



August 30, 2022.

SALPN Regulatory Bylaw Amendments: Stakeholder Consultation

The Saskatchewan Association of Licensed Practical Nurses (SALPN) is seeking your feedback about a proposed change to the Regulatory Bylaws. Please email your comments, questions, and feedback to Lynsay Nair (lnair@salpn.com), SALPN Executive Director, before 4 PM on September 16.

We thank you in advance for taking the time to review and share your feedback.

What does the change entail?

The proposed change allows Internationally Educated Nurse (IEN) applicants to apply for Graduate Licensed Practical Nurse (GLPN) licensure and practice with the direct supervision of an LPN, RN, or RPN after they have met all licensure requirements and before passing the licensure exam within the four attempts allowed.

Currently, SALPN's bylaws do not accommodate graduate licensure of IEN applicants, and they cannot practice until they have passed the licensure exam.

Why is SALPN suggesting this change?

Graduates of Canadian Practical Nursing programs are eligible to apply for graduate licensure. Supporting IEN eligibility for graduate licensure ensures SALPN's practices are fair and consistent among all applicants.

Graduate licensure allows IENs to enter into practice and utilize their nursing skills sooner while working with direct supervision from an LPN, RN, or RPN colleague.

Graduate licensure supports IENs to learn about the work environment and health care system before having full practising licensure.

What is GLPN Practice?

The GLPN professional scope of practice is identical to the Licensed Practical Nurse (LPN) professional scope of practice.

Although there are no specific limitations on their professional scope of practice, the GLPN' role is limited compared to an LPN. The GLPN must work under the direct supervision of a Licensed Practical Nurse (LPN), Registered Nurse (RN), or Registered Psychiatric Nurse (RPN). This supervising nurse is an individual who provides in-person guidance, support, direction and corrective action to a novice GLPN. Direct supervision requires the supervising nurse to be readily available and on-site and assume overall responsibility for the GLPN's patient assignment. The supervising nurse should provide:

- Supervision,
- Assistance with duties, and
- Guidance, support, and advice.

Direct supervision requires that the GLPN have frequent and direct physical access to the supervising nurse. Access by telephone, email or text message only is NOT acceptable. The GLPN and the supervising nurse work together in collaborative practice. The degree of supervision may decrease as the GLPN's level of competence increases, but the supervisory requirements do not.



There are areas of practice or situations where direct supervision is difficult or impossible to achieve. The GLPN is accountable for ensuring they do not accept employment or assignments where the supervision requirement is difficult to meet or nonexistent.

For more information about Graduate Licensure, please read SALPN's document called "Graduate Licensed Practical Nurse." <https://salpn.com/wp-content/uploads/Legislative-Interpretation-Graduate-Licensed-Practical-Nurse.pdf>.

**SASKATCHEWAN ASSOCIATION OF LICENSED PRACTICAL NURSES
REGULATORY BYLAW AMENDMENTS
(Graduate IENs)**

Whereas *The SALPN Regulatory Bylaws, 2021* require amendment to ensure that internationally educated applicants may register as graduates and practise under supervision once it has been determined that they have practical nurse education equivalent to programs recognized by council;

Therefore, be it resolved that the amendments to *The SALPN Regulatory Bylaws 2021*, as set out in Schedule A, be made in accordance with subsection 13(1) of *The Licensed Practical Nurses Act, 2000*.

SCHEDULE A

Title

1 These amending bylaws may be referred to as *The SALPN Regulatory Bylaws Amendment, 2022*.

Section 6 amended

2(1) Section 6 of *The SALPN Regulatory Bylaws 2021* is amended:

(a) by adding the following subsection after subsection (1):

"(1.1) Where an applicant for admission under subsection (1) has completed an educational program that is alleged to be equivalent to a recognized practical nurse education program, the applicant must provide an assessment of equivalency from an agency acceptable to council and any other information that the council may require to determine equivalency"; and

(b) by adding the following after "program" in subsection (2):

"or the determination by council that the educational program completed by the applicant is equivalent to a recognized practical nurse education program".

SIDE BY SIDE COMPARISON		
Existing	Proposed	Explanation
<p>Graduate licensed practical nurse 6(1) To qualify for admission to membership and initial licensure as a graduate licensed practical nurse, a person must:</p> <p>(a) comply with the requirements set out in clauses 19(1)(a), (b) and (c) of the Act; and</p> <p>(b) unless the registrar has given written permission to defer the writing of the prescribed examination, write the prescribed examination;</p> <p style="padding-left: 40px;">(i) at the first writing of the examination after becoming eligible to write it; and</p> <p style="padding-left: 40px;">(ii) in the event of a failure to pass the examination, at the next available writing.</p>	<p>Graduate licensed practical nurse 6(1) To qualify for admission to membership and initial licensure as a graduate licensed practical nurse, a person must:</p> <p>(a) comply with the requirements set out in clauses 19(1)(a), (b) and (c) of the Act; and</p> <p>(b) unless the registrar has given written permission to defer the writing of the prescribed examination, write the prescribed examination;</p> <p style="padding-left: 40px;">(i) at the first writing of the examination after becoming eligible to write it; and</p> <p style="padding-left: 40px;">(ii) in the event of a failure to pass the examination, at the next available writing.</p>	<p>No change.</p>
<p>None (This is a new section)</p>	<p>(1.1) Where an applicant for admission under subsection (1) has completed an educational program that is alleged to be equivalent to a recognized practical nurse education program, the applicant must provide an</p>	<p>The addition of subsection (2) makes it clear that an applicant who has obtained their LPN education outside Canada is eligible to register as a graduate once it is determined that their education is equivalent to a</p>

	assessment of equivalency from an agency acceptable to council and any other information that the council may require to determine equivalency.	practical nurse education program recognized by council.
(2) Registration as a graduate licensed practical nurse is only available for the period of time commencing on completion of the practical nurse education program and ending on successful completion of the prescribed examination or on a fourth failure of that examination.	(2) Registration as a graduate licensed practical nurse is only available for the period of time commencing on completion of the recognized practical nurse education program or the determination by council that the educational program completed by the applicant is equivalent to a recognized practical nurse education program and ending on successful completion of the prescribed examination or on a fourth failure of that examination.	Reference is added to those applicants who have equivalent practical nurse education.
(3) 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.	(3) 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.	No change.