

Self- Employment

A self employed LPN provides nursing services for a fee. The self employed LPN applies nursing knowledge, skill, judgement while providing nursing services. Services may include direct nursing care, advocacy, health promotion, consultation, and education to individuals, families, or groups,

Accountability

Self-employed LPNs are accountable to ensure practise abides by SALPN regulatory requirements. They are bound by legislation and the regulatory bylaws of the SALPN.

The Licensed Practical Nurses Act 2000 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;”

The SALPN Regulatory Bylaws provide the following:

20. 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.

21. All members shall conduct themselves in an honorable 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 self employed LPN must ensure competence with acquired education and practice in order to provide private nursing services.

The self employed LPN is accountable for all nursing services provided. The self employed LPN must utilize critical thinking and clinical judgement while utilizing the complete nursing process inclusive of complete assessment, thorough planning, precise implementation, and comprehensive evaluation. The LPN must determine the scope of services provided based on knowledge and competence.

The self employed LPN must meet licensure requirements, hold licensure with the SALPN, and must complete any additional education or specialty education to obtain additional competencies in order to support the provided services. The self employed LPN is accountable to commit to continuing education to maintain competence.

Development of Services

Scope of Service

1. The self employed LPN must clearly define the scope of services he or she will provide and develop or acquire supporting policy and procedures.

2. The self employed LPN must consider possible limitations of practice and what actions will be taken in these events. ie: to whom and when will you refer clients onwards.

Conflict of Interest

The primary objective of the self employed LPN is to provide professional nursing care while maintaining trust in the nursing profession.

1. The self employed LPN must ensure they are appropriately endorsing products for sale.

Advertising

The self employed LPN can advertise services provided, but must be in a relevant and non-misleading manner.

1. The self employed LPN must use a full name and include the LPN designation in all advertising forms including business cards, webpage, posters, and directory listings.
2. All information included must be accurate, factual, and verifiable.
3. Advertising should avoid the use of testimonials, coupons or giveaways.
4. Advertising can include information such as description of services, credentials, practice experience, fees, and contact details.

Consent

Valid consent must be obtained in order to provide nursing services.

1. Consent must be genuine and voluntary.
2. The services provided must be within your scope of practice and competency level.
3. The client must be of legal and mental capacity to consent
4. The consenter must be informed.

Documentation

The self employed LPN must create and maintain a permanent record to monitor the care and progress of a client for the purpose of legal record and communication to other care providers. Documentation demonstrates commitment to providing safe, effective, and ethical care by showing accountability for professional practice and the care of the client. Refer to the SALPN Documentation Practice Guideline.

Confidentiality:

Maintaining the privacy of the client is mandatory.

1. Record keeping practices, storage, and disposal must ensure client confidentiality is guaranteed and in compliance with privacy legislation such as HIPA and PIPEDA.

Advice of Other Services

The self employed LPN should seek the advice of other professionals relating to the services provided.

1. The LPN must comply with local, provincial, and federal bylaws, rules and regulations pertaining to business.
2. The LPN should seek the advice of a lawyer, accountant, insurance agent, and the privacy commissioner to seek best practices for the self-employed.
3. The LPN should consider the purchase of additional liability insurance offered by the membership's insurer.
4. The LPN should contact the SALPN practice consultant for further guidance.

References

- Canadian Nurses Protective Society. (1994) Consent to Treatment. Ottawa.*
- College of Licensed Practical Nurses of British Columbia. (2010) Practice Guideline: Self Employment. Burnaby.*
- College of Nurses of Ontario. (2009) Practice Guideline Independent Practice. Toronto.*
- Saskatchewan Association of Licensed Practical Nurses & Alberta Health and Wellness (2005) Competency Profile for Licensed Practical Nurses of Saskatchewan. Edmonton*
- Saskatchewan Association of Licensed Practical Nurses. (2011) Practice Guideline: Documentation. Regina*
- Saskatchewan Registered Nurses Association. (2012) Self-Employed Practice: Guidelines for Registered Nurses - DRAFT*