

<b>STATEMENT of POLICY and PROCEDURE</b>			
Chapter:	Regulatory Administration	Policy #	<b>2.1.02</b>
Section:	Regulatory Practice	Issued:	December 6, 2013
Subject:	<b>Conflict of Interest</b>	Effective:	December 2013
Issue to:	All Manual Holders	Page:	1 of 2
		Replaces:	Sept. 2015
Issued by:	The Saskatchewan Association of Licensed Practical Nurses	Dated:	June 7, 2017

## 1. POLICY

Professional misconduct is defined by section 24 of *The Licensed Practical Nurses Act, 2000* to include conduct that is a breach of the SALPN bylaws.

Section 23 of the SALPN Regulatory Bylaws provides as follows:

### **Conflict of interest**

23. A member shall avoid any situation in which the member's interests conflict, or have the potential to conflict, with the interests of any patient, resident or client with whom the member has a therapeutic relationship.

A conflict of interest can occur where a professional or business arrangement provides the LPN with the opportunity to receive a personal, financial or material benefit or where the interests or beliefs of the LPN conflict with the care needs of the patient/resident/client.

Examples of conflict of interest situations include:

- Receiving gifts from patients/residents/clients, other than a gift that is a token of appreciation and does not materially benefit the LPN.
- Marketing or selling products for a profit. An example would be a LPN operating a home business and marketing his/her products to the patients/residents/clients he/she serves;
- Referring clients to the LPN's private practice or private business from work related contacts with patients/residents/clients. An example would be a LPN who works at the hospital referring or encouraging patients to go to his/her privately operated foot care clinic. In instances when this may be in the patient's/resident's/client's best therapeutic interest, discuss it first with your employer;
- Accepting commissions or gifts, or providing commissions or gifts when referring patients/residents/clients or accepting referrals. An example would be a LPN receiving a discount from the local pharmacy for every person he/she refers there for pharmaceutical supplies;
- Promoting or providing care based on the philosophical or religious beliefs of the LPN over established medical practice and/or the best interests of the patient/resident/client and/or desires of the patient/resident/client.

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## 2. PROCEDURE

- 2.1 The LPN should avoid any situations described above or any other situations in which the personal interests of the LPN conflict or have the potential to conflict with the interests of the patient/resident/client.
- 2.2 A potential conflict exists if a reasonably informed person would perceive that the LPN's actions and responsibilities **could** be influenced by their personal, financial or material interests.
- 2.3 If an employee, the LPN should be aware of any conflict of interest guidelines the employer may have in place and report any conflicts of interest to his/her employer. At that time, it can be determined if the LPN should continue in his/her relationship with the patient/resident/client.
- 2.4 If a conflict arises in the context of a meeting of Council or a SALPN committee, the LPN should declare the conflict and absent him/herself from the meeting while the matter in respect of which the conflict exists is dealt with. The fact that the member has done so should be explicitly recorded in the meeting minutes.