



In Touch

Summer 2011

The Licensed Practical Nurses Association of British Columbia

The President's Pen

Since our spring newsletter, much has changed with the Association, and our profession! I am very fortunate to be living at a time when our roles as Licensed Practical Nurses are (I feel) going to get the recognition we deserve. The Association has been lobbying for over a decade to remove the phrase "under the direction and/or supervision of a Registered Nurse." from the Health Professions Act. The current Government has finally made this a reality very recently! The newly updated HPA will NOT include that phrase. LPN's can now work autonomously alongside our interdisciplinary team members! We will truly feel independent in our practice and be solely accountable for it as well.

With this comes more positive news. I have been very fortunate to be an invited guest to the Health Ministers (Honorable Michael De Jong) breakfasts twice with the newly appointed first and second vice Presidents respectively. The Minister gave us the opportunity to meet with him one-on-one. What a privilege to speak candidly with the Health Minister on

behalf of 11,000 plus registrants. Honorable De Jong's vision is to have LPN's working to their fullest scope around the Province consistently. To be able to enlighten him regarding the vast differences in using our "full" scope (or not) not only from Health region to Health region; but from unit to unit; shed light on our daily struggle on the front lines. The information was

well received, and our Health Minister will continue to work closely with the Association to ensure a clear understanding and representation as we move forward in our practice.

Our practice is changing as well! Over the past year, I have attended PN Articulation meetings on behalf of the Association. The Articulation meetings are to review the curriculum that Practical Nursing students will study throughout their course. It also allows each

College/University to give feed back to one another. Essentially, giving their victories, and working through what students seem to be struggling with. The big news this year is the course is now being lengthened to eighteen months! Something the Association has been wishing to come true for a very long time. The public schools that teach the PN program are hoping to have the

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first intake with the new curriculum by January, 2012. The private schools are hoping as early as the fall of this year. We will be following closely and give updates as they happen.

The Association held its Annual General Meeting on April 11th in Coquitlam at the Best Western. The mayor of that fair city gave some opening remarks, followed by two amazing speakers! First was Sally Thorne RN PhD FCAHS, a highly intelligent individual with a dynamic personality! Ms. Thorne spoke regarding her perspective on current and future collaborations in nursing. A very timely topic to choose given the recent changes to our practice! Next was Mr. Bruce Gamage who holds a degree in microbiology, and is the Provincial Manager of the Infection control Network. He also holds extensive knowledge in acute care nursing. Mr. Gamage talked about best practice in the prevention of spreading those "Super Bugs" in facilities across the Province.

Following the morning speakers, we enjoyed lunch and gave away 19 baskets! The afternoon was of course reserved for the business portion of the Association. During that time, there were three positions that were to be filled: 1st Vice Chair, 2nd Vice Chair and the treasurer. Michelle Lazarovich (1st Vice) and Doreen Plouffe (2nd Vice) had served their respective terms of two years and wished to step aside. Our treasurer Rannoch Campbell stated he would carry on for a second term.

Unfortunately, nominations did not come from the floor, so Michelle and Doreen graciously agreed to stay in their respective positions until a successor (s) was found. I am pleased to

announce that those successors have been found. Anita Dickson is now 1st Vice President, And Marion Anderson is 2nd Vice President respectively. I truly wish Michelle and Doreen all the best in their future endeavors, your contributions to the Association will not be forgotten, and we appreciate all that you have done and continue to do on behalf of 11,000 plus registrants!

The Association has continued to be an advocate on your behalf by attending every board meeting held by our College: CLPNBC. As an observer, you have the opportunity to really listen to what is going on between the board of the College and the staff. It is something I urge each registrant to do, as it is open to the public. I have learned a great deal just by watching and hearing the conversations take place.

As the warm weather continues, and most regulatory bodies have taken summer off, we are still working hard on your behalf. The website will be getting updated and more user friendly! This will be happening by the time you are reading this newsletter! I truly hope you will visit it and give us some honest feedback and/or suggestions to make it better!

As I continue into my second year as your President, I am still in wonderment of it all. There are so many amazing people I have met, each with their own tale of life's journey. I wake up every day grateful of my journey. I will always feel a sense of ah given my role. It is something I do not take lightly. I feel it is our time to shine as Licensed Practical Nurses, and I am so fortunate to be along for the ride.

Respectfully submitted by: Richelle Drinovz, President

Restricted Activities “What are they? Why should we care?”

It is important for every LPN in BC to fully understand:

- Who defines the Licensed Practical Nurses’ regulation?
- What is the Health Professions Act?
- To whom does the College of Licensed Practical Nurses report to?
- How can we get involved in our scope or practice revisions?

All regulated professions have a “**scope of practice**” which is legislated by the Ministry of Health. It is foundational to your professional practice and legal obligation under your licensure to understand the Nurse (Licensed Practical) Regulation, HPA ¹ which defines: scope of practice, reserved title and now the new model “**Restricted Activities**” which is currently being reviewed. The college then defines your Standards of Practice, currently adding “new” Standards, Limits and Conditions to which you are evaluated by the public and self-regulating.

LPN’s in BC have been advocating for autonomous language in our regulation for more than a decade (removal of the wording “**supervision of Registered Nurse**”) as it has caused significant difficulties in providing our nursing services while “under direction of the medical practitioner”.

The issue became predominant in 2007 when the CLPNBC mandated for all LPN’s to be working to “full scope” and the transition period for the upgrading was completed. The wording “**supervision of an RN**” became controversial between the nursing families as the Registered Nurses voiced a need for clarity that they were not accountable and responsible for our practice.

This wording required a collaborative consultation between CRNBC and CLPNBC to resolve and conclude that this legislative language was to only be interpreted to mean “**clinical guidance**”². It was further acknowledged that LPN’s are self-regulating and are held accountable and responsible for the nursing services that we provide to the public.

Our practice has either been restricted or improperly utilized (out of scope) by the misinterpretation of the legislative/regulative language. Many have expressed concerns due to the length of our education program; of our “**training and ability**”, HPA 1996³, which again has caused our profession to be under-utilized or not properly educated for other areas of advanced practice, to provide safe, competent care. LPN’s have been advocating for years for better preparation and utilization.

The need for all LPN’s in BC to fully understand the significance of the upcoming proposals to the Ministry of Health to finally revise and update the LPN regulation under the new “Restricted Activity” framework is so important and our practice depends on it!

Now What – LPN’s need to be aware of the following:

¹ Nurses(Licensed Practical)Regulation, B.C. Reg. 322/2010, November 16, 2010

http://www.bclaws.ca/EPLibraries/bclaws_new/document/LOC/freeside/--%20H%20--/Health%20Professions%20Act%20RSBC%201996%20c.%20183/05_Regulations/22_283_2008.xml

² CRNBC & CLPNBC, “Working Together For Client Safety”, November 2007

³ Nurses(Licensed Practical)Regulation, B.C. Reg. 322/2010, November 16, 2010, Scope of Practice

CLPNBC held their Annual General Meeting on June 10, 2011. The Director of Practice and Policy provided an update to attending registrants, stating that the college has submitted a preliminary proposal regarding their recommendations as to what they feel our “new” regulation should be, including all of the following:

- Scope of Practice
- Reserved Title (Licensed Practice Nurse)
- Restricted Activities (without an order & with an order)
- Specialties or Certified Practices

As stated in the CLPNBC Summer Newsletter:

So, why should you care about any of this?

- ***Because this is how you, as a professional, are regulated in this province; and***
- ***Because the CLPNBC will soon have revised regulation handed down from government.***

The CLPNBC has been meeting with LPNs and other stakeholders across B.C. to better understand what LPNs are currently doing in their jobs and how this fits into the new regulatory framework. The College has provided this information to government. Before the new LPN regulation is finalized, it will be posted on the government website for consultation. Any stakeholder, including you, can provide feedback.⁴ CLPNBC College Connection, June 2010

LPNABC has asked the College Board Directors specific questions regarding their process of consultations. We are concerned with who the college staff have met with. Who and how many LPN’s were involved in this preliminary consultation that has provided their recommendations to the government and what is the summary of information that has been provided to the government.

The President of LPNABC and I have attended all of the recent board meetings to hear that until recently, the college board of directors was unaware of the process used. CLPNBC staff has engaged with external consultants who are working with the Director of Practice & Policy and the Practice Consultants on a report which has been submitted to the government. The board has finally struck a panel with which four of the elected members will review any future reports or submissions to the government.

It is imperative more than ever today, for LPN’s to learn, understand and become involved in this process to ensure we have a strong voice in our own practice.

You need to care, and you need to become involved in your regulation in your practice!

Report from: Anita Dickson, 1st Vice President (newly appointed)

⁴ CLPNBC, College Connection; Summer Newsletter, June 2011, <http://www.clpnbc.org/story.php?id=166>

I will provide to the best of my ability updates and series of publications on the LPNABC website which we will be updating frequently.

The LPNABC and Labour Unions

The LPNABC promotes professional excellence and lifelong learning, with strength, through a unified voice representing the LPN's of British Columbia. The LPNABC's mandate includes collaborating with the Ministry of Health, the College of Licensed Practical Nurses *and other groups* in advocating for the professional interests of LPN's. The manner in which this is done however is determined by the elected Board of Directors. In the past, discussions have included labour unions that represent LPN's, among other health care workers, in negotiating their wages and working conditions. For many reasons, a labour union cannot and will never be a substitute for a professional association.

Even though the majority of LPN's in BC are employed in the unionized public sector and are covered by a provincial agreement, some work for affiliate employers under private contracts. Many work in non-unionized workplaces and some are working as consultants, educators or managers and would not be part of a bargaining unit in any event. It is important to note that all LPN's are eligible for membership in the LPNABC, and the LPNABC is a voice for all LPN's as a group, wherever they work and whether or not they are members of a union.



For some time, there has been a great deal of interest in maintaining, strengthening or changing the representation of LPN's in and among the various unions, HEU, BCGEU, BCNU, UFCW, IUOE and CUPE. The LPNABC has been pressured to take a position on this.

The position of the LPNABC on union representation is neutral. The Board respects every LPN's right to have an opinion (or not) with respect to affiliation with any union and to be able participate in such union activities as they choose. LPNABC board members also have this right, but must not do so in a way that implies endorsement of the

union by the LPNABC. The board is open to meeting with union representatives to discuss LPN professional interests, but with the precondition that all unions who have LPN's as members are to be included.

It is the Board's hope that LPN activists from all unions as well as non-union advocates, can feel welcome in the LPNABC. There are so many areas of agreement, and so much work that needs to be done. Please consider learning more, and lending a hand when you are able.

Lobbying

Lobbying is a matter of using common sense! It is part of decision making at the federal and provincial levels. Decisions are made every day that affect the health of Canadians, and you can be a part of it. Nurses have an important role to play in public policy and have a history of advocating for their patients, clients and residents. Nurses continue to be one of the most respected and trusted professionals. By working together to influence changes at all levels, we can ensure nurses are part of the debate, and our voice is heard.

Here are some ideas to get you started:

- Get active and write a letter to your MP. Let him/her know about the changing advanced practise of LPNs and the challenges we are facing.
- In your letter, use plain language and evidence to support your cause. Make sure your facts are accurate.
- If you are lobbying for change, provide a solution to the problem. Involve other healthcare providers to show your position is not isolated and others have the same view.
- You could also introduce yourself in a face-to-face meeting.
 - Get 2 or 3 people together, and decide who will be your spokesperson. Explain why you are there and give examples that support your position.
 - Don't answer hypothetical questions or give your personal opinion. Stick to the facts and don't allow your audience to get sidetracked; it is your meeting!
 - Ask for support and keep to the time allotted.
 - Be sure to follow up with any information you have agreed to provide, and send a thank you letter, which will also serve as a reminder of your meeting.



Get active and advocate for your profession and the people in your care!

Provincial Board Members

President: Richelle Drinovz, motherv@shaw.ca

1st Vice: Anita Dickson, aydickson@shaw.ca

2nd Vice: Marion Anderson, mranderson@telus.net

Treasurer: Rannoch Campbell, rannoch@shaw.ca

Recording Secretary: Joann St. Pierre,
joannstpierre@yahoo.ca

Education Chair: Vacant

PN Canada Directors: Richelle Drinovz

Chapter Convenor: Vacant

**Please feel free to contact
any Board Members with
any questions!**

Chapters

Ogopogo Chapter: Kelowna: Jan J van Doorn, jjvandoorn@shaw.ca

Williams Lake Chapter: Leanne Rolston, leannesaway@yahoo.ca

Fraser Valley Chapter: Anita Wilson, aj59@shaw.ca

Mid Island Chapter: Sue O'Hare, sueincoombs@yahoo.ca

2011 Annual General Meeting of the LPNABC

Fraser Valley Chapter Report

April 28, 2010, the chapter members met at the Hope Legion and helped with the Bingo. Funds raised amounted to \$263.78. We were grateful for the help of a few retired LPNs and friends of Bev Kreller to help us out.

On July 11, a BBQ was held at Rose Turcotte's in Mission. We enjoyed a few laughs, good food and discussion on common interests. Thanks to Rose's husband Donald for BBQing the meat to perfection!

September 20 was a dinner meeting held at 'The Wellington' where we enjoyed good food before our meeting. We listened to each other's workplace reports. Elections were held: Elvina Spendilow stepped down and Anita Wilson elected as President of the Chapter. Thanks Elvina for many years of service to the Chapter as well as to the Provincial Board! Treasurer: Bev Kreller; Secretary: Rose Turcotte.

December 15 was the Christmas Dinner held at 'The Wellington'. We exchanged gifts and had a good evening of fellowship and support. No official meeting.

March 17/11 was our first meeting of the year. Again we held a dinner meeting; this time at 'Bozzinni's' restaurant. Information was passed on to members re upcoming AGM. A motion was passed that our chapter would donate \$100.00 to fund baskets for raffle at the AGM. Rose Turcotte accepted the task of shopping for items and all would meet at Anita's on April 3rd to put the baskets together. All members encouraged to attend the AGM. Next Bingo will be held Aug. 27th in Hope. Discussion was held among the attendees re the role of the Association, the Baseline Competencies Document and utilization of LPNs in Fraser Health.

Financial report: Balance of \$1919.88

Respectfully submitted,

Anita Wilson, LPN

President of the Fraser Valley Chapter

LPNABC

Ogopogo Chapter Report 2011

Hello and Best wishes to all at the LPNABC Annual General Meeting

The chapter itself has been very quiet only because the active members are refocusing. We would like to comment on the Honorary Members that are in our chapter.

JJ van Doorn has been involved since 1979 and has worked hard from the chapter level with BP Clinics in the malls and making posters for the celebration of LPN Day for so many years. Jan (JJ) also sat on the Provincial Board for most of her years with the association. She has Education chair and started the attendance at the Articulation Committee. She also sat on a national ad hoc committee of 6 LPNs from across Canada who created a paper on the utilization of LPNs across Canada. It was such an exciting program and was a huge learning curve for Jan. She then took over the President position in 1995 and held two terms of her own until 2000. During which time the association wrote numerous briefs to the Health Professions Council of the day supporting the increased scope of the LPN and commenting on other professional papers. In 2000 the Scope of practice review was held and the LPNABC had the national President presenting so the panel was very impressed. However the provincial LPNs are still waiting for the government to accept the new regulations which would present the LPN as an independent professional with the knowledge to know when they need to collaborate with another professional for their client. Meetings with the Ministry of Health and other lobbying were also part of JJ's work as well as traveling the Province with other Board Members. Membership grew greatly when JJ asked the College to continue to allow the association to hold the liability insurance. She was able to convince the ED / Registrar that this was a professional responsibility. JJ also sat on the National Board and worked hard though enjoyed the travel and meeting great strong LPNs from other provinces. Jan was asked to take over the Presidential office for another two year term but then started trying hard to find a young bright group that could take over the association reigns. Jan retires from active nursing at the end of this year and will possible work up to two years on call and then invest her time into her crafts and garden and travel.

Phyllis Gidley got involved in 1996 and worked extremely hard to help with the membership and is the main reason that are funds set aside to this day to assist the Association. Phyllis also worked with the briefs to the Health Professional Council and the Scope of Practice review. Phyllis is extremely good at editing work and worked closely with JJ. Phyllis also had a term or two on the National Board. Phyllis was such a great asset for the association. She is now recently retired and plans to spend time with her grand kids and travelling with Husband Ed.

Judy Wilde has been a voice in the association for many years, even prior to 1979. Judy worked hard in the Fraser Valley Chapter and on the Provincial Board taking a few different committees. Judy was also very involved in the scope of practice review and also sat on the National Association for a couple of terms. Judy has been best known recently as the Nomination Chair as she retired a few years ago now and chose to work on the side lines except for the Nomination Chair. Judy is also very well known for bringing a jar of jelly beans to the AGM and raising money for the association by members trying to guess the amount. One year in Abbotsford a few rascals broke in and counted the jelly beans. They still got the number wrong and missed the paper that Judy had in the lid with the correct amount. !!!

The three “valley girls” will still be around to help and can be called for advise but all are certain the new Board can carry on and make modern and clear decisions for the LPNs in the Province.

All three are honorary members and remain members of the association even if they do not pay dues. They should remain on the membership rooster as honorary members as well as active if they chose. Jan and Judy have chosen to pay in and have an active vote and voice.

The Ogopogo Chapter will hopefully get new people at the local reigns soon and help get the LPNs known as the bedside nurses and the professional nurses they are.

The Ogopogo Chapter has approx. \$200.00 in the bank.

Respectfully submitted...

Ogopogo Chapter standing president, JJ van Doorn (who needs someone to come and take the reins from her) Yaaaaaa

Mission Statement

LPNABC promotes professional excellence and life long learning with strength through unified voice representing the Licensed Practical Nurses of British Columbia.