

ASSOCIATION OF NEW BRUNSWICK LICENSED PRACTICAL NURSES

REPORT TO CPNA

SEPTEMBER 2003

Welcome to all colleagues and it is with pleasure that I present this report to you. This report will outline some of the many challenges and changes of the last year. The ANBLPN continues to work diligently with all those involved to move our profession forward.

MEMBERSHIP:

Year 2002 saw 2570 Practical Nurses registered actively as well as 193 registered inactive, for a total of 2763.

TITLE CHANGE:

As many of you may be aware ANBRNA has had a title change to ANBLPN. During last year's Annual Meeting our amendments received third reading and was assented to on June the 7th, 2002.

LPNS IN THE COMMUNITY:

There are currently no LPNs working within Extra-Mural, however discussions continue in this area. I have had talks with Maureen McKee who is responsible for extra-mural in region 3 as well as Cheryl Hansen who is responsible for extra-mural within the province. Although it was agreed that the LPN could have a role within extra-mural nursing to-date there have been no formal talks with this group but ANBLPN will continue to promote the LPN role within extra-mural.

INVESTIGATION AND DISCIPLINE:

There were two complaints filed with the association in late 2002. Both complaints are on hold pending the outcome of a court challenge. The court challenge has been brought forward by the LPN involved as well as CUPE. The review is of the process that was used and the outcome of this decision could have an impact on future hearings. The hearings will be held as soon as possible following the ruling.

The first complaint of 2003 was submitted in February. A full investigation into this matter has been completed. Following consultation with the Board of Directors, seeking legal advice, and after discussion with the complained, the complaint was dismissed due to the fact that no evidence of wrong doing could be found.

UNB FACULTY OF NURSING:

ANBLPN, with cooperation from NBCC – Saint John, is still working with the UNB Faculty of Nursing to reach an agreement that would allow credit toward the B.N. program for those

who have successfully completed the LPN program. This is a slow process but it continues to move forward.

UNB is currently allowing LPN to challenge different components and skills. If they successfully complete the challenge, they are exempt from that portion of the program.

EDUCATIONAL LADDER SYSTEM:

New Brunswick has implemented a step program in learning. ANBLPN in cooperation with NBCC-Saint John and NBCC- Campbellton is now allowing credit for the health related certificate programs offered through the college when entering the practical nurse program.

This program is now being offered as a pilot to a First Nation Reserve. ANBLPN is looking forward to a very positive outcome in this endeavor.

GRADUATE PRACTICAL NURSES LICENSE:

ANBLPN is pleased to offer to our students Graduate Practical Nurses Licenses. This allows our students to commence working following completing their final exam at the Community College while waiting to write their national exam. This initiative has been well received by the employers.

LPN BURSARIES:

ANBLPN now offers eight, \$100.00 and two \$200.00 bursaries for its members to take post-secondary education that is recognized by the Training Trust Fund Trusties. You may receive information by contacting the ANBLPN office.

CANADIAN INSTITUTE OF HEALTH INFORMATION (CIHI):

ANBLPN has met all requirements and datelines set out by CIHI and will continue to assist CIHI in its data collection.

NATIONAL NURSING SECTOR STUDY:

ANBLPN has assisted this study by circulating postcards and the cover letter to inform the members of this upcoming and important study.

PUBLIC MEMBERS:

ANBLPN has established two positions for public members on the Board of Directors. These positions are the first for our association; bring the number of board members to fifteen.

BASIC PRACTICAL NURSE PROGRAM:

We currently have twelve programs running in the province, with over 250 students enrolled.

DENA ON-LINE PROJECT:

Work is underway and continues on schedule. To date, they have completed two modules and are working on the third.

REFRESHER PROGRAM:

The English program continues to be offered through the Correspondence Service Department at NBCC Moncton and the French refresher course is continuing to be offered through CCNB Campbellton. To date, we have graduated 35 and 4 are in progress in English. Three individuals have completed the French course, with two in progress.

To date, ten LPNs have received tuition reimbursement through the government Nursing Resource Strategy program.

EDUCATION:

ANBLPN continues to offer many programs for our membership, they are as follows:

Phlebotomy

Palliative Care Certification Program

Medication Program **Note:** The government is continuing to pay for the cost of the program for individuals who have moved into the nursing home sector after the funded medication program was originally offered.

Blue Band Education **Note:** The Blue Band education articles continue to be well received, with many LPN's completing the quiz for continuing education credits.

Outside Course Offerings **Note:** ANBLPN education has continued to support through advertising, the footcare course offered by Senior Watch and workshops available through the Nursing Home Association. These offerings are available to any LPN, regardless of where they are employed.

ORT program

Community Care

Adult Physical Assessment

SELF LEARNING MODULES:

In an effort to meet the changing educational demands of our membership, a new educational delivery format for the previous one day workshops is being offered.

After careful review of the concerns of our members, and review of alternative educational delivery possibilities, a self-learning delivery format was determined to best address all of the concerns.

The typical structure of a self learning program will include reading materials, assignments that are turned in, and with some programs, the LPN may need to be observed performing the skill by a colleague, designated by their employer, who would then sign that the LPN completed the skill. When all materials are turned in to ANBLPN education, along with the

signatures of the colleague who observed the LPN performing the skill, a certificate of completion will be issued.

Some of these self-learning modules are now available, with the number available increasing over the next year.

Work is underway to also adapt our longer educational programs to include some distance components, so the time required to attend class is reduced. Programs currently being looked at for modification are:

- ORT program
- Community Care
- Adult Physical Assessment

INSULIN ADMINISTRATION PILOT:

In partnership with a nursing home, an insulin administration program for LPNs was developed and delivered earlier this year. Nine LPNs have successfully completed the program. The program will be made available in the fall to other nursing homes who wish to offer it.

COMMITTEES:

ANBLPN/ NANB Committee

Work on the Collaborative Practice Document for LPNs and RNs has been completed and approved by both the NANB board and the ANBLPN board. The completed document title is "Working Together: A Framework for the Registered Nurse and the Licensed Practical Nurse". Several discussion forums were held around the province.

Standardization of the Utilization of the LPN- Government Steering Committee

This committee was formed as a result of recommendations made by the Nursing Utilization Government Stakeholder Committee that completed its work in the spring of 2002.

The first meeting was held September 18th, with a total of eight meetings to date. The committee is working to develop a plan of action to:

1. Clearly articulate to stakeholders the required changes needed to aide in the transition of maximizing the LPN role.
2. Assess the current utilization of LPNs in NB.
3. Promote a collaborative working relationship between RNs and LPNs.
4. Develop guiding principles for RHAs and NHs to assist with the implementation of LPN full scope of practice.

The final report being issued later this year will give recommendations to the government as to a course of action necessary to implement full scope of practice for LPNs.

Guidelines for Medication Administration by LPNs Committee

This is a committee of ANBLPN Education, to determine appropriate guidelines for employers, LPNs and RNs when LPNs are administering medications in the nursing home setting.

The need for such a document has been evident, especially within the last year with several disputes between LPNs, RNs and employers regarding medication administration. The goal of this document will be to address problems or concerns and offer feasible guidelines to standardize this area of LPN practice.

TLC List Review and Development of Program Competencies Committee

The committee completed this project at the end of December. The new document is composed of two parts; the national profile that details what knowledge the LPN has and the skills list, which is more detailed to provide greater clarity as to our expectations of the graduate practical nurse.

FOUNDATION OF PRACTICAL NURSE PRACTICE DOCUMENT:

This document is a collection of all the “pieces” that supports the LPN practice. Each piece is identified in the “Foundation of Practice Wheel” that appears in the front of the document.

There is a great deal of misunderstanding and misinformation regarding the LPN role. In an effort to correct existing opinions, and educate on the full potential of LPNs, the Foundation of Practical Nurse Practice Document was circulated in February to every nurse manager and director of nursing in NB. The response from this has been very positive with several comments that it is an excellent document and very useful.

PARTNERSHIPS:

The PEI and the NBCC Saint John partnerships are running smoothly. Work is underway to improve post basic course delivery for LPNs in NB, and also share the NB course offerings with PEI LPNs.

CREDIT HOURS:

In New Brunswick there are several classifications of positions that receive credit hours towards an LPN license. Work on this issue began late in 2002 and the review should be completed late 2003.

LPN POSTERS:

An LPN poster campaign commenced in 2002, which was very well received by the membership. In 2003, the board will review ways of expanding our education campaign with the public to enhance awareness of the role of the LPN.

In closing, I would like to wish all a very enjoyable and productive meeting.

Kevin Symes, LPN, ORT
Executive Director-Registrar
ANBLPN