

College Connection

Ensuring safe, competent, and ethical nursing practice in BC



The College of Licensed Practical Nurses quarterly newsletter

Fall 2009

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Editor

Shelly Windover

Your comments and contributions to the newsletter are welcome. Please e-mail them to the CLPNBC at

info@clpnbc.org



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Supervision of LPNs in the Context of B.C.'s Health-Care System

Should there have been any doubt about the state of the province's finances, or the effect that B.C.'s economic situation would have on health care, the BC government's Throne Speech will have cleared it up.

All Health Authorities will be required to implement deep cuts to all aspects of their operations. The largest, Fraser Health, will be seeking to reduce its spending by \$160 million to balance its budget by the end of the fiscal year.

Read more... [page 2](#)



Registrar's Report



The date of this year's AGM also marked my first year with the CLPNBC. This past year can be summed up in a few key phrases: constant change, challenging the status quo, customer service, and planting seeds. My management and leadership style is rather different than that of my predecessor. The underlying principles that guide my leadership are accountability and transparency, fairness, collaboration, consistency, and ethics.

Full report... [page 3](#)

AGM — Moving Forward

The theme of this year's conference was LPNs Moving Forward. With over 300 attendees, this year's Conference and AGM were the best attended to date and not only celebrated our accomplishments over the past year, but also embodied the optimism the College feels about the future. This year's event also marked the first year in which the College acknowledged registrants with Awards of Distinction.

More AGM news..... [page 5](#)



LPNs and Immunization and Vaccination

There has been a great deal of activity related to LPNs taking part in immunization and vaccination clinics. In the last few weeks, the College has undertaken discussions with the Ministry of Health Services, and other stakeholders, in an attempt to broaden the understanding of the limitations to practice within the LPN regulation.

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See the web version of Connection at <http://www.clpnbc.org/issuecover.php?id=1> for links to:

- CRNBC Helen Randal Library
- Post-secondary and private training institutions in B.C.
- Canadian community colleges, colleges and universities
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- Free searchable Medical Dictionary
- Legislation and Government B.C. Health Authorities
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All Health Authorities will be required to implement deep cuts to all aspects of their operations. The largest, Fraser Health, will be seeking to reduce its spending by \$160 million to balance its budget by the end of the fiscal year.

Recently, it was announced that Fraser Health would be implementing LPNs in public health. A total of 17 positions have been created. While the driving force behind the change in staff mix may have been the province's dire financial position, the model is based on the successful integration of LPNs in other Canadian jurisdictions. The goal is to maximize staff resources through the utilization of competent, qualified nurses.

Changes in staff utilization have resulted in many calls and questions from both LPNs and RNs to their respective Colleges about the issue of supervision. The current *Nurses (Licensed Practical) Regulation* in section 4 defines the Scope of Practice as follows:

A registrant may provide such nursing services related to the care of patients as are consistent with his or her training and ability.

The requirement for supervision is found in the first limitation:

- (1) Except in an emergency, all nursing services provided by a registrant must be carried out under the direction of a medical practitioner who is attending the patient or under the supervision of a registered nurse who is providing services to the patient.

The College has been in discussion with the Ministry to update the regulation. Initially, we had hoped to have the regulation redrafted to follow the Restricted Activities model. The most recent *Nurses (Registered) and Nurse Practitioner Regulation* follows this model.

While we have made some progress, it is unlikely that we will see the Restricted Activities model implemented in the short term. The move to increase LPN utilization means that the College needs to look at an interpretation of the limitation that provides greater flexibility to employers, while maintaining the high quality of health-care delivery our clients expect.

There are two initiatives. The College has asked the Ministry of Health Services to consider amending the Regulation by adapting the definition of "Order" as currently defined by the *Nurses (Registered) and Nurse Practitioner Regulation*. While the discussion is in its very early stages, and there is no indication that such an amendment would be acceptable, we are proposing that the direction and supervision requirement be replaced by the modified definition of "Order".

Until such time as the regulation is amended, the College interprets the term "supervision" as follows:

The type and extent of supervision is best determined by the Institutional policy. Further, it requires consideration of the acuity of the patient, the care-delivery setting, and the skill and knowledge of each member of the health-care delivery team. Within these confines, supervision may be direct (supervisor is immediately available) or general. General supervision includes the supervisor being in the facility but not immediately available, or outside the facility but available on short notice. This may include having access to a supervisor by telephone or pager.

There has been much talk about collaboration. Ensuring the continued delivery of quality health care in these difficult times requires that every member of the nursing team redouble her/his efforts to embrace collaboration. This will be difficult because of fear and worry. Yet, it is the only way forward. We at the College are available to respond to questions.



Recently, it was announced that Fraser Health would be implementing LPNs in public health.



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Registrar's Report

Related story:

Report on Registration... page 4



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Anyone working in health care today knows that change is never easy, especially when it is thrust upon one. This has been a year of change at the College, with much of the work having been done in the background. The College has focused on re-establishing relationships, building organizational credibility, defining a new appreciation for stakeholders, analyzing and redesigning processes, updating systems, and creating a healthy working environment. We have worked hard to improve the service the College provides to its stakeholder--especially its registrants.

Almost everything the College does is financed through registration fees paid by its registrants. These fees have not increased since 2004. First and foremost, the College must meet its legal obligations, which have increased dramatically over the last few years. Those obligations aside, the challenge for the College is to improve service and decrease negative environmental impacts, without increasing fees.

The good news is that the College can achieve both through its increased use of technology. A good example of this is online registration renewal. Renewing online is simple and easy. Importantly, it also saves registrants' money while reducing the College's environmental footprint.

Online renewal for 2010 is now available through the College's website. First launched last year, approximately 1200 registrants took advantage of this opportunity. This year, I would like to see that number increase substantially. It is more secure to renew online than to mail your form and payment information. And we will do more.

This edition of the College Connection is the first to be published in both electronic and print versions. College communications will be redesigned and streamlined for electronic delivery. However, unlike other provinces that only publish electronic communications, we will still print and mail copies to registrants who prefer to receive hard copies--so long as it is fiscally and environmentally responsible to do so. The Board and I will work hard to control costs so as to avoid increasing fees.

I will continue to work with the Board and staff to create a strong, supportive regulatory organization. There is lots of information in this newsletter about the great developments that are happening. And I would love to hear from you with both supportive and constructive comments. Please e-mail me at executivedirector@clpnbc.org.

John Mayr
Registrar
College of Licensed Practical Nurses of BC

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Report on Registration

Main story: Registrar's Report... page 3

The number of registrants continues to increase at a rate of approximately 1000 per year. Despite having one of the shortest programs in the country, B.C. continues to have one of the highest success rates on the licensure examination.

One area in which the College needs to improve tracking is in the interprovincial movement of its registrants. The CLPNBC has worked hard to ensure that practical nurses from B.C. can take advantage of reduced barriers to labour mobility so that they can move to other provinces easily.

In spite of B.C.'s high success rate on the CPNRE, the length of its education program continues to be a concern for other regulators. Under the federal agreement, a regulator, when reviewing an application from a person whose licensure was granted in another Canadian jurisdiction, cannot consider program length.

Currently, the College does not track the number of registrants who emigrate from B.C. If you are considering moving, or if you have moved, we would like to hear what your experience has been. Also, you can use the website to update your address.



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AGM—Moving Forward

Related story:

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Report from the 2009 AGM

The theme of this year's conference was LPNs Moving Forward. With over 300 attendees, this year's Conference and AGM were the best attended to date and not only celebrated our accomplishments over the past year, but also embodied the optimism the College feels about the future. This year's event also marked the first year in which the College acknowledged registrants with Awards of Distinction.

Excitement builds early

The morning started early, with registrants lining up before the doors had even opened. Participants met exhibitors, heard exceptional speakers, enjoyed great food, and some even won outstanding door prizes. The business session was held in the afternoon. This year's conference featured three speakers: Deedee Corradini, Dr. Paul Farnan, and Mr. John Collins. A full report from the morning session is available on the website.

Business Session

It was down to the business of the College after that. Ms. Bernice Crockett, Chairperson, called the afternoon business session to order. The College had worked hard to implement one of the resolutions from last year's AGM--that being to recognize registrants.

This year was the first year that the College recognized three remarkable LPNs with Awards of Distinction for their work in the areas of professional regulation and public protection. This year's recipients are Clare Hexter, Jaibun Ali, and Pam Tritschler. Congratulations to all of them!

All three of these women are deserving recipients of their awards and we look forward to receiving even more nominations next year.

The meeting proceeded with the usual business. Quorum was established and announced and the assembly approved the rules of order. There were reports from the Chair and the Registrar, who also reported on the Audited Financial Statements. No resolutions had been received from registrants in accordance with the Bylaws. Early in the day, the Executive Director announced that late resolutions could be submitted to the registration table. This was to facilitate discussion and provide an opportunity for registrants to raise issues of concern. No late resolutions were received. There were several LPNs who asked questions or made suggestions during the open forum.

There was, however, one sour note to come out of the conference. Many LPNs are aware that the BCNU is currently undertaking a membership campaign. Prior to the AGM, the Executive Director wrote and explained that the College had worked very hard over the past years to establish itself as a neutral body in discussions of labour relations and advocacy. He asked that both the HEU and the BCNU respect the College's position of neutrality and not politicize the conference.

Regrettably, the BCNU did not comply with this request and openly attempted to recruit members. The Executive Director wishes to thank the HEU for honouring the College's request. Many registrants have asked College personnel for advice with regard to the current Union activity. Whereas the College cannot become involved and cannot give advice that would support any party, we suggest that registrants carefully consider the reality of what each party is offering.

Acknowledgements and Thanks

Of course, the day would not have been complete without all of the volunteers, exhibitors, sponsors, and door-prize contributors who participated this year. They certainly help to make the day a success. The feedback from everyone has been overwhelmingly positive.



LPNs receiving Awards of Distinction. From left to right, Jaibun Ali (Public Protection), Clare Hexter (Overall), Pam Tritschler (Professional Regulation).

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The Eminata Group
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LPNs and Immunization and Vaccination

There has been a great deal of activity related to LPNs taking part in immunization and vaccination clinics. In the last few weeks, the College has undertaken discussions with the Ministry of Health Services, and other stakeholders, in an attempt to broaden the understanding of the limitations to practice within the LPN regulation.

Throughout the latter part of 2008, the College worked with the Nursing Directorate, the Ministry of Health Services, and other nurse regulators to define restricted activities for LPNs, for the purpose of amending the Nurse (Licensed Practical) Regulation. Currently, only the RNs and NPs have a regulation drafted in this language (please see the www.bclaws.ca website for online access to the regulations). Unfortunately, these amendments to the LPNs' regulation were not achieved prior to the May election.

The issue is that the current wording in the LPN regulation does not reflect the collaborative nature of B.C.'s health-care system. The term "supervision" is not defined and this raises concerns of liability. In the joint document "Working Together for Client Safety," it is explained that liability is not transferable and that LPNs are responsible and accountable for their practice. Initial estimates of health-care workers required to respond to the anticipated H1N1 pandemic indicate that LPNs will have an important role to play.

Brenda Canitz, the Provincial Chief Nurse Executive recently sent the following email for the purpose of clarifying a provincial consensus in discussion with the CNOs, PHO, Legislation/Regulation branch, on the participation of LPN in Immunization.

1. The current LPN regulations are written in a manner that authorizes qualified LPNs to provide care within the framework that states 'LPNs can do what they're trained to do'.
2. The limits and conditions state that LPNs provide their care "under the direction of a medical practitioner who is attending the patient or under the supervision of a registered nurse who is providing services to the patient".
3. The LPN regulations are currently under review (in keeping with the HPA) and there will be changes over the next few months in consultation with other regulatory, educational and practice partners.

To facilitate the integration of LPNs into immunization activities at a time of the impending flu season, the following parameters are suggested:

1. All LPNs administering Immunizations must have successfully completed a recognized immunization certification course.
2. "Supervision" as it currently stands for Immunization is to have an RN in the same facility as the LPN providing the care (administering the Immunization). It is my understanding that most HA are integrating LPN into mass community or school based immunization programs so this process will work well.
3. There has been some discussion on the minimum age for LPNs to provide immunization. The current consensus is 4-6 yrs+ is the minimum age for LPNS to administer immunizations are this time.

PLEASE NOTE: As discussions proceed with the college around suggested regulatory changes to adequately describe LPN entry to practice scope of practice, there may be some small changes to the above practices. These directives are intended to maximize our HHR at a time when surge capacity will be crucial to ensure the safety and well-being of the citizens of BC.

Your College continues to work with the government because the best solution remains a new regulation that implements the Restricted Activities Model. In the absence of such a change, we will continue to work with Health Authorities and other Nurse Regulators to maximize LPNs within their legal Scope of Practice.

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Message from the Chair

As Chair of the Board, I would like to take the opportunity to say "hello" and to welcome all of the College's new registrants. I hope that, as you read this newsletter, you can begin to appreciate some of the activities of the Board and the College.

September brings an end to the election and the beginning of the new terms of office for elected members. As we welcome our new members, we also have to say "good-bye" and "thank you" to others. Robyn Dyck, LPN, was not only the previous Chair of the Board, but she was also an active member of committees and panels. Other members leaving the Board are Terry Teite, LPN, and Gwen Herrington, LPN, who were also hard-working members of the Board during their terms.

Baljit Lail, LPN, served on the Board for a partial term, but put all of her efforts into the Committees on which she served. All four of these members did a tremendous job of representing the profession and working for the advancement of the College. As of this writing, we continue to await the final outcome of the election in District 1. Final results will be posted on the website as soon as they are known.

These are exciting times in which to be an LPN. There are lots of changes and developments and I am proud of the work that we, as LPNs, do. I encourage registrants to become involved and invested with their profession. There are many opportunities. This newsletter has information about participating in the examination process, and there are opportunities to work on committees, panels, and with special projects. And there is lots of work to do. As the season turns to Fall, I hope that everyone had a great summer and I look forward to seeing and hearing from many of you in the months to come.

Bernice Crockett, LPN
Chair, Board of Directors
College of Licensed Practical Nurses of BC

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2009 Board Elections

The 2009 Board Elections process is now complete. In accordance with the Bylaws, a recount was requested in District 1, and an issue arose in District 2. The ballot indicated that there were two vacancies in District 2, when in fact there was only one. The confusion was a direct result of incorrect information on term dates. We apologize for the error and have taken steps to avoid such issues in the future.

The Bylaws state that when an elected member resigns their position, the Board may appoint a new member who may serve until the end of that term and not just until the next election. In December 2008, the Board appointed Ms. Shelley Trimblett to a vacant position with a term ending September 2010. Ms. Trimblett will, therefore, remain as a Member of the Board until her term expires.

Successful Candidates and New Board Members by District:

District 1 – Lower Mainland: **Kathy Nduwayo**

District 2 – Coast Island: **Janet Vereecken**

District 3 – Cariboo/Peace River: **Muriel Overton**

District 4 – Okanagan: **Jillian Chisholm**

The College would like to congratulate the successful candidates and express sincere thanks to all candidates who stood for election. The next election will be held in 2010 in Districts 1, 2, 4, and 5. We would encourage everyone to get involved by running for election and/or by voting!

Results

Total ballots mailed out:
8242

Total "Return to Sender":
67

Total ballots returned for
counting: 467

Total spoiled ballots: 0

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Shelly Windover

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Online Registration Renewal

Online renewal for 2010 will be available to registrants in early September this year. Last year — the first year for online renewal — was a great success.

Online renewal is simple, easy, and secure. The College partners with Beanstream Internet Commerce Inc. for online renewal processing. We will need a valid e-mail address if you want to receive your renewal notice electronically. The College has your e-mail if you have received previous electronic communications from us.

You can update your e-mail address by e-mailing executivedirector@clpnbc.org or by calling Shirley at 778-373-3100 (toll-free: 1-877-373-2201).



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Regulation

The LPN's Scope of Practice has been defined by the Nurses (Licensed Practical) Regulation since 1996. Despite numerous efforts over the years, as yet, the College has been unable to facilitate the changes needed.

In the past few years, the Ministry of Health Services has had other legislative priorities related to the Health Professions Act (HPA). Both the Health Professions Amendment Act and the transition of those professions that were not yet under the HPA were a priority. The last of the professions (Physicians and Surgeons) were transitioned earlier this year and, for the most part, the amendments to the HPA have been enacted. It is hoped that the LPN regulation will be a high priority for the Ministry later this year.

As noted elsewhere, the College has begun a project to link the Baseline Competencies with restricted activities. The restricted activities model is one that has gained favour with government in B.C. and in other jurisdictions. The model, known as Reserved Actions, was initially proposed in B.C. by the Health Professions Council. The HPC reports, including the Reserved Actions model, are available from the Ministry of Health Service's Legislation and Professional Regulation website.

The Nurses (Registered and Nurse Practitioners) Regulation uses the Restricted Activities model. Their regulation can be found here for reference. Importantly, it also incorporates the definition of "order." The restricted activities model is not one that is easy to explain. Further, restricted activities are defined by those that require an order and those that do not. We will be working hard to develop documents to facilitate the transition of the LPN profession to the restricted activities model.

Until such time as the Nurses (Licensed Practical) Regulation is amended, the College has proposed adopting the definition of "order" that is included in the Nurses (Registered and Nurse Practitioners) Regulation. The definition follows:

"Order" means an instruction or authorization given by any method by a health professional for a registrant to provide a service that includes the performance of an activity <...>

(1) to or for a named individual, if the health professional has assessed that individual, and includes

(a) an instruction or authorization regarding the time or times at which the service is to be initiated by a registrant, and

(b) this instruction or authorization if it incorporates by reference, in whole or in part and with any changes the health professional considers necessary or appropriate, a guideline, protocol or other recorded description of a course of action or decision-making process to be used by a registrant in providing the service to or for a specified class of individuals;

For further clarity:

(c) Health professional means: medical practitioner and/or a nurse licensed with another regulatory body.

(d) The terms "direction" and "supervision" are included within the definition of "order."

(e) The term "supervision" includes immediate or general area, facility, or available via telephone depending on patient acuity.

(f) The term "patient" includes service to or for a specified class of individuals.

The proposed use of the definition of order will facilitate LPNs in providing the highest quality of care to clients while maximizing utilization of LPNs to the full extent of the Scope of Practice. It must be noted that the adoption of the definition of "order" does not eliminate the need for an LPN to have an order, except in cases of emergency. Nor does the use supersede facility, health authority, or employer policy. Importantly, the definition provides for a registrant to provide service to or for a specified class of individual and will facilitate provincial pandemic planning.

The College acknowledges that this is not an ideal situation and will continue to work with the Ministry of Health Services to redraft the Nurses (Licensed Practical) Regulation.

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New Quality Assurance (QA) department

In anticipation of the enactment of the Quality Assurance section of the *Health Professions Act* we have created a new Quality Assurance department in the College.

The new section will fundamentally change quality assurance programs for all health professionals in B.C. Every college will be required to have a quality assurance program and all registrants will be required to take part in these programs.

Importantly for registrants, all information collected by the College for the purposes of quality assurance is confidential. With very few exceptions, the HPA protects this information from being used for any other purpose, including subpoena for use in courts, or by the Inquiry and Discipline committees of the College.

The new Quality Assurance (QA) department was created because of the confidentiality of registrant information. From a practical perspective, the College has had to adapt its database so as to ensure that we maintain confidentiality. Committee members and staff working in the area of QA cannot, and will not, be involved in any aspect of inquiry/discipline. Look forward to seeing lots more information about the College's QA program in the near future.

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Redrafting the College's bylaws

As is the case with regulation, the bylaws are out of date and no longer reflect the professional practice of LPNs. Neither do they provide for proper regulation, given the amendments to the Health Professions Act.

The College will consult with registrants and other health regulators in drafting new bylaws. Please check the CLPNBC website for updates.

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Help Develop the National Examination (CPNRE)!

The College requires qualified LPNs to be nominated as item writers/reviewers for the 2010 CPNRE test-development sessions. Assessment Strategies Inc. undertakes the selection of participants from the national list of nominees and takes into consideration several important factors.

Such factors include: jurisdictional representation, areas of responsibilities, preferred working language, and availability. Overall, the intent is to obtain a balance between these factors to ensure that each item-writing and item-review session includes the best possible blend of participants to yield high quality items for the CPNRE test bank.

In order to have a reasonable number of nominees in various areas of expertise and representation from each jurisdiction, ASI requires the CLPNBC to provide names of 15-20 LPNs from B.C.

If you have an interest in participating in the exam development cycle, and are not in a position of conflict of interest, please e-mail your resume to: executivedirector@clpnbc.org before September 20, 2009. A copy of the terms of reference may be obtained via email request.

Dates for the 2010 sessions are as follows:

Item Writing:

18-22 January 2010

8-12 February 2010

15-19 March 2010

Item Revision:

19-23 April 2010

Re-mapping session:

13-17 September 2010

Prep-guide session:

6-10 December 2010

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Opportunities with the College

There are numerous opportunities for registrants to work with the College. Every year, registrants act as invigilators and presiding officers during examinations. Currently, the College also participates in numerous examination development activities. Often, ASI prefers registrants with experience as educators.

Also, there are opportunities to participate in work groups, focus sessions, and on committees. Registrants are encouraged to submit letters of intent and current curriculum vitae to be considered for any opportunities listed above.

Barb Eagle, one of the three Nurse Practice Consultants, left the College in June. Under the capable leadership of Elaine Baxter, the two other Nurse Practice Consultants have assumed Barb's duties.

The College is considering alternatives to having a third internal consultant, including transitioning to the Regional Nurse Practice Consultant model. Please check the College's website for information on opportunities with the College.