



# The College Reporter

Winter 2013 Volume 1

## Message from the Executive Director/ Registrar

A belated Season's Greetings from CLPNNS wishing you and your family a wonderful New Year as we enter 2013. The New Year is a time to reflect on the year gone by and to set new goals for the year to come. Looking ahead, CLPNNS anticipates another very busy year.

Upon reflection in 2013, CLPNNS will be losing a very valuable staff person Albert MacIntyre, LPN, and Deputy Registrar. "Albie" has been an LPN for more than 40 years and an employee of the College since 2001. Members may remember Albie in his role as Executive Director of the LPNANS. The College is going to host a "Gala" for Albie on March 21, 2013 from 7 – 9 pm, at the Holiday Inn, Dartmouth, Nova Scotia. For those wishing to attend a registration form is included or check the website for more particulars.

As Albie leaves, a new Director of Registration and Professional Conduct Services will be sought and a new position for a Registration and Professional Conduct Consultant will be posted on our website and on Career Beacon. For those LPNs interested, please check the website and apply providing details of your continuing education and experience. A copy of the posting is included.

At this time the College would also like to acknowledge Michelle Brennan, RN and Janet Mombourquette, LPN who are leaving the Board. Their professionalism, expert advice and experience will be missed. Our many thanks on behalf of the Board and Staff.

## Board of Directors

**CHAIR** Cora Lee Dowding, LPN  
District VI (Colchester-Cumberland)

**VICE CHAIR** Vacant

Jim Laverie, LPN  
District I (Lunenburg, Shelburne-Queens-Yarmouth)

Shirley Theriault, LPN  
District II (Digby, Annapolis, Kings, Hants)

Justin Bragg, LPN  
District III (Halifax Metro)

Kim MacIvor, LPN  
District IV (Pictou-Guyborough-Antigonish)

Rosita MacNeil, LPN  
District V (Inverness, Victoria, Cape Breton, Richmond)

Michelle Brennan, RN  
Appointed: CRNNS

Public Members\*  
Rev. J. Briggins  
Lucy Reid  
Lloyd Tattrie  
Fred Beaton

\*Appointed by government

The College Reporter is a quarterly Newsletter published by CLPNNS.

Your comments and suggestions to the newsletter are welcome. Please direct them to CLPNNS at [info@clpnns.ca](mailto:info@clpnns.ca)

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Toll Free in Nova Scotia:  
1-800-718-8517  
Fax: 1-902-425-6811  
[www.clpnns.ca](http://www.clpnns.ca)

## New Legislation Enables Collaborative Self-Regulation

On November 22, 2012, Nova Scotia became the first province to introduce legislation enabling regulated health professions to work together more efficiently and effectively in the public interest. This new legislation, entitled the Regulated Health Professions Network Act, will enable the 21 regulated health professions in the province to voluntarily collaborate, when deemed appropriate, in regulatory processes related to the investigation of complaints, interpretation and/or modification of scopes of practice, and review of registration appeals.

There has been a strong history of collaboration and cooperation among regulated health professions in Nova Scotia, and in 2007 a number of the regulators formed the Nova Scotia Regulated Health Professions Network (the Network) for the purposes of sharing information and promoting best regulatory practices. Since then the Network has grown to include representation from all 21 regulated health professions in the province, and with the introduction of the new Regulated Health Professions Network Act will be incorporated as a legal entity.

Members of the Network, including CLPNNS, believe this formal recognition of collaborative self-regulation will build upon and enhance the regulatory system already in place. The Network also believes that it provides members with an opportunity to collaborate at the regulatory level in a manner that compliments and supports the delivery of safe, quality health care provided by interprofessional collaborative practice teams.

The Regulated Health Professions Network Act passed third reading in the legislature in early December and is now awaiting Royal Proclamation. Please watch [www.clpnns.ca](http://www.clpnns.ca) for updates on this unique and innovative legislation in the New Year.

## Huge Announcement Impacting New Graduates

### After Post Secondary Education

#### Family Doctors and Nurses Can Get Canada Student Loan Forgiveness

Many rural and remote communities in Canada are lacking the primary health care they need. That's why, starting in spring 2013, the Government of Canada will offer Canada Student Loan forgiveness to eligible family doctors and nurses to help more Canadians get the health care they deserve.

As a family doctor, or resident in family medicine, you could receive up to \$8,000 per year in Canada Student Loan forgiveness to a maximum of \$40,000 over five years. As a nurse you could receive up to \$4,000 per year in Canada Student Loan forgiveness to a maximum of \$20,000 over five years.

The following are proposed eligibility criteria for Canada Student Loan forgiveness for family doctors and nurses. While criteria have yet to be finalized, loan forgiveness will be delivered starting in 2013, to those who qualify. Eligibility requirements are expected to be finalized in late 2012.

To be eligible for Canada Student Loan forgiveness you need to:

- be an eligible medical professional;
- work in a designated rural or remote community;
- meet medical practice requirements; and
- complete an application. (Available in 2013)

Am I an eligible medical professional?

If you practice as one of the professionals listed below you could be eligible for Canada Student Loan forgiveness:

- family doctor
- family medical resident in training with an accredited medical school in Canada
- registered nurse
- registered psychiatric nurse
- registered practical nurse
- licensed practical nurse
- nurse practitioner



## Career Opportunity

The College of Licensed Practical Nurses of Nova Scotia (CLPNNNS) is the regulatory authority for Licensed Practical Nurses in NS. The College is responsible for practical nurse program approval and to develop and monitor LPN Standards of Practice, education, continuing competency, and professional conduct.

**Position Title:** Registration and Professional Conduct Consultant

**Reporting to:** Director of Registration and Professional Conduct Services (Director)

**Area of Responsibility:** Registration and Professional Conduct

### Position Summary

The Registration and Professional Conduct Consultant (RPCC) is accountable for providing leadership and consultation on matters specific to registration and professional conduct, either autonomously or in collaboration with others within the organization. The RPCC will be responsible to investigate complaints according to the professional conduct process in accordance with the Licensed Practical Nurses Act, Regulations, By-laws and Administrative Policies and Procedures.

### Qualifications

#### Required

- Current or eligible for licensure with the College of Licensed Practical Nurses of Nova Scotia
- Current and recent minimum five (5) years direct clinical experience as a Licensed Practical Nurse
- Knowledge of the Licensed Practical Nurses Act, Regulations, Standards of Practice, Scope of Practice and Code of Ethics, Entry to Practice Competencies
- Excellent organizational communication (written and verbal) skills
- Competence in digital literacy and ability to use computer software to generate, store and transmit documents and emails
- Flexibility in work hours (as needed) and travel is required
- Previous experience in compliant investigations is an asset
- Previous experience with a regulatory environment, i.e. Board or committee experience
- Valid drivers license
- Demonstrated leadership education and ability
- Ability to work with diverse groups

A combination of experience and education will be considered, however the applicant is accountable to indicate in their cover letter their education and experience as it relates to required qualifications. If necessary, the successful applicant will be required to complete additional training specific to the position.

Thank you for your interest. Your application must include both a detailed letter of introduction (which speaks directly to the required qualifications) and a resume. Only successful candidates will be contacted for an interview.

Remuneration is commensurate with education and experience.

Please forward resume by January 25, 2013 - 4 p.m. to:

Joan Gray  
Office Manager  
CLPNNNS  
7071 Bayers Road, Suite 302  
Halifax, Nova Scotia B3L 2C2

or

joan@clpnnns.ca

## 2013 College Excellence Awards

Do you have colleagues who deserve recognition for their ongoing commitment to their patients, their practice, or to health care in general?

### The Excellence in Nursing Practice Award

Recognizes a Licensed Practical Nurse who is actively practising and through the lens of patient-centred care demonstrates outstanding caring, commitment, and competence. The recipient is recognized by peers as one who contributes to the betterment of the profession of practical nursing and health care in general. This Licensed Practical Nurse may also participate in community activities, demonstrates an ability to work collaboratively, and has an innovative outlook.

### The Excellence in Preceptorship Award

Recognizes a Licensed Practical Nurse who enhances other's intellectual and practice competencies, and guides them into the licensed practical nursing professional community by providing advice, counsel and support; providing feedback; imparting valuable information; and teaching by example.

### Lifetime Achievement Award

Recognizes and honours the outstanding contribution of a Licensed Practical Nurse who has played a pivotal role in licensed practical nursing by providing leadership at the regional, provincial and/or national level. The recipient is a role model for the profession, a visionary, inspires others, a strong communicator and demonstrates the principles of interprofessional collaboration.

## Nomination Process

Submit a written statement (500 words minimum) describing why the nominee deserves the award. Be clear and specific; support your nomination with examples of how the nominee meets the award criteria. This information will be used to determine the award winner; be as thorough as possible. Nominations will not be accepted without a written statement.

Please forward your completed nomination form, with attached statement, on or before March 1, 2013.

**By Email:** info@clpnns.ca

**By Mail:** College of Licensed Practical Nurses of Nova Scotia  
Starlite Gallery  
7071 Bayers Road, Suite 302, Halifax, NS B3L 2C2

The College of Licensed Practical Nurses of Nova Scotia's Excellence Awards will be announced and presented on May 23, 2013 at the College's Awards & Recognition Dinner, following the AGM. The AGM and Awards & Recognition Dinner will take place at the Holiday Inn in Dartmouth, Nova Scotia. Award recipients will be notified in advance so they are able to attend the ceremony.

## Nominees Must

Ensure that the individual you are nominating meets the following criteria:

1. Holds an active practising license with CLPNNS.
2. Is currently employed as an LPN in Nova Scotia. For those nominees for the Lifetime Achievement the individual can be retired.
3. Is actively practising in any domain of nursing.
4. Is in good standing with CLPNNS.

## How to Apply

1. Ensure that the nominee meets the above criteria, as well as, the criteria outlined in the award description.
2. Fill out the application portion of the form.
3. Ensure the application is signed by nominator.
4. Attach a written statement (500 words minimum).
5. Return to the College by mail or email no later than March 1, 2013.

**Note:** The College may need to contact the nominee for further information.

If you have any questions regarding the nomination process, please contact the College office at 1-800-718-8517, or by email at info@clpnns.ca.

See Application Form on our website [www.clpnns.ca](http://www.clpnns.ca).

## Board Meeting Highlights

The regularly scheduled meeting of the Board took place on December 5, 2012. Rosita MacNeil, LPN chaired the meeting.

### Updates:

- Regulated Health Professions Legislation.
- National Nursing Assessment Services.
- LPN Board Elections.
- "Town Hall" Sessions.

### Approved:

- Revised CLPNNS By-laws for 2013.
- Audit (2012)
- Budget (2013)
- "National" Requisite Skills and Abilities for LPN Profession (document).
- National Entry to Practice Competencies for LPNs.
- A 2% annual wage increase for CLPNNS staff for 2013-2015.
- Date for AGM and Awards Banquet.

## Congratulations are in Order

New Board members for 2013 – 2014 were elected in the following districts:

Justin Bragg, LPN, District III  
Kim MacIvor, LPN, District IV  
Rosita MacNeil, LPN, District V

## Reminder:

### MANDATORY COMPETENCY UPGRADE REQUIREMENTS

If you require Medication Administration and/or Health Assessment and do not have them completed by October 31, 2013, you will not qualify for an active practicing license for 2014.

If you have completed a post-grad Medication Administration or Health Assessment course, please fax the certificate of completion to 1-902-425-6811 (if you have not already done so).

Continuing Competence Program (CCP) and Practice Hours Audit will take place January – February 2013.

All LPNs will need to comply with the request(s). According to the LPN Act/Regulations, Sections 27 & 28.

# NSCC

## HEALTH ASSESSMENT OF THE ADULT COURSE

### Winter and Spring 2013 Information

## REGISTRATION

**Register early** to ensure that you have an opportunity to participate in the course prior to the October 2013 deadline. If enrollment is low for a location, the session may be cancelled. Decisions will be made approximately 1 week before classes begin.

- **Walk-In Registration:** At any campus of the Nova Scotia Community College.  
[http://www.nsc.ca/Contact\\_Us/Campus.asp](http://www.nsc.ca/Contact_Us/Campus.asp)
- **Phone Registration:** Contact Admissions:  
[http://www.nsc.ca/learning\\_programs/coned/registration.asp](http://www.nsc.ca/learning_programs/coned/registration.asp)  
Metro: 491-4911, Outside Metro: 1-866-679-6722  
Admissions Centre hours are:  
Mon. – Thurs. (8:00 am to 5:00 pm), Fri. (8:00 am to 4:00 pm).

Note: Registration can only be taken by Admissions or front desk campus staff.  
It is not taken by the Training Coordinator or instructor.

Continuing Education registration and refund policies are on the website.  
[http://nsc.ca/learning\\_programs/coned/general.asp](http://nsc.ca/learning_programs/coned/general.asp)

## COURSE FEES

Type of Fee	Amount	More Information
Tuition	\$478.00 (no tax)	<a href="http://nsc.ca/learning_programs/coned/Course.aspx?l=200">http://nsc.ca/learning_programs/coned/Course.aspx?l=200</a>
Textbook	\$121.00 (+ tax)	Book is not included in the tuition fee. It is available at your local campus bookstore on the first night of class (5 – 5:30 pm). Call the bookstore if you wish to purchase earlier.

\*A College Service Fee (CSF) of \$50 may be charged if students have a total course load 1 unit (60 hrs) or more per Academic year. Health Assessment is less than 1 unit. However, if students enroll in an additional course in the same Academic year, the fee may be applied depending on the number of hours. [http://www.nsc.ca/learning\\_programs/coned/general.asp#fees](http://www.nsc.ca/learning_programs/coned/general.asp#fees)

## TUITION PAYMENT:

In-person: You may pay with cash, debit card or credit card at your local campus.  
Phone: You may pay with credit card only.

## TEXTBOOK

Physical Examination and Health Assessment, 1st Canadian Edition, Author: Carolyn Jarvis  
ISBN: 978-1-897422-18-2

Ensure you have the correct edition. If you have questions about the book, contact the instructor:  
Email: [Lois.MacNeil@nsc.ca](mailto:Lois.MacNeil@nsc.ca) Phone: 1-902-563-8059

## Town Hall Meetings

CLPNNS hosted "Town Hall" meeting(s) in each district. Information gathered from these sessions will be extremely important to the Board. It will help the Board determine future strategic directions of the College. A facilitator led the meetings and collected the information. College staff and Board members were present at each meeting. The goals were as follows:

- To give a "face" to the College and provide members an opportunity to meet College staff.
- To update the membership with respect to the role of the College.
- To provide the membership a forum for questions and dialogue.
- To allow for Practice Consultants to dispel any longstanding myths regarding CCP or scope of practice.

## Medication Administration Program

**NOTE:** NSCC will be tentatively scheduling one (1) final Medication Administration Program in the Spring of 2013. (6 April - 21st June 2013)

All those LPNs holding a restricted "NO Meds" license, this is your last chance to complete same prior to the mandatory competency requirements for licensure in 2014.

## Moved? New email? Changed Jobs?

### Update Your Profile

#### Email - Address - Employer - Specializations/Courses

Call/email the College, [www.clpnns.ca](http://www.clpnns.ca). It is the member's responsibility to ensure CLPNNS has current contact information including email address, mailing address, phone number, work place and employment status.

## "You Asked Us"

### Do I need additional insurance if I am self-employed?

Yes. Commercial General Liability (CGL) is imperative if you are self-employed and/or contract your professional services to hospitals, clinics, other community care providers or render services to clients in their home or other locations including your own home or workplace. A portion of your annual licensing fee goes towards General Liability Insurance through Lloyd Sudd insurance brokers [http://www.clpnns.ca/about/aboutPDFs/CLPNNS\\_Liability\\_Insurance2012.pdf](http://www.clpnns.ca/about/aboutPDFs/CLPNNS_Liability_Insurance2012.pdf). Lloyd Sudd can also provide CGL insurance. You can contact Lloyd Sudd (780) 930-3884 or [www.lloydsadd.com](http://www.lloydsadd.com).

### What hours count towards my annual hourly requirement?

Only hours accumulated in a paid position where LPN licensure *is required* (as noted in the position description or posting) may be counted towards your hourly requirement (1000 hours in 5 years).

There is a difference between 'required' and 'preferred' and it is important to understand that the difference lies in assuring patient safety and the continuing competence of the nurse. 'Required' means that the person in the position must use the knowledge, skill and judgment of a LPN to meet the objectives outlined in the job description. In doing so, the nurse relies on the LPN knowledge base to make decisions about the clients they care for and remains current in their practice. "Preferred" means that the person in the position may or may not have underlying LPN knowledge, skill and judgment and as such, the objectives of the job may be met without the application of an LPN knowledge base. The "preferred" clinical situations may not require the nurse to utilize the LPN knowledge base and as such, there is no assurance that the LPN will remain current in their knowledge or practice.

Typically, volunteer or unpaid hours do not apply to annual license requirement, however there are a few exceptions. Members may apply 40 practice hours to their annual total for completing post-graduate education such as Health Assessment or Foot Care. Hours accumulated as an LPN volunteer, may apply, as long as the member can provide documentation from the volunteer agency stating that LPN licensure was a requirement for the work (i.e., national sporting event, such as Canada Games or charitable healthcare work).

### Does every LPN have to participate in CCP?

Yes, The Continuing Competence Program (CCP) applies to every LPN in every practice context. The self-assessment and learning plan are designed to be specific to your *practice context*.

### Is CCP and the mandatory education for Health Assessment and Medications the same thing?

No. CCP is a program that applies to every LPN in every context. It involves the LPN completing a self-assessment of their practice and developing, implementing and evaluating a

learning plan every year. The mandatory education requirements only apply to those nurses who still need to complete them.

## Professional Conduct

### REPRIMAND

Mary Dean Carman

Windsor, N. S.

CLPNNS Reg. #5737

On November 22, 2012, the Complaints Committee of the College of Licensed Practical Nurses of Nova Scotia (the College) issued a reprimand with the consent of Ms. Carman, for professional misconduct. On December 11, 2012, Ms. Carman consented to the reprimand.

The Complaints Committee set out the following reasons for the reprimand:

1. That Ms. Carman, along with another regulated staff member failed to call 911 or a physician when a resident was choking;
2. That Ms. Carman failed to confirm with another regulated staff member that the family had been notified;
3. That Ms. Carman failed to recognize that because the resident was coded a DNR, that this should influence the decision re resuscitation, and
4. That Ms. Carman failed to meet the standard of "practicing in a manner consistent with an LPN Scope of Practice of 2012" and as such, breached her Professional Standards of Practice.

The Complaints Committee determined that Ms. Carman has accepted responsibility for her actions by consenting to the reprimand and her commitment to learn and improve from this situation.

The Complaints Committee directs the Executive Director/Registrar to post this decision on the website and in the College newsletter.

## What takes place at the AGM?

- The opportunity to hear first hand the work the College has been involved in during the past year.
- The opportunity to submit resolutions.
- The opportunity to meet the College staff and Board members.
- The opportunity to learn and share from other LPNs in the province.

### Voting At The AGM

Section 22, of the By-Laws outlines the proceedings at the AGM and the applicable voting requirement(s) for members. Members will be required to be present at the meeting and must show their current registration license as evidence of their entitlement to vote.

### Resolutions/Motions From Registrants

Members of the College of LPNs may submit resolutions to the College throughout the year and from the floor during the AGM. Submitting resolutions is one way in which registrants can influence the work of the College regarding the future of

