



The College Reporter

Fall 2007 Volume 3

Message from the Executive Director

WHAT IS LEADERSHIP?

Leadership is the “hot” topic of a lot of conversations lately. While people talk about leadership, it’s unlikely they are all talking about the same thing. Leadership is one of those funny words that everyone knows the meaning of until you ask them to define it. Then you discover that you get as many different definitions as there are people you asked. Webster’s dictionary defines it “as the act of leading”. Why is leadership important? Well there is no one size fits all in relation to leadership. Leadership means different things to different people. Over this past year CLPNNS has partnered in a number of workshops that had as its’ topic leadership. Every time that you volunteer a suggestion (even unpopular) you are leading; when you volunteer to chair a meeting or coordinate a work team you are leading. When you reflect on your Standards and strive to meet the competency – “recognizes one’s own role in influencing and facilitating change”, you are leading. I believe that LPNs have the capacity to be good leaders. Here are some of the core basic leadership skills, see if you can find yourself there. Lastly I hope as leaders, many of you will volunteer to have your name put forward for the Board of Directors and also to volunteer for committees of the College.

CORE BASIC LEADERSHIP SKILLS: ARE YOU...?

- Reasonably bright
- Have good social skills
- Have effective communication skills
- Able to delegate, as needed
- Able to be flexible and adaptable
- Able to be confident in your decisions; and most importantly do you have integrity.

Integrity is about you trusting yourself and about others trusting you, a strong ethical sense of right and wrong.

How did you do?

Ref: HCC: Business Voice, June 2007:
What makes a leader?

Highlights of the... Board Meeting and Board Education Day

September 27th & 28th, 2007

The Board held it’s regularly scheduled meeting, including an Education Day on September 27th and 28th at Pictou Lodge, Pictou. Included here are highlights of the meeting:

- Update on legislation (awaiting proclamation)
- CCP in final stages (readying for print). Self assessments and learning plan tools to be developed
- Approval of Regulations (to be placed on website for comments and feedback)
- Approval “in principle” of College Bylaws (to be placed on website for comments and feedback)
- Approval “in principle” of practice guidelines:
 - Refusing Assignments
 - Continuing Competence
 - Documentation
- Will seek further stakeholder consultation prior to final approval.
- Requirement for all “new” practical nursing programs seeking “approval status” to pay full costs associated with program approval.

OF INTEREST TO FOOT CARE NURSES

On April 27th, 2007 a group of foot care nurses/educators met in Ontario and Manitoba to discuss the future of foot care and the feasibility of introducing Foot Care Nurse Guidelines for education and certification. There was interest and support from other foot care nurses from across Canada who could not attend the meeting. A consensus was reached to begin the process of developing a national communication strategy via a National Foot Care Newsletter. If you are a foot care nurse and would like to learn more, you can contact Pat MacDonald, LPN (CLPNM) at pmacdonald@clpnm.ca.

CLPNNS Wants You!

CAST YOUR VOTE IN THE CLPNNS BOARD ELECTION(S). DEADLINE TO VOTE NOVEMBER 19TH, 2007.

The CLPNNS Bylaws stipulate that the election of Board of Directors must take place at least 120 days prior to the expiry of the term of office. Beginning in 2008, CLPNNS has two openings in the following Districts, 1 and 2. The districts are defined in Bylaw #19. Requests for nominations have gone out to every registrant in those areas. [The deadline for the return has been extended till 9 November 2007.](#) The college needs your expertise and commitment to provide direction and public policy input into the profession. Any questions regarding responsibilities can be directed to any current Board member or staff member at the College. As LPNs you need “to make your voice heard by casting your vote”. Ballots for those districts will be mailed out. [All ballots must be returned in the provided envelope\(s\)](#) marked “ballots” no later than Friday, November 30, 2007. The term of office of successful candidates will be 1 January, 2008 till December 31, 2009. (2 year term).

PROFESSIONAL CONDUCT

There were no Professional Conduct Decisions since the last newsletter.

“NEW” DRAFT COLLEGE BYLAWS

Draft College Bylaws reflecting the new Act and proposed Regulations are available on the website for feedback and comments. The Board has reviewed and accepted the Bylaws in principle awaiting feedback from the membership. The Draft College Bylaws will be reviewed for final approval at the December Board Meeting.

Questions and Answer(s)

Q. *I am a student nearing completion of a practical nursing program. I've read and heard that, as an LPN, my education has prepared me to care for clients whose condition is “stable” with a predictable outcome. These clients are found mostly in Long Term Care. “Does this mean that I can only work in such settings?*

A. First, it is important to recognize that clients of varying degrees of acuity and complexity exist in all practice settings. You are just as likely to encounter “stable” clients in Acute Care as you would Long Term Care.

Your education has prepared you to practise in a variety of settings. The kind of care setting in which you practise is up to you; however wherever you practice – Acute Care; Long Term Care; Community Care, etc. you are accountable for recognizing whether you have the knowledge, skill and judgment needed to meet a particular client's care needs.

CONTINUING COMPETENCY PROFILE AND NOTICE

All LPNs currently licensed in 2007, will have received notice of the implementation of the continuing competency program for 2008, in their registration packages. A number of workshops will take place beginning in 2008, around the province to assist LPNs in developing a portfolio; and learning how to do a self assessment and learning plans. Examples of generic self assessment and learning plans can be found on the NurseOne website for practice purposes. CLPNNS will be developing its' own self assessment and learning plans for distribution at a later time. Any questions re the CCP, don't hesitate to contact jylene@clpnns.ca.

When determining if you can meet a client's needs, it is important to consider several factors:

- The care needs of the client (level of complexity and predictability)
- The knowledge, skills and judgment needed to meet his/her care needs; and
- The level of environmental support/resources available. These factors will determine the level of autonomy with which you will practise, and the amount of consultation that you may require.

Positive workplace environments that support and respect LPN practice will have a high level of “expert” nurses both RN and LPN, familiar with the Unit and the clients, and available for consultation and guidance. Ref: RPNAO, Nursing Journal, Summer, 2007.

If you have a question that you would like to see featured here, please send to info@clpnns.ca, attention Ann or Jylene.

NURSE ONE REMINDER

Register for NurseOne.

Open to all current members (LPNs of CLPNNS).

To register go to www.nurseone.ca.

NEW POSITION STATEMENTS AND PRACTICE GUIDELINES ARE COMING

CLPNNS has been very busy developing new Practice Guidelines and Position Statements for LPNs. To date the following practice guidelines and positions statements have been revised and approved by the Board and will be available on the website.

PRACTICE GUIDELINES:

- Refusing Assignments
- Continuing Competence
- Documentation

POSITION STATEMENTS (REVISED):

- The Therapeutic Nurse-Client Relationship
- All About the College
- Professional Accountability
- Accepting Transcribing and Processing Telephone Orders
- Use of Protected Title

“NEW” LPN RE-ENTRY PROGRAM

The new revised LPN Re-entry Program is now ready for implementation this Fall. The new program is modular in nature and represents current entry level competencies of the base program including both the Medication Administration and Physical Assessment modules. To obtain further information contact Rachel Kuipers, Training Coordinator, at the Nova Scotia Community College (NSCC) 902 491-3581.

REGISTRATION FOR 2008 IS UNDERWAY

Early bird draws were held for those members licensing prior to September 21, 2007. The two lucky winners of \$100.00 each were: **Gail Henry**, QEII HSC and **Andrea Wilson**, Annapolis Community Health Centre.

Note: All LPN registrations for 2007, ends on October 31, 2007. Any LPN, who has not received a license for 2008, will be moved to the inactive file and will be considered “not holding a current license to practise; and not covered by professional liability/malpractice coverage”. A late/reinstatement fee will apply effective November 1, 2007.

“NEW” IMMUNIZATION PROGRAM

A new post basic Immunization Program for LPNs has been approved by the College and set for implementation through Nova Scotia Community College (NSCC).

IMMUNIZATION COURSE FOR LICENSED PRACTICAL NURSES

This course provides a comprehensive overview of the preparation and administration of immunizations in relation to licensed practical nursing practice. The course integrates the knowledge, skills, attitudes and judgments the LPN has acquired during pharmacology and medication administration course. The course builds on their knowledge base and incorporates the new knowledge, skills, attitudes and judgments necessary to attain competence in administration of immunizing/biological agents.

The purpose of this course is to provide the LPN with the knowledge and skill to attain competence in the preparation and administration of immunizations in any health care setting.

This course prepares the LPN for administering immunizing/biological agents to persons 5 years of age or older, however information is provided in regard to infant and child immunizations to ensure the LPN has an understanding of the entire process of immunization across the life span.

For eligibility to enroll in this course the applicant must have an active practicing LPN license and successfully completed a Pharmacology /Administration of Medication Course as determined by the College of License Practical Nurses of Nova Scotia (CLPNNS).

The immunization course is a sixty hour alternate delivery course and utilizes a modular method of learning. The course consists of 44 hours of theory (self-directed) and learning labs with a 16 hour preceptored clinical. The pass mark will be 70%. The course is anticipated to begin in January 2008.

Get further particulars on the website.

WORKSHOP

"Aggressive Behavior/Coping Mechanisms"
Date: November 3, 2007 Place: Rood Grand Hotel, Yarmouth has been cancelled.

Profile

MCPL Tena Remington, LPN
"Serving our Country"



I have been in the military for 19 years joining in August 1988. I joined as a Medical Technician and did my training at the Canadian Forces Medical School in Borden, Ontario. In December of 1999 I completed my LPN training through a pilot program the military arranged with both New Brunswick Community College and NSCC. In 2005 I completed my Operating Room Technician course through the Nova Scotia Community College and am now employed as an OR Tech in the Military. I also work casual at the Halifax Infirmary to help maintain my skills for my military deployments. I have also completed an undergraduate degree in Sociology and Psychology from Mount Saint Vincent University. During my 19 years in the military I have served on both coasts, in Halifax, Nova Scotia and Victoria, British Columbia. I have also served as a ship's medic on the MCDV's (Maritime Coastal Defence Vessels) east coast.

I am married to Peter Hagan who is a military Physician Assistant. We have three teenagers living at home.

My tour in Afghanistan started on August 5th after approximately 6 months of preparation. I am located on the Kandahar Airfield, about 40 kms outside Kandahar City, in Kandahar province in southern Afghanistan. There are two operating theatres and two operating teams. The teams consist of 4-5 personnel - Surgeon sometimes two, Registered Nurse, Operating Room Tech (LPN) and an Anaesthesiologist. There is a Dutch team with us here now which make up the other team. The second team is either Dutch or Danish and they do 10 weeks at a time. We do 6 months rotations. We were very busy. The workload is very unpredictable. We do

on average 3 or 4 cases a day but those numbers can easily increase, We have done as many as 9 cases in an evening.....into night during a trauma by both teams.

My duties here consist of scrubbing, circulating, central sterilization room and helping maintain stock. Our days here mostly start at 0800 hrs., we wipe down the rooms and prepare them for the day. The doctors have rounds at 0900 hrs and then we begin the day's surgeries. The length of our day vary, and we have pulled too many to count 18+ hour days since arriving. We usually get a break the next day as the other team takes over, but if the work load is too much we are all working.

When I arrived in Afghanistan the temperature was in the high 40's to low 50's during the afternoon sun and did not feel like it cooled down much at night but that has since changed. Or maybe I finally adapted to the weather. At night now we wear a sweatshirt....some die-hards are still in shorts. It is about 15 degrees. I don't remember 15 degrees feeling this cold. The sand here is more like dust and there is lots of it. One hour after surfaces are wiped clean, a light film of dust can be found across the surfaces. Aseptic technique is almost, if not impossible for us here which can be frustrating after being taught how important it is and now finding ourselves in a position where it can not be maintained, but we do the best we can.

We send Tena and the entire medical team and all troops serving in all capacities for Canada our sincere thanks and wishes for a safe return home.

CONTINUING EDUCATION

NSCC part-time studies and distance education are pleased to offer the following fall courses:

PHYSICAL ASSESSMENT OF THE HEALTHY ADULT: 36 HOURS

October 16 – November 22, 2007
Tuesdays' and Thursdays' Evenings from 6:00 pm – 9:00 pm at the Waterfront Campus
\$375.00 tuition excluding purchase of textbook

LPN: ADMINISTRATION OF MEDICATIONS & BASIC PRINCIPLES OF PHARMACOLOGY – 72 HOUR REFRESHER

This course is for nurses who have completed a meds course in their practical nursing program and have not administered meds in the last five years.

In Class Delivery

October 20 – November 17, 2007
(theory with 40 hour preceptorship to follow)

9:00 am – 5:00 pm (Saturdays) at the Waterfront Campus
Tuition \$600.00 excluding cost of one textbook

Or

Distance and Workshops Delivery
Orientation October 6, 2007 from 10:00 am – noon at the Waterfront Campus
Lab: November 2 & 3, 2007
Final Exam: December 5, 2007 with 40 hr preceptorship to follow
Tuition \$600.00 excluding cost of one textbook

LPN: ADMINISTRATION OF MEDICATIONS & BASIC PRINCIPLES OF PHARMACOLOGY – 112 HOURS

This course is designed for the LPN who has not completed a medication course in the practical nursing program. Nurses will study pharmacology concepts and issues; practice accessing needed information about selected medications; and apply knowledge and skills in a clinical setting so to safely administer medications within the scope of practice of a Licensed Practical Nurse.

Distance and Workshop Delivery

Orientation: November 3, 9:00 am - 1:00 pm at the Waterfront Campus

Lab 1:

February 1, 1:00 pm - 8:00 pm

February 2, 9:00 am - 6:00 pm

Lab 2:

April 11, 1:00 pm - 8:00 pm

April 12, 9:00 am - 6:00 pm

Tuition \$800.00 excluding cost of one textbook

Nurses can register either by walking into any NSCC campus or through admissions at 491-4911 (local) and outside the metro area 1-866-679-6722. All courses throughout the province are listed on the NSCC Continuing Education Website: www.coned.nsc.ca

If you have questions regarding any of the courses or looking for a specific course, please contact:

Rachel Kuipers, NSCC Training Coordinator
Tel: 902/491-3581 Fax: 902/491-1324
Email: Rachel.Kuipers@nsc.ca

NSCC Waterfront Campus is located in Dartmouth next to the NS Hospital and across the street from Dartmouth General Hospital

NSCC PN EDUCATOR WINS PRESTIGIOUS TEACHING AWARD

Carol O'Connell, NSCC Waterfront Campus was the recipient of a teaching award from Elsevier Canada Learning Resources. The award is in recognition of Canadian nursing faculty who are doing innovative teaching and using technology to elevate learning needs.

"You Asked Us"

LPNs – ADMINISTRATIVE FAIRNESS

Q Why can I perform specialized/ advanced competencies at one facility and not another?

A Specialized/advanced competencies are fairly new to LPNs.

Specialized/advanced competencies are done with the advance knowledge and approval of the College (CLPNNS), only after a thorough review of the education, skill and competency requirements needed to safely and competently perform the competency. This is done in collaboration with the employing agency to ensure that the proper support and resources are in place to support the LPN. It is the employer's responsibility to determine the requirements needed to ensure that the LPN is competent to perform the required competency for the on-going maintenance for competency. Further to this the employer will be required to develop policies and role descriptions for the LPN to clarify this new specialized/advanced competency and communicate it to other health care professionals.

Because the individual LPN is permitted/ authorized to perform these "advanced" competencies at this particular employing agency, only they would require additional permission/authorization from both the College and the other employing agency (as per policy and procedure) before that LPN would be able to perform that advanced/ specialized competency at that particular agency.

If you require further clarification and/or have a question you would like to see addressed in the "You Asked Us", please email jylene@clpnns.ca or ann@clpnns.ca



NEW BROCHURE

In collaboration with the College of Registered Nurses (CRNNS) CLPNNS has developed a brochure entitled **Today's Nurses...** which is for use by the public. It is intended for the public to help them to better understand the roles and responsibilities, including similarities and differences of LPNs, RNs, and Nurse Practitioners (NPs). Copies are available on the website and at the office.

COMMENTS FOR THE COLLEGE

Please take this opportunity to provide your feedback on this newsletter or College endeavours.

ON THE COLLEGE ROLE AND SERVICES

To Contact Us

Call 902-423-8517

General Inquires - Linda (ext. 1)

Executive Director/Registrar - Ann (ext. 3)

Executive Assistant - Joan (ext. 2)

Registration Services/Continuing Education - Albert (ext. 4)

Professional Conduct Review Co-ordinator - Sara (ext. 5)

Professional Practice Consultant - Jylene (ext. 6)

College of Licensed Practical Nurses of Nova Scotia

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MISSION

In the interests of the public, the College of Licensed Practical Nurses of Nova Scotia, regulates the practice of Licensed Practical Nurses in the province.

VISION

A dynamically regulated profession committed to excellence.