

## Message from the Executive Director/Registrar

### TIMES ARE CHANGING

On behalf of The Board of Directors, I draw your attention to a recent announcement from the Chair, related to a potential merger of Nursing Regulatory Bodies here in Nova Scotia. The announcement and FAQs can be found on our [www.clpnns.ca](http://www.clpnns.ca).

Of note, a working committee will be struck. Their charge will be to provide an update in April in relation to a potential merge, and a final report in December 2016. The Board of Directors are committed to an open and transparent process with a full consultation with members and stakeholders in the coming year.

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When regulators work together, the organizations share experience and knowledge leading to best practices. Throughout this past year, the College has played a leadership role in many provincial and national collaborations. For a more in depth understanding of those roles, please watch for the Annual Report in January 2016.

### Board Meeting Update

A regularly scheduled meeting of the Board took place on October 16, 2015. The following key decisions were made:

- Continue to explore the potential of merging Nursing Regulatory Bodies;
- Change Bylaw 9.3 to reflect that effective renewal 2017, the application and fee(s) will be due October 15<sup>th</sup>, (No change in licensing year end);
- Provided preliminary program approval to University St. Anne to begin the process of a new Practical Nursing Program, beginning with an intake for September 2016;
- A reduction in the CPNRE exam fee effective May 2016, in conjunction with the move to a computer based testing format (CBT); and
- Approval of policies related to the initiation of The Jurisprudence Exam(JE) effective May 2016.

The next Board meetings will be December 10 & 11, 2015.



*Citizenship and Immigration Canada  
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2014 International Qualification  
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Winner

### Current Emails & Address Required

**A reminder that the legislation requires all active practising LPNs to maintain current addresses, including an e-mail address with the College. For updates, LPNs can manage their profile with the online portal/member login, or contact Registration Services with their changes.**

### Early Bird Got the Worm

2016 registration fee was reimbursed to Stephanie Craft for renewing prior to September 25, 2015.



## Reflection on the 2016 Annual Renewal & Upcoming Changes for 2017

As we complete another year of annual renewal our thanks to those many LPNs who renewed early and to registration staff for keeping the process moving. This was our first “full” year of online registration renewal and it was a terrific success. For the 2016 licensing year 99.9% of LPNs renewed online. Only 19 LPNs who did not have internet access, received a paper form.

Now for coming changes for 2017. Recognizing that those LPNs who waited until the last minute to renew, and were not able work, The Board of Directors approved a change in the Bylaws, namely Section 9.3, that will require all LPNs to submit their application and fee(s) on or before October 15, 2016. This is a change from the current bylaw that allows for a renewal up to and including October 31, 2016.

Effective with the 2017 renewal period, those LPNs who renew after October 15<sup>th</sup>, will be considered “late” and will pay the annual renewal fee of \$325.00 plus a \$50.00 late fee.

There is no change to the license expiry deadline of October 31<sup>st</sup>. This change directly relates to the Registration Services staff being able to process and approve all licenses prior to the deadline of October 31<sup>st</sup>. Any questions please email Registration Services at [info@clpnns.ca](mailto:info@clpnns.ca).

### Save the Date

Watch the website for the date(s) for the LPN Professional Development Day and AGM. Two LPNs Gerri Butts and Gail MacIver have received free admission to the event, based on having renewed licensure by October 16, 2015. If you have any learning suggestions, that reflect the regulatory mandate of the College, please feel free to submit to Jylene Simmons at [jylene@clpnns.ca](mailto:jylene@clpnns.ca).

## Online Leadership Course

The online LPN Leadership Course has been a huge success. Monthly registration has been extremely strong. To date 185 LPNs are registered in the program and 111 have completed the program.

### LPN to BScN Transition Working Group

The Department of Health and Wellness, and Labour and Advanced Education are committed to delivering options for LPNs transitioning to BScN education, beginning in 2016.

A working group, consisting of government staff, representatives of NSCC, CLPNNS, CBU, and StFX are working towards various options to transition.

The Terms of Reference for the working group outlines that a final report with viable options will be available in December to January.

The Minister of Health, Leo Glavine, has stated *‘that a meaningful pathway for LPN to RN is a key deliverable from this working group’*. Stay tuned, updates will continue to be added to the website, including a full report as it comes available.

## Announcements

- University St. Anne receives preliminary approval to move forward on conducting a Practical Nurse Education Program effective September 2016.
- Computer Based Testing (CBT) is coming. Effective May 2016, all graduates will transition from a paper and pencil test to CBT testing. Processes are underway to help graduates be successful in the transition.
- Congratulations to those graduates who wrote the CPNRE in January 2015 and were successful.
- Congratulations to graduates from NSCC Strait Richmond and Lunenburg who will complete their program(s) in December and write their CPNRE in January 2016.
- A huge thank you to the Committee Members who recently signed off on the Jurisprudence Exam. Their work and commitment has been invaluable to the success of completing the work on time.
- A call for committee members. The College continues to endeavour to engage members in the very valuable work of the College. Please consider submitting your name to serve on a committee. You can send your name to [info@clpnns.ca](mailto:info@clpnns.ca).

## Frequently Asked Questions

### **Am I able to return to work while I am still taking prescribed pain medication?**

Every nurse is accountable to self-assess their fitness to practice, capacity to provide safe, competent, ethical and compassionate nurse care and ability to meet their standards of practice. If you self-assess the effect of the medication is somehow preventing you from making appropriate care decisions or meeting your standards of practice, you should refrain from clinical practice. If returning to work is imperative, engage your employer in discussions about coming back to the workplace in a role where making critical decisions about client care is not required.

### **Am I required to do an individual learning plan every year?**

Yes. Developing a [learning plan](#) is a key part of the [Continuing Competence Program \(CCP\)](#). The learning plan is like a blueprint. You identify what you want to learn (something relevant to your everyday practice), how you are going to do it, the timeline to complete it and a reflective practice evaluation of your learning. The reflective evaluation is the most important part of your learning plan, because this is where you describe how client outcomes are improved because you have incorporated new knowledge into your daily practice. (For Example: I have learned that some anti-depression medication can affect the heart rate. I make sure to compare my cardiovascular assessments to previous assessment so I can pick up any changes sooner.) Every LPN in every practice area is required to do an annual [self-assessment](#) of their practice and develop a learning plan (as part of CCP) every year they are in practice. Every January, the College randomly selects a percentage of LPNs in an audit of learning plans. LPNs selected in the audit are required to send their completed learning plan to the College for evaluation. [Click here to read more about the Continuing Competence Program \(CCP\)](#).

### **What are High Alert Medications?**

These are medications which carry a higher risk of client injury or death if administered incorrectly. High alert medications have a narrow therapeutic index, making them dangerous because small changes in dosage or blood medication levels can lead to life-threatening adverse events. An [independent double check \(IDC\)](#) is an error prevention strategy where a second nurse verifies the client, drug, dosage and route are correct and match the physician's order. IDCs support safe administration of all medication including, high alert medication. According to the [Institute of Safe Medication Practices \(ISMP\)](#), IDCs can prevent up to 95 percent of errors before they reach the client. Other prevention strategies include limiting interruptions during medication administration, reducing confusion around drug names and standardization of drug labeling, storage, concentrations and dosages. Combining multiple error prevention strategies can reduce errors even further. Staff participation in prevention strategies is necessary to ensure overall success of error-reduction strategies. Vigilance, knowledge, standardization and safeguards are vital in achieving the goal of making high alert medications errors "never" events and ensuring client safety.

**[Click here to see other Frequently Asked Questions.](#)**

## **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 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:**

December 2015 (CLPNNS Office)

### **The next exam writing dates are:**

13 January 2016 - Last paper and pencil examination.

May 2016 - Computer Based Testing

September 2016 - Computer Based Testing

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

For particulars contact Katherine Sullivan at 1-902-423-9280 or [katherine@clpnns.ca](mailto:katherine@clpnns.ca).



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## Jurisprudence Exam

Notice to all new applicants to the College, effective May 2016, new applicants will be required to complete a online Jurisprudence Exam. Information and particulars will be forthcoming and available via the website [www.clpnns.ca](http://www.clpnns.ca).

## Standards of Practice & Code of Ethics Online Learning Module

A new online practice support "Standard of Practice and Code of Ethics" is available, and free for members of CLPNNS. You can check it out at <http://clpnns.ca/online-learning/>.

## Stay Connected to the College

For the latest documents created to assist/support your practice visit [www.clpnns.ca](http://www.clpnns.ca).

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