



The College Reporter

Fall 2011 Volume 3

Message from the Executive Director/ Registrar

"The issue of continuing competence is quite significant"

There are many pieces of legislation regulating health professionals that make clear the requirement to demonstrate "continuing competence". Participating in continuing professional education and documenting that participation, is one way to demonstrate that as a professional, you are continuing to be competent to do the job you are doing.

While regulatory bodies require the assessment of continuing competence of their members, it is the member who is ultimately responsible for assessing her/his competence.

CLPNNS have heard from our members that concerns related to "continuing competence" are cost and accessibility. Yes cost is an issue and formal continuing education programs do come with a cost. For those requiring the medication administration and health assessment programs, there is a bursary available for those who qualify and complete their program(s) at NSCC. The bursary is administered by CLPNNS on behalf of the Nova Scotia Nursing Strategy.

The issue of accessibility has been largely resolved via continuing education programs available through the web, e-learning, telehealth etc. Continuing professional education can be and is being developed in a variety of ways both traditional and non-traditional.

Further in the newsletter are upcoming continuing education workshops. Check the website for new telehealth sessions and updates regarding on-going LPN learning resources.

Reference: Healthbeat, Summer 2011, Volume 14

Update CLPNNS Board Meeting(s)

A regular Board Meeting took place on 09 September 2011. A strategic planning day took place 08 September 2011. Highlights included:

- Update on the new office space and lease;
- Update re Board nominations;
- Update re new staff position;
- Update re new grant in partnership with NSCC to support IENs for registration; and
- Approval of CCP verification process.

Board of Directors

CHAIR Cora Lee Dowding, LPN
District VI (Colchester-Cumberland)

VICE CHAIR Rosita MacNeil, LPN
District V (Inverness, Victoria,
Cape Breton, Richmond)

Cheryl Ernst, LPN
District II (Digby, Annapolis, Kings,
Hants)

Janet Mombourquette, LPN
District III (Halifax Metro)

Jim Laverie, LPN
District I (Lunenburg, 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
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Your comments and suggestions to
the newsletter are welcome.
Please direct them to CLPNNS at
info@clpnns.ca

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CLPNNS Board Elections

2012 – 2013
(two-year term)

Reminder:

Nominations and balloting has been relatively low in the past and the College is making a concerted effort to increase member participation. We are starting now to raise awareness of Board member requirements.

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, six LPNs, one appointee from CRNNS and four public representatives”, appointed by government. Elected LPNs, regardless of the electoral district in which they reside, represent all LPNs in the province. 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 board members have an orientation and attend their first meeting in February 2012. Members are reimbursed for expenses associated with attending Board meetings; however, there is no salary reimbursement.

Official notice for nominations has been sent out. Elections will be forthcoming in Districts 1, 2 and 6.

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

**Nominations close
07 October 2011, 4 p.m.**

Professional Conduct

There were no professional conduct hearings in this quarter.

Welcome to New Staff Person - Katherine Sullivan

Katherine has joined the College as Receptionist - Administrative Support.

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 prepare to write the national exam, CPNRE.

The next exam writing dates are:

14 September 2011
11 January 2012
16 May 2012

Funding to support this initiative is through the Labour Market Agreement, Nova Scotia Department of Immigration. The course will run at NSCC, Waterfront Campus.

For particulars contact Nancy Eisener, NSCC 491-4892 or Claudette MacDonald, NSCC Faculty 491-1097

For post LPN courses at NSCC including LPN Re-entry and Health Assessment contact: Rachel Kuipers, Training Coordinator, Part-Time Studies 491-3581.

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 Nurses 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 2012 regardless of their work position or practice setting may be required to provide proof of having completed new mandatory CCP requirements in addition to the current licensure requirements, 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 completed the process. They may also have to demonstrate that they:

- Completed 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;
- Actioned the learning plan; and
- 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 the three months, the member continues to be non-compliant, the active practicing license will revert to a non-practicing license. Any acts of member dishonestly on an LPN license renewal form including on the declaration for having met CCP requirements will be referred to the CLPNNS Continuing Competence and/or Complaints Committee for review.

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

Registration Renewal

Something Old; Something New

On-line Registration Available

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 convenience of renewing your 2012 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 renewal 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.

The registration renewal online web portal will open on 01 August 2011 and run until midnight, 31 October 2011 for a 2012 Active Practicing License.

Note: The option for “online payroll deduction” closes midnight 16 September 2011.

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 complete and fax or mail to CLPNNS, Attention: Registration Services.

Please take the electronic (online) registration process for a “test drive”. We appreciate your comments and suggestions, please send them to the following:

Telephone: 902-423-8517

Toll Free in Nova Scotia: 1-800-718-8517

Email: info@clpnns.ca

Or visit our website at www.clpnns.ca.

Early Bird Gets the Worm

2012 Registration Fee Reimbursed

For those LPNs who register prior to September 23rd, one lucky winner will have their 2012 registration fee reimbursed.

“You Asked Us”

Can I provide foot care even though I do not have a foot care course?

Basic foot care is part of the role and scope of every LPN and does not require a post-graduate certificate. Basic foot care includes the independent assessment of and implementation of interventions (including cutting of the toenails) for the **normal/average/healthy foot**.

Advanced foot care includes the independent assessment of and implementation of interventions (including cutting of the toenails) for the clients who are experiencing alterations or pathology of the feet or toenails.

This includes (but not limited to):

- Diabetic clients (with or without visible alterations in their feet)
- Clients with known pathology of the feet or toenails
- Clients with peripheral vascular disease.

The foot care practice of the LPN caring for these clients **without** a certificate in advanced foot care is limited to the implementation of basic nursing interventions such as hygiene, inspection/assessment and application of topical lotions/creams or simple dressings. The LPN **without** a certificate in advanced foot care **may not** cut the toenails of this client population

See CLPNNS Practice Guideline at: http://www.clpnns.ca/practiceguidelines/practiceguidelinesdocs/CLPNNS_FootCareJuly2011.pdf

A Reminder About the Use of Social Media

All LPNs are expected to communicate with others (verbally, non-verbally, electronically {which includes use of social media} and in writing) in a respectful manner (CLPNNS Code of Ethics, 2011). Respect can be defined as maintaining the integrity and/or confidence of others. Posting on a social media site is the same as speaking in a crowded room and in doing so can violate the integrity of the profession or breach the confidentiality of others.

EXAMPLES

Wall Post: *The patient in room 5447, bed 12 just died.* The issue here is the visibility of this statement not only by “friends”, but the “friends of friends”, of which some of whom may know the patient in room 5447, bed 12. Confidentiality may be breached with as little as one identifier.

Wall Post: *We are short staffed again. Going to be running around all day and get nothing accomplished. I need a new job.* Again the issue is the visibility of the statement, of which some may be clients in your care or family members of clients in your care. Clients or family members seeing this post may be anxious about the kind of care they or their loved ones will receive.

Members who violate their standard of practice may be held accountable for professional misconduct or conduct unbecoming and subject to the complaint process.

Continuing Education at NSCC

Continuing Education courses provide a variety of opportunities for lifelong learning. CLPNNs in partnership with NSCC are preparing to offer LPN certificate programs, including the Health Assessment Program over the next three semesters: Fall (September – December); Winter (January – April); and Spring/Summer (April – July). Courses may be scheduled on-site or via distance including self-study opportunities.

Sign-up to receive regular updates for upcoming new and on-going courses. To sign-up visit the home page of NSCC (www.nsc.ca) and look under Continuing Education Program and Certificate Programs. The Health Assessment of the Adult (PRNS2004) is being offered on-site through seven sites across the province: Annapolis Valley Campus (both Digby and Middleton sites), Burrigade Campus, Marconi Campus, Pictou Campus and Waterfront Campus. Courses for the Fall begin September and October and run through till December. For more particulars go on-line and/or call the nearest campus.

Continuing Education Nursing Workshops/Conferences

Courses and workshops facilitated by Alison Petten, BScN, RN

Physical Assessment of the Adult and Frail Elderly:

- 6 consecutive Wednesdays: September 14, 21, 28; October 5, 12, 19.
Futureworx, Truro
- 6 consecutive Wednesdays: November 2, 9, 16, 23, 30; December 7.
Melville Lodge, Halifax

Basic, Advanced and Diabetic Foot Care Course. Offered in two locations:

- 6 consecutive Fridays: September 16, 23, 30; October 7, 14, 21.
Melville Lodge, Halifax
- 6 consecutive Fridays: October 28; November 4, 18, 25; December 2, 9.
The Mira, Truro

Other workshops available:

- Basic Foot Care Workshop (8 hrs)
- Nursing Assessment for Foot Care (4 hrs)
- Nursing Assessment After a Fall (2-3 hrs)
- Safe Mobility for Seniors and Staff (1-2 hrs) New
- Choking: Prevention and First Aid (1 hr)
- Charting Workshop (2-4 hrs)
- Communication and Teamwork (2-8 hrs) New

For more information, and to inquire about customized programs, please contact Marilla at 902-453-1964 or rilla.macleod@ns.sympatico.ca

Scope of Practice of LPNs in Nova Scotia 0830-1630 hrs

- October 6, 2011 – Delta Hotel, Sydney NS
- October 27, 2011 – Best Western, Bridgewater NS
- November 10, 2011 – Holiday Inn, Truro NS
- November 24, 2011 – Old Orchard Inn, Kentville NS

Employer Workshop "Supporting LPNs with Practice Concerns" 1230-1630 hrs

- October 5, 2011 – Delta Hotel, Sydney NS
- October 26, 2011 – Best Western, Bridgewater NS
- November 9, 2011 – Holiday Inn, Truro NS
- November 23, 2011 – Old Orchard Inn, Kentville NS

All sessions coordinated by Doug Bungay, RN MN Director of Practice and Policy at CLPNNs.

Fee \$25.00. Pre-Registration required.
Registration forms available at www.clpnn.ca.
For further information contact doug@clpnn.ca.

Annual Nursing Informatics Conference October 27-28th, 2011

For registration details contact nancy.mccara@nshealth.ca

WINN Conference - A Beacon of Hope for New Graduates - Nov. 30 - Dec. 2, 2011

Halifax, NS for registration details contact sherryd@taylorenterprises.com

Updates

CLPNNs in partnership with the College of Registered Nurses of Nova Scotia (CRNNS) have recently released a position statement on "Dual Licensure" and are currently working on a document entitled "Working Collaboratively – RNs and LPNs". The document "Dual Licensure" is available at www.clpnn.ca.