

College of Licensed Practical Nurses of British Columbia



2009 Annual Report



Contents

2009 BOARD OF DIRECTORS

CHAIR

Bernice Crockett, LPN

VICE-CHAIR

Dr. Sylvia Skratek, Public Member

DISTRICT 1 (Lower Mainland)

Kathy Nduwayo, LPN

(3-year term expires election 2012)

Paul Ruscica, LPN

(3-year term expires election 2010)

Baljit Lail, LPN

(term expired election 2009)

DISTRICT 2 (Coast/Island)

Shelley Trimblett, LPN

(board app't expires election 2010)

Janet Vereecken, LPN

(3-year term expires election 2012)

Robyn Dyck, LPN

(3-year term expired election 2009)

DISTRICT 3 (Cariboo/Peace River)

Muriel Overton, LPN

(3-year term expires election 2012)

Gwen Herrington, LPN

(3-year term expired election 2009)

DISTRICT 4 (Okanagan)

Jillian Chisholm, LPN

(3-year term expires election 2012)

Virginia Gerbrandt, LPN

(3-year term expires election 2010)

Terrence Teite, LPN

(3-year term expired election 2009)

DISTRICT 5 (Kootenays)

Bernice Crockett, LPN

(3-year term expires election 2010)

PUBLIC MEMBERS Appointed by the Minister of Health Services through an Order in Council

Dr. Marvin E. Lamoureux

(appointment expires in Sept. 2010)

Dr. Sylvia Skratek

(appointment expires in April 2012)

Margaret Spina

(appointment expires in Sept. 2010)

Thomas Wharton

(appointment expires in Feb. 2011)

STAFF

Registrar and Executive Director

John Mayr



**College of Licensed
Practical Nurses of BC**
260 - 3480 Gilmore
Way
Burnaby, BC V5G 4Y1

Tel: 778-373-3100
Fax: 778-373-3102
Toll-free in B.C.:
1-877-373-2201
www.clpnbc.org

Message from the Chair of the Board



It is my pleasure to present the 13th Annual Report of the College of Licensed Practical Nurses of British Columbia. The year 2009 was another year of much change at the CLPNBC. Not only did we experience changes on the Board, but also staff changes at the College.

Bernice Crockett, LPN, Chair
CLPNBC Board of Directors

[See full message... page 2](#)

Registrar's Report

I am pleased to report on the year ended December 31, 2009. The Annual Report is an important measure of accountability for the College to the public, government, registrants, and other stakeholders. It presents an opportunity to continue the ongoing dialogue about the role of the College and the activities it has undertaken.

John Mayr, Executive Director/Registrar
College of Licensed Practical Nurses of BC

[See full report... page 3](#)



Mission, Mandate, Vision, Values

The CLPNBC is responsible for regulating the profession of Licensed Practical Nurses (LPNs) in the public interest. Here are our

[Mission, Mandate, Vision and Values... page 4](#)

2009 Committees

Committees carry out much of the work of the College. The composition of committees is determined by the *Health Professions Act (HPA)*. The *HPA* requires that all committees have at least one-third public representation.

The College's 2009 committees (listed alphabetically) are the Discipline Committee, the Finance Committee, the Inquiry Committee, the Quality Assurance Committee, and the Registration Committee.

[Read more about the College's 2009 Committees... page 5](#)

Report of the CLPNBC Nursing Practice Consultants

The year 2009 was a productive one for the CLPNBC Practice Consultants. The College's Nursing Practice Consultants (NPCs) responded to a broad range of inquiries related to the *Health Professions Act (HPA)* and the Nurses (Licensed Practical) Regulation, which includes the Scope of Practice, working with unregulated care providers, and many practice-specific inquiries.

[See the full report... page 8](#)

Report of the CLPNBC Quality Assurance Committee

There were many positive changes in 2009 for the College, including the creation of a Quality Assurance department.

[Read more... page 9](#)

Audited Financial Statements

The College's Audited Financial Statements are available on our web site at www.clpnbc.org/content_images/documents/Audit-2009FinalWS.pdf

[More... page 10](#)

College of Licensed Practical Nurses of British Columbia



2009 Annual Report



Contents:

Cover page... page 1

Message from the Chair of the Board... page 2

Registrar's Report... page 3

Mission, Mandate, Vision, Values... page 4

2009 Committees... page 5

Report of the CLPNBC Nursing Practice Consultants... page 8

Report of the CLPNBC Quality Assurance Committee... page 9

Audited Financial Statements... page 10

Message from the Chair of the Board



It is my pleasure to present the 13th Annual Report of the College of Licensed Practical Nurses of British Columbia. The year 2009 was another year of much change at the CLPNBC. Not only did we experience changes on the Board, but also staff changes at the College.

The Board completed its first full calendar year of working with the new Executive Director, John Mayr. Together, we have overseen the completion of the *Baseline Competencies for Licensed Practical Nurses' Professional Practice: Entry Level* document. It now rests with the B.C. government awaiting final approval. Once we have received approval from the government on the Baseline Competencies, we can begin work on the "Advanced Competencies." This is another exciting project that has been discussed much at our Board meetings.

We have also begun work on amending the College Bylaws to comply with changes to the *Health Professions Act*. It is a fairly intensive and time-consuming task but it is imperative that they be amended and sent to the B.C. government for approval in as timely a manner as possible.

Each year we see an increase in our registrant base, as was the case in 2009, with 10,666 registrants, up from 9,085 in 2008. With a view to sustainability, we are producing an electronic version of the *College Connection* and the Annual Report, and are encouraging registrants to renew their registration online. Happily, we are experiencing an increase in the number of registrants using our various online services, including AGM registration.

I hope that you will find the time to read through this Annual Report. Thank you for supporting the College Board in all its endeavours. We look forward to seeing you at the AGM on June 10th!

Best regards,

Bernice Crockett, LPN, Chair
CLPNBC Board of Directors

College of Licensed Practical Nurses of British Columbia



2009 Annual Report



Contents:

Cover page... page 1

Message from the Chair of the Board... page 2

Registrar's Report... page 3

Mission, Mandate, Vision, Values... page 4

2009 Committees... page 5

Report of the CLPNBC Nursing Practice Consultants... page 8

Report of the CLPNBC Quality Assurance Committee... page 9

Audited Financial Statements... page 10

page 10

Registrar's Report

I am pleased to report on the year ended December 31, 2009. The Annual Report is an important measure of accountability for the College to the public, government, registrants, and other stakeholders. It presents an opportunity to continue the ongoing dialogue about the role of the College and the activities it has undertaken.



The College of Licensed Practical Nurses is designated by the *Health Professions Act (HPA)* to regulate the profession of practical nursing in B.C. It is one of 22 such organizations in the province. Through the *HPA*, the government dictates the role and activities of the College on behalf of the people of British Columbia. The government continued to significantly reform health regulation in B.C. in 2009. And B.C. is not alone in this respect. The system of health regulation that has existed for years in Canada has changed substantially. For regulators in B.C., one of the biggest challenges is the Health Professions Review Board (HPRB).

The HPRB has broad powers to review certain decisions of the College related to registration and complaints. I am pleased to advise that, to date, the CLPNBC has had only one complaint to the Review Board, which was settled through mediation. The introduction of the Review Board is an important one. Prior to its inception, individuals dissatisfied with a decision of the College could have the College Board review the decision, or go to the Supreme Court of B.C. I look forward to continuing to develop systems and processes that are transparent and fair.

Although the government introduced broad and sweeping changes to the *HPA*, they did not change the duty or objects of Colleges. The role of the College is singular in its purpose, and that is to serve and protect the public. The clarity of our mandate does cause some confusion. For instance, the College of Licensed Practical Nurses of Alberta has a broader mandate, which includes professional advocacy—an activity for which a professional association is usually responsible. Ontario has one body that regulates all nurses in that province.

I must share with you all of the hard work and dedication of the members of the Board, and in particular, the two LPNs who chaired the Board in 2009. Both Robyn Dyck and Bernice Crockett exemplify LPN leadership. The year was incredibly productive for the Board in laying the groundwork for supporting the excellent contributions of LPNs to health-care delivery in B.C. And let there be no doubt of the value of LPNs. The College's registrants play a vital role as members of the health-care team. LPNs are independently-regulated professionals who are accountable for their practice.

In closing, 2009 was a year in which the College continued to build a strong foundation for the future. The College is recognized for the work that it does with the national organization. The Board approved plans to revise the bylaws, redesign the website, review and revise many College documents; and to strengthen our collaborative relationships with other nurse regulators, as well as with the Ministries of Health Services and Healthy Living and Sport, and Advanced Education and Labour Market Development.

John Mayr, Executive Director/Registrar
College of Licensed Practical Nurses of BC

College of Licensed Practical Nurses of British Columbia



2009 Annual Report



Contents:

Cover page... page 1

Message from the Chair of the Board... page 2

Registrar's Report... page 3

Mission, Mandate, Vision, Values... page 4

2009 Committees... page 5

Report of the CLPNBC Nursing Practice Consultants... page 8

Report of the CLPNBC Quality Assurance Committee... page 9

Audited Financial Statements... page 10

Mission, Mandate, Vision, Values

Our Mission

The CLPNBC is responsible for regulating the profession of Licensed Practical Nurses (LPNs) in the public interest.

Our Mandate

It is the duty of the CLPNBC at all times to:

- serve and protect the public.
- establish, monitor, and enforce standards of practice.
- enhance the quality of practice and reduce incompetent, impaired, or unethical practice.
- establish and maintain a continuing competency program to promote high standards of practice.
- establish, monitor, and enforce standards of professional ethics among registrants.

Our Vision

The College of Licensed Practical Nurses of British Columbia is recognized provincially, nationally, and internationally as a leader in professional nursing regulation and is committed to protection of the public through safe, competent, and ethical practice of its registrants.

Our Values

We base our work on a commitment to the following Values:

- Accountability
- Responsibility
- Ethics
- Competence
- Adaptability
- Collaboration



Contents:

Cover page... page 1

Message from the Chair of the Board... page 2

Registrar's Report... page 3

Mission, Mandate, Vision, Values... page 4

2009 Committees... page 5

Report of the CLPNBC Nursing Practice Consultants... page 8

Report of the CLPNBC Quality Assurance Committee... page 9

Audited Financial Statements... page 10

2009 Committees

Related stories:

Inquiry Committee activities... page 6

Registration Committee activities... page 7

Committees carry out much of the work of the College. The composition of committees is determined by the *Health Professions Act (HPA)*. The *HPA* requires that all committees have at least one-third public representation. The College Bylaws require the following committees (listed alphabetically):

Discipline Committee

The Discipline committee hears matters referred by the members of the Inquiry committee. Generally, this occurs when a registrant is unable or unwilling to comply with an Agreement of Undertaking (AOU), or the matter is of such a serious nature that a hearing is required. The Discipline committee considers cases sent to a disciplinary hearing after citation from the Inquiry committee.

The Discipline committee acts as an administrative tribunal and makes decisions based on evidence presented during a hearing. Dispositions can include: finding in favour of a registrant and dismissal of the case; a reprimand; the imposition of limits or conditions on the LPN's licence; fines; or suspension or cancellation of registration. The College seeks to avoid hearings and uses alternative dispute resolution whenever possible.

Hearings

The Discipline committee held no hearings in 2009.

Finance Committee

The Finance committee monitors the College's financial administration and advises the Board on financial matters. The committee is comprised of the Executive Director/Registrar and a minimum of one Board member, appointed by the Board.

Inquiry Committee

The Inquiry committee receives complaints regarding the conduct, practice, and ethics of registrants. The focus of the committee is on remedial rather than punitive action for registrants, whenever possible. Administrative staff works closely with the parties to a complaint to settle issues, while maintaining high standards of public safety and protection. Generally, when the evidence supports an allegation, the committee requests that the registrant consider an Agreement of Undertaking. The registrant may accept, negotiate, or reject the terms of the proposed agreement. Serious matters are referred to the Discipline committee for hearing.

See the attached report for more information on complaints received and complaints files closed by the Committee during 2009.

Quality Assurance Committee

This committee is responsible for the Continuing Competency and Quality Assurance Programs for the College. The amendments to the *HPA* substantially alter the scope of the committee's work. Redefining quality assurance programs for LPNs is an ongoing process and will require substantial work in the future.

Registration Committee

The Registration committee is responsible for the examinations, initial registration, and the renewal process for registrants.

See the attached report for the Examination Report and 2009 Registration Summary.



Contents:

Cover page... page 1

Message from the Chair of the Board... page 2

Registrar's Report... page 3

Mission, Mandate, Vision, Values... page 4

2009 Committees... page 5

Report of the CLPNBC Nursing Practice Consultants... page 8

Report of the CLPNBC Quality Assurance Committee... page 9

Audited Financial Statements... page 10

page 10

Inquiry Committee activities

Main story: 2009 Committees... page 5

Complaints

In 2009, the Inquiry committee received 25 new complaints in the following areas:

Agree to take no action:	5
Fitness to Practise:	4
Incompetence:	8
Professional Misconduct:	8

Five new complaints, as well as three complaints from 2008, are still being investigated. The committee concluded 12 investigations and approved 11 Agreements of Undertaking (AOUs) requiring the registrant to undertake specific remedial action as agreed to by the parties.

Closed Files

Files are closed and the Inquiry committee will take no further action when it determines that a complaint is trivial, vexatious, frivolous, or has been made in bad faith. Similarly, once the terms of an Agreement of Undertaking have been satisfied, the file is closed. Some complaints do not fall within the jurisdiction of the College. Fourteen files were closed in 2009, nine of which had been opened in previous years.

Agree to take no action:	5
Fitness to Practise:	2
Incompetence:	2
Professional Misconduct:	5

Forty-four files dating back to the early 1990s have been classified as inactive but remain open because the former registrants have not complied with the terms of their AOUs.



Contents:

Cover page... page 1

Message from the Chair of the Board... page 2

Registrar's Report... page 3

Mission, Mandate, Vision, Values... page 4

2009 Committees... page 5

Report of the CLPNBC Nursing Practice Consultants... page 8

Report of the CLPNBC Quality Assurance Committee... page 9

Audited Financial Statements... page 10

Registration Committee activities

Main story: 2009 Committees... page 5

Examination Report

Assessment Strategies Inc. develops the Canadian Practical Nurse Registration Exam (CPNRE) on behalf of the Registration committee. The Registration committee partners with similar committees in every Canadian jurisdiction to ensure that the examination provided by ASI tests baseline competencies. To achieve this, ASI follows professional licensure testing standards during the development and administration of the exam. The exam is offered to qualified candidates every year in January, May, and September, in various writing centres throughout B.C. In 2009, the overall success rate for B.C. was 94%.

Summary of 2009 CLPNBC Exam Results

Total Writers Registered:	1,456
Total of Actual Writers:	1,428
First-time Writers:	1,336
Repeat Writers:	69
Total passed:	1,324
First-time Writers Passed:	1,262
Repeat Writers Passed:	46
First-time Writers Failed:	74
Repeat Writers Failed:	23

2009 Registration Summary

TYPE OF REGISTRATION	2009	2008
Full licence	9,023	7,990
Limited licence	7	8
Non-practising	296	227
Interim licence	1,340	860



Contents:

Cover page... page 1

Message from the Chair of the Board... page 2

Registrar's Report... page 3

Mission, Mandate, Vision, Values... page 4

2009 Committees... page 5

Report of the CLPNBC Nursing Practice Consultants... page 8

Report of the CLPNBC Quality Assurance Committee... page 9

Audited Financial Statements... page 10

Report of the CLPNBC Nursing Practice Consultants

The year 2009 was a productive one for the CLPNBC Practice Consultants. The College's Nursing Practice Consultants (NPCs) responded to a broad range of inquiries related to the *Health Professions Act (HPA)* and the Nurses (Licensed Practical) Regulation, which includes the Scope of Practice, working with unregulated care providers, and many practice-specific inquiries.

Early in the year, the NPCs worked with stakeholders to:

- complete work on the Baseline Competencies for Licensed Practical Nurses.
- develop a regulation in the Restricted Activities model.
- undertake to redevelop the Standards of Practice and Practice Directives.

Nursing Practice Consultants are also involved in the national examination development and review; national and provincial activities; labour mobility agreements; complaints investigation and review; and developing quality assurance initiatives. These are all important projects for the College to meet its mandate.

Additionally, NPCs worked with other staff to complete two research reports that addressed questions related to capacity-building for LPNs to work in mental-health settings, including further educational opportunities for LPNs and Care Aides wanting to access PN education; and to validate the CLPNBC's development of a focused Quality Assurance Program, as mandated by the *HPA*.

Practice Consultants also coordinate information provided to the public, registrants, and employers. The NPCs work extensively with advisory panels and focus groups comprised of stakeholders to ensure that information is both accurate and current.

In previous years, the NPCs delivered face-to-face education sessions to PN students. Due to the proliferation of recognized PN programs throughout B.C., a web-based electronic presentation was developed and is available for download from the Practice section of the CLPNBC website. NPCs are also available for scheduled teleconferences with groups for the purposes of responding to questions and practice issues. These activities resulted in an increase in stakeholder access to information and an improvement in the CLPNBC's ability to respond to requests for information from a broad range of stakeholders requiring information about the College.

One of the most frequent inquiries received from stakeholders is with regard to access to post-basic educational opportunities for LPNs. Several areas of advanced practice that have been identified include:

- Perioperative practice
- Mental Health practice
- Dialysis practice
- Advanced Orthopedics
- Leadership
- Immunization

In February, the CLPNBC hosted the national meeting of Nurse Practice Consultants who are members of the Canadian Council of Practical Nurse Regulators. They collaborated and shared information about PN practice and regulation of the profession across Canada.

CLPNBC nurse practice consultants work closely with Health Authorities, as well as in specialized (specific) areas for stakeholder consultation and committee support. Collaborative relationships with professional practice continue through discussions and activities related to Health Authority initiatives and implementation projects for LPNs. Finally, the NPCs collaborate with the College of Registered Nurses of British Columbia (CRNBC) and the College of Psychiatric Nurses on an ongoing basis.

Nursing Practice Consultant Assignments

Janice Harvey: Quality Assurance Officer/Nursing Practice Consultant

- Vancouver Island, Interior, and Fraser Health Authorities
- Advanced LPN Practice and Specialty LPN education programs
- Quality Assurance and Registration Committees

Rachelle Robichaud: Complaints and Inquiry Officer/Nursing Practice Consultant

- Vancouver Coastal, Provincial, and Northern Health Authorities
- Federal agencies (Veterans Affairs Canada/First Nations, Inuit and Aboriginal Health)
- Inquiry and Discipline Committees



Contents:

Cover page... page 1

Message from the Chair of the Board... page 2

Registrar's Report... page 3

Mission, Mandate, Vision, Values... page 4

2009 Committees... page 5

Report of the CLPNBC Nursing Practice Consultants... page 8

Report of the CLPNBC Quality Assurance Committee... page 9

Audited Financial Statements... page 10

Report of the CLPNBC Quality Assurance Committee

There were many positive changes in 2009 for the College, including the creation of a Quality Assurance department. The role of the department is to support the Quality Assurance Committee in developing, implementing, and maintaining a quality assurance program to promote high practice standards among registrants. This is a requirement of the *Health Professions Act* (for details visit: www.bclaws.ca). Staff have been working hard since September to develop a comprehensive program for registrants.

All colleges will be required to have a Quality Assurance program for their registrants. The Minister of Health Services has continued to strengthen the *Health Professions Act* and to clarify requirements for continuing competence and quality assurance. Although Section 26.1(1) is not yet in force, every indication is that the Ministry will enact that section. In 2003, the Minister commissioned a report on quality assurance (Logan 2003) which concluded that no single QA program is suitable for all regulated professions. This gave the CLPNBC the opportunity to develop a program which, first and foremost, meets the duties and objects of the College.

Research shows that commonly accepted (easy to do) forms of "quality assurance" do little, if anything, in terms of improving the quality of care provided by regulated health-care professionals. Working within this context, the Quality Assurance Committee accepted a QA program framework, as outlined below. The concept under consideration is a multi-level program designed for registrants practising in all areas.

The program is based on collaborative relationships with other entities within the provincial health system. Importantly, the College is keenly aware that for the program to be successful, it must be respectful of registrants' and/or collaborative partners' time, as well as being fair, transparent, and accountable.

CLPNBC – QA Framework – Draft

1. The program is a multi-level program which includes:

- a. Registrants in facility settings.
- b. Self-Employed Registrants.
- c. Registrants with a physical or mental ailment, an emotional disturbance, or an addiction to alcohol or drugs that does not impair his or her ability to practise the designated health profession.

2. The College is actively looking to partner with health authorities and will collaborate and design programs to support Patient Safety and Quality Assurance Care initiatives.

College of Licensed Practical Nurses of British Columbia



2009 Annual Report



Contents:

Cover page... page 1

Message from the Chair of the Board... page 2

Registrar's Report... page 3

Mission, Mandate, Vision, Values... page 4

2009 Committees... page 5

Report of the CLPNBC Nursing Practice Consultants... page 8

Report of the CLPNBC Quality Assurance Committee... page 9

Audited Financial Statements... page 10

page 10

Audited Financial Statements

The College's Audited Financial Statements are available on our web site at www.clpnbc.org/content_images/documents/Audit-2009FinalWS.pdf