

PRACTICE



*Reflection is an essential component of professional practice.
– see page 14 for the full article*



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

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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

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

VISION

Leading regulatory excellence.

VALUES

Collaboration	Working effectively with others
Excellence	Commitment to the highest standards
Accountability	Answerable for our actions
Fairness	Fostering a culture of mutual trust, respect and social justice
Innovation	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

The College of Licensed Practical Nurses of Newfoundland and Labrador Supports Evidence-Informed Practice to Combat COVID-19

The mandate of the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) is to promote safety and protect the public through the provision of safe, competent, compassionate, and ethical nursing care by Licensed Practical Nurses.

Licensed Practical Nurses (LPNs) must adhere to the CLPNNL's Standards of Practice and Code of Ethics in carrying out their professional responsibilities. With the recent increase in social media posts containing anti-vaccine, anti-masking, anti-distancing, and anti-lockdown statements, CLPNNL is compelled to identify the expectations for LPNs in Newfoundland and Labrador. CLPNNL expects that LPNs will use evidence informed knowledge and adhere to the public health advice and guidance set out by the province's Chief Medical Officer. Following the direction provided by public health is crucial to protect the public, ourselves, our families, and our community from the spread of COVID-19.

Licensed Practical Nurses hold a unique position of trust with the public and have a professional responsibility to lead and contribute to a practice culture that promotes safe care. LPNs must use evidence, science, and judgement to guide nursing decisions and take full responsibility for knowing and acting consistently with the principles, practice standards, laws and regulations under which they are accountable. Actions carried out by Licensed Practical Nurses that pose a risk to public protection are not acceptable and do not represent the professional standards that nurses are expected to adhere to.

CLPNNL's AGM UPDATE

On June 25, 2021 CLPNNL held its Annual General Meeting virtually. Board Chair, Jane Parady, presented the **2020 – 2021 Annual Report**, outlining the numerous decisions taken by the Board, and activities carried out by CLPNNL staff over the past year. Highlights included registration numbers, newly approved regulatory documents, a new practical nursing program approval process, numbers of education events and collaborative presentations, and an overview of professional conduct review issues.

The full **Annual Report**, from our News and Publications webpage is available [here](#).



A close-up photograph of a person's hands writing in a notebook. The person is wearing an orange patterned top. The notebook is open, and the person is holding a black pen. The background is slightly blurred, showing a wooden desk and some papers.

A Revised and Extended Practical Nursing Program for Newfoundland and Labrador

The Centre for Nursing Studies (CNS), operated by Eastern Health, is the largest nursing school in Newfoundland and Labrador (NL). Since 1996, the CNS has been offering a number of nursing programs/courses/modules to more than 1,000 students each academic year. One of the key programs offered by the CNS is the Practical Nursing Program (PNP). Designated as the parent institution for the delivery of practical nursing education in NL by the College for Licensed Practical Nurses of Newfoundland and Labrador (CLPNL), the CNS works collaboratively with faculty and administration at the College of the North Atlantic (CNA) who deliver the PNP at various campuses throughout the province. The campuses, referred to as satellite institutions (SIs), may vary each year, as the offering of the PNP is often dependent on identified human resource needs in a specific regional health authority.

Every five years, the PNP undergoes an approval process. Approval processes are important to verify that PN graduates have acquired the knowledge, skills, critical thinking and clinical judgment abilities, and attitudes, as described in the entry-level competencies (Canadian Council for Practical Nurse Regulators, 2020), to provide safe, competent, compassionate and ethical nursing care. Additionally, the approval process validates that the CNS and the SIs are in compliance with the *LPN Act (2005)* and *Regulations (2011)*, as well as CLPNL's *Policies, Processes and Standards for the Approval of Practical Nurse Education Programs in Newfoundland and Labrador (2017)*. In March 2019, the CNS and the SIs participated in CLPNL's approval process. In June 2019, the CLPNL Board granted a 5-year program approval to the CNS and five SIs of the CNA (Carbonear, Clarenville, Grand Falls-Windsor, Corner Brook and Happy Valley-Goose Bay). Consistently since 1999, the CNS and SIs have received the highest approval rating granted by the CLPNL.

From 2002-2020, the PNP in NL was delivered over four semesters (16 months). During that timeframe, the scope of practice for Licensed Practical Nurses (LPNs) has broadened significantly. In response to the ever-changing health care environment, and to ensure that PN graduates

were meeting entry-level competencies, additional theory, psychomotor skills and clinical hours were added to the PN curriculum in NL. However, the timeframe for the delivery of the PNP did not change. Following the revised curriculum in 2015, PN students across NL completed a comprehensive End-of-Program evaluation tool. Unfailingly, there were notable and consistent themes/ comments year after year requesting an extension to the PNP, thus validating the need for a longer period of time to deliver the PNP. This validation was further supported by the reviewers during the approval process in 2019.



Subsequently, the process to review and revise the PN curriculum commenced March 2020. An Ad Hoc Committee was formed and consisted of faculty from the CNS and SIs. A Curriculum Lead and Project Manager were also assigned to oversee the review and revision. Throughout the entire process, faculty, staff and administration were involved, and supported the decisions proposed by the Ad Hoc Committee in relation to the Mission, Philosophy, Conceptual Framework, Program Outcomes, Curriculum Map, and the timeframe to deliver the PNP over five semesters.

To attest that the revised PN curriculum was in adherence with the CLPNNL's educational standards requirements, the following process and documents guided the Ad Hoc Committee in its development of the revised PN curriculum:

- Literature Review
- Environmental scan of specific colleges across Canada
- End-of-Program Evaluations (PN Classes 2016-2020)
- Consultations with PN faculty
- Consultations with key stakeholders from nursing practice across the province
- LPN Act (2005) and Regulations (2011)
- Document: Entry-Level Competencies for Licensed Practical Nurses (2020)
- Document: Standards of Practice for Licensed Practical Nurses in Canada (2019)
- Document: Competency Profile: Scope of Practice for Licensed Practical Nurses (2019)
- Document: Standards of Practice and Code of Ethics for Licensed Practical Nurses in Canada (2013)
- Document: Examination Blueprint: Canadian Practical Nurse Registration Examination (2022-2026)
- Document: Becoming a LPN in Canada: Requisite Skills and Abilities (2013)

In June 2020, a presentation by the Project Manager and Curriculum Lead regarding the revised curriculum was made to the Education Committee at CLPNNL. Specifically, a request

for approval of the revised PN curriculum including the Mission, Philosophy, Conceptual Framework, Program Outcomes, Curriculum Map, and delivery of the PNP over five semesters, was the essential purpose of the presentation.

On June 28, 2021, the CLPNNL Board approved the revised curriculum and its delivery over five semesters. This accomplishment was a significant and exciting milestone for all involved, and a tremendous achievement for practical nursing education in NL! In September 2021, the new intake of PN students entered semester one of the revised curriculum, and made history as the first class to begin the PNP that will be delivered over five semesters.

It is anticipated that the revised PN curriculum will enhance the quality and delivery of the PNP for students, provincially. Equally important is the stronger possibility of an attainable balance between personal and educational lives for PN students, and a higher retention of graduates. It is our hope that the revised PNP will strengthen the assimilation and application of the curriculum concepts taught in theory, lab and clinical courses, and evidently, successful outcomes.

The faculty, staff and administration at the CNS and SIs are excited about the changes to the PN curriculum, and look forward to the coming semesters to determine the impact that the revised and extended PNP will have for the graduating Class of 2023.

Submitted by:
Denise English, MN, RN (PNP Project Manager)
Renay Frankland, MN, RN (PNP Curriculum Lead)

References provided upon request.

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.

ELECTION OF LPNs TO THE CLPNNL BOARD - ZONES I AND III

The CLPNNL is seeking nominations for one LPN to be elected to the Board of the CLPNNL for each of Zones I (St. John's and area) and III (Central region). Each position is for a three-year term (January 1, 2022 – December 31, 2024). For more information about the election process, please contact the CLPNNL Liaison person for your facility, the CLPNNL office, or visit www.clpnnl.ca. A copy of the By-laws that outlines the catchment areas for Zones I and III is available by clicking [here](#).

SCHEDULE OF THE ELECTION PROCESS FOR ZONES I AND III

1. Deadline for receipt of completed nomination forms at the CLPNNL office is **October 22, 2021, at 1630 hrs.**
2. Instructions for online voting and a list of nominees will be emailed to each LPN in Zones I and III on **November 12, 2021.**
3. The window for online voting in each electoral zone will take place from **November 26 to December 10, 2021.**
4. Notification of election results to candidates takes place on **December 15, 2021.**
5. Notification of election results to membership occurs on **December 17, 2021.**

For more information on Zoning please view the [College By-laws](#).





Haven't attended CLPNNL's day-long workshop yet?

Here's your opportunity.

At the request of LPNs who have not yet attended, CLPNNL will be repeating the day-long workshop which covers topics such as regulation, scope of practice, standards of practice, and leadership.

The workshop will be offered virtually, via Zoom, over 3 sessions:

Tuesday, October 26, 2021 0830 – 1230

Tuesday, November 9, 2021 0830 – 1230

Tuesday, November 23, 2021 0830 – 1230

To request registration, visit the [EVENTS](#) page on our website.

(NOTE: Since 2018 CLPNNL has offered this same workshop in person in Happy Valley-Goose Bay, Corner Brook, Grand Falls-Windsor, Gander, Burin, Carbonear, St. John's; and via a 3-part virtual event in Spring 2021. *If you have already attended, please do not re-register.*)

The Implications of Long COVID

WEDNESDAY OCT 13 2021

🕒 1:00 p.m. EDT

📍 Zoom Webinar

Some researchers believe the number of long-haul COVID patients could be as high as 30%. Given those numbers, combined with the lack of current knowledge about the duration of long COVID symptoms or why they occur, pressure will only increase on hospitals and health systems already stretched to the limit by the pandemic. At least 6 specialized clinics have popped up across Canada in the past year to treat the needs of long-haul patients. An expert panel will discuss what we know so far about long COVID, provide an update on long COVID clinics, and share their views on what needs to be done to ensure quality of care as the number of “long haulers” grows.

Speakers

Dr. Angela Cheung

University of Toronto and Co-lead of CANCOV
(Canadian COVID-19 Prospective Cohort Study)

Dr. Jesse Greiner

Providence Health Care

Dr. Emilia Liana Falcone

Université de Montréal

Registration Info

Register online at: cadth.info/longcovid

LPNs effectively contribute to the Health and Wellness of Newfoundlanders and Labradorians throughout this Pandemic

LPNs have been an important part of the Population and Public Health (PPH) Program for some time now. This year however, was a milestone for Public Health and certainly for the role of the LPN in the program. From the start of the Flu season in fall of 2020, it was quickly recognized that Public Health Nursing and the PPH Program was going to rely heavily on the work of LPNs to help see us through this pandemic. It is through this work that we have been able to provide over 80% of those eligible with their first dose of COVID vaccine.

This team of LPNs have proven to be an important resource, contributing ideas, supporting decision making and providing insight into a variety of situations that have presented themselves at the clinics.

Not only have LPNs been crucial in their front-line immunizer role, but have proved themselves as effective leaders taking on more independent roles such as Clinic Lead at swab clinics. They have also provided precepting and mentoring to new staff (both LPNs and RNs) presenting to the COVID and swab clinics and have proven to be a valuable resource to the orientation process.

The PPH Program is grateful for the continued support and dedication these LPNs have provided throughout this massive undertaking

Amy Murphy, Clinical Nurse Coordinator, on behalf of Eastern Health's Population and Public Health Program Leadership Team.

Since the start of the COVID 19 pandemic, nursing staff have adapted to the many roles they have been involved in. It has been a long, difficult task that continues to challenge our nurses. This pandemic placed nurses in unfamiliar situations that were in a constant state of change, as the global health community navigated its way through the research and development of best practice. Throughout it all, Central Health saw LPNs, as part of a collaborative care team, across the region raising their hands to help, to participate, to do whatever needed to be done. LPNs are an essential partner in our swabbing and immunization clinics, they assist with screening, client care, and are an integral part of our team in Acute Care, LTC, Public Health and Community. Central Health relies heavily upon their knowledge, skills, and ability to help address the many demands on our health system. In reflection, in all those long hours, those difficult and stressful moments, at every corner was an LPN making a difference for our patients/residents/clients, our communities, our health authority, and for that Central Health is very thankful.

Amanda Jennings
Regional Professional Practice Consultant
Central Health



Licensed Practical Nurses have been in the forefront with Labrador – Grenfell Health long before the pandemic, but the pandemic has highlighted their exceptional practical and leadership skills. Each day LPN’s continue to provide care that is patient(resident) family centred and they constantly step up to ensure that the residents of the region are cared for. LPN’s have been involved in Covid assessment clinics, intake lines, vaccine and swabbing clinics and that goes along with the acute and long term care roles. Throughout this pandemic, LPN’s have been vital to the successes and the care that we have provided at Labrador Grenfell Health.

Corina Porter
Regional Director of Inter-Professional Practice
Labrador Grenfell Health

Western Health is grateful to our front line heroes, including our Licensed Practical Nurses, who have stepped up and offered their skills during this time of great need. During the pandemic the role of the LPN in public health within Western Health has expanded tremendously and as such we have recently added permanent LPN’s to our public health team. LPN’s have been instrumental in our vaccine clinics as well as our testing clinics throughout the pandemic. Thank you Licensed Practical Nurses for your dedication to your profession, and for your commitment to the health and well-being of residents of the Western Region.

Jada Harvieux
Regional Director Professional Practice
Western Health

PROFESSIONAL CONDUCT REVIEW (PCR) NOTIFICATIONS

On July 26, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of medication administration. There was no allegation by the Complainant of any harm to clients due to the incidents. The LPN was required to complete remedial education targeting medication administration, documentation as a part of safe medication principles, jurisprudence and a review of the Standards of Practice and Code of Ethics for LPNs in Canada. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to discuss insights gained from the remedial education as well as to review expectations for practical nurses with respect to medication administration standards as outlined in the CLPNNL/CRNNL collaborative Medication Management Document (2021). As part of the resolution of the allegation, the LPN was also required to submit to the CLPNNL Registrar an essay reflecting on the insight gained from the education provided and the importance of professional accountability in medication administration and its documentation according to medication standards and employer policy.

On July 15, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of medication administration. There was no allegation of harm to clients due to the incidents. The LPN was required to complete remedial education targeting documentation, medication administration, professional accountability and jurisprudence. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to discuss insight gained from the remedial education as well as to review expectations for practical nurses around medication administration standards as outlined in the CLPNNL/CRNNL Medication Management Document (2021). As part of the resolution of the allegation the LPN was also required to submit to the CLPNNL Registrar an essay reflecting on the insight gained from the education provided and the importance of professional accountability in medication administration and its documentation according to medication standards and employer policy.

On May 10, 2021, the CLPNNL Complaints Authorization Committee (CAC), having reviewed the investigation report related to an allegation filed against an LPN where the complainant was another regulated health professional, was of the opinion that there were reasonable grounds to believe the LPN engaged in conduct deserving of sanction and that the LPN failed to comply with Documentation Standards. The CAC cautioned the LPN that in future they must chart according to CLPNNL Standards and Employer Policy not only what is personally witnessed but what is reported to them in their role as LPN.

CCP UPDATE

As noted in the LPN Regulations (2011), section 5.1(c) states, “LPNs must provide proof that is satisfactory to the Board of successful completion of a program of continuing competence as may be required by the Board.” In the Standards of Practice for LPNS (2020) Standard 1.2 states, LPNs “Self-assess their professional practice and competence and participate in continuous learning.”. As indicated, this is a requirement for licensure.

In the 2020-21 CCP audit, CLPNNL audited 143 LPNs to provide proof of compliance with the CCP. The CCP Audit is currently ongoing until the September 30th deadline. Those LPNs who are in category 3 must submit their proof of completion on or before the deadline.

If the LPN chooses not to comply with this request, an allegation of “professional misconduct” may be filed by the Registrar of CLPNNL. The LPN will not be eligible to renew their license for the 2022-2023 licensing year unless they comply with the CCP requirements.

The following link is provided for further information on CCP.

<https://www.clpnnl.ca/ccp>

CLPNNL seeking your input on CCP:

The CLPNNL is undergoing an evaluation of the Continuing Competency Program (CCP) and we would like to have your input. Recently, you received an email from CLPNNL requesting your participation in a brief survey pertaining to CCP. We want to hear your thoughts on the program to ensure that it is a meaningful program that allows you to achieve professional growth and continually improve your professional competence.



Continuing Competency Program Feedback Survey

Introduction

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) implemented the Continuing Competency Program (CCP) for LPNs in 2017.



Photo Credit: Mark Gray

Every evening as the sun sets in the sky, no matter how our day has unfolded we always look back. Reflection is a part of human nature. Subconsciously, throughout our lives we have looked back on events, be they personal or professional, and learned what worked for us and what did not and made decisions about what to repeat and what to avoid. That is reflection. In nursing, reflection allows us to examine our professional practice, learn what practices led to positive outcomes that we want to incorporate into our professional toolbox. By reflecting upon our decisions, the actions we took, the conversations we had, we strive to improve our nursing practice.

Reflection is an essential component of professional practice. By looking back and questioning our experiences and critically reflecting on our practice to effectively meet client needs, we build confidence as nurses, and are encouraged to strive to be the best we can be.

CLPNNL acknowledges the exceptional circumstances the COVID-19 pandemic continues to bring to the nursing profession. During these difficult and challenging times, LPNs have been asked to adapt quickly and provide care in demanding situations.

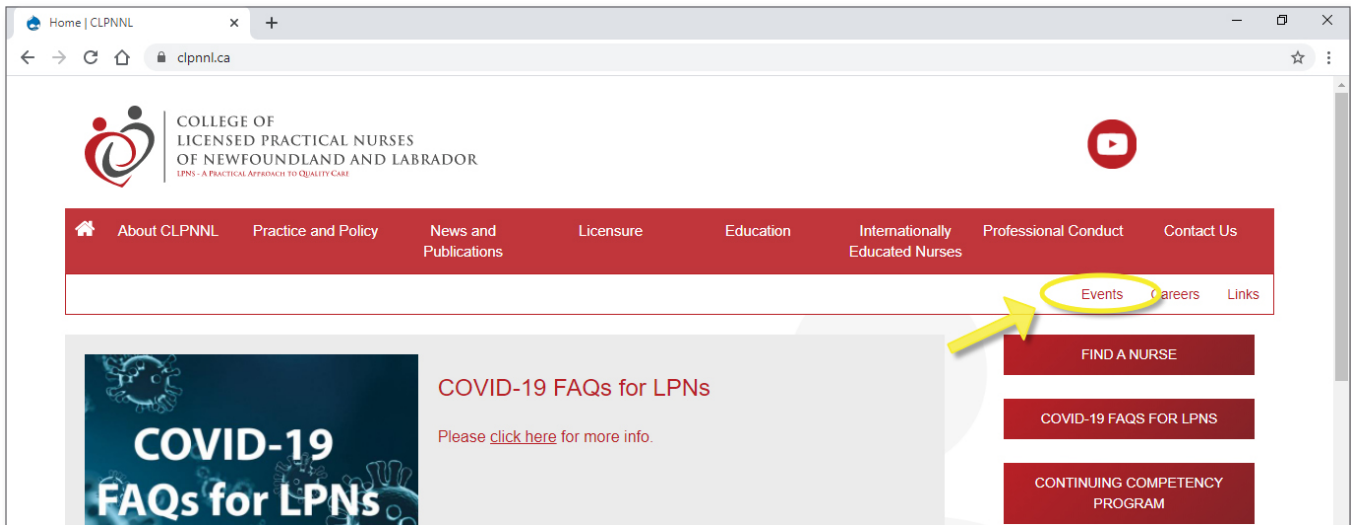
CLPNNL encourages LPNs to use the [Standards of Practice](#) to compare professional and clinical actions to the current expectations for LPNs. When LPNs use self reflection to examine their actions and experiences, it promotes positive outcomes and enhanced care.

As we move forward through these difficult times, remember to always make time for self-reflection. Take a moment for you, so that you can be the best you can be, while caring for members of the public.

Wanda Squires LPN
Practice Consultant

UPCOMING CLPNNL WEBINARS

Register on-line at the Events section of the CLPNNL website 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 survey after attending the event and receive your verification of attendance for your CCP file.

List of events for Fall 2021:

DATE	TIME	TITLE	PRESENTER
October 6/21	2-3pm	CLPNNL's Standards of Practice	Wanda Squires – Practice Consultant
October 13/21	1-2pm	LPN Scope of Practice	Wanda Squires – Practice Consultant
November 3/21	2-3pm	Burnout Prevention Tips for Health Professionals	Tessa Hayman RN BScN Burnout Recovery Coach
November 24/21	2-3pm	Your Role in Medication Management	Wanda Squires – Practice Consultant
December 1/21	2-3pm	Professionalism and Presence	Wanda Squires – Practice Consultant
December 8/21	2-3pm	CCP	Wanda Squires – Practice Consultant



College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL)

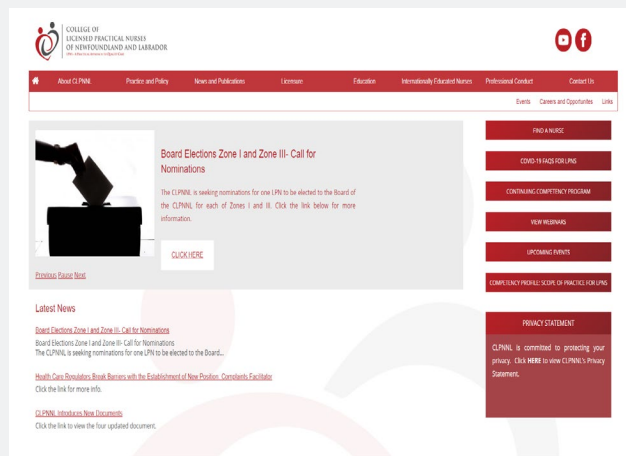
Resources to Assist Licensed Practical Nurses



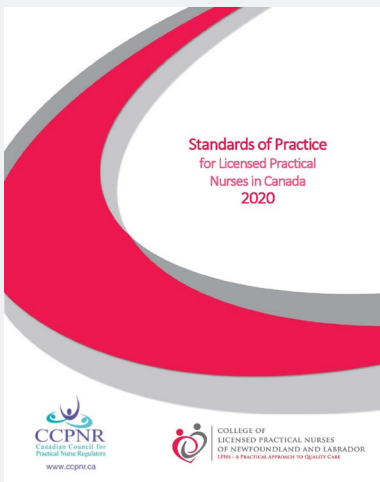
Foundations of Practice



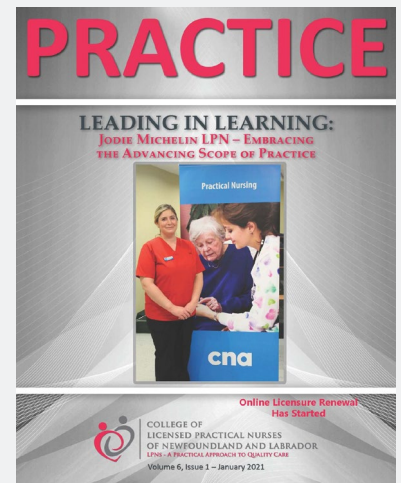
Connect with us on Social Media



Find resources, and information about education events at clpnnl.ca



Scope of Practice



CLPNNL's e-Journal



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