

## Message from the Executive Director/Registrar

### LAUNCH OF NEW CODE OF ETHICS & STANDARDS OF PRACTICE

CLPNNS adopts new Standards of Practice and Code of Ethics.

Halifax, Nova Scotia - October 2, 2013: On September 23, 2013 the Board of Directors of the College of Licensed Practical Nurses of Nova Scotia (CLPNNS) approved and adopted two new documents, Standards of Practice for LPNS in Canada, and Code of Ethics for LPNs in Canada. These will replace previous province versions of the Standards of Practice and Code of Ethics in place since 2011, effective immediately.

These documents are the result of a 2-year Inter-Jurisdictional Licensed Practical Nurse (LPN) project spearheaded by the Canadian Council for Practical Nurse Regulators (CCPNR). CCPNR is a federation of provincial and territorial members who are identified in legislation, responsible for the safety of the public through the regulation of LPNs. CCPNR recognized the need for shared LPN standards of practice, and code of ethics across member jurisdictions.

The Standards of Practice are authoritative statements that define the legal and professional expectations of LPN practice. The Code of Ethics describes the elements of quality LPN practice. These documents facilitate mobility through inter-jurisdictional mutual understanding and agreement of expectations and requirements for LPN practice. These documents also serve as a guide for curriculum development in practical nursing education and also for public and employer awareness of the practice expectations of the LPN.

A steering committee derived from representatives of all jurisdictions who license and/or regulate LPNs across Canada (with the exception of Quebec) guided and advised the project. These documents were validated by the LPN community and key stakeholder groups across Canada.

“This is a huge step forward for LPNs, a first opportunity at a (National) harmonized Standards of Practice and Code of Ethics. It speaks to the opportunity for future collaborative projects nationally on behalf of the LPN profession” states Ann Mann, RN MN, Executive Director/Registrar of CLPNNS.

Over the next few months CLPNNS will introduce these new documents to LPNs, practical nursing educators, and employers, and other key stakeholders via their website, and during practice consultations around the province.

#### Contact:

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Seasons  
Greetings on  
behalf of the  
Board & Staff of  
CLPNNS

### Moved? New Email? Changed Jobs?

Registration in 2014 will be online. A valid email address will be required. Update your profile on the Colleges website at [www.clpnns.ca](http://www.clpnns.ca), or call/ email the College. 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.

### "Going Green"

**We are going GREEN!**  
**Beginning in 2014**  
**(licensing year 2015)**  
**all licensing will be**  
**completed online.**

## FREQUENTLY ASKED QUESTIONS

Do I need to take a 'course' to be able to give immunizations?

It is important to understand that immunizations are more than a medication that requires the capacity to perform an injection. LPNs are required to have the necessary additional knowledge, skill and judgment (competency) to administer immunizations before engaging in this practice. Competency includes (among other things) understanding the necessary client assessment (to be performed before, during and after the immunization), knowledge of immunizations (when to, and not to administer), immunization schedule and the immune response, the capacity to teach clients about the immunization process, and the recognition and management of anaphylaxis. The administration of immunizations is a beyond entry level competency for LPNs. Competency may be achieved in two (2) ways:

1. Complete a post-graduate immunization program, such as the one offered at Nova Scotia Community College (NSCC), or;
2. Complete an employer-based learning module(s) with a clinical learning opportunity.

Community College post-graduate programs are fully transferable across all practice areas in Nova Scotia and jurisdictions across the country. Employer-based programs are employer and practice specific. They may not transfer to other employers or jurisdictions. Employers set the practice context with policies and in doing so may specifically require a post-graduate program, employer based program or both.

For more information about Immunizations, please see the Immunization Practice Guideline at <http://clpnnsca.whc.ca/practice-guidelines/> For more information about Beyond Entry Level Competencies, please see the Practice Support Document at <http://clpnnsca.whc.ca/practice-memos-updates/>

### For Internationally Educated Nurses (IENs) Waiting to Write the CPNRE....

IEN & Practical Nurse Licensure – Pathway to Success

CLPNNS and NSCC are pleased to offer a free 5-day prep course to help you understand the role of a LPN in Nova Scotia and assist you in preparing for the National Exam (CPNRE).

The next workshop dates are:

09 – 10 December 2013 (CLPNNS Office)  
16 – 17 December 2013 (CLPNNS Office)  
20 December 2013 (NSCC)

The next exam writing dates are:

08 January 2014  
21 May 2014  
10 September 2014

Funding to support this initiative is through the Labour Market Agreement, Nova Scotia Department of Immigration.

For particulars contact CLPNNS Registration Services at 902-423-8517 or 800-718-8517.

The College Reporter | Fall 2013

### Self-Reporting a Criminal Offense

Members are required to report "findings of guilt for an offence," which can include offences under the Criminal Code of Canada, as well as other offences. Not all findings result in a conviction. For example, if the member receives an absolute discharge or pardon, then there is a finding of guilt, but no conviction. A finding of guilt must be reported to the College. The fact that a conviction did not result from the finding may affect the College's assessment of the criminal conduct, but does not affect the obligation to report. For more information on self-reporting criminal findings contact CLPNNS Registration Services at [info@clpnns.ca](mailto:info@clpnns.ca)

## Early Bird Got the Worm

2014 Registration Fee Reimbursed

For those LPNs who registered prior to September 20th, one lucky winner had their 2014 registration fee reimbursed. The winner was Trena Smith, LPN District 1.

## Save the Date

### AGM & Professional Development Day

Awards Banquet  
May 22, 2014

AGM & LPN Education/Professional Development Day  
May 23, 2014

Tentative Agenda to date...  
Launch online LPN Leadership Course

## Board Meeting Update

A regular meeting of the Board took place on September 23, 2013.

The following updates were provided.

- The Nova Scotia Regulated Health Network is hiring a part-time Executive Director.
- NNAS has had an official launch with the expectation of IEN applications being processed through NNAS in August 2014.
- Board nominations are out (2014 - 2015).
- NSCC will undergo program approval in 2014.
- College Administrative and General Policies were approved.
- CLPNNS accepted the 2013 continuing competency report.
- CLPNNS will be launching an e-learning LPN Leadership Course.
- A new PN Program launched in Amherst in September 2013.

## CONSENT TO REVOCATE OF LPN LICENSE

Donnie Donovan  
Cape Breton, N.S.  
CLPNNS Reg. #9944

On June 27, 2013, the Professional Conduct Committee of the College of Licensed Practical Nurses of Nova Scotia (the College) met to review a request for consent to revoke as per Section 64 of the Regulations pursuant to the LPN Act 2006.

Mr. Donovan had been terminated from his employ following an allegation of physical abuse against a resident in the facility where he was employed.

The complaint had been investigated by the College and an interim suspension of his license to practice was issued in December, 2011.

The Complaint was further investigated by the Police resulting in a finding of guilty by the Nova Scotia Provincial Court of the Criminal Code Offense of Assault.

Mr. Donovan did not contest the allegation referred to the Professional Conduct Committee and agreed to accept the terms outlined in the Agreement, namely,

- That once his registration has been revoked, notification of the revocation of registration shall be given as provided for by Section 63 of the LPN Regulations; and
- That he may reapply for reinstatement of his license, no earlier than two years from the date of revocation to the Reinstatement Committee.

The Professional Conduct Committee recognized that a finding of assault against a patient is a very serious matter and, as such revocation of the member's license is in the public's best interest.

The Professional Conduct Committee voted unanimously to accept Mr. Donovan's request for Consent Revocation.

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## CONSENT REPRIMAND/CONDITIONS ON LICENSE

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Beth Cooper  
Halifax, N. S.  
CLPNNS Reg. #11022

On October 3, 2013, the Complaints Committee of the College of Licensed Practical Nurses of Nova Scotia, (the College) ordered that pursuant to Section 35 (3)(d) of the Licensed Practical Nurses Regulations and with Ms. Cooper's consent, she receive a reprimand for her actions in relation to professional practice.

The Committee reprimanded Ms. Cooper for:

- Failing to accept responsibility for her actions, and
- Failing to use effective therapeutic communication while providing care to her client; and being inappropriate in communications with colleagues.

The Committee also determined pursuant to Section 35 (3)(e) of the LPN Regulations and with Ms. Cooper's consent, to impose a restricted license until such time as she successfully completes required remedial education.

### Conditions and Restrictions

The following concerns regarding Ms. Cooper's practice were identified:

- Organization/prioritization – needs to demonstrate better time management;
- Documentation – needs to improve documentation and signage;
- Medication administration – needs to complete the medication administration course;
- Practice knowledge/safety concerns – failed to demonstrate knowledge of basic entry to practice competencies of the LPN and demonstrated an inability to recognize safety concerns in relation to patient care;
- Health assessment – failed to demonstrate a comprehensive health assessment in relation to patient care.

To address the above concerns, the Committee, with Ms. Cooper's consent, ordered the following:

1. Ms. Cooper will enter into and participate in a Learning Contract with the College where she must agree to successfully complete the following courses, at her cost, in accordance with the terms set out in the Learning Contract:
  - Alterations of Health of Adults (medical-surgical nursing)
  - Health Assessment of Adults
  - Nursing Skills II (complex or advanced nursing skills)
  - Clinical (Faculty Lead – acute care)
  - Clinical (Preceptor Lead – acute care)
  - Introduction of Pharmacology and Administration of Meds
  - Clinical (Preceptor Lead-acute care or community)
2. Ms. Cooper must provide the College with the names of current employers and any future employers throughout the duration of the Learning Contract. The College will notify these employers that Ms. Cooper is working under a "Restricted License with Conditions" and will advise these employers of the need for her to successfully complete remedial education.
3. In the event Ms. Cooper does not successfully complete the Learning Contract, her license will be immediately suspended.
4. If Ms. Cooper is successful in completing the requirements of the Learning Contract, the above restrictions will be lifted.

The Committee determined that Ms. Cooper failed to recognize her accountability and responsibility in relation to her attaining and maintaining the competencies expected of an LPN and as such determined that her actions/inactions constituted professional misconduct. However, as Ms. Cooper has now accepted full responsibility for her actions, the Committee determined that the reprimand and restricted license, with conditions is the appropriate outcome.

On October 10, 2013, Ms. Cooper consented to the reprimand and restricted license with conditions.

## Continuing Competency Program (CCP)

Registration Renewal for 2014 is complete. Each year, as part of Registration Renewal, every Licensed Practical Nurse is required to participate in the Continuing Competence Program (CCP) by completing a Learning Plan. Pull out your CCP documents now and prepare for verification, if selected.

1. Assess your professional nursing practice
  - Through self-reflection, assess your professional practice using the Licensed Practical Nurse Standards of Practice and Code of Ethics, CCP Self-Assessment Tool, and the Competency Profile as a guide.
2. Plan your learning
  - Choose a minimum of two learning objectives that you want to improve knowledge, develop skills, or enhance competence in 2014.
3. Implement your educational goals
  - Set a timeline for completing your Learning Plan for 2014.
  - Participate in continuous learning at every opportunity.
4. Evaluate your transfer of learning and change in nursing behaviour
  - Self-reflect on learning you have completed over 2013 and describe how it has made an impact on your nursing practice.

Need to see an example of a learning plan? Go to: <http://www.clpnns.ca/sites/default/files/Sample%20Learning%20Plan.pdf>

Need a new learning plan form? Go to: <http://www.clpnns.ca/sites/default/files/Learning%20Plan%202013.pdf>

5. Track and record learning throughout the year – It doesn't matter how!
  - Document your learning.
  - Complete a summary of your learning on a Record of Professional Activities.
  - Open a Word document file on your computer and define your learning.

Need Some Help?

Call a Practice Consultant at 1-800-718-8517.

## Mandatory Competencies (Health Assessment and Medication Administration) are in force!

### Health Assessment

- 118 nurses (3% of total members licensed) were issued an Active Practicing License with Conditions and Restrictions (APCR) because they had not met the mandatory Health Assessment competency (or had not submitted proof of same to the College).
- To date:
  - 61 (52%) have met the requirement
  - 28 (24%) are in progress to meet requirement by 01/31/14
  - 3 (2.5%) requested an APCR license with intention to meet Health Assessment or Medication Administration Competency.

The College has reached out to the remaining 27 nurses by email, letter and/or phone in an attempt to determine their intentions.

- 4 (3.3%) have indicated that they have met the requirement & will send proof.
- 7 (6%) are likely to let their license expire, and have indicated that they have not taken steps to meet competency.
- 16 (13.5%) have had no contact with the College and their intentions are unknown at this time.

### Continuing Competence Program (CCP)

- 24 nurses were issued an APCR license due to self-reporting of non-compliance with CCP requirements.
- 14 (59%) nurses have submitted documents to verify compliance.
- 10 nurses are outstanding.

\*Active Practicing Licenses with Conditions and Restrictions cannot be renewed unless the nurse submits verification of completion of necessary competency education or participation in CCP. Most APCR expire at midnight on January 31, 2014.

### Nurses Who Did Not Re-License

- Retired or Resigned: 105 of which 62 (60%) have Health Assessment and 103 (99%) have Medication Administration.
- Leave of Absence: 84 of which 79 (95%) have Health Assessment and 84 (100%) have Medication Administration.
- Outstanding (members who were active last year, but did not submit a renewal form this year): 168 of which 135 (81%) have Health Assessment and 167 (99.5%) have Medication Administration.

## Achieve a Balance Between Work and Home

If you come home at the end of the day too tired to pet the dog or make a decent dinner, this is for you. You can achieve a life balance between work and home, but you need to make time. Life is never going to get easier or less busy. So here's some advice from Richard Boyatzis, PhD and author of the book "Primal Leadership".

He says the best way to revitalize your life outside of work is to take a class. That way you give a structure to your free time and you're more likely to follow through. If you know your cooking class starts at 8:00 pm, and you've paid \$50 bucks to sign up for it, you're gonna make sure you're there. But you also need to approach your work life differently. There's a book called "Work to Live: The Guide To Getting a Life" and here are the four steps it recommends:

Leave at quitting time. Chronic overtime produces lousy work and burned out employees. You need to set boundaries. Studies show that people who work 50 hours a week accomplish no more than people who work 40 hours a week.

Don't accept extra projects. You can't do five jobs as well as you can do two. Set a point beyond which you don't go. If your boss really wants you to take on something new, let go of something old. Face it, your work will never be done in this downsized world. You need to set your own maximum capacity point.

Develop passions outside of work. This is where those cooking classes come in. And this last point is the more important: Don't define yourself by your job. Americans - more than any other culture - define themselves by the work they do. We think that free time with our families and friends is frivolous. That's why you feel guilty when you stop working. But you need to let go of the guilt! If you want to go further, pick up the book "Work To Live: The Guide To Getting A Life."

Source: *The John Tesh Radio Show*

## Top 5 "Germiest" Things

Ranked according to which were found to be most contaminated:

- #5 Movie theatre seats (which have more germs than public bathroom surfaces);
- #4 Gym equipment;
- #3 Park benches;
- #2 Bank countertops;
- #1 The rails and armrests on public buses.

But here's something you may not have realized. Your desk at work is loaded with germs! The typical desk harbours 400 times more germs than the average toilet seat! And a cold virus can survive for 72 hours on your computer keyboard, telephone, or the handle on the office microwave.

Source: *The John Tesh Radio Show*



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# Congratulations to the New & Renewed Board of Directors for 2014 - 2015

District I - Angie Chassé-Naugler, LPN

District II - Shirley Theriault, LPN

District VI - Cindy Yorke, LPN

## Thanks

A sincere thanks to Board of Director members Jim Laverie, District II, and Cora Lee Dawding, District VI for completing two terms on the Board. Many thanks for your expert knowledge and leadership.

## CLPNNS Awards of Excellence

Do you have a colleague who deserves recognition for their ongoing commitment to their patients, their practice, or to health care in general? CLPNNS annually recognizes LPN excellence. For more information go to <http://clpnns.ca/awards/>.

### CLPNNS Staff

Ann Mann - Executive Director/Registrar

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