



DATE: **22 December 2022**

TO: **Employers of RNs and LPNs**

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

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

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

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

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

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

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

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

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

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

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

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

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



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

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

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

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

Lynn Power
CRNNL Executive Director

Wanda Wadman
CLPNNL Registrar/CEO