

2012

Licensed Practical Nurses Association of British Columbia Conference Report



Licensed Practical Nurses
Association of British Columbia



LPNABC Executive Board

April 2012



LPNABC

Licensed Practical Nurses Association of BC

“Celebrate the Past, Salute the Present, Embrace the Future!”

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Mandate:

- Advocate for the advancement and recognition of Licensed Practical Nurses in BC
- To improve the educational and professional status of Licensed Practical Nurses in BC

Prepared by: Anita Dickson 1st Vice President, LPNABC March 2012



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"Celebrate the Past, Salute the Present, Embrace the Future!"

Conference Agenda 1:00 – 4:00pm

Blessing

Provincial Council of Women – Keynote Speaker

"Learn How to Advocate for your Profession"

Highlight: Florence Wilson, LPN – 1st Registrant in BC

Presented by Anita Dickson, 1st Vice President

Florence Wilson Family members

BC History of Nursing Society –

Ethel Warbinek, Glennis Zilm & Margory Ralston

Accepting Florence Wilson's Artifacts to be archived in memory of her advocacy for her profession

Celebration – "Blow out the 61 Candles" Cake

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Celebrating 61 Years of Service on behalf of Licensed Practical Nurses in BC

In the beginning

- **July 1914** The earliest mention of practical nurses, where part of the general meeting of the Canadian Nurses Association (CNA) was devoted to the value of the practical nurse.
- **June 1919** CNA general meeting where a resolution was passed that they approved the principle of trained attendants, provided the public is safeguarded.
- **1931** Canadian census figures – 20,462 graduate nurses, 11,346 nurses in training and 4,698 practical nurses.
- In Canada, most practical nurses were used in the home, while nursing in hospitals was provided almost entirely by registered nurses and students.

The Early Years of the Licensed Practical Nurses Association of BC

- **March 23, 1945** the first Licensed Practical Nurses Act to provide legislation and regulation for the training, examination and licensing of Practical Nurses in Canada received royal assent in Manitoba. This was the first legislation to govern PN's in Canada.
- **1947** Ontario began training programs under the joint sponsorship of the Department of Health & Education.
- **1947** A Joint Planning Group in Nursing reported to the RNABC at its' annual meeting a recommendation that the training and employment of nurses' aides be considered an emergency measure only and that suitable aides be encouraged to qualify as practical nurses. It was this Joint Planning Group and others that approached the provincial government to establish the training of practical nurses.

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- **April 1951** 3 years after formal training began for Practical Nurses; the Practical Nurses Act was passed by the BC legislature. The Act was formed to control the training, examination, licensing and regulation of PN's in BC. (not proclaimed until 1965)
- **1951** The Practical Nurses Association in BC (PNABC) was formed to advocate for and represent Practical Nurses in professional practice issues.
- **1951** Kay Johnstone, Chief Instructor of Practical Nursing at VVI, was credited in assisting with the organization of the Practical Nursing Association that was formed under the Societies Act
- The executive of the newly formed Practical Nurses Association of BC also met several times with the Ministry of Health – but the need for more members was always given as a reason for the Act not being proclaimed. Even when there were 750 members, the Association was told that more than 1,000 were needed.
- 3 graduates of VVI and members of PNABC deserve particular mention: Florence Wilson, Kaye Gilchrist, and Florence Deschner.
- They prepared briefs to the minister of Health, The Honorable Eric Martin several times a year for more than 13 years.
- **July 1952** the first 10 member Provisional Council was appointed by the Lieutenant Governor in Council to draft the regulations for the Act. The Act was never declared until December 1965.
- **1963** Registered Nurses Association of BC supported the Act and the work of the PNABC, declaring that “licensing of Practical Nurses was to be encouraged because the nursing profession had a responsibility to encourage a high standard of nursing care” (excerpt from Associate Dean Report to VCC, 1998)
- **December 1965** The Practical Nurses Act was proclaimed by the Ministry of Health formally recognizing the licensing, regulation and training in BC of all Practical Nurses.
- **December 7, 1965 Mrs. Wilson** recounted that she received a phone call from the Minister Eric Martin, early in the morning telling her to listen to the 8 am news – that there would be an announcement of the proclamation of the PN Act.
- **Florence Wilson, Kay Gilchrist and Sharon Bath** of Victoria became the first 3 PN's to the 10 member Council. They had lunch in the library of the Parliament Buildings – names were to be drawn from a hat for license #1, 2 & 3. Kay Gilchrist felt that Florence deserved license #1 for her very hard work, Kay became #2 and Sharon #3.

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- **March 15, 1965** First meeting of the 10 member BC Council of Practical Nurses was held. Mrs. Ivy McGowan became the first registrar on September 1, 1965 and held the position until 1984.
- **1965 -1989** Licensing was “*voluntary process*”. This first regulation provided for partial licensure (to allow those with on the job training to become licensed for a certain area of work).
- **February 1965** The Association was registered as the Licensed Practical Nurses Association (LPNABC) after the Act was proclaimed. The Comox/Cumberland/Campbell River area, Chilliwack, White Rock/Surrey/Langley area, Vernon & Nanaimo all had chapters by 1969.
- The Vancouver chapter held monthly meetings in the kitchen of the Nursing department of VVI, and had their own set of dishes in a cupboard there.

The Middle Years 1973 – 1983

- **1973** An order in Council provided for amendments to the Practical Nurse Act. It specified a training period of not less than 10 months; graduates from approved schools must write and successfully pass the Department of Education exams to be eligible for licensure.
- **1973** BC Council of LPNs issued a revision of “*Outline of Duties to be used in the Employment of LPNs*”
- **1974** A ruling by the Labour Relations Board – that clinical practice students were considered supernumerary and not as replacement for regular staff.
- **1974-1976** The Canadian Association of Practical & Nursing Assistants (CAPNA) was established and held their first meeting in Toronto, Ontario. CAPNA was incorporated under the Canadian Securities Act in 1976. CAPNA’s main objective – to develop standards of practice to promote safe, high quality of care.

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- **1976** The existing provincial licensing exams were badly in need of revision because of the costs. It was decided to use the services of the Canadian National Association of Testing Services exams (CNATS). These exams were distributed from and marked in Ottawa and were offered 3 times a year.
- **1977** LPNs are required to pass a national exam in order to obtain licensure.
- **1979** CAPNA presented a briefing note to the Minister of National Health & Welfare on behalf of their 80,000 members. Conclusion of the briefing note was a clear delineation of nursing categories and the assurance of the viability of PN's in Canada.
- **1980's** Early 80's saw the displacement of hundreds of LPNs across BC as the health care system moved towards a RN focused model of care and the introduction of primary nursing.
- **1981** BC Council of LPNs issued a further revision of “*Outline of Duties to be used in the Employment of LPNs*” to include medication administration in LTC, catheterizations and dressing changes; this document came to be known as “***the 1984 skills***”.
- **1983** CAPNA presented the “*Canadian Standards of Practice for Practical & Nursing Assistants*” across Canada.
- **1984** It was expected that all the colleges would include the “1984 Skills” in their programs.

The Recent Years 1984 – Present

- **1986** Amendment to the Regulations of the LPN Act created a Discipline Committee to review and make decisions about the conduct of LPNs.
- **1986-1988** Conditional licensing by virtue of a role substantially equivalent to that of an LPN

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- **1989** The Health Professions Act was amended to require RN, RPN and LPNs to be licensed by their respective regulatory bodies.
- **1990** Mandatory licensure came into place as of November 17, 1990.
- **1990** CAPNA approved 2 important position statements:
 1. Future Utilization of Practical Nurses & Nursing Assistants – endorsing continued utilization of these workers
 2. Horizontal mobility for Practical Nurses & Nursing Assistants – endorsing continuing education to enhance, enriches and expands the profession of Practical Nursing.
- **1991** Royal Commission document on “*Health Care & Costs*” released in November 1991 and the main theme of “Closer to Home” would shift much of the care to a community based model.

Royal Commission or “The Seaton Report” came out strongly endorsing the employment and full utilization of the LPN. “... all tasks within the health care system should be performed by personnel with the education necessary to achieve high quality care. That has not been the case in the nursing profession where the role of the RN has been expanded to include the role formerly occupied by the LPN...This leads us to conclude that the drastic reduction in the number of LPNs in BC has been a mistake”.
- **1994-1995** The Code of Ethics and Standards of Practice for LPNs are created.
- **1996** The Licensed Practical Nurses Act was deleted and replaced by the Health Professions Act. This act gave LPNs permission to call them “nurses”; a title that was previously protected for use only by Registered Nurses. It allows self-regulation of the profession and holds LPNs responsible and accountable for their own nursing practice and allows them to work within a defined scope of practice under the ‘Standards of Practice’ guidelines.

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- **1996** BC Council of LPNs was renamed “*College of Licensed Practical Nurses of BC*”
- **1997** Canadian Practical Nurses Association partook in the Canadian National Competency Project which was completed in 1997. This was a 3 year project in partnership with RNs and RPNs which developed a national database describing competencies and contexts of practice for entry-level practitioners, in order to allow future planning.
- **1999** The document “Standards of Practice and Competencies for Perioperative Nursing Care” was completed. This is the first in a series of National standards described for a “specialty” practice for LPNs.

History of the Practical Nurses Education

- **January 1948**, The Vancouver School Board took the leadership role in adult education in British Columbia. While they were waiting for the completion of a full-time vocational facility, some of the first vocational programs were launched at the Vancouver Technical High School – and one of those was Practical Nursing. The first class was registered at Vancouver Technical.
- 13 women began the first program at the Vancouver Technical School and 8 graduated on **December 10, 1948**.
- In **1949** the newly constructed Vancouver Vocational Institute (VVI) was opened.
- Classes continued to start every 4 months and in the 1960’s the class sizes were 40, increasing to 50 per class by the 1970’s.
- In **1974** VVI became part of a 3 campus community college of Vancouver Community College (VCC).
- By the time the Act was proclaimed – there were PN programs in Victoria, Nanaimo, Kelowna and Prince George and shortly after in Castlegar.
- The early programs were 12 months long. 4 months theory, 8 months of hospital/clinical work. The theory included kitchen duties such as cooking simple meals of custards, soups, and stews, but also preparing oatmeal, linseed and flaxseed poultices.

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- Entry to PN program was Grade IX education and it cost \$15.00 a month for the first 4 months. Uniforms were supplied and laundered.
- Many of the hospitals provided a stipend of up to \$20/wk during the hospital experience – primarily supervised by the head nurse, although there were two VVI instructors to observe the students in the hospital.
- Students wrote provincial exams developed by the Department of Education as early as 1962. Med/Surg in the morning & OB/Peds in the afternoon.
- The first graduations were held at the Vancouver School Board office and later moved to the 3rd floor cafeteria at VVI.
- Regimentation in the program – students was called and addressed each other by their surnames. They had to stand and give way to anyone with more authority.
- Nursing duties consisted largely of making beds, bathing patients, washing mattresses and units on discharge and taking Temperature, Pulse and Respirations – taking Blood pressures was not included.
- A **1971** graduate recalls giving injections and applying creams & ointments.
- In **1987** the Practical Nursing Articulation Committee requested a Needs Assessment of the future of LPNs in the BC Health Care System.
- The broad conclusions of Jocelyne Boulanger’s Needs Assessment was:
 - 1) There was a role for health care support workers such as PNs.
 - 2) PN practice would continue to decline in acute care, and increase outside of the hospital setting.
 - 3) Management of patient care needs should be shifted towards a ‘clinical judgment’ based model rather than a task oriented system. Patient acuity and complexity of care should become the primary basis of differentiating RN versus LPN care.
 - 4) A stronger professional voice and union certification was needed.
- By **1988** the nursing program at VCC was experiencing enrolment difficulties. The endorsement of BsN by year 2000 and layoff of PN’s, as well as the proliferation of educational opportunities outside of the traditional female roles all contributed to this problem.

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- In **1988** VCC added in community care experience based on the current literature of deinstitutionalization. The elderly remaining at home much longer supported this program.
- In **1990** VVI was renamed Vancouver Community College, City Centre Campus .
- The Education subcommittee of the Council began to develop skill modules related to catheterization, sterile dressings and administration of medications. These modules became self-directed learning packages in 1991 and the colleges teaching the PN programs provided the instruction and testing required for licensure.
- A provincial curriculum reflecting themes, trends and issues of the current health care system was begun. Piloting the new curriculum was College of the Rockies in September 1992 and VCC in January 1993.
- The program was designed to provide a more holistic health promotion focus in community, gerontology and acute care settings.
- There would be less emphasis on skill acquisition and more focus on independent functioning of the client using problem solving and critical thinking. This program has required the active participation of graduates of PN program with the required preceptorship at the end of the program. This involved the partnering of an experienced LPN and a novice PN about to enter the nursing profession.
- The “Caring Framework” pilot program developed by Jocelyne Boulager became a reality in 1993. It followed the paradigm adopted by UVic and many other nursing programs. This was a very important step for PN programs.

What is Happening Now in the PN Educational System - 1993 to the present¹

- **1993** PN program back to 12 months of education:
 - Semester I – Community care and care of self
 - Semester II – Care of the Older Adult
 - Semester III – Looking at the acutely ill-person
 - Preceptorship Experience

¹ References: report prepared by Pat Hartley, Associate Dean of Health Sciences Programs, VCC; April 28, 1998

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- The program spends a lot of time developing group skills, self and peer evaluation skills, critical thinking and problem solving skills. These are the skills of the nurses for the new century.
- **1999** Practical Nurses Curriculum – revised by a Provincially Initiated Curriculum (PIC) group that was funded by the Ministry of Advance Education, Training and Technology (MAETT) in 1997 with completion and implementation in March 1999. The recommendation was to lengthen the program without success. The PN program remained 49 – 50 weeks in length.
- **2011** In January the Ministry of Advanced Education, Training and Technology commissioned BC Academic Health Council to be the project lead and develop a new PN curriculum. There were two project streams- the PN Steering Committee and the Curriculum Advisory Group.
- **2011** In August the BC Academic Health Council presented a final draft to the MAETT for approval. Final approval of the new PN Curriculum by the Ministry of Health in October to be recognized as a diploma program (extended to 75 weeks).
 - **2012 LPNABC is advocating for all LPNs to be fully utilized and to include the following competencies that are integral to our practice today:**
 - **IV medication administration for patients/clients/residents within our scope**
 - **IV initiations**
 - **Immunizations for the healthy adult populations**
 - **Wound care for all wounds that are within our scope of practice**
 - **Leadership positions**

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Florence Wilson Story.....

By her daughter Janet Eden told to Anita Dickson, 1st Vice President LPNABC

Florence Wilson (nee Jago) was born in Vancouver, British Columbia on June 18, 1901. Florence knew from a young age that she wanted to become a Nurse.

When she was young, her family moved to a farm located on Glen Drive, Port Coquitlam. Her father did not support her decision in becoming a nurse as he saw it as disrespectful work. Florence began her working career on the farm. “Florence did not give up though, and held her dream close to her heart.” (Quote from Janet, Florence’s youngest daughter).

Florence worked on the family farm, married at a young age and had 5 children. She was widowed at the age of 36. She was a young, single mother who realized she wanted more in her life and for her children. She started to attend night school thereby beginning her journey in becoming a nurse and bringing her dream to reality.

She graduated from the Practical Nurse program on March 23, 1952 in the 11th class of Vancouver Vocational Institute at the age of 51 years old. Her family, including her first grandchild, attended her graduation! Florence was so proud to graduate a Practical Nurse, wearing her cap with the traditional “green cross” indicative of practical nursing.

Florence started her nursing career at the Canadian Cancer Institute, on Heather Ave, Vancouver, B.C. It was at that time that she began advocating for her profession by joining the Practical Nurses Association of BC. Florence Wilson, Kaye Gilchrist and Florence Deschner worked tirelessly campaign the government for the Practical Nurses Act to be proclaimed. Florence, her colleagues, and the executive of the newly formed Practical Nurses Association of BC worked hard for the next 13 years towards a common goal.

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Janet remembers her mother going to Victoria to meet with the Ministry of Health; presenting the key issues on the importance of Practical Nurses in BC to be regulated and licensed to provide a high standard of nursing services. Janet remembers with pride, the day her mother was interviewed on television regarding her advocacy for Practical Nurses.



Florence Wilson &
graduating class
1952

Photo by VISUAL EDUCATION DEPARTMENT
VANCOUVER SCHOOL BOARD

Florence received a telephone call from the Honorable Eric Martin Minister of Health early in the morning of Dec 7, 1965. He told her to listen to the 8 am news. It was then she heard the Proclamation of the PN Act being announced on the radio. Florence, Kaye Gilchrist and Sharon Bath of Victoria became the first 3 Practical Nurses of the 10 members of the BC Council of Practical Nurses (now known as CLPNBC). They had lunch in the library of the Parliament Building and they were to draw for License #1, 2 & 3 out of a hat. Kaye Gilchrist felt that Florence deserved License #1 for her leadership and hard work. Kaye became #2 and Sharon #3 on that day.

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Though it was the later part of her life Florence accomplished many things in her career. She changed her job to work as a private nurse for clients in their homes. She worked as an LPN until she was 83 years old, then retired from caring for others but remained busy for many years to come.

Janet cherishes her mother’s conviction in caring for others all her life; her tall stature that reflected her strength; and that she remained lucid until her final days. Florence even drove her car until she was 91 years of age! Florence lived in her own home until she passed away on May 27, 1991 just shy of her 92nd birthday.

In July of 1974, the Vancouver Chapter of LPNABC honoured Florence Wilson for her dedication to her profession with a brooch and silver plate to commemorate her legacy within the Association. The LPNABC would like to again honor her work that laid the foundation towards the ongoing need of advocacy through a collective voice.



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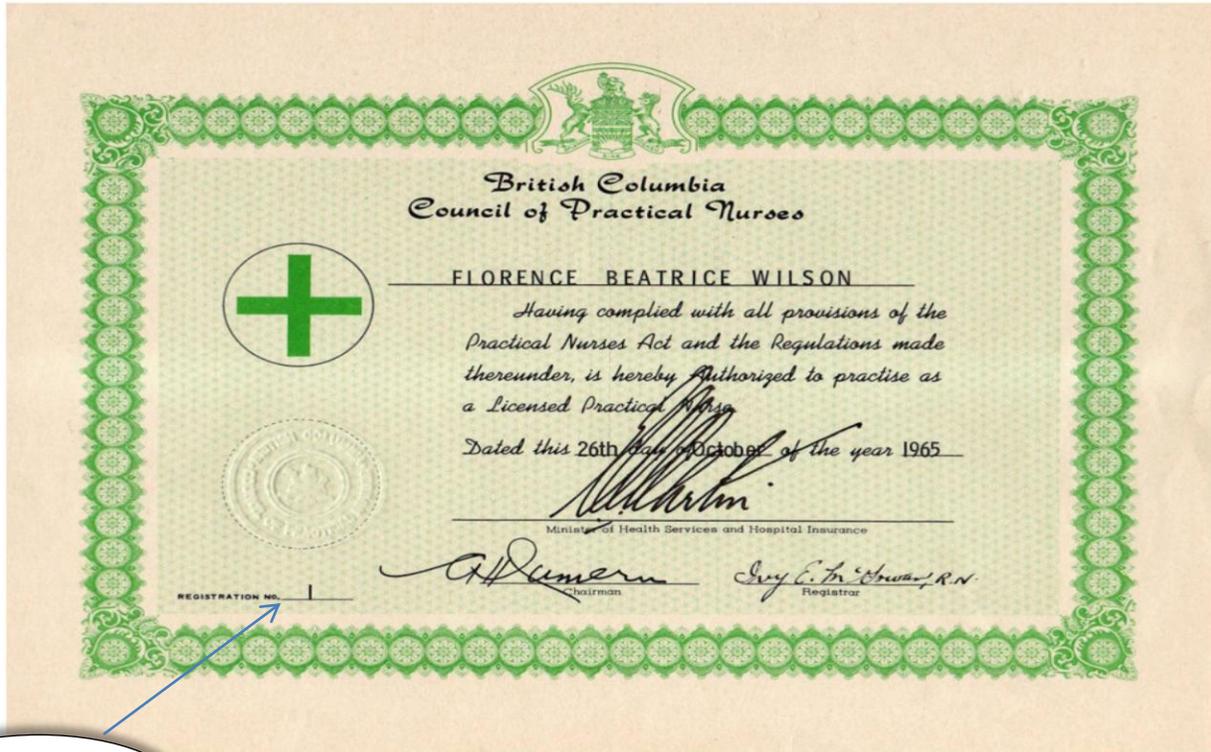
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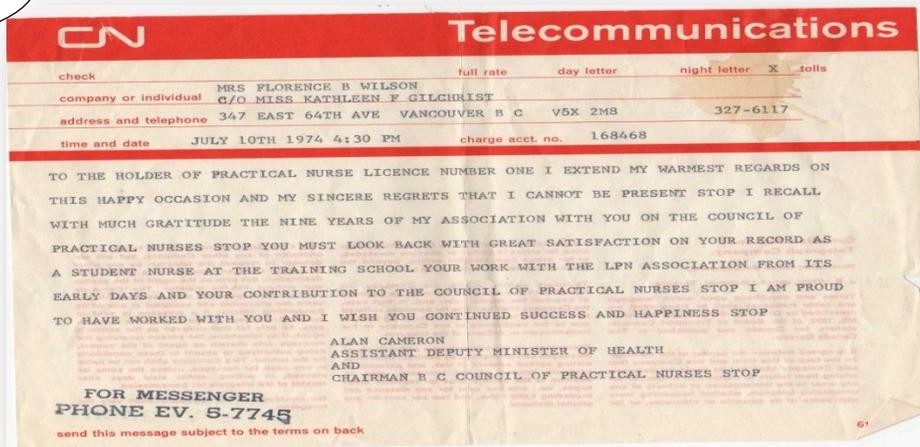
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Registrant #1



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