

PRACTICE

*May 6-12 is
National Nursing Week*

*Changing lives
– Shaping tomorrow*

*One Nurse's Story:
how she has changed lives
and shaped the future.*

see page 6



COLLEGE OF
LICENSED PRACTICAL NURSES
OF NEWFOUNDLAND AND LABRADOR

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PRACTICE

The College of Licensed Practical Nurses of Newfoundland and Labrador PRACTICE magazine includes a wide array of information on nursing regulation, nursing licensure, nursing practice and many other health related topics. PRACTICE is published electronically three times a year. CLPNNL welcomes feedback, suggestions and submissions from readers at wsquires@clpnnl.ca.

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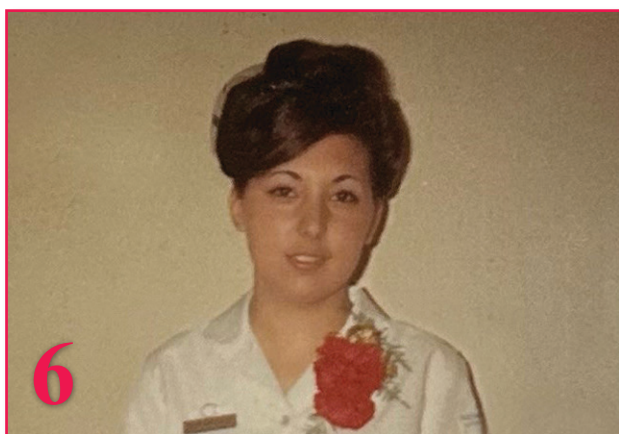
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Mandate

Promoting safety and protection of the public through the provision of safe, competent, and ethical care



COLLEGE OF
LICENSED PRACTICAL NURSES
OF NEWFOUNDLAND AND LABRADOR



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 and soon this process will be completed through the NEW Alinity database. For more information on Alinity (see page 9).

Please note that when you call or visit CLPNNL you may be required to provide information to confirm your identity.



A Message from the CEO/Registrar

May 6th to 12th is National Nursing Week.

Nursing week has long been an opportunity to reflect on and celebrate the role of nursing in the health and well-being of the population. The Canadian Nurses Association theme for National Nursing Week 2024 is *Changing Lives, Shaping Tomorrow*. This theme is a reminder of nursing's impact and of our opportunity to influence health and well-being in a positive way.

CLPNNLs mandate is to act in the interest of the public, while we regulate the practice of individual Licensed Practical Nurses (LPNs). As the regulator for LPNs, CLPNNL recognizes the influence we have on the provision of safe, competent, compassionate, and ethical nursing care for the people of Newfoundland and Labrador: through establishing standards of practice and ethical principles; articulating the entry level competencies for new graduates; identifying the scope of practice for LPNs; and, through many more regulatory actions and responsibilities.



Wanda Wadman

Over 2400 LPNs provide nursing service in Newfoundland and Labrador. LPNs have embraced their nursing roles and remain engaged in self-regulation, and in upholding their requirements for safe and effective nursing practice. We see this in how LPNs consistently participate in the continuing competency program. Over 1600 people attended CLPNNL educational webinars this past year. 53 LPNs in the St. John's area attended an in-person CLPNNL leadership workshop last fall. Every year, LPNs mentor, preceptor, and support students and new graduates as they enter our profession. All these actions have impact, and they all support nursing's ability to change lives and shape tomorrow.

During this national nursing week, I encourage you to take time to reflect on how you have changed lives, and how you are shaping the future of health and health care. Consider how you will influence health and well being throughout your nursing career. Set your goals, both personal and professional. Identify the skills and competencies that you will need to make it happen and set a plan towards attaining them. And, from time to time, give thought to how the plan is going and readjust where necessary.

This recipe for progress mirrors a process we all know well: The nursing process. It is with confidence we can say that LPNs in Newfoundland and Labrador are well positioned to change lives and shape tomorrow.

On behalf of CLPNNL Board and staff, I look forward to celebrating National Nursing Week, Indigenous Nurses Day (May 6), and International Nurses Day (May 12) with you all!

To read more about The Canadian Nurses Association Nurses Week Theme, click [here](#).

**CHANGING
LIVES.
SHAPING
TOMORROW.**



**NATIONAL
NURSING WEEK**
MAY 6-12 **2024**

Canadian Nurses Association



COLLEGE OF
LICENSED PRACTICAL NURSES
OF NEWFOUNDLAND AND LABRADOR

SPONSORED BY



ONE NURSE'S STORY

The Canadian Nurses Association National Nursing Week theme for 2024 is *Changing Lives: Shaping Tomorrow*. Every day, nurses impact the lives of their clients and their clients' families. They are uniquely poised to influence the future of health care.

Donna Sooley has been changing lives and shaping tomorrow as an LPN since 1969 – in fact before the title *Licensed Practical Nurse* existed in this province¹.

Donna recounts leaving her hometown of Mud Lake in the mid 1960's to attend high school at a residential school run by the International Grenfell Association. After school and on weekends she worked at the local hospital as a Candy Stripper, which was

a nurse's aid role. This inspired her journey to pursue nursing education. Following High School, Donna was accepted into the Nursing Assistant program at the General Hospital in St. John's. On Graduation, she returned to the Grenfell Association in Labrador to begin her nursing career. "I held much responsibility, even as a young nurse", she says. "I worked mostly evenings in a setting where we had inpatients, and an emergency outpatient area.

I worked with an RN, and the midwife who was on call". Donna says this was a time when it was the norm to have several mothers in labour at one time and people were having large families. "As a Nursing Assistant, I was with the mother right up until the actual delivery. I've seen many babies born".

Donna speaks to the great opportunities she has had early in her career; the ability to practice in a variety of areas, such as the hospital, public health, and community health. After 30 years of practice with Labrador Grenfell Health, Donna moved to the Island part of the province, taking a position with her current employer, the Presentation Sisters in St. John's. At the Presentation Convent, she assumes a leadership role on the nursing team where care is



¹ The title Licensed Practical Nurse was introduced with the first LPN legislation and registration in the province in 1985.

provided for 22 Presentation Sisters. “Again, I have the opportunity to work to my full capacity as an LPN”, says Donna, “and to see life come full circle”.

While there have been many changes in nursing practice, including a title change from Nursing Assistant to Licensed Practical Nurse, Donna says that one thing has remained the same: Practice will change, and you have to change with it. She says that she has remained current in her practice over the years, staying up to date by attending as many webinars and in-services as she can. And she says that she pays attention to the messages from the College, saying that “being regulated means that LPNs take accountability and responsibility for our actions”.

When asked about shaping tomorrow, Donna says that mentoring and precepting is very important. “It is important to do an excellent job mentoring and precepting our future and newer nurses. It is a big responsibility, but they are the nurses of tomorrow, and will be looking after us someday”, she says. Donna also speaks of the importance of respect in nursing practice. “I have such respect for the patients I have been fortunate to take care of, and I’ve been shown much respect as a nurse from patients, colleagues, and managers”.

Donna doesn’t show any signs of wanting to slow down any time soon, even though she’s a cancer survivor and has been nursing for over 50 years. She says that when the topic of retirement comes up, her husband jokes that when the time comes, she might just borrow a resident’s walker and finish up her shift!

Donna would like to wish all her nursing colleagues a Happy Nursing Week.

Stay Connected...



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

Don't forget to check the CLPNNL website regularly for the most up to date regulatory information for LPNs...remember, my practice is my responsibility.



My Commitment to Professionalism

Professionalism is demonstrated in practice when a licensed practical nurse adheres to the expectations of practice and the ethical principles of the profession.

I adhere to the Standards and Ethics of the profession	The Standards of Practice are authoritative statements that define the legal and professional expectations of LPN practice. The standards apply to all LPNs in all practice settings. The Code of Ethics articulates the ethical responsibilities that LPNs uphold and to which they are accountable.
I accept that my practice is my responsibility	LPNs are autonomous practitioners who practice independently and collaboratively with other healthcare professionals. LPNs are self regulated and are answerable for their actions, inactions, decisions, consequences, and judgments; and they are responsible to provide safe, competent, and ethical care.
I uphold the therapeutic nurse-client relationship	LPNs develop a nurse-client relationship that is built on honesty, trust, respect, integrity, professional intimacy, and empathy. It requires the appropriate use of authority or power. LPNs work with their client toward achieving the client's goals and ensure that the client receives safe competent care. The LPN utilizes a caring attitude and behaviors to meet the needs of the client. LPNs are mindful of boundaries and understand that this relationship includes a beginning, a middle, and an end.
I obtain and maintain proficiency	LPNs reflect upon their scope of practice. As professionals, LPNs use continuing education to maintain competence. LPNs adhere to best practices and complete additional learning based on client care needs and practice setting requirements. LPNs seek out guidance and direction from competent colleagues when they are not competent themselves. It is a requirement that LPNs participate in continuing education to keep current in best practices to meet client needs.
I am confident in my knowledge and abilities	LPNs build confidence in their abilities as a professional, as they gain experience and obtain knowledge throughout their career. Confidence is the ability to believe in oneself and is demonstrated in various ways including body language and appearance, conversations, skills and care requirements, time management, mentorship, and building capacity in one another.
I reflect on my strengths and learning needs	Self reflection is an important part of being a regulated professional. Each day, Licensed Practical Nurses reflect on their practice, whether that is reflecting on skills and competencies, education, or on tasks. LPNs must identify when they are competent in an area and when they need extra help. Identifying your strengths and learning needs builds capacity as a professional.

ALINITY – INFORMATION FOR LPNs

Alinity:

What is it? Why does it matter to every LPN? What am I required to do?

Alinity is the name of CLPNNL's new registrant database. We have been busy behind the scenes to prepare for the **May 27, 2024 "go live" date**. Now it's time to share with you what *Alinity* is all about and how it can assist you and CLPNNL with licensure and other regulatory requirements.

What is it?

Managing registrant information securely and accurately is not only a requirement for CLPNNL, but it is one of our values. *Alinity* is a safe and secure database system which provides a way to obtain and retain the information CLPNNL requires to regulate LPNs. From registration applications, information updates, licensure renewals, and CCP documentation, *Alinity* is our way forward.

Why does it matter to me?

Alinity will provide a *member portal* for you, which is a way for you to enter and manage your personal and professional information with CLPNNL. Access to your self-serve member portal will come in stages. In the first stage, starting **May 27th**, you will be able to update your personal information, validate existing information, and upload supporting documents when required. In the fall, our CCP module will be ready. Then, you will be able to log your CCP learning, track your learning hours, and complete your CCP evaluation. And, next year, you will renew your license through your member portal, and enter your self-recorded practice hours (see page 19). It is also in the portal where you will be able to retrieve your tax receipts.

What am I required to do?

1. You will be required to create a sign in for your member portal after the Go Live date of **May 27th**.
2. **After May 27th**, you will receive an e-mail from *noreply@clpnnl.ca*. It will be sent to the e-mail address CLPNNL has on file for you.
3. Do not delete the e-mail when you receive it. It will contain the instructions on how to create your sign in for the portal.

As a self-regulated professional, it is your responsibility to remain current in your connection with your regulatory College. Your member portal will make this even easier for you.

Stay tuned for more information in the coming weeks and keep your eyes on your inbox!

Quality Monitoring Update

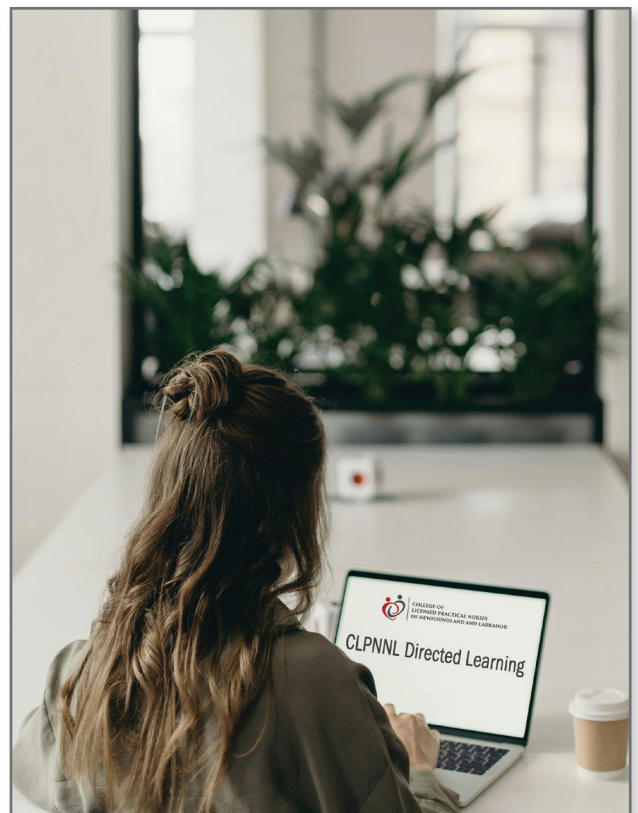
Quality Monitoring has begun for the CCP declaration for the 2023-24 licensing year. For those LPNs who have been selected for Quality Monitoring, you are asked to provide CLPNNL with the following by the date identified on your email.

Continuing Competency Program (CCP) Checklist		
Professional Growth Plan	<input type="checkbox"/> Yes	<input type="checkbox"/> No
CLPNNL Directed Learning	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Record of Learning	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Sent on time?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

For more information and/or to review the 2023 CCP Toolkit, please click [here](#).

2024-25 CLPNNL DIRECTED LEARNING FOR CCP

Directed Learning is the required education that all LPNs must complete before the end of the licensing year. The CLPNNL Directed Learning for CCP for the 2024-25 licensing year is to complete the education session titled “Enhancing client safety through respectful, professional communication”. This session will be offered virtually in real time and will be recorded and available on the Recorded Past Events section of the Events page. A list of webinars can be found by visiting the Events page of the CLPNNL website: www.clpnnl.ca/events.





CLPNNL SPRING WEBINARS 2024

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

Date	Time	Title and Presenter
May 8/24	2-3 pm	CLPNNL Directed Learning: Enhancing client safety through professional respectful communication
June 4/24	2-3 pm	CLPNNL's NEW Database: ALINITY — What you need to know —
June 5/24	2-3 pm	Documentation – Your Responsibility
June 12/24	7-8 pm	CLPNNL Directed Learning: Enhancing client safety through professional respectful communication
June 26/24	7-8 pm	CLPNNL's NEW Database: ALINITY — What you need to know —



**NL Health
Services**

NEWS RELEASE

NL Health Services to Implement New Provincial Health Information System

March 27, 2024

Newfoundland and Labrador (NL) Health Services is embarking on the implementation of a new transformational health information system for the province, marking the beginning of the largest digital health system to be undertaken to date in Newfoundland and Labrador.

This new project will introduce modernized software that will replace various applications and systems used in acute and long-term care areas, and which were put in place by NL Health Services' legacy organizations.

"The adoption of this new health information system is a major transformational change across the provincial health-care sector," said David Diamond, CEO, NL Health Services. "By embracing this leading-edge technology, we are laying a strong foundation and creating pathways for a more holistic and coordinated approach to patient care to improve the health outcomes of the people of the province."

As envisioned by Health Accord NL, this new health information system will modernize the organization's information technology infrastructure and establish consistent and uniformed practices across the province, which will result in improved efficiency in the delivery of health-care services.

"Transitioning to one health information system gives health-care providers real time access to relevant patient records, treatment plans and test results without having to navigate multiple systems," said Stephen Greene, vice president of Digital Health and Chief Information Officer at NL Health Services. "By creating an integrated health information system, we are prioritizing people-centred care, ensuring that every patient has a single, comprehensive and easily accessible medical record."

"Our government's investment in this modernized health information system is another example of our commitment to reimagining the health-care system based upon recommendations from Health Accord NL. This new technology will benefit both health-care providers and patients by

ensuring that they have the most up-to-date records, which allow for greater collaboration on care,” said Hon. Tom Osborne, minister of health and community services.

Consolidating the province’s health zones to a unified health information system to securely store, access and organize health records will take approximately 24 months. To support the implementation of this vendor-based software, NL Health Services is currently building a team, which will consist of clinicians and specialists in the areas of project management, change management, communications and training, clinical informatics, analytics and technology.

As announced in Budget 2024, the provincial government is investing \$16 million this year to provide the people of the province with a new modernized health information system. This innovative solution is currently being used in health-care systems throughout Canada, including Alberta, and parts of Ontario. Over time, this safe and secure tool will provide patients with enhanced access to their personal health record while maintaining patient privacy and confidentiality.

NL Health Services will provide updates on the implementation of this new system as work progresses.

-30-

About NL Health Services

Newfoundland and Labrador (NL) Health Services brings together five former separate health entities – Eastern Health, Central Health, Western Health, Labrador-Grenfell Health, and the Newfoundland and Labrador Centre for Health Information. The creation of a provincial health authority was announced following recommendations from Health Accord NL.

NL Health Services is responsible for delivering health and community services to more than 528,000 people living in Newfoundland and Labrador and employs over 22,000 people.

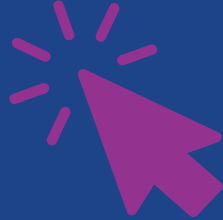
NLHealthServices.ca

Resource Hub for Family Care Teams in NL

A new online resource hub to support inter-professional collaboration and the implementation of Family Care Teams in NL is now available. Visit www.familycareteamsnl.ca to find details about Family Care Teams, resources such as toolkits, dashboards and videos, and a webinar series, all designed to support Family Care Team members as they journey towards effective teamwork and seamless collaborative care. This website is also a place to share your experiences, ask questions, and identify learning and training needs.

ONLINE RESOURCE HUB

for Family Care Team
providers and staff



Family Care Team

Supporting Family Care Teams in Newfoundland & Labrador

- ✓ Tools & Resources
- ✓ Learning Opportunities
- ✓ Inter-professional Collaboration
- ✓ Continuous Quality Improvement



WWW.FAMILYCARETEAMS.NL.CA



feedback@familycareteamsnl.ca

MyHealthNL

An Online Personal Health Record for Newfoundlanders and Labradorians

January 2024

Facts about MyHealthNL

- Citizens can view laboratory results 7 days after they are available to health care providers. This includes general laboratory, microbiology, and blood bank. Pathology is excluded at this time.
- Citizens can view general radiology reports 14 days after they are available to health care providers. Other medical imaging reports are excluded at this time.
- Citizens can view details of dispensed medications and allergies from community pharmacies.
- Citizens can access a health library of information about health conditions, tests, procedures, and medications.
- Citizens can access online Mental Health support via *Bridge the gapp*.
- Citizens can share health information with family or caregivers.
- Citizens must be 16 years of age, have an active MCP, a driver's license/government issued ID, and a MyGovNL account in order to access MyHealthNL.

Updates About MyHealthNL Deployment

- Work is nearing completion for the initial launch of MyHealthNL.
- The first MyHealthNL user was onboarded in June 2023 for testing purposes.
- MyHealthNL will be made available to citizens of NL through a limited deployment process.
- Onboarding is expected to begin in February 2024.
- A limited deployment strategy will enable the MyHealthNL team to obtain feedback, evaluate, and optimize our enrollment and education processes prior to a full public launch.
- Initial deployment will start with existing groups of patient and family advisors across the health zones, followed by other selected groups, then broader public availability.
- Educational material has been developed - watch for a clinician-related FAQ.

Any questions?
Please contact us at
MyHealthNL@nlchi.nl.ca.



NL Health
Services

Newfoundland
&
Labrador

MyGovNL

JURISPRUDENCE MATTERS

In this edition of Jurisprudence Matters, we will explore the Personal Health Information Act (PHIA).

On April 1, 2011, in Newfoundland and Labrador (NL), the Personal Health Information Act was proclaimed into force, meaning it became the Law. The NL Government describes PHIA as follows:

The Personal Health Information Act (PHIA) is a health-sector specific privacy law that establishes rules that custodians of personal health information must follow when collecting, using, and disclosing individuals' confidential personal health information. PHIA also sets out the rights of residents of the province regarding obtaining access to and exercising control of their personal health information.

Nurses have long had a professional and an ethical obligation to uphold persons rights in relation to the privacy and confidentiality of their health information. PHIA builds upon the existing high standards and protections represented in the common law, in various professional codes, in policies, and in guidelines.



Here are some questions that CLPNL often hears in relation to privacy and confidentiality.

- **What is personal health information?**
- **What is identifying information?**
- **Who is a Custodian?**
- **What are my obligations, as an LPN, under PHIA?**
- **What constitutes a breach of the Personal Health Information Act?**
- **What is the Circle of Care?**
- **Can I disclose personal health information without consent in emergency situations?**

The tendency is to want to provide short answers to these questions. However, that would not be in your best interest. Short answers may be incomplete, or not contain all the context needed to accurately answer your questions.

It has taken a whole piece of legislation, several pages with 97 sections, plus the Regulations that come under the Act, as well as other companion documents, to outline all the definitions and requirements. As an example of the extent of information included in PHIA, Sections 36 to 50 address disclosure of personal health information. Section 40, with 6 subsections, is dedicated

to disclosure related to health and safety. So, it is difficult for us to extract one line to answer whether a custodian can disclose information without consent. This is one piece of legislation that every LPN should read in its entirety. After all, working with health information is what we do.

Some LPNs might say that they are not “the custodian” as defined in the Act, therefore, they do not need to read the Act because their employer will¹ (see footnote) outline expectations for their practice. While that might be true, it is also true that regulated professionals are accountable and responsible to know the laws that influence their practice. As well, not all LPNs are employees of a custodian. They might have a self-employed practice where they are the individual responsible for the collection, use, and disclosure of client’s personal health information. Perhaps the LPN is an employee, working in occupational health, where the employer is not identified as a custodian under PHIA. What are the obligations of the LPN in this circumstance?

Reading through this important piece of legislation can answer many of your questions.

But wait! Hasn’t there been a recent review of PHIA?

Yes, there has. An October 2023 [report](#) has been released to inform changes and updates to the Personal Health Information Act. If amendments are made to the Act, it’s up to you to stay up to date.

Resources

There are additional PHIA resources available, including Q&A’s, learning modules, policy development manuals, posters and brochures related to PHIA are available from the NL [Department of Health and Community Services website](#).

¹ PHIA requires that custodians of personal health information ensure that their employees, agents, contractors and volunteers, and those health professionals who have a right to treat persons at a health care facility operated by the custodian are aware of the duties imposed by the Act and regulations and by the custodian’s information policies and procedures.



FUNDING OPPORTUNITY

HEALTH PROFESSIONAL-LED PATIENT-ORIENTED RESEARCH

Awards of up to \$10,000 available
Get your application in by May 24, 2024

APPLY TODAY!

WWW.NLSUPPORT.CA/FUNDING-OPPORTUNITIES



NEWFOUNDLAND AND LABRADOR 
SUPPORT
Support for People and Patient-Oriented Research and Trials



The purpose of this funding is to develop patient-oriented research and evaluation capacity amongst health professionals.

Patient-oriented research engages patients as partners, focuses on patient-identified priorities and improves patient outcomes.

The value of this award is up to \$10,000 per project.

Applications are due May 24, 2024.

For details, visit <https://nlsupport.ca/funding-opportunities/> or contact Chelsey McPhee at chelsey.mcphee@mun.ca.



Track Your Practice Hours. Start Now!

Self Reporting of Practice Hours from April 1, 2024 to March 31, 2025.

One of the requirements for licensure renewal each April is to report the hours of practice that you have had in the previous year. In the past, your employer sent CLPNNL these hours, or, if you were self employed, your hours were sent by a third party verifier.

You will be reporting the hours that you actually worked (practiced) as an LPN, not the hours that you were on sick leave, vacation, or any extended leave.

Here are some questions we anticipate you might have:

Do I track and report all the hours I work?

Yes. You will only report these hours at license renewal time. CLPNNL currently requires that you had to have practiced 1125 hours in the past 5 years, or 450 hours in the past 2 years. Reporting hours worked each year will facilitate your ability to renew your license in future years.

I work full time and get paid for 75 hours every 2 weeks. Can't I just assume I have 1950 hours to report?

No. You can only report the hours that you actually worked. While you may be scheduled, and contracted to work 1950 hours, you may take vacation days, or sick leave. These leave hours must be subtracted and are not reported to CLPNNL.

I have more than one role in my employment setting. Do I report all the hours in all roles?

No. Only hours worked in the role of an LPN are reported to CLPNNL.

I am self employed. Do I still have to have my work hours validated by a third party?

No. CLPNNL is moving to self reporting of hours for all LPNs.

Might I be required to validate my practice hours submission?

Yes. On occasion, and as with all self-declared information to CLPNNL, we may choose a random sampling of LPNs to provide validation of hours.

Sometimes my shift extends by 15 minutes, or a ½ hour, but not always. Does my reporting have to be the precise number of hours, to the minute?

No. We recognize that it may be difficult to capture every minute that you practice. CLPNNL will accept your closest approximation of practice hours. It is your professional obligation to be as accurate as is practicable.

What if I forget to track my hours, or lose track throughout the year?

It is a professional responsibility of all LPNs to provide the regulator with your practice hours.

Next year, when you renew your license through your *Alinity* Member Portal (see page 9), you will be asked to submit your hours of practice.

Talk to your colleagues, or brainstorm to consider practical and manageable ways to track your hours.



**COLLEGE OF
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