

PRACTICE



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

Volume 5, Issue 1 – January 2020

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

COLLEGE BOARD MEMBERS

Jane Pardy	Chairperson, Public Representative *
Lori Cooke	Zone 1 Licensed Practical Nurse Eastern Region
Kerrese Mitchell	Zone 1 Licensed Practical Nurse Eastern Region
Charlene Cooper	Zone 2 Licensed Practical Nurse Eastern Region
Christopher Janes	Zone 3 Licensed Practical Nurse Central Region
Aimee Pennell	Zone 4 Licensed Practical Nurse Western Region
Una Davis	Zone 5 Licensed Practical Nurse Labrador/Grenfell Region
Patricia Barrett	Public Representative *
Sheila Fudge	Public Representative *
Dawn Lanphear	Centre for Nursing Studies
Wanda Wadman	Chief Executive Officer/Registrar (Non-voting)

*Appointed by Government

OFFICE STAFF

Chief Executive Officer/Registrar

Wanda Wadman RN, BAA(N), MN

Professional Practice Consultant

Wanda Lee Squires LPN

Regulatory Officer

Dena L. Lake LPN, BA

Policy Consultant

Siobhainn Lewis RN, BN, MN

Accounting/Office Clerk

Desiree Evans

Registration Officer

Glenda Hayward

PRACTICE, presented by CLPNNL

Design & Layout: Kimberly Puddester

CONTENTS

Mandate, Vision, Values, Mission 2

The College of Licensed Practical Nurses of
Newfoundland and Labrador Election Results . . . 3



Canadian Nurses Association (CNA)
Information Session 4

REMINDER: Keep Your Information Up-To-Date! . . . 6

Congratulations Graduates! 6

Licensure Renewal Fee Beginning in the
2020-2021 Licensure Year. 7

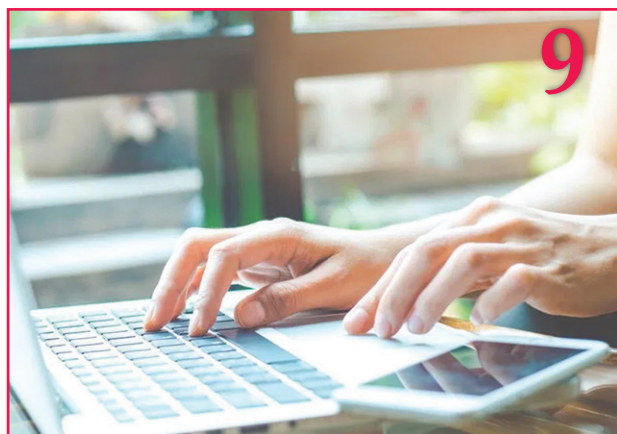


Practicing Without a License... 7

HEALTHe NL. 8

CCP Update. 9

CLPNNL Introduces Events Page and On-line
Webinar Registration 9



Decision-Making and Professional Accountability:
A Roadmap for Navigating Dilemmas in Practice 10

Nursing Grand Rounds 2020 11

Standards in Practice 12

What does Professionalism Look Like in
your Practice? 13



Looking for the New Competency Profile on the
CLPNNL Website? 15

FAQs. 15

First Link – Alzheimer Society 16

LPN Decision-Making Tool 17

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

THE COLLEGE OF LICENSED PRACTICAL NURSES OF NEWFOUNDLAND AND LABRADOR ELECTION RESULTS

The College of Licensed Practical Nurses of Newfoundland and Labrador would like to welcome new Board members Charlene Cooper – Zone 2, and Lori Cooke – Zone 1.

Lori Cooke has been appointed to the Board as the LPN member for Zone 1 replacing Susan Langin. Lori will complete the Zone 1 term to December 31, 2021.

CLPNNL would also like to welcome back to the Board, Una Davis – Zone 5.

Both Charlene and Una are appointed for a 3-year term until December 31, 2022.



THANK YOU TO OUTGOING BOARD MEMBERS

CLPNNL would like to thank both outgoing Board members Susan Langin LPN and Buffy Maloney LPN for their contributions made to support the mandate of the CLPNNL.



CANADIAN NURSES ASSOCIATION

Throughout the fall of 2019 and early 2020, the Canadian Nurses Association (CNA) board representatives are engaging with nurses in all regulated categories (RNs, NPs, & LPNs) as well as with others working in health systems who are not nurses. We want to hear ideas, advice and opinions regarding future direction for CNA. In particular, our focus is on membership, brand, programs and services.

During the engagement sessions, we will be able to share your reaction and response to a focused group of questions about what CNA needs to do to build a vibrant, relevant and inclusive national professional association. If you are a nurse, you'll be asked what CNA could do to support your practice. If you are not a nurse, we want to know about your expectations of CNA as a partner in policy and advocacy work.

This session is scheduled in St. John's, Newfoundland and Labrador on January 14, 2020 from 11:30-1:30pm in the Main Auditorium at the Health Sciences Centre, 300 Prince Philip Drive.

For those outside of the metro area, you can still attend via webinar at:
<https://register.gotowebinar.com/register/7577811452256084493>

We hope that you will join us and take part in this important conversation!

A handwritten signature in black ink that reads "CBetker".

Claire Betker
CNA President

Save the Date



CANADIAN
NURSES
ASSOCIATION®

**Attention Newfoundland and Labrador nurses:
CNA board of directors needs your advice and ideas!**

You're invited to participate in the
**Canadian Nurses Association board of directors'
2020 Engagement and Dialogue**

Date

January 14, 2020

Time

11:30-1:30 p.m.

Location

Health Sciences Centre, main auditorium
300 Prince Philip Dr., St. John's

Unable to attend in person? Participate via our webinar

http://bit.ly/CNA_EngagementSession_NL

RSVP to Tina Barry at tina.barry@easternhealth.ca

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.

CONGRATULATIONS GRADUATES!

The College of Licensed Practical Nurses of Newfoundland and Labrador would like to take this opportunity to congratulate the 168 graduates of the 2019 Practical Nursing Program. We welcome you to the nursing profession and wish you much success in your nursing career.

Hats off to you!





Licensure Renewal Fee Beginning in the 2020-2021 Licensure Year

The annual licensure renewal will begin in the coming days. You will receive an email to your inbox with an invitation to license for the year 2020-2021 (if you do not see it in your inbox, please check your junk folder). The fee for the 2020-2021 licensure year is \$326.09 (fee) + \$48.91 (HST) = \$375.00.

The revenue collected from licensure fees is used to cover all operating expenses associated with the regulatory functions of CLPNNL. As set out in the Licensed Practical Nurses Act and Regulations, the CLPNNL Board has a legislated duty to regulate LPN practice in the public interest and to ensure that its programs and operations are fully funded to meet its responsibilities.

PRACTICING WITHOUT A LICENSE...

LPNs have a professional responsibility to renew their license on time each year. This requirement can be found in the LPN Act (2005) and the LPN Regulations (2011). [CLPNNL Legislation](#)

CLPNNL has established an administrative deadline of February 28th each year. This administrative deadline provides CLPNNL staff time to verify eligibility for licensure and to approve licenses. LPNs that fail to meet this deadline are subject to an administrative late fee of \$65.25.

The LPN licensure year begins on April 1st each year and ends on March 31st the following year. LPNs who fail to renew their license to practice by the March 31st licensure expiry date are non-licensed and are subject to a reinstatement fee of \$115.00 in addition to the administrative late fee of \$65.25. [CLPNNL Licensure](#)

Any LPN who does not renew by March 31st and continues to practice is in contravention of the LPN Act (2005). These actions will result in a daily fine of \$115.00/shift (up to \$1000.00) for practicing without a license and could result in an allegation of professional misconduct. In addition, LPNs who practice without a license will not have liability insurance. [CLPNNL Legislation](#)

Electronic Health Record

HEALTHe NL

Licensed Practical Nurses

Benefits, Use and Responsibilities

ABOUT

- HEALTHe NL provides authorized health care professionals with one point of access to view important patient information.
 - Patient Demographics
 - Patient Medication History
 - Immunizations - From 2003 year of birth onward
 - eReferral Functionality - For approved users
- Information from all four regional health authorities:
 - Laboratory Data
 - Dictated Clinical Documents
 - Diagnostic Imaging
 - Patient Encounters
 - Dictated Discharge Summaries

Appropriate Use

- Patient information on HEALTHe NL must only be accessed by the patient's health care team for:
 - the purpose of providing or assisting in providing health care to the patient;
 - or, as authorized by Newfoundland and Labrador Centre for Health Information.
- You may not share or use another person's login credentials to access HEALTHe NL.
- You must report all real or suspected breaches of personal health information to privacy@nlchi.nl.ca.

BENEFITS



Facilitates access to care



Enables collaborative care



Supports clinical decision-making



Improves patient safety and outcomes



More comprehensive patient profile



Confidential and secure access



CCP UPDATE

Prior to licensure renewal each year, LPNs are required to comply with the CCP requirements.

As the end of the 2019-20 licensing year approaches, CCP documentation must also be concluding in preparation for the CCP Audit. (LPNs have until March 31st to complete this documentation, even though LPNs may have already completed licensure renewal before the administrative deadline).

LPNs verify on their licensure renewal they have complied with the legislative requirements for CCP. Once LPNs identify they have complied, they are then eligible for the 2020 CCP Audit. If LPNs cannot verify compliance on the licensure renewal form, they are asked to contact CLPNNL for assistance.

LPNs are required to complete their Learning Plan, Record of Learning activities form and any other supporting documentation. LPNs are required to complete 14 learning hours per year, 7 of those 14 hours must be formalized learning.

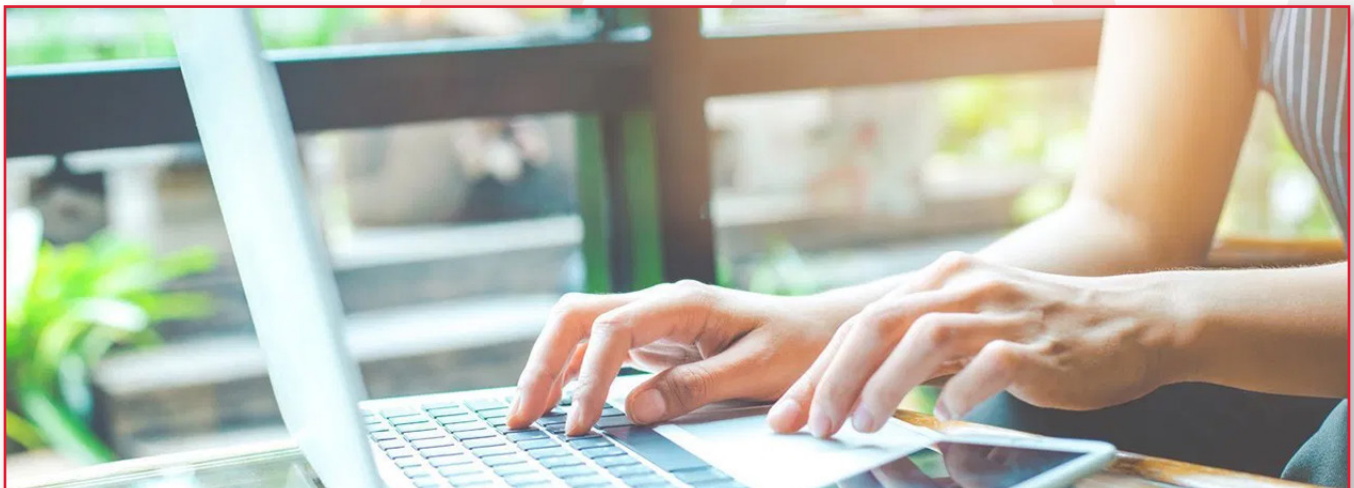
For more information on CCP, click the following link or contact Wanda Squires, Practice Consultant at wsquires@clpnnl.ca or 709-579-3843 ext. 206.

CCP Toolkit: https://www.clpnnl.ca/sites/default/files/2018-11/CCP_Toolkit_Aug_2018.pdf

CLPNNL INTRODUCES EVENTS PAGE AND ON-LINE WEBINAR REGISTRATION

Check out www.clpnnl.ca for our new *Events* tab linking you to the calendar of upcoming webinars. As well, upcoming webinars will be displayed in an *events* box on the right side of the home page.

You can now register on-line. Click on the event of your choice and complete the registration information. You will receive an e-mail outlining your log-in information. Complete the on-line evaluation after attending the event and receive your certificate of attendance for your CCP file.



Decision-Making and Professional Accountability: A Roadmap for Navigating Dilemmas in Practice

Through a panel discussion, this session will explore how to apply ethical decision-making and professional judgment in real time. Some of the questions that will be explored include:

- *What factors should health care professionals reflect on when navigating dilemmas in practice?*
- *What are some of the professional, employer and ethical considerations?*
- *Are there legislative considerations that inform decisions "in the moment"?*
- *What standards, resources and models exist to support and guide professional decision-making?*
- *What is meant by professional accountability?*

TUESDAY, FEBRUARY 4, 2020

2 p.m. - 4 p.m. (Island Time)

In-person: Health Sciences Centre, Main Auditorium **OR**

Webcast: <http://www.crnl.ca>, <http://www.nlasw.ca> or <http://www.clpnnl.ca>

No registration required. This event is offered free-of-charge.

RNs requiring CCP certificates can register at www.arnnl.ca.

LPNs requiring CCP verification can email wsquires@clpnnl.ca.

RSWs claim CPE hours as per NLASW CPE Policy.

Panel Presenters:

Mollie Butler RN, BScN, MPA, PhD, Regional Director Professional Practice and Indigenous Health, Eastern Health

Chris Kaposy PhD, Associate Professor of Bioethics, Memorial University Faculty of Medicine

Michelle Osmond RN, MS(N), Director of Regulatory Services/Director of Professional Conduct Review, CRNNL

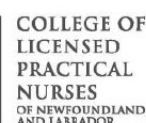
Simone Pelley MSW, RSW, Private Practitioner in Gander, Chair of NLASW Ethics Committee

Gerrie Smith B.A., LL.B, Legislative Consultant, Department of Health and Community Services, Government of NL

Moderators:

Annette Johns MSW, RSW, Associate Director of Policy and Practice, Newfoundland and Labrador Association of Social Workers

Peggy Rauman RN, BN, MN, Nursing Consultant, Policy & Practice, College of Registered Nurses Newfoundland and Labrador





Nursing Education and Research Council

Nursing Grand Rounds

2020



Date	Topic	Presenter	Location
Jan. 30	<u>Paramedics Providing Palliative Care</u>	Megan Carey BN RN MN <i>Project Lead</i> <i>Paramedicine and</i> <i>Medical Transport</i>	Harbor Room LAMC
Feb. 27	<u>Implementation of the National Early Warning Score (NEWS) 2 to Help Identify Patients at Risk of Deterioration or Sepsis, or in Need of Intervention</u>	Pamela Goulding , RN BN MHS Denise Chant, RN BN MHS <i>Quality & Clinical Safety Leaders</i> Joan Downey, MN <i>Professional Practice Nursing</i>	Harbor Room LAMC
Mar. 26	<u>Understanding and Treating Binge Eating Disorder</u>	Dr. Jacqueline Carter-Major, R.Psych <i>Associate Professor</i> <i>Memorial University of</i> <i>Newfoundland</i>	Harbor Room LAMC
Apr. 30	<u>Post-Traumatic Stress Disorder (PTSD): A Registered Nurse’s Journey of Healing and Hope</u>	Maureen Brennan RN <i>Peer Support Coordinator</i>	Harbor Room LAMC
May 28	<u>That was Then, This is Now: My Silver Lining</u>	Maureen Brennan RN <i>Peer Support Coordinator</i>	Harbor Room LAMC
Jun. 25	<u>Cultural Safety In Healthcare</u>	Katie Dicker <i>Senior Aboriginal Patient Navigator</i>	Harbor Room LAMC

- 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 ARNNL and CLPNNL Continuing Competency Program.

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

STANDARDS IN PRACTICE

The Standards of Practice for Licensed Practical Nurses (LPNs) are authoritative statements that define the legal and professional expectations of licensed practical nurse practice. There are four (4) broad standards applicable to all LPNs and in all practice settings. The *Standards* provide the benchmark against which LPN practice is measured. As members of a self-regulating profession, LPNs are personally responsible for upholding the Standards of Practice.

CLPNNL held several workshops throughout the Fall of 2019 where LPNs were engaged in various activities. One activity challenged LPNs to articulate how they demonstrate adherence to the *Standards* in their practice. Here are some of the examples LPNs provided:

Standard 1: Professional Accountability and Responsibility

- "Know my scope of practice".*
- "Preceptor students".*
- "Take action when I see a safety concern".*

Standard 2: Knowledge-Based Practice

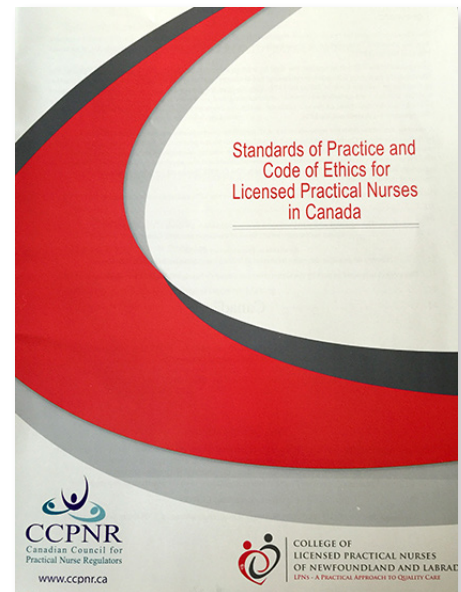
- "Keep current with wound care practices".*
- "Collaborate with the health care team around the plan of care".*
- "Teach my patient about their new medications".*

Standard 3: Service to the Public and Self-Regulation

- "Care for my patient how and when they want".*
- "Take responsibility for my practice".*
- "Find educational opportunities for my CCP".*

Standard 4: Ethical Practice

- "Make sure my confidential conversations are not overheard".*
- "Be honest and trustworthy in the eyes of my patients".*
- "Recognize my duty to report if I see a practice concern".*



CLPNNL invites you to pause...and reflect on what adherence to the *Standards of Practice* looks like in your practice.

For more information on the LPN Standards of Practice, [click here](#).



What does Professionalism Look Like in your Practice?

Professionalism is an important component of being a nursing professional.

A *profession* is an occupation that has been granted the right to control its own practice. In Newfoundland and Labrador, for LPN practice, this right is granted through the LPN Act (2005) and the LPN Regulations (2011). Through this legislation, and in accordance with the Standards of Practice and Code of Ethics, the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) has the authority to regulate LPN practice. CLPNNL also sets educational standards for the practical nursing program, sets the scope of practice of LPNs, reviews allegations related to professional conduct as necessary, and other regulatory activities in line with the mandate of public protection.

Professionalism describes the conduct, behaviour and attitude of individual LPNs that is required to uphold the Standards of Practice and Code of Ethics. Professionalism requires adhering to legislation and employer policies and involves taking responsibility and accepting accountability for what you do and what you choose not to do, at all times, both in and out of the practice setting.

Professionalism requires a professional presence. A professional presence involves¹ demonstrating respect, confidence, integrity, optimism, passion, and empathy in accordance with professional standards, guidelines and codes of ethics. It includes the LPNs verbal and nonverbal communications and the ability to articulate a positive role and professional image. The demonstration of a professional presence leads to trusting relationships which is imperative for the therapeutic nurse-client relationship as well as in developing positive and effective collaborative relationships.

Practical nursing students learn why and how to be a professional: elements of professionalism are threaded throughout nursing education. Therefore, professionalism becomes ingrained in practice.

Reflect on your practice and on the following attributes² of professionalism:

Knowledge – having a body of knowledge and applying and sharing that knowledge to provide safe, competent, compassionate, ethical nursing care.

Spirit of Inquiry – being inquisitive, exploring new knowledge, asking questions, committed to lifelong learning.

Accountability – having the ability to reflect on your practice, to own your practice, being answerable for your actions and inactions.

Autonomy – exercising decision making within one’s appropriate scope of practice.

Advocacy – speaking up for your client, to do what is right and in the best interest of the client.

¹ Nova Scotia College of Nursing. (2018). A Guideline for Nurses: Professional Presence

² Registered Nurses Association of Ontario (RNAO). (2007). Best Practice Guideline: Professionalism

Innovation and Visionary – having the ability to start something new, showing initiative, influencing the future of nursing, delivery of health care, and the health care system.

Collaboration – communicating effectively with others, being an active member of a team, mentoring and supporting professional growth in others.

Ethics and Values – having the ability to make ethical decisions, to identify an ethical concern, to value one another as equal care providers in the best interest of client care.

Professionalism can be seen, felt, and heard by others and oneself each day both in and out of the practice setting. The following is a list of just a few examples of those ways:

- Obtaining a license to practice / renewing the license to practice
- Renewal verification regarding conduct, CCP, etc. – honesty
- Obtaining the required practice hours to maintain a license to practice. LPNs are required to obtain 450 hours over the last two (2) years or 1125 hours over the last five (5) years
- Participating in the Continuing Competency Program (CCP) each year
- Taking accountability and responsibility for your practice
- Following the CCPNR's Standards of Practice and Code of Ethics for LPNs in NL
- Arriving on time, dressed appropriately for the practice area
- Having the right skill set with the right body of knowledge to provide safe, competent, ethical care
- Providing efficient and effective hand over report
- Introducing yourself to your client, wearing your name tag where it is clearly visible
- Respectful communication with clients and colleagues
- Timely and accurate documentation
- Initiating, maintaining and terminating the therapeutic nurse client relationship
- Adhering to employer policies
- Maintaining fitness to practice
- Duty to report
- Duty to provide care
- Having the right conversation with the right person at the right time
- Mindfulness to social media
- Know what you know, know what you don't know but know where to find the information you need to provide safe, competent, ethical care.



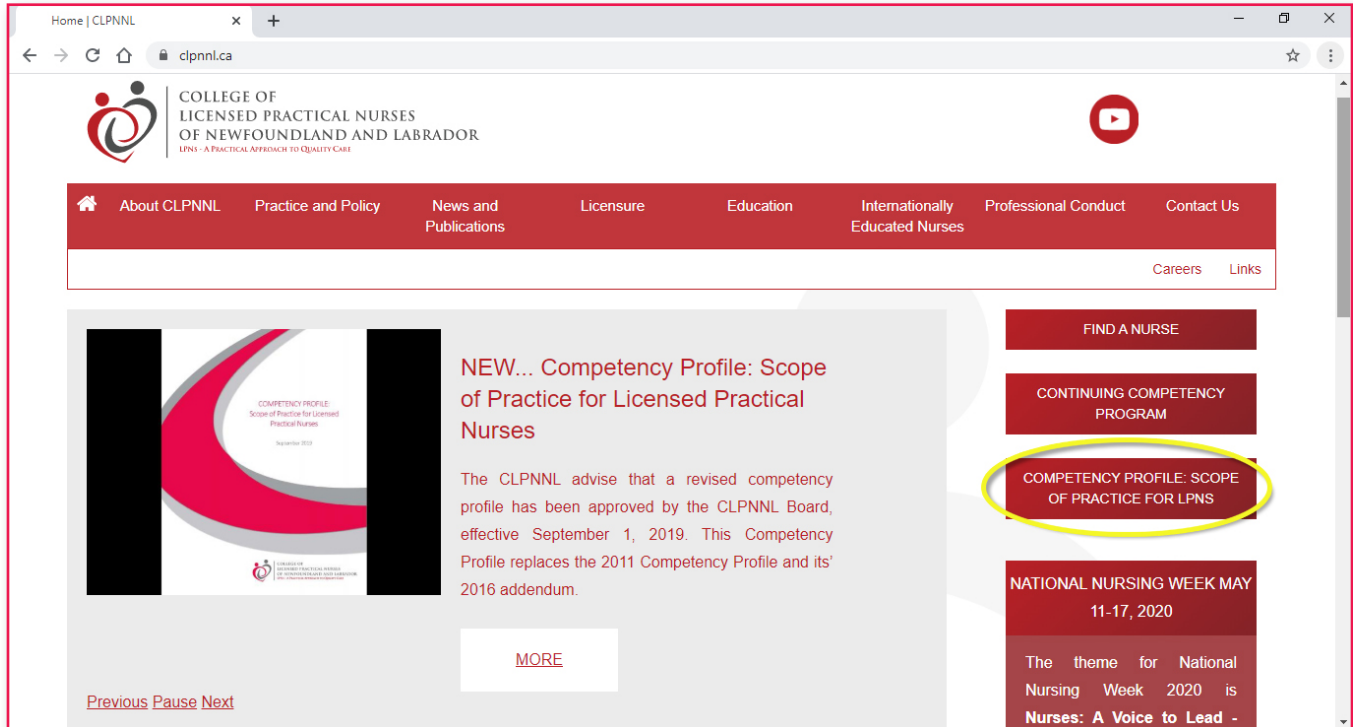
Professionalism is being the professional – You are always the professional, both in the practice environment and in the public.

– W. Squires LPN Practice Consultant CLPNNL

Looking for the New Competency Profile on the CLPNNL Website?

In addition to its placement on the Practice and Policy page, there is now a quick link to the Competency Profile from the home page. By clicking the red box on the right-hand side of the home page, you will be redirected to the Competency Profile document.

For ease of access, consider setting the Competency Profile as a quick link or icon on your smart phone or device.



FAQs...

Q: Can an LPN get audited for the Continuing Competency Program (CCP) if off on Maternity leave?

A: Yes, any LPN that holds a license to practice in the previous year and indicates at licensure renewal that they have complied with CCP for the previous year are eligible for the CCP audit. LPNs that indicate (verify) they have completed CCP for the previous year on their licensure renewal form are stating that they have complied with the legislative/regulatory requirements (section 5.1.c – LPN Regulations 2011) and are meeting their Standards of Practice regarding continuing education.

Q: I have been hired as a Licensed Practical Nurse however I do not have my license to practice from the LPN Regulatory body (CLPNNL). I'm beginning orientation next week in a classroom setting, do I need a license to practice for that?

A: Yes, LPNs must have a license to practice before they can begin employment (including orientation) as a Licensed Practical Nurse (LPN). LPNs that practice without a license, or identify as an LPN without holding a license is an act of conduct deserving of sanction.

Your first step to living well with Alzheimer's disease or a related dementia

A diagnosis of dementia can be overwhelming. Too often families struggle to cope with these challenges alone, only reaching out for help when a crisis occurs, such as an emergency room visit or when the care partner *just can't do it anymore*. Our First Link program is designed to reach out to people before these stressful situations occur, so we can provide them with the support and education they need to live better with all levels of dementia.

First Link connects people to:

- **Education:** A learning series offering information about diagnosis, day-to-day living, positive approaches to care, how to manage challenges and how to prepare for the future
- **Support:** Support groups and opportunities for one-on-one support
- **Resources:** Additional community programs and services

Our Family Support Group

A key part of maintaining and improving quality of life for care partners and families is creating a support network. Together, in sharing their experiences, the members of our Family Support Groups recognize that they are not alone in their journey. Our Family Support Groups are offered in 6 locations across the province. We are currently working on expanding our Family Support Groups into other rural areas of our province. There are many ways to help; join our Senior Advisory committee, distribute posters, become a facilitator or recruit others in your community.

Alzheimer Society NEWFOUNDLAND & LABRADOR



WHY FIRST LINK MATTERS

9,642 living with Alzheimer's Disease in Newfoundland and Labrador.

214 new cases of Alzheimer's disease or a related dementia each year in Newfoundland.

207 of the 214 individuals diagnosed last year availed of the Alzheimer Society's First Link Program and Services

Contact us to learn how you can support those living with dementia in your community!

709-576-0608 / 1 877-776-0608 / info@alzheimernl.ca



LPN Decision-Making Tool

Part 3: Independence and Collaboration in Practice

This is the 3rd in a 3-part series of LPN decision making tools. The first part (Practice, May 2019) focused on scope of practice. The 2nd (Practice, September 2019) focused on assignment of care.

How will we do this?

LPNs practice autonomously (independently) as well as collaboratively. The level of independence an LPN has in their practice varies in relation to the needs of the client, the LPNs individual capacity or competence, and the supports and resources available in the practice environment.

INDEPENDENCE in practice requires:

- › an established plan for client care
- › that the expected outcomes of client care are being met
- › that the care (including assessment, intervention and evaluation) are within the skill set of the LPN

COLLABORATION in practice is required when:

- › there is no established plan for client care
- › the expected outcomes of client care are not being met
- › the required care (including assessment, intervention and evaluation) is no longer within the skill set of the LPN

The frequency and degree of collaboration, along with the decision of whom to collaborate with, will be determined by a number of factors, including employer policy, complexity of required care, and the skill set of the available care providers. All professionals have an obligation to provide the best possible care to their clients. Effective collaboration is an important component of safe care.

“in order to provide safe, competent, and ethical client care, nurses must practise in an environment that fosters collaboration between health professionals for the benefit of clients and the health-care system”.

– [Canadian Nurses Association, 2019](#)

MYTH: LPNs must not provide any care to a client with complex care needs.

FACT: While the LPN would not independently provide care when care needs become complex, the LPN may provide elements of care or participate in the ongoing care for this client.

MYTH: The LPN waits for the RN to develop the plan of care.

FACT: The LPN contributes to the development or updating of the plan of care.

“Effective teamwork and role clarity enable critical decisions to be made that support assignment of the most appropriate category of nurse to care for a client”.

– [RNAO Best practice guideline on intra-professional collaborative practice](#)



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

209 Blackmarsh Road, St. John's, NL A1E 1T1
709.579.3843 • Toll Free 1.888.579.2576 • info@clpnnl.ca