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PRACTICE MEMO

DATE: May 2012

TO: Members and Stakeholders

FROM: Douglas A Bungay RN MN
Director of Professional Practice and Policy

RE: Licensure Requirement for Employer Orientation

The College of Licensed Practical Nurses of Nova Scotia (College) licenses and regulates Licensed Practical Nurses* (LPNs) in meeting its objective of serving and protecting the public. The College determines, as outlined by the LPN Act and Regulations, appropriate education requirements for LPNs and develops Standards of Practice and a Code of Ethics.

A nurse is required to possess an active license *prior* to commencing employment as an LPN/GPN. Active licensure indicates that a nurse has met the minimum requirement(s) to deliver safe, competent and ethical care and as such, nurses **may not** engage in any portion of the employer's orientation process (observation, clinical, classroom or self-study) *without* an active license to practise as an LPN or GPN.

Nurses and employers should be aware that third-party liability insurance coverage applies only to LPNs/GPNs with an active license, and hours worked while not licensed do not count towards the annual hourly requirement.

*Includes Graduate Practical Nurses (GPNs)