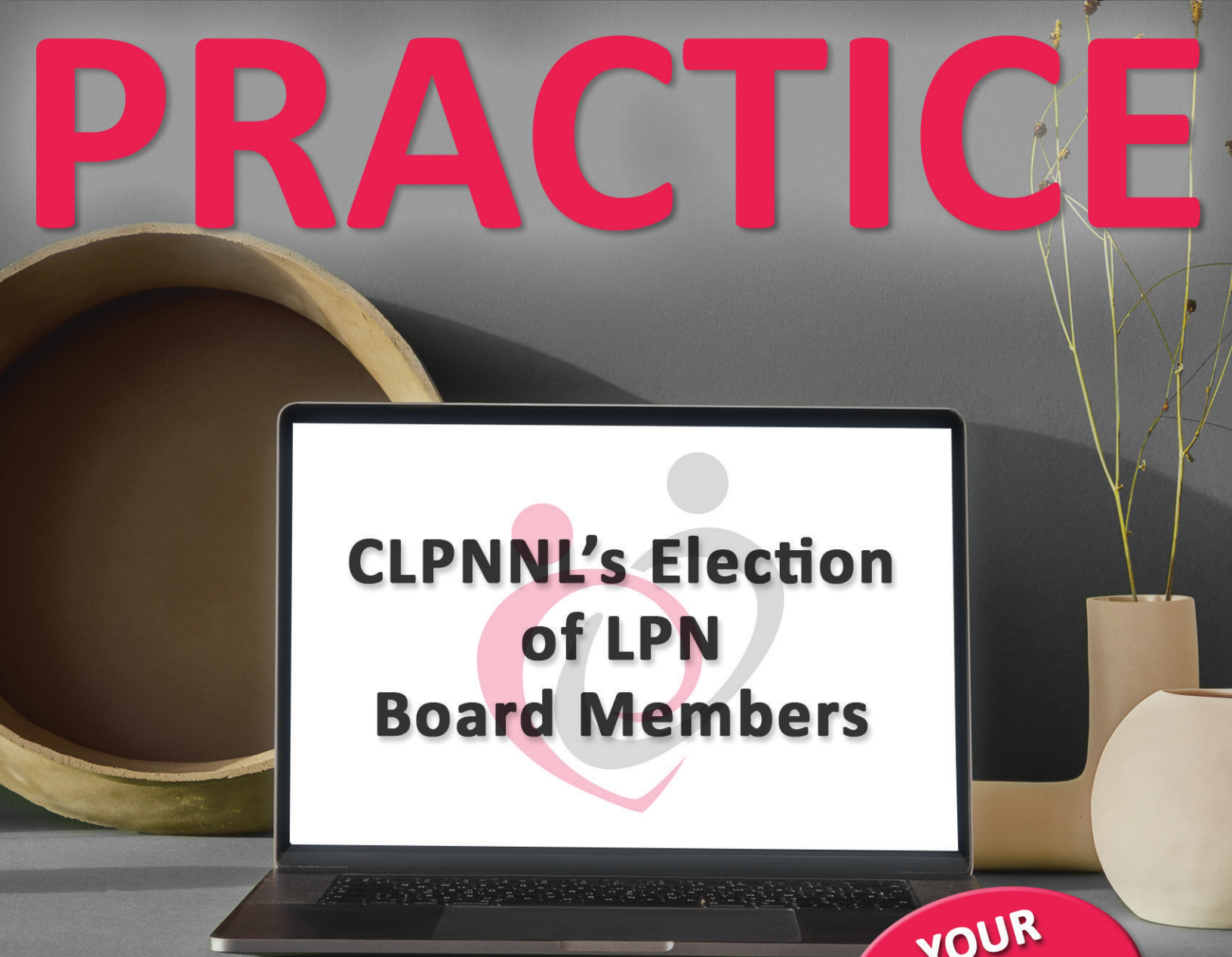


# PRACTICE



**CLPNNL's Election  
of LPN  
Board Members**

**YOUR  
VOTE  
COUNTS!**

**All LPNs in NL can now vote in every election**

*— 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 3 – September 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).

209 Blackmarsh Road, St. John's, NL A1E 1T1

Telephone: (709) 579-3843 or

Toll Free: 1-888-579-2576

Fax: (709) 579-8268

E-Mail: [info@clpnnl.ca](mailto:info@clpnnl.ca)

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

## COLLEGE BOARD MEMBERS

Christopher Janes	Chairperson, Zone 3 Licensed Practical Nurse Central Region
Shawna Haley-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
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 *
<i>Vacant</i>	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**



# CONTENTS

Mandate, Vision, Values, Mission . . . . . 2  
 AGM Update . . . . . 3  
 CLPNNL Election of Board Members. . . . . 4



Election of LPNs to the CLPNNL  
 Board - Zones II and V . . . . . 5  
 Stay Connected. . . . . 5  
 Med Safety Exchange . . . . . 6  
 CLPNNL Fall Webinars . . . . . 6  
 Nursing Grand Rounds . . . . . 7  
 Professional Conduct Review (PCR)  
 Notifications. . . . . 8  
 September 30 - National Truth and  
 Reconciliation Day . . . . . 9  
 Jurisprudence Matters . . . . . 10



CLPNNL Leadership Workshop . . . . . 11



Regulatory College? Union?  
 Association? . . . . . 12  
 Virtual Care . . . . . 13  
 Ask a Practice Consultant. . . . . 14



CLPNNL to begin selection of LPNs for the  
 Criminal Record and Vulnerable Sector  
 Screening validation . . . . . 17  
 Aligning for Better Health . . . . . 18  
 Changed Your Name? Changed Your  
 Employer? . . . . . 20

## 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



# AGM UPDATE

On June 16, 2022 CLPNNL Board held it's Annual General Meeting. Board Chair, Chris Janes highlighted some of the accomplishments of the Board over the past year, including:

- Changes to the LPN Act
- Updated By-Laws
- Establishment of a Quality Assurance (QA) framework and QA committee
- Numerous member outreach activities
- Review of the Continuing Competency Program

The full Annual Report is available on the [CLPNNL website](#), and linked [here](#).





# CLPNNL ELECTION OF BOARD MEMBERS

## In 2022 Every LPN Votes

In September 2022, nominations opened to fill 2 Board Positions:

- Zone II (Eastern Newfoundland)
- Zone V (Labrador-Grenfell Region)

Nominees must live in the zone. Nominations close on October 28, 2022. For more information on Zoning please click [here](#).

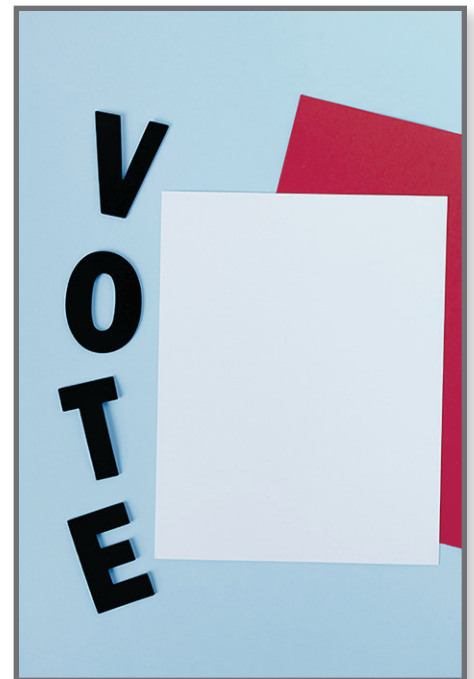
Voting will take place electronically between November 25<sup>th</sup> and December 9<sup>th</sup>.

### Every LPN may vote in this election

Previously, LPNs could only vote in their own zone election. In March 2022, the CLPNNL Board changed the By-Laws to provide the opportunity for every LPN to play a role in shaping the CLPNNL Board of Directors, by extending the opportunity to vote in every election, in every zone.

Biographies for nominees will be available at [www.clpnnl.ca](http://www.clpnnl.ca) in November 2022.

Directions on how to vote will be emailed to the contact information found in your registration file at CLPNNL. Need to update your e-mail? See page 20.





## ELECTION OF LPNs TO THE CLPNNL BOARD - ZONES II AND V

The CLPNNL is seeking nominations for one LPN to be elected to the Board of the CLPNNL for each of Zones II (Eastern) and V (Labrador-Grenfell). Each position is for a three-year term (January 1, 2023 – December 31, 2025). To be eligible for nomination a LPN must **reside** in the electoral zone.

For more information about the election process, please contact the CLPNNL Liaison person for your facility, the CLPNNL office, or visit [www.clpnnl.ca](http://www.clpnnl.ca). A copy of the By-laws that outline the catchment areas for Zones II and V is available on the website.



### SCHEDULE OF THE ELECTION PROCESS FOR ZONES I AND III

1. Deadline for receipt of completed nomination forms at the CLPNNL office is **October 28, 2022, at 1630 hrs.**
2. Instructions for online voting and a list of nominees (with Biography) will be emailed to all LPNs on **November 1, 2022.**
3. The window for online voting in each electoral zone will take place from **November 25 to December 9, 2022.**
4. Notification of election results takes place on or around **December 12, 2022.**

For more information on Zoning, please visit the [CLPNNL By-laws](#).

---

## Stay Connected...



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



# MED SAFETY EXCHANGE

REPORT · SHARE · LEARN · IMPROVE

Join your colleagues across Canada for complimentary 50-minute webinars to share, learn and discuss incident reports, trends and emerging issues in medication safety!

To register for upcoming webinars, click here: [Med Safety Exchange webinars](#).

---

## CLPNNL FALL WEBINARS

Date	Time	Title and Presenter
September 28th	2-3 pm	Navigating the CLPNNL website Q&A session
October 12th	7-8 pm	LPN Scope of Practice – Q&A session
November 23rd	7-8 pm	Documentation Matters
November 30th	2-3 pm	Having Professional Presence
December 7th	2-3 pm	Social Media – does it matter what I post?





# Nursing Education and Research Council

## Nursing Grand Rounds

### 2022-2023



This education is offered to all Nursing Professionals in NL

Date	Topic	Presenter	Location
Sept 29	<a href="#"><u>Supporting Mental Wellness with E-Health Technology</u></a>	<i>Wanda Green MSW RSW</i> E Mental Health Manager Eastern Health	Webinar
Oct 27	<a href="#"><u>Harm Reduction—Nursing</u></a>	<i>Seretha Wheaton BN RN</i> Primary Health Care Harm Reduction Program	Webinar
Nov 24	<a href="#"><u>The Indigenous Patient Navigator Program</u></a>	<i>Ashley Dicker</i> Aboriginal Patient Navigator, Coordinator Aboriginal Patient Navigator Program	Webinar
Jan 26	<a href="#"><u>Opioid Use Disorder: Treatment Options &amp; Programming</u></a>	<i>Jennifer Patrick BN RN MN NP CPMHN (C)</i> Nurse Practitioner <i>Sydney Peckham Bsc Pharm</i> Clinical Pharmacist	Webinar
Feb 23	<a href="#"><u>Mental Health and Addictions Program FACT (Flexible Assertive Community Treatment Team)</u></a>	<i>Andy Fudge RN CPMHN @</i> Team Lead FACT Team 1	Webinar
Mar 30	<a href="#"><u>Provincial Home Dementia Program: A New Approach to Caring for Individuals with Dementia</u></a>	<i>Trena Snook RN NP C(GNC)</i> Nurse Practitioner Provincial Home Dementia Program	Webinar
Apr 27	<a href="#"><u>The Collaborative Team Clinics</u></a>	<i>Megan Carey MN BN RN CHPCN(C)</i> Regional Manager Primary Health Care and Chronic Disease Prevention and Management Program	Webinar
May 25	<a href="#"><u>Innovation at Eastern Health</u></a>	<b>TO BE ANNOUNCED</b>	Webinar
June 29	<a href="#"><u>Overview of Palliative Care</u></a>	<i>Kimberly Pottle BN RN</i> <i>Kathy Cahill BN RN</i> Palliative Care Navigators	Webinar

- 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**

# PROFESSIONAL CONDUCT REVIEW (PCR) NOTIFICATIONS

On August 1, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation involved improper use of personal protective equipment during a pandemic outbreak. There was no allegation by the employer of any harm to clients as a result of the LPN's conduct. The LPN acknowledged that their conduct violated the CLPNNL Standards of Practice and Code of Ethics. As part of a resolution agreement, the LPN was required to complete targeted remedial education on jurisprudence, and standards of practice. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to review the Standards of Practice (2020), and the Code of Ethics (2013). Finally, the LPN was required to submit to the Registrar an essay reflecting on their conduct and the insights gained from the remedial education and how their conduct did not meet the expectations for LPN practice in the province.

On July 18, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN not following employer policy in the proper preparation and administration of medications. As part of a resolution agreement, the LPN was required to complete remedial education in documentation, jurisprudence, and accountability. Additionally, the LPN was required to meet with CLPNNL's Practice Consultant to discuss and cement insights gained from the required education modules as well as review the CLPNNL Standards of Practice (2020), the Code of Ethics (2013), and Medication Administration Standards (2020). Finally, the LPN was required to submit to the Registrar an essay reflecting on how their actions did not meet the expectations for LPN practice and how their practice will be impacted in the future given what they have learned from this process.

On May 17, 2022, 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 and failure to adhere to respectful workplace employer policy. Additionally, the LPN did not follow the appropriate safe resident handling procedure. There was no allegation by the Complainant of any harm to any clients as a result of the LPN's behaviour. The LPN was required to complete targeted remedial education on jurisprudence, relational practice and fitness to practice as well as the importance of upholding LPN professional standards. As part of a resolution agreement the LPN was 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 Code of Ethics (2013). Additionally, the LPN was required to submit to the Registrar an essay reflecting on how their actions did not meet the expectations for LPN practice and how their practice will be impacted in the future given what they have learned from this process.

On May 30, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the LPN not following employer policy in the proper access and administration of medications. As well, the allegation indicated that the LPN crossed professional boundaries and did not appropriately document medication administration. As part of a resolution agreement, the LPN was required to complete remedial education in documentation, maintaining the appropriate professional boundaries in nursing practice, jurisprudence, and accountability. Additionally, the LPN was required to meet with CLPNNL's Practice Consultant to discuss and cement insights gained from the required education



modules as well as review the CLPNNL Standards of Practice (2020), the Code of Ethics (2013), and review the role of the LPN in maintaining professional boundaries and professional accountability. Finally, the LPN was 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 the future given what they have learned from this process.

On March 14, 2022, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant in the matter was the LPN's former employer. The allegation involved unprofessional communication and failure to contribute to a healthy and positive work environment. There was no allegation by the employer of any harm to clients as a result of the LPN's conduct. The LPN acknowledged that their conduct violated the CLPNNL Standards of Practice and Code of Ethics. As part of a resolution agreement, the LPN was required to complete targeted remedial education on jurisprudence, relational practice, communication and leadership. Additionally, the LPN was required to meet with the CLPNNL Practice Consultant to review the Standards of Practice (2020), Code of Ethics (2013) as well as professional boundaries and accountability. Finally, the LPN was also required to submit to the Registrar an essay reflecting on their conduct and the insights gained from the remedial education and how their conduct did not meet the expectations for LPN practice in the province.

On March 30, 2022, the CLPNNL Complaints Authorization Committee (CAC) dismissed an allegation filed against an LPN. The Complainant was another regulated professional. The allegation related to the LPN exhibiting behaviour in the workplace that raised concerns about their professional practice. Following an inquiry, the CAC found there were no reasonable grounds to believe that the actions of the LPN demonstrated conduct deserving sanction.

---

## September 30 - National Truth and Reconciliation Day

Each year, September 30th marks the National Day for Truth and Reconciliation.

The day honours the children who never returned home and Survivors of residential schools, as well as their families and communities. Public commemoration of the tragic and painful history and ongoing impacts of residential schools is a vital component of the reconciliation process.

For more information, please visit <https://www.canada.ca/en/canadian-heritage/campaigns/national-day-truth-reconciliation.html>

# National Day for Truth and Reconciliation



**NEW  
FEATURE**

# JURISPRUDENCE MATTERS

## Jurisprudence? What is it and why do I need to know about it?

**Jurisprudence** is a system or body of law. Safe, ethical, competent, and compassionate nursing practice requires that the nurse understand the laws that are relevant to their practice.

Laws are rules, made by governments, that protect our general safety and protect the rights of citizens. We have laws to address crimes like robbery, laws about food safety, sale of medications, speed limits, and protection against discrimination. Laws balance individual rights with our obligations as members of society. For example, when the law gives a person a legal right to drive, it also makes it a duty for a driver to know how to drive and to follow the rules of the road. Some laws identify the individuals or groups who are granted the authority to do certain things, such as the Pharmacy Act which outlines who may write a prescription.



In many employment settings, when policies are developed, they reflect the requirements under relevant laws. For example, if your employer has a policy related to reporting to authorities when a patient presents with a gunshot or stab wound, it is likely based on the Gunshot and Stab Wound Reporting Act (2011). While employers may provide you, the employee, with policy direction reflecting requirements in the law, you, the professional, are still required to know the law.

### So, what is the relevance of laws to nursing practice?

The Licensed Practical Nurses Act identifies who may call themselves a Licensed Practical Nurse – a title protected under this law. You, as the individual who holds a license to practice, are responsible to know laws as they apply to your practice.

In future editions of PRACTICE, we will highlight a piece of legislation in Newfoundland and Labrador. While we will not be interpreting legislation, and we will not be providing legal advice, we will be discussing considerations for the LPN in relation to the identified Law.

### Where do you find the Laws?

For Provincial laws, an alphabetical list is available at [www.assembly.nl.ca](http://www.assembly.nl.ca) under *current legislation*.

For Federal laws, frequently accessed Acts are available at [www.laws-lois.justice.gc.ca/eng/](http://www.laws-lois.justice.gc.ca/eng/).

**Did you Know?** A free learning module on Jurisprudence for LPNs is available on [PracticeNL](#).

# CLPNNL LEADERSHIP WORKSHOP

**Have you heard of the CLPNNL Leadership Workshop?**

**Have you wanted to attend?**

CLPNNL is offering the Leadership Workshop next month! Topics covered in this workshop will include but not limited to the following:

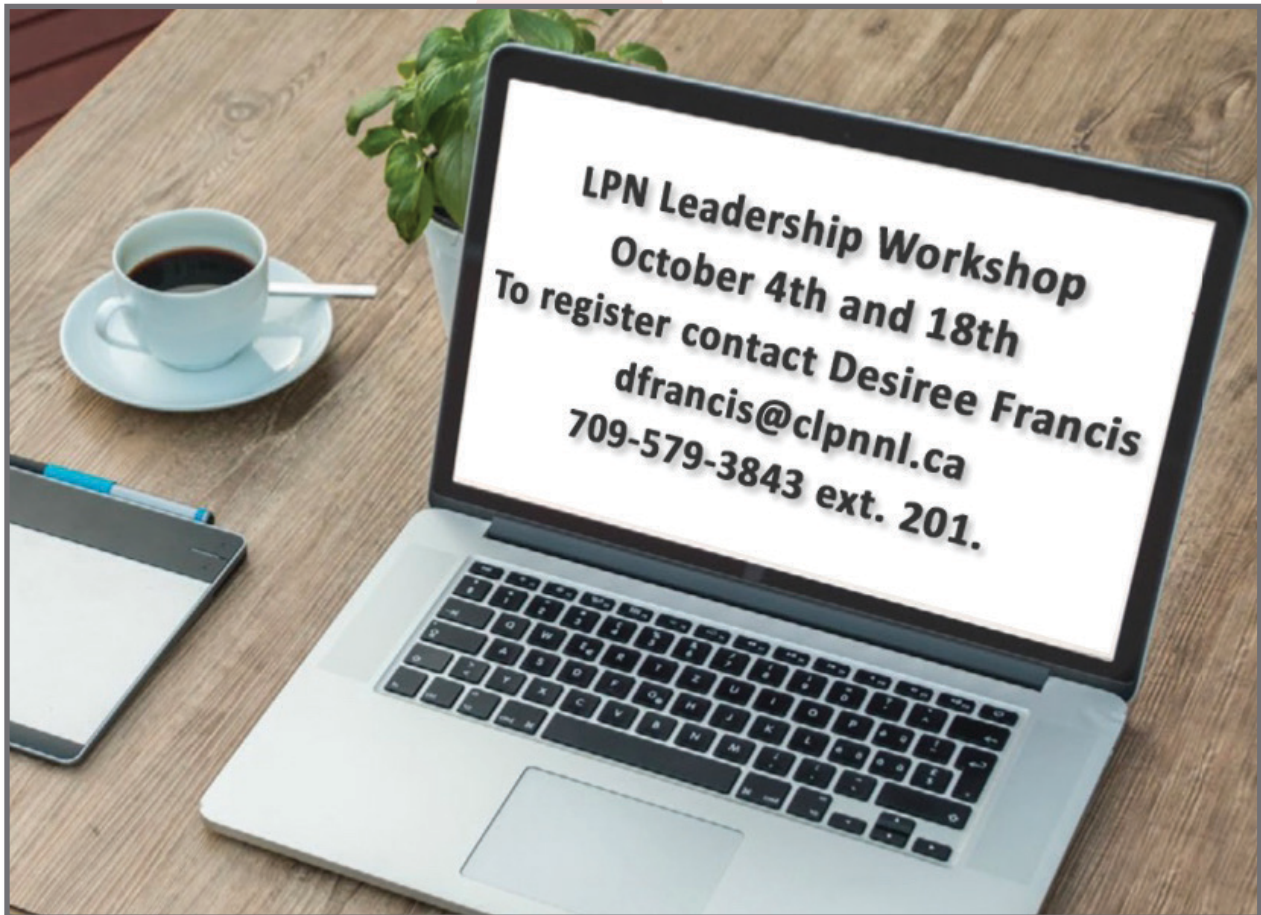
- Leadership
- Regulatory information
- Scope of Practice
- Professional Conduct Review

The workshop will be completed over two (2) half day sessions. At this time, CLPNNL will continue to use virtual technology to offer the information. Those who attend must have access to a smart device, laptop or desktop.

The workshop will take place on October 4th and 18th. When registering, we ask that you are mindful of these dates, and that you are able to attend both sessions.

To register for this event, please contact Desiree Francis at [dfrancis@clpnnl.ca](mailto:dfrancis@clpnnl.ca) or call 709-579-3843 ext. 201.

**Space is limited, register today!**





# Regulatory College? Union? Association?

## What's the difference?

When you practice as an LPN in Newfoundland and Labrador you **must** be a member of the Regulatory College (CLPNNL), you **may** be a member of a union (e.g., NAPE, CUPE) and you **might** choose to be a member of an association (e.g., Canadian Nurses Association, a provincial nursing association).

**The following information is provided to support an understanding of the distinct functions of:**

	<b>REGULATORY COLLEGE</b>	<b>UNION</b>	<b>PROFESSIONAL ASSOCIATION</b>
<b>MANDATE</b>	To protect the public	To protect the rights of employees	To advocate for, and on behalf of, the profession and its members
<b>MEMBERSHIP</b>	Required in order to practice in a regulated profession	Required in order to be employed in a unionized workplace	Voluntary for professionals choosing to participate
<b>FEES</b>	Annual Licensure fees, submitted to the regulator before the licensure renewal date	Union dues, often collected through payroll deduction	Typically have annual membership fees paid directly to the association
<b>ACTIVITIES</b>	Promote good practice, prevent poor practice, and intervene when practice is not acceptable, maintains a public register of license holders	Negotiates conditions of employment such as wages and benefits, ensures fair representation of employees	Advocates for the interests of the profession, promotes research interests of the profession
<b>EXAMPLES OF WHAT THEY ADDRESS</b>	Standards of practice, scope of practice requirements for CCP, license renewal	Rates of pay for shifts worked, hiring for positions, labour issues	Promoting the profession of nursing as a career choice, advocating for public policy

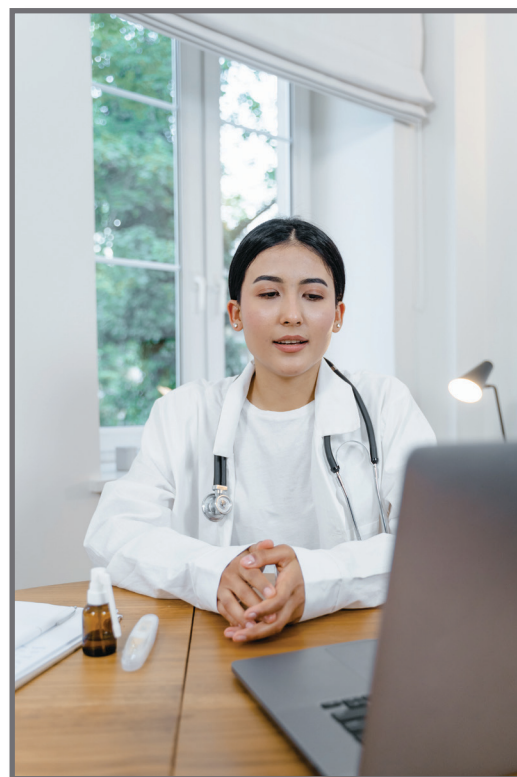
# Virtual Care

## Rules Around Licensure

Virtual health care involves the provision of health services to a client when the nurse and client are not in the same physical location. Through virtual health care, LPNs use technology, including telephone, video conferencing, on-line messaging, and e-mail to deliver health care services.

Virtual technology can connect people across town, across the province, across the country, and around the world. The use of virtual health care in LPN practice is an emerging area. When care is provided virtually, the same expectations for safe, competent, compassionate, and ethical practice exist as when nursing care is provided in-person. To ensure that an LPN maintains the requirements for practice, they must be aware of any licensure requirements, both where they are located, and where their client is located.

CLPNL has prepared the following information about licensure and virtual care. This information is accurate at the time of publication. However, licensure requirements may change over time, so LPNs are advised to verify the currency of their information.



### Licensure Requirement for LPNs Providing Virtual Health Care Services

Each person practicing as an LPN, or holding themselves out as an LPN, in the province of Newfoundland and Labrador is required to hold a license to practice with the CLPNL, as per the Licensed Practical Nurses Act, 2005.

- When the LPN is *located* in this province, regardless of where their client is located, CLPNL requires that LPN to hold a license with CLPNL.
  - › *Located* means that the LPN is physically situated in Newfoundland and Labrador, regardless of where their employer, their office, or client is located.
- CLPNL advises LPNs to identify to their client where they are licensed and where/how to validate the LPN's licensure status.
- CLPNL advises LPNs who hold a license with CLPNL and who provide care to clients outside of Newfoundland and Labrador to consult the nursing regulator in the province/territory where the client is located to validate compliance with licensing requirements in that jurisdiction.

# Ask a Practice Consultant

Topics: Immunizations  
Nurse Client Assignment Ratios

Immunizations are a cornerstone of public health, and their use has significantly contributed to the prevention and control of infectious diseases in Canada and internationally. LPNs play a key role in the administration of immunizations. CLPNNL frequently receives questions related to the LPNs role in immunizations. Here are some of the most frequently asked questions.

## Q: Can I give the influenza vaccine?

**A:** To answer this, you must consider whether administration of the influenza vaccine is within your *scope of practice*. To determine your scope of practice you must answer 3 key questions:

1. Am I educated?
  - a) Have I learned the theory related to the influenza vaccine, and have had clinical practice?
  - b) Do I know how to administer vaccines?
  - c) Do I know and understand the substance I am administering?
  - d) Can I provide the appropriate education and information to my client?
2. Am I authorised?
  - a) Is this competency in the CLPNNL Competency Profile, and thus allowed to be carried out by LPNS in this province? (P.S. Yes, it is!)
  - b) Does my employer want me to provide influenza vaccination in my role?
  - c) Do I have the correct order, or directive, to indicate what vaccine and dosage to administer, to whom, and in what circumstance?
3. Am I competent?
  - a) Can I do this safely and accurately?
  - b) Am I current in my knowledge and practice related to the influenza vaccine?
  - c) Can I safely manage the outcomes of care, especially if there is an adverse reaction?

When an LPN is educated, authorised, and competent they can consider this competency to be within their scope of practice.

## Q: I used to administer vaccines years ago. Can I administer them now?

**A:** It is important for the LPN to reflect on how to evaluate their competence before carrying out any activity. While you may have provided vaccinations a few years ago, information and best practices, as well as the immunizations used, change over time. Equipment (e.g., self-



capping needles) evolves as well. You must determine if your information is current. Perhaps you administered vaccinations in a different clinical role, or when you worked in another department. You must validate that your employer is authorising you to carry out this activity now, in this role. Employers may choose to authorize the practice in one area, but not in another. While CLPNNL does not say that you must complete a certain number of vaccinations over a certain period to remain competent, employers may implement rules around how they evaluate competence. Talk with your employer, and if you have access to a clinical educator, that's a great place to start!

## **Q: I graduated a few years ago. Did I have immunizations as a part of my program?**

**A:** CLPNNL does not maintain a record of the competencies that you completed in your educational program. It is expected that you, as a practicing professional, are aware of the activities that you are competent and authorised to perform. If an LPN asks, "Did I learn that?", it is an indication that, at a minimum, they do not recall enough of the information to be competent, and additional education (both theory and practice) is required.

For a discussion on *Scope of Practice*, see the 3-part LPN Decision-Making Tool on the [CLPNNL website](#), under the practice/policy tab.



## **Q: Is there a maximum number of clients I can care for at one time (an LPN to Client ratio)?**

**A:** This is a question we hear often, especially in these times of strained staffing levels in health care facilities. CLPNNL does not identify a nurse-to-client ratio, nor do we identify a maximum, or minimum, number of clients an LPN can be assigned to care for. You might ask why, as the regulator whose mandate is in the interest of public safety, we don't identify a maximum number of clients. The answer to this question is the age-old nursing answer "*it depends*".

When you reflect on your nursing practice, and your experiences, you might identify times when the number of clients you were able to manage fluctuated; depending how sick they were, how complex their illness was, the availability of other resources you had around you. You might recall differences in the number of clients you were assigned depending on whether it is a day or a night shift, reflective of the activities, or tasks, that take place during your shift. Considering these, and other factors, you can see how "*it depends*". Perhaps you might start a shift being able to manage the care for a group of clients, and then something changes, requiring you to adjust assignments. A client's changing condition, becoming increasingly less predictable, or an increase in the required frequency of observation might be good examples of this.

As an LPN who has attained the entry-level competencies, you have the necessary knowledge, skill, and judgement to make determinations about your abilities, and about how you prioritize care based on what is safest, and most reasonable for your clients. You are accountable to know the limits of your practice and to know what to do when you have concerns about your ability to provide the most optimal care.

Regardless of the practice setting, LPNs must always uphold the expectations of the Standards of Practice and Code of Ethics. And we know that when you ask, "Is there a maximum number of clients I can care for?" it is because you want to ensure that you are providing the best possible care; care that is focused on the needs of the client, and care that helps the client to achieve their optimal level of health and wellness.


In the next edition of Ask a Practice Consultant (January 2023) we will answer the question "*What do I do? We don't have enough staff to provide optimal care*".

For questions about this column, or for any practice related questions, contact me at [wsquires@clpnnl.ca](mailto:wsquires@clpnnl.ca)

The CLPNNL website has many great resources to support LPNs in their practice [www.clpnnl.ca](http://www.clpnnl.ca).

Wanda Squires LPN  
Practice Consultant





# CRIMINAL RECORD CHECK

## CLPNNL TO BEGIN SELECTION OF LPNs FOR THE CRIMINAL RECORD AND VULNERABLE SECTOR CHECK VALIDATION

On June 25, 2021, the CLPNNL Board approved a random audit process to validate Criminal Record and Vulnerable Sector Check for LPNs. This action was undertaken to enhance and support CLPNNL's mandate of public protection.

All new applicants to CLPNNL are required, as part of the eligibility for licensure in Newfoundland and Labrador, to show evidence of good character by submitting a Criminal Record Check with Vulnerable Sector Check that is clear of convictions. For LPNs who are currently licensed, the evidence of good character comes in the form of a declaration that every LPN completes during their annual renewal to indicate that they have not been convicted of any criminal offence in the previous year. Additionally, LPNs are accountable to self-report criminal convictions to CLPNNL at the time of conviction.

In November 2022, CLPNNL will begin the random selection for the validation process. LPNs selected will receive a letter from CLPNNL requiring that you submit a Criminal Record Check with Vulnerable Sector Check no older than three (3) months. Information about how to obtain a Criminal Record Check with Vulnerable Sector Check will be included in the correspondence, as well as any timelines related to the submission.

For questions about this process, contact Dena Lake at [dlake@clpnnl.ca](mailto:dlake@clpnnl.ca).



# Aligning for Better Health

Submitted by: NL SUPPORT & Quality of Care NL

---

Have you heard the term patient-oriented research before? The concept may not be familiar to all, but NL SUPPORT is hoping to change that by enhancing a culture of patient-oriented research in Newfoundland and Labrador.

In this instance, 'patient' is an inclusive term for individuals with personal experience of a health issue, as well as informal caregivers, including family and friends.



As part of Canadian Institutes of Health Research (CIHR) Support for People and Patient-Oriented Research and Trials Strategy for Patient-Oriented Research, NL SUPPORT works to improve outcomes for patients in our province by supporting research that has direct impacts on patient lives, in ways that are important to patients, by making them partners in research.

Meaningful engagement of patients in health research, or patient engagement, is research done *with* or *by* the public, rather than *for*, *to*, or *about* them. Patients bring expertise to the research team in the form of their lived experience with a specific condition and with the health care system.

NL SUPPORT is set up to assist health care professionals and researchers in conducting patient-oriented research and engaging with patients so that the outcomes of the research can have more direct impacts.

Recently, a [combined investment of more than \\$9.7 million over five years](#) from the Government of Canada and the Government of Newfoundland and Labrador has allowed NL SUPPORT to continue this work.

## Better Health for All

The NL SUPPORT team includes the research and evaluation program Quality of Care NL (QCNL).

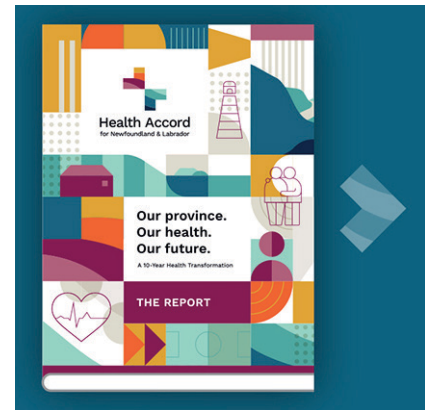
Quality of Care NL, a collaborative effort between the leading health care entities in Newfoundland and Labrador, leads the learning health system component of NL SUPPORT. A learning health and social system is one in which science, informatics, incentives and culture are aligned for continuous improvement and innovation, with best practices embedded in the care process.



Both providers and the public are essential to the function of a learning health and social system as they can identify gaps or opportunities for improvement. They then participate in the learning cycle where new ways of working are implemented and evaluated. As we move towards a learning health and social system in the province, our team looks forward to further engaging with health professionals.

A key element of QCNL's recent work has been supporting the development of Health Accord NL in a secretariat role.

Established in late 2020 and lead by co-chairs Dr. Pat Parfrey and Sister Elizabeth Davis, Health Accord NL was a Task Force working to reimagine health and health care in Newfoundland and Labrador. Focusing on awareness of and intervention in the social factors that influence health (social determinants of health) and balancing community-based and hospital-based services, Health Accord NL used public engagement to shape its agenda and ensure its recommendations were the right ones for the people of Newfoundland and Labrador.



Health Accord NL's work concluded this year with the release of a [final report in February outlining 59 calls to action, and a Blueprint for Implementation released in June.](#)

### **Tech to Enhance Research**

NL SUPPORT also provides the supporting infrastructure for the [Centre for Analytics, Informatics and Research \(CAIR\).](#)

CAIR, a high-performance computing centre with the capacity to rapidly process and analyze vast amounts of data and provide secure storage with off-site backups, supports the work of the data platform and services component of NL SUPPORT. Following the necessary approvals, health data is securely transferred from the provincial data custodian (Newfoundland and Labrador Centre for Health Information) for analysis at CAIR.

CAIR staff are highly-qualified professionals who assist researchers with determining the best tools for analysis, troubleshooting issues, secure transfer of clinician-specific data and results and back-up and data storage.

### **Working Together**

The team at NL SUPPORT, QCNL and CAIR, together with partners like CLPNNL, are working to align research, best practices and technology to contribute to the improvement of health care in Newfoundland and Labrador.

For more resources such as recorded webinars and local research, we encourage you to check out NL SUPPORT's newly launched [online resource](#) library and Quality of Care NL's [Practice Points publication.](#)

# Changed Your Name? Changed Your Employer?

## You are required to notify CLPNNL

The CLPNNL By-Laws require that you notify CLPNNL, **within 30 days** of any change to your name or your employer. This requirement, in keeping with CLPNNL's mandate, is in the interest of public safety.

In the coming weeks CLPNNL will outline new processes for you to follow to request a change to your name, employer, sex designation (gender) or e-mail address. To protect the integrity of your information, the new steps will involve authentication processes, and submission of current, government issued photo identification with your requests.

When finalized, the new policies and procedures will be posted to the CLPNNL website, and an email will be sent to all LPNs. In the meantime, if you have changed your name, employer, or email address and have not yet made the necessary changes with CLPNNL, please call us (709-579-3843 x 200) and we will assist you.



### **Does your license to practice say *Mary Jane Doe* but at work you are known as, and you document your care as, *Minnie Smith*?**

CLPNNL issues licenses to LPNs in the name that appears on official government identifications. The name on an LPN's license is the name that appears on the CLPNNL's website public register "Find a Nurse". Employers must validate that the individual holding themselves out as an LPN does indeed hold a license to practice. Members of the public have the right to validate that the person who is providing their care has the authority to do so. That is why we have a public register. If the name on your license is not identical to the name you practice under, then it may not be possible for employers or the public to validate your licensure status.





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

209 Blackmarsh Road, St. John's, NL A1E 1T1  
709.579.3843 • Toll Free 1.888.579.2576 • [info@clpnnl.ca](mailto:info@clpnnl.ca)