

PRACTICE

REVISED

see page 4
for additional information



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

Volume 8, Issue 2 – May 2023

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

CLPNNL QUALITY FRAMEWORK

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) believes that quality assurance and quality improvement are integral to the public receiving safe, competent, compassionate, and ethical nursing care. CLPNNL believes that proactive regulation which focuses on promoting good practice and preventing poor practice is essential to effective regulation. By directing our efforts upstream, the College aims to proactively prevent and mitigate the risk of harm to the public of NL. CLPNNL has developed a Quality Framework that focuses on seven key elements which collectively support LPNs in practicing safely, competently, compassionately, and ethically. These elements include the Standards of Practice and the Code of Ethics; the Quality Assurance Program; the Continuing Competency Program; Practice Services; Licensure; the Practical Nurse (PN) Program Approval; and Stakeholder Collaboration. The mandate of the CLPNNL to promote safety and protect the public through the provision of safe, competent, compassionate, and ethical nursing care, is inherent in the Quality Framework.

These 7 key elements are all centred around Public Protection and can be seen in the Quality Framework image. CLPNNL has developed a Quality Assurance Committee comprised of LPNs and members of the public to focus on these 7 key elements.



CLPNNL's REVISED Continuing Competency Program (CCP)

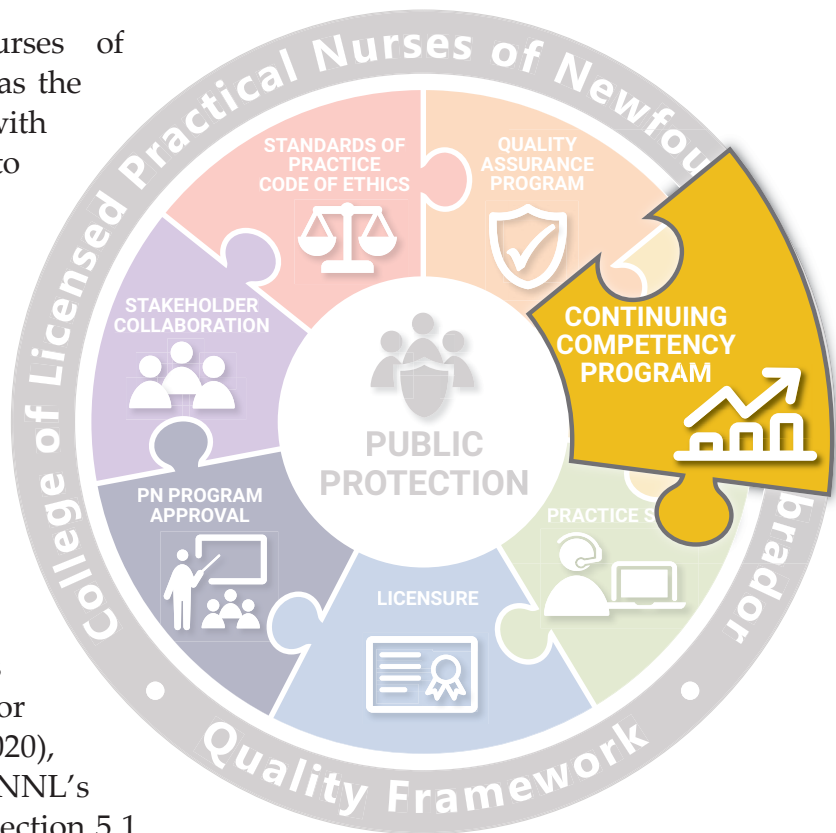
The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) has the legislated responsibility, in accordance with the Licensed Practical Nurses Act (2005), to regulate the practice of Licensed Practical Nurses (LPNs) in Newfoundland and Labrador. In keeping with its mandate of public protection, the CLPNNL implemented a mandatory Continuing Competency Program (CCP) for LPNs in Newfoundland and Labrador in 2017. The CCP was revised in 2023.

LPNs are required to demonstrate a commitment to continuing competence by meeting the requirements established through the Licensed Practical Nurses Regulations (2011), Standards of Practice for Licensed Practical Nurses in Canada (2020), and through the annual completion of CLPNNL's Continuing Competency Program (CCP). Section 5.1

(c) of the LPN Regulations states that "The Registrar may renew the license of a practical nurse who applies for renewal where the practical nurse has provided, in addition to the requirements set out in section 12 of the Act, proof that is satisfactory to the board of successful completion of a program of continuing competence as may be required by the board". The Standards of Practice for LPNs states that "the LPN self-assess their professional practice and competence and participate in continuous learning". Therefore, all LPNs, regardless of practice setting and employment status, are required to participate in the CCP each year in order to renew their license.

CLPNNL's CCP is a regulatory program and a quality assurance element designed to assist LPNs to maintain and enhance their professional competence every year. It requires LPNs to reflect and identify opportunities to broaden their knowledge base, increase their skill capacity and enhance their individual scope of practice, ultimately achieving professional growth and continually improving competence throughout their nursing career. The CCP provides a level of assurance to the public that LPNs are continuously meeting their professional standards of practice.

The CCP is an integral part of the CLPNNL's Quality Framework. As noted in the Quality Model, it is one of the seven key elements which collectively supports LPNs in practicing safely, competently, compassionately, and ethically.



On April 1, 2023 CLPNNL launched a revised Continuing Competency Program (CCP). LPNs must use the revised CCP Toolkit for the licensing year 2023-2024.

The CCP has undergone an extensive review over the last two years and based on that, there have been changes made to the program.

A few highlights of these changes include:

- No distinction between formal and informal learning
- No education tracking forms needed
- Inclusion of CLPNNL Directed Learning

The CLPNNL directed learning is education that each LPN must complete each year. This year's learning requires LPNs to take part in education regarding the changes to the CCP. This can be done via live webinar, recorded webinar, or in person.

For more information on this, please visit www.clpnnl.ca/ccp.



CCP Audit (Quality Monitoring) for the Licensing Year 2022-2023

The Continuing Competency Program (CCP) Audit (Quality Monitoring) has begun. LPNs who have been selected for the Audit (Quality Monitoring) would have received an email and also letter mail from CLPNNL in recent days.

LPNs who have been selected for the CCP Audit (Quality Monitoring) must provide the following to CLPNNL by **May 15, 2023**:

- Learning Plan for 2022-2023
- Record of Learning Activities Form (all learning written on this form)
- Supporting proof of formal learning

CCP documents should be sent to ccpaudit@clpnnl.ca. For more information on CCP, visit www.clpnnl.ca/ccp.

NOTE: LPNs who are late submitting their documents are subject to re-entering into Quality Monitoring in the next licensing year.

CCP CHECKLIST	
<input checked="" type="checkbox"/>	Learning plan
<input checked="" type="checkbox"/>	Record of learning
<input checked="" type="checkbox"/>	Education tracking form
<input checked="" type="checkbox"/>	Proof of learning



REMINDER: KEEP YOUR INFORMATION UP-TO-DATE!

The name (first and last) on your documentation, and on all professional communications must reflect the name that appears on your CLPNNL licensure information. Changes to your name, employer, and address must be reported to CLPNNL and a request to change information must be made.

Under the College of Licensed Practical Nurses of Newfoundland and Labrador By-Laws (2022) *Section 31. Accuracy of Information*, Licensees **must** notify the College of any change or addition to employer, address, and/or name no later than 30 days after the effective date of the change.

Please see the [CLPNNL website](#) under the Licensure tab for the required processes when requesting a change to your information on file with CLPNNL.

It is in the interest of public safety that the name that you practice under, and the name that your license is issued under, are the same. CLPNNL issues licenses in the name that appears on your government issued identification. The “Find a Nurse” public register on the CLPNNL website lists the name in which your license is issued. This tool is used by the public, and employers, to verify that you are an LPN and that you hold a valid license to practice.



Individuals contacting CLPNNL via phone or in person to request changes to information will be directed to the processes outlined on the website. Please note that when you call or visit CLPNNL you may be required to provide information to confirm your identity.

JURISPRUDENCE MATTERS

In this edition of *Jurisprudence Matters* we will discuss CLPNNL By-Laws, and how they are relevant to your practice.

A By-law is a rule for the way that an organization conducts its business. By-Laws add to laws, but do not override them. In Newfoundland and Labrador, we have the LPN Act, which is the legislation enacted by government regarding the regulation of licensed practical nurses. The Act can only be changed by the legislature. Stemming from the LPN Act, we have the LPN Regulations. Regulations are a form of law, sometimes referred to as subordinate legislation. Regulation changes can be approved by the Minister appointed by government to administer the LPN Act. By-Laws are approved by the CLPNNL Board.

It is in the LPN Act where the authority is granted to the CLPNNL Board to make By-Laws. However, the LPN Act (section 11) describes what the Board may make By-Laws about, as well as the process and timelines for making By-Laws, and the requirement for having the By-Laws publicly available.

Here's an example of how the Act, Regulations, and By-Laws work together.

- In the LPN Act, section 12, the Act states that CLPNNL shall issue a license to a person who applies, when the applicant pays the fees set by the Board, and also meets other requirements that may be set by the college in the Regulations.
- One of the “other requirements” outlined in the Regulations, under Section 5, is the requirement for the number of practice hours an applicant must have to renew their license.
- The By-Laws, in Section 27, reiterate that the Board determines the fees that applicants shall pay.

Many of the CLPNNL By-Law requirements address issues like holding Board meetings and annual general meetings; election of Board members; and, financial audits for CLPNNL. However, there are By-Law requirements that are important for every LPN to keep in mind.



Continued on the next page.

For example:

Section 31 – The requirement to keep your name, employer, and address updated within 30 days of a change.

Section 19 – Eligibility for election to the CLPNNL Board

Section 32 – Definitions of conduct deserving of sanction.

Section 29 – Requirements of the Registrar when releasing or disclosing a person's licensure status.

While the purpose, the order, and title of the laws might be confusing, one thing is abundantly clear: LPNs are accountable for their requirements under the LPN Act, the LPN Regulations, and the CLPNNL By-laws.

A copy of [the full By-Laws](#) are available in the 'About CLPNNL' section of our website.

Do you need to update your name, employer, or address with CLPNNL?

Click [here](#) for the process to request a change to your information.

SAVE THE DATE:

CLPNNL'S ANNUAL GENERAL MEETING (AGM)

The CLPNNL Annual General Meeting is scheduled for Thursday, June 8, 2023, at 3:00 pm. This meeting will be held virtually using Microsoft Teams Platform.

If you would like to attend please register with Desiree Francis at dfrancis@clpnnl.ca or call 709-579-3843 ext. 101. by June 6, 2023.



PROFESSIONAL CONDUCT REVIEW (PCR) NOTIFICATIONS

January – April 2023

On April 6, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the Respondent asking colleagues to remove medical supplies from the place of employment for the purpose of personal use. There was no allegation of harm to any client. The LPN is required to complete remedial education targeting professional responsibility, jurisprudence and professional boundaries. Additionally, as part of the resolution, the LPN is required to meet with CLPNNL's Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics. Finally, the LPN is required to submit an essay reflecting on insights gained from the required education and the importance of maintaining the employer-employee boundaries in nursing practice.

On April 15, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the Respondent removing medical supplies from the place of employment for the purpose of providing it to a colleague for personal use. There was no allegation of harm to any client. The LPN is required to complete remedial education targeting professional responsibility, jurisprudence and professional boundaries. Additionally, as part of the resolution, the LPN is required to meet with CLPNNL's Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics. Finally, the LPN is required to submit an essay reflecting on insights gained from the required education and the importance of maintaining the employer-employee boundaries in nursing practice.

On March 21, 2023 the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's temporary employer. The allegation related to the LPN leaving a shift without communicating to the appropriate manager for the facility that they were unable to continue with their shift. There was no allegation of harm or risk to a client due to the incident. The LPN was required to complete remedial education targeting professional accountability and jurisprudence in LPN practice. Additionally, The LPN met with the CLPNNL Practice Consultant to discuss the CLPNNL's Standards of Practice (2020) and the Code of Ethics (2013); Professional Accountability and to reflect on the importance of reporting issues in the workplace through the appropriate channels. Finally, the LPN submitted an essay that reflected on the insights gained from the situation and the education provided and the importance of accountability to one's nursing practice.

On March 16, 2023, the CLPNNL Registrar resolved an allegation against an LPN. The allegation was filed by the LPN's employer and indicated that the LPN practiced without



having completed their annual license renewal requirements and thereby failed to maintain liability protection in accordance with the Licensed Practical Nurses Act (2005). The LPN is required to pay a \$690.00 fine as well as complete a reflection discussing CLPNNL's Standards of Practice and Code of Ethics, accountability and the importance of upholding annual registration requirements.

On October 28, 2022, the CLPNNL Complaints Authorization Committee (CAC) reviewed an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the inappropriate actions of the LPN dressing in a culturally inappropriate manner and entering the room of a client not within their circle of care. The CAC ordered an investigation into the matter. After conclusion of the investigation, the CAC met on February 24, 2023 to review the investigation report. The CAC concluded that the LPN had engaged in conduct deserving of sanction and that their actions represented a breach of the following Standards of Practice and Ethical Responsibilities:

- Standard 1.1: LPNs practice within applicable legislation, regulations, by-laws and employer policies
- Standard 1.8: LPNs are accountable and responsible for their own practice, conduct, and ethical decision making
- Standard 4.7: LPNs demonstrate characteristics and attributes of a leader, and the ability to apply formal and informal leadership competence
- Ethical Responsibility 1.4 - Respect the rights of all individuals
- Ethical Responsibility 2.3 – Respect and protect client privacy
- Ethical Responsibility 2.7 – Develop trusting, therapeutic relationships, while maintaining professional boundaries
- Ethical Responsibility 4.1 – Take appropriate action to address the unprofessional conduct of other members of the inter-professional team.

It was the decision of the CAC to Caution and Counsel the LPN as outlined in Section 17(3)(a) of the Licensed Practical Nurses Act (2005)

The LPN was cautioned to protect the privacy and dignity of vulnerable people in areas where care is taking place as well as to avoid culturally inappropriate activity that may have the potential to disregard the beliefs, customs and values of others. Additionally, the LPN was counselled on their responsibilities to conduct themselves in a professional manner that upholds the Standards of Practice (2020) and the Code of Ethics (2013).

On October 28, 2022, the CLPNNL Complaints Authorization Committee (CAC) reviewed an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the inappropriate actions of the LPN to allow colleagues who were not considered to be within the circle of care, to enter a private area where care was taking place as well as the LPN's omission to report an incident of misconduct by another regulated professional. The CAC ordered an investigation into the matter. After conclusion of the investigation, the CAC met on February 24, 2023 to review the investigation report. The CAC concluded that the LPN had engaged in conduct deserving of sanction and

that their actions represented a breach of the following Standards of Practice and Ethical Responsibilities:

- Standard 1.1: LPNs practice within applicable legislation, regulations, by-laws and employer policies
- Standard 1.8: LPNs are accountable and responsible for their own practice, conduct, and ethical decision making
- Standard 1.5: LPNs have a duty to report any circumstance that potentially or actually impedes professional, ethical or legal practice
- Ethical Responsibility 2.3 – Respect and protect client privacy
- Ethical Responsibility 2.7 – Develop trusting, therapeutic relationships, while maintaining professional boundaries
- Ethical Responsibility 4.1 – Take appropriate action to address the unprofessional conduct of other members of the inter-professional team.

It was the decision of the CAC to Caution and Counsel the LPN as outlined in Section 17(3) (a) of the Licensed Practical Nurses Act (2005)

The LPN was cautioned to protect the privacy and dignity of vulnerable people under their care in future nursing practice and the CAC further indicated that the LPN be counselled on their responsibilities to report incidents of unprofessional conduct in the workplace.

On February 10, 2023, the CLPNNL Registrar resolved an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the Respondent removing medical supplies from the place of employment for the purpose of providing it to a colleague for personal use. There was no allegation of harm to any client. The LPN is required to complete remedial education targeting professional responsibility, jurisprudence and professional boundaries. Additionally, as part of the resolution, the LPN is required to meet with CLPNNL's Practice Consultant to discuss CLPNNL's Standards of Practice and Code of Ethics. Finally, the LPN is required to submit an essay reflecting on insights gained from the required education and the importance of maintaining the employer-employee boundaries in nursing practice.

On June 15, 2022, the CLPNNL Complaints Authorization Committee (CAC) reviewed an allegation filed against an LPN. The Complainant was the LPN's employer. The allegation related to the inappropriate handling of a resident encounter. There was no allegation of any harm to residents. As part of its inquiry into the matter, the CAC required that the LPN answer direct questions



about the incident. On November 23, 2022, the CAC concluded that the matter could be resolved by the Registrar with an Alternative Dispute Resolution (ADR) agreement. As part of the resolution, the LPN is required to complete remedial education targeting relational practice, therapeutic communication, jurisprudence, and Gentle Persuasive Approach to client care. Additionally, the LPN must meet with the CLPNNL Practice Consultant to discuss the CLPNNL Standards of Practice and Code of Ethics as well as the importance for the health care professional to maintain and protect the therapeutic nurse-client relationship. Finally, the LPN is required to submit an essay reflecting on insights gained from the mandated education and the importance for the LPN to uphold and protect the nurse-client relationship.



LPNs, INTERESTED IN PRECEPTORING AND WANT TO KNOW MORE?

Did you know that you can complete a preceptor education session offered by the College of the North Atlantic?

Save the Date: November 1/23 - CLPNNL is offering a webinar with information on this. Visit the CLPNNL Events page to register.
www.clpnnl.ca/events

Reflections on PCR

In the regulatory world we often use an analogy to describe when the actions of a health professional become unacceptable and there is a need for intervention. I often say when this happens, that the conduct has “slipped over the falls of a river.” When there is an allegation of Professional Misconduct, Regulatory Colleges will step in and take measures to address the conduct. For CLPNNL, this is the Professional Conduct Review Process (PCR) and it is part of this organizations three pronged approach to regulation:

1. Support good practice
2. Prevent bad practice
3. Intervene when practice becomes unacceptable.

For the CLPNNL, while not always possible, the goal in these situations is to sufficiently remediate and ensure the professional regains the ability to practice in a safe, competent, and ethical manner. As CLPNNL’s Regulatory Officer, I have seen a significant increase in matters of professional conduct being filed with the College. My role in PCR is to work with the Registrar to facilitate the PCR processes, everything from risk analysis and investigations, to supporting the Complaints Authorization Committee. As I work with LPNs from across the province who have experienced situations where their alleged conduct did not measure up to the standards expected by the public, I often question if the work being done to address and remediate these registrants is having an impact on future practice.

If you were to visit the [Professional Conduct Review](#) page of the CLPNNL website, you would find a long list of public notifications that are part of the CLPNNL’s assurance to the public that we are addressing issues of conduct. Those notifications, although anonymized, tell the story of the steps taken by this organization, as we are faced with a growing list of allegations against LPNs that fall on the disciplinary spectrum and range anywhere from poor documentation to negligence. Each allegation must be scrutinized and assessed for risk, intent, and potential for rehabilitation. The notifications on our website, list the type of conduct that was alleged as well as the remediation that was assigned to each LPN in an effort to support them back to optimal nursing practice. In each of these notifications, you will see that there is a requirement for each LPN who has been through the PCR process, at the end of the resolution process, to complete and submit a reflective essay. Each LPN is given a writing prompt, which encourages them to reflect on the Standards of Practice; the Code of Ethics; the incident of misconduct that brought them into the PCR process, and how their practice will be impacted in future. In my early days with CLPNNL, I often questioned the efficacy of these essays, I would ask myself how does writing an essay improve practice? Over the years, I have received some exceptional reflective essays. I thought that sharing an excerpt from one of these essays would provide an opportunity to illustrate that it really isn’t about writing an essay that makes a person a better practitioner. It is the exercise in personal and critical reflection and owning up to our mistakes that has the biggest impact. I share with you (with the permission of the registrant)



an excerpt from a reflective essay submitted to CLPNL as part of a resolution process for an allegation:

After all this time, I still struggle to justify my actions. I have had a lot of time to think about the events that led me to act unprofessionally. Honestly, I knew it was wrong, I went against my better judgment. Unfortunately, I can't change the outcome. I can, however, self-reflect and educate myself to prevent an incident like this from repeating.

As part of my self-reflection, I look back on my nursing experiences:

When I graduated from my Practical Nursing program, I was bright and eager to enter the workforce. I was introduced to the nurse orientating me, "Tibbs Eve and you're here" She rolled her eyes and laughed "Welcome to Nursing". I laughed unknowing the impact that impression would have on me. From the start of my career, pessimism in nursing was a regular practice. I was much younger and less senior than other staff. I allowed myself to have been easily led by the negative atmosphere. Working in health care is often portrayed as a burden rather than a privilege. I took pride in my patient care; I knew my patients received excellent care from me. I genuinely believed that was enough, and that I was a good employee and an LPN. I was naïve to the fact that non-bedside behaviour has just as much of an impact as the bedside care. I blame myself for accepting that anything below the standards of practice was acceptable. Any breach of a standard should be taken seriously regardless of the situation or the setting.

You may wonder how all this information is relevant to my actions. And the truth is what happened that day, my discipline and my remedial education have forced me to re-evaluate how I hold myself as an LPN. My entire perspective has shifted to prevent this from repeating itself. I didn't appreciate the privilege it was to be a Licensed Practical Nurse with full-time employment until it was in jeopardy. I look back at years' worth of encounters and question if I was upholding the standards every day in my practice. Somehow with the healthcare crisis and staff shortages healthcare workers deem themselves as irreplaceable. We are not professional all the time. We have become arrogant and entitled. We have led ourselves to believe if we show up to work, we are good employees. Somehow working conditions have made poor attitudes justifiable when it most certainly is not.

I am filled with regret and remorse. I had a responsibility to myself, the profession and the public that I did not adhere to. In the future, I will set a good example, be positive, and promote good practice. The public and the profession deserve the best version of me which I am committed to.

I once read a quote that said, " Self-reflection entails asking yourself questions about your values, assessing your strengths and failures, thinking about your perceptions and interactions with others, and imagining where you want to take your life in the future." What I have learned is that as nurses, when we are faced with our own human capacity for error, it is then that we must look inward and be accountable to that humanness, in order to learn and grow into safer more ethical practitioners.

Personally, for me, reading self-reflections like the one I share with you all today, reaffirms my commitment as a Licensed Practical Nurse to uphold the privilege of holding a license to practice and ensure that my practice is my responsibility.

Until next time... 

NATIONAL NURSING WEEK

May 8 – 14, 2023

The theme this year is **Our Nurses. Our Future.** This theme showcases the many roles that nurses play in a patient's health-care journey. The pandemic brought to light the courage and commitment that nurses work under every day and showed the important role that nurses play in every community. National Nursing week draws attention to nurses, increasing the awareness of the public, policymakers, and governments of the many contributions of nursing to the well-being of Canadians.

The National Nursing Week annual celebrations take place from the Monday to the Sunday of the same week as Florence Nightingale's birthday, May 12.

Happy Nursing Week to all Nursing Professionals!

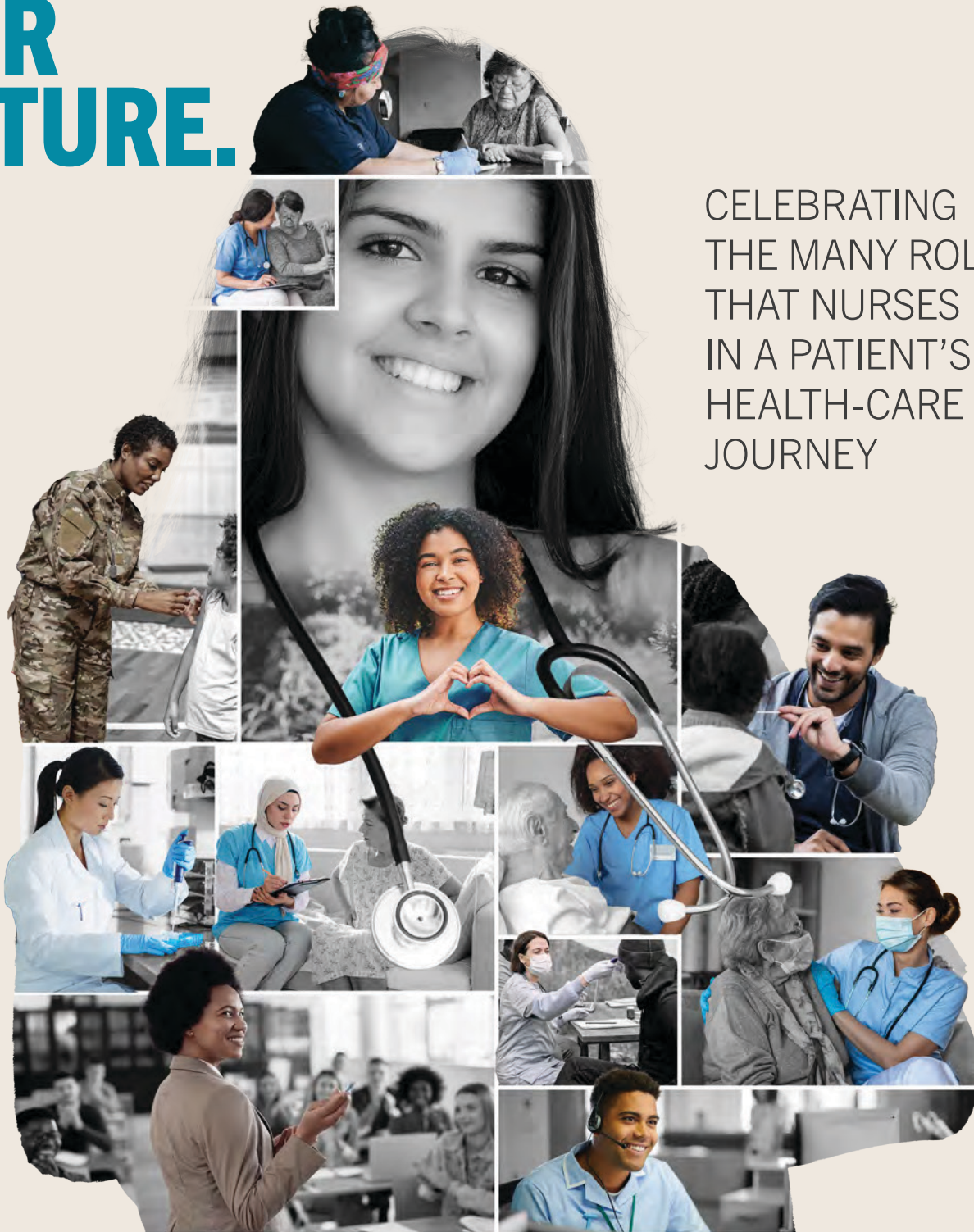
**#OurNursesOurFuture #IKnowANurse #NationalNursingWeek
#IND2023 #Nurses2023 #VoiceToLead**



OUR NURSES. OUR FUTURE.



Canadian
Nurses
Association



CELEBRATING
THE MANY ROLES
THAT NURSES PLAY
IN A PATIENT'S
HEALTH-CARE
JOURNEY

NATIONAL NURSING WEEK
MAY 8-14 2023



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

National Nursing Week 2023

May 8th – 14th, 2023 marks National Nursing Week.

Nursing week presents a great opportunity: to reflect, to inform, and to celebrate.

Nursing professionals have used reflection for many years to recognize our strengths, as well as identify our learning needs. Reflection is a continuous cycle where we consider our actions and experiences, with the goal of further developing our practice, and enhancing our knowledge.

Nursing week provides opportunity to inform. The public hold the nursing profession in high esteem and have long trusted the knowledge and skill of the nurse. During National Nursing Week, consider how your knowledge and skill can be a source of information to others. Perhaps you have an expertise about public health issues, like infection prevention and control, or health and wellness information about managing chronic disease. You may have expertise about safety for seniors living at home, working to manage their activities of daily living. LPNs have a wealth of knowledge and are educated to share their knowledge through the teaching learning process.

Nursing week is an opportunity to celebrate. The Canadian Nurses Association theme for this year, *Our Nurses, Our Future* celebrates the role that nurses play in health care in this country. The nursing role is understood, is appreciated, and is recognized as a significant factor in the health of our population. Nurses fulfill many roles. You may have cared for countless numbers of people over the years and have influenced their health and well being. Whatever your nursing role entails, your practice is impactful. That is certainly worth celebrating!

As the Regulator for Licensed Practical Nurses in Newfoundland and Labrador, CLPNNL has the responsibility to assure the public that LPNs have the educational preparation required to enter into the profession, and that they continue to carry out safe, competent, compassionate, and ethical care. As the Registrar for the College, I am confident in the strength and commitment of the LPNs in this province to uphold the standards of practice and ethical principles for the profession.

It is a privilege for me to wish you, my nursing colleagues, a Happy Nursing Week.

Sincerely,

Wanda Wadman CEO/Registrar
CLPNNL



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

**OUR NURSES.
OUR FUTURE.**

CELEBRATING THE MANY
ROLES THAT NURSES PLAY
IN A PATIENT'S HEALTH
CARE JOURNEY

Nursing Education and Research Council 16th Annual Research Symposium

Date: Friday, May 12, 2023

Time: 0830 to 1630

Registration begins at 0800

**Location: Health Sciences Centre
Main Auditorium**

(Webinar available for keynotes and plenary sessions)

Key Notes:

Sylvain Brousseau, RN, Ph.D. FFNMRCISI

President, Canadian Nurses Association
Ottawa, Ontario

Rev. Dr. Rick Singleton

Faculty of Theology, Queen's College
St. John's, Newfoundland

Registration:

If attending in person, please contact:

Laura Pike, Administrative Assistant Professional Practice-Nursing. When requesting space, it is necessary to include the names and contact information of those who will be attending.

Email: lurrai.pike@easternhealth.ca Phone: 777-7792

OR

If attending via webinar, use the following link to register:

<https://attendee.gotowebinar.com/register/402675671774588506>

Coffee break and Lunch provided

(Sponsored by Johnsons Insurance and Health Care Foundation)



InclusionNL provides high quality consulting and services to businesses and employers in Newfoundland and Labrador to help achieve their goals in becoming accessibility confident. We provide support in all areas of accessibility - creating barrier free places, policies and practices for everyone

Core Competencies

- Professional Development Training**
 - Are your employees disability confident when interacting with colleagues, clients and customers with disabilities?
- Consultation on Workplace Practices and Policies**
 - Is your recruitment process reaching the widest talent pool?
 - Are your printed materials available in multiple formats?
- Accessibility Reviews and Recommendations**
 - What accessibility features do you currently have?
- Networking and Event Collaboration**
 - Do you host conferences and events that are barrier free?
- Digital Accessibility**
 - Can everyone access the information you share online? (websites, job ads, social media)

About:

- Founded in 2014
- Team with 30+ years experience in disability inclusion and accessibility

We Support:

- All businesses & employers
- Government
- Post-secondary institutions
- Tradeshows & conferences

Connect With Us:

- Manager - Kathy Hawkins
- Manager@InclusionNL.ca
- Toll Free: 1-844-517-1376
- Call/Text: 1-709-697-3323
- www.InclusionNL.ca

Core Values

Inclusive	Professional	Collaborative
Committed	Respectful	Innovative



@InclusionNL



Build Your Accessibility Confidence With InclusionNL Today!

CLPNNL Introduces the Supervised Practice Experience Program (SPEP)

In January 2023 CLPNNL launched the Supervised Practice Experience Program or SPEP. This program was piloted by the College of Nurses of Ontario (CNO) and has seen successful registration of thousands of RNs and LPNs in Ontario whose only barrier to licensure eligibility was currency of practice.

Currency of practice is a challenge for many people in this province who have run out of hours due to personal or work-related issues or Internationally Educated Nurses who lose currency due to the time it takes to get through the Canadian immigration process.

What is it?

SPEP is a Regulatory program that is employment focused and available to eligible candidates in the province of NL who do not meet the currency of practice requirement set by current LPN legislation.

How does it work?

As part of the program, eligible candidates may be granted a Temporary License for the purpose of obtaining currency of practice hours (450 hours), which is a requirement to be eligible for initial licensure with the College. The program includes 135 hours of clinical practice under the direct supervision of an experienced preceptor. If the candidate successfully completes the 135 hours of direct supervision, they can then transition into a more independent role to complete the 315 hours in the practice area under the direct or indirect supervision of the preceptor. By participating in the program, candidates gain currency of practice hours in a mutually agreed upon area of practice, and concurrently enhance their nursing knowledge, skill, and judgement.



Who is eligible?

Former NL Practical Nurses

PNs who have held a practicing license in NL in the past 10 years who have not had an unresolved disciplinary issue.

Internationally Educated Nurses (IENs)

Any IEN who has completed the National Nursing Assessment (NNAS) and their program meets requirements for NL practical nursing practice.

What happens when the candidate completes the SPEP?

Following successful completion of SPEP, candidates who are International Educated Nurses (IENs) will be eligible to register for the Canadian Practical Nurse Registration Exam (CPNRE). Candidates who are PN re-entry and have already passed the CPNRE, can move to initial licensure following successful completion of the SPEP.

For additional information and to determine your eligibility, see the [CLPNNL's SPEP Guide](#) and [CLPNNL Memo and FAQs](#) on the program.



[SPEP Application for Temporary Licensure 2023 - 2024](#)



Nursing Education and Research Council Nursing Grand Rounds

2022-2023



Date	Topic	Presenter	Location
May 25	Eastern Health's Innovation Journey and Future Plans	<i>Liam Kelly</i> Director of Research and Innovation	Webinar
June 29	Overview of Palliative Care	<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

CLPNNL SPRING WEBINARS

To register for any event, visit www.clpnnl.ca/events.

DATE	TIME	TITLE
May 24/23	2-3 pm	REVISED CCP
May 24/23	7-8 pm	REVISED CCP
June 7/23	2-3 pm	Professional Accountability
June 14/23	2-3 pm	Duty to Report
June 14/23	7-8 pm	Duty to Report



Coming Soon!

MyHealthNL: A Personal Health Record for our Citizens ;

Limited Release March 2023

What is a Personal Health Record?

A Personal Health Record is a computer-based medical record that securely provides individuals with access to all or a portion of their health information.

This is part of a National strategy to improve Canadians' access to health information, and digital services and tools, aligning with Provincial strategic priorities.

Benefits of a Personal Health Record

- improved medication safety and adherence
- more informed discussions with healthcare providers
- reduced burden of costs and wait times associated with unnecessary trips for healthy visits
- improved continuity of care for citizens without a Primary Care Provider
- improved self-management of chronic diseases
- improved ability to support dependent family members and those in the circle of care

What personal health information is included?

- Laboratory results: 7 days after they are available to the healthcare provider
- Pathology results: 14 days after they are available to the healthcare provider
- Medical Imaging reports: 14 days after they are available to the healthcare provider
- Summary of dispensed medications

What other features are included?

- Access to a health library for easy-to-understand information about health conditions, tests, procedures, and medications
- Access to online Mental Health support via Bridge the Gapp
- Ability to grant family and caregiver access to your health information
- Private and secure access through MyGovNL service

We want to hear from you!

If you have questions or feedback, please contact us at MyHealthNL@nlchi.nl.ca





Healthcare Provider Physical Activity Kit

The Department of Tourism, Culture, Arts and Recreation (TCAR) in partnership with ParticipACTION, is pleased to share the first ever Newfoundland and Labrador Health Care Provider Physical Activity Kit for Adults (Kit).

The Kit aims to support Newfoundland and Labrador health care providers who work with adults 18+ to facilitate discussions regarding the importance of being physically active to prevent, manage and treat various health conditions.

Below are some samples of items in the kit and examples of how you can use them to start promoting physical activity to your clients:

- Place **posters** throughout your clinic/facility or include the **“Get Fit As You Sit”** video on your community clinic TV monitors to promote active living.
- Ask your clients a question from the **“How to Speak About Physical Activity in 5 Mins”** handout and provide a corresponding resource from the Kit to support your client at home.
- Walk your client through the **“Physical Activity Prescription and Referral”** handout and prescribe physical activity until their next visit. It may be as simple as walking 10 mins per day, encouraging 5 mins stretch breaks at work every hour, or tracking sleep patterns through the **“Sleep and Physical Activity Journal”** to ensure your client is getting 7-9 good hours of sleep each night. This will support them in having an active lifestyle the following day.

- Find out what's being offered through **local recreation providers** near your community that may support your clients to be active in their community. There may be walking clubs, exercise classes or a local park/trail system that can support your client in increasing physical activity. Visit [Recreation NL's Recreation Facility Locator](#) as a resource that may be able to support you in connecting with your local recreation provider.
- Promote the **ParticipACTION app** to clients as an engaging and fun way to track physical activity, participate in ongoing challenges or encourage them to try one of the apps physical activity videos to support them in staying active until their next visit.

Explore more tools and resources available on the [HCP Physical Activity Kit Website](#) and share these resources with other HCP in your network.

Additional Professional Learning Opportunities Coming Soon!

ParticipACTION will be hosting webinars in April 25 and May 9, 2023, from 10:30 am NST (10:00 am in most of Labrador) to support HCP's in learning more about the Kit. Topics include information about the 24-Hour Movement Guidelines, how to create environments to support positive discussions with clients about physical activity, sedentary behavior, and good quality sleep and more details about key resources available within the Kit. Registration details about these webinars will be shared in the coming weeks to HCP's throughout Newfoundland and Labrador but can also be found on the HCP Physical Activity Kit Website.

For more information about the kit and how it can support you in increasing physical activity, reducing sedentary living and improving sleep for your clients, please contact:

Ashley Button
Recreation and Sport Consultant – Physical Activity
Recreation and Sport Division
Department of Tourism, Culture, Arts and Recreation
709-729-5281
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The Health Care Provider Physical Activity Kit was developed with support from an advisory committee that had representation from all four Regional Health Authorities, Nunatsiavut Government's Department of Health and Social Development, Department of Health and Community Services, ParticipACTION and Recreation NL.



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

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