



### Board of Directors

**CHAIR** Peter Murray, LPN  
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Cheryl Ernst, LPN  
District II (Kentville-Annapolis-Digby)

Ethel Landry, LPN  
District III (HRM)

Jim Laverie, LPN - District I  
(Bridgewater-Shelburne-  
Queens-Yarmouth)

Kim McIvor, LPN - District IV  
(Pictou-Guysborough-Antigonish)

Michelle Brennan, RN  
Appointed: CRNNS

**Public Members\***  
Rev. J. Briggins  
Lucy Reid  
Lloyd Tattrie  
Fred Beaton

\*Appointed by government

The College Reporter is a quarterly  
Newsletter published by CLPNNS.

Your comments and suggestions to the  
newsletter are welcome. Please direct  
them to CLPNNS at [info@clpnns.ca](mailto:info@clpnns.ca)

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## Message from the Executive Director/ Registrar

In the last newsletter I wrote about change and in particular, many of the necessary changes that affect the College internally. We are poised to take on many new steps in the coming months, such as the availability of on-line registration and the beginning steps towards member compliance with continuing competence. Other important changes will be new entry - level – competencies starting in 2012; and new standards of practice before the end of 2010. We are ready to take these new “next steps”, however member involvement is key. The more members who wish to participate, the less work for those members who volunteer on a regular basis. It is important to remember that all activities undertaken by the College on behalf of the members is important to all the members not just a few. A member survey to gauge support for College activities will be undertaken in December. One of the changing initiatives of the College is to “go green”, in the next few years. This newsletter is being produced both electronically (for the first time) and paper version. Although there are benefits to both, let me suggest that the benefits, electronically outweigh those of the paper version, such as costs to print and to mail. Some Canadian regulatory bodies have already moved to full electronic versions of the newsletter and registration renewal. “If you are receiving this print copy, please consider providing or updating an email address”. I would appreciate hearing your thoughts on this.

### Welcome New Staff Person

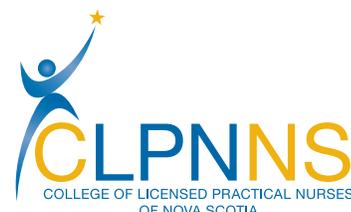
Please welcome Sarah Keddy, our new Service Representative. Sarah started the position April 5th. She can be reached at [info@clpnns.ca](mailto:info@clpnns.ca).



### Congratulations are in Order

- Jim Laverie, LPN on being elected to serve on the Board for 2010-2011, representing District I
- To the following NSCC campuses and their graduating new practical nurses:

- NSCC Waterfront 50 students
- NSCC Burrige (Yarmouth) 31 students
- NSCC Kentville 47 students
- NSCC Cumberland (Springhill) 17 students
- NSCC Truro 21 students
- NSCC Marconi (Sydney) 54 students
- NSCC Pictou (Stellarton) 41 students





# Best Clinical Practice Awards

WERE PRESENTED TO:

- Samantha Ryall, NSCC Waterfront
- Sarah Barker/Paula Gorman, NSCC Truro
- Kim MacEachern, NSCC Kentville
- Beth Drummond, NSCC Cumberland
- Alicia Blades, NSCC Burrigde
- Kelly Jane McGillivray, NSCC Marconi
- Courtney MacEwan/Jennifer VanHatten, NSCC Pictou

## Nurse One

At the Board Meeting of February 2010, a decision was made not to continue the contract for access to Nurse One website for LPNs in Nova Scotia.

Based on actual numbers of LPNs who enrolled, the numbers did not warrant the cost of renewal. CLPNNS was paying the membership fee of \$5.00/ member for a cost of approximately \$17,000 - \$22,000/ annually. At the highest, CLPNNS had 135 members registered.



### Award of Excellence, Clinical Practice

**Lorna Dolmont**

Lorna was nominated by her unit manager for going above and beyond in her duties as an LPN. Lorna works as an LPN in the Well Woman's Clinic and was instrumental in having a client obtain a pap smear only to find stage II cervical cancer. Treatment was successful and the client called to inform the clinic that "the LPN saved my life". In her role, Lorna works independently as a respected member of the interdisciplinary team. It was stated that Lorna is passionate about her role as a clinic nurse and strives for excellence in her day to day practice. Read more about Lorna on the College website, under Awards.



### Award of Excellence, Preceptorship

**Donna Bell-Croft**

Donna was nominated for this Award by a practical nursing student who expressed concern initially for her mental health practicum. "Because of Donna's commitment to professional practice, her passion for mental health and her skills in developing therapeutic relationships, the student "loved" her clinical experience". Read more about Donna's nomination on the website under Awards.



## UPDATE

### ON BOARD MEETING

A regularly scheduled meeting of the Board took place on 26 May 2010. The meeting was chaired by P. Murray, LPN Chair.

### Highlights include:

#### Updates:

- On the new Database
- LPN Awards/Nominations
- NSCC – IEN project (final report)

#### New Business:

- Establishment of a working group for new lease requirements
- Reinstatement Request
- Budget and Financial Updates

#### Education Committee:

- 5 year approval NSCC Pictou Campus
- Approval "in principle" new DRAFT entry level competencies and Exam competencies for 2012-2017.

**Next Meeting October 2010**

Photo not available

### Lifetime Achievement Award

**Floanna Chisholm**

Floanna was nominated by her Unit manager who began her nomination letter with telling us that Floanna is 70 years young! She went on to say that Floanna works full time hours and has been practicing for over 40 years. Floanna's positive attitude is infectious, she has a tremendous sense of humour and is a dedicated, passionate and competent nurse. Floanna leads by example, is a mentor to all staff and is able to bridge the gap between past and present nursing practice. "She demonstrates to all staff, everyday that professionalism is an expectation of their role always".

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## **CLPNNS Board Elections** **2011-2012**

Nominations and balloting has been relatively low and the College will be making a concerted effort to increase member participation. We are starting now to raise awareness of Board member requirements, well in advance of the September – October election process.

It is important that members begin to identify those members who will “best serve in the public interest to further the objectives of the College”.

The Board is comprised of “members, 6 LPNs, 1 appointee from CRNNS and 4 public representatives”, appointed by government. Elected LPNs, regardless of the electoral district in which they reside, represent all LPNs in the province.

Whereas the Bylaws set out the specifics of how the Board and the College function, other factors must be considered when putting forth nominations. Members on the Board may participate on various College committees (not Complaints or Professional Conduct).

The Board of the College meets four (4) times a year including an Annual General Meeting. Newly elected members have an orientation and attend their first meeting in February 2011. Members are reimbursed for expenses associated with attending Board meetings. There is no salary reimbursement however.

Official notice for nominations will be sent out early September. Elections will be forthcoming in District III, IV and V.

“Please take an interest in your profession and consider nominating someone or running for office yourself”.

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## **Professional Conduct Decisions**

### **CONSENT REVOCATION DAVID HIGGINS HALIFAX REGIONAL MUNICIPALITY CLPNNS REG # 9126**

On March 17, 2010, the Professional Conduct Committee of the College of Licensed Practical Nurses of Nova Scotia (the College) accepted an Application for Consent Revocation from David Higgins, CLPNNS #9126, pursuant to Section 64 of the Regulations under the Licensed Practical Nurses Act.

Mr. Higgins worked as a LPN in a variety of settings since 1992. In a complaint filed by his employer in March, 2009, it was alleged that David Higgins was found by a co-worker in proximity to a female patient with early onset dementia, zipping up the fly of his pants. He offered no explanation for his actions.

Mr. Higgins did not admit, but did not contest the allegation brought against him by his employer. He agreed to the revocation of his licence to practice, and agreed that he will never reapply for reinstatement of his licence.

The Professional Conduct Committee accepted Mr. Higgins’ Application for Consent Revocation on the basis that the permanent revocation of his licence provided the best possible protection of the public, in circumstances where no appropriate explanation had been provided for Mr. Higgins’ actions to warrant a lesser disposition.

In addition to publication of this Summary on the College’s website and in its newsletter, the College will provide notification of the revocation to nursing regulatory bodies in other jurisdictions.

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### **REPRIMAND, SUSPENSION AND CONDITIONS JODY EVANS, CLPNNS Reg # 9259 TRURO, NOVA SCOTIA**

On March 17, 2010, the Professional Conduct Committee of the College of Licensed Practical Nurses of Nova Scotia (the College) accepted a Settlement Agreement agreed upon by the College and Jody Evans, and recommended by the Complaints Committee of the College.

The Settlement Agreement was advanced pursuant to Section 39 of the Licensed Practical Nurses Regulations. In the Settlement Agreement Ms. Evans admitted to the following allegations and admitted they constituted professional misconduct and incompetence.

1. On various occasions throughout 2009, Jody Evans failed to demonstrate appropriate knowledge, skill, attitude and judgment with respect to the handling and administration of medications, and in particular she:
  - a) punched out pills from blister packs prepared for residents and threw the pills away in either the sink or chip bag that went into the garbage;
  - b) punched out pills for numerous residents from blister packs into her hand and put them together in one med cup;
  - c) pre-poured numerous residents’ medications into unlabelled med cups;
  - d) failed to sign for medications, as they were given .

Ms. Evans had no prior disciplinary history with the College. The Professional Conduct reviewed the above



admissions and ordered that Ms. Evans be reprimanded and that her license be suspended until such time as she successfully completes the LPN post graduate Introduction to Pharmacology and Medication Administration course offered through the Nova Scotia Community College, including successfully completing the 40-hour clinical component of such course.

The committee further imposed that Ms. Evans complete the "Introduction to Nursing" course at the Nova Scotia Community College by 31 December 2010. The Introduction to Nursing course at NSCC covers elements respecting standards of practice, nursing ethics, and issues of professional accountability and responsibility. In the event, Ms. Evans has not successfully completed this course by 31 December 2010, her license to practice will be further suspended until such time as she successfully completes the course.

The committee further imposed that Ms. Evans reimburse the College, the amount of \$1000.00 as a contribution toward the College's costs in this matter.

The Settlement Agreement provides that for a period of two (2) years following the lifting of Ms Evans suspension, a copy of the Settlement Agreement shall be provided to any of Ms. Evan's employers. The Decision further 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. Evan's licensing status.



# Registration Renewal

## "Something Old; Something New"

### REGISTRATION AND RENEWAL

It will soon be that time again to renew for 2011. Paper based Renewal forms will be sent out in August. Renewal will run until October 31, 2010. Registration fee(s) for 2011 will be \$280.00. A late fee of \$25.00 will occur for late registrations after 1 November 2010 and a \$50.00 reinstatement fee after 1 January 2011.

**Reminder:** With the new legislation, CLPNNS 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, 2010 are eligible.*

## Now for Something Really New;

### PAPERLESS LICENSE RENEWAL – ONE FORM AT A TIME!

As part of our ongoing initiative to reduce the Colleges impact on the environment and the costs of paper based registration forms, the College will be offering the opportunity of the convenience of renewing your 2011 license online.

This is an initiative that we hope more and more LPNs will take, in the hope that over the next 2-3 years, we will go "totally paperless".

If you normally pay your renewable fees using Visa or MasterCard – please contribute by renewing online.

It is completely safe and you will be added to the list of registrants who may not have to receive a paper form, the following year.

If you would like to renew online – please send us your email address (you do have to have one for online registrations) and we will send you an electronic renewal form.

The Registration renewal on-line web portal will open on 1 August 2010 and run until midnight, 31 October 2010 for a 2011 Active Practicing License.

Note: The online web portal is for registration renewal only at this time. Initial applications are available on the website however they **cannot** be completed online. You must print, complete and fax or mail to CLPNNS, Attention: Registration Services.

Please take the electronic (on-line) registration process for a "test drive". We appreciate your comments and suggestions following.



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## New to Registration this year:

**Initiation of Mandatory Compliance with Continuing Competence (CPP) required with Registration Renewal beginning in 2011 .**

### CCP LICENSURE RENEWAL REQUIREMENTS

**Continuing Competence Program:** A program that focuses on promoting the maintenance and enhancement of the continuing competence of licensed practical nurses throughout their careers.

**Competence Assessment:** an external evaluation of the licensed practical nurse's ability to integrate and apply the knowledge, skills, judgment and personal attributes required to practice safely and ethically in a designated role and setting.

All registrants applying for renewal of an LPN license in 2011 regardless of their work position or practice setting will be required to provide proof of having initiated new mandatory CCP requirements in addition to the current licensure requirement, i.e., proof of hours of practice. The new CCP requirements will require LPNs to sign a declaration on the license renewal form that they have begun the process. They will also have to demonstrate that they:

- Initiated a self-assessment using the CLPNNS Standards for Practice/Competency Profile;
- Developed a learning plan for the standard/indicators that they would like to strengthen over the coming year;
- Evaluated the effects of their learning, (reflective learning) completed over the past 12 months for an identified standard/indicator on outcomes of their care/service provided.

If a member reports or demonstrates non compliance at time of licensure renewal or following verification of compliance, the member will be given three months to meet the continuing competence requirements. If at the end of three months, the member continues to be non-compliant, the active practicing license will revert to a non-practicing license. Any acts of member dishonesty on an LPN license renewal form including on the declaration for having met CCP requirements will be referred to the CLPNNS Continuing Competence Committee for review.

With this year's license renewal package, included will be a CCP Learning guide, a self assessment tool, learning plan and a question/answer brochure. **Validation** of compliance with CCP will start with 2012 licensure.

**Reminder:** *Mandatory upgrades for Medication Administration and Health Assessment must be met for those requiring these upgrades for licensure renewal for 2014.*

## Exciting Opportunity

My name is Jackie Baldry and I am a Volunteer Consultant with BaseCamp International Centers and the Volunteer Abroad program. Our program provides placement support, orientation and training for students travelling overseas to volunteer. We are currently operating volunteer placements in Ghana, Peru, Nepal, Nicaragua, Costa Rica, Tanzania and Ecuador.

Through our network of BaseCamp Centers we provide a fully supported volunteer program for groups and independent volunteers. Each of our overseas centers operates as a hostel and training centre, where volunteers receive a thorough in-country orientation including language training and placement consultation. Our successful program delivery, overseas resources and support has allowed us to become the exclusive provider of volunteer placement and support services for the Volunteer Abroad program of the Canadian Federation of Students. Please visit [www.basecampcenters.com](http://www.basecampcenters.com) to view a short video and learn more about our organization.

Volunteers with background in nursing would be extremely beneficial in Tanzania; where continuous access to medical attention can be difficult for many to obtain and secure. Clinics are always in need of a few extra hands and public education campaigns on health issues such as HIV/AIDS, nutrition and hygiene are greatly needed. Annual group trips such as these are a perfect way to open new doors to your members that they may not otherwise get to experience, while at the same time giving back to the global community.

There are both short term group opportunities, as well as longer term (2 months plus) independent options available. If there is something that your members might be interested in I can be reached at 1-866-646-4693 or [Africa@basecampcenters.com](mailto:Africa@basecampcenters.com).

### TO CONTACT COLLEGE STAFF:

Telephone (902)423-8517  
(toll free in Nova Scotia 1-800-718-8517)  
To Email the College  
please contact [info@clpnns.ca](mailto:info@clpnns.ca)  
or visit our website at  
[www.clpnns.ca](http://www.clpnns.ca) .



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## QUOTE of the Day

*"When we are no longer able to change a situation, we are challenged to change ourselves".*

(Victor Frankl)

# Highlights of the 2010 Annual General Meeting, Education Day & Awards Banquet

