



# The College Reporter

## Message from the Executive Director

May was all about celebrations; introduction of new LPN legislation at the House, the government proclamation for Nurses during Nursing Week, LPN Appreciation Dinners held around the province, culminating in the Awards of Excellence to well deserving LPNs Florence Mombourquette and Christine Verner at the AGM Annual Dinner. It was truly a month packed with recognition for practical nursing leaders around the province. Well done!

## Proclamation for Nurses' Week

Moved by Honourable Chris d'Entremont, Minister of Health, Mr. Speaker, I hereby give notice that on a future day I shall move the adoption of the following resolution:

**WHEREAS** this week, May 8<sup>th</sup> to 14<sup>th</sup>, is National Nursing Week a week for us to recognize nurses as key members of health care teams and the valuable role they play in the care of Nova Scotians; and

**WHEREAS** we are pleased to support nurses across the province through Nova Scotia Nursing Strategy which has been successful in recruiting and retaining nurses in Nova Scotia, and

**WHEREAS** RNs and 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 the health care system;

**THEREFORE BE IT RESOLVED THAT** all members of the House recognize May 8<sup>th</sup> to 14<sup>th</sup> as National Nursing Week and acknowledge our

nurses for the critical role they play in providing high-quality patient care to Nova Scotians.

## Congratulations to Award of Excellence Winners

At the AGM annual dinner, two nurse leaders were recognized for outstanding leadership and dedication to the LPN nursing profession. Included here are a few highlights regarding their nomination letters. (For a more in depth introduction to the two winners, please visit the website).

### LPNs: "Nurturing Leadership & Innovation"

Each year, the College of Licensed Practical Nurses of Nova Scotia (CLPNNS) recognizes Licensed Practical Nurses in Nova Scotia who have demonstrated outstanding work in their field.

This year marks the introduction of two new awards, the Award of Excellence in Clinical Practice and the Award of Excellence in Mentorship. Ann Mann, Executive Director/Registrar of CLPNNS states, "LPNs have increasingly taken on more roles and responsibilities in a clinical setting and provide leadership and innovation in their places of work."

At the College's annual dinner on May 24th, two individuals received this new award – Florence Mombourquette of L'Ardoise and Christine Verner of Bridgewater.

### Florence Mombourquette (Excellence in Clinical Practice)

"In recognition of her caring, dedication, and leadership within her profession and community, it gives me great pleasure



to nominate my former co-worker and friend," said Nancy Mombourquette, RN, in her letter of nomination.

Florence was the first nurse hired in the community clinic in L'Ardoise, which was established by a concerned group of community members who recruited Dr. W.B. Kingston to the area. "The title of nurse was very loose," said Nancy. "Florence was secretary, office manager, lab technician, maintenance worker and an on-call emergency responder."

As the small practice grew to 5,000 patient files, serving a 25-mile radius, Florence's duties grew as well. She established partnerships with other professionals at hospitals in Antigonish and Sydney. She collaborated with local ambulance attendants on their CPR training, and she became a CPR instructor herself, providing training to local groups in the area.

"She was often called at all hours of the night to respond to a motor vehicle accident or house calls as Dr. Kingston would stabilize the patient before transporting them to Sydney or Antigonish," said Nancy. "Often times, Florence would accompany the patient and return home later to restock the emergency equipment."

Over the years, Florence took on new tasks and new challenges, often ahead of the latest trends in health and nursing care.

"Florence was a great leader and demonstrated a high level of knowledge

in surgical procedures, lab specimen collection ... and we even did some chemotherapy treatments so the patient wouldn't have to travel," said Nancy. "Florence never overstepped her training, physician direction, and current best practices for her profession. She always tried to improve her knowledge."

This included taking a medication course, while she was working full-time and raising three young sons. Florence also drew on her family experience with juvenile diabetes, becoming a great resource to families who were living with the disease.

Florence was also an advocate for health promotion and prevention before it was in vogue. She developed a system for recalls at the clinic, where staff would call patients to remind them that they needed a visit for a Pap test or repeat x-ray. The results for the clinic and the patients were clear: a high level of patient satisfaction and one of the highest rates of Pap screening in the province.

"Florence taught me many things," said Nancy. "The best one was how to screen patients in order to get a clear and honest account of the problem." This involved a holistic approach, asking about a patient's lifestyle and the determinants of health.

Florence has been a major supporter of young people in health professions, employing student nurses and providing leadership. She was also very active in the community's efforts on physician recruitment.

You'd think that after 35 years in the profession, she'd be ready to embark on a well-deserved retirement. Not Florence. In 2003, she began a new chapter in her career, working for Homecare Nova Scotia and is continuing her commitment to the Diabetic Association and various local causes.

"There was no monetary value that can be put on the hundreds of hours Florence put in over the years," said Nancy. "She donated all that time to her community."

### **Christine Verner (Excellence in Mentorship)**



Christine Verner came to the nursing profession as a mature LPN, working on the inpatient surgical unit at the South Shore Regional Hospital in Bridgewater.

"Chrissy has professional and leadership qualities that other LPN staff on her unit have commented on," said Cynthia Russell, RN and Manager of Surgical Services at South Shore Regional. "Her knowledge in surgical pre and post-operative care is well known to staff and physicians alike. She is willing to share her knowledge with everyone."

One group who has benefited from her wealth of experience is those just starting their career in the profession. "Chrissy has been a leader for the newer nurses," said Cynthia. "She has mentored the LPN students from our Community College in a supportive and confident manner."

Chrissy's work has seen tangible results for the hospital and its patients. As a preceptor (or instructor) of students, Chrissy's knowledge of the surgical unit has translated to the hiring of 10 new casual LPNs in the last year. The hidden benefit of Chrissy's leadership was that these new recruits, who came directly from school, needed little or no direction in making the transition from student to staff. This not only helped the new LPNs themselves, but all other members of the surgical staff as well.

Another major milestone for Chrissy was her work on the task force on MRSA, a strain of *Staphylococcus aureus* which is resistant to methicillin and other antibiotics. Chrissy's role on the task force was to assist other staff in teaching new and more experienced staff members the proper techniques to combat MRSA. She also developed the unit's protocol for MRSA treatment in a multi-disciplinary committee and taught the entire staff the how, what and where of this treatment.

Clearly, Chrissy is innovative and progressive in her work. But Cynthia cites her patience, experience and positive attitude as the icing on the cake. "She arrives at work with a smile for all," she said. "Family, patients and other disciplines respond well to her friendly manner and are the real beneficiaries of her commitment to excellence."

It's clear that the LPN profession has changed with the times and demands of the population and the health system overall. "Truly, they are nurturing much more than patients," said Ann Mann, Executive Director/Registrar (CLPNS). "They are nurturing innovation, providing

leadership, and helping the future growth of the profession for the good of all Nova Scotians."

### **LPN Profile**

#### **The Many Hats of Pam Brown, LPN**



Over the course of her career, Pam Brown has been a horse trainer and a veterinary assistant. She also holds a Bachelor of Arts from Acadia University. But for the past 14 years, it is the career of licensed practical nurse (LPN) that has captured her passion.

"Nursing runs in my family," she says. "Mom was a director of nursing and my sister is an RN." When Pam's mother became ill with cancer, Pam helped look after her. After her mother died, Pam decided to pursue her LPN designation. "I thought, 'I can do this.'"

In 1992, Pam graduated from the Nova Scotia Community College's Akerley Campus and went to work at Musquodoboit Valley Memorial Hospital (MVMH). She's been there ever since. She enjoys working in a rural hospital, as it offers opportunities to care for patients with a variety of needs, including emergency and palliative care. "We all wear many hats here," she says. "It's very much holistic nursing, and while it's busy, it can be very rewarding."

If the day-to-day demands of nursing didn't keep her busy enough, Pam has been actively involved in the Changing the Way We Work initiative implemented by the District Nursing Advisory Council. Changing the Way We Work is a participative process to optimize scope of practice of professionals and foster a collaborative patient-centred approach to care. To this end, all 10 LPNs at MVMH are certified in conducting EKGs, and in Pharmacology, enabling them to dispense medications within their scope of practice. Having LPNs certified to

carry out these procedures frees up RNs at MVMH to work on enhancing their own practice.

Pam is co-chair of MVMH's Professional Nursing Council, a forum for nurses of all backgrounds to discuss professional issues; and she sits on the complaints committee of the College of Licensed Practical Nurses. In addition, she recently represented LPNs on a committee struck by the College of Registered Nurses of Nova Scotia to develop a strategy paper on "The Retention and Recruitment of Late-career Nurses in Nova Scotia." The findings for the paper were based on focus groups and interview with nurses across the province who are 45 years of age and older.

After 14 years as an LPN, Pam still enjoys the work. She feels privileged to contribute to the quality of patient care at MVMH, and is happy to be part of a team that provides diverse health services to the community it serves.

### **Good Luck & Congratulations**

To recent graduates of the Lunenburg Campus, Bridgewater, who wrote their National CPNRE Exam on May 17, 2006.

### **Highlights of Board Meeting (May 24, 2006)**

- Agnes MacDonald, LPN Chaired the meeting
- Updates were provided re the new legislation
- New 4 semester, diploma program
- The continuing competency profile
- Retired LPNs who would like to receive a copy of the newsletter can contact Linda (to have their names placed on the mailing list)
- Update re the winners of the Awards of Excellence

### **Highlights of 4th CLPNS Annual General Meeting (May 25, 2006)**

- Adoption of Audit Report for 2006
- Review of provincial and national College initiatives
- Review of registration data
- Approval of Resolution to increase fees to \$200.00 in 2007;

and \$235.00 in 2008

- A report from practical nursing students from Burrige Campus, Yarmouth re their visit to Odessa, Ukraine (see below)

### **Yarmouth Practical Nursing Instructor and Students on Building Bridges in the Ukraine**

Carol O'Connell, a Practical Nursing faculty member at NSCC, Burrige Campus had the opportunity to participate in missionary work in Odessa, Ukraine in 2003. While in Odessa, Carol toured hospitals and learned about the needs of children and families served by Odessa's health care system.

This experience inspired Carol to create a similar learning opportunity for current NSCC nursing students and recent NSCC nursing graduates. This April, Carol's dream to return to Odessa came true. Carol and 10 nursing students and nurses, left for Ukraine as a 'Nurses Building Bridges' team to offer community nursing and humanitarian aid to orphans and street children from April 11 to 21.

The experience of reaching out to an international community of need will provide a practicum enabling NSCC students to apply their academic knowledge, skills, and critical thinking abilities necessary to excel in the field of nursing. "Although it will be a trip of a lifetime for some team members, it is evident that their hearts were set on helping those less fortunate," says Carol. "They wanted to be able to share new ideas and to experience a culture and a world very different from what they are used to."

During their trip, Carol and the students worked with an orphanage and drop-in center for homeless children in Odessa. The volunteer team's work included meeting and caring for the children, and in the process serving as loving, trustworthy role models. Specifically, the team assessed the children through games, crafts and interactions, and they also taught the children about healthy practices and choices. The team also had the opportunity to tour an Odessa hospital and observe nursing students in practice.

One of the team members first-year Practical Nursing student, Meghan Hatfield states, "This trip will offer

me the opportunity to see for my own eyes the poverty, hunger, abuse, and loneliness these kids live with every day. It will be for all of us, a very difficult thing to experience. There will be many memories that will follow us throughout our lives and our careers as nurses. But we are there for a reason - to bring some happiness to these kids' lives."

### **New Nursing Legislation Introduced**

Patients will benefit from streamlined and updated legislation that governs the nursing profession.

A new Registered Nurses Act and Licensed Practical Nurses Act was introduced today, May 8, by Health Minister Chris d'Entremont. The new acts will better define the scope of practice and how nurses work with other health professionals.

The Licensed Practical Nurses Act clarifies the definition of their scope of practice and will allow them to work more independently with their patients.

"The government is pleased to support nurses and their colleges. These updated acts will make it easier for nurses to perform their jobs while providing safe, competent and ethical care," Mr. d'Entremont said today on the launch of National Nursing Week (May 8-14). "The Department of Health is able to introduce updated legislation because of the collaborative effort and hard work of both the regulatory bodies and nurses of Nova Scotia." For the full introduction visit the website.

### **Continuing Competency Profile**

The continuing competency profile is continuing to take shape. The nursing faculty of NSCC had the initial opportunity to review the document in late April. A second meeting will be held in early Fall to validate entry level competencies. The Ad hoc committee will review following validation by nursing faculty. A presentation on the profile was held at the provincial nursing network (PNN) meeting in May and an update was provided at the AGM meeting.

### **LPN Appreciation Dinners**

Congratulations to all of the regions for hosting LPN appreciation

dinner during Nursing Week. The feedback has been outstanding and attendance ranged from 20 to 45 LPNs and special guests at each region.

## LPN Award Nominees

Congratulations and sincere thanks to the many nominees for the first LPN Awards of Excellence. The regional and provincial committees had a very difficult time in selecting a winner from so many qualified candidates. Included here are the nominees from each region. (The \* asterisk denotes the candidates selected from the region to go forward for the provincial award).

### Region 1

Gisele LeBlanc, Kelli Crouse, Dianne Frittenburg, Francine Landry, Julie Goodwin, Heidi (Belliveau) D'Entremont, Cassandra Cann, Sherry Mullen, \*Christine Varner and \*Anna E. Chisholm

### Region 3

Yvonne Banfield, Cheryl Palmer, Helen Warr, Lynn Ferguson, Anne Smith, \*Judi Clayton and \*Linda Sibley

### Region 4

Donalda Richards, Estelle Roy-Overmars, Heather Briggs, Brandy Canning, Marla Fitt, \*Donna Sarson and \*Vivian Starkey

### Region 5

Mary Lynne MacIntyre, Doreen Stoodley, Jeanette Ellis, Nanette Clarke, \*Florence Mombourquette and \*Evelyn Boudreau

Note: There were no nominees from Region 2

## Workshops

### Positive Personal Power (2)

October 18, 2006, Halifax, N. S.

### Infection Prevention/Pandemic Influenza

November 8, 2006, Sydney, N. S.

## Professional Development

### Marconi Campus

#### LPN: Administration of Medications & Basic Principles of Pharmacology

– 112 hours

Starts October 16, 2006 end date to be announced later, Tuition \$850.00 excluding purchase of textbook(s)

#### Physical Assessment of the Healthy Adult – 36 hours

October 7 – October 22, 2006 (Saturdays), Tuition \$375.00 excluding purchase of textbook

#### Fall Assessment LPNs & RNs

November 21, 2006 (Tuesday) 2 hours, Tuition \$75.00. Further information contact Deborah Fraser, 902 563-3585.

### Akerley Campus

#### Physical Assessment of the Healthy Adult – 36 hours

October 14 – November 18, 2006 8:30 – 5:00 P.M. (Saturdays) Tuition \$375.00 excluding purchase of textbook

#### LPN: Administration of Medications & Basic Principles of Pharmacology

– 72 hour Refresher.

September 16 – October 21, 2006 8:30 – 5:00 P.M. (Saturdays) Tuition \$600.00 excluding cost of one textbook

**LPN: Re-entry to Practice:** nine month distance course includes the Meds Refresher Course (now includes the Physical Assessment module), Orientation Day is October 14, 2006. Tuition \$1550.00 excluding purchase of three textbooks

**LPN: Re-entry to Practice:** eight month distance course excludes the Meds Refresher Course (now includes the Physical Assessment module), Orientation Day is October 14, 2006. Tuition \$1300.00 excluding purchase of two textbooks

### Phlebotomy (Distance)

September 16 – December 16, 2006 Orientation from 10:00 – 12 noon at IT Campus, Leeds Street, Practical Workshops: Call for Dates, Tuition \$600.00 course materials included. Further information contact Rachel Kuipers, 902 491-3581.

### Burrigle Campus

#### LPN: Administration of Medications & Basic Principles of Pharmacology

– 112 hours

Starts in October, 2006 dates to be announced later, Tuition \$850.00 excluding purchase of textbook(s)

### Phlebotomy (Distance)

December 1, 2, 3, 2006 (3 days) Tuition \$600.00 course materials included. Further information contact Lisa Smith, 902 749-2407.

## Comments for the College

Please take this opportunity to provide your feedback and/or suggestions for improvement or what you would like to hear from the College or see on the website.

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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.*