical practice.

The 2023 Code of Ethics contains this personal reflection for the LPN as a commitment to uphold the profession's values and to act ethically.

Download your copy of the 2023 [Code of Ethics](#) today!

Join us for a webinar on the 2023 Code of Ethics on Thursday, September 21 or Wednesday September 27 at 2:00 pm. Sign up on the events page at www.clpnnl.ca.

CLPNNL 2023 ANNUAL GENERAL MEETING (AGM) UPDATE

On Thursday, June 8, 2023 the CLPNNL Board held it's Annual General Meeting. Board Chair, Chris Janes, LPN, Presented the 2022-2023 Annual Report.

Highlights of the report of activities over the past year include:

- CLPNNL's adoption of a quality framework, which focuses on promoting good practice, and preventing poor practice as CLPNNL works to proactively mitigate the risk of harm to the public.
- Revisions to the Continuing Competency Program, and a 99.3% compliance rate for participation, on audit.
- Audit of licensure renewal declarations related to criminal convictions revealed a 100% consistency between findings of criminal record check and vulnerable sector screen, and declaration.
- Establishment of a Supervised Practice Experience Program (SPEP) to facilitate timely re-entry to practice, or to achieve currency of practice hours.
- Revision of the *Code of Ethics for Licensed Practical Nurses in Canada* completed for fall 2023 implementation.
- Review of the types and number of allegations received and their disposition through the Professional Conduct Review process, or the Quality Assurance process.

The Audited financial statements were presented, and the Auditor for the coming year was appointed.

A copy of [the full report](#) is available on the CLPNNL website.





LPNs, INTERESTED IN PRECEPTORING AND WANT TO KNOW MORE?

Did you know that you can complete a preceptor education session offered by the College of the North Atlantic?

Save the Date: November 1/23, 2:00 – 3:00pm - CLPNNL is offering a webinar with information on this. Visit the CLPNNL Events page to register. www.clpnnl.ca/events

Stay Connected...



Follow CLPNNL on [Twitter](#) and/or [Facebook](#) today @collegeLPNNL. Be sure to like, share, and re-tweet information.

Newfoundland and Labrador Health Services



About us

In the 2022 budget, the Provincial Government announced its intention to create a single provincial health service. Re-imagining our health system was recommended by Health Accord NL to help improve health and health outcomes. This will be achieved through active interventions in social determinants of health and a higher-quality health system that rebalances community, hospital, and long-term care services.

We are currently integrating the existing four regional health authorities and the Newfoundland and Labrador Centre for Health Information into one entity. This will aid in enhancing and streamlining client programs and services, as well as associated corporate services such as human resources, payroll, and finance. The outcome will be the creation of a single health service for the province with strong regional representation through the formation of local Health Councils covering five zones: Labrador-Grenfell, Western, Central, Eastern Urban, and Eastern Rural.

Our vision is that the citizens of Newfoundland and Labrador, no matter where they live, are supported in achieving and maintaining health and wellness. Newfoundland and Labrador Health Services will ensure that residents have access to a coordinated provincial network of high-quality health-care services. Newfoundland and Labrador Health Services is driven to deliver the best possible value by providing the highest quality of service to the people we serve.

Lines of business

- Promote health and well-being
- Provide supportive care
- Treat and prevent illness and injury
- Provide rehabilitative services
- Advance knowledge
- Administer distinctive provincial programs
- Deliver and lead provincial eHealth solutions and services



Approximate budget of
2.8 billion



Approximate number
of employees
20,000



Approximately
510,000 individuals
reside in Newfoundland
and Labrador

Geographic/zone boundaries



Labrador-Grenfell zone: includes Labrador and all communities north of Bartlett's Harbour on the Northern Peninsula.

Western zone: includes Port aux Basques southeast to Francois, northwest to Bartlett's Harbor, and on the eastern boundary north to Jackson's Arm.

Central zone: extends from Charlottetown in the east, Fogo Island in the north, Harbour Breton in the south, to Baie Verte in the west.

Eastern rural zone: includes Bell Island, Bonavista Peninsula, Burin Peninsula, Clarenville and area, Conception Bay Centre/Holyrood, Placentia area-Cape Shore, Southern Shore, St. Mary's Bay and Trinity-Conception.

Eastern urban zone: includes the Northeast Avalon/St. John's metro region which is comprised of: Bauline, Pouch Cove, Flatrock, Conception Bay South, Foxtrap, Manuels, Petty Harbour-Maddox Cove, Logy Bay, Middle Cove, Outer Cove, Torbay, Mount Pearl, Paradise, Portugal Cove- St. Philip's and St. John's.

ELECTION OF LPNs TO THE CLPNNL BOARD - ZONES I AND IV

The CLPNNL is seeking nominations for one LPN to be elected to the Board of the CLPNNL for each of Zones I (Eastern) and IV (Western). Each position is for a three-year term (January 1, 2024 – December 31, 2026). To be eligible for nomination, the LPN must **reside** in the electoral zone.

In March 2022, the CLPNNL Board of Directors voted for changes to the CLPNNL By-Laws. Section 21 of the CLPNNL By-Laws now has a provision that every licensee in the province is entitled to vote in every election.

For more information about the election process, please contact the CLPNNL Liaison person for your facility, the CLPNNL office, or visit www.clpnnl.ca. A copy of the By-laws that outline the catchment areas for Zones I and IV is available on the website.



SCHEDULE OF THE ELECTION PROCESS FOR ZONES I AND IV

1. Deadline for receipt of completed nomination forms at the CLPNNL office is **October 27, 2023, at 1630 hrs.**
2. Instructions for online voting and a list of nominees (with Biography) will be emailed to all LPNs on **November 10, 2023.**
3. The window for online voting in each electoral zone will take place from **November 24 to December 8, 2023.**
4. Notification of election results takes place on or around **December 11, 2023.**

For more information on Zoning, please visit the [CLPNNL By-laws](#).



JURISPRUDENCE MATTERS

In this edition of *Jurisprudence Matters* we will discuss the Provincial Health Authority Act (*An Act Respecting the Delivery of Health and Community Services and the Establishment of a Provincial Health Authority RSNL2022 Chapter P-30.1*).

On April 1, 2023, the four Regional Health Authorities in this province (Eastern Health, Central Health, Western Health, Labrador Grenfell Health) transitioned and the new Provincial Health Authority – NL Health Services – was born. While the transition to one health authority was a part of the vision put forward by Health Accord NL to reshape the health system, this move required a change in legislation. On April 1, 2023, the *Provincial Health Authority Act* came into force, replacing the *Regional Health Authorities Act, 2006*.

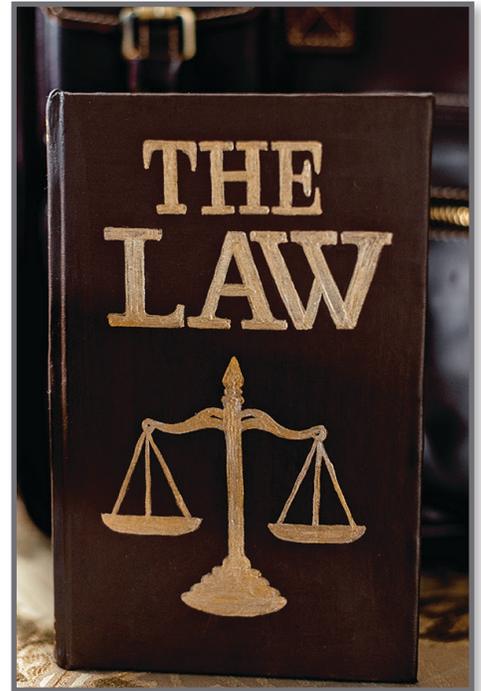
Many professional groups are governed by legislation, for example, the *Licensed Practical Nurses Act, 2005*, which serves to regulate the profession of Practical Nurses in Newfoundland and Labrador. Governments regulate professions when the activities of that profession can be a risk to the public if not carried out competently. Governments institute regulation to bring order and consistency to the way that activities are carried out in society. This is all done in the interest of the public of Newfoundland and Labrador.

The *Provincial Health Authority Act* identifies the responsibilities and authorities of the organization that is accountable for the delivery and administration of health and community services in the province. The Act also prescribes the structure and role of the Board of trustees of NL Health Services, as well as the organizations responsibilities related to information management. The Act further describes the establishment and duties of regional health councils. The *Provincial Health Authority Regulations, 2023*, come under the Provincial Health Authority Act, and further describe the responsibilities and authorities from the Act. For example, the Regulations describe the boundaries of the five (5) health regions and identifies the composition of the Health Councils.

So, while we often speak of the laws that govern the practice of an individual, it is important to know that the provision of health services is also directed by the law.

Provinces and territories administer and deliver most of Canada's health care services, while they are expected to meet national principles set out under the *Canada Health Act*. In the next edition of *Jurisprudence Matters*, January 2024, we will explore the *Canada Health Act, 1985*.

An alphabetic listing of Newfoundland and Labrador Acts and Regulations is found on the [Government of Newfoundland and Labrador Office of the Legislative Counsel website](#).



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.

CLPNNL Introduces the Supervised Practice Experience Program (SPEP)

In January 2023 CLPNNL launched the Supervised Practice Experience Program or SPEP. This program was piloted by the College of Nurses of Ontario (CNO) and has seen successful registration of thousands of RNs and LPNs in Ontario whose only barrier to licensure eligibility was currency of practice.

Currency of practice is a challenge for many people in this province who have run out of hours due to personal or work-related issues or Internationally Educated Nurses who lose currency due to the time it takes to get through the Canadian immigration process.

What is it?

SPEP is a Regulatory program that is employment focused and available to eligible candidates in the province of NL who do not meet the currency of practice requirement set by current LPN legislation.

How does it work?

As part of the program, eligible candidates may be granted a Temporary License for the purpose of obtaining currency of practice hours (450 hours), which is a requirement to be eligible for initial licensure with the College. The program includes 135 hours of clinical practice under the direct supervision of an experienced preceptor. If the candidate successfully completes the 135 hours of direct supervision, they can then transition into a more independent role to complete the 315 hours in the practice area under the direct or indirect supervision of the preceptor. By participating in the program, candidates gain currency of practice hours in a mutually agreed upon area of practice, and concurrently enhance their nursing knowledge, skill, and judgement.

Who is eligible?

Former NL Practical Nurses (PNs)

PNs who have held a practicing license in NL in the past 10 years who have not had an unresolved disciplinary issue.

Internationally Educated Nurses (IENs)

Any IEN who has completed the National Nursing Assessment (NNAS) and their program meets requirements for NL practical nursing practice.



What happens when the candidate completes the SPEP?

Following successful completion of SPEP, candidates who are International Educated Nurses (IENs) will be eligible to register for the Canadian Practical Nurse Registration Exam (CPNRE). Candidates who are PN re-entry and have already passed the CPNRE, can move to initial licensure following successful completion of the SPEP.

For additional information and to determine your eligibility, see the [CLPNNL's SPEP Guide](#) and [CLPNNL Memo and FAQs](#) on the program.



[SPEP Application for Temporary Licensure 2023-2024](#)



November is Fall Prevention Month.

All Canadians have a role in preventing falls.

Plan an activity in your community!

The Fall Prevention Month website has:

- Activities with instructions
- Social media resources
- Promotional materials
- Posters
- Evidence-based resources

Find out more and download these resources at
www.fallpreventionmonth.ca



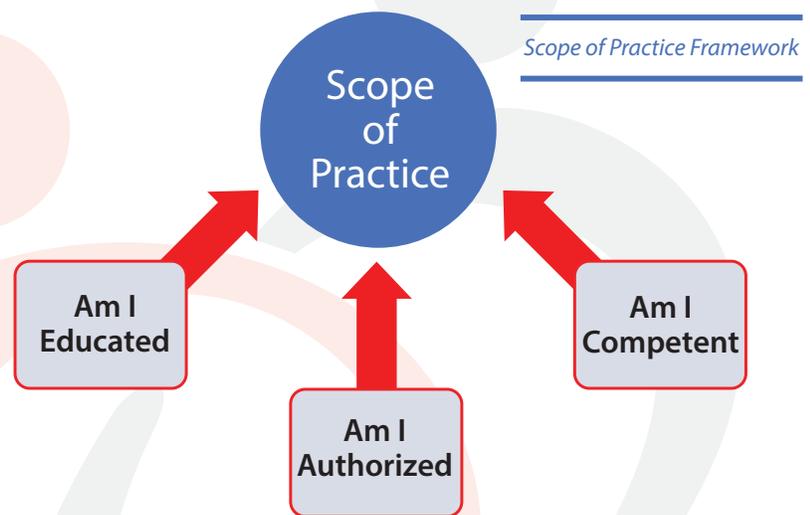
Ask a Practice Consultant

Immunizations are a cornerstone of public health, and their use has significantly contributed to the prevention and control of infectious diseases in Canada and internationally. LPNs play a key role in the administration of immunizations. CLPNNL frequently receives questions related to the LPNs role in immunizations. Here are some of the most frequently asked questions.

Q: How do I know if I can carry out certain skills in my employment setting? I have heard that I can't, but I have heard that I can. How do I figure it out?

A: To answer this question, LPNs must use the scope of practice framework. Let's break it down in steps.

1. Ask yourself, do I have the necessary education (theory and practice), to carry out the care safely and competently? Did I learn it in my PN program or as part of continuing education?
2. Does CLPNNL identify in the Competency Profile that it is part of the professional scope of LPN practice in NL? Become familiar with the CLPNNL website and how to look up skills in the Competency Profile document. Seek out your employer policy, they must support you to carry out that skill and in that particular setting. Sometimes employers may authorize you to carry out the skill in one setting because there are supports to help manage outcomes of care, other times they may not authorize you, as you may not be able to manage outcomes of care. Ensure that you are aware of the laws (legislation) surrounding your practice and practice environment. You must not be prohibited by law from carrying out that care.
3. Ask yourself, Am I competent? I may have learned something ten years ago, but I may not be competent, or know today's best practices. I must ensure that I have evidence to support the care that I'm about to provide. If you are not competent in the care, it is your responsibility as an accountable professional to seek out the education so that you are prepared to provide care for your client. No matter if you are a new graduate of the Practical Nursing program or if you have one year



left to retirement, you are still a Licensed Practical Nurse and you are required to be knowledgeable and prepared to practice. This is a minimum expectation in the Standards of Practice for LPNs in Canada.

4. Once you have asked yourself if you are educated, authorized and competent, reflect on who your client is. What are your client's needs? How complex are they? What is their predictability? This will help in determining who the most appropriate care provider will be in the assignment of care.
5. Ask yourself where practice is taking place, what supports are around you in helping you manage unexpected outcomes of care. If you cannot manage the outcomes of care, that care cannot take place by you.

Once you have truly reflected on: Am I educated? Am I authorized? Am I competent? Who is my client? What are their needs? Where is practice taking place? What supports do I have?, you will be able to determine if you can carry out that skill in that particular area of practice.

As an accountable practitioner, you are responsible for knowing how to identify this. You must know how to seek clarification and answers to the above questions. I encourage each LPN to use the Scope of Practice Framework every day. This is your practice. As we always repeat in education sessions, *"my practice is my responsibility"* – no one else's.

CLPNNL invites you to contact us if you have questions relating to your practice.

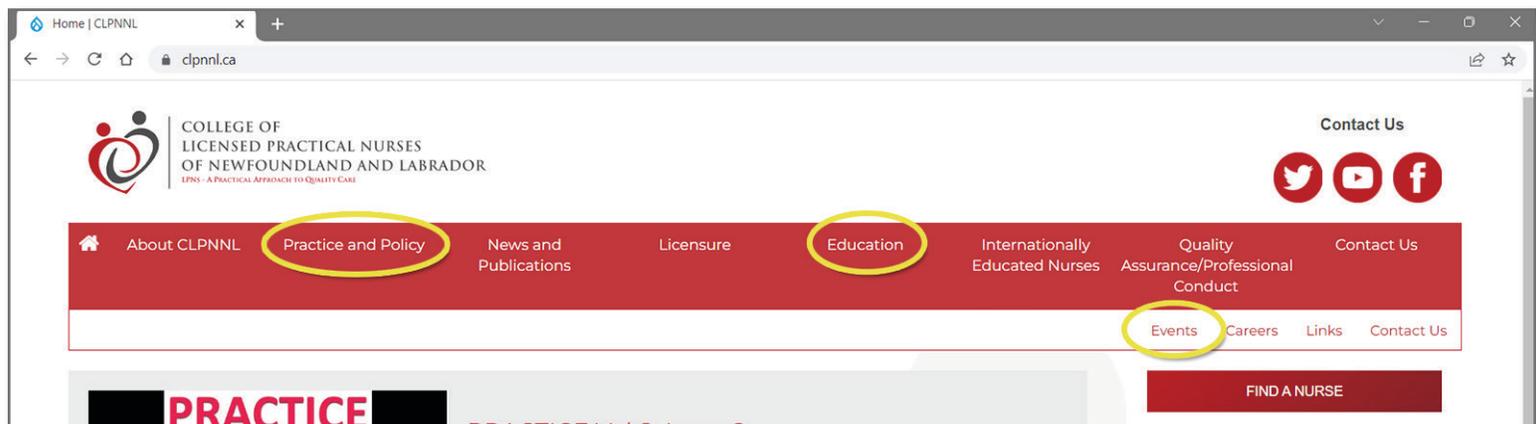
Wanda Squires LPN
CLPNNL Practice Consultant

CONTINUING EDUCATION

Did you know the CLPNNL website is a great resource for continuing your nursing education and expanding your nursing knowledge?

That's right! The Education, Events, Policy and Practice pages, etc. are full of learning opportunities to help you with your practice.

Check it out today www.clpnnl.ca.



HAVE YOU STARTED YOUR CPP?

Have you started your Professional Growth Plan yet?

Each year starting early in the licensing year (April/May), LPNs should begin their Professional Growth Plan. It's a time to reflect on your practice as a professional, as an individual, as an accountable practitioner, etc. Reflect on what it is that you wish to learn about, that's going to make you the best you can be, reflect on what your learning needs might be to help you provide safe, competent, compassionate, and ethical care. Once you have reflected, begin the education.

One of the revisions to CCP is that there is no distinction between formal and informal learning. You must complete 14 hours of learning and there are various opportunities throughout Newfoundland and Labrador, and the world in which you can learn from.

Since it's September, by now, you should have the Professional Growth Plan underway.

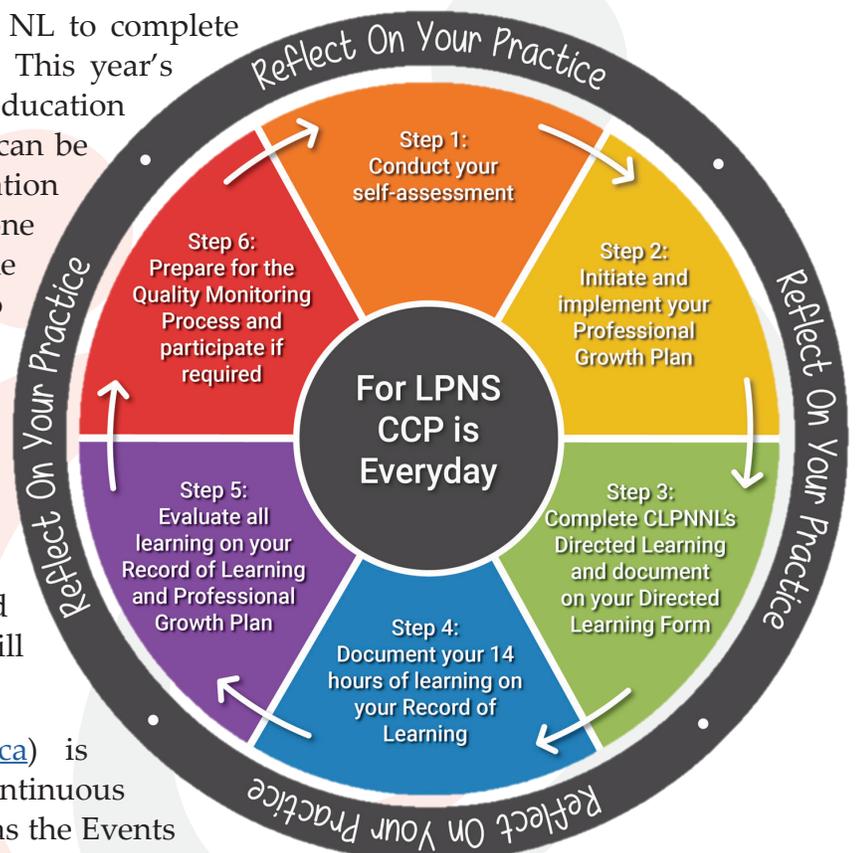
Have you completed the CLPNNL Directed Learning yet?

The Revised CCP requires all LPNs in NL to complete CLPNNL Directed Learning each year. This year's Directed Learning is to review/attend an education session on the Revisions to CCP. This can be done either by attending a live education session (registering for this can be done by visiting the "EVENTS" page of the CLPNNL website), or you may wish to watch the CCP Revisions webinar on the CLPNNL You Tube channel (the link can be found on the CLPNNL website from the home page or on the "Events" page).

Either way, by obtaining this education and completing the CLPNNL Directed Learning Form appropriately, you will have satisfied this portion of your CCP.

The CLPNNL website (www.clpnnl.ca) is an excellent source for obtaining continuous learning. The Education section as well as the Events page offers many opportunities.

For more information on CCP, review the CCP Toolkit at www.clpnnl.ca/ccp. The Toolkit forms found on the CLPNNL website are fillable PDF's making it easier for you to complete online. You can then save to your own electronic file on your own electronic device, or perhaps you choose to print the forms and complete using ink.



CLPNNL FALL WEBINARS

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

Date	Time	Title and Presenter
September 13/23	2-3 pm	REVISED CCP
September 13/23	7-8 pm	REVISED CCP
September 21/23	2-3 pm	NEW: Code of Ethics for LPNs
September 27/23	2-3 pm	NEW: Code of Ethics for LPNs
October 4/23	7-8 pm	Documentation (In collaboration with NLCHP)
October 11/23	2-3 pm	Duty to Report
October 18/23	7-8 pm	REVISED CCP
November 1/23	2-3 pm	Preparing to be a Preceptor
November 22/23	7-8 pm	Professional Accountability
December 6/23	2-3 pm	Social Media
December 13/23	2-3 pm	Scope of Practice - how to determine if I can do that. (In collaboration with CRNNL)





Science, Health and Research Education Summit

Friday, November 10, 2023

**Faculty of Medicine
Memorial University
St. John's, NL**

**Virtual
Attendance
Available!**

Save the date for the 2023 SHARE Summit! SHARE is a showcase for applied health research in Newfoundland and Labrador, and how that research is improving the lives of patients in our province. Sessions will cover the latest work and updates from:

- NL SUPPORT
- Quality of Care NL
- Centre for Analytics, Informatics and Research
- Health Transformation
- Centre for Translational Genomics

Registration and program details will be available in September.

www.qcni.ca/share



CLPNNL VIRTUAL LEADERSHIP WORKSHOP

October 3rd and 17th 2023

Are you interested in attending the CLPNNL Leadership Workshop? Well, here's your opportunity!

CLPNNL is offering a Virtual Leadership Workshop and topics will include but are not limited to:

- Leadership
- Regulatory information
- Scope of Practice
- Professional Conduct Review

The workshop will be completed over two (2) half day sessions using virtual technology. To attend, you will need access to a smart device, laptop, desktop, etc.

Part 1 of the workshop will be held on October 3rd 0830-1230 and part 2 will be held October 17th 0830-1230. When registering, we ask that you confirm that you are able to attend **both** sessions.

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

Are you in the greater St. John's area?

CLPNNL is also exploring the offering of an in-person workshop in the St. John's area. This workshop would be a full day session from 0830-1600, likely in late November. More details to follow regarding date, time, location, and registration. Stay tuned...



**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