

Graduate Licensed Practical Nurse

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The legislated mandate of the Saskatchewan Association of Licensed Practice Nurses is to protect the public through the regulation of Licensed Practical Nurses.

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Using this document

Legislative Interpretation documents explain legislation that affects licensed practical nurses and how to practice in compliance with the law. These explanatory documents are meant to clarify an LPN's understanding of obligations and issues arising from various pieces of legislation. (CLPNA, 2020)

Who is a Graduate Licensed Practical Nurse (GLPN)?

A GLPN is a practical nurse who is registered and licensed with the SALPN and has completed an approved practical nurse education program.¹ GLPNs have either not yet written the Canadian Practical Nurse Registration Examination (CPNRE) or have not received notification that they have passed the CPNRE.

Graduates of a practical nurse education program are not required to register as a GLPN before writing the CPNRE. However, if they register as a GLPN, they must write the CPNRE at the first available writing of the exam. If a graduate plans to work before writing/passing the CPNRE, they must be registered and licensed with the SALPN as a GLPN.

GLPN Professional Scope of Practice and Responsibilities

The GLPN professional scope of practice² is identical to the Licensed Practical Nurse (LPN) professional scope of practice. The GLPN and new LPN graduates are at the beginning of their practice and have a theoretical and experiential knowledge base shaped by their experiences during the education process. Practical nurse education programs educate students to meet the profession's [entry-level competencies](#) (ELCs) at program completion. ELCs are foundational elements of nursing practice and provide a means to measure the capability of the entry-level GLPN or LPN to integrate knowledge, skill, ability, and judgment to practice safely and ethically. Therefore, there is an expectation that all GLPNs and new LPN graduates meet entry-level competencies.

GLPNs must comply with the [Code of Ethics](#) and the [Standards of Practice for Licensed Practical Nurses in Canada](#). The Code of Ethics articulates the ethical values and responsibilities LPNs are accountable to and shall uphold and promote. The Standards of Practice outlines the minimum expected levels of practitioner behaviour, against which actual practitioner behaviour is measured.

GLPNs may be the subject of a complaint to the SALPN regarding professional misconduct or incompetence if they fail to comply or adhere to the LPN Code of Ethics or Standards of Practice.

¹ Approved practical nursing programs in Saskatchewan are offered by, or brokered from, Saskatchewan Indian Institute of Technology and Saskatchewan Polytechnic, or are programs from another jurisdiction that are recognized by the SALPN Council

² The professional scope of practice is defined by legislation and articulated in [LPN Practice in Saskatchewan](#)

The SALPN's [Complaint, Investigation, and Discipline](#) (CID) processes are the same for GLPNs and LPNs in Saskatchewan.

To qualify for initial GLPN licensure, a new practical nurse graduate must:

- Apply for licensure and pay the associated application and licensure fees
- Submit a satisfactory [criminal record check](#) and a vulnerable sector query from either:
 - a local police department, or
 - a Royal Canadian Mounted Police (RCMP) detachment³
- Meet the [English language proficiency](#) requirement set by the SALPN Council
- Submit a copy of their practical nursing program transcripts
- Submit proof of completion of the Canadian Council for Practical Nurse Regulators Code of Ethics course.

Further information on the application process can be viewed on the SALPN website.

GLPN Practice

Although there are no specific limitations on their professional scope of practice, the GLPN has a limited role 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 nurse⁴ 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.

Continuing Education Portfolio (CEP) Program

The GLPN is expected to obtain CEP hours from the time of becoming licensed with the SALPN. CEP hours are pro-rated for members who become licensed mid-year. The [CEP Legislative](#)

³ Criminal record checks and vulnerable sector queries cannot be older than 6 months.

⁴ A supervising nurse is the LPN, RN, RPN assigned to provide direct supervision of the GLPN

[Interpretation](#) document provides further details on the CEP program, and all GLPNs should become familiar with their obligations under this program.

GLPN Membership Privileges

The GLPN will receive regular notices from the SALPN and may attend, participate in and vote in all SALPN meetings.

References

Canadian Council for Practical Nurse Regulators. (2013). *Code of Ethics for Licensed Practical Nurses in Canada*. <https://ccpnr.ca/wp-content/uploads/2021/03/IJLPN-CE-Final.pdf>

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Saskatchewan Association of Licensed Practical Nurses. (2021). *Legislative Interpretation, Continuing Education Portfolio Program*. <https://salpn.com/wp-content/uploads/CEP-Legislative-Interpretation-2021-1.pdf>

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Saskatchewan Registered Nurses Association. (November 2020) *Graduate Nurse Practice Guidelines*. <https://www.srna.org/wp-content/uploads/2020/11/Graduate-Nurse-Practice-Guideline.pdf>