



The College Reporter

Spring 2007 Volume I

Message from the Executive Director

In December 2006, Statistics Canada in collaboration with CIHI and Health Canada, released its National Survey of the Work and Health of Nurses. This report summarized interviews with approximately 19,000 regulated nurses from around Canada. There were many issues in the report. Nurses reported working at two or more jobs twice as often as other employed Canadians; they reported they experienced stress, a lack of autonomy and a lack of respect that could lead to both physical and mental health concerns. Overtime was cited in the report as not always voluntary and more often unpaid. Considering these issues, the resulting job dissatisfaction is not surprising, however it was not all "doom and gloom". I was very pleased to read that the vast majority of nurses reported supportive relationships with their immediate supervisors and managers as well as good collaborative relationships with those they work with. Surprisingly however, almost 50% of nurses surveyed nationally reported that "they felt low support from co-workers" which ties directly to our own survey which was conducted with LPNs in November and late December (2006). According to the survey results, as reported from Bristol Communications, LPNs take their

responsibilities very seriously; take their role in health care seriously; garner respect from their patients; immediate supervisors, and managers, however; feel they do not get the respect they deserve from co-workers. Further highlights from the survey include:

- LPNs feel under employed
- LPNs feel they are not working to their full scope of education and experience; all of which leads to dissatisfaction within the workplace.

Now is the time for all nurses to come together to address the concerns identified in both reports and begin the process to rectify the concerns. Nurses must be provided opportunities to work in healthy collaborative environments that recognise each individual nurses' education and experience. Safe and healthy working environments must be a focus for all employers and government. Nurses must value, respect and support one another because while differences in role and scope exist, both surveys show that the many difficulties nurses face are very much similar.

Highlights of Board Meeting

(February 15, 2007)

A regularly scheduled meeting of the Board took place on February 15, 2007. Included here are some of the highlights:

- Update on legislation (awaiting approval of LPN Regulations)
- Update on Continuing Competency Program and focus groups to date
- Review of results of surveys by Bristol Communications
- Approval of Audit for 2006 (copy to be printed in Annual Report)
- Approval of Budget for 2007
- Update re LPN Excellence Awards (Reminder: nomination deadline February 28, 2007)
- Update re LPN Appreciation Dinners (see inside and mark your calendars now)
- Re-election of Agnes MacDonald, LPN Board Chair; and Barry Brewer, LPN, Vice Chair for 2007-2008
- Update re the IEN Nursing Portal initiative (see later in newsletter)
- Review of the Executive Director evaluation and renewal of three year contract
- Update on a collaborative brochure being developed for the public with CRNNS; and
- A review of NurseONE and a commitment of a one year term (see further in the newsletter).

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.

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A dynamically regulated profession committed to excellence.

What is NurseONE?

NurseONE is a personalized interactive web-based resource providing nurses in Canada - this country's health care knowledge workers - with access to current and reliable information to support their nursing practice, manage their careers, and connect with colleagues and health-care experts.

What can NurseONE offer me?

You can access up-to-date, accurate information on a wide range of topics fully vetted and reviewed by the CNA and its review committee. Information from a trusted source-NurseONE is your online colleague.

Professional Practice: You can enrich your knowledge through evidence-based information, clinical references, disease-specific information, nursing policy statements, and much more.

Online Libraries: You can immediately access the Cochrane Collection, e-CPS, e-Therapeutics and STAT!Ref Electronic Medical Library.

Careers: You can send career questions to health-care career management experts, develop your portfolio or post your resume on-line.

As well, you have **My Account**, a personalized section of the site visible to you at all times while you are working in NurseONE and where you can save documents, web addresses and other important items.

And this is just the beginning. NurseONE also offers a self-assessment tool to assist nurses in managing their continuing competency requirements, emergency preparedness resources and will soon offer online discussion forums.

The NurseONE portal will be launched at this year's AGM in May in Sydney, N. S. Following this, every LPN currently registered with the College will receive a password enabling them to access this wonderful resource through a registration process at no fee to the individual. The fee has been incorporated into this year's registration and licensing fee.

Nova Scotia Community College (NSCC) Bridges Internationally Educated Health Professionals (IEHPs)

The bridging program provides an opportunity for internationally educated health professionals (nurses, physicians, medical technicians, etc.) who may not have had their credentials recognized in Canada and show an interest in becoming an LPN to help them bridge the gap leading to graduation as a licensed practical nurse. Both CLPNNS and the Metropolitan Immigrant Settlement Association (MISA) help to refer individuals (IEHPs) to NSCC.

"There is a huge demand", says Mahja Alia, an employment counsellor at MISA. The program currently has six enrolled IEHPs.

The program is specifically designed to assist IEHPs to meet the professional education requirements set by CLPNNS and does not take away from the core allotment of education seats for first time students in the practical nursing program.

NSCC is giving people an opportunity that they would not have had otherwise and that's a good thing because a vast majority of the candidates have families, have immigrated to Canada and want to stay here in Nova Scotia.

For further information on this initiative contact Karen Sigouin at karen.sigouin@nsc.ca.

1st New Grad of 2007 Victoria Colley, LPN

A successful candidate obtaining her initial license as a new "LPN".

In recognition of her being the first to license during our 50th Anniversary celebrations, Victoria had the cost of her license (\$200.00) returned.

Best of luck to you and all the new graduates!



National Nursing Week

will be celebrated from May 7th-13th.

The theme this year is "Think You Know Nursing? Take a Closer Look" the theme calls on Canadians to challenge their perceptions of the roles of nurses in our healthcare system.

We invite all nurses to share in the celebration of recognition of nursing! LPN Appreciation Dinners will be scheduled during Nurses Week around the province. See the registration form for dates and locations. Don't miss out on a great opportunity to renew both old and new friendships.

Congratulations are in Order!

Congratulations to all practical nursing graduates who wrote their CPNRE Exam in January. Of the 170 who wrote, 164 were successful for an overall success rate of 96%. Of note all three new campuses (Kingstec, Pictou and Cumberland) had a 100% pass rate!

Professional Conduct Decisions

There were no professional conduct decisions since the last newsletter.

Professional Liability Insurance

Terms and conditions associated with your professional liability insurance is now available on the website, www.clpnns.ca.

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Continuing Education

Workshops

Title: Grieving Loss & Ways to Heal
Date: April 18, 2007
Place: Glasgow Square Theatre,
New Glasgow, N. S.

Title: Wound & Ostomy Care
Date: June 6, 2007
Place: Old Orchard Inn, Greenwich,
Wolfville, N. S.

Pre-registration is required.

For further information contact Linda Robichaud at 423-8517.

Community Health Nurses Survey

Watch your mailbox for those nurses employed in the community for notice of a survey being conducted by The Canadian Health Nurses Study - McMaster University. Both a notice card and the actual survey will be mailed out in March. Many thanks to those participating.

Highlights from Surveys

As previously mentioned, the College contracted two (2) surveys in late December 2006. A telephone survey of the general public and an email survey of the members. Included here are the purpose(s) and highlights. In the next newsletter will be an action plan by the College to review the recommendations of both surveys and develop the next steps.

Public Survey

- Conducted by telephone
- 402 N. S. residents
- November - December 2006
- Results accurate to 19 times out of 20

Highlights/Conclusions

- Awareness of the profession of LPN is relatively high, however, the awareness is only very general and specific knowledge is limited;
- There is importance attached to the work the public perceives LPNs do and they attach a high value to their work;
- There is little awareness of the regulatory role of the College. This lack of awareness fuels the belief that the N. S. Department of Health regulates PN's practice; and

- Finally, half of the public believe that LPNs study at universities or hospitals, while the other half correctly recognise that LPNs receive their education through the community college system.

Members Survey

- Via email
- 454 current College members responded
- November - December 2006
- Results accurate 19 times out of 20

Highlights/Conclusions

- LPNs take their role in the health care system and their professional responsibilities very seriously;
- LPNs feel that while they are respected by the public and their immediate supervisors/managers; they feel they do not get the respect they deserve from co-workers;
- Some LPNs feel they are under employed and want opportunities to more fully to work to their scope of education and experience;
- There is recognition that CLPNNS must do more to engage younger members including committee work and continuing education;
- In some cases, LPNs (a small minority) did not "fully understand" the role of the College;
- Twenty-five (25%) of current LPNs were "unaware" of the College's website. There is an opportunity here to increase that awareness.

Scrutineers Needed

If you will be attending the Annual General Meeting in 2007 and if you would like to volunteer as a scrutineer (counting votes) please call and submit your name to Joan at 423-8517. Toll free 1 (800) 718-8517, or e-mail info@clpnns.ca. You must be an active practising LPN and will need to show your current 2007 license to be eligible.

Voting at the AGM

Section 30, of the By-Laws outline the proceedings at the AGM and the applicable voting requirement(s) for registrants. Registrants 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

Registrants of the College of LPNs may submit resolutions or motions to the College throughout the year and from the floor during the AGM. A form has been developed and will be available at the AGM to assist you with the process. Section 29 of the By-Laws outlines the procedure for resolutions proposed by registrants. Each resolution/motion must include the following: title, resolution statement, explanation and identification of the mover and seconder. It is important to remember that resolutions/motions must relate to the mandate of the College of LPNs and reflect the interest of LPNs from a provincial basis.

To Contact Us

For questions or inquiries:
Email: info@clpnns.ca; call
1 902 423-8517 or toll free at
1 800 718-8517
Website: www.clpnns.ca

AGM

The next AGM is May 24th at the Delta Hotel, Sydney, N. S.
(see registration information on back page).

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LPN Appreciation Dinners

"IN CELEBRATION OF NURSES WEEK"

& **50TH Anniversary**

May 7 to 11, 2007

REGISTRATION FORM

DATE	LOCATION	CHECK SPECIFIC LOCATION
May 9, 2007	Rodd Grand Hotel - Yarmouth	Region I
May 8, 2007	Old Orchard Inn - Kentville	Region II
May 9, 2007	Citadel Halifax Hotel	Region III
May 7, 2007	Claymore Motel - Antigonish	Region IV
May 9, 2007	Delta Hotel - Sydney	Region V

Name:

Address:

Daytime Telephone:

E-mail:

Registration #

Ticket cost per person \$25.00

Number Attending

PAYMENT METHODS

Cash Cheque Money Order Visa MasterCard

IF PAYING BY CREDIT CARD

Card #:

Expiry:

Signature:

MAKE CHEQUE/MONEY ORDER PAYABLE TO: The College of Licensed Practical Nurses of Nova Scotia
Suite 1212, Cogswell Tower
2000 Barrington Street, Halifax, N. S. B3J 3K1

PLEASE RETURN COMPLETED REGISTRATION FORM WITH PAYMENT BY APRIL 15, 2007

REGISTRATION FEES FOR THE DINNERS ARE NON-REFUNDABLE AFTER APRIL 30, 2007

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50th Anniversary

CELEBRATIONS



Nova Scotia

Message from the Honourable Rodney J. MacDonald, M.L.A.
Premier of the Province of Nova Scotia
College of Licensed Practical Nurses of Nova Scotia (CLPNNNS)
- 50th Anniversary
February 14, 2007

Licensed Practical Nurses provide excellent care for the sick, injured, convalescent, and disabled under the direction of physicians and registered nurses.

Regulated by the College of Licensed Practical Nurses of Nova Scotia, LPNs consistently display professionalism, integrity, and dignity in their everyday work, to improve the health of their patients, and in turn, the nursing profession and health care system.

To the College of Licensed Practical Nurses of Nova Scotia, on behalf of the Province of Nova Scotia, I wish you all the best as you celebrate your 50th anniversary and commend all Licensed Practical Nurses for their dedication to nursing in Nova Scotia.

Sincerely,

Rodney MacDonald
Rodney J. MacDonald
Premier of Nova Scotia



Dear Friends,

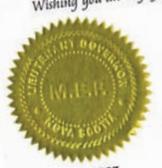
I am pleased to extend warm greetings and congratulations to members of the College of Licensed Practical Nurses of Nova Scotia on the celebration of your 50th Anniversary.

I am pleased to have this opportunity to commend all members of CLPNNNS, past and present, for your dedication and commitment to upholding the mission of this outstanding organization, which is to work together to enhance the well being of citizens of our province who receive health care. I applaud your achievement.

Licensed Practical Nurses, as members of the College, have earned the respect and admiration of healthcare colleagues. Thousands of families from around the province and beyond have benefitted by the outstanding role that you have played in the shaping of health care delivery over five decades.

As the Queen's representative in the province of Nova Scotia, I thank you for your dedication, your skill, and for all you give to your communities.

Wishing you an enjoyable and memorable 50th Anniversary celebration.



Margaret Francis

Margaret E. Francis, O.N.S.
Lieutenant Governor
Province of Nova Scotia

February 14, 2007

OPEN HOUSE February 14, 2007

CLPNNS Annual Meeting 2007

50TH Anniversary

AWARDS BANQUET & AGM

Delta Hotel, Sydney, N. S.

Education Workshop - Thursday, May 24, 2007, 0830 - 12 Noon (Includes Lunch)
(Pre-registration Required)

Annual General Meeting - Thursday, May 24, 2007, 1 - 4 P. M.
(No Fee/Pre-registration Not Required)

Reception & Banquet - Wednesday, May 23, 2007, 6 - 9 P. M.
(Pre-registration Required)

Advise hotel of CLPNNS Workshop to receive meeting room rate 1 (902) 562-7500

REGISTRATION FORM

RECEPTION & BANQUET	EDUCATIONAL WORKSHOP	ANNUAL GENERAL MEETING
Place: Delta Hotel Date: May 23, 2007 Time: Reception 6 - 7 P. M. Banquet 7 - 9 P. M.	Title: Launch of the Nurses Portal Place: Delta Hotel Date: May 24, 2007 Time: 0830 - 12 noon	Place: Delta Hotel, Sydney Date: May 24, 2007 Time: 1 - 4 P. M.

Mark (✓) your attendance:

Reception & Banquet - \$25.00

Educational Workshop + AGM - \$25.00.
(Includes Lunch)

Payment Methods

Cash Cheque Money Order Visa MasterCard

If paying by credit card

Card #:

Expiry:

Signature:

Make cheque/money order payable to: The College of Licensed Practical Nurses of Nova Scotia
Suite 1212, Cogswell Tower
2000 Barrington Street, Halifax, N. S. B3J 3K1

PLEASE RETURN COMPLETED REGISTRATION FORM WITH PAYMENT BY APRIL 30, 2007

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