



Reminder

LPN License Renewal
Deadline is:

December 1, 2012

Public Registry for
Licensure Verification

NEW Practice Guidelines

Mandatory Competency
Deadline

SALPN Standards of Practice

Public Registry for Licensure Verification

We would like to take this opportunity to remind the employers of the current SALPN renewal season. The deadline for renewal is December 1, 2012. A late fee of \$100 will be applied to renewals received from December 2 - 31, 2012.

LPNs not renewing prior to January 1, 2013 are unlicensed and can no longer be employed as LPNs. LPNs who renew following January 1 are charged a \$200 reinstatement fee. A Practical Nurse (PN) found to be working without a current practising license is investigated and then disciplined by the SALPN.

The implications of employing unlicensed Practical Nurses (PN) are as serious to the employer as the employee. PNs without a license have no liability insurance in the case of error or omissions in practice. This places the employing agency at great risk. In the past many PNs found to be



practising without a license have been disciplined by both the SALPN and the employer.

We are reminding employers to ensure all LPNs employed are licensed for the 2013 year prior to being scheduled for work. The public registry on the SALPN website provides real-time licensing status and is available twenty fours a day.

<https://secure.alinity.com/SALPN/WebClient/RegistrarDirectory.aspx>

Mandatory Competency Deadline



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.

Completion of an approved health assessment course must occur prior to December 1st, 2012. LPNs choosing to not complete the mandatory education will not be eligible for licensure in 2013. LPNs without the mandatory education cannot be employed as a LPN following January 1st, 2013. The SALPN will not offer grandfathering or extensions to LPNs without the competency. If you require further information or assistance please contact the SALPN office.

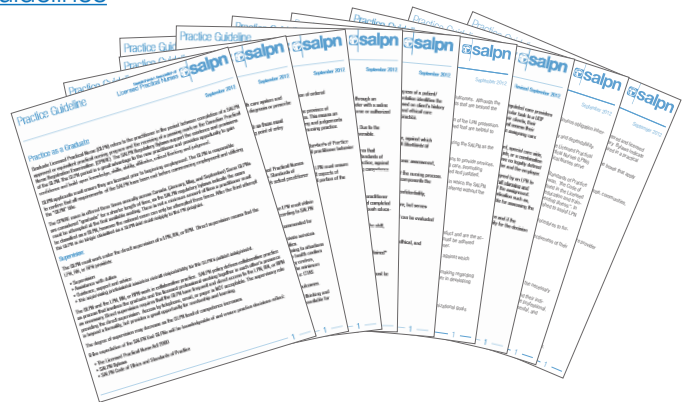
New Practice Guidelines

The Saskatchewan Association of Licensed Practical Nurses is pleased to present the development of new practice guidelines. Practice guidelines are documents developed to assist the Licensed Practical Nurse with decision making in specific situations or area of practice. Practice guidelines are also helpful to the employer in the development of policy and procedure. Practice Guidelines do not replace or serve as employer policy. In fact the SALPN suggests the employer support practice guidelines with applicable policy and procedure.

The new practice guidelines noted below are available on the SALPN website.

<http://www.salpn.com/practice-information/practice-guidelines>

- Creating Policy and the LPN?
- Am I Practicing Nursing?
- Accountability
- Additional Competencies
- Medication Administration
- Additional Competency
Administration of Medication by Intravenous Push
- Point of Entry to Care
- Assignment of Tasks to Unregulated Care Providers
- Documentation
- Practice as a Graduate



Please contact the SALPN for further information regarding the new SALPN Practice Guidelines.

SALPN Standards of Practice

Standard 1 • Knowledge

The Licensed Practical Nurse integrates knowledge of nursing science, arts, humanities and technology acquired through basic education and continuous learning.

Indicators: The LPN:

1. Demonstrates an understanding of the knowledge, critical thinking and clinical judgment required for the provision of safe, competent and ethical nursing care.
2. Demonstrates awareness of and practices in accordance with accepted infection prevention and control standards.
3. Assess, evaluate, reports and documents effectiveness of nursing care in relation to client responses and expected outcomes.
4. Accesses resources when needed to support the provision of safe, appropriate client care.
5. Uses health promotion and health teaching appropriate to the client's need.
6. Demonstrates awareness of evidence based practice applies this understanding to provision of patient and family centered care.
7. Participates in research and quality improvement activities to enhance nursing practice and health outcomes.
8. Demonstrates an understanding and practical application of current, new and emerging technologies as it relates to evidence based nursing care.

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SALPN Standards of Practice (Cont'd)

Standard 2 • Accountability

The Licensed Practical Nurse maintains standards of nursing practice and professional conduct as determined by the SALPN and the practice setting.

Indicators: The LPN:

1. Demonstrates accountability and responsibility for own nursing actions (and inaction) and professional conduct.
2. Practices within applicable legislation, Regulation, By-laws, Code of Ethics, Standards of Practice and own level of competence.
3. Delivers nursing care in a manner that preserves and protects client autonomy, dignity and rights.
4. Maintains appropriate boundaries between professional therapeutic relationships and non-professional personal relationships.
5. Identifies and questions situations where directions, policies or procedures maybe unclear or potentially unsafe and reports such situations to an appropriate person, agency or professional body.
6. Is accountable for monitoring and maintaining own fitness to practice.

Standard 3 • Patient Safety

The Licensed Practical Nurse takes responsibility for own safe nursing practice and patient safety.

Indicators: The LPN:

1. Acts to prevent or minimize adverse events through identification and reporting of situations that are unsafe or potentially unsafe for clients or health providers.
2. Reports unsafe practice, abusive behaviour or unprofessional conduct to the appropriate authority.
3. Advocates for improved safety within nursing practice and health care delivery.
4. Utilizes new technology, nursing informatics and communication technology to enhance and promote safe client care.

Standard 4 • Continuing Competence

The Licensed Practical Nurse engages in continuing education pertinent to the LPN's practice setting. Professional development, education and continuing competence are the individual LPN's responsibility to attain and maintain.

Indicators: The LPN:

1. Assumes primary responsibility and accountability for maintaining competence.
2. Participates in the Continuing Education requirement to maintain licensure with the SALPN.
3. Demonstrates commitment to lifelong learning.
4. Maintains awareness of trends, issues and changes in Nursing, technology and health care.

Standard 5 • Collaboration

The Licensed Practical Nurse collaborates with clients, health care providers and stakeholders in the delivery of health care services.

Indicators: The LPN:

1. Establishes and maintains an environment that promotes effective relationships in planning, implementing and coordinating the delivery of nursing care.
2. Utilizes effective interpersonal and therapeutic communication skills.
3. Uses constructive feedback and mediation strategies to resolve conflicts and facilitate collaboration.
4. Mentors students, colleagues and others, and shares own experience and knowledge to advance the profession.
5. Acknowledges and respects the role and competencies of other health providers in the delivery of health services.
6. Understands and engages in patient & family centered care.

Standard 6 • Leadership

The Licensed Practical Nurse demonstrates effective leadership knowledge and skill in own practice, as well as in the management and supervision of others.

Indicators: The LPN:

1. Models professional values, beliefs and attributes that promote the profession to clients, learners, peers and other health care professionals.
2. Evaluates safety, effectiveness and efficiencies when planning nursing care and/or assigning duties to unregulated providers, in accordance with established SALPN practice guidelines.
3. Promotes innovation and an openness to new ideas which may enhance or support nursing practice.
4. Contributes to the development of policies and procedures for the delivery of safe competent and ethical nursing care.
5. Advocates for patients and families when necessary.