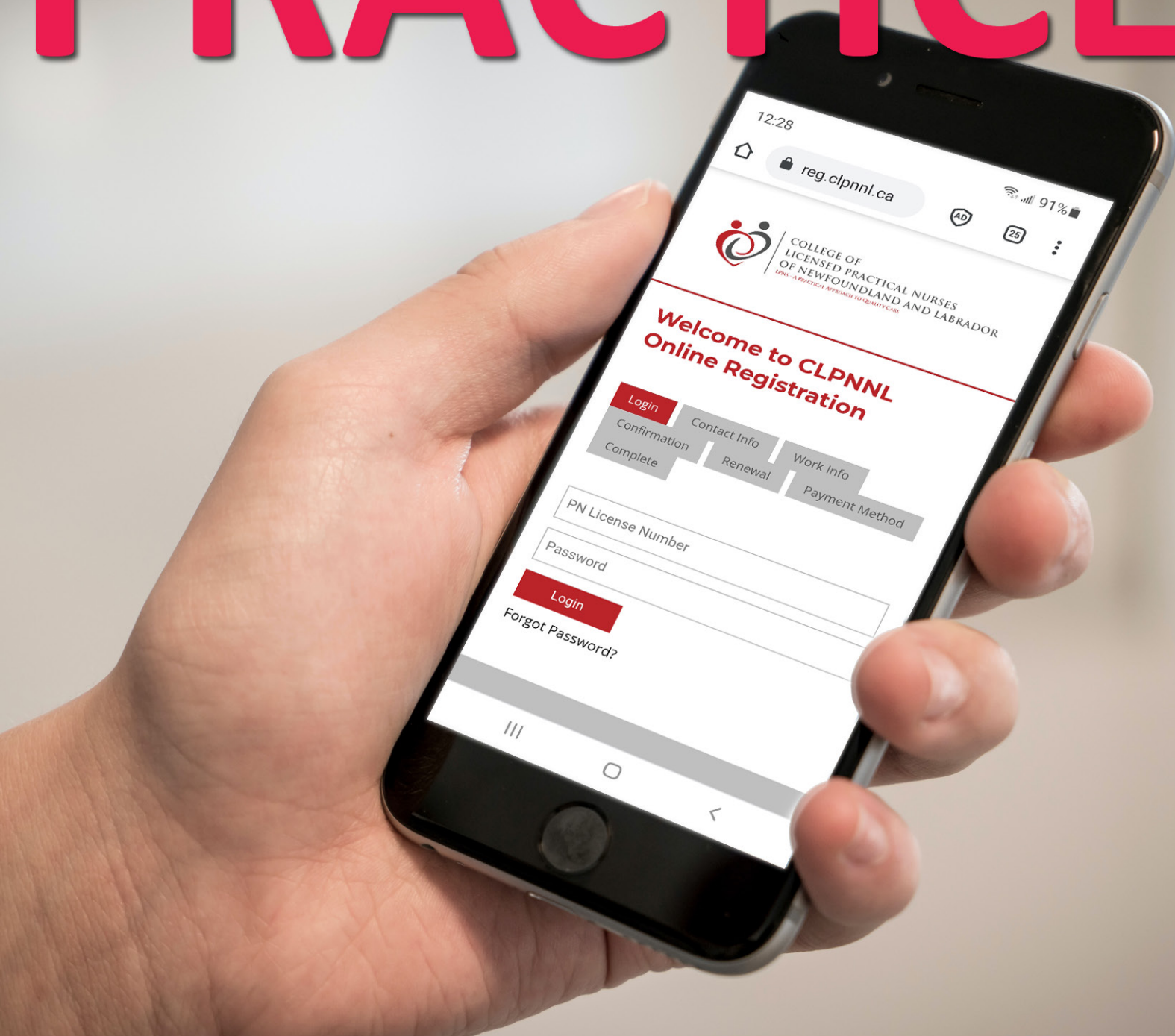


# PRACTICE



***LPNs, Renew Your License Today!***

***See page 4 for more information.***



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

Volume 7, Issue 1 – January 2022

## 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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Website: [www.clpnnl.ca](http://www.clpnnl.ca)

### COLLEGE BOARD MEMBERS

Jane Pardy	Chairperson, Public Representative *
Shawna Hayley Sharpe	Zone 1 Licensed Practical Nurse Eastern Region
Ngozi Audu	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 Francis

**Registration Officer**

Glenda Hayward

**PRACTICE, presented by CLPNNL**

**Design & Layout: Kimberly Puddester**

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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

<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

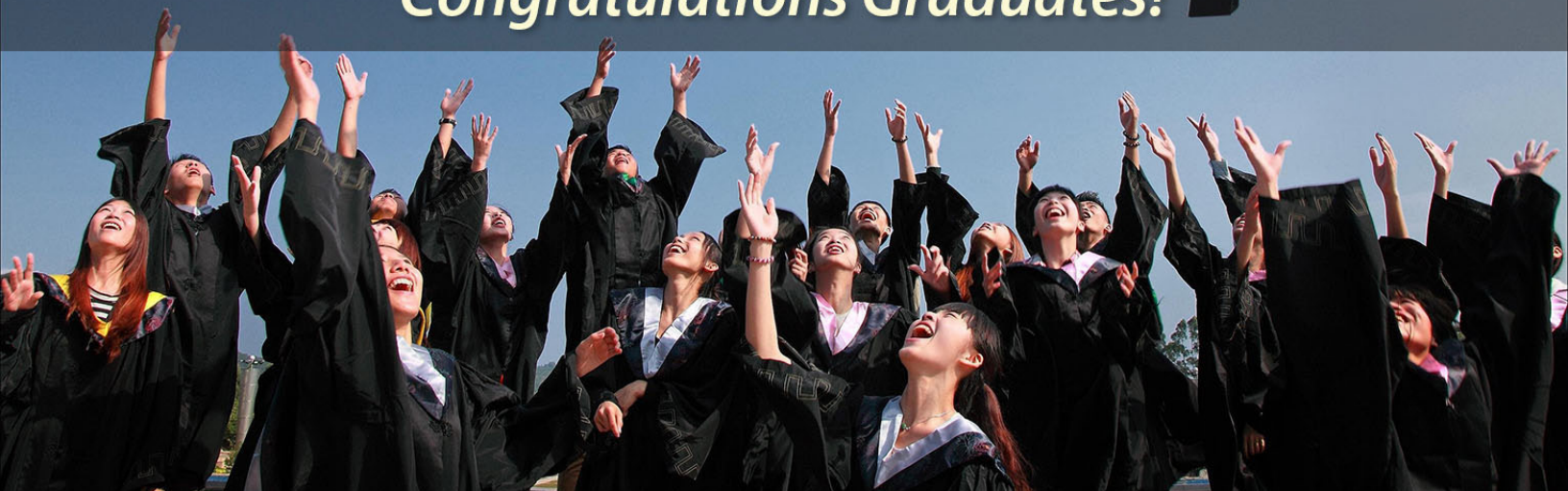
Regulate Licensed Practical Nurses in the public interest.



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 would like to take this opportunity to congratulate the 209 graduates of the 2021 Practical Nursing program. The Practical Nursing program was offered at the Centre for Nursing Studies - St. John's, as well as campuses of the College of the North Atlantic including Carbonear, Burin, Clarenville, Gander, Grand Falls Windsor, Corner Brook, Bay St. George, St. Anthony, and Happy Valley Goose Bay.

**CLPNNL welcomes you as you embark on a career in public service in one of the most diverse professions in the world. Congratulations!**

***“All our dreams can come true if we have the courage to pursue them.”***

**— Walt Disney**



## Licensure Renewal 2022-2023

- To facilitate the licensure renewal process, an email containing a link to the registration portal was sent to your email address on file at CLPNNL. When you receive the email from [donnotreply@clpnnl.ca](mailto:donnotreply@clpnnl.ca), you must log on to the registration portal to complete the renewal application. If you have not received an email from CLPNNL, check your email junk and/or spam folders. LPNs can also [register online](#).
- You must ensure that all your information, including your contact and work information is up to date.
- March 1, 2022 is the Administrative Deadline for licensure renewal. LPNs who do not submit their online renewal application by March 1 will be automatically charged an additional \$65.25 (56.74 + 8.51 HST). Therefore, as of midnight March 1 the cost to renew increases from \$375.00 to \$440.25.
- March 31 is the 2022/23 licensure renewal deadline. LPNs who fail to submit their online renewal application by March 31 will be required to pay the fee outlined above (\$440.25) as well as a \$115.00 reinstatement fee (\$100.00 fee + \$15.00 HST).
- Any LPN who practices without a valid license will be subject to the Unauthorized Practice Fee of \$115.00 (\$100.00 + \$15.00 HST) for every shift practiced without a valid license up to a maximum of \$1150.00 (\$1000.00 + \$150.00 HST). Additionally, the LPN may have their file reviewed through the Professional Conduct Review (PCR) process in accordance with section 33 of *The Licensed Practical Nurses Act (2005)*.
- You are not considered to be licensed for the licensure year 2022/2023 until your name appears on the CLPNNL website under [Find a Nurse](#). You will receive an email from CLPNNL on the day that your license is processed, but if you are unsure check the [CLPNNL website](#) to confirm your license to practice is processed and valid for the 2022/2023 licensure year.



# Mental Health Matters

The COVID-19 pandemic continues to create stress and anxiety for many Canadians, particularly those who do not have ready access to their regular support networks. Through the [Wellness Together Canada](#) online portal, people of all ages across the country can access immediate, free and confidential mental health and substance use supports, 24 hours a day, seven days a week. - **Statement from Theresa Tam, Chief Public Health Officer of Canada on December 17, 2021.**

[Bridge the gapp](#) is a new way to connect with guidance and supports for mental health and addictions. It offers self-help resources, links to local services, and allows the user to share their own personal stories. A great thing about it is its accessibility. From a computer, tablet or a phone in your pocket, you can instantly access content that can provide advice, inspiration, assurance, or direction for finding additional supports when you need it the most.

This program can be used by all youth and adults in NL by clicking the following link: <https://bridgethegapp.ca/>

Additional support can also be found on the Government of Canada website: [COVID-19: Taking care of your mental and physical health during the pandemic - Canada.ca.](#)



## CLPNNL Welcomes New Board Members

### ELECTION RESULTS ZONES I and III

The following LPNs have been elected/re-elected to serve on the Board of Directors of the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) for the term January 1, 2022 – December 31, 2024.

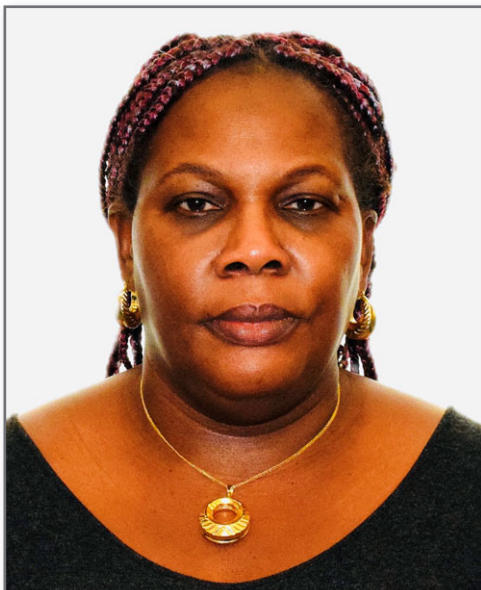
#### Zone I

Ngozi Audu, LPN from Zone I, has been elected by acclamation for a first term to the CLPNNL Board. Ngozi's current area of practice is with the Long Term Care program for Eastern Health.

#### Zone III

Christopher Janes has been re-elected to a third term as the LPN Board member from Zone III. Chris currently practices as the Regional Privacy Compliance Analyst for Central Health. This is Chris' third term with the CLPNNL Board.

Congratulations to Ngozi and Chris. CLPNNL looks forward to working with them over the coming three years to advance the mission of the College. CLPNNL would also like to thank outgoing Board member Keresse Mitchell for her contribution to the Board over the past 3 years.



*Ngozi Audu, LPN*



*Chris Janes, LPN*



# THE LPN ACT – WHAT’S NEW?

At the Fall 2021 session of the Newfoundland and Labrador House of Assembly, the Minister of Health and Community Services, the Honourable Dr. John Haggie, introduced Bill 26 – An Act to amend the Licensed Practical Nurses Act. On November 4, 2021 – the Bill received royal assent.

We often call this legislation “the LPN Act, 2005”, however, it is formally known as:

Chapter L-12.1 An Act Respecting the Licensure of Practical Nurses (*Assented to December 13, 2005*)

Amended: 2010 c34, 2012 c35, s9; 2013 c16 s25; 2014 C7 s9; 2019 c9 s28; 2021 c18

While the most recent amendments to the Act took place in 2021, the year in the title of the Act remains as the year the Act was first enacted. The dates that appear below the title indicate the dates when amendments to the Act occurred.

## What’s New?

### 1. The Definition of Licensed Practical Nurse

The previous definition of a licensed practical nurse was lengthy, spoke to specific practice environments and used language that was representative of the times in which it was written.

A licensed practical nurse is now defined in the Act to mean a person licensed as a licensed practical nurse under this Act (section 2c).

Although shorter, this new definition provides no less information. CLPNNL has the responsibility and the authority, through the LPN Act and LPN Regulations, to set the rules around entry-to-practice education, licensure, and licensure renewal. Those rules and processes are outlined in our policies and are publicly available. As well, the scope of practice for LPNs is articulated in the CLPNNL Competency Profile, where LPNs, employers, and members of the public can see the activities that LPNs are educated to perform.

### 2. Duty to Report

The addition of a duty to report requirement in the Act strengthens each LPN’s commitment to safe, competent care. LPNs have always had a moral and professional obligation in relation to the Duty to Report, as required by the College in the Standards of Practice and Code of Ethics. This amendment to the Licensed Practical Nurses Act elevates the Duty to Report to a legislative requirement. Having this new clause in the amended Act brings consistency with other health professional legislations in the province where a duty to report exists.

Here is the excerpt from Section 14.1 of the LPN Act, 2005.

- Section 14.1 (1) A licensed practical nurse who has knowledge, from direct observation or objective evidence, of conduct deserving of sanction of another licensed practical nurse shall report the known facts to the registrar.
- (2) A person or corporation, partnership or association that terminates or imposes restrictions on the employment of a licensed practical nurse based on direct knowledge of the licensed practical nurse's conduct deserving of sanction shall report the known facts to the registrar.
- (3) An action shall not be brought against a licensed practical nurse, person, corporation, partnership or association or its directors or officers for the sole reason that they or the corporation, partnership or association complied with this section.

### 3. Quality Assurance

This section of the Act includes a requirement for the CLPNNL to establish a Quality Assurance Committee. Quality assurance provides a proactive step in the regulation of LPNs to support the provision of safe care. More information and education will be available as this committee unfolds over time.

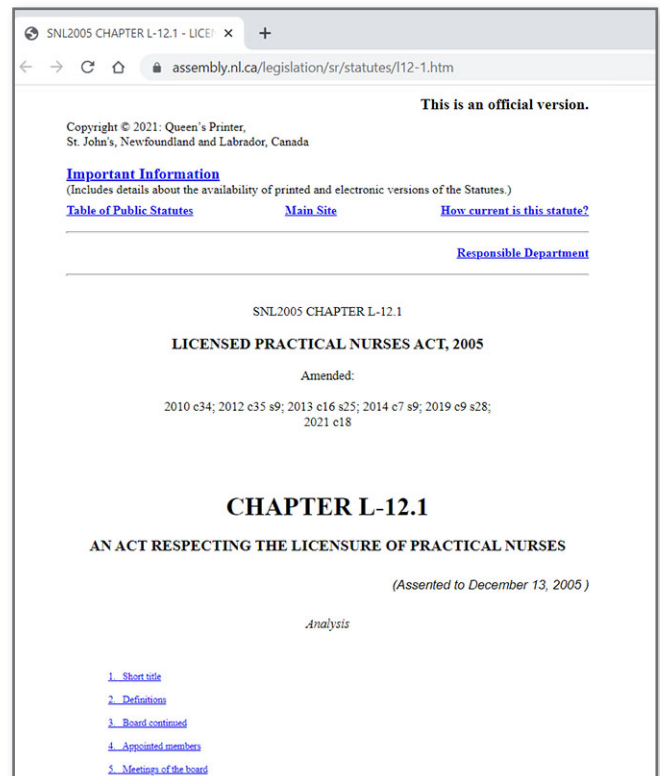
See section 29.1 of the LPN Act for more information about quality Assurance.

### 4. By-law making authority

Section 11 of the Act was amended to change the authority for making By-laws. This change means that the CLPNNL Board (6 elected members, 1 appointee from the educational institution, and the 3 public representatives) can make changes to the By-laws rather than having to wait for an annual meeting. This amended language is consistent with language in other health profession legislation.

In addition, for the sections of the Act that were amended, pronouns used were changed to reflect gender neutrality.

To read the whole LPN Act,2005, see the link on the CLPNNL website under the "about us" section, or visit the Newfoundland and Labrador House of Assembly website for a listing of all legislation.



# Building Collaborative Relationships & Fostering Cultural Competency in Providing Safe and Effective Services

## Provincial Education Webinar

**TUESDAY, FEBRUARY 15, 2022**

**2:00 - 4:00 pm (Island Time) / 1:30-3:30 pm (Labrador Time)**

**Registration Link:** <https://onlinexperiences.com/Launch/QReg/ShowUUID=DF1F9BC7-D73F-4082-BD2C-742C0CFCFD23>

In keeping with the Truth and Reconciliation Commission of Canada Calls to Action, this webinar will focus on building collaborative relationships in professional practice and fostering cultural competence. This webinar will be an opportunity for knowledge exchange, reflection, and learning. Join our wonderful panelists as they explore questions such as:

- What do health care professionals need to consider in culturally competent practice?
- What does cultural humility and safety mean?
- What are examples of cultural humility and safety that have made a difference?

### Panel Presenters:

**Vernon Curran**, PhD

Associate Dean of Educational Development, Professor of Medical Education, Faculty of Medicine, Memorial University

**Chief Eugene Hart**

Sheshatshiu Innu First Nation

**Megan Hudson**, MN, BN, RN, CCHN(C)

Tuberculosis Public Health Nurse, Nunatsiavut Government

**Chief Mi'sel Joe**

Miawpukek First Nation

**Jessica Lyall**, BA, MSW, RSW

Child & Youth Mental Health Clinical Lead, Nunatsiavut Government, Dept. of Health and Social Development

**Brian Pittman**, LPN

Lead Instructor PCA Program, College of the North Atlantic, Member of the Qalipu First Nation

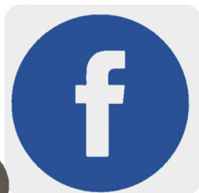
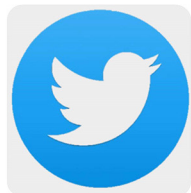
**Moderated by:** **Annette Johns**, MSW, RSW, Associate Director of Policy and Practice, Newfoundland and Labrador College of Social Workers & **Peggy Rauman**, RN, BN, MN, PhD, Nursing Consultant, Policy & Practice, College of Registered Nurses Newfoundland Labrador.

## UPCOMING CLPNNL WEBINARS

To Register for any event, visit [www.clpnnl.ca/events](http://www.clpnnl.ca/events).

### Winter 2022:

DATE	TIME	TITLE	PRESENTER
January 19	2-3pm	CLPNNL's LPN Act	Siobhainn Lewis – Policy Consultant
February 2	7-8 pm	Gender 101: Building Culturally Competent Practice	Dr. Amy Pieroway
February 15	2-4 pm	Building Collaborative Relationships & Fostering Cultural Competency in Providing Safe and Effective Services	CLPNNL/CRNNL/NLCSW Presenters include: Vernon Curran Chief Eugene Hart Chief Mi'sel Joe Jessica Lyall Brian Pittman Megan Hudson
February 16	7-8 pm	CCP	Wanda Squires – Practice Consultant
March 9	2-3pm	Framework to Scope of Practice. How do I know if I can do that?	Wanda Squires – Practice Consultant
March 23	2-3pm	CCP	Wanda Squires – Practice Consultant
April 13	7-8 pm	Professionalism and Presence	Wanda Squires – Practice Consultant
April 20	2-3 pm	Documentation: My Accountable Practice	Wanda Squires – Practice Consultant




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

## ISMP Canada Medication Safety Resources

Gigi Liu BSc, Dorothy Tscheng RPh BScPhm  
Institute for Safe Medication Practices Canada

### Share. Learn. Act.

In an organization with a culture of safety, practitioners are encouraged to report medication incidents so that learning can be shared, with the goal of preventing errors. A safety culture recognizes that people, equipment, processes, and systems are imperfect and strives to create systems that minimize risk. One way to improve medication systems is to learn from medication errors.









ISMP Canada is a national, independent, and nonprofit organization committed to advancing medication safety in all health care settings through analysis of incident reports and dissemination of learning to facilitate quality improvement initiatives.

Licensed Practical Nurses (LPNs) can report medication concerns (e.g., poor packaging and labelling), near misses (also known as good catches), and medication errors to ISMP Canada’s Individual Practitioner Reporting platform to support national learning: [https://www.ismp-canada.org/err\\_ipr.htm](https://www.ismp-canada.org/err_ipr.htm). Similarly, given that patients and consumers have a unique perspective and role in medication safety, LPNs can encourage patients to share their medication stories on ISMP Canada’s consumer reporting platform: <https://www.mederror.ca>.

Learning from medication incidents, including incidents reported through these portals, is shared through ISMP Canada Safety Bulletins (for health care professionals) and SafeMedicationUse.ca Newsletters (for consumers), which are disseminated both nationally and internationally. In addition, learning is shared through the Med Safety Exchange webinar series and is integrated into new and updated tools and resources. Select safety resources for LPNs are highlighted in the chart below. Questions about any of these resources can be directed to [info@ismp-canada.org](mailto:info@ismp-canada.org)

### ISMP Canada Medication Safety Resources

Topic	Description	ISMP Canada Resources
<b>Safety Bulletins and Newsletters</b>	Learning from analysis shared through Safety Bulletins (for practitioners) and Newsletters (for patients/consumers).	<a href="https://www.ismp-canada.org/ISMPCSafetyBulletins.htm">https://www.ismp-canada.org/ISMPCSafetyBulletins.htm</a> <a href="https://safemedicationuse.ca/newsletter/index.html">https://safemedicationuse.ca/newsletter/index.html</a> 
<b>Med Safety Exchange Webinars</b>	Learning from analysis of various medication safety topics shared through a webinar series (held 3 times yearly).	Past topics, links to webinar recordings, and registration for upcoming webinars: <a href="https://www.ismp-canada.org/MedSafetyExchange/">https://www.ismp-canada.org/MedSafetyExchange/</a>  Select topics of interest: <ul style="list-style-type: none"> <li>• <a href="#">IV smart pumps</a> (Feb 3, 2021) (at 3:52)</li> <li>• <a href="#">Over-reliance on technology</a> (Nov 28, 2018) (at 14:23)</li> <li>• <a href="#">Morphine overdose (at 2:27) and insulin safety (at 11:43)</a> (Nov 8, 2017)</li> </ul> 

<b>Transitions of Care</b>	Resources to support (either traditionally or virtually) safe transitions from hospital to home.	Hospital to Home Checklist and Toolkit: <a href="https://www.ismp-canada.org/transitions/">https://www.ismp-canada.org/transitions/</a>  ISMP Canada Safety Bulletin: <a href="https://www.ismp-canada.org/download/safetyBulletins/2020/ISMPCSB2020-i2-VirtualBPMHDischargeEducation.pdf">https://www.ismp-canada.org/download/safetyBulletins/2020/ISMPCSB2020-i2-VirtualBPMHDischargeEducation.pdf</a> 
<b>Guide for Telephone and Other Verbal Orders</b>	Practical tips for safe receipt of medication orders conveyed verbally, either by telephone or in person.	ISMP Canada Safety Bulletin: <a href="https://www.ismp-canada.org/download/safetyBulletins/2020/ISMPCSB2020-i4-TelephoneOrders.pdf">https://www.ismp-canada.org/download/safetyBulletins/2020/ISMPCSB2020-i4-TelephoneOrders.pdf</a>
<b>Dangerous Abbreviations</b>	List of dangerous abbreviations, symbols, and dose designations that should not be used.	 DO NOT USE List: <a href="https://www.ismp-canada.org/download/ISMPCanadaListOfDangerousAbbreviations.pdf">https://www.ismp-canada.org/download/ISMPCanadaListOfDangerousAbbreviations.pdf</a>
<b>High-Alert Medications</b>	Lists of high-alert medications, which have a heightened risk of causing significant patient harm when used in error.  Lists developed by ISMP in the United States.	Acute care: <a href="https://www.ismp.org/sites/default/files/attachments/2018-08/highAlert2018-Acute-Final.pdf">https://www.ismp.org/sites/default/files/attachments/2018-08/highAlert2018-Acute-Final.pdf</a> Long-term care: <a href="https://www.ismp.org/sites/default/files/attachments/2017-11/LTC-High-Alert-List.pdf">https://www.ismp.org/sites/default/files/attachments/2017-11/LTC-High-Alert-List.pdf</a> Community or ambulatory care setting: <a href="https://www.ismp.org/sites/default/files/attachments/2017-11/highAlert-community.pdf">https://www.ismp.org/sites/default/files/attachments/2017-11/highAlert-community.pdf</a>
<b>Medication Reconciliation</b>	Resources for best possible medication history (BPMH) and medication reconciliation.	National resources: <a href="https://www.ismp-canada.org/medrec/">https://www.ismp-canada.org/medrec/</a> <ul style="list-style-type: none"> <li>• <a href="#">Acute Care Getting Started Kit</a> (English)</li> <li>• <a href="#">Long-Term Care Getting Started Kit</a> (English)</li> <li>• <a href="#">Home Care Getting Started Kit</a> (English)</li> <li>• <a href="#">Paper to Electronic MedRec Implementation Toolkit</a> (English)</li> </ul>
<b>Independent Double Check</b>	Information about independent double checks for high-risk medications to reduce the risk of error.	How to conduct an independent double check (see page 4): <a href="https://www.ismp-canada.org/download/safetyBulletins/2019/ISMPCSB2019-i7-PEG-Thickener.pdf">https://www.ismp-canada.org/download/safetyBulletins/2019/ISMPCSB2019-i7-PEG-Thickener.pdf</a>
<b>Safe Storage and Disposal of Medications (Including Opioids)</b>	Resources that can be used to help patients appropriately store their medications at home and to encourage timely disposal of unneeded medications.	 ISMP Canada Safety Bulletin concerning safe disposal of medications (including patient information): <a href="https://www.ismp-canada.org/download/safetyBulletins/2018/ISMPCSB2018-06-StorageDisposal.pdf">https://www.ismp-canada.org/download/safetyBulletins/2018/ISMPCSB2018-06-StorageDisposal.pdf</a>

# Code of Ethics Revisions

Revisions are coming to the Code of Ethics for Licensed Practical Nurses in Canada.

On June 18, 2013, CLPNNL adopted the Canadian Council for Practical Nurse Regulators (CCPNR) document "Code of Ethics for LPNs in Canada" as the document required under the Licensed Practical Nurses Act (2005) and Regulations. This document came into effect for LPNs in Newfoundland and Labrador as of January 1, 2014.

This past fall, under the direction of the CCPNR, CLPNNL staff, along with their counterparts in other provinces began work to review the Code of Ethics, and to identify required revisions, updates, and changes.

Stay tuned! We will need your input along the way, and a fall 2022 survey with all LPNs is planned.



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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.

# SAFEGUARD – from the Office of the Information and Privacy Commissioner

## Privacy and the Cyberattack on the NL Health System

Anyone who believes their personal information or personal health information may have been accessed or stolen as a result of the cyberattack on our health system has a right to file a complaint with the NL OIPC. We wish to advise, however, that the Information and Privacy Commissioner has already decided to launch a privacy investigation. Unless you believe there are very specific circumstances particular to your own case that would warrant an individual complaint, it won't be necessary for individuals to file a complaint. If you have any questions or aren't sure if you should file an individual complaint, feel free to contact our Office to discuss further.



OFFICE OF THE INFORMATION  
AND PRIVACY COMMISSIONER  
NEWFOUNDLAND AND LABRADOR

For more information about the cyberattack and how it has impacted the health system and the personal information of residents, it is recommended that you refer to the [resources](#) prepared by the Department of Health and Community Services or use the Department's toll free number (1-833-718- 3021).

### What is a Cyberattack?

We have all seen the news of the cyberattack that impacted the health sector. While it is too early to discuss specific details of this particular attack, we wanted to provide general information about such attacks and remind you of the steps the Department has identified to help you protect yourself.

The Canadian Centre for Cyber Security (Cyber Centre) is Canada's authority on cyber security. The [Cyber Centre](#) defines a cyberattack as the "use of electronic means to interrupt, manipulate, destroy, or gain unauthorized access to a computer system, network, or device."

The Cyber Centre issued a publication titled, [National Cyber Threat Assessment 2020](#), and it contains a few key judgements of particular interest, as they may help readers better understand the threat environment facing entities today:

- The number of cyber threat actors is rising, and they are becoming more sophisticated. The commercial sale of cyber tools coupled with a global pool of talent has resulted in more threat actors and more sophisticated threat activity. Illegal online markets for cyber tools and services have also allowed cybercriminals to conduct more complex and sophisticated campaigns.
- Cybercrime continues to be the cyber threat that is most likely to affect Canadians and Canadian organizations. We assess that, almost certainly, over the next two years, Canadians and Canadian organizations will continue to face online fraud and attempts to steal personal, financial, and corporate information.

The Department has provided a list of resources of how you can protect your information; see their [FAQ page](#) for the cyberattack. The Privacy Commissioner of Canada also has [Identity Theft](#) resources and the Government of Canada has tips on cyber safety on its [Get Cyber Safe](#) website. While not a Canadian resource, the [Australian Cyber Security Centre](#) has great tips on how to protect yourself, as well as some common warning signs that your identity may be compromised. And for anyone looking for more information on staying safe online and securing accounts, the [National Cyber Security Alliance](#) has a number of resources that may assist.

*Article reprinted with permission from the Office of the Information and Privacy Commissioner (OIPC) SAFEGUARD volume 5, issue 4 – November 2021*



# Information for Those Affected by EH Cyber Attack

## Credit monitoring and identity theft protection:

Eastern Health is offering credit monitoring and identity theft protection through Equifax Canada Inc. to help individuals monitor their credit and identity information, as well as detect and respond to fraudulent credit activity.



# Eastern Health

## For current and former employees, physicians, and locums

Current and former employees, physicians and locums of Eastern Health over the past 28 years have been offered Equifax credit monitoring theft protection services for a period of **five (5) years** from the date of enrollment, at no cost to them.

Employees who have also been clients, do not need to sign up with Equifax twice, and should enroll for the Equifax service as current or former employees.

Learn how to enroll – [Watch the video](#)

Learn more on the Eastern Health website:

<https://www.easternhealth.ca/it-systems-outage/credit-monitoring-identity-theft-protection-services/for-current-and-former-employees-physicians-and-locums/>

## For current and former clients

Clients who received services from Eastern Health at any time over the last 11 years have been offered credit monitoring and identity theft protection services for a period of **two (2) years** from the date of enrollment, at no cost to them.

This service is available to any clients over the age of eighteen (18) who have a Canadian credit file. For those living outside of Canada, coverage will depend on the availability of the service in their region.

Learn how to enroll – [Watch the video](#)

Learn more on the Eastern Health website:

<https://www.easternhealth.ca/it-systems-outage/credit-monitoring-identity-theft-protection-services/for-clients/>

# PROFESSIONAL CONDUCT REVIEW (PCR) NOTIFICATIONS

On September 17, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of time management, medication administration and lack of professionalism in the workplace. There was no allegation of harm to any clients due to these issues. The LPN is required to complete remedial education targeting documentation, medication management, jurisprudence, the use of social media by LPNs, as well as professional accountability. The LPN, as part of an alternative dispute resolution, is required to meet with the CLPNNL Practice Consultant to discuss and cement insights gained from the required education modules as well as to review the CLPNNL Standards of Practice (2020) and the Code of Ethics (2013). Additionally, the LPN is required to submit to the Registrar an essay reflecting on the how their actions did not reflect expectations for LPN practice in Newfoundland and Labrador and how their practice will be different with the remedial education provided by the College.

On September 24, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to issues of inappropriate communication. There was no allegation of harm to any client due to the incident. The LPN was issued a letter of reprimand, a 4 week suspension of their license to practice as well as a requirement to meet with both the Registrar and the CLPNNL Practice Consultant. Additionally, the LPN was required to complete remedial education targeting relational practice, communication, jurisprudence and professionalism. The meeting with the Practice Consultant will discuss and cement insights gained from the education, the review of CLPNNL Standards of Practice (2020), the Code of Ethics (2013) and the CLPNNL Therapeutic Nurse Client Relationship interpretive document. As a part of a resolution agreement, the LPN was required to submit to the Registrar an essay reflecting on the insight gained from the education provided and the importance of therapeutic communication to safe ethical client care.

On October 27, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. The allegation related to issues with the preparation and transport of vaccines. There was no harm to any client or damage/loss of vaccine in the incident. The LPN is required to meet with the CLPNNL practice consultant to discuss medication management and resolving professional practice issues in the workplace. The LPN is also required to complete remedial education targeting jurisprudence, leadership and the CLPNNL Standards of Practice (2020) and the Code of Ethics (2013). Additionally, the LPN is required to submit an essay to the Registrar outlining insights gained from this situation.

On November 18, 2021, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's employer. The allegation related to issues of medication administration and documentation. There was no allegation by the Complainant of any harm to clients due to the incident. The LPN is required to complete targeted remedial education on documentation, medication management, jurisprudence and professional standards. As part of a resolution agreement the LPN must also meet with the CLPNNL Practice Consultant to discuss medication management and cement insights gained from the required education modules as well as to review the CLPNNL Standards of Practice (2020) and Code of Ethics (2013). Additionally, the LPN is required to submit to the Registrar an essay reflecting on how their actions did not meet the expectations for LPN practice in the province and how their practice will be impacted in future given what they have learned from this process.

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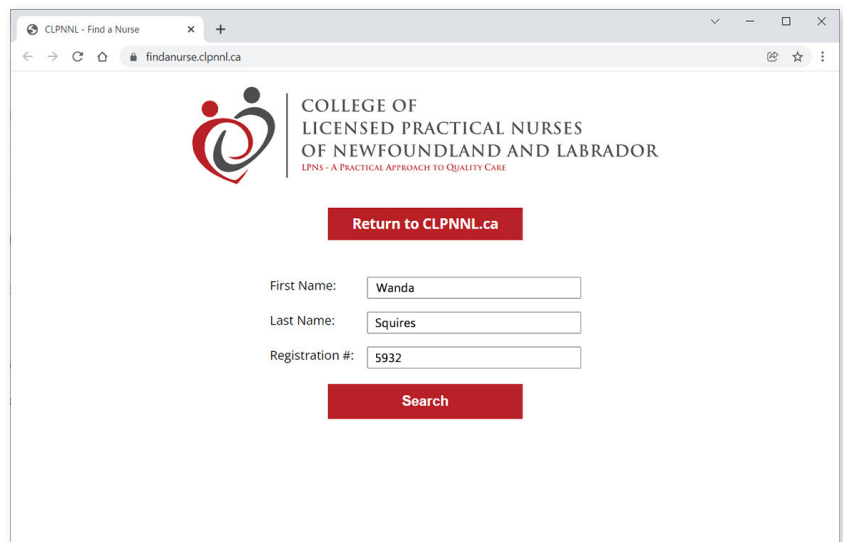


# YOUR LICENSE NUMBER: IMPORTANT TO THE COLLEGE, THE PUBLIC, AND YOU

**Hi, my name is Wanda Squires, LPN, registration number 5932.** This piece of information is critical to validate that I am currently licensed to practice and that I am permitted to use the protected title of Licensed Practical Nurse.

On January 1, 1985, “Nursing Assistants”, as they were then called, were given registration numbers. This came after the first Act regulating the profession in this province was passed in May 1984 (The Nursing Assistant Act ), and the Nursing Assistant Regulations were approved in December 1984. From that point on, new licensees were added, in sequence, to the registry. So, I am the five thousand, nine hundred and thirty second person to be entered into the registry of Licensed Practical Nurses in Newfoundland and Labrador. This unique number will always be assigned to me.

Your registry number, which is your licence number if you are currently licensed, identifies you to the College. This is especially important if there is more than one LPN with the same name. It is also important to the public. It is in the interest of public protection that members of the public can validate that the individual providing their care is licensed to do so. CLPNNL is required, by the LPN Act, to maintain a register of currently licensed practical nurses, and to make that register available to the public. So, if you visit the CLPNNL website, and click on the [FIND A NURSE](#) tab, you can locate me by entering either my name, or my license number.



Numbers are important in today’s electronic world. Employers often assign numbers; to accurately identify people working for their organization, for accurate record keeping, for payroll purposes, and for privacy. A unique national nurse identifier number for all Canadian nurses has also been discussed as a tool to facilitate the inputting of nursing data into a national record.

When you connect with us, we ask that you use your license number. Registering for an educational event at CLPNNL? We ask for your license number. That way, we are sure it is you as your number is unique to you!

Wanda Squires LPN  
Practice Consultant CLPNNL

<sup>1</sup>In December 1997, a Bill was introduced to change the title “Nursing Assistant” to “Practical Nurse” in the Act. The current Act, amended in 2021, is called the Licensed Practical Nurses Act, 2005.



## PROJECT ECHO NL: OPIOID USE DISORDER (CYCLE 1)

Session 5: Wednesday, February 2, 2022

### Opioid Use Disorder and the Pregnant Patient

**Wednesday, February 2, 2022**  
12:00 – 1:00 pm NST

#### Learning Objectives:

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

- Review appropriate screening tools for OUD in prenatal/perinatal care.
- Discuss the diagnostic parameters for OUD in pregnant women.
- Identify best practices for providing OAT during pregnancy, including appropriate medication, initiation, and maintenance dosing for pregnant women.
- Describe the clinical use of UDS in pregnant women.

**\*Note:**  
This session is  
scheduled for  
a  
Wednesday.\*

#### Speaker:

**Dr. Melanie van Soeren, MD CCFP**

Family Physician

St. Paul's Maternity Care Clinic, St. Paul's Hospital  
Vancouver, British Columbia

#### Registration Information:

Sessions take place on Zoom.

To register for **Session 5**, please complete the registration form [here](#) by **Friday, January 28, 2022**.

#### 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 one-credit-per-hour **Group Learning** program has been certified by the College of Family Physicians of Canada and the Newfoundland and Labrador Chapter for up to 11 Mainpro+® credits.*



## PROJECT ECHO NL: OPIOID USE DISORDER (CYCLE 1)

Session 6: Tuesday, February 22, 2022

### Microdosing as an Induction Approach

Tuesday, February 22, 2022

8:30 – 9:30 am NST

#### Learning Objectives:

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

- Explain the pharmacologic principles which underlie buprenorphine microdosing strategies.
- Differentiate between microdosing and other approaches to opioid agonist treatment (OAT) induction.
- Describe clinical scenarios where microdosing on to buprenorphine may be appropriate.
- List the steps required to initiate buprenorphine/naloxone for opioid use disorder when microdosing.

#### Speaker:

**Dr. Ken Lee, MD MCFP (Addiction Medicine)**

London RAAM Clinic

CMHA Mental Health & Addictions Crisis Centre

Operational Stress Injury Clinic (St. Joseph's Health Care London)

#### Registration Information:

Sessions take place on Zoom.

To register for **Session 6**, please complete the registration form [here](#) by **Friday, February 18, 2022**.

#### 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)

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

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