



Professional Development

Holland College Short courses.

Venipuncture for LPN's

June 2008 (2 days)

Administering Parenteral Medications

(intramuscular and subcutaneous injections)
June 2008 (1 day)

Introductory Pharmacology

Sept. – Nov. 2008 (evenings)

All courses offered contingent upon a minimum number of registrants.

For more information, or to reserve a seat, please call Barb at 566-9564 no later than May 16, 2008

P.O. Box 20058
Charlottetown, PE, C1A 9E3
902.566-1512 ph
902.892-6315 fax
www.lpna.ca

Upcoming Events

• Annual General Meeting

Tuesday, May 27th, 7:00 – 9:00 p.m., Stratford Town Hall

Guest Speakers: Sharon Boutilier, LPN, Manager of Care, Andrews of Summerside
Shelley Ward, LPN, President, PEIUPSE

Topic: LPN Competencies

• Collaborative Practice Forum: Critical Conversations

Friday, May 9th, 9:00-3:00 p.m., Rodd Charlottetown Hotel

Keynote speaker: Dr. Joshua Tepper

Dr. Tepper is a family physician and an Assistant Deputy Minister of Health and Long-Term Care, Health Human Resource Strategy Division. Dr. Tepper has played several impressive roles as a leader in Ontario's healthcare system. He was a senior medical officer for Health Canada, has sat on the board of both the Canadian Medical Association and the Ontario Medical Association. He has also worked with organizations such as the Institute for Clinical Evaluation Sciences (ICES) and the Canadian Institute for Health Information (CIHI)

Register by calling: The PEI Health Sector Council at 902-367-4460

• LPNA Fall Conference: Inspired Nursing

Friday, September 19th, 8:30 – 3:30 p.m., Rodd Royalty Inn

Keynote Speaker: To Be Determined

Theme: Inspiring LPNs

Nursing Related Topics: Cancer Screening, Arthritis Pain Management, Diabetes Prevention and Management, Nursing Care for Stroke Patients and more...

Registration: More information will be circulated.

Cost: \$50 (includes lunch and tote bag)

Home & Auto Insurance

Special benefits and savings for LPNA members.

1.800.563.0677

www.johnson.ca/lpna_pei

(Provide Group ID Code: BX)



Available through Johnson Inc., a licensed insurance agency. Home and Auto policies are primarily underwritten by Unifund Assurance Company. Unifund and Johnson Inc. share common ownership.

ISSUE

01

May 2008

LPN NEWS



Job Satisfaction & Retention Survey for Nursing: LPNs, RNs and RCWs

PEI Health Sector Council will be conducting a nursing job satisfaction and retention survey during the coming months. The overall results of which will be made available to you, the survey participant, and everyone involved in advocating for quality practice environments

Specifically, the survey will help all of us understand the perceived barriers to working in a collaborative practice.

The Association recommends you participate in the survey.

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Nursing Policy Analyst

Patrice Drake assumed the role of Nursing Policy Analyst with the PEI Department of Health in May 2007. The Nursing Policy Analyst provides advice and assistance to the Health System regarding the planning and policy direction for the delivery of nursing services in all sectors of the PEI Health System. The primary foci of this position include: nursing administration, clinical practice, education, research and human resource planning. Patrice Drake is a registered nurse with 14 years of experience. Patrice has practiced in a variety of specialties including Maternal-Newborn, Medical-Surgical Oncology, and Pediatrics. She has practiced in the role of staff nurse, clinical educator, and nurse manager. Patrice has also provided clinical instruction to baccalaureate nursing students and practical nursing students.

Patrice is very supportive of LPNs and the work of the Association.



Patrice Drake, Nursing Policy Analyst

The LPN Association & LPN Registration Board

Come Together to Create a "New" Vision and Mission

The Licensed Practical Nurses Association and the Licensed Practical Nursing Registration Board created a new vision and mission on January 7, 2008.

Vision: A dynamically regulated nursing profession committed to excellence.

Mission: Regulating and promoting Licensed Practical Nursing on Prince Edward Island.

The Council and Board of each respective organization will be working in unison to amalgamate the two organizations, revise the LPN Act, promote the profession and complete the PEI LPN Competency Profile.

Human Resource and financial Management changes were required to facilitate the vision and mission. The first step in the process was to create a joint work-plan and budget. Second step was to create a new staff structure that supports the new operational model. As such, the positions of executive director and registrar were combined; a new position, practice consultant was created; and the role of executive assistant was expanded to include the clerical duties associated with the annual registration renewal.



Prince Edward Island COMPTENCY PROFILE

Defining PEI's LPNs

The Practical Nursing profession on Prince Edward Island is evolving as it has in other Canadian jurisdictions. From coast-to-coast, Licensed Practical Nurses have been defining their contribution to their respective provincial health care systems through competency profiles. By accurately documenting the entry-to-practice competencies, LPNs help employers, other health professionals, and the public understand their professional practice and effectively eliminate inaccurate debate about the role of and LPN.

When you are presented with the profile, you'll see it is merely a reflection of 'what you do at work.' It's not a wish list or a vision for the profession. It's also important to remember that each individual LPN will possess a set of competencies specific to their workplace and context of practice. In addition, the degree of proficiency will vary with each LPN.

"No one LPN will be required to have every competency"

For example: Within the last decade, catheterization was incorporated into the curriculum of every Canadian PN college program and introduced to the LPN national exam. During this period, everyone entering practice acquired some knowledge of catheterization but only a few have become proficient here on PEI.

There are a few explanations for this:

- It's not a required competency in every practice area.
- Scope of Employment for most LPNs does not reflect the most current Scope of Practice.
- LPNs haven't been able to quickly identify current practice norms in order to ensure their own competencies and position descriptions are current.

Catheterization is one competency and it may not be relevant to your practice but it exemplifies disconnect between Scope of Employment and Scope of Practice.

The Competency Profile is designed to bridge the gap and support the profession. It will be considered a comprehensive document; however, it will not be inclusive of all possible competencies required of LPNs. Nor will it represent the competencies that all LPNs must achieve. Ultimately, every LPN must be able to integrate and apply knowledge, skills and judgment required to practice safely and ethically in a designated role and practice setting.

The key to creating a successful Competency Profile is to ensure accuracy. Over the coming months, we will be visiting your work- place to give you an opportunity to contribute to the development of the PEI Competency Profile. When we meet with you, we'll ask you to consider the requirements to be competent in your clinical area.

Based on the success of other provinces, LPNs on PEI can expect the profile to enhance their practice environment.



Glossary of Key Terms:

Scope of Employment: The expectations an **employer** may have of any employee relative to work assigned.

Scope of Practice: The roles, functions and accountabilities which members of a profession are educated and authorized

Standards of Practice: statements describing the desirable and achievable level of performance expected, against which actual performance can be measured. They range from broad, profession- specific statements established by a regulating agency to detailed care standards set by an employer.

Proficiency / Proficient: are understood to refer to the highest level of performance toward which all would strive. The significance is that entry level LPNs would not be expected to be proficient or to demonstrate proficiency. They would, however, be expected to demonstrate professionalism and competencies consistent with those expected of practitioners entering the field.

LPN COMPETENCY PROFILE Q&A

Q How do I acquire competencies?

A: There are three ways to acquire a competency:

- 1) Entry-to practice programs like the Practical Nursing Program offered by Holland College;
- 2.) Experience or on-the job training
- 3.) Specialized or advanced education programs such as ORT, ortho tech or dialysis.

Q: Will I need to acquire every competency?

A: No. Every LPN will have a unique competency profile determined by their education, scope of employment and years of experience.

Employment LPNA Practice Consultant

Part-time (three days per week) temporary position with the LPNA / LPNRB beginning July 7, 2008 for one year.

Salary: \$22 per hour

Closing Date: May 30, 2008

Reporting to the Executive Director/ Registrar, the Practice Consultant is accountable for providing leadership and consultation on matters concerning professional practice and continuing competency.

Requirements:

- excellent organizational, communication and critical thinking skills;
- graduate of an approved practical nursing program;
- current licensure as an LPN;
- Practice experience in at least 2 clinical areas;
- Working knowledge of Windows XP environment including; Microsoft Office, email and internet.

Please apply to:

Alana Essery, executive director / registrar, All applications will be reviewed by the human resource committee and those meeting the above criteria will be selected for an interview. For a full position description, contact Alana at 566-1512 or aessery@lpna.ca.

