

CLPNNL's Quality Assurance Program

2022

Approved June 16, 2022



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



CLPNNL would like to thank the College of Registered Nurses of NL (CRNNL) for generously sharing their Quality Assurance Program Document (2019) and allowing adoption of aspects of their Quality Assurance Program document (2019) in the formation of CLPNNL's Quality Assurance Program document (2022).

CLPNNL QUALITY ASSURANCE PROGRAM 2022

In November 2021, the Government of Newfoundland and Labrador amended the *Licensed Practical Nurses Act* (2005) to include section 29.1 (1). This amendment required the CLPNNL Board to establish a Quality Assurance Committee (QAC) that will operate a quality assurance program for licensed practical nurses (LPNs). The Quality Assurance Program (QAP) enables the College to proactively address LPN practice concerns of a less serious nature before the concerns become more serious and require referral to the professional conduct review (PCR) process. The QAP is a separate process from the PCR process as quality assurance practice concerns are resolved without initiating the disciplinary process. A proactive and supportive mechanism in the regulation of LPNs, the QAP focuses on early intervention and the remediation of LPN practice to prevent and mitigate harm to the public. The mandate of the CLPNNL to promote safety and protect the public is inherent in the QAP and is one of the key elements outlined in CLPNNL's Quality Framework. Additional information on the quality framework can be found in the document *CLPNNL's Quality Framework* (2022).



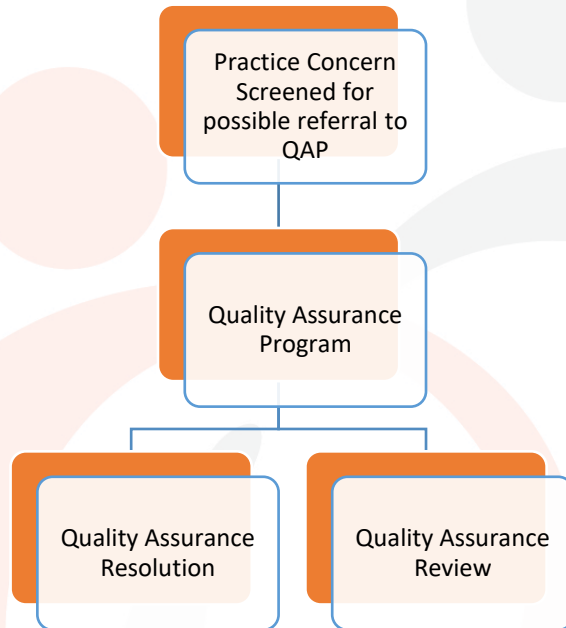
POTENTIAL QUALITY ASSURANCE CONCERNS

- Any practice concerns addressed by the QAC shall fall within the regulatory mandate of the College as outlined in the *Licensed Practical Nurses Act* (2005). The QAC will not address practice issues that meet the threshold for conduct deserving of sanction.
- CLPNNL considers the employer as the first line of early intervention and remediation when an LPN has a practice concern related to competence, fitness, minor practice concerns, etc. and it does not meet the threshold for conduct deserving of sanction. It is not the intent of the QA program to address such practice concerns that currently have an external process, such as Professional Practice Nursing in the Regional Health Authorities, Quality Departments, or Employee and Family Assistance Programs to successfully address the concern. If remediation fails, or if the employer does not have the resources to intervene and remediate, or if the LPN is self-employed, the QAP may assist in addressing such practice concerns that do not meet the threshold for conduct deserving of sanction.
- Practice concerns, that do not meet the threshold for conduct deserving of sanction, and can potentially benefit from early intervention and remediation through the QAP, may include such concerns where: (1) there is no immediate or foreseeable risk of harm to the public; (2) there are no previous allegations/quality assurance concerns against the LPN, except for possible licensure violations (3) the actions or behaviours of the LPN do not appear reckless or intentional; (4) the LPN is willing and able to participate in remedial intervention; and (5) the practice concerns cannot be managed by the employer or the LPN is self-employed.



QUALITY ASSURANCE PROGRAM PROCESS

Practice concerns referred to the College must be in writing and signed. Once received and reviewed by the Registrar and it is determined to be a practice concern which can benefit from a proactive approach, it may be referred to the QAP. Upon referral to the QAP, the practice concern may be addressed through one of the following mechanisms: a quality assurance resolution or a quality assurance review.



A quality assurance resolution involves a mutually agreed upon plan to address the practice concern through early remediation. The resolution is prepared by CLPNNL staff in collaboration with the registrant.

A quality assurance review is required if a resolution cannot be achieved or deemed appropriate. A quality assurance review is a review of an LPN, or their practice overseen by the quality assurance committee (QAC). As per section 29.3 of the *LPN Act* (2005), the QAC committee may make orders and requirements with respect to the LPN's practice.





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