

Practice as a Graduate

Graduate Licensed Practical Nurse (GLPN) refers to the practitioner in the period between completion of a SALPN approved or equivalent practical nursing program and the receiving of a passing mark on the Canadian Practical Nurse Registration Examination (CPNRE). The SALPN Regulatory Bylaws 5(1)(2)(3) support the existence and provisions of the GLPN. The GLPN period is a great advantage to the new practitioner and provides opportunity to gain confidence and build upon knowledge, skills, ability, attitudes, critical thinking and judgment.

GLPN applicants must ensure they are licensed prior to beginning employment. The GLPN is responsible to confirm that all requirements of the SALPN have been met before commencing employment, including orientation and utilizing the “GLPN” title.

The CPNRE exam is offered in three writing windows annually across Canada. Some GLPNs are considered “graduate” for a shorter length of time, as the SALPN regulatory bylaws indicate the exam must be attempted at the first available seating. There is not a minimum amount of time a practitioner must be classified as a GLPN; however, there are only three allowable attempts to write the CPNRE. After the third unsuccessful CPNRE attempt, the GLPN ceases to be licensed and can no longer work as a GLPN. The affected individuals must reapply and complete the Practical Nursing program if they wish to become an LPN in the future.

Supervision:

The GLPN must work under the direct supervision of an LPN, RN, or RPN. Direct supervision means that the LPN, RN, or RPN provides:

- Supervision
- Assistance with duties
- Guidance, support and advice
- The supervising professional assumes overall responsibility for the GPN's patient assignment.

The GLPN and the LPN, RN, or RPN work in a collaborative practice. The SALPN defines collaborative practice as a process that involves the graduate and the licensed professional working together in each other's presence as necessary. Direct supervision requires that the GLPN have frequent and direct access to the LPN, RN, or RPN providing the direct supervision. Access by telephone, email, or pager is NOT acceptable. The supervisory role is beyond a formality, but provides a great opportunity for mentorship and learning. The degree of supervision may decrease as the GLPN level of competence increases.

It is the expectation of the SALPN that GLPNs will be knowledgeable of and ensure practice decisions reflect:

- The Licensed Practical Nurses Act 2000
- SALPN Regulatory and Administrative Bylaws
- Code of Ethics and Standards of Practice adopted by the SALPN.
- Entry-to-Practice Competencies for the Licensed Practical Nurse
- SALPN Practice Guidelines
- Agency policy and procedures

Most areas of practice or departments are acceptable for the GLPN to practice, however there are areas or situations in which direct supervision can be difficult to achieve. The GLPN is accountable to not accept assignments or positions that will prove difficult to meet the supervisory requirement. (ie: working independently in community setting of homecare)

The GLPN scope of practice is identical to the LPN scope of practice, however some components may prove difficult to be directly supervised (I.e: receiving telephone orders from a physician).

Continuing education is a requirement of licensure. The GLPN is considered to have accumulated the required continuing education hours in the year the PN program is completed. In the subsequent licensing years, the LPN is required to obtain the 24 required hours in order to meet licensure requirements.

The GLPN, the employer, or the licensed professional supervising the GLPN are encouraged to contact the SALPN for further support if needed.

References:

Canadian Council for Practical Nurse Regulators. (2013) Code of Ethics & Standards of Practice for Licensed Practical Nurses in Canada

Saskatchewan Association of Licensed Practical Nurses. (2009) Practice Policy: 1.1.5 Graduate Practical Nurse – Practice Privileges. Regina

Saskatchewan Association of Licensed Practical Nurses. (2000) Regulatory Bylaws. Regina

Saskatchewan Registered Nurses Association. (2012) Guidelines for the Graduate Nurse Practice. Regina.