



The College Reporter

Summer 2009 Volume 11

Message from the Executive Director

Great News! We have proclamation of our Act and Regulations, effective 4 May 2009. Official copies are available on the website www.clpnnns.ca, however, copies will be available upon request later this summer. The new legislation “provides LPNs with a modern, current piece of legislation that better supports the model of care initiative in Nova Scotia.” Highlights include an updated scope of practice, a change to Board composition, and the establishment of a mandatory continuing competency program that will focus on the maintenance and enhancement of LPN competence throughout their careers.

In order for us to continue to function and define leadership and excellence in practice, we need you, the member! Thank you to all those who have volunteered their services to date, to the dedicated Board members and their commitment to defining leadership and to those waiting in the wings to become involved both in the work of the College and your profession. We want to hear from you!

“Our future is as good as you (the member) want it to be.”

We need your input to tell us if we are on the right track or just on a track going nowhere.

Reminder: NurseONE

CLPNNNS was one of the first LPN jurisdictions to trial NurseONE with our membership. NurseONE is a personalized interactive web-based resource providing nurses in Canada with access to current and reliable information to support their nursing practice, manage their careers, and connect with colleagues and health-care experts. NurseONE will be a tremendous asset with continuing competency.

NurseONE was created by the Canadian Nurses Association to support nurses in all practice settings within the diverse communities across Canada. CLPNNNS completed two years of a three-year

contract in June 2008. CLPNNNS currently pays the registration fee for NurseONE out of the Registration fees.

If one wanted to access NurseONE without the benefit of registration, the current cost would be \$75.00 per member. The number of LPNs currently registered on NurseONE is extremely low. Next year will be a pivotal year and a decision will be made as to continue with membership, on your behalf. If the numbers remain low, as in less than 35% of the total membership, the contract will not be renewed.

To register go to www.nurseone.ca.

Registration and Renewal

It will soon be that time again to renew for 2010. Renewal forms will be sent out in late August. Renewal will run until October 31, 2009. Registration fee(s) for 2010 will be \$255.00. A late fee of \$25.00 will occur for late registrations after 1 November 2009 and a \$50.00 reinstatement fee after 1 January 2010.

Reminder: With new legislation, CLPNNNS will also impose a fine in addition to the registration and late fee for any shifts worked while not licensed.

Register early and have your name entered into an early bird draw to have your license fee reimbursed. Only those registered by September 25, 2009 are eligible.

You Asked Us???

Question from our Members:

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We have heard that in some district health authorities, LPNs with many years of service are being replaced with patient support workers or aides. Is this to be expected in all districts and is it related to the Model of Care Initiative?

Answer:

Through the Model of Care Initiative in Nova Scotia, a collaborative care model is being implemented in all health districts and the IWK, starting first in 14 acute care inpatient units. The collaborative care model is a team-based approach whereby interprofessional care teams, whose members are each working at their full scope of practice, respond to the needs of the patient population – after an evidence-based understanding of those needs. Consistent with the recommendations outlined in Phase II of Nova Scotia’s Nursing Strategy, the collaborative care model optimizes the roles of RNs and LPNs.

The model of care also strengthens the roles of allied health professionals and support service staff and includes, where appropriate, an assistive personnel role. As part of optimizing the roles of LPNs, a renewed emphasis will be placed on LPNs providing nursing services within their legislative scope of practice. Activities sometimes under-taken outside the scope of LPNs will be transferred to more appropriate team member(s).

The intent is not to replace LPNs with assistive personnel. The scope of practice for LPNs requires preparation beyond the assistive personnel level of education. The two roles are not interchangeable in the new model of care. Further, to work at their full scope of practice, some LPNs may need to acquire or upgrade their skills in some capacity, including medication administration.

Professional Conduct Decisions

8 January 2009
REPRIMAND WITH CONSENT
GLADYS CLARKE, LPN
BRIDGEWATER, NS
CLPNNS REG # 10374

On January 8, 2009, the Complaints Committee of the College of Licensed Practical Nurses of Nova Scotia (the College) ordered that, with the consent of Ms. Clarke, she receive a Reprimand.

The decision was made pursuant to Section 24(c) (v) of the Licensed Practical Nurses Regulations. The Complaints Committee found that Ms. Clarke did not adhere to the Standards of Practice set forth by the College. Specifically, Ms. Clarke did not take accountability for identifying when education or clinical experience was beyond her ability, did not engage in self-assessment of her professional practice and competence in order to identify needs for continuing competence, and did not assume responsibility for maintaining competency and clinical judgment from a leadership standpoint.

Ms. Clarke had no prior disciplinary history with the College during her 5 years as a LPN. Ms. Clarke has accepted accountability and the Reprimand and has agreed to seek additional education by successfully completing the Re-Entry program offered at NSCC within two years of this decision.

9 January 2009
REPRIMAND, SUSPENSION
CATHERINE KEIZER HARNISH
HRM, NS
CLPNNS REG # 7486

On January 9, 2009, 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 Catherine Keizer Harnish, and recommended by the Complaints Committee of the College.

The Settlement Agreement was advanced pursuant to Section 25 of the Licensed Practical Nurses Regulations. In the Settlement Agreement Ms. Keizer-Harnish admitted that at various times between February 8, 2007 and March 30, 2008 she falsified payroll sheets for financial gain while employed as a LPN. She admitted these actions constituted professional misconduct.

Ms. Keizer-Harnish had no prior disciplinary history with the College during her 21 years as a LPN. She expressed remorse for her actions, which were borne out of difficult financial circumstances, and is in the process of making restitution to her employer.

The Discipline Committee reviewed the above admissions and ordered that Ms. Keizer-Harnish be reprimanded and that her license to practice be suspended for a period of six (6) months commencing on a date to be agreed upon with the College.

The Settlement Agreement provides that upon inquiry from any licensing body in any other jurisdiction, the College shall provide a copy of the full Settlement Agreement to the other jurisdiction in response to questions concerning Ms. Keizer-Harnish’ licensing status.

9 January 2009
REVOCATION
ELIZABETH BALL
KINGS COUNTY, NS
CLPNNS REG # 5069

On January 9, 2009, 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 Elizabeth Ball, and recommended by the Complaints Committee of the College.

The Settlement Agreement was advanced pursuant to Section 25 of the Licensed Practical Nurses Regulations. In the Settlement Agreement Ms. Ball admitted to the following allegations and admitted they constituted professional misconduct:

- (a) Between April 1992 and 2001, Elizabeth Ball displayed unacceptable behavior when dealing with clients;
- (b) Between April 1993 and 2001, Elizabeth Ball engaged in inappropriate behavior and communication with both clients and staff;
- (c) In or about May, 2006, Elizabeth Ball used excessive force and aggression when dealing with clients;
- (d) In or about April, 2008, Elizabeth Ball used inappropriate tone and aggressive force when dealing with a client; and
- (e) In or about April, 2008, Elizabeth Ball used excessive force when a client refused her medications, and used inappropriate communication when referring to this client.

Ms. Ball was previously found guilty of allegations of resident abuse by the Board of Registration of Nursing Assistants (the predecessor to the College) in 1983 and her license to practice nursing was suspended for a period of one year and her employment terminated. Ms Ball grieved the termination of her employment, and pursuant to a decision of an Arbitration Panel, her employment was reinstated on a probationary basis. Following return to practice in 1985 and after the expiration of her probationary period, her employer imposed various disciplinary measures in an attempt to deal with subsequent findings of inappropriate actions and communications with residents and staff. The employer attempted to deal with these matters internally between 1985 and 2008 and did not report them to the College. In or about April, 2008, following an incident where she was found to have used excessive force with a resident, Ms. Ball's employment was terminated. The matter of her termination was referred to the College, at which time the College investigated and referred the above allegations to the Discipline Committee.

The residents under Ms. Ball's care had varying degrees of intellectual and physical abilities, and some had chronic mental illnesses.

The Discipline Committee reviewed the admissions of Ms. Ball and her disciplinary history with the College and her employer. Given the severity and number of incidents, and the failure of Ms. Ball to rectify her behavior despite repeated opportunities to do so, the Committee concluded that her license to practice nursing shall be revoked.

24 February 2009
REPRIMAND
KERAN MALCOLM
HRM, NS
CLPNS REG # 7846

On February 24, 2009, the Complaints Committee of the College of Licensed Practical Nurses of Nova Scotia (the College) issued a reprimand, with the consent of Ms. Malcolm, for professional misconduct. On March 6, 2009, Ms. Malcolm consented to the reprimand.

The Complaints Committee set out the following reasons for the reprimand:

Information provided to the Complaints Committee confirmed a breach by Ms. Malcolm to the Standards of Practice (2005), specifically Standard 1, and the Code of Ethics, specifically Value 5: Integrity.

Standard 1: Regulation and Professional Accountability states that LPNs are accountable for their own practice and actions. LPNs are accountable:

- to their Standards and Code of Ethics established by the College
- to their clients, regulatory body and employers
- for adhering to agency policies and procedures

The Complaints Committee determined that Ms. Malcolm did not take accountability for her actions and acknowledge a breach of a professional client relationship even when provided with numerous opportunities to come forward prior to the Complaints Committee meeting.

Code of Ethics, Value 5: Integrity states that LPNs fulfill their responsibilities with honesty and integrity.

The Complaints Committee determined that Ms. Malcolm did not act in an honest manner when she failed to acknowledge a personal relationship with a former client until evidence was presented confirming the relationship. In that, Ms. Malcolm also did not recognize and accept that professional boundaries serve to preserve the integrity of a nurse-client relationship.

The Complaints Committee also confirmed that Ms. Malcolm did not utilize a self-directed approach to exercising discretionary judgment in maintaining professional boundaries as per the College's Position Statement surrounding the Therapeutic Nurse-Client Relationship.

24 February 2009
REPRIMAND
GAIL MORRISON
GRANVILLE FERRY, NS
CLPNS REG # 4999

On February 24, 2009, the Complaints Committee of the College of Licensed

Practical Nurses of Nova Scotia (the College) issued a reprimand, with the consent of Ms. Morrison, for professional misconduct. On March 6, 2009, Ms. Morrison consented to the reprimand.

The Complaints Committee set out the following reasons for the reprimand:

Information provided to the Complaints Committee confirmed a breach by Ms. Gail Morrison to the Standards of Practice (2005), specifically Standards 1 & 4.

Standard 1: Regulation and Professional Accountability states that LPNs are accountable for their own practice and actions.

- LPNs are accountable for adhering to agency policies and procedures.

The Complaints Committee determined that Ms. Morrison did not take accountability for her actions and Ms. Morrison repeatedly did not adhere to agency policies and procedures.

The Complaints Committee determined that Ms. Morrison also did not adhere to agencies policy and procedure around Collaborative Practice in that she did not seek support or guidance in the follow through following the removal of sutures.

Standard IV: Safety

- LPNs will maintain privacy, confidentiality and security of client, staff and organizational data.

The Complaints Committee was provided with information that supported allegations that Ms. Morrison did not maintain privacy and confidentiality when she allowed the family member of a patient to access the facility's computer system, and when she repeatedly accessed personal information on the provincial Health Information System.

In addition to the finding of a reprimand, the Complaints Committee requires Ms. Morrison to provide any new employer with a copy of this decision for the next three years. Also, upon inquiry from any licensing body in any other jurisdiction, the College shall provide a copy of the full decision to the other jurisdiction in response to questions concerning Ms. Morrison's licensing status.

Highlights from the Board Meeting

27 May 2009

A regularly scheduled meeting of the Board took place on May 27, 2009. Included here are some of the highlights/decisions:

- updates on the new LPN Act & Regulations;
- approval of the College By-Laws, Professional Conduct Policies, Registration Policies, and Continuing Competency Policies;
- approval of Terms of Reference for the Education and Fitness to Practice Committees;
- approval of Program Review Standards;
- approval of 5-year approval status for NSCC Waterfront Campus;
- approval of 2011 Registration fee set at \$280.00;
- approval to extend 2009-2011 Strategic Plan over three years.

The next Board meeting and Education Day will be held in September.

And the Nominees Were...

LPN Award of Excellence in Clinical Practice Nominees

Region I No Nominees	Region II Heather Lutz
Region III Tracey Fiske	Region IV No Nominees
Region V Charlene Byrne Joanne Gillis	Deborah Doyle Deborah Daix

LPN Award of Excellence for Preceptorship

Region I No Nominees	Region II No Nominees
Region III Wanda Bullerwell	Region IV No Nominees
Region V Catherine McPherson	

LPN Lifetime Achievement Award

Region I No Nominees	Region II No Nominees
Region III Donna Martin Colleen Boutillier	Region IV Agnes MacDonald
Region V No Nominees	

And the Winners are....

LPN Award of Excellence in Clinical Practice

Region V
Charlene Byrne
(Photo not available)

Charlene Byrne, LPN, graduated from the CBRVS in 1983 and is currently employed at the Northside Community Guest Home, North Sydney. The LPN Award of Excellence recognizes an LPN for “their outstanding ability to provide care to the public of Nova Scotia. This award recognizes LPN contributions to the role and profession of practical nursing.” In their letter of nomination, the nominators M.J. Donovan and N. Lee spoke of Charlene’s compassion to the residents in her care, her provision of excellent nursing care; her commitment, no matter how busy, to sit with the residents to provide comfort and interact with them to ensure they are receiving appropriate care. It was cited that “Charlene does not hesitate to go above and beyond her call of duty.” “Charlene demonstrates leadership in her role as team leader and is always in control. She demonstrates

collaboration and partnership through her open-minded approach to suggestions and her commitment to advancing the role of LPNs through continuing education.”

CLPNNS would like to congratulate Charlene as the 2009 Award of Excellence recipient.

LPN Award of Excellence in Preceptorship

Region V
Catherine McPherson
(Photo not available)

Catherine MacPherson, LPN, graduated from New Waterford Consolidated Hospital School of Nursing in 1975 and is currently employed at the New Waterford Hospital. Catherine completed a Certificate of Primary Health Care Collaboration from Dalhousie University in 2006 and was a member of the Continuing Care and Specialized Geriatrics Accreditation Team for 2008.

This award recognizes an LPN for their exemplary ability to provide guidance and support to colleagues and students. This

award recognizes those individual LPNs who have contributed to the teaching and education of colleagues and students within the health care system.

In her letter of nomination, the nominator (M. Turner, RN, Head Nurse) speaks “of Catherine’s willingness to share her time and knowledge in the preceptor role.” “Cathy demonstrates outstanding clinical competence and can always be counted on to fill the role of preceptor.” “Cathy is always willing to assist new learners and fellow colleagues.”

Several of her colleagues commented that she is informative and very knowledgeable. “Cathy demonstrates a professional approach to Preceptorship by maintaining the professional values of her profession, such as accountability, dignity, respect, and integrity.” Cathy is asked to be a preceptor because “she models professionalism and excellence.” Cathy “has more than thirty years of experience, however, approaches each day as a new learning experience.” Cathy is well respected by her colleagues, and CLPNNS congratulates Cathy on the 2009 Award recipient for Excellence in Preceptorship. Well done!

LPN Life Time Achievement Award

(Equally Shared)

Region III - Donna Martin

Region IV - Agnes MacDonald



The Lifetime Achievement Award recognizes a licensed practical nurse(s) for their significant contribution to their profession. The award acknowledges that the LPN has demonstrated a lasting impact and legacy in their nursing profession. CLPNNS is pleased to acknowledge two (2) such nurses: Donna Martin, LPN and Agnes MacDonald, LPN.

Donna Martin, LPN, is currently employed at the QEII Veteran's Memorial Building. Donna was nominated by R. Raoul, LPN, and in her letter of nomination, Donna is cited for her "exemplary contribution to the LPN profession for the past thirty years," a true role model for her co-workers, "volunteering to practice healing touch for cancer patients to improve their quality of life." She "continues to mentor new students and be a support for her colleagues, she demonstrates excellent nursing judgment, and has a professional rapport with her clients, their families and her colleagues." Further comments include "her ability to lead through advocacy; leading by example and her inspiration to others to further their skills and continue their career paths."

Agnes MacDonald, LPN, graduated from DRVS in 1975 and is currently employed at the Aberdeen Hospital in New Glasgow. In her nomination, D. Cole, LPN, states that "Agnes has demonstrated an exemplary contribution to the LPN profession with her professional attitude and commitment to the profession of practical nursing." Agnes had served as President of the LPN Association for many years, and in 2004 became the first LPN Chair of the College of Licensed Practical Nurses of Nova Scotia.

"Agnes is a role model and mentor to her colleagues and students. She is always respectful and always open-minded and approachable. She exemplifies the commitment to excellence, respect, honesty, and sincerity." "She is loved by all." Agnes is most known for her positive attitude and her passion for practical nursing. Well done Agnes and Donna, and congratulations on behalf of CLPNNS.

Congratulations are in order:

- Donna Denny, Nursing Policy Advisory for the Dept. of Health, who will become the new Executive Director for CRNNS effective August, 2009. CLPNNS welcomes the continued opportunity to work with Donna in her new role.
- Graduates from NSCC Marconi (Sydney) and Waterfront (Dartmouth) on their graduation(s) in May. A total of 90 new potential LPNs wrote their CPNRE (National Exam) on May 20th. Good Luck.
- Linda Hamilton on her retirement as Executive Director from CRNNS in September.

Nominations for Board of Directors 2010-2012

Nomination forms for eligible LPNs to run for the Board of CLPNNS will be mailed out in late August 2009. Nominations will include Electoral Districts I and II (Queens, Lunenburg, Shelburne and Yarmouth), and Hants (East & West, Kings, Annapolis and Digby counties). New for 2010 is Electoral District VI, which comprises the counties of Colchester and Cumberland. Nominations will be due at the College by 4:00 p.m., October 9th. The procedure for Board elections will be found in the new LPN Bylaws, which will be available on the website, and upon request.

Health Assessment to Become a Mandatory Upgrade

With proclamation of the new Act comes mandatory continuing competence and validation. One component of the program is a mandatory upgrade in the Health Assessment program for all LPNs graduating in 1999 and earlier. LPNs who have graduated since 2000, will have had the approved course.

Those LPNs who completed a post basic program since 2000, will need to ensure that CLPNNS has a copy of the course certificate. Here are a few reminders:

The approved course is through NSCC and is a 35-40 hour course which includes theory, lab and clinical component. This course gives the LPN both provincial and national recognition for licensing.

For those LPNs taking the course through their employer, and where the program is not affiliated with NSCC, the program is recognized by that

employer only, and additional components may be required if the LPN decides to move provincially or nationally. For this program, if the LPN seeks to have CLPNNS approve the program of study, the LPN will need to provide a copy of the transcript of study (what was covered); the length of the program; and the certificate obtained. Following which, notification will be provided regarding equivalency.

Reminder: Those who do not have the required program completed prior to 31 October 2013, will be issued a "conditional license" for a period of three (3) months to obtain the required upgrade. See Section 16 of the LPN Regulations.

National Nurses Week (May 11-15, 2009)

CLPNNS congratulates all Nurses in Nova Scotia and in Canada on the exemplary service provided to members of the general public. A number of stories featuring the great work of LPNs throughout the province were featured prominently. Some of the stories included one that featured an LPN of 36 years, Glenna Barry, from Truro area (as published in the Truro Daily News, May 16, 2009), talking about the "LPN profession as rewarding and that her satisfaction comes from helping others." Glenna works for VON and states that "nursing is a job that you have to love, in order to make it your career." Well said, Glenna, on behalf of CLPNNS.

Another feature involved LPNs at Glen Haven Manor (New Glasgow), receiving a "surprise" during nurses week from their local NSNU Chapter. Each of the LPNs on staff (all 27) regular and casual received a copy of the LPN competency profile. Well done!



Pictured here is a photo of LPNs reviewing their new Competency Profiles.

LPNs at GHM a LTC facility in New Glasgow, received a surprise for National Nurses Week from their local NSNU. All 27 LPNs' on staff, FT, PT and casual inclusive, were presented with their Competency Profile books. With the CLPNNS' mandatory program shifting gears in 2009 the local union thought it important that all their LPNs have their books to start previewing and assessing their competency for their specific area. (Shown above Reta Tower LPN and Theresa Dewar LPN/Grad rep for the local NSNU. Picture taken by Loretta-Lynn Battist LPN, VP local NSNU).

Highlights of the 2009 Awards Night Banquet and Annual General Meeting

Congratulations to all for another excellent and informative Awards Banquet, Education Day, and Annual General Meeting. Donna Denny, Nursing Policy Advisor brought greetings on behalf of the Department of Health. Albert MacIntyre, Deputy Registrar, with the College, emceed, and to all accounts it was a very memorable evening, as Awards were presented to well-deserving LPNs and presentations were made to retiring Board members for their service to the College and members.

The Education Day and AGM, with more than 90 participants, started with Kelly Lackie, RN with the RN-PDC, bringing us an understanding of what is "inter-professional collaboration," through to a discussion of putting it into practice. LPNs Maribeth Allen and Anne Marie Marsh, along with Doug Bungay, spoke of the challenges faced and the lessons learned during implementation of the Models of Care Initiative (MOCINS) at the Dartmouth General. Overall, it was a very informative day and ended with the Annual General Meeting.



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