



A Short History

January 2008

The first formal nurse training in Canada was established in 1874 at the General and Marine Hospital in St. Catherine's, Ontario.

Nursing Assistants were brought into being to meet the nursing shortage after the Second World War.

In Saskatchewan, the nursing assistants were incorporated into the Saskatchewan Registered Nurses Association (SRNA) Act in 1955.

In 1957 the Saskatchewan Nursing Assistants Association, (SNAA) was established.

However, this association continued to be governed by the SRNA who had the legislated right to determine competencies, standards and scope of practice.

The SNAA did have a "council" consisting of Certified Nursing Assistants (CNA) which held meetings and kept the CNA's informed of any changes to their practice.

In 1972, nursing assistant students in Saskatchewan were required to write and pass a national exam for licensure, which continues to be a requirement today.

In 1974, the SNAA struck a committee to examine and discuss the pros and cons of remaining under the legislative jurisdiction of the SRNA

In 1982, delegates to the SNAA's annual meeting directed their Executive Committee to draft an Act, which would seek legislative autonomy and a title change to Licensed Practical Nurse

On September 30th, 1983, the delegates to the SNAA annual convention adopted the following resolution:

- **Whereas** the Saskatchewan Nursing Assistants' Association has grown to be an Association recognized as a vital part of the health care system in this province; and

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- **Whereas** our Association recognizes the responsibility of maintaining our professional viability;
- **Be it resolved** that we accept and approve the legislation entitled: "The Licensed Practical Nurses' Act 198_."

In June of 1984, the Association began making presentations to the Saskatchewan government regarding the adoption of an Act respecting the Saskatchewan Association of Licensed Practical Nurses.

In June of 1985, while the SNAA was holding its AGM, the Legislature proclaimed the **Certified Nursing Assistants Act**. There was some disappointment for the members when the Act was changed to the "Certified Nursing Assistants Act" instead of the "Licensed Practical Nurses Act" as requested by the Council. This resulted in a name change for the organization to the Saskatchewan Association of Certified Nursing Assistants (SACNA).

The SACNA continued to lobby government and stakeholders regarding a name change to Licensed Practical Nurse. Their lobbying was successful in 1992 when the Certified Nursing Assistants Act became the Licensed Practical Nurses Act. At this time, the association became known as the Saskatchewan Association of Licensed Practical Nurses (SALPN).

The Act was amended again in 2000 to reflect the more independent role of the LPN, by removing the words "works under the direction of a physician, registered nurse or registered psychiatric nurse".

The SALPN was also given the legislated responsibility to approve practical nurse education programs in Saskatchewan and the first "program approval" was done in 2002. This resulted in several additions and changes being recommended. This review granted approval for five (5) years to the basic and re-entry programs as taught by the SIAST.

A major review of all SALPN documents was conducted in 2003/04, which resulted in a new set of core documents being produced. This also resulted in changes to the Electoral Process. The province was divided into five (5) zones, with a President and President Elect in executive positions. All Council positions are for two (2) years terms.

In 2005 the SALPN developed a Professional Manual designed for SALPN members. It contains information on:

- The SALPN
- The CCPNR
- Continuing Education Profile (CEP)
- Standards of Practice for LPNs

- SALPN Core Documents
- Regulatory Bylaws
- Practice Policies
- Practice Position Statements

In 2004, changes were made to Regulatory Bylaws regarding the mandatory requirements to maintain licensure:

- Licensable hours - In the beginning, as few as 233 hours were needed. That grew to 466, then 900 over a five year period. Beginning in 2005, the requirement changed to 1250 hours over a five year period.
- Continuing Education - Life long learning is central to developing a nursing practice. In 2004, continuing education became mandatory for licensure. The current program, called Continuing Education Portfolio continues to evolve.

In 2004, the SALPN undertook a utilization survey of LPNs. This was followed up with a 2006 survey. The survey canvassed LPNs in the province regarding their level of utilization as a totality and by selected competencies.

In 2005/2006, a joint initiative of the four western LPN regulatory bodies resulted in the release of a Competency Profile for LPNs in Saskatchewan. The Profile:

- outlines LPN competencies in Saskatchewan
- provides a reference for each LPN's self-assessment
- provides direction to Saskatchewan Institute of Applied Science and Technology (SIAST) regarding essential curriculum components
- serves as a reference for government, employers and other stakeholders

In 2005, the SALPN announced its resignation from PN Canada (formerly the Canadian Practical Nurse Association) due to its mission to "To advocate and promote Practical Nursing in Canada". As a regulatory body the SALPN's sole responsibility is to protect the public and promote patient safety through the regulation of the profession.

In 2005 a new national body was founded, the Canadian Council of Practical Nurse Regulators (CCPNR). The CCPNR originally had membership from all ten provincial jurisdictions and grew out of regular informal meetings of the provincial regulators. In 2007, Ontario withdrew from the organization.

In 2006, the SALPN and SIAST made a joint presentation to the Saskatchewan government to change the entry to practice credential from Certificate to Diploma.

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In 2006, the length of the SIAST PN program increased from 58 weeks to 65.

In 2006, we collaborated with B. L. Stadnyk to research and publish **A One Year Experience of a Group of Licensed Practical Nurse in Saskatchewan: The Many Faces of Violence**. It is ground breaking research into the level of psychological, verbal and physical violence being experienced by LPNs.

During 2006 and 2007, the SALPN Council undertook an extensive review of its governing structure. This is an ongoing process. Our first major accomplishment was the development of our:

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| Vision | Partners for a healthy society |
| Mission Statement | To ensure that Saskatchewan Licensed Practical Nurses serve society by providing professional nursing care |
| Goals | Competent & Ethical Practice Professional Self Regulation & Public Safety Accountable Governance & Administration Education & Life Long Learning Collaborative, Supportive Environment |

In the fall of 2007, we developed our first formal Strategic Plan.

In 2007, we undertook the second review of the Practical Nurse Re-Entry program. The review resulted in granting a five year approval for the program. We are working with Re-Entry faculty to implement the recommendations coming out of the review.

The Association staff was originally one person and grew to incorporate an office secretary. It operated that way for many years until an assistant to the Registrar was hired to handle the many duties around yearly registration. A part time Nursing Consultant position was added in 2002 and it became a permanent full time position in 2004. A Registrar was hired in the fall of 2005. In 2006, a part time clerical position was added. In 2007, there was the addition of a half time Investigator. The staff in 2008 consists of the Executive Director, Registrar, Practice Consultant, Investigator, Office Manager, Assistant Registrar and Clerical Assistant

The association was originally run out of a small one room rented office. In 1988, the SNAA purchased office space at 2310 Smith Street, Regina.

In 2007, we moved into new office space at 100 - 2216 Lorne Street.

2008 was a momentous year for the SALPN.

Council began the year with the determination to re-introduce mandatory competencies for administration of medications and physical assessment. They took this to the membership in the form of a Regulatory Bylaw amendment at the 51st SALPN Annual general Meeting. The bylaw passed after just 15 minutes debate with a 93% approval. The Council will take the bylaw to the Minister of Health for approval.

On April 23, 2008, during the AGM, the SALPN signed a partnership agreement with the Ministry of First Nations and Métis Relations. Under the agreement the two parties agreed to:

1. Develop programs to facilitate constructive race and cultural relations.
 2. Develop Aboriginal educational opportunities and career development.
 3. Develop linkages to Aboriginal youth and potential PN students.
 4. Promote initiatives of mutual benefit designed to meet Aboriginal needs within the Association which generate an opportunity for Aboriginal involvement.
 5. Develop programs to promote leadership opportunities for Aboriginal LPNs.
 6. Develop an action plan indicating both short and long term strategies.
- Also included in this are:
- co-monitoring progress of the agreement; and
 - co-evaluating results of the agreement

Also on April 23, 2008 during an address to the delegates Minister of Health Don McMorris announced approval for an expanded Practical Nurse education program and the granting of the Diploma exit credential. In September 2006, the practical nursing program at SIAST had increased to 65 weeks from 58 weeks in order to meet changes in health services delivery, to comply with changes to national competency examinations, to better prepare students to work to their full scope of practice, and to ensure that Saskatchewan graduates are competitive with graduates in other jurisdictions. The expanded program had been placed under scrutiny by the Ministries of Health and Advanced Education, Employment & Labour and formal governmental approval was granted on April 23.