

Message from the Executive Director/Registrar

HAPPY HOLIDAYS

On behalf of the Board of Directors and staff, I would like to wish each and every one a safe and wonderful holiday. An extra special thank you to those providing nursing care for the competence and compassion you demonstrate every day.

History in the Making

The Board of CLPNNS and the Council of CRNNS have recently approved a formal agreement that will enable both colleges to move forward with plans to create one nursing regulator that will regulate the practice of LPNs, RNs and NPs for the province of Nova Scotia.

This historic decision enables CLPNNS and CRNNS to join together to strengthen their commitment to the public through an enhanced consistent, efficient and collaborative approach to nursing regulation.

What does this mean to Nova Scotians and to our members? What's happening next and when can you expect to hear more? We're committed to keeping members informed throughout the process and we wanted to start by introducing you to the board leaders for each college. [Check out this video featuring the Chair of CLPNNS and the President of CRNNS.](#)

[Provide feedback by completing our survey.](#)

Stay tuned for more information and for opportunities to help shape the future of one nursing regulator in Nova Scotia.



*Citizenship and Immigration Canada
Citoyenneté et Immigration Canada*

2014 International Qualification
Network (IQN) Innovation Award
Winner

Current Emails & Address Required

The legislation requires all active practising LPNs to maintain current addresses, including an e-mail address with the College. The College is required to provide the membership with updates and information important to their practice. Electronic communication is environmentally friendly, efficient and cost effective. A valid email is also required to complete your annual registration or renewal. You can manage your registration profile (add or change your mailing address or email address) through the [Online Portal/Member Login](#) at <https://clpnns.alinityapp.com/webclient/>. You can also contact Registration Services with your changes.



Board Meeting Update

A regularly scheduled meeting of the Board took place on the 8th and 9th December 2016. The following key decisions were made:

- Legal counsel for CLPNNS presented to the board on a Memorandum of Understanding (MOU) regarding the proposed merger of CLPNNS and CRNNS. The MOU was approved and signed off by the Board. (More information is available in this newsletter and on the College website.)
- Discussion regarding the addition of HST to the licensure fees beginning in 2019. More information to follow
- Welcome Susan Nasser and Betty Thomas to the Board. Ms. Nasser and Thomas are public member appointees and will serve a three (3) year term.
- Discussion on the extension of the office lease for an additional two years.
- Approval of the draft Audit report for 2016.
- Approval of both the operational budget for 2017 and a proposed merger budget for 2017 and 2018.
- Recognition for the 60th anniversary of CLPNNS in 2017.
- Approval of a transitional staff model for 2017 and 2018 (see below).
- Approval of the dates and times for upcoming board meetings, Annual General Meeting (AGM) and the LPN Professional Development Day.
- Approval of revised registration policies.

The next Board meeting will be 10 February 2017.

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:

05 & 06 January 2017

09 & 10 January 2017

For those eligible to write the LPN national exam (CPNRE). The next exam writing windows are:

16 January to 12 February 2017

22 May to 18 June 2017

25 September to 22 October 2017

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.



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 a BScN or BN.

As part of the options moving forward, the Nova Scotia Health Authority (NSHA) has signed an MOU with Athabasca University to allow LPNs enrolled in the LPN to BN program to complete their clinical practicums at home in Nova Scotia. Stay tuned to [the College website \(http://clpnns.ca/proposed-lpn-to-bscn-bridging-program/\)](http://clpnns.ca/proposed-lpn-to-bscn-bridging-program/) for more information.

Call for Awards Nominations

Consider nominating an LPN for an Award of Excellence or a Lifetime Achievement Award. The Call for Nominations is open until 01 April 2017. [Click here](#) or go to <http://clpnns.ca/awardspage/> to access a nomination form.

Save the Date

The Annual General Meeting (AGM), CLPNNS 60th Anniversary Awards Banquet and LPN Professional Development Day will be held on 25 & 26 May 2017 at the Atlantica Hotel on Robie Street in Halifax.

The AGM will take place 3:00 – 4:30 PM and the banquet 6:00 – 9:00 PM on 25 May 2017.

The Professional Development Day is 9:00AM – 4:00PM on the 26 May 2017. Agenda and Speaker list to follow.

A Call for Committee Members

The College continues to engage members in the very valuable work of the College. Please consider submitting your name to serve on a committee. [Click Here](#) or go to <http://clpnns.ca/college-committees/> to submit a Statement of Interest form.

Reflection on the 2017 Annual Renewal

As we complete another year of annual renewal we send our thanks to the LPNs who completed their registration renewal early and to the registration staff for keeping the process moving. This year, 98% of LPNs renewed within the required renewal period and 99.9% renewed online. There were 465 late renewals and these LPNs were required to pay a \$50.00 late fee. To date there are 4,112 LPNs with an active practising license in Nova Scotia.

Continuing Competence Program (CCP) and Practice Hours Audits

Just a reminder the College will be conducting its annual CCP and practice hours audits in January 2017. [Click Here](#) or go to <http://clpnns.ca/ccp/> for more information about the CCP audit.

Employment Opportunities at the College

Employment Opportunities at the College
The College is currently seeking two LPN term positions for a Professional Practice Consultant and a Registration Consultant. Both positions are full-time for a 24-month term. Click each individual link to apply for either the position via Career Beacon: Professional Practice Consultant or Registration Consultant. These positions are part of moving forward on activities related to the merger of CLPNNS and CRNNS. Postings close at 4pm on 30 December 2016.

Early Bird Got the Worm!

The 2017 registration fee was reimbursed to Margaret Dedrick for renewing prior to September 25, 2016.



Announcements

- Congratulations to the 235 new graduates who successfully completed the Canadian Practical Nurse Registration Exam (CPNRE) in May and September 2016.
- Congratulations to Jason Reeves, LPN (Valley district) who has become the new CLPNNS Board of Directors Chairperson for 2017.
- Congratulations to Theresa Mac Donald, LPN who was recently elected to the Board of Directors to represent the Pictou / Antigonish district for the 2017-2018 term.
- Congratulations to Anne Boutilier (HFX district) and Shaunna Snow (Cape Breton district) on their re-election to the Board for the 2017-2018 term.
- Congratulations to Aaron Windsor and Greg Fevens on their appointment to the Board as public representatives for 2017-2019 term.
- A huge thank you to outgoing public representatives Fred Beaton, Rev. Jack Briggins, and Lloyd Tattrie for their commitment, wisdom and leadership to the Board.
- A huge thank you to Jackie Mac Callum, LPN former Board Chair for her leadership, commitment and passion for the profession of practical nursing.

Jurisprudence Learning Module and Exam

As of November 1 2016, any LPN registered in Nova Scotia may elect to complete the Jurisprudence Learning Module and Exam (JLME) to satisfy their annual continuing competence program (CCP) requirements. The module certificate of completion may be used in lieu of a learning plan for the year in which the JLME was completed. For example, if you are selected to participate in the CCP audit in 2017 of the 2016 year, you may submit the certificate as long as you completed the module in 2016.

The cost of the module is \$50.00. You can submit your registration form online by [clicking here \(http://clpnns.ca/nursing-jurisprudence/\)](http://clpnns.ca/nursing-jurisprudence/). When your form has been submitted, you will receive emailed instructions regarding payment options. Registration is NOT complete until payment has been received.





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 nursing care and their ability to meet their standards of practice. If you self-assess the effect of the medication as somehow preventing you from making appropriate care decisions or your inability to meet your standards of practice, you should refrain from clinical practice. If returning to work is imperative, engage your employer in discussions about returning 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 time line 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 verification process are required to send their completed learning plan to the College for evaluation. [Click Here](#) (or go to <http://clpnns.ca/wp-content/uploads/2013/04/CCP-InstructionBook-1.pdf>) 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](#) or go to <http://clpnns.ca/wp-content/uploads/2013/04/Medication-Administration-Final1.pdf> to review Professional Practice Series: Medication Guidelines for LPNs.

Still have questions? Email a Practice Consultant at practiceconsultant@clpnns.ca

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



Board of Directors

Chair

Jason Reeves, LPN
District II (Kentville - Annapolis - Digby)

Vice Chair

TBD

Angie Chassé-Naugler, LPN
District I (Bridgewater - Shelburne - Queens - Yarmouth)

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District IV (Pictou - Guysborough - Antigonish)

Shaunna Snow, LPN
District V (Inverness - Victoria - Cape Breton - Richmond)

Cindy Yorke, LPN
District VI (Colchester - Cumberland)

Teri Crawford, RN
Appointed: CRNNS

Public Members*

Susan Nasser
Betty Thomas
Aaron Windsor
Greg Fevens

*Appointed by government

CLPNNS Will Be Celebrating Their 60th Anniversary in 2017

The College is seeking volunteers to help plan celebrations for the year, including a 60 th Anniversary Awards Banquet. Albert (Albie) McIntyre, will Chair the planning committee and would like some help. Anyone wishing to volunteer for the committee, please email info@clpnns.ca.

Stay Engaged with the College

[Click Here](#) (or go to <http://clpnns.ca/guidelines/>) for the latest practice support documents created to assist and support your practice.

CLPNNS Staff

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