

Accountability

Accountability is the ability to accept responsibility or account for one's actions. It is a continuous obligation inherent in nursing practice and cannot be delegated.

Responsibility is a component of accountability and refers to the characteristics of reliability and dependability. The Saskatchewan Association of Licensed Practical Nurses (SALPN) in accordance with the Licensed Practical Nurse Act, 2000 has the legislative responsibility of regulating the practice of Licensed Practical Nurses (LPNs) in Saskatchewan. The mission of the SALPN is to ensure that Saskatchewan Licensed Practical Nurses serve society by providing professional nursing care.

The SALPN is responsible for setting, monitoring, and enforcing the Standards of Practice for Licensed Practical Nurses in Canada and the Code of Ethics for Licensed Practical Nurses in Canada. The SALPN is accountable to legislative authority in Saskatchewan. The Standards of Practice and Code of Ethics are incorporated by reference into SALPN Regulatory Bylaw. The SALPN Regulatory Bylaws provide the following:

19. All members shall ensure that they work within their educational preparation, level of competence and scope of practice and comply with the standards of practice set out in the *Standards of Practice for Licensed Practical Nurses* approved and adopted by Canadian Regulatory Agencies as of April 1, 2013.
20. All members shall conduct themselves in an honourable and ethical manner, upholding the values of truth, honesty, and trustworthiness, and shall observe the standards of conduct set out in the Code of Ethics for Licensed Practical Nurses in Canada approved and adopted by Canadian Regulatory Agencies as of April 1, 2013.

The definition of LPN practice as defined in the Licensed Practical Nurses Act, 2000. The act defines practice as "means to provide services, within the education and training of licensed practical nurses, for the purposes of providing care, promoting health and preventing illness;". In addition to the Code of Ethics and Standards of Practice, practice guidelines have been established to assist LPN members with ethical decision-making, and employers with providing clear role expectations.

The employer is responsible to provide well defined and clear role descriptions, policies, and procedures to further guide practitioners in their practice.

The SALPN expects that Licensed Practical Nurses assume responsibility for the quality and effectiveness of their own practice and take responsibility for their own actions at all times.

- LPNs are accountable to:
 - a. their clients to provide safe, competent, and ethical care
 - b. their employer to work within role descriptions and policies and procedures and
 - c. the SALPN to comply with the Code of Ethics and Standards of Practice.
- LPNs are responsible to ensure competence in practice.

- LPNs are responsible to ensure that their nursing knowledge is current, and that they possess the necessary knowledge, skills, abilities, critical thinking, attitudes, and clinical judgment to fulfill their role.
- LPNs are responsible to identify when they require assistance, or when an assignment is beyond their individual scope of practice, competency level, education, or ability and consult with the appropriate professional.
- LPNs are responsible to ensure fitness to practice ensuring they have the necessary physical, mental, and emotional capacity to practice safely and competently.
- LPNs are required to maintain appropriate licensure status.
 - a. practicing
 - b. non-practicing certification
- LPNs are required to enhance competence, participating in continuing education in order to meet the regulatory requirements of 24 education hours annually.
- LPNs are responsible to maintain practice hours and meet the regulatory requirement of 1250 hours per five year period.

The LPN is accountable for all components of practice.

References

- Canadian Council for Practical Nurse Regulators. (2013) *Code of Ethics & Standards of Practice for Licensed Practical Nurses in Canada*
- College of Licensed Practical Nurses of Alberta. (2003) *Professional Responsibility and Accountability: Practice Statement*. Edmonton
- College of Licensed Practical Nurses of Newfoundland and Labrador. (2006) *Accountability of Licensed Practical Nurses*. St. John's.
- College of Licensed Practical Nurses of Nova Scotia. (2012) *Position Statement: Accountability*. Halifax.
- Porter – O'Grady, T., & C. Krueger-Wilson, *The Leadership Revolution in Health Care: Altering Systems, Changing Behaviors*. Aspen Publishing, Denver, 1995
- Perry, M. & Potter, J. (2009) *Foundations of Nursing Practice. Canadian Fundamentals of Nursing*. (90-93) Toronto.
- Saskatchewan Association of Licensed Practical Nurses. (2013) *SALPN Regulatory Bylaws*. Regina
- Savage, J. , & Moore, L. (2004) *Interpreting Accountability: An ethnographic study of practice nurses, accountability, and multidisciplinary team decision-making in the context of clinical governance*. London. (UK)
- The Statutes of Saskatchewan*. (2000) *The Licensed Practical Nurses Act, 2000*. Regina.