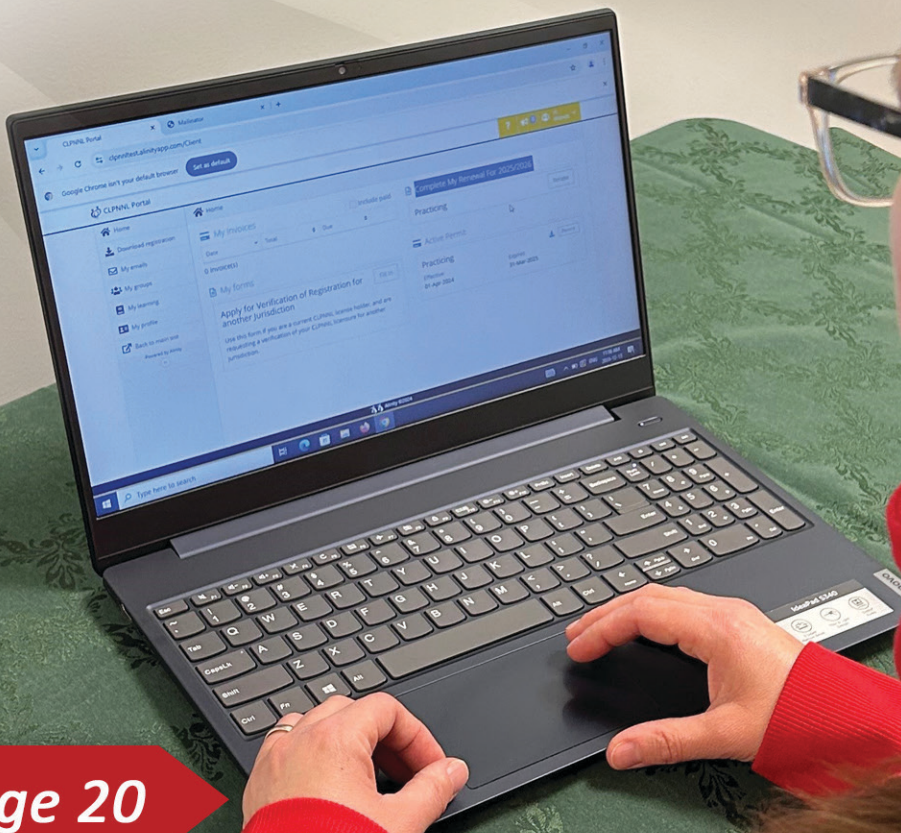


PRACTICE

LPNs, It's Time To Renew Your License to Practice

Registration opening mid January!



See page 20



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

Volume 10, Issue 1 – January 2025

PRACTICE

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

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PRACTICE, presented by CLPNNL

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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



COLLEGE OF
LICENSED PRACTICAL NURSES
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 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*ⁱ 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.



ⁱ If you have not activated your Alinity Member Portal, please consult the last e-mail CLPNNL sent you regarding your login. If the login link in that e-mail has expired, please contact us at 709-579-3843.

Stay Connected...



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

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.

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 logged, 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 register or watch a recording of the webinar on how to use your Alinity member portal for CCP and other services.

The College has a CCP resource document 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.

*** Haven't yet activated your ALINITY account, call or email CLPNNL today to complete this as soon as possible (709-579-3843, or dfrancis@clpnnl.ca).*



COMING
SOON

LPNs...

Keep an eye out on social media and your email in the coming weeks for a major announcement regarding nursing regulation in Newfoundland and Labrador.

Calling LPNs...

The CLPNNL is seeking LPNs to sit on the Disciplinary Panel. The **Disciplinary Panel** consists of 3 public representatives appointed by the Government of NL and 10 LPNs who are licensed in Newfoundland and Labrador. If a matter is referred for a hearing by the Complaints Authorization Committee, the Disciplinary Panel Chair communicates with the Disciplinary Panel members to identify 2 LPNs and 1 public representative who are willing and available to sit as the **Tribunal** for the hearing. A thorough orientation is provided prior to sitting as a member of a Tribunal. Additionally, legal counsel is provided to the Tribunal to support them through a hearing process. Please contact Wanda Wadman at wwadman@clpnnl.ca (telephone: 709-579-3843, ext: 108) or Dena Lake at dlake@clpnnl.ca (telephone 709-579-3843, ext: 104) if you are willing to sit on the Disciplinary Panel or with any questions.

2024 Quality Monitoring of CCP for the 2023-24 Licensing Year – Update

In September's issue of PRACTICE, CLPNNL identified that ninety-nine percent (99%) of LPNs who were selected for the 2023-2024 Quality Monitoring had complied with all requirements. To date CLPNNL has a ninety-nine (99%) compliance of CCP. There are two (2) LPNs who have not complied and are not eligible to practice on April 1/25 unless compliance is gained.



Have you completed your Directed Learning for the 2024-25 licensing year?

Directed Learning = CLPNNL Required Education

This year's *Directed Learning* is to attend a CLPNNL webinar on "**Enhancing Client Safety through Professional Respectful Communication**".

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. It will account for one (1) hour of your required 14 hours. When you log your learning, be sure to click "directed learning" from the drop-down boxes when asked the activity name and type. This will be the only time you will use the "directed learning" dropdown for your learning activities.

There's still time! Visit the CLPNNL website, click on *Events*, and scroll to *Recorded Past Events* where you'll find the recorded webinar "Enhancing Client Safety through Professional Respectful Communication".

You can also visit the [CLPNNL YouTube](#) site directly to obtain this required education.



Collaboration with Professional Practice in Nursing, CRNNL and CLPNNL

On September 24th and 25th, 2024, CLPNNL collaborated with colleagues from the College of Registered Nurses of NL (CRNNL) as well as Professional Practice Nursing Consultants from Newfoundland and Labrador Health Services (NLHS). This event brought much discussion on scope of practice, licensing of nursing professionals, amongst many other nursing related topics. This was a very beneficial day, and we look forward to continued collaboration in 2025.

NURSYS CANADA

Canada's provincial and territorial nursing regulators are embarking on an innovative initiative to bolster verification efficiency for nurses and strengthen public protections for all Canadians. Nursys Canada will be a national database for all nursing regulators to review and exchange information on licensure status.

A safe and secure regulatory tool, Nursys will serve as an added safeguard for the public and ensure nurses who apply to practise in a province or territory are safe to do so.

All nurses in Canada will be assigned a unique identifier which will be consistent across all jurisdictions and will be exclusive to one nurse and one nurse only regardless of where they practise in Canada. Nursys Canada is being built as an effective, efficient, and secure tool for Canadian Nursing Regulators to share registration and disciplinary information so that public protection and trust in nursing are strengthened for years to come.

Keep an eye out for more information on NURSYS in the months to come!

JURISPRUDENCE MATTERS

In this edition of Jurisprudence Matters, we will review the Fair Registrations Practices Act.

In 2022, the Newfoundland and Labrador Government introduced *An Act to Ensure Fair Registration Practices by Regulating Bodies*, also known by the short title, *Fair Registrations Practices Act*. The date for when the Act comes into force, and when the Regulations are in place is yet to be determined. This legislation is relevant to the College of Licensed Practical Nurses because, as the regulating body for licensed practical nurses, we are responsible to adhere to the requirements of this Act.

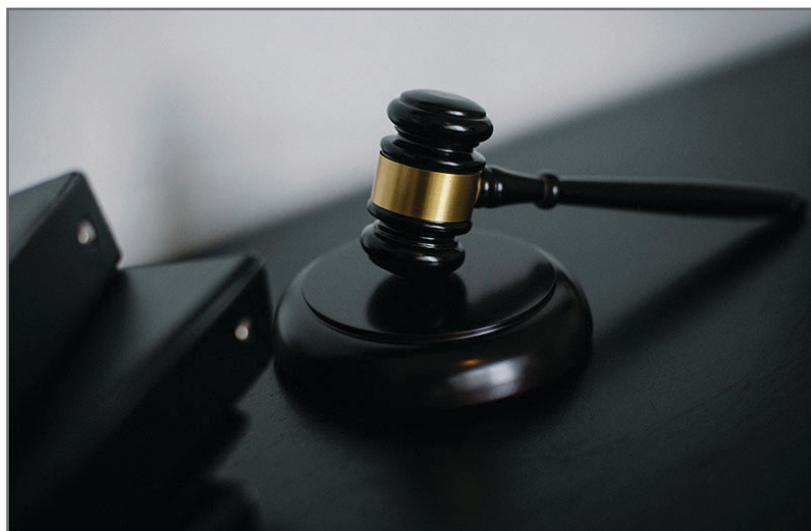
The Fair Registration Practices Act was introduced to reduce or eliminate barriers related to qualification recognition for international and Canadian-educated professionals. The Act is intended to ensure that registration practices for regulated professions are transparent, timely and fair.

The Fair Registration Practices Act will apply to regulatory bodies by requiring them to:

- Provide clear and understandable information and ensure registration requirements are publicly available;
- Respond in a timely manner;
- Provide supports to facilitate the licensure process;
- Provide notice of registration decisions along with reasons for the decision;
- Review registration practices and submit reports to the Minister of Immigration, Population Growth and Skills, and
- Collaborate with education providers and employers to provide a pathway for unsuccessful applicants.

The Act will also authorize the Minister of Immigration, Population Growth and Skills to:

- Review registration and assessment practices of regulatory bodies who assess qualifications of applicants
- Make recommendations to regulatory bodies about duties under the Act and regulations, and
- Issue compliance orders in instances where a regulatory body has received a written notice and has not complied with the Act.



This Act will provide a benchmark for regulators. While the CLPNNL processing timeline for completed applications is prompt, we are always engaged in the review of best practices in registration, in the interest of public protection. In anticipation of the Fair Registrations Practices Act, CLPNNL undertook a review of all registration policies in relation to this Act and made improvements and clarifications where needed. The pathways for licensure for all applicant categories were more clearly articulated, and an appeal process was developed. CLPNNL will ensure that registration policies are placed on our website, and that they follow plain language requirements.

CLPNNL works within a quality framework, always applying a quality lens to all policies. Not only will we be compliant with the Fair Registrations Policies Act, but we will also continue to advance our vision of excellence in the regulation of licensed practical nurses.

Professional Leadership Workshop for LPNs

On October 29th, 2024, thirty-seven (37) LPNs attended the CLPNNL’s Professional Leadership Workshop held in Grand Falls-Windsor. This day-long event centered around standards of practice, scope of practice, safe and effective communication, and the importance of leadership in nursing practice. This interactive workshop provided an opportunity for participants to collaborate with colleagues from a variety of practice areas, resulting in productive, engaging, and generative discussions.

CLPNNL will be offering this in-person workshop in the spring 2025 in Eastern NL. Stay tuned for additional details.





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](#).

CLPNNL/CRNNL/NLCSW PROVINCIAL WEBINAR

Join the College of Licensed Practical Nurses of NL, the College of Registered Nurses of NL, and the NL College of Social Workers for our annual education event coming soon. As the date is not yet confirmed, this year's title is **Harm Reduction and Addictions – Everyone has a Role**.

Additional information on date, registration, and presenters will be available in the coming weeks. Stay tuned.



SCOPE OF PRACTICE FRAMEWORK

LPNs, are you questioning if you can carry out an activity, or wonder if you can do that activity in a certain practice area?

Do you ask yourself, "who allows me to do this?" Or, "why can I provide this competency in this area but not in another?"

CLPNNL encourages LPNs to use the **Scope of Practice FRAMEWORK** to reflect on their practice and answer these questions.

- Am I educated
- Am I authorized
- Am I competent

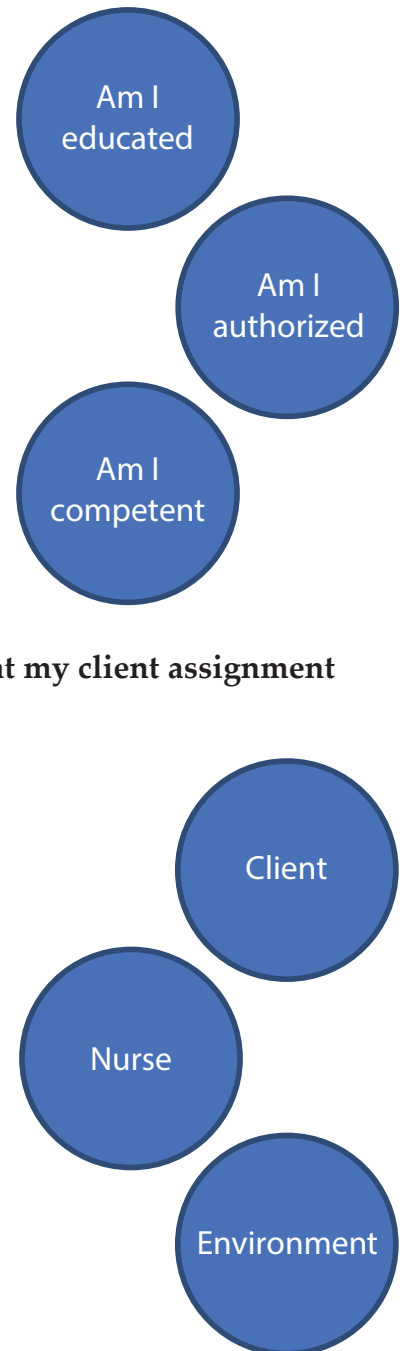
In order to carry out an activity, the LPN must answer yes to all three questions. If the LPN identifies that one of these elements is missing, the competency should not be performed. However, if the LPN can answer yes to these questions, and they can safely manage the outcomes of care, it may be appropriate for care to take place. CLPNNL has a Toolkit for this, you can check it out by visiting LPN Decision Making Tool part 1, 2, and 3 (<https://www.clpnnl.ca/positionstatements>) on the CLPNNL website.

How is the assignment of care determined and how do I know that my client assignment is appropriate?

Using the scope of practice framework, the LPN reflects on the knowledge, skill, and judgment they have by asking themselves the questions above (am I educated, authorized, and competent). Next, the LPN reflects on the **client** and their complexity, the skill set of the **nurse**, and the **environment** where practice is taking place. The nurse providing the care must ensure they can manage the outcomes of care, even when unexpected. If the nurse cannot manage the outcomes, they should not be performing that activity in that practice setting.

LPNs must reflect on the bigger picture of what is going on with the client. LPNs use autonomy in practice and can practice independently when client outcomes are predictable, and they practice collaboratively when there is a change in the client's anticipated plan of care. Clients that have outcomes that are unpredictable are assigned to RNs however the LPN can participate in the care by collaborating with the RN on care needs.

Recently the College of LPNs and the College of RNs created a collaborative document titled "Considerations for Determining Assignment of Care". This document is a resource for nursing



professionals to reflect on their own skill set, the client care needs, and the practice area where care will take place. This document is available on both the CRNNL (www.crnnl.ca) and CLPNNL (www.clpnnl.ca) websites.

So when asked if you can do an activity, or you're questioning yourself if you can do the activity, or you're unsure if you can carry out an activity in a certain practice area, reflect on the following:

- am I educated
- am I authorized
- am I competent
- who is my client
- what skill set does the nurse have
- where is the environment, can I manage the outcomes of care

Once the LPN has reflected on this, the LPN can make an informed decision on the appropriateness of the client assignment, and if you can carry out an activity in a particular practice setting.

If you have questions related to scope of practice, assignment of care, etc., please contact Wanda Squires Practice Consultant at CLPNNL wsquires@clpnnl.ca.



COLLEGE OF
LICENSED PRACTICAL NURSES
OF NEWFOUNDLAND AND LABRADOR

Election of LPNs

ELECTION RESULTS ZONES I and III

CLPNNL welcomes back to Zone 1, Ngozi Audu LPN and Christopher Janes LPN Zone III. We are looking forward to the collaboration in maintaining the College's mandate of public protection.



CLPNNL WINTER WEBINARS 2025

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

Date	Time	Title and Presenter
January 22/24	1:00 pm	"How to's" of inputting your CCP information into ALINITY
January 29/24	2:00 pm	CLPNNL Directed Learning: Enhancing Client Safety through Professional Respectful Communication
February 6/25	1:00 pm	Documentation – my accountable practice
March 4/25	2:00 pm	Let's discuss the Scope of Practice Framework
March 11/25	2:00 pm	Duty to Report...what does that mean for me?
April 15/25	2:00 pm	Connecting Regulation and the individual LPN that holds the license to practice





Nursing Education and Research Council

Nursing Grand Rounds

2024—2025



Date	Topic	Presenter	Location
Jan 30	<u>RN and LPN Role Clarity</u>	<i>Michele Power BN RN MN Lisa Picco RN BN MN CCI CCNE Charlene Lumholt-Mortenson</i> Faculty, Centre for Nursing Studies	Webinar
Feb 27	<u>Gender Affirming Care</u>	<i>Krista Benson, RN</i> Clinical Sexologist	Webinar
Mar 27	<u>Primary Care Nursing</u>	<i>Deanne Curnew</i> Faculty Centre for Nursing Studies	Webinar
Apr 24	<u>To Be Announced</u>	<i>To Be Announced</i>	Webinar
May 29	<u>RN Prescribing</u>	<i>Michelle Carpenter</i> Nursing Consultant—CRNNL	Webinar
June 26	<u>To Be Announced</u>	<i>To Be Announced</i>	Webinar

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

Remember:

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

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

TAKE THE SURVEY

Caring for Women, Adolescents, and Girls Living with Female Genital Mutilation/Cutting (FGM/C) in Canada

Principal Investigator(s): [Dr Bilkis Vissandjée](#)

The research team of the RHCforFGC - Gender Net Plus project invites you to complete an online survey (about 15-20 minutes).

The aim is to enhance the awareness of physicians, nurses, and midwives, and add to their knowledge of challenges associated with the prevention of FGM/C as well as the provision of quality health care for women, adolescents, and girls living with FGM/C in Canada.

RHCforFGC - Gender Net Plus project is one of 13 Gender-Net Plus consortia members funded by the European Commission and the Canadian Institutes of Health Research. In addition to provinces in Canada, the RHCforFGC - Gender Net Plus project includes teams based in Belgium, France, Spain, Sweden and Switzerland.

If you know a physician, a nurse practitioner, a nurse clinician or a midwife who might be interested in taking this survey, please feel free to forward this message or provide them with our contact information.

Ethical consent was obtained by the Université de Montréal - Ethics Committee (# 2022-1585). Accordingly, the answers will be uploaded to the project site on the LimeSurvey platform at the Université de Montréal.

A list of resources and references will appear upon submission of your answers.

We thank you for completing this anonymous survey by using this link: <https://ls.sondages.umontreal.ca/345695>

Please submit by **Friday, January 30th 2025**, at the latest.

For any questions, please contact :
Romy Labranche: romy.labranche@umontreal.ca
and/or Dr Bilkis Vissandjée: bilkis.vissandjee@umontreal.ca

Thank you for your valuable participation.



PROFESSIONAL CONDUCT REVIEW (PCR) NOTIFICATIONS

On July 24, 2024, the CLPNNL Complaints Authorization Committee (CAC) dismissed an allegation filed against an LPN. The Complainant was a member of the public. The allegation was that the LPN did not properly assess and intervene to provide the care required for a family member of the Complainant. An investigation was ordered by the CAC and an investigator was appointed. Following a thorough review of the investigation findings, the CAC was satisfied that there were not reasonable grounds to believe that the LPN violated any Standards of Practice or provisions of the Code of Ethics or was in any way guilty of conduct deserving of sanction. The CAC dismissed the Allegation.

On April 29, 2024, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN displaying unprofessional behaviour and communication in their interaction with a client, as well as lack of documentation of the alleged interaction. The Complainants Authorization Committee (CAC) reviewed the matter and concluded that the matter could be resolved by the Registrar with an Alternative Dispute Resolution (ADR) agreement. The LPN, as part of the resolution agreement, completed remedial education including the LPN Code of Ethics Learning Module, Regulating LPN Practice, Jurisprudence, Righting a Wrong – Ethics and Professionalism in Nursing, and De-Escalation Series Modules. Additionally, the LPN met individually with CLPNNL's Practice Consultant and discussed the Standards of Practice and Code of Ethics, as well as Accountability and Fitness to Practice. Finally, the LPN submitted an essay reflecting on their behavior and how it did not meet

the Standards of Practice, Code of Ethics or expectations of the profession, and the impact of the required remedial learnings on their professional practice in the future.

On April 1, 2024, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to unprofessional behavior, inappropriate care, inappropriate communication with co-workers, and incivility in the workplace. There was no allegation of harm to any client. An investigation requested by the Complaints Authorization Committee (CAC) was completed. The CAC reviewed the investigation report and concluded that the matter could be resolved by the Registrar with an Alternative Dispute Resolution (ADR) agreement. An agreement with the CLPNNL, the Complainant and the LPN resulted in the LPN relinquishing their license to practice as resolution to the allegation. While the LPN's stated intention is to not seek licensure as an LPN in the future, they were advised that should they change their stated intention and want to return to practice as an LPN, they will be required to fulfill the terms and conditions outlined in the ADR that they were provided with on April 1, 2024.

During the 2023-2024 licensure year, the Registrar resolved Allegations with 5 LPNs who practiced without a license. Registration with the CLPNNL indicates that the LPNs credentials were assessed, and they have the necessary knowledge, skill and judgment to provide safe, competent and ethical nursing services. Additionally, LPNs who practice without a license fail to maintain liability protection as required in accordance with the

Licensed Practical Nurses Act (2005). The number of days practiced varied up to 12 days maximum. LPNs who practice without a licence pay a fine of \$100 per day to a maximum of \$1000. Applicable fines, as outlined in the CLPNNL policy, were applied to each LPN accordingly.

On March 21, 2024, the CLPNNL Complaints Authorization Committee (CAC) dismissed an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN displaying unprofessional behaviour and communication in their interaction with clients. An investigation was ordered by the CAC and an investigator was appointed. Following a thorough review of the investigation findings, the CAC was of the opinion that there were not reasonable grounds to believe that the LPN engaged in Conduct Deserving of Sanction as set out in the Licensed Practical Nurses Act (2005) and the allegation was dismissed.

On February 29, 2024, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to unprofessional behavior, inappropriate care, inappropriate communication with co-workers, and incivility in the workplace. There was no allegation of harm to any client. The Complaints Authorization Committee (CAC) reviewed the matter and concluded that the matter could be resolved by the Registrar with an Alternative Dispute Resolution (ADR) agreement. The LPN, as part of the resolution agreement, completed remedial education including the LPN Code of Ethics Learning Module, Regulating LPN Practice, Jurisprudence, Communication in Nursing, Righting a Wrong – Ethics and Professionalism in Nursing, and Respectful Workplaces – Building Healthy Relationships. Additionally, the LPN met with the

CLPNNL Practice Consultant and discussed the Standards of Practice and Code of Ethics, as well as Professionalism in the Workplace. Finally, the LPN submitted an essay reflecting on their behavior and how it did not meet the Standards of Practice, Code of Ethics or expectations of the profession, and the impact of the required remedial learnings on their professional practice in the future.

On February 27, 2024, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to unprofessional behavior toward clients and incivility in the workplace. There was no allegation of harm to any client. The Complainants Authorization Committee (CAC) reviewed the matter and concluded that the matter could be resolved by the Registrar with an Alternative Dispute Resolution (ADR) agreement. The LPN, as part of the resolution agreement, completed remedial education on the Standards of Practice and the Code of Ethics, Regulating LPN Practice, Jurisprudence, Communication in Nursing, Righting a Wrong – Ethics and Professionalism in Nursing, and Respectful Workplaces. Additionally, the LPN met with the CLPNNL Practice Consultant and discussed the Standards of Practice and Code of Ethics, as well as Professionalism in the Workplace. Finally, the LPN submitted an essay reflecting on their behavior and how it did not meet the Standards of Practice, Code of Ethics or expectations of the profession, and the impact of the required remedial learnings on their professional practice in the future.

On June 5, 2023 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 did not complete critical components of a client assessment and follow-up care, and



used unprofessional communication during shift handover. The CAC ordered an investigation. After reviewing the investigation findings, the CAC concluded that there were reasonable grounds to believe that the LPN engaged in conduct deserving of sanction. The matter was referred to the Registrar for Alternative Dispute Resolution (ADR) agreement. The CAC required that a caution and counsel be issued to the LPN within the ADR agreement. As part of the resolution process, the LPN completed remedial education on the Standards of Practice and the Code of Ethics, Regulating LPN Practice, Health Assessment, Jurisprudence, Communication in Nursing, and Documentation. The LPN met with the CLPNNL Practice Consultant to discuss the CLPNNL Standards of Practice and Code of Ethics, as well as Accountability and Transfer of Responsibility in client care. The LPN completed an essay that identified the Standards of Practice and Ethical Respon-

sibilities that their actions did not meet and outlined what they learned from the situation to assist them in future client assessments and documentation. Additionally, the LPN was required to attend the CLPNNL Leadership Workshop. Following the completion of the above, the CAC issued a Caution and Counsel to the LPN, cautioning against omitting critical components of assessment and follow-up care, and counselling the LPN to ensure that best practices are followed in the assessment and follow-up of clients in the future, and to review documentation at the start of the shift to determine care required and complete that care.

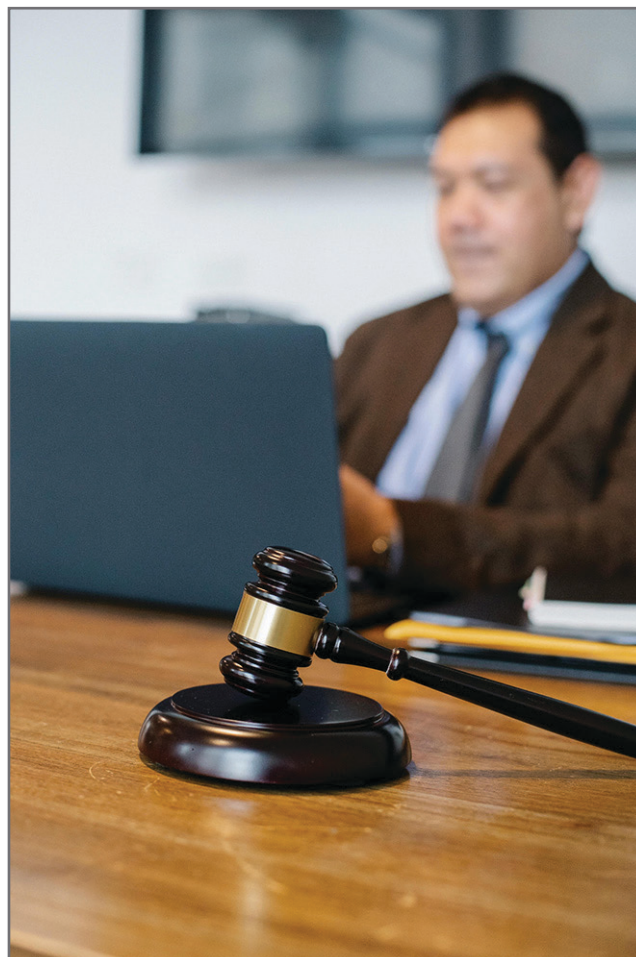
On November 15, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was a family member of a client. The allegation related to a medication error as well as the lack of an appropriate physical assessment based on the clinical presentation of the client. The LPN, as part of the resolution agreement, completed remedial education targeting Professional Accountability, Medication Administration, Jurisprudence, Standards of Practice and the Code of Ethics as well as Health Assessment. Additionally, the LPN met with CLPNNL's Practice Consultant and discussed the Standards of Practice and Code of Ethics, as well as CLPNNL's accountability guidelines. Finally, the LPN submitted an essay reflecting on the importance of professional accountability in nursing practice and the impact of the required remedial learnings on their professional practice in the future.

On November 7, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of client care not being completed, along with lack of documentation around client behaviors and

surveillance. There was no allegation of harm to any client. As part of the resolution of these allegations, the LPN completed remedial education in documentation, jurisprudence and Standards of Practice and the CLPNNL Code of Ethics. Additionally, the LPN met with the CLPNNL Practice Consultant to discuss Standards of Practice, Code of Ethics, documentation and professional accountability. Finally, the LPN submitted an essay reflecting on the importance of timely accurate documentation to care as well as the impact of lack of documentation to support that nursing care is completed.

On November 8, 2022 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 failed to treat a client with dignity and respect, and did not uphold the client's right to choose their health care plan. The CAC ordered an investigation. After reviewing the investigation findings, the CAC concluded that there were reasonable grounds to believe that the Respondent engaged in conduct deserving of sanction. The matter was referred to the Registrar for Alternative Dispute Resolution (ADR) agreement. Additionally, the CAC issued a caution and counsel to the LPN. As part of the resolution process, the LPN was monitored by the employer for 1800 hours worked. The LPN completed remedial education on the Standards of Practice and the Code of Ethics, Regulating LPN Practice, Relational Practice, Jurisprudence, Communication in Nursing, and Documentation. The LPN met with the CLPNNL Practice Consultant to discuss the CLPNNL Standards of Practice and Code of Ethics, as well as the Therapeutic Nurse-Client Relationship Inter-

pretative Document. The LPN completed an essay that identified the Standards of Practice and Ethical Responsibilities that their actions did not meet and outlined what they learned from this situation to assist them in future client interactions. Following the completion of the above, the CAC issued a Caution and Counsel to the LPN, cautioning against removing the call bell from a resident and making unilateral care management decisions in relation to a resident, counselling the LPN to ensure that in the future, a resident is provided with an appropriate alternate means to contact the nurse, and to take into account the wholistic care of the residents/clients.



Licensure Renewal Readiness Checklist

The annual renewal of licensure will open in mid-January 2025. Your current license remains active until the end of March. However, the **administrative deadline** to complete your renewal application is **March 1st**.

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



I've activated my Alinity account

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. If you have not yet activated your account, e-mail dfrancis@clpnnl.ca for your personal activation link.

[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**. [Here](#) is the link to the 1-hour webinar that **all** LPNs must watch for this year's CCP.
- 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 Alinity portal.



I've tracked my practice hours

On licensure renewal you will enter the number of hours that you practiced this past licensure year. Employers used to send this information to the College, but now it is your responsibility to track and report. Check out this [fact sheet](#) for more information.



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

Around mid-January we will open the registration portal which you will access through your Alinity member portal. You will receive an e-mail notification when renewal opens. CLPNNL will use the e-mail address you indicated in the Alinity portal.

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

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



**COLLEGE OF
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