



LPN News

Employer Newsletter • July '12

SALPN Leadership & Innovation Challenge

Addressing Issues in Practice

Mandatory Competencies

SALPN Award Winners

SALPN 2012 Membership Survey Results



Addressing Issues in Practice

Skillfully handling or managing issues within practice can be one of the greatest challenges a manager faces. Professionals of all designations can be faced with issues related to competency, ethics, ability to communicate, or stress between colleagues. If not corrected morale, productivity, workplace relationships, and most importantly patient safety may be compromised.

Ideally practice issues will be prevented before occurring. Below are tips to assist nursing professionals in their roles:

- Clearly define role descriptions for all staff
- Provide current policy and procedures inclusive of all staff they pertain to
- Offer education and certification for required or advanced competencies reflective of facility policy and procedure
- Ensure equipment and resources are available to provide complete and safe care
- Give staff an opportunity to provide input before decisions are made in policy and procedure
- A manager must familiarize themselves with the supportive practice documents that guide the professionals they manage:

- Standards of Practice or Competencies
- Code of Ethics
- Guidelines and position statements
- Respective Legislated Acts (ie: Licensed Practical Nurses Act, Registered Nurses Act)

When practice issues arise we would expect the manager role to be accountable for:

- Ensure the LPN clearly understands the nature and type of practice issue at hand.
- Ensure the LPN clearly understands the practice changes required.
- Support the LPN in the development and implementation of a learning / corrective plan.
- Provide reasonable resources, time, and effort to support the LPN during this time.

If the safety of the public is at risk the SALPN must be notified.

If you require assistance with the LPN practice please contact:



Lynsay Donald
Practice Consultant
praccon@salpn.com
(306)537-0472



Mandatory Competency

Notice to Employers

The Saskatchewan Association of Licensed Practical Nurses is dedicated to the regulation of the LPN profession. As part of this commitment, and our obligation to the Saskatchewan public, the SALPN has implemented mandatory competencies.

All LPNs in Saskatchewan must complete an approved Health Assessment course by December 1st, 2012. LPNs choosing to not obtain the health assessment competency will not be eligible for licensure for the 2013 licensing year. There will be no exceptions or extensions. LPNs without the competency will remain licensed until December 31, 2012.

The SALPN will provide a list of LPNs requiring the competency to each health region in August. These members have also been contacted by the SALPN. SIAST will be offering the required assessment class in September. Please encourage LPNs wishing to remain licensed to register for the course.

NURS 227 Health Assessment for the LPN
September 4 – November 26th, 2012
Registration available July 3rd – August 24th
Registration Services: (306) 798 – 4314



SALPN Award Winners

LPN of Distinction Award

Carolyn Morris
Greg Wagner

Mentorship Award

Esther Li

Lifetime Achievement Award

Bernadette Wildeman
Margie Rushka
Sharon Motter

Chapter Award

Cypress



Congratulations to all LPNs who received awards for the hard work and commitment given to the profession. Thank you to the individuals that took the time to send in nominations.

To be acknowledged within your profession is a great honour. If you employ an exemplary practitioner please consider nominating them for a SALPN award. For more information, please visit www.salpn.com

SALPN Leadership & Innovation Challenge



The SALPN Education Committee is challenging LPNs to take part in the SALPN Leadership and Innovation Challenge.

The objective of this challenge is to inspire LPNs to focus on patient and family centered care and demonstrate leadership within the profession by coming forward with innovative ideas. There will be a \$500 grand prize for the winner to implement their idea to the ward/department in their workplace.

Encourage and support all LPNs on your unit or in your facility.

For more details please visit www.salpn.com

2012 SALPN Public & Membership Survey Results

For a details and results from our 2012 Public and Membership survey, please visit our website as salpn.com

You can find the results on our home page or simply type this link into your address bar:

www.salpn.com/images/stories/homeimages/2012_SALPN_Membership_Survey.pdf

