

MEMBER SUBMITTED RESOLUTION

Title of Resolution: Change to SALPN Regulatory Bylaws, Eligibility for Licence renewal, Section 10(1)(b) (Appendix Table 1)

Moved By (Name/Registration #): Brent Wagner Registration Number 10429

Be it Resolved, that: A change be made to Section 10 (1) (b) (appendix Table 1) as written in the latest version of the SALPN Regulatory Bylaws.

I propose that Section 1 and Section 2 be combined therefore allowing the Individual LPN to accumulate the following continuing education hours regardless if it's Group Learning or Individual Learning:

Licence Renewal Period continuing education hours via any combination of Group or Individual learning.

I would like council to consider this resolution and bring it to the membership for a vote.

Explanatory Notes: Let me begin by saying that I understand the job of SALPN is to Protect the Public. I understand the Public Perception of our Education and the Politics involved in How we are perceived. I also understand the scrutiny we go through from other licencing bodies.

It is not my wish to take us backwards in our continuing education, but instead to have us look forward. We will do this by looking at how each of us learn, and thereby allowing the diversity in our different learning styles to shine through and make us Better L.P.N.'s. This Change will Ultimately make us safer, better educated, and through that, we will be fulfilling our mandate to protect the public.

Each of us learns in different ways. Some People are Born wizards when it comes to books. They thrive upon reading and can't get enough of it. They are always immersed in a book or reading an online article, Perhaps taking an online course, and because of that drive to read, that is how they absorb things and how they learn.

Others, are just simply not built that way. Yes of course we can all read. We wouldn't be in our profession if we couldn't. But there are those people among our ranks who are more visual people rather than reading people. Show them something once and they will remember forever and be able to do it without issue. Make them read it and it will take much longer to absorb and achieve. They are the ones who need the group setting. That interaction that will stimulate their thinking and make them better, safer L.P.N.'s.

Is either way better than the other? I know some people think that individual learning is the way to go. It's sitting down by yourself and applying yourself to a task that you will accomplish without fail. It is certainly efficient for those who are the readers and love to learn that way.

Member Submitted Resolution

But does it seem right to apply that umbrella to all, and say this is the way you have to learn? I put it to you that while you can learn a lot through reading and doing online courses by yourself, what about a group setting where you can bounce ideas off of each other. A place where you can not only learn the course material BUT also learn from the experiences shared by the others in the group. I am sure you will agree that, at one time or another, you have all learned something from an experience shared by a senior nurse or coworker? That's what I am talking about. So why should one outweigh the other? Why not allow the option of either way of learning?

Even when I was taking my Practical Nursing program, SIAST (at that time), realized that people learn differently. We had one person in our class who was never with the rest of us for any test. They took that person to another room where the instructor would read the questions to them. They could of course read, but during a test would freeze and the questions wouldn't make sense to them. The only way they would understand them is to have someone reading the questions out loud.

Everyone Learns Differently!

Now I have not taken this change lightly. I have talked to other LPN's Received their input. I have worked in collaboration with a few of them. I have also done research on continuing education in some other professions.

I looked at four different professions. I Waded through their legislation online. I checked out their bylaws and found all that I could on their Continuing Education.

The professions I chose at random were Architects, Engineering, Forestry and Certified Public Accountants.

The following is a brief description of what I found:

The Accountants referred in several places to the individual needing the specified minimum number of continuing education hours, BUT I couldn't find anywhere on their site that they actually spelled out exactly what those hours were.

The Engineering Association need 80 credits per year. They can claim 1 credit for every 15 hours of work to a maximum of 50 credits. Their education is broken down in to Formal, Informal, and Participation. I am uncertain how their hours of education revert to credits to make up the remaining 30 credits they need per year as that information was not on their website.

It is important to note however that there is NO mandatory Individual learning for this profession. It's an option but it's not mandatory.

The Architects Association

They need 8 hours of core education per year and 27 hours of self directed. Total of 35 hours per year BUT if they get more than their 8 core hours they can apply up to 4 hours from their core learning to self directed learning.

Member Submitted Resolution

They do have 11 more hours per year for Continuing Education than we do HOWEVER, it is important to note that while they appear to have mandatory self directed learning they can use third party educational opportunities which from their description would indicate are group settings.

The Forestry Association

They work on a three year period of reporting for Continuing Education and are required to get 150 hours in those three years or 50 hours per year. A 12 hour credit can be claimed each year just for practising forestry. So after their working credit they require 38 hours of Continuing Education. AGAIN however, there is no Mandatory individual or self directed learning.

So, while these professions have a few more Continuing Education Hours than we do ONLY ONE of them had Mandatory Self Directed or Individual learning. That one included outside courses in it's individual learning that were put on by a third party that definitely seemed to indicate a group learning scenario.

I included this information only to show that other professions are allowing their members to have a choice in how they get their education.

I want to Thank you for the time you put in for the SALPN. I want to thank you for the time you spent dealing with this resolution.

It is my belief that through this change all of us will be able to learn in a way that best suits the needs of the individual LPN. That will make us a stronger, more educated workforce. But, the real people who will benefit from allowing LPN's to gain education through their own style, is the patients who will be safer because of the knowledge we will all gain.

In closing I want you to look around the room. Are any of the people around you a reader? Perhaps they are one of those people I mentioned who learns more quickly and efficiently through a group setting. I would ask you to think of both of these types of people (Your Co-workers) as you deliberate this resolution. Ask yourself, Is one way of learning Really better than the other?

I would like the membership to have an opportunity to discuss and vote on this resolution at the 2017 AGM.

Sincerely,
Brent Wagner LPN