

COLLEGE OF LICENSED PRACTICAL NURSES OF ALBERTA

REPORT TO CPNA

SEPTEMBER 2003

Vision: *Building Partnerships and Excellence in Nursing*

Mission: *Assure the Public of Excellence in Practical Nursing*

REGISTRATION:

Statistical information up to September 1, 2003

Active	5120
Temporary	87
Restricted	13
Limited	5
Total	5225
Associate	153

LEGISLATION / HEALTH PROFESSIONS ACT:

The LPN Regulation under the Health Professions Act came into force on April 12, 2003. Full proclamation of the HPA, that is having all 28 health professional colleges' Regulations proclaimed, is expected to take several years. The College continues to develop and ensure that all necessary Committees, policies and procedures are in place according to the Health Professions Act. New Bylaws and Standards of Practice have been developed. CLPNA has begun to hold information sessions on the HPA and the new Regulation around the province. Sessions have been well attended with LPNs, RNs, and Nurse Managers. LPNs have now been approved under the HPA to perform restricted activities for which they have demonstrated the required competence. The CLPNA will authorize LPNs to perform restricted activities based upon competencies they have acquired through their basic education, continuing competency programs and work experiences. The restricted activities must be appropriate to the member's area of practice and the procedures being performed. The legislation is enabling, with the expectation that employers (including health authorities) have in place appropriate directives, policies and procedures.

CONDUCT & COMPETENCY:

Fifteen Disciplinary Hearings have been held so far this year. All complaints received under the Health Disciplines Act have been completed. All future complaints will now be forwarded to the Hearing Tribunal if a Disciplinary Hearing is required. One Disciplinary Hearing which was held in March 2003, and appealed by the member was heard by a committee of Council in May 2003, as directed under the HPA. The decision of the Conduct Committee was upheld; however, the member is now appealing to the Court of Appeal of Alberta. The Alternative Complaint Resolution process has been already utilized five times and the Complaint Review Committee will meet to ratify those settlements. This ACR process improves efficiency while continuing to provide a forum which deals with complaints fairly. It should greatly decrease the cost of formal Disciplinary Hearings.

ROLE & UTILIZATION:

As the new Regulations and Standards of Practice have been circulated to our membership and employers, practice questions have increased. Many employers are seeking interpretation of the restricted activities and the Regulations as a whole. Employers, for the most part are now looking at the HPA as being the auspices to full utilization of LPNs. It appears some settings are literally pushing the limits of LPN practice.

CLPNA has met with representatives from Alberta Health and Wellness over the summer to receive further interpretation in regards to restricted activities and some of the limits that have been put around the authorizations for LPNs. This has assisted us in clearly articulating and interpreting the authorizations as well as giving the department the understanding of how employers and other nursing professions are interpreting and using these authorizations to restrict or further utilize the LPN.

Changes to LPN job descriptions and role remain in progress throughout the province with some areas in a huge state of change and others at various points along the way.

CLPNA continues to work closely with employers and answer the many calls the office receives ensuring that employers have a clear understanding of the LPN education, competencies and scope of practice so that they may utilize LPNs to their fullest potential.

CONTINUING COMPETENCY PROGRAM (CCP):

Government has asked permission of the CLPNA to use our Competency Program and Competency Profile as a model for presentation at a Government Conference of the four western provinces. This is a great complement to our organization and the work that we have accomplished.

Representatives from the membership of the Federation of Regulated Health Professions have started an interest group to share information regarding Competency Programs, Profiles, and the auditing process. CLPNA is participating in this group and the first meeting took place recently. CLPNA continues to discuss auditing and further investigation into the process is still required.

SPRING CONFERENCE 2003:

Our spring conference was held this year on April 10th & 11th, in Calgary, Alberta. With the proclamation of our Regulation under the Health Professions Act, it was a great celebration with Alberta's Acting Assistant Deputy Minister of Health making our historic announcement. The CLPNA is the first nursing profession to be proclaimed under this Act.

POST-BASIC EDUCATION:

IM & ID injections and the administrative of vaccines were included in the LPN scope of practice as of September 2002. Workshops have been developed to ensure LPNs are competent to perform those activities. Currently there are six Health Authorities that have brokered agreements with the CLPNA for the Intramuscular/Intradermal Medication Course; three other regions have shown an interest in delivering the courses. There have been 268 LPNs complete the IM/ID course through CLPNA and brokered programs; 49 have completed the Immunization Certificate Course. The Team Leading Workshop has also been delivered this year.

The Post-Basic Operating Room, Advanced Orthopaedics and Community Care Programs continue on an on-going basis. The Operating Room Program was given a five year approval by Council from January 1, 2003 to December 31, 2007.

EDUCATION STANDARDS ADVISORY COMMITTEE (ESAC):

Under the Health Professions Act CLPNA Council has full authority to approve LPN basic education and continuing education. Council approved new Standards for Practical Nurse Education Programs in Alberta in April 2003. The Terms of Reference for the Education Standards Advisory Committee were approved in May 2003.

CLPNA VALUES EXTERNAL PARTNERSHIPS

NURSING LEADERSHIP CONFERENCE:

Preparations for a Nursing Leadership Conference in November 2003, are well under way. Tim Porter O'Grady, a Registered Nurse from the United States and a renowned leader on transformational change will be the speaker. CLPNA is partnering with Capital Health, Calgary Health Region and Alberta Health who will all provide funding. The primary target audience, although not limited to, is regional health boards, government, health care administrators, educators, nurse leaders, human resource leaders and staff nurses. Conference information brochures will be mailed out to the target audience by September 2003. Conference dates are November 24, 2003 in Edmonton, and November 25, 2003 in Calgary.

CLPNA PARTNERS WITH ALBERTA ASSOCIATION OF REGISTERED NURSES (AARN):

The collaborative document that CLPNA, AARN, and Registered Psychiatric Nurses of Alberta Association (RPNAA) have been working on has been completed and approved by the respective Councils. The document is being released on September 17, 2003, along with the joint document on the Supervision of Unregulated Health Care Workers. Both documents will be released to the public and employers and each profession will make the documents available to their respective members. The document will also be available through the CLPNA website.

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