



# The College Reporter

Winter 2007 Volume 4

## Message from the Executive Director

As we wind down from another terrific year, let me take this opportunity to thank all Licensed Practical Nurses for their contribution to the profession and to Nova Scotia's health care system. Your expertise has never before been so valued. Upcoming changes to how care is delivered to members of the general public will be implemented in the coming year. In the very near future, one prediction is that more LPNs in Nova Scotia will be working to "full scope". Your continued work both in the College and on behalf of the College is very much appreciated. Your willingness and interest to serve on committees, accept nominations and participate in board elections is required.

*On behalf of the Board and staff  
I want to wish everyone a very  
Merry Christmas and a Happy  
New Year!*



### Seasons Greetings

## Highlights from the Board Meeting

December 4, 2007

- Updates on legislation and changes to College Bylaws
- Notification of new Board members for 2008-2009 Region I – Tamara Ballard Region II – Cheryl Ernst
- Approval for distribution of Continuing Competency Profile: Each employer will receive one (1) copy free of charge; additional copies will be \$50.00. LPNs wishing to have a hard copy, the cost will be \$25.00. Non-members, the cost of the profile is \$50.00 (includes tax and mailing).
- Notification of a PN program at Strait Richmond beginning March 1, 2008 and ending December 2009.
- Policies for new Practical Nurse Program Approval and Continuing Competence approved.
- Registration Exam Fee changed effective June 1, 2008 from \$250.00 to \$300.00.
- New Practice Guidelines approved: Documentation, Continuing Competence and Refusing Assignments.
- Approval of Financial update
- Confirmation of AGM date May 29, 2008 in Halifax.

## JUST IN TIME FOR FLU SEASON:

### New Immunization Course for LPNs Available Through NSCC

As a component of the basic education program for LPNs in N. S., LPNs have had the ability to administer intramuscular and subcutaneous injections. However, the basic program has not included education related to administering immunizations. In order to provide for a formal course to be available in Nova Scotia, the CLPNNS will be offering a new Immunization Certificate Course in partnership with NSCC.

LPNs will be able to administer immunizing agents – including the flu vaccine – if they have completed the post-basic Pharmacology/Medication Administration requirements in addition to the new Immunization Certificate Course. The course focuses on the theory and principles of immunology, biological agents, communicable disease, and anaphylaxis.

“It’s a comprehensive program that increases the LPN’s knowledge and understanding of immunizing agents including the assessment of the client; the preparation, storage, and administration of the vaccine; and the evaluation of the client,” explains Ann Mann, Executive Director/Registrar, CLPNNS.

## New Brochure: Today's Nurses at a glance...

In partnership with CRNNS, CLPNNS has made available a new brochure called *Today's Nurses* for members of the general public. You can expect to see these brochures at physician's offices, clinics, and pharmacies. The brochure outlines in general terms the differences and similarities between LPNs, RNs and Nurse Practitioners, (categories of nurses within the discipline of nurses). To obtain a copy visit the website or contact the office.

### Nominations Invited for Awards of Excellence in Practical Nursing

#### CLPNNS AWARDS OF EXCELLENCE

This award is granted annually to Licensed Practical Nurses in each category who has made outstanding contributions to the profession of Licensed Practical Nursing and/or who have demonstrated excellence in mentoring Practical Nurses and others.

#### CATEGORIES

Nominations for the Award of Excellence may be made in the following categories:

- Patient/client advocacy/ clinical excellence
- Mentorship/Preceptorship

#### ELIGIBILITY AND NOMINATION PROCESS

The nominee(s) must be members in good standing with the College of Licensed Practical Nurses of N. S. (CLPNNS).

The nominator must have a professional working relationship with the nominee.



#### AWARD CRITERIA

Licensed Practical Nurses who have made outstanding contributions to the profession of Practical Nursing and/or who have demonstrated excellence in one or more of the following ways:

#### CRITERIA: EXCELLENCE IN PRACTICE

- Demonstrates a high degree of caring and compassion in relation to direct patient care.
- Demonstrates outstanding clinical competence with their nursing profession.
- Demonstrates professionalism in both their professional and personal life.
- Demonstrates leadership within the profession of nursing.
- Demonstrates collaboration and partnership within the health care team.
- Demonstrates a strong commitment to advancing the role of the Licensed Practical Nurse (LPN).

#### CRITERIA: EXCELLENCE IN MENTORSHIP/PRECEPTORSHIP

- Demonstrates a high degree of willingness to be a mentor/preceptor.
- Demonstrates outstanding clinical competence with their nursing profession.
- Demonstrates professionalism in both their professional and personal life.
- Demonstrates leadership within the profession of nursing.
- Demonstrates collaboration and partnership within the health care team.
- Demonstrates a strong commitment to advancing the role of the Licensed Practical Nurse (LPN).

#### SELECTION PROCESS

The selection of the award recipients shall be made by a committee appointed by the Board of Directors. Nominations must be received at the College office by February 28, 2008.

#### PRESENTATION

The Awards will be presented at the Annual Awards Banquet, May 28, 2008 at the Citadel Hotel, Halifax, N. S., more information to follow.

## NOMINATION

I, \_\_\_\_\_

nominate

Registration # \_\_\_\_\_

For the Award of Excellence in the following category:

- Excellence in Practice
- Excellence in Mentorship/Preceptorship

Signature of Nominator \_\_\_\_\_

Registration # \_\_\_\_\_

**Supporting Documentation:** This nomination form must be accompanied by supporting documentation that demonstrates the nominee meets the criteria in the nomination category. Criteria and application are available on the website or call CLPNNS at 1 902 423-8517 or toll free 1 800 718-8517.

Please fax or mail the documentation to:

College of Licensed Practical Nurses of Nova Scotia  
Suite 1212, Cogswell Tower  
2000 Barrington Street  
Halifax, N. S. B3J 3K1  
Fax: 1 902 425-6811

# Peace ..... on Earth



## Get Involved In CLPNNS

### CONSIDER SERVING ON A COMMITTEE!

LPNs are invited to apply to serve on College committees reporting to the CLPNNS's Board of Directors. These committees assist the Board in its ability to govern the College.

Interested? The first step is to review the list of committees and see which one matches your professional experience.

The next step is to send a letter to Ann Mann, Executive Director/Registrar, CLPNNS, explaining why you are interested and attaching a copy of your resume. In the letter, be sure to identify the experience that would make your appointment relevant to the committee. For example, someone familiar with administrative fairness and tribunals would be an asset to the Professional Conduct Committees.

### EXPECTATIONS

Committee members are appointed for a two-year term and may be re-appointed for a second term. Committee terms commence on January 1. Committees can conduct business via teleconferences, but do meet at least once a year at the CLPNNS office.

Your application will be reviewed by the Board and if selected, you will be notified of your appointment.

### CURRENT COMMITTEES

There are a number of legislated committees, each having up to five members (which must include at least one registrant and one public representative):

**Registration:** Reviews credentials and registration requirements for LPNs.

**Professional Conduct:** Deals with professional conduct reviews.

Includes both Complaints and Discipline Committees.

**Continuing Competence:** Reviews continuing competency requirements, and quality assurance programs related to LPN practice.

**Education Committee:** Reviews PN Program Evaluations to determine if they meet CLPNNS standards.

**Continuing Education:** This committee works to identify continuing education needs around the Province.

CLPNNS reimburses committee members for travel expenses related to committee meetings and offers a honorarium. Orientation and relevant materials are provided to all committee members.

Please take the time to consider these important opportunities! If you are interested, please forward your resume by December 31, 2007 to Ann Mann, Executive Director/Registrar by e-mail at [ann@clpnns.ca](mailto:ann@clpnns.ca).

## Legislation Update

There are no further updates re our Regulations and Proclamation: Stay Tuned.

### COLLEGE BYLAWS

Thank you to all those LPNs who provided feedback on the Draft Bylaws. They are currently being reviewed by the Board.

## "New" Board Members

Please allow us to introduce and welcome our two "newest" Board members from Region I and Region II.

**Region I - Tamara Ballard, LPN**  
**Region II - Cheryl Ernest, LPN**

Both members will serve two year terms beginning January 1, 2008 and ending December 31, 2009.

**Office hours** over the Holiday period will be as follows:

December 24th, 2007	8:30 A.M. – 12:00
December 25th, 2007	Closed
December 26th, 2007	Closed
December 27th, 2007	8:30 A.M. – 12:00
December 28th, 2007	8:30 A.M. – 12:00
December 31st, 2007	8:30 A.M. – 12:00
January 1st, 2008	Closed
January 2nd, 2008	Regular hours 8:30 A.M. – 4:00 P.M.

## Validation of Hours

CLPNNS will be conducting a validation of practice hours in February 2008. Randomly selected LPNs will be contacted and will be required to have their employer verify hours of work submitted to CLPNNS during the 2007-2008 registration/renewal process.

## Professional Conduct Decisions

### REVOCAION

**MARY SHANNON MACGILLIVRAY**  
**ANTIGONISH, NOVA SCOTIA**  
**CLPNNS REG # 4971**

On November 28, 2007 the Discipline Committee of the College of Licensed Practical Nurses of Nova Scotia (the College) accepted a Settlement Agreement agreed upon by the College and Mary Shannon MacGillivray and recommended by the Complaints Committee of the College. The Complaints Committee had previously ordered an interim suspension of Ms. MacGillivray's licence to practice, pending further disposition by the Discipline Committee.

The Settlement Agreement was advanced pursuant to Section 25 of the Licensed Practical Nurses Regulations. In the Settlement Agreement Ms.



# Annual General Meeting 2008

## Changing Focus! A New View on Practical Nursing

The CLPNNS will host its' AGM on May 29, 2008 at the Citadel Hotel, Halifax.  
The LPN Awards Night and Banquet will be held at 7:00 P. M. on May 28, 2008.  
Mark your calendars now in preparation to attend!

## NurseONE The Canadian Nurses Portal

READY... Set **CLICK!**

### 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.

### HOW CAN I ACCESS NURSEONE?

All LPNs with an active e-mail with the CLPNNS have been given the information on how to log into the system. If you do not have an e-mail account with us, type in the following link:  
<http://www.nurseone-inf-fusion.ca>.

### VERY IMPORTANT INFORMATION WHEN LOGGING ONTO PORTAL:

- The "Register" button is found on the left hand side of the screen.
- Your name must be entered exactly as it appears on your registration card.
- Your user name and password will be sent to you by e-mail.
- Any problems with logging into the portal, please direct them to [registration@nurseone.ca](mailto:registration@nurseone.ca) or [info@nurseone.ca](mailto:info@nurseone.ca). CLPNNS does not have computer access to the portal.

You will need to follow the instructions in that e-mail to activate your account. During your first visit to the portal, take the opportunity to change your password to something that is easy to remember.

### 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 Canadian Nurses Association (C.N.A.) 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.

### HOW AND WHY WAS NURSEONE CREATED?

Delivering health care in Canada's diverse communities – from large urban centres to small northern inlets – is a challenge. But it is a challenge that the First Nations and Inuit Health Branch of Health Canada knew could be overcome with technology. FNIHB partnered with the C.N.A. and provided three years of funding to create NurseONE, a unique personalized and interactive Web-based resource to support Canada's nurses.

To ensure NurseONE's relevance to you, we tested it with nurses throughout its development. The results have influenced the portal's navigation and will continue to impact the information that is developed for the site.

**Reminder:** This is a free service.

Your membership fee has been incorporated into your registration fee.

MacGillivray admitted to a number of allegations where she failed to be accountable and responsible for her own nursing practice and admitted such allegations amount to incapacity.

The Settlement Agreement provides that Ms. MacGillivray's licence to practice nursing is revoked, but allows Ms. MacGillivray the opportunity to apply for the reinstatement of her licence after December 1, 2009 if she can satisfy a Reinstatement Committee of the College that the objects of the professional conduct processes set out in the Licensed Practical Nurses Act will be served by terminating the order of revocation.

## Tele Health Sessions Available

Pre-recorded Tele Health sessions for LPNs are available on the website [www.clpnns.ca](http://www.clpnns.ca). CLPNNS would like to thank Dalhousie University, CRNNS, Department of Health and especially Ian Hayward, IT for CRNNS for helping us to get online! Check out the current sessions and check back on a regular basis for more updates.



Health

### NEW GRAD HIRED AS TEAM LEADER

“I’m a new grad and I was hired as a Team Leader/Charge Nurse. I’m nervous that I’ve taken on too much. How can I tell if I’m ready for this job?”

“There are a lot of questions you should ask yourself and your employer. What is the health status of this client group? Is there a RN on call or is an administrator my only resource? Is there an in-charge/team leader manual available? Is there a policy about decision-making or problem-solving that can support me as the LPN team leader? What is the chain of communication that I need to follow?”

**Note:** LPNs must self-assess their own level of competence to determine if this job is the right one for them. They need to assess the environment that they’ll be working in; the clients that they’ll be working with; and the staff that they’ll be overseeing. These are huge decisions you must ask yourself. As a new grad you are transitioning into a new role as an employee. Taking on the additional role as team leader/charge nurse without the direct support of a Registered Nurse on duty may be challenging within your first year as a Licensed Practical Nurse. The College perspective is that new grads refrain from taking on this additional role until you have at least one year’s experience.

The key questions are whether or not the job fits with the professional role of the LPN, and whether or not it is within an LPN’s scope of practise and individual range of competence.

If you have concerns about your role, please contact Jylene Simmons, Nursing Practice Consultant, CLPNNs.

The “You Asked Us” column is a regular feature in every newsletter. If you have a question that you would like to ask the CLPNNs and you think that your fellow LPNs would also be interested in learning the answer, please send it to [info@clpnns.ca](mailto:info@clpnns.ca).

We will answer all questions; however, due to space limitations we may not be able to publish every one.

### Canadian Institute for Health Information (CIHI) Number of nurses in Canada climbing slowly

October 23, 2007 – The number of regulated nurses employed in nursing in Canada grew by more than 15,000 in the four years between 2003 and 2006, reaching 325,299. This represents a growth of 5% in the number of nurses compared to a 3% growth in the Canadian population over the same time period, according to a new report released today by the **Canadian Institute for Health Information (CIHI)**. When broken down by nursing group, the latest numbers show that in 2006 there were 772 Registered Nurses (RNs) per 100,000 Canadians, 205 Licensed Practical Nurses (LPNs) and 51 Registered Psychiatric Nurses (RPNs). RPNs are educated and regulated only in the four Western provinces. The report, *Highlights from the Regulated Nursing Workforce in Canada, 2006*, offers a comprehensive look at the workforce trends of the largest group of regulated health care providers in the Country.

“Every year, for the past four years, we’ve seen a slow rise in the number of regulated nurses in Canada,” said Francine Anne Roy, Director of Health Resources Information at CIHI. “New information on where these nurses are across the country, who they are caring for and how long they plan to remain in the workforce can help

those in the system prepare for the changes anticipated in coming years, as the population ages and the health system evolves.”

#### **INCREASE IN NEW GRADUATES ENTERING THE WORKFORCE; AVERAGE AGE UP SLIGHTLY**

The latest information shows that in 2006, there were over 50,000 regulated nurses employed in nursing who had graduated from nursing school in the previous five years. This is an increase of 28% over the last four years. “While new grads are continuing to enter the profession, the average age of a regulated nurse is rising and is now close to 45,” says Geoff Ballinger, CIHI’s Manager of Health Resources Information. “The age of the workforce is important to monitor; these reports can be very useful to those in the system in terms of planning for future staffing needs, based on the resources available to them.”

In 2006, the average age of a nurse in Canada was 44.8, up slightly from 44.5 in 2003. Registered Psychiatric Nurses were a little older than their peers, at 47.2, and Licensed Practical Nurses were the youngest, at 44.1. The average age of a Registered Nurse in 2006 was 45.

*Happy Holidays*



# Professional Development

## SENIOR WATCH INC.

33 Hanover Street, Saint John, NB E2L 3G1

### Foot Care Management

April 21-25, 2008

October 20-24, 2008

April 20-24, 2009

Website: seniorwatch.com

Telephone #506 634-8906

## NSCC LUNENBURG CAMPUS

### LPN: Administration of Medications and Basic Principles of Pharmacology (Distance)

Starting March 19, 2008

### LPN: Leadership Skills

April 11 and April 18, 2008

### Physical Assessment of the Healthy Adult

Fridays from February 1 to March 7, 2008

For more information, contact Cecile Mansfield, Training Associate at 902 543-8261, e-mail [cecile.mansfield@nscc.ca](mailto:cecile.mansfield@nscc.ca).

## NSCC BURRIDGE CAMPUS

### LPN Leadership Skills – 12 hours

Tentative Dates: February 21 and 22, 2008

8:30 – 4:30 P.M. **Cost:** \$175.00

### LPN Re-Entry to Practice

Tentative start date April 12, 2008

8-9 month time frame to completion (including preceptorships)

**Cost:** \$1,550.00

(includes medication module)

### Phlebotomy

April 11-13, 2008 **Cost:** \$600.00

For further information contact Lisa Smith, Training Associate at 902 749-2407.

## NSCC METRO CAMPUS/ WATERFRONT CAMPUS + DISTANCE

### Immunizations for Nurses

**Orientation:** Saturday, January 26, 2008  
9:00 A.M. – 6:00 P.M. 60 hours

(44 hours of theory and labs-blended approach, 16 hours preceptorship)

**Lab:** Friday, February 29, 2008

1:00 P.M. – 8:00 P.M.

Saturday, March 1, 2008

9:00 A.M. – 6:00 P.M. **Cost:** \$550.00

### Phlebotomy - Distance

January 26 – April 19, 2008

**Orientation:** January 26, 2008

10 A.M. – 12 P.M.

**Practical workshops:** March 14 – 16, 2008

**Final Exam:** April 19, 2008

**Cost:** \$600.00 (course materials included)

**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.

March 8 – April 30, 2008

**Orientation:** March 8, 2008

10 A.M. - 12:00 P.M.

**Lab:** April 18, 2008 and April 19, 2008

Waterfront Campus

**Cost:** \$600.00 excluding cost of the textbook.

### LPN: Physical Assessment of the Healthy Adult

February 16 – March 22, 2008

9:00 A.M. – 5:00 P.M. on Saturday

Waterfront Campus

**Cost:** \$375.00 excluding cost of the textbooks.

**LPN: Re-entry to Practice: nine month distance course**

**Orientation:** April 12, 2008

**Cost:** \$1,550.00 excluding cost of textbooks.

For further information contact Rachel Kuipers, Training Coordinator at 902 491-3581.

## NSCC MARCONI CAMPUS DISTANCE

### Immunizations for Nurses

**Orientation:** Saturday, March 1, 2008

9:00 A.M. – 6:00 P.M.

60 hours (44 hours of theory and labs-blended approach, 16 hours preceptorship)

**Lab:** Saturday, April 5, 2008

9:00 A.M. – 6:00 P.M.

Sunday, April 6, 2008 9:00 A.M. – 6:00 P.M.

For further information contact Deborah Fraser, Training Associate at 902 563-3585.

## COMMENTS FOR THE COLLEGE

Please take this opportunity to provide your feedback on this newsletter or any of the College endeavours. Feel free to request topics of interest.

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On the College Role and Services

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Feel free to request information on any of the services currently being offered.



### 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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2000 Barrington Street  
Halifax, NS B3J 3K1  
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- 1 (800) 718-8517

E-mail [info@clpnns.ca](mailto:info@clpnns.ca)  
[www.clpnns.ca](http://www.clpnns.ca)

### 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.*