

# SALPN

## EMPLOYER NEWSLETTER

SASKATCHEWAN ASSOCIATION OF LICENSED PRACTICAL NURSES

March 2011

## “Your Life, Unlimited” Conference and AGM 2011

April 14 – 15th, Queensbury Convention Centre: Evraz Place

This year's conference features great educational opportunities for the LPN . It promotes knowledge, leadership, and professional development. Please consider attending or sending LPNs from your facility.

### Dr. Andrea Lavoie: “The Way to a Girl's Heart: A Look at Women's Heart Disease”

Dr. Andrea Lavoie, a cardiologist, is the founder of the Prairie Cardiac Foundation. Dr Lavoie will share her knowledge and demonstrate her passion for women's heart health.

### Dr. Kishore Visvanathan: “Clinical Practice Redesign: Road Rage at Work”

Are you fulfilling your potential at work? The specialists of Saskatoon Urology Associates didn't think they were. Kishore tells the story of how these urologists used Clinical Practice Redesign to improve the service they provide to patients. Kishore will show that with knowledge and passion Clinical Practice Redesign can improve the practitioner and patient experience.

### “Providing Health Care Services in the Rural Setting” A Panel Discussion

Discover the successes and challenges of providing health care in rural Saskatchewan. Hear three informative perspectives, a front line LPN, RN nurse manager, and a physician.

Louise Hume, LPN : Shelly Horsman, RN : Dr. Peter Kapusta

## Utilization of the LPN:

Full utilization of health care professionals is fundamental to the operation of today's health care system. The increase of patient complexity, change in patient management, shortages of nursing staff and fiscal restraints has enhanced the practice of the Licensed Practical Nurse. Changes within regulation and legislation have further supported the changes. Despite the changes, full utilization of LPNs is not occurring in all facilities.

In order to fully integrate the Licensed Practical Nurse into the work setting the employer must first recognize and understand the competencies, knowledge and judgment that the practical nurse typically possesses. The SALPN Competency Profile and numerous position statements are available on the SALPN website or paper copy by request.

A "Full Scope" practitioner is not easily defined, as each practitioner is unique within the practical setting. There are three factors to consider when determining the scope of a Licensed Practical Nurse.

- The patient
- The practitioner
- The environment

### The Patient:

- The needs of the patient must be assessed for complexity.
- Care planning and risks for complications must be considered.

### The individual nurse:

- The practitioner must have the expertise and experience to meet the cognitive and technical skills required of the patient.
- The practitioner must have effective communication skills and seek help or guidance when required.

### The environment:

- The model of care in practice must support and enable communication amongst care providers.
- Assignments should be based on patient needs and not geographical location within the unit.
- Staffing ratios are an important factor, and the availability of other professionals to practitioners for assistance.
- The unit should have functioning equipment and monitoring devices.
- The organization must provide clear policy, procedural guidelines, and protocol to guide the decision making process.

Before individuals can function effectively as team members they must feel secure in each of their professional roles. The appropriate staffing of nursing professionals has a direct and definite impact on the positive outcomes of patients. The Licensed Practical Nurse can play a vital role in these outcomes. Is your organization utilizing the Licensed Practical Nurse to full potential?



## 2010 Registration Summary

### LPNs by Status:

Status	Number
Practicing	2925
Non-Practicing	140
<b>Total</b>	<b>3065</b>

### Members New in 2010

Source	Number
CPNRE – SK trained (Canadian Practical Nurse Registration Exam)	148
CPNRE – foreign trained	2
Out of Province	94
Re-entry Program – out of province[1]	1
External Applicant (RN)(RPN)	2
<b>Total</b>	<b>247</b>

### Reciprocity - Registrations from out of province

Jurisdiction	Number
British Columbia	15
Alberta	58
Manitoba	8
Ontario	9
NS	1
Quebec	2
USA	1
<b>Total</b>	<b>94</b>

### SALPN Discipline Update:

A self-governing profession, such as licensed practical nursing, is authorized by law to license individuals to practise, and then to regulate the conduct of those licensees by establishing rules of practice and standards of conduct that are enforceable through a discipline process. A self-governing profession must above all ensure public safety; it must also protect the standing of the profession from harm done to it by the inappropriate actions of an individual member. The discipline process that is required to protect the public and the profession must also be fair to the member in question, as the member's livelihood is at risk. SALPN, as a self-regulating profession, is governed by The Licensed Practical Nurses Act, 2000, which is constructed to respect and balance these sometimes conflicting interests.

The SALPN Discipline Committee issued seven decisions in 2010. The issues raised in the decisions include: inappropriate treatment of patients; deficiency in technical skills; theft of drugs from employer; failure to properly advise superiors when not at work on ward; and unprofessional dealings with SALPN. Another issue raised in 2010 but not reflected in the decisions formally issued to date is failure to renew licences in a timely fashion. Almost 30 SALPN members failed to renew their licences for 2010 by December 31, 2009, and four of these people went to discipline, and the rest were resolved through ADR (Alternate Dispute Resolution) for working without a licence.

### Mandatory Competency Update:

The SALPN is dedicated to effective and efficient regulation of the LPN Profession. Amendments to the profession's Regulatory Bylaws were approved by delegates at the 2008 Annual General Meeting. As of January 1, 2011 all LPNs practicing in Saskatchewan now have the Medication Administration competency. 88 LPNs did not acquire the competency and are no longer practising as LPNs.

As of December 1st, 2012 all LPNs are required to have completed an approved health assessment course. Approximately 950 LPNs are yet to obtain the competency. LPNs graduating from a SIAST PN program in 2001 or later are deemed to have the equivalent. LPNs graduating from the SIAST Re-entry program later than 2005 are deemed equivalent. LPNs that do not complete the education will not be eligible to practice in the 2013 year.



## Frequently Asked Questions:

**Q:** We have hired a new graduate from the Practical Nursing program. Can the GLPN work alone in our facility?

**A:** Upon successful completion of the Practical Nursing program the graduate is licensed as a GLPN (Graduate Licensed Practical Nurse) The graduate remains in this category until a pass is achieved on the CPNRE (Canadian Practical Nurse Registration Exam).

A Graduate Licensed Practical Nurse is entitled to practice only under the direct supervision of a person licensed to practice as a Licensed Practical Nurse, a Registered Nurse, or a Registered Psychiatric Nurse. Direct supervision is defined as having a Licensed Practical Nurse, a Registered Nurse or a Registered Psychiatric Nurse in a collaborative practice. Collaborative practice shall be defined as a process which involves the graduate and the licensed working professional working together in each other's presence as necessary.

Simply put, the GLPN cannot work alone or in a charge role. The GLPN must have reasonable access to the LPN, RN, or RPN. Access by phone is not sufficient.

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