

PRACTICE



To Do List:

- ① Start CCP Learning Plan.
- ② Attend AGM on July 4th.
- ③ Complete on-line Standards Module.



CLPNNL's Annual General Meeting Thursday July 4/19

See page 6



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

Volume 4, Issue 2 – May 2019

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 on this publication at wsquires@clpnnl.ca.

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PRACTICE, presented by CLPNNL

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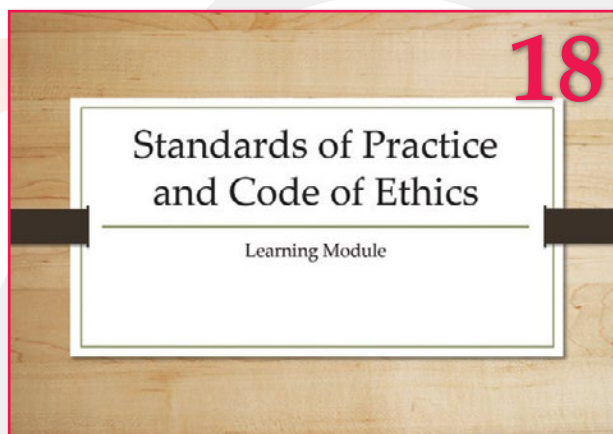
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MANDATE

The mandate of the CLPNNL is to promote safety and protection of the general public through the provision of safe, competent, compassionate, and ethical nursing care.

VISION

Excellence in regulating licensed practical nurses.

VALUES

Collaboration	Partner with others to protect the public
Excellence	Commit to the highest standard of nursing care
Accountability	Be responsible for what we do and don't do
Fairness	Treat others with respect and without bias
Innovation	Create positive outcomes

MISSION

Protect the public by actively promoting safe, competent, and ethical nursing care.



COLLEGE OF
LICENSED PRACTICAL NURSES
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LPNS - A PRACTICAL APPROACH TO QUALITY CARE

REMINDER: KEEP YOUR INFORMATION UP-TO-DATE!

Under the College of Licensed Practical Nurses of Newfoundland and Labrador By-laws (2014) Section 34 - Accuracy of Personal Information, all LPNs are required to keep their information on file with CLPNNL up-to-date. This includes:

- Name change
(copy of legal documentation required)
- Mailing address
- Email address
- Employment information
- Phone numbers

If any of the above information has recently changed, please contact the CLPNNL by phone or email to update your file.



LPNs now use online registration to complete their annual licensure renewal application. LPNs are required to provide their most up-to-date email address to the CLPNNL as this is essential for online registration. For more information, please contact the CLPNNL office at 709-579-3843.

Your Tax Receipt: Keep it in a Safe Place!

LPNs are reminded that the Certificate of Licensure that is emailed to LPNs when their license to practice is approved each year is also the receipt needed for income tax purposes. This receipt should be saved electronically or printed and filed in a safe place with other tax documents.

If CLPNNL staff have to manually reproduce a receipt for a past year, there is a charge of \$35.44.



Happy National Nursing Week 2019!

The theme for National Nursing Week 2019, **Nurses: A Voice to Lead – Health for All**, was developed by the International Council of Nurses (ICN). According to ICN, *A Voice to Lead* reflects the fact that “every nurse has a story and every story has the potential to improve the health system and enable individuals and communities to achieve their highest attainable standard of health. From these insights comes the power for change.” *Health for All* means “not just the availability of health services, but a complete state of physical and mental health that enables a person to lead a socially and economically productive life.” See more at: <https://www.cna-aiic.ca/en/events/national-nursing-week#celebrating>.

CLPNNL would like to take this opportunity to recognize the approximately 2350 LPNs in the province of Newfoundland and Labrador who are providing care (directly and indirectly) in the best interest of the public.

Be the leader you want to follow.



"To be 'in charge' is certainly not only to carry out the proper measures yourself but to see that every one else does so too."
Florence Nightingale



#VoiceToLead

NURSES
A VOICE TO LEAD



Health
for All

NATIONAL NURSING WEEK

MAY 6-12, 2019



Your leadership makes a difference every day.
Share your story @canadanurses #VoiceToLead #IND2019 & #NationalNursingWeek



NOTICE OF THE ANNUAL GENERAL MEETING OF THE COLLEGE OF LICENSED PRACTICAL NURSES OF NEWFOUNDLAND AND LABRADOR

The CLPNNL Annual General Meeting will be held on July 4, 2019, at 2:00 p.m. at the CLPNNL offices, 209 Blackmarsh Road, St. John's.

Agenda for the Annual General Meeting:

- Presentation of the Annual Report
- Approval of the Financial Statements and Auditor's Report for 2018/19
- Presentation of Excellence Awards

If you plan to attend the Annual General Meeting, please RSVP to the CLPNNL office (Glenda Hayward) at 709-579-3843 ext. 200 or ghayward@clpnnl.ca by June 24, 2019.



Become a Liaison LPN in your Practice Setting!

What is a CLPNNL Liaison LPN?

Liaison LPNs are LPN representatives who volunteer to act as a direct link between the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) and nursing colleagues in their practice environment. Liaison LPNs provide information about the CLPNNL services, policies, guidelines and activities to colleagues and, in the same way, they pass along their colleagues' nursing regulatory concerns to the CLPNNL.

How can I become a Liaison LPN?

Contact the office of the CLPNNL to express an interest in becoming a Liaison LPN.

Do you know the Liaison LPN in your practice setting?

A complete list of Liaison LPNs, categorized by zones (according to the [CLPNNL By-Laws](#)), can be found on the [CLPNNL website](#).

CONTINUING COMPETENCY PROGRAM (CCP) UPDATE

On April 8, 2019, LPNs who were randomly chosen for the 2018-2019 CCP audit received a letter to that effect electronically and this was followed by a hard copy sent via Canada Post.

The LPNs selected for audit are required to verify to the CLPNNL within a 30-day time frame (due May 8th) that CCP learning has occurred for the previous year.

LPNs are required to submit the following:

- Learning Plan
- Record of Learning Activities Form
- Education Tracking Forms
- Any supporting documentation



At the beginning of every licensure year LPNs are required to commence CCP for that year. LPNs should reflect on their practice and consider what it is they wish to learn about for that licensure year. LPNs should have a vision, an action to accomplish that vision, and then later, reflect on how that vision has enhanced their practice.

CLPNNL provides opportunities for LPNs to participate in a CCP webinar throughout the year. LPNs are encouraged to attend so that they obtain the most up to date information regarding CCP.

The **CCP Toolkit** can be accessed by clicking the following link: <https://www.clpnnl.ca/ccp>.

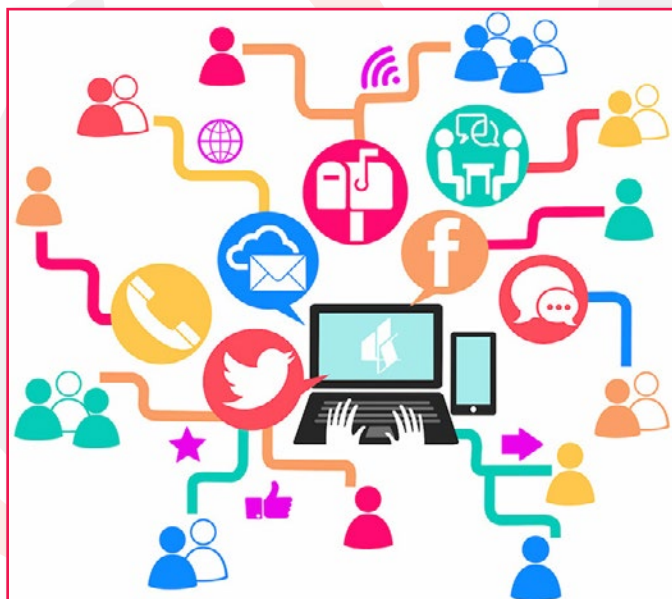
If you have questions regarding CCP, please contact Wanda Squires, CLPNNL Practice Consultant, at wsquires@clpnnl.ca.

ARE YOU CONNECTED WITH CLPNNL?

As regulated professionals, it is important for LPNs to stay connected with their regulatory body.

The CLPNNL website, www.clpnnl.ca, is full of resources to assist LPNs with their practice. The website also provides information on continuing education. There, LPNs will find resources to help with both formal and informal learning.

CLPNNL also has a social media platform – Facebook. It is a great way to stay connected to your regulatory body and to become aware of what's new and upcoming. Be sure to follow us at <https://www.facebook.com/CollegeLPNNL/>.



Register
NOW!

Nursing Education and Research Council **14th Annual Research Symposium**

Date: Friday, May 10, 2019

Time: 0830 to 1630

Registration begins at 0800

**Location: Health Sciences Centre
Main Auditorium**

(Webinar for key note and plenary sessions)

Key Note:

Dr. Claire Betker, RN PhD

President, Canadian Nurses Association

Scientific Director National Collaborating Centre Determinants of Health

Come and see how your nursing colleagues are strengthening or enhancing nursing practice through:

- Applying evidence to practice
- Questioning practice through research
- Sharing innovations in education

Registration:

If attending in person, please contact:

Tina Barry, Administrative Assistant Professional Practice-Nursing. When requesting space, it is necessary to include the names and contact information of those who will be attending.

Email: tina.barry@easternhealth.ca Phone: 777-7792

OR

If attending via webinar, use the following link to register:

<https://register.gotowebinar.com/register/5048852238005684994>

Coffee break and Lunch provided

Sponsored by the

Health Care Foundation





Upcoming CLPNNL Webinars: May – June 2019

May 14/19	2-3pm	Professionalism –The Importance of Maintaining Continuous Learning
June 5/19	2-3pm	Scope of Practice
June 19/19	2-3pm	Professional Conduct Review Process

If you are interested in participating in any of the CLPNNL webinars, please contact Wanda Squires (wsquires@clpnnl.ca) to register and the registration link will be emailed to you.

Education Offered by Others

May 10/19	0830-1630	<i>Nursing Education and Research Council 14th Annual Research Symposium</i> HSC Main Auditorium Contact: Tina Barry at 777-7792 or tina.barry@easternhealth.ca If attending via webinar, use the following link to register: https://register.gotowebinar.com/register/5048852238005684994
May 30/19	2-3pm	<i>Compassion Fatigue</i> (Nursing Grand Rounds) To register: https://attendee.gotowebinar.com/register/7007966451418889218
June 20/19	2-3pm	<i>Enhanced Recovery after Surgery (ERAS)</i> (Nursing Grand Rounds) To register: https://attendee.gotowebinar.com/register/886563007124840962

Medical Malpractice – Claims Reporting

There are numerous scenarios where a Licensed Practical Nurse can be alleged of malpractice, and these allegations may have merit or be groundless or unfounded. Medical Malpractice liability, subject to the policy wordings, responds to those allegations regardless whether they are groundless or not. It provides legal representation and expenses and potential indemnity payments. Examples of complaints are professional misconduct, malpractice, neglect, humiliation, among others.

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

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

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

When should you report?

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

How to Report

Please contact your insurance broker, Lloyd Sadd Insurance Brokers Ltd. directly.

Your report should contain copies of all written documents as well as names of potential claimants and date the incident occurred. Details of the incident are also needed. Information and documentation is critical in helping resolve disputes and claims.

For any further information or if you are unsure if something needs to be reported, please contact Lloyd Sadd Insurance Brokers Ltd.

January 2019

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Medical Malpractice - Explained

Malpractice issues are of great concern today. There was a time when health practitioners were not lawsuit targets; clients would never consider bringing forth an action against people who helped them. Times have changed. Today the public and legal system have high expectations and are more inclined to initiate a lawsuit.

Organizations, employees and services are being scrutinized by the public like never before. When adjudicating cases, the courts base their judgments on increasingly higher standards of care and responsibility. Licensed practical nurses (LPN) have daily contact with people and patients in their work. These people are dependent upon your skillful care and extensive knowledge. Medical Malpractice Liability Insurance helps protect you from allegations of errors, omissions and negligent acts whether or not they have merit.

As an LPN, the legal system views you as a professional, meaning you are expected to have extensive technical knowledge and training in your area of expertise. You are also expected to perform the services for which you were hired according to a professional code of conduct and within the scope of practice. If an LPN fails to use the degree of skill expected of them, they can be held personally responsible in a court of law for any harm they cause to another person. Not only can your professional reputation be damaged in a lawsuit, but your personal assets may be at risk.

As a member of the LPN regulatory body you are automatically provided with Medical Malpractice Liability coverage. Included in your annual membership, your LPN regulatory body provides a Medical Malpractice Liability policy with a \$2,000,000 per claim limit and an annual program aggregate of \$50,000,000. The program covers the LPN for faults, errors, omissions and negligence for services rendered while acting within their scope and duties. The basis of the policy is to provide protection for:

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

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Your insurance company is equipped with a team of analysts, adjusters and legal professionals to ensure claims are adequately handled and proactively managed. Their expertise is critical in guiding you through the claims process, while respecting your privacy and the organizations confidentiality.

The policy includes coverage for all active members of the LPN regulatory body and retired members. Graduates waiting licensing are also provided coverage as long as they are working under the guidance of another health professional. Since the policy is intended to only cover errors and omissions resulting from your professional practice, it is important to note there are exclusions. Some of the notable exclusions include:

- Deliberate, Dishonest and Fraudulent Acts
- Fines and Penalties
- Libel and Slander
- Abuse and Sexual Misconduct
- Issues outside of your scope of practice
- Disciplinary allegations

In a hospital or other care facility, your employer will likely maintain a Medical Malpractice Liability policy on behalf of the facility and its employees. In this circumstance, the program provides excess coverage in the event the facility coverage is insufficient. If the LPN does not work in a facility which provides Medical Malpractice Liability coverage, this program becomes primary to protect the individual. For LPN's who are self-employed or who do contract work, this liability insurance is critical protection. Providing your work in these roles falls within your scope of practice, you are covered.

This program has been developed with the LPN regulatory body for the benefit of the members and the public. It is important to understand your coverage and know you have protection against accidental errors in your day-to-day work.

Medical Malpractice – Frequently Asked Questions

What is Medical Malpractice Insurance?

Medical Malpractice, also known as Errors and Omissions Liability or Professional Liability defends allegations resulting from your work as a Licensed Practical Nurse in Canada. It responds to claims from actual or alleged “negligence caused by rendering or the failure to render professional services”. It includes coverage for legal expenses and potential indemnification payments.

Is there need for me to carry my own coverage if my employer provides coverage?

Your employer may purchase Medical Malpractice Liability, but their policy may not include you as insured or have adequate coverage. This policy for Licensed Practical Nurses provides reassurance that coverage, subject to the policy conditions, is in place for incidents should they arise. In addition, if you contract your services or are self-employed, individual coverage is required.

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

The program contains a broad definition of who is insured and includes former members. This means once you leave the profession, the policy will respond to allegations against you resulting from instances while you were active in your role.

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

The intent of the policy is to provide coverage for Licensed Practical Nurses working and living in Canada. If you engage in work outside Canada, for example a humanitarian project, coverage can be extended on a short term basis only. It is critical you contact your LPN regulatory body and/or Lloyd Sadd Insurance Brokers Ltd. and advise the duration and location of your work.

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

Medical Malpractice Liability responds to allegations stemming from negligence in the course of providing professional services within the Scope of Practice.

Commercial General Liability provides insurance for injuries or property damage stemming from occurrences unrelated to medical practice.

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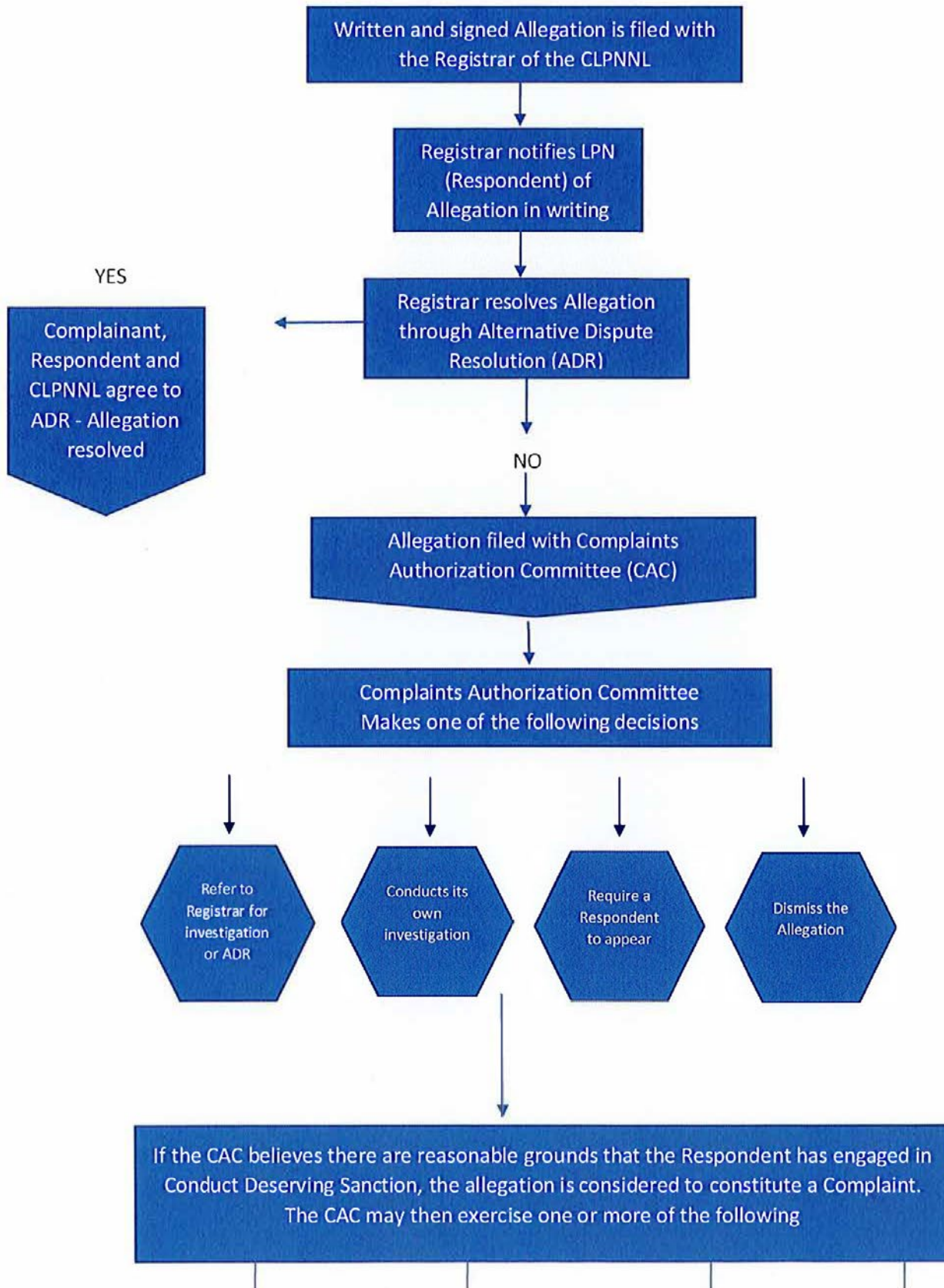
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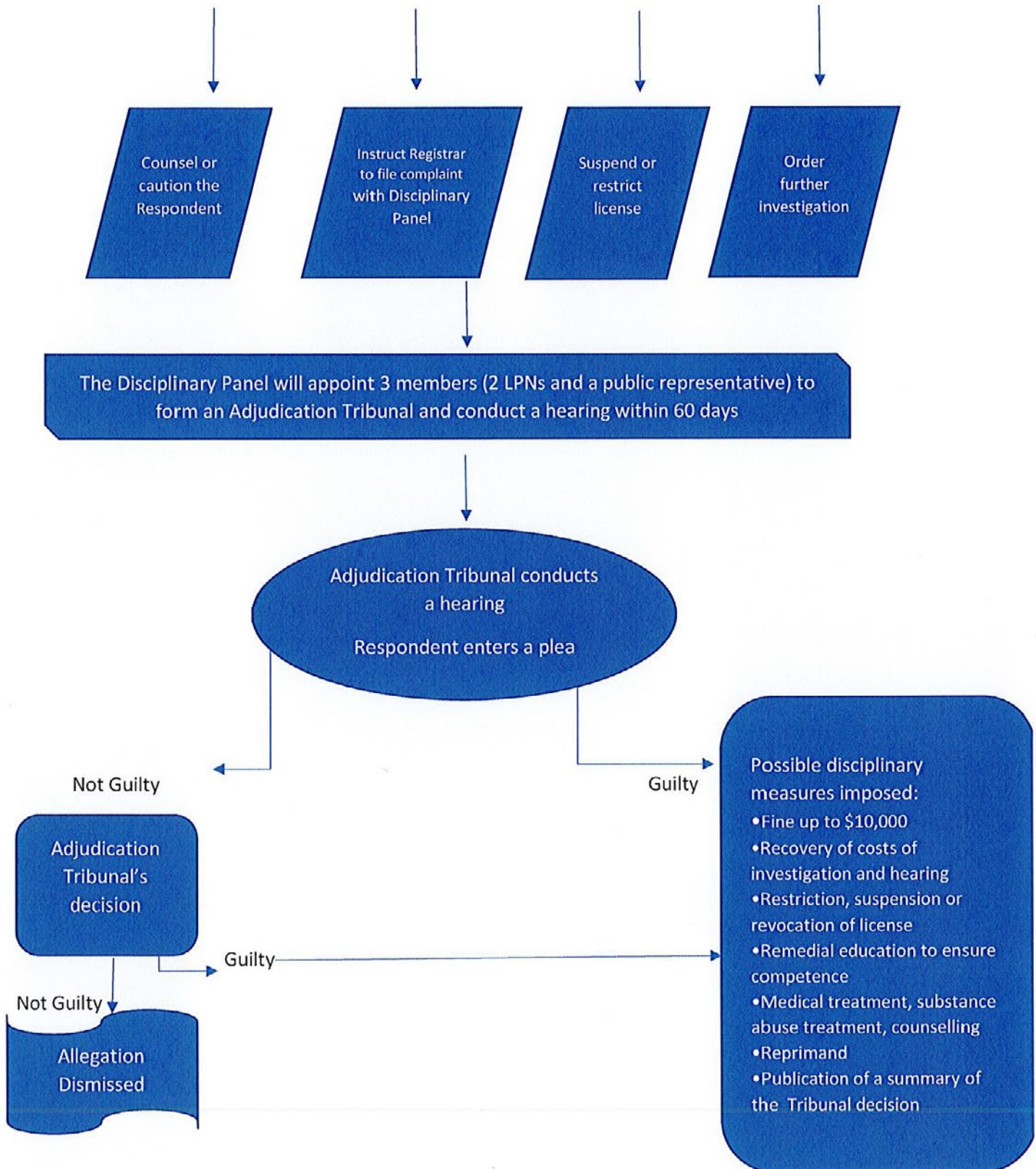
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Professional Conduct Review Process as Regulated by *The Licensed Practical Nurses Act*

The CLPNNL professional conduct review outlines the process to professionally and objectively review allegations against LPNs in the province. The following is a sequence of events that occurs when an allegation is filed against a LPN. To learn more about this process, visit the CLPNNL website at www.clpnnl.ca or contact Dena Lake, Regulatory Officer, at dlake@clpnnl.ca or by phone at 709-579-3843, Ext. 204.



Professional Conduct Review Process
 As regulated by *The Licensed Practical Nurses ACT*





LPN Decision-Making Tool

Part 1: Scope of Practice

This is the first in a three-part series of LPN decision-making tools. The second part will focus on assignment of care (September 2019 edition of *PRACTICE*), and the third part will focus on independence and collaboration in practice (January 2020 edition of *PRACTICE*).

CAN I DO THAT?

When determining if you¹ can carry out a nursing activity you must reflect on whether the activity is within your scope of practice. Your 'scope' is determined by your education, your competence, and your authorization.

Education:

- Did you learn how to carry out the activity:
 - o in your practical nursing program?
 - o as part of your continuing (post-basic) education?
 - If yes, you might proceed.
 - If no, stop and determine what education and practice experience is required.

Competence:

- Have you maintained your ability to carry out the activity safely?
 - If yes, you might proceed.
 - If no, stop and determine what education and practice experience is required.

Authorization:

- Is the activity approved² for LPN practice by CLPNNL?
 - If yes, you might proceed.
 - If No, stop. Consult with your employer &/or CLPNNL.
- Does your employer³ authorize you to carry out this activity?
 - If yes, you might proceed.
 - If no, stop. Consult with your employer.

¹ The LPN must also determine they are the most appropriate care provider to carry out this activity for this client at this time and in this place.

² The CLPNNL Competency profile, available on the CLPNNL website, lists activities that are included in the scope of practice for LPNs in Newfoundland and Labrador.

³ LPNs in self-employment refer to the CLPNNL document [Self-Employment Practice Guideline](#)



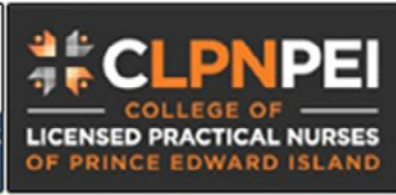
***My* Scope of Practice Versus The Scope of Practice of the Profession**



Scope of Practice: **the range of roles, functions, responsibilities and activities that LPNs are educated, competent, and authorized to perform.**

Over time a LPN's Scope of Practice will expand to reflect new knowledge and practice experiences. No one LPN will know how to competently perform ALL the activities authorized to be within the scope of practice of the profession.

It is the responsibility of every LPN to know their own scope of practice.



Standards of Practice and Code of Ethics

Learning Module

CLPNNL has a new module on our website to help LPNs understand their Standards of Practice and Code of Ethics. The Standards of Practice are authoritative statements defining the minimal legal and professional expectations of licensed practical nursing practice. They are purposefully broad and meant to be interpreted through each individual's practice setting. They represent safe and competent practice, so meeting them is mandatory. As regulated professionals, LPNs are personally responsible to meet the Standards of Practice and Code of Ethics.

This module is available to all LPNs in Newfoundland and Labrador free of charge. Once completed a certificate will be emailed to each participant and can be used towards CCP.

Click the link below to start the learning module.

You will be required to enter your CLPNNL registration number and current email address before completion of the post test.

<https://secured.ibsltd.ca/pub/clpns/SOPCOE/module/index.html>



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