

# PRACTICE

## LEADING IN LEARNING: JODIE MICHELIN LPN – EMBRACING THE ADVANCING SCOPE OF PRACTICE



**Online Licensure Renewal  
Has Started**



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

Volume 6, Issue 1 – February 2021

# 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](mailto:wsquires@clpnnl.ca).

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**PRACTICE, presented by CLPNNL**

**Design & Layout: Kimberly Puddester**



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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

Leading regulatory excellence.

## VALUES

<b>Collaboration</b>	Working effectively with others
<b>Excellence</b>	Commitment to the highest standards
<b>Accountability</b>	Answerable for our actions
<b>Fairness</b>	Fostering a culture of mutual trust, respect and social justice
<b>Innovation</b>	Using information, imagination and initiative

## MISSION

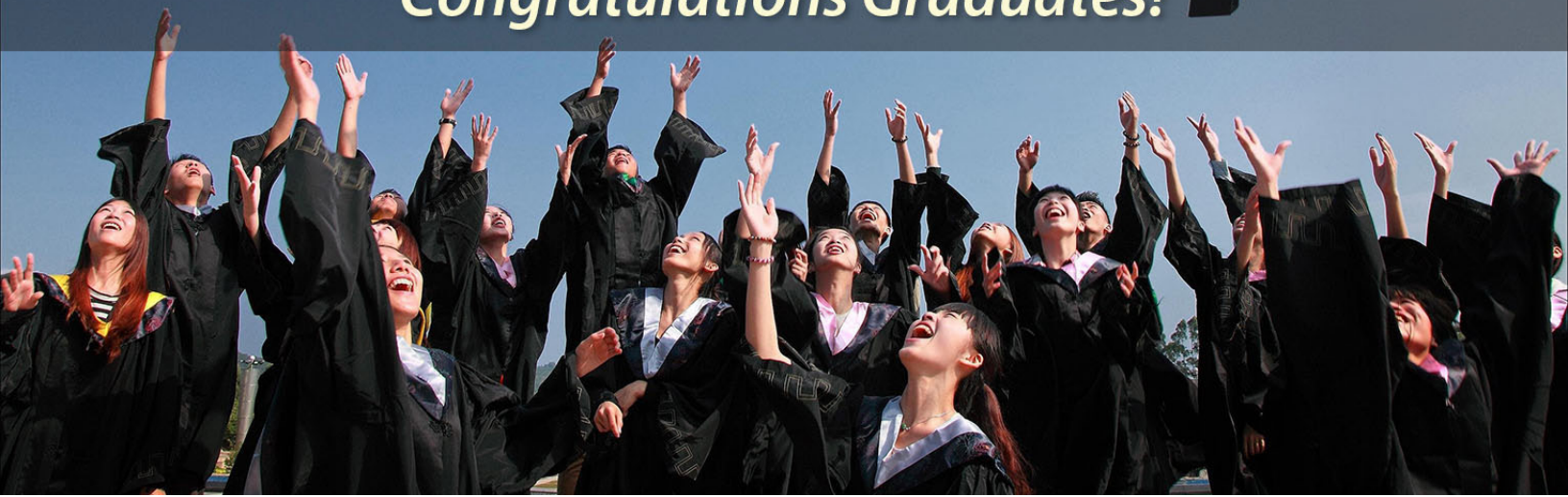
Regulate Licensed Practical Nurses in the public interest.



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



## ***Congratulations Graduates!***



The College of Licensed Practical Nurses of Newfoundland and Labrador congratulates the 157 graduates of the 2020 Practical Nursing Program. We welcome you to the nursing profession and wish you much success in your nursing career.

**Hats off to you!**



### **Online Registration is Now Open**

LPNs, check your inbox or visit the CLPNNL website to renew your LPN license online.



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



The College of Licensed Practical Nurses of Newfoundland and Labrador welcomes new Board member Shawna Hayley Sharpe LPN – Zone 1.

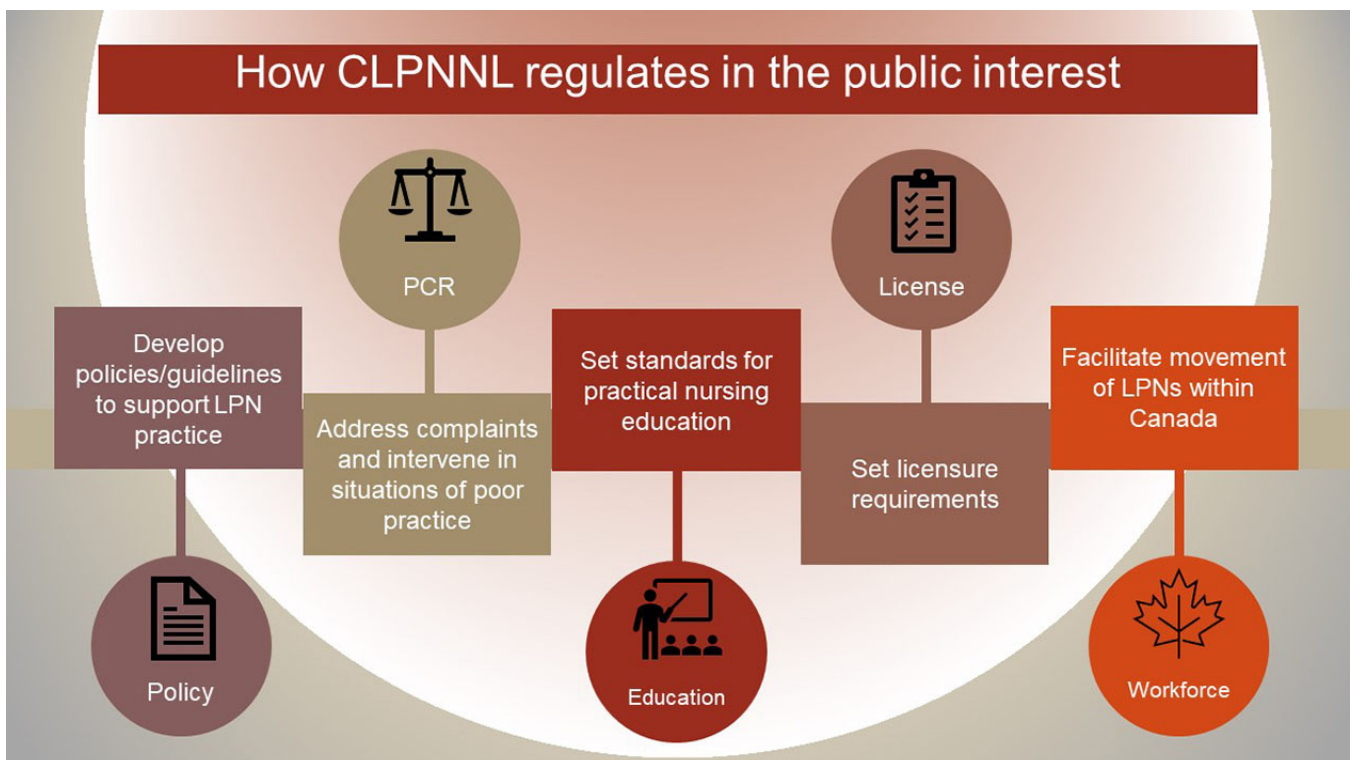
CLPNNL also welcomes back to the Board, Aimee Pennell LPN – Zone 4.

Both Shauna and Aimee are appointed for a 3-year term until December 31, 2023.



## THANK YOU TO OUTGOING BOARD MEMBER

CLPNNL would like to thank outgoing Board member Lorie Cooke LPN for her contributions made to support the mandate of the CLPNNL.



# The Social Impact of COVID-19: Information for Health Care Professionals

## Provincial Education Webinar

TUESDAY, FEBRUARY 16, 2021

2 p.m. - 4 p.m. (Newfoundland Time) / 1:30 p.m. – 3:30 p.m. (Labrador Time)

In March of 2020, COVID-19 was declared a global pandemic. In this webinar, panelists from diverse practice areas will explore the social impact of COVID-19 and how it has affected the health and social well-being of the people of this province.

### Panel Presenters:

Dr. Suzanne Brake, PhD, RSW, Seniors' Advocate Newfoundland and Labrador

Barry Hewitt, MSW, RSW, Provincial Systems Navigator for Mental Health & Addictions

Jackie Lake Kavanagh, MSW, RSW, Child and Youth Advocate Newfoundland and Labrador

Natalie Moody, BSc. HEd, MHSc, Regional Director Population and Public Health, Eastern Health

Doug Pawson, MPhil, MBA, Executive Director, End Homelessness St. John's

### Moderators:

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

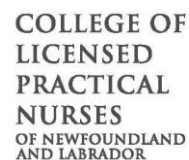
Peggy Rauman, RN, BN, MN, *Nursing Consultant, Policy & Practice, College of Registered Nurses Newfoundland and Labrador*

### Registration:

To register, please visit the following link. For CRNNL and CLPNNL members, please include your license number when you register.

<https://onlinexperiences.com/Launch/QReg/ShowUUID=B8F76371-E1E0-4ADD-8B21-B3E6FFA28EF8>

\* If you are not able to attend on the day of the event, a recording of the webinar will be made available\*.



# LEADING IN LEARNING:

## JODIE MICHELIN LPN – EMBRACING THE ADVANCING SCOPE OF PRACTICE

In 2010, Jodie Michelin was a student in the Practical Nursing (PN) program at College of the North Atlantic (CNA) in Happy Valley-Goose Bay. She excelled in both the theory and clinical components of her program, becoming a valued preceptor and mentor in her chosen career.

Co-ordinating Instructor at Happy Valley-Goose Bay campus, Jennifer Blake says, “Jodie was destined for great things.”

It comes as no surprise that Jodie is now part of the campus PN faculty there. In her role as a clinical instructor, she provides guidance and direction to PN students in the long-term care (LTC) setting.

Jodie had been a dedicated and highly valued preceptor at Labrador Grenfell Health with the LTC program – her most recent nursing practice. Jodie brings to the role many years of experience as a PN and a preceptor. It is that experience, coupled with her love of nursing, that make her an ideal clinical instructor – a role she was eager

to embrace. She wanted to assist PN students as they enhance their theoretical knowledge and transfer that learning to the practical setting. Jodie understands that quality clinical learning experiences are essential for preparing students to provide safe, competent, and compassionate nursing care. This role provides an optimal opportunity to enhance student learning by facilitating a problem-solving and critical-thinking skillset, as well as clinical decision-making.

“In addition to the clinical setting, she is proving to be a real asset in the laboratory setting at the college to ensure that students receive exceptional practice opportunities and learning experiences,” Jennifer said.



*Jodie Michelin, LPN*





Jennifer Blake, RN, and Jodie Michelin, LPN

Jodie clearly makes every effort to provide excellent learning opportunities and promote confidence in students as they transition to competent professional nurses.

In March 2019, the CLPNNL Board approved the *Program Approval Standards for Faculty and Guidelines for Hiring LPNs and Diploma-Prepared RNs as Instructors in PN Programs* opening the door for LPNs in the instructor role. This created an opportunity for Jodie to become a trailblazer.

“I am so honoured to be the first LPN in the province to have the privilege of working as a clinical / lab instructor in

the Practical Nursing program with CNA in Happy Valley-Goose Bay”, said Jodie. “I am very grateful to be a part of the wonderful practical nursing faculty and am so thankful for the expansion of the LPN role.”

Jennifer adds, “The scope of practice of the LPN is continuously expanding and with so many well-educated LPN’s in the province, it only makes sense that LPNs continue to expand into the educational setting. We are most thankful for the expansion of the LPN role and feel very blessed to have Jodie join our team at the college.”

To be considered for employment at CNA, potential candidates are required to have at least five years of experience with at least three of them in the clinical area. Candidates are also required to complete an educational component consisting of four modules focused on teaching and learning related to andragogy.

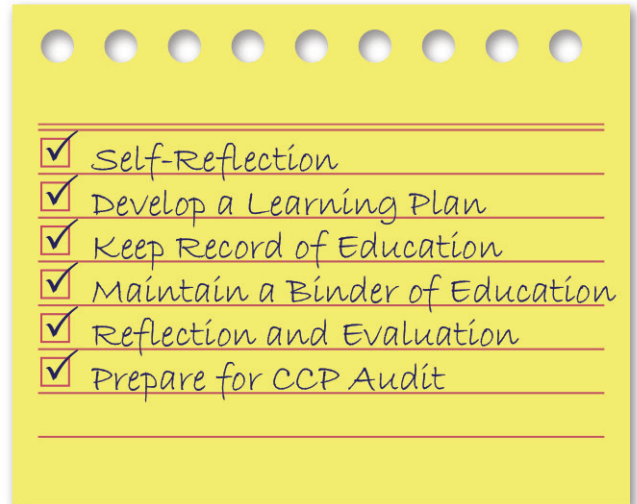
“I am thoroughly enjoying this new endeavour, and I would like to thank everyone involved in making this possible,” said Jodie.

# CCP UPDATE

As the end of the 2020-2021 licensing year approaches, all elements of CCP must also be concluding in preparation for the CCP Audit.

LPNs verify on their licensure renewal that they have complied with the legislative requirements for CCP. Once LPNs identify they have complied, they are then eligible for the 2021 CCP Audit. If LPNs cannot verify compliance on the licensure renewal form, they are asked to contact CLPNNL for assistance.

Additional information on CCP can be found in the [CCP Toolkit](#) or contact Wanda Squires, Practice Consultant at [wsquires@clpnnl.ca](mailto:wsquires@clpnnl.ca) or 709-579-3843 ext. 206.



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## 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

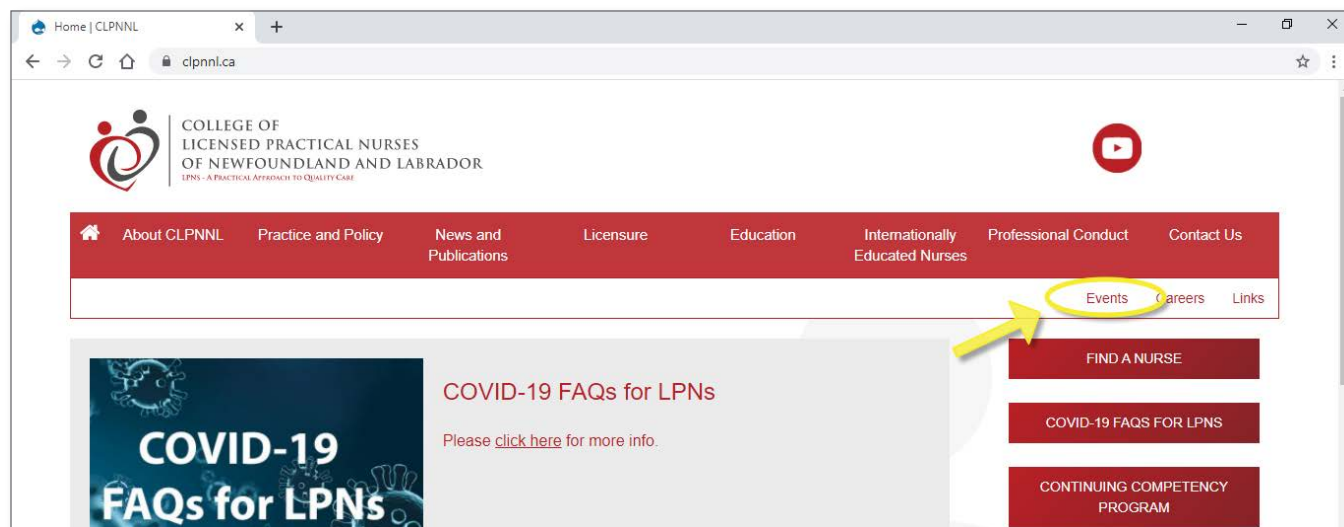


If any of the above information has recently changed, please contact the CLPNNL by phone or email to update your file.

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.

# CLPNNL WINTER WEBINARS

Register on-line at the Events section of the CLPNNL website [www.clpnnl.ca](http://www.clpnnl.ca).



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.

## List of events:

EVENT	DATE	TIME (island time)
Mental Health and Addictions: Where do I find help?	February 3/21	2:00 pm
Continuing Competency Program (CCP) Review	February 10/21	2:00 pm
<b>The Social Impact of COVID-19:</b> Information for Health Care Professionals Provincial Education Webinar	February 16/21	2:00 pm – 4:00 pm
Reflecting on the Professional Scope of Practice vs. Individual Scope.	March 10/21	2:00 pm
LPN Preceptors: What is my role?	March 24/21	2:00 pm
Continuing Competency Program (CCP) – New Licensing Year - New Plan	April 14/21	2:00 pm
Accountable Practice – My Role as a Licensed Professional	April 21/21	2:00 pm



## How CLPNNL addresses allegations through the Professional Conduct Review (PCR) process.

CLPNNL has the legislated responsibility, through the Licensed Practical Nurses Act (2005), to address allegations of conduct deserving of sanction<sup>1</sup> that are filed with the Registrar.

In the [October issue of PRACTICE](#) the numbers and types of allegations received by CLPNNL were presented. Once an allegation is received by the Registrar, there is a clearly defined path as outlined in the [Licensed Practical Nurse Act \(2005\)](#) sections 13 – 27.

CLPNNL is accountable to intervene when poor practice may impact the safety of the public. In 2019-2020, CLPNNL worked to resolve allegations against LPNs while ensuring that the public interest remained protected. Part of that process involved remediation and education targeting the poor practices identified through the PCR process to prevent recurrence.

The Registrar may use the alternative dispute resolution (ADR) process to resolve allegations that are filed against LPNs. When the CLPNNL Registrar believes that an allegation may be satisfactorily resolved and if the Complainant (person making the allegation) and Respondent (LPN) are agreeable, the Registrar may resolve the matter. Alternatively, the Registrar may file the allegation with the Complaints Authorization Committee (CAC). The CAC is made up of 6 members of the CLPNNL Board as follows: 2 public members (1 member and 1 alternate), 3 Licensed Practical Nurses and 1 other Board member. When a matter is filed with the CAC, the committee will review the information related to the allegation and do one or more of the following:

- refer the allegation back to the registrar for an investigation or alternative dispute resolution in accordance with the regulations;
- conduct an investigation itself or appoint a person to conduct an investigation on its behalf; and
- require the LPN to appear before it.

Where the CAC is of the opinion that there are reasonable grounds to believe that a LPN has engaged in conduct deserving of sanction, the allegation shall be considered as constituting a complaint, and the committee may:

- counsel or caution the LPN; or
- instruct the registrar to file the complaint against the LPN and refer it to the disciplinary panel; and recommend to the college that:
  - › the LPN's licence be suspended or restricted, or
  - › the registrar conduct an investigation of the LPN's practice, and where the college approves an investigation the registrar shall conduct it.

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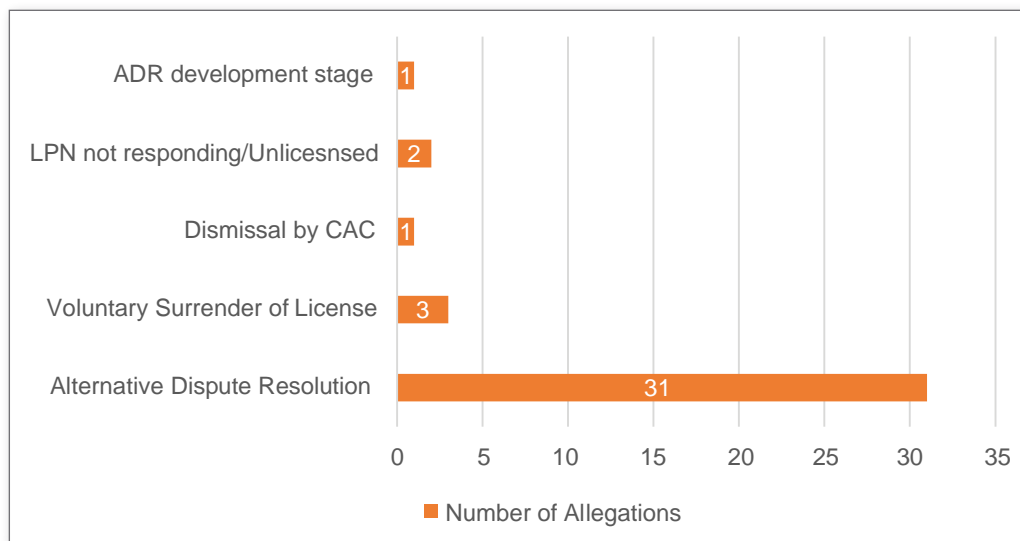
<sup>1</sup> Definitions of *conduct deserving of sanction* are in *Standards of Practice and Code of Ethics for Licensed Practical Nurses in Newfoundland and Labrador*, Appendix B: Definitions, page 14.

Where the CAC is of the opinion there are no reasonable grounds to believe the LPN has engaged in conduct deserving of sanction, the committee shall dismiss the allegation and give notice in writing of the dismissal to the complainant.

As identified in The Fig XX below, in 2019-2020, ADR was utilized to resolve 31 of 38 allegations.

A requirement of the ADR process is that all LPNs participate in education with the CLPNNL Practice Consultant. In 2019-2020 sessions conducted by the CLPNNL Practice Consultant included review and discussion of the CLPNNL's Standards of Practice, Code of Ethics, and the importance of professional regulation. Other topics reviewed were specific to the alleged conduct of each LPN and ranged from documentation and medication administration to scope of practice and the importance of the therapeutic nurse-client relationship.

**Figure XX illustrates the disposition of allegations for the 2019-2020 licensure year by CLPNNL.**



**\* In the next edition of Practice...**

**Disciplinary Hearings:  
How are they conducted and what are the potential decisions?**

# PROFESSIONAL CONDUCT REVIEW (PCR) NOTIFICATIONS

## November PCR Notifications

On September 17, 2020, the CLPNNL Registrar resolved an allegation filed against a LPN. The Complainant was the LPN's employer. The allegation was referred to the Complaints Authorization Committee (CAC) and an investigation was ordered. Following review of the investigation findings, the CAC referred the allegation back to the CLPNNL Registrar to resolve with Alternative Dispute Resolution (ADR). The allegation related to issues of disruptive communication with colleagues, and medication administration practices that did not adhere to best practice or employer policy. The LPN is required as part of the agreement, to complete specific remedial education targeting medication administration, documentation, relational practice and communication in nursing. Additionally, the LPN is required to meet with the CLPNNL practice consultant to review and discuss the CLPNNL Standards of Practice and Code of Ethics; the Therapeutic Nurse Client Relationship; and the Medication Management interpretive documents. Finally, the LPN is required to submit an essay reflecting on the lessons learned through the education provided and how communication, collaborative practice and adherence to employer protocols impacts care.

On October 25, 2020, the CLPNNL Registrar resolved an allegation against a LPN. The LPN contacted the CLPNNL Registrar to self-report that they had diverted specific medications from the employer because they suffer from a substance abuse disorder. The employer reported the incident to CLPNNL and acted as Complainant in the resolution of the allegation. The LPN's return to nursing practice was subject to CLPNNL receiving

medical confirmation that the LPN is fit to practice nursing and that they are receiving treatment for their substance abuse disorder. The LPN is required to undergo specified monitoring upon return to practice and to complete remedial education targeting jurisprudence and professional standards. Additionally, the LPN is required to meet with the CLPNNL Practice Consultant to discuss and reflect on learnings gained about the legal and professional implications of nurses maintaining fitness to practice in the interest of public safety.



On November 9, 2020, the CLPNNL Registrar resolved an allegation against a LPN. The allegation was filed by the CLPNNL Registrar as outlined in the Licensed Practical Nurses



Act (2005) Section 15 (2). The LPN practiced without having completed their annual license renewal requirements and thereby failed to maintain liability protection in accordance with the Licensed Practical Nurses Act (2005). The LPN is required to pay a \$1000.00 fine as well as complete remedial education targeting professional accountability and jurisprudence in nursing practice. Additionally, the LPN is required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics; Accountability; and the importance of upholding annual registration requirements.

On November 12, 2020 the CLPNNL Registrar resolved an allegation filed against a LPN. The Complainant was the LPN's employer. The allegation related to the LPN exhibiting signs of extreme tiredness, as well as episodes of distraction and confusion during a shift. Through the investigation it was identified that the LPN had a change in their regular

### December PCR Notifications

On December 9<sup>th</sup>, 2020, the CLPNNL Registrar resolved an allegation filed against a LPN. The Complainant was the LPN's employer. The allegation related to inaccurate documentation on a client who left a healthcare facility without notifying the staff. The inaccurate documentation related to the client's location and the care provided. The allegation was referred to the Complaints Authorization Committee (CAC) and an investigation was ordered. The CAC reviewed the results of the investigation and made the decision to refer the allegation back to the Registrar for alternative Dispute Resolution (ADR). There was no allegation of harm to the client due

medication regime by a medical provider and the night before the shift in question, the LPN had not slept. The LPN admitted the behaviour had been the result of the new medication coupled with exhaustion and that as a professional this was a breach of Code of Ethics **Principle 5.5:** Inform the appropriate authority in the event of becoming unable to practise safely, competently and/or ethically. There was no allegation of any harm to a client due to the unusual behaviour. The LPN is required to complete remedial education targeting professional accountability, jurisprudence, standards of practice and ethics. Additionally, the LPN is required to meet with the CLPNNL Practice Consultant to discuss the CLPNNL Standard of Practice and Code of Ethics and well as to review the CLPNNL Accountability Interpretive document. The LPN is also required to submit to the Registrar an essay reflecting on the responsibility of a LPN to report any circumstance that has the potential to impede professional, ethical or legal practice.

to the incident and the client's family were aware of the situation. The LPN was required to complete remedial education targeting documentation, professional accountability and jurisprudence in nursing. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics; Accountability; as well as the best practices in nursing documentation. Finally, the LPN was required to submit an essay reflecting on the insight gained from the education provided and the importance of professional accountability to one's nursing practice.



# PROJECT ECHO NL: OPIOID USE DISORDER

Session 5: Tuesday, February 2, 2021

## Trauma-Informed Care and Psychosocial Supports

Tuesday, February 2, 2021

8:30 – 9:30 am NST

### Learning Objectives:

At the conclusion of this activity, participants will be able to:

- Define trauma and recognize the signs and symptoms of trauma in individual clients and families.
- Discuss the key components of trauma-informed care and its application in a clinical setting.
- Discuss the widespread impact of trauma and recognize the importance of psychosocial supports in OAT.
- Describe ways to actively resist re-traumatization of the client in a clinical setting.
- Identify local psychosocial supports commonly recommended for clients with opioid use disorder.

### Speaker:

**Vanessa McEntegart, BSW, MSW, RSW**

Clinical Social Worker  
Bridges Program  
Eastern Health

### Registration Information:

Sessions take place on Zoom.

To register for **Session 5**, please email [Chelsea.Hynes@easternhealth.ca](mailto:Chelsea.Hynes@easternhealth.ca)  
by **Friday, January 29, 2021**.

**Direct questions about Project ECHO NL: Opioid Use Disorder to:**

Kate Lambert  
Knowledge Exchange Facilitator  
Provincial Opioid Dependence Treatment Centre of Excellence  
Eastern Health  
[Kate.Lambert@easternhealth.ca](mailto:Kate.Lambert@easternhealth.ca)

*This **Group Learning** program has been certified by the College of Family Physicians of Canada and the Newfoundland and Labrador Chapter for up to 10 Mainpro+ credits.*

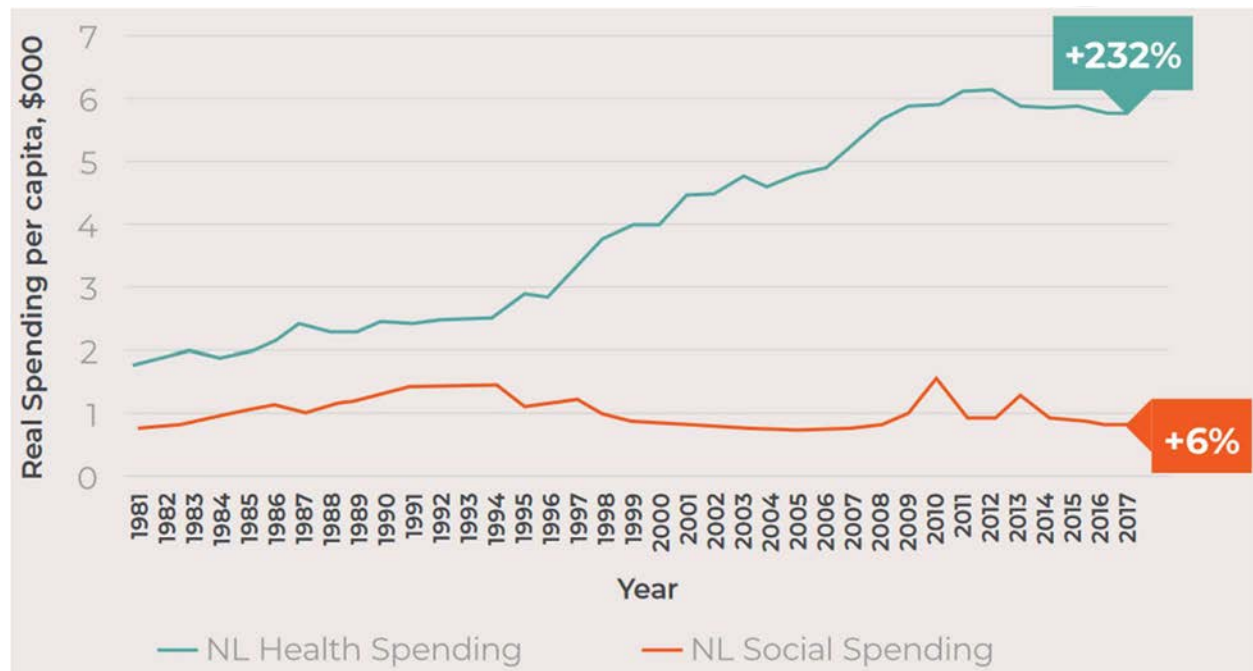
*Project ECHO NL: Opioid Use Disorder is funded through Health Canada's Substance Use and Addiction Program.*

# Health Accord NL

## New 10-Year Health Accord to Drive Change for Better Health Outcomes in Newfoundland and Labrador

In November, the Government of Newfoundland and Labrador announced a Task Force on Health Care known as Health Accord NL. Its objective? To use evidence, strategies and public engagement to create a 10-year Health Accord that will improve health in Newfoundland and Labrador.

It is no secret that when it comes to health, Newfoundland and Labrador consistently has some of the worst outcomes in the country. NL has the worst life expectancy, highest mortality rates for cancer, cardiac disease and stroke, and the highest rate of chronic disease in Canada. Since 1981, health spending in the province has increased by 232% while social spending on programs and services that affect our health has only increased by 6%.



Source: D. Dutton. Dalhousie

Health Accord NL, led by Co-Chairs Dr. Patrick Parfrey and Sister Elizabeth Davis, will focus on two major ideas in its quest for a strategy for better health in the province:

- awareness of and intervention in the social factors that influence health (social determinants of health)
- balance of community-based (primary health care, elder care, social care) and hospital-based services.

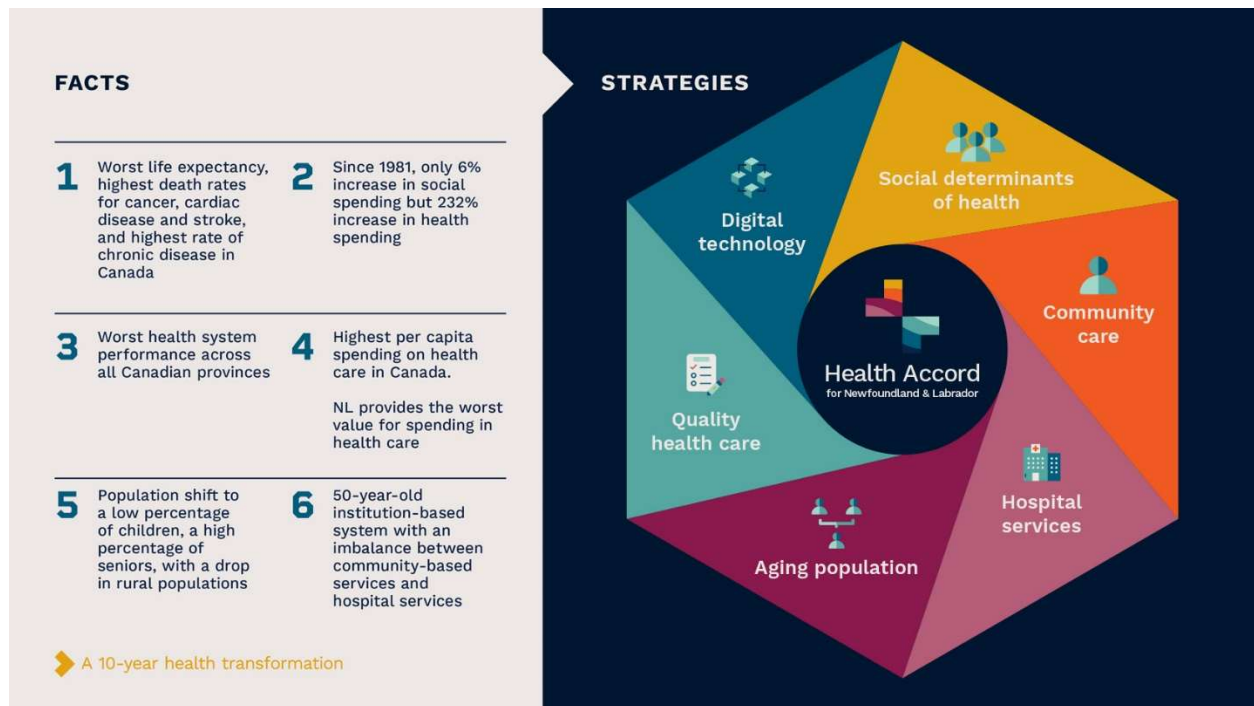
"The facts are alarming – Newfoundland and Labrador consistently has the worst health outcomes in the country despite spending more per capita on health than any other province," says Dr. Parfrey, Health Accord NL Co-Chair. "This Health Accord will clearly define an



implementation plan with short, medium, and long-term goals for health, which should result in better health overall for Newfoundlanders and Labradorians.”

### Six Facts and Six Strategies

To develop the Accord, the Task Force will have committees working in six strategic areas: Social Determinants of Health, Community Care, Hospital Services, Aging Population, Quality Health Care and Digital Technology. Committees will be led by knowledgeable Chairs who bring a wealth of professional and lived experience not only in the realm of health care, but also from outside the sector. Read more about the committee chairs [here](#).



“In this province, we invest a lot in the treatment and management of our poor health, and not enough in the social determinants of health which are a broad range of factors such as income and social status, education, race, etc. that influence our health,” says Sister Davis, Health Accord NL Co-Chair. “One of the six Task Force committees will focus solely on the social determinants of health and engagement with underrepresented groups will be critical in addressing these issues.”

### Engagement is a Priority

Open communication and engagement with various groups throughout the province is extremely important. The general public and community sector, Indigenous communities, seniors, municipalities, unions, health care professionals – these groups and more all have a

vested interest in health and health outcomes. Their input and engagement will be critical throughout this process.

Health Accord NL has recently met with the leadership of the College of Licensed Practical Nurses of Newfoundland and Labrador to discuss the process of engaging with key informant groups like CLPNNL and how to ensure the ideas, feedback and concerns of its members are heard and considered. In addition to providing feedback to Health Accord NL via public engagement opportunities, you are encouraged to reach out to your representatives at CLPNNL to share your feedback. Licensed Practical Nurses play an essential role in our health and health care and it is important that your experiences be a part of this process.

“Everyone is a stakeholder in how healthy we are as a province, so we are placing a very high value on open communication and meaningful engagement throughout this process,” says Sister Davis. “We want to have conversations with residents and listen to your opinions, hopes and ideas about how our province can become a healthier place.”

In December, Health Accord NL hosted a series of virtual town halls throughout the province entitled **Your Health. Your Province. Your Say**. During these town halls, participants were asked:

- How can we become healthier?
- How can we make healthier decisions?
- How can we change the path we are on?
- How can we reimagine the way to better health and health care in your community?

“We were delighted with the turnout at our first round of virtual town halls,” says Dr. Parfrey. “We engaged with enthusiastic and optimistic groups of people who have ideas and hope for better health in this province, and we look forward to that continuing in 2021 during our engagement with the public and key informant groups.”

You can [view the presentation](#) and [download the slides](#) that were used during the virtual town halls.

### **We Want to Hear from You!**

Stay tuned for upcoming opportunities to engage with the Task Force, write to Health Accord NL anytime at [info@healthaccordnl.ca](mailto:info@healthaccordnl.ca), and engage with CLPNNL to share your opinions, hopes, and ideas about how our province can become a healthier place. Together, we can reimagine health and health care in Newfoundland and Labrador.

For more information, please visit [www.healthaccordnl.ca](http://www.healthaccordnl.ca) or email [info@healthaccordnl.ca](mailto:info@healthaccordnl.ca).



# Nursing Education and Research Council

## Nursing Grand Rounds



# 2021 - Virtual Events

Date	Topic	Presenter
Jan. 28	<u><a href="#">Medical Assistance in Dying - Evolution and Key Updates</a></u>	<b>Dr. Aaron McKim</b> Eastern Health MAiD Program Coordinator
Feb. 25	<u><a href="#">That was Then, This is Now: My PTSD road to recovery</a></u>	<b>Maureen Brennan RN</b> <i>Peer Support Coordinator</i>
Mar. 25	<u><a href="#">Medical Surgical Nurses' Knowledge and Perceptions of Asepsis in Practice</a></u>	<b>Anne Marie Lewis MN RN</b> <b>Andrea Barron MN RN</b> <b>Melissa Crotty MN RN</b> <i>Faculty—Centre for Nursing Studies</i>
Apr. 29	<u><a href="#">Understanding and Treating Binge Eating Disorder</a></u>	<b>Dr. Jacqueline Carter-Major, R.Psych</b> <i>Associate Professor</i> <i>Memorial University of Newfoundland</i>

- 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**



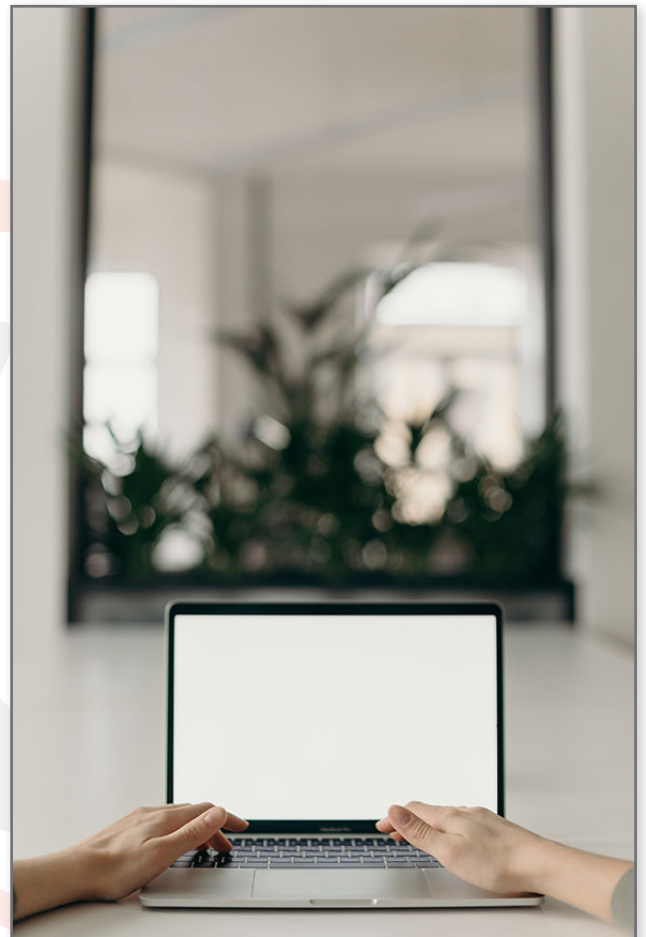
## Virtual Workshops

### CLPNNL is taking it's LPN Workshop Virtual!

Over the last two years, and prior to Covid-19, CLPNNL staff travelled throughout Newfoundland and Labrador to offer its one day, in person workshop for LPNs. Approximately 150 LPNs have already attended, and many more have asked if CLPNNL will continue to offer this event.

Due to current public health restrictions, we cannot hold an in-person event, so we are going virtual! In the coming days, all LPNs will receive an e-mail outlining plans and registration information for the virtual workshop.

**Keep an eye on your inbox!**





# Licensed Practical Nurses Insurance Programs

October 2020



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Lloyd Sadd Insurance Brokers Ltd. is pleased to continue providing insurance programs to Licensed Practical Nurses (LPN) who are members of the provincial LPN regulatory body. Below are a few topics of interest about the program:

### Medical Malpractice Insurance (included in provincial LPN membership)

Medical Malpractice, also known as Errors and Omissions liability or Professional Liability responds to claims arising from your work as a Licensed Practical Nurse (LPN) in Canada. It responds to third-party claims of negligence on your part - whether actual or alleged - during the course of your work as an LPN. The policy responds to claims of damage caused by the administration of professional services, services or care rendered incorrectly, or the failure to administer care when it is required. It also includes coverage for legal expenses associated with investigating and defending the allegations.

### General Liability Program

Commercial General Liability (CGL) is imperative if you are self-employed and/or contract your professional services to hospitals, clinics, other community care providers or render services to clients in their home or other locations including your own home or workplace. A CGL program including coverage for Bodily Injury, Property Damage and Tenants Legal Liability is available through Lloyd Sadd Insurance Brokers Ltd. \$2,000,000 and \$5,000,000 options are available. For more information on this program please contact any of the Lloyd Sadd team members.

### International Coverage

Coverage is available for LPN's travelling outside of Canada on a short-term contract or humanitarian work. There are no additional premiums or charges associated with this coverage. The only requirement is individuals need to notify their LPN regulatory body and Lloyd Sadd Insurance Brokers Ltd. with respect to destination and duration of the work for international coverage to apply.

### Incident Reporting

Coverage under Medical Malpractice Liability policies is on a Claims Made and Reported basis. This means the policy responds to allegations made during the policy period regardless of when the incident in question actually took place. However, the policy stipulates incidents/claims **must be reported** to Lloyd Sadd Insurance Brokers Ltd. **as soon as individuals first learn** of an allegation, claim or that one could potentially be brought against them. This is extremely important as coverage could be denied if the individual does not advise in a timely manner or jeopardizes the potential of an early defence, should it be required.

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# Medical Malpractice Explained

October 2020

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As a registrant of the LPN regulatory body you are provided with Medical Malpractice Liability coverage. Included in your annual fees your LPN regulatory body provides a Medical Malpractice Liability policy with a \$2,000,000 limit per claim. The program provides coverage for faults, errors, omissions and negligence for services rendered while acting within the LPN's scope and duties. The basis of the policy is to protect the public's ability to claim and provide coverage to the LPN named in the claim for:

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

Malpractice issues are of great concern today. There was a time when health practitioners were not subject to lawsuits. Times have changed and today malpractice lawsuits are much more common.

Organizations, employees and services are constantly in the public eye and are being held to increasingly higher standards of care. Licensed Practical Nurses (LPN) have daily contact with people and patients. These people are dependent upon your skillful care and extensive knowledge. Medical Malpractice Liability Insurance provides coverage in cases of 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 demonstrate 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.

The insurance company is equipped with a team of analysts, adjusters and legal professionals to ensure a fair and thorough process in the event of a claim. Their expertise is critical in guiding you as an LPN through the process, while respecting the LPN's personal privacy and the confidentiality of their employer.

The policy includes coverage for all active and retired registrants of the LPN regulatory body. Graduates awaiting licensing are also provided coverage as long as they are working under the guidance of another health professional.

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# Medical Malpractice Explained

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Since the policy is intended to only cover errors and omissions resulting from your professional practice, it is important to note there are exclusions not covered by this policy. 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 will provide 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 their primary policy.

For LPN's who are self-employed or who do contract work, this liability insurance is critical protection. As long as the work you are providing falls within your scope of practice, you are covered.

This program has been developed with the LPN regulatory body and is intended to protect the public's ability to pursue a claim in cases of alleged malpractice.

**It is important to understand your coverage related to accidental errors in your day-to-day work.**

**Contact us if you have any questions**



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