



## What is the status of the Entry-Level Competency Document?

Undoubtedly, many of you are wondering what has become of the CLPNBC Entry-Level Competencies Profile. Some of you may have received a draft of the document that was previously printed. Those copies were sent out prematurely as the College had not received permission to publish the document.

There were a number of stumbling blocks that prevented the 2007 version from receiving the necessary approval. Despite the involvement of so many stakeholders, and the incredible amount of work from the LPN focus group members, it became apparent that there would not be consensus on what the document should contain or what its purpose was. Regretfully, competing interests sidetracked the excellent work that was done. In the final tally, the draft document proved too comprehensive and unwieldy. In addition, some of the contents went well beyond the scope of an entry-level practical nurse or were too agency-specific.

The Ministry hired an outside consultant to examine the work that had been done and to make recommendations as to the next steps. Upon receipt of that report, the Nursing Practice Consultants—under the guidance of

Elaine Baxter—worked to re-create a document that would be relevant, practical, and accessible. At that point, an LPN focus group was brought in to the College to review the document and to provide feedback.

In September, a draft of the document was presented to the College Board. A draft has also been provided to the Ministry of Health. Discussions with employers and others are ongoing. We are confident that this document, once complete, will not only be approved, but will be a useful document for nurses, employers, and others. Only after the College has secured approval will the document be posted on our website, printed, and released. Registrants will receive notice of publication of the official version of the CLPNBC Entry-Level Competencies Profile.

Thank you for your patience. It has been a long road!

**Regards,**  
**John Mayr,**  
**Executive Director/Registrar**  
**CLPNBC**

**Elaine Baxter,**  
**Senior Practice Consultant**  
**CLPNBC**

### Registration Renewal Deadline December 1st, 2008

Yes, it is that time again! By now, you should have received your registration renewal forms in the mail. If you haven't, please contact the College directly. Your renewal forms and payment must be back in to the College by Tuesday, December 1, 2008. Any renewals received after December 31, 2008 will be subject to late penalties. For more information, visit the CLPNBC website at [www.clpnbc.org](http://www.clpnbc.org)

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*ensuring safe, competent, and ethical nursing practice*

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Fall 2008, Volume 13, Issue 3

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Your comments and contributions to the newsletter are welcome. Please e-mail them to the CLPNBC at: [info@clpnbc.org](mailto:info@clpnbc.org).

\*appointed by the Ministry of Health through an Order in Council

## Message from the Chair

### BALANCING WORK AND LIFE



Here we are, back from summer and holidays, and back to the realities of nursing. People are always curious as to how it is that busy people can create a balance between work and life. As an LPN, you know that it is becoming even more difficult for us to find that balance.

We all know only too well that there is a serious shortage of nurses in this province. Often, we are faced with the prospect of working additional shifts. And while we don't want to leave our colleagues short-staffed, we do have to think about our

*"We do have to think about our own physical and mental health."*

own physical and mental health. My nursing career spans more than 30 years and never before has the situation been so critical.

The reality is, that while your nature as a caregiver prompts you to help, you cannot sacrifice your own health to make up for staffing shortfalls. Overwork leads to burnout, physical and mental exhaustion, and other health issues. If you are no longer able to work, who will take your place? Your co-workers are left in an even worse position than if you had said, "no, I'm sorry but I cannot forfeit my day off."

What it really comes down to is simply this—if you are unable to take care of yourself, you cannot care for anyone else. Creating and maintaining a good balance between work and life will serve you well in all aspects of your life. LPNs are an important component of the health-care team. Put your own health care first so that you can continue to make a valuable contribution to health care in B.C.

**Robyn Dyck, LPN**

**Chair, Board of Directors**

**College of Licensed Practical Nurses of BC**

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# Message from the Executive Director

## NEW TO THE COLLEGE BUT NOT TO HEALTH REGULATION

Rather than the usual message from the Executive Director of the CLPNBC in this newsletter, we would like to tell you about him. After having been at the College for about four months, John Mayr is settling very nicely into his role as executive director. Recently, the editor of the College Connection had the opportunity to sit down and interview Mr. Mayr. We would like to share with you the highlights of that interview.

### Q: What is your background?

John Mayr was born in New Westminster and has lived his entire life in British Columbia. He attended Vancouver Community College, where he received his Provincial Instructor Diploma. Mr. Mayr was on the faculty of business at Kwantlen University College before completing his MBA at Royal Roads University. Prior to coming to the CLPNBC, he had been the executive director of the College of Denturists of BC.

### Q: What strengths and special knowledge do you bring to the College?

"I had all the skills, knowledge, and relationships to be able to move to this College, and I could really see the potential for maximizing LPNs and their role in health care in B.C.," says John Mayr.

In early 1990—through his involvement with a professional association of denturists—Mr. Mayr made applications to the Health Professions Council to grant the College of Denturists the authority to be a self-regulating profession. That

college was the third health-care group to be recognized under the *Health Professions Act* (HPA). He then spent 13 years as executive director of the College of Denturists. This experience provided Mr. Mayr with an understanding of the role of a regulatory body; an appreciation for the different types of individuals who make up the health-care team; and the ability to work with many different organizations to achieve better health care.

*"How the Scope of Practice is worded no longer relates to what happens on the ground."*

### Q: What is the biggest challenge currently facing the College?

"The biggest challenge for this College will be to re-establish functional relationships with the government, employers, educators, the union, and other stakeholders. Some of these relationships have become stagnant over the past few years. LPNs have been unable to move forward because of an unwillingness to change the regulations. This has resulted in the LPN Scope of Practice falling behind the reality of health care in B.C. How the Scope of Practice is worded no longer relates to what happens on the ground."

### Q: What are some of the priorities for you and for the College?

"Updating the Scope of Practice so that it reflects the current situation in health care."

"Currently, we have a Scope of Practice

that says LPNs can only do something when they are directed by a medical practitioner or supervised by an RN. But there are many activities that LPNs currently do which are neither directed nor supervised. This is the reality of how the system works. There are such shortages of nurses that LPNs are being put in positions that technically exceed their Scope of Practice. However, if they refuse to do the work, there is no one else. They are faced with making these day-to-day judgment calls."

"With the shortage, there are LPNs who could work seven days a week, 12 hours per shift, for the foreseeable future. In fact, they get called to come in on their days off. They know that when they say 'no, I can't come in,' it means that the people who are working are put in very bad situations."

"Raising the level of awareness of, and tackling, the issue of substance abuse."

"There is huge burnout. We're seeing an increasing number of complaints concerning substance abuse by LPNs. Part of the Quality Assurance Programming will be dealing with these issues. We have to work more closely with employers, agencies, and the union to get assistance or intervention for nurses earlier as opposed to later."

"Opening up the lines of communication and creating an atmosphere where dialogue is encouraged."

"Communicating with 8,000 registrants is a challenge. We have to open up the lines of communication. We have to be more responsive to our registrants and offer a much higher level of customer

*continues on page 4...*

# AGM Resolutions

If you participated in the AGM this past Friday June 6th, you will be aware that several resolutions were brought forward and voted upon by those registrants who attended the business portion of the meeting. As you know, resolutions are given to the Board in an advisory capacity only. However, the Board does consider all resolutions that are brought forward.

In some instances, it was found that some of the resolutions had either already been acted upon, or were in the process of being implemented. We would like to advise that steps have been taken to deal with the handling of resolutions in future, as requested by registrants at the AGM.

At its meeting on September 12th, the Board considered all resolutions that were submitted by CLPNBC registrants. A detailed response will be posted on the College website shortly. We will keep you informed as the Board acts on any resolutions.

...Message from the Executive Director continued from page 3

service to everyone who deals with the College. We will be constantly updating and improving our website and our newsletter. Eventually, we hope to offer an e-newsletter that all registrants and stakeholders will be able to download from our website. Another of our goals is to offer online registration renewal. We will be saving many trees in the process."

## Q: How does the Board support you in your role?

"The College is a complex corporation. It requires a special set of skills to make it work. Part of that comes from hiring the expertise that you need in the various College departments. On the board, registrant members represent the will of the registrants. They are elected democratically. All of the public appointees

bring some special skills to the College that a registrant could not. I respect the expertise and knowledge that both the elected and appointed board members bring to the College, as I equally respect what all of the registrants and staff bring. I would never profess to be a nursing expert or to have anything other than superficial content knowledge of nursing."

*The positive energy that radiates from John Mayr is almost palpable. Those of you who have met him will undoubtedly agree. For those of you who haven't, I hope that these notes from our interview convey even a fraction of that positivity.*

**Editor**

## Online Registration Renewal will be a reality for 2009!

Many registrants will soon be able to renew their registration online. The College has partnered with Bean Stream Technologies, a Canadian company, to provide a secure gateway. This will allow registrants who wish to pay by Visa or MasterCard to complete the renewal process from their computer.

Partnering with Bean Stream means that registrants will receive the highest level of security during the transaction, while reducing the need to provide payment information to the College. We are currently in the preliminary testing phase, with a launch target date of November 1.

Almost all registrants will be able to renew online. Registrants who are required to submit the Criminal Record Review Form, Competency Validation, or a change of name will have to complete the forms sent by the College. Also, registrants will be required to provide a valid personal e-mail address. The online form will be the same as the renewal form that was sent out and registrants will have to provide the same information. It is expected that the entire process will take 8-10 minutes to complete. For up-to-date information, please visit the College website at [www.clpnbc.org](http://www.clpnbc.org).



### Nursing Education for LPNs

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[www.okanagan.bc.ca/csreg](http://www.okanagan.bc.ca/csreg)

## Inquiry Summaries

In accordance with the CLPNBC Bylaws, Section 66, and Part 3 of the *Health Professions Act*, the College must publish an overview of its Inquiry or Discipline Decisions. Section 66 of the CLPNBC Bylaws states that:

**(1) At the conclusion of a disciplinary proceeding, where there was a finding of fault, the Board must, within a reasonable time, advise every registrant of:**

- (a) the name of the registrant charged,
- (b) the facts of the case,
- (c) the disposition of the case, including the nature of any limitation or suspension, and the date it is in effect, and
- (d) the reasons for the decisions.

**Registrant Name:**  
**Nancy Marie Allen**  
**Registrant # 31859**

**Complaint:** Failing to follow direction; inappropriate comments; and medication errors

**Outcome:** Agreement of Undertaking signed June 5, 2008

**Terms:**

- Licence Status: Full with conditions
- Written Reprimand for Professional Misconduct and ethical breaches
- Complete Dealing with Interpersonal Conflict course and Dealing with Anger course
- Counselling
- Limitations on overtime
- Meet Practice Consultant following educational courses and upon request

- Written Reprimand for Incompetence
- Complete Documentation course and Leadership Training course
- Review Standards of Practice and Competencies and Basic Nursing Processes
- Complete Patient Assessment Tool and further education if recommended by Nursing Practice Consultant
- Practice Consultations on a quarterly basis for duration of agreement

- Annual performance evaluation reports from employer for three (3) years
- Practice Consultations

**Registrant Name: Jean Louise Daly**  
**Registrant # 12898**

**Complaint:** Physical and verbal abuse of residents

**Outcome:** Agreement of Undertaking signed February 11, 2008

**Terms:**

- Licence Status: Surrender licence and disciplinary conditions
- Written Reprimand for Professional Misconduct
- Complete a psychological assessment
- Complete a counselling and treatment program, a Boundaries course, Career Planning course, Self-Evaluation course, Communication Skills course, and Abuse for Adults course
- Limits/Conditions as determined by Registration Committee for reinstatement
- Practice Consultation once a month for the duration of the Agreement of Undertaking

**Registrant Name:**  
**Jackelin Coughlin**  
**Registrant # 34082**

**Complaint:** Failure to assess a patient and chart

**Outcome:** Agreement of Undertaking signed July 25, 2008

**Terms:**

- Licence Status: Full with disciplinary conditions

**Registrant Name:**  
**Paul Anthony Couture**  
**Registrant # 31914**

**Complaint:** Inappropriate touching of residents

**Outcome:** Agreement of Undertaking signed October 27, 2007

**Terms:**

- Licence Status: Full with disciplinary conditions
- Written Reprimand for Professional Misconduct
- Psychological assessment and complete therapy and treatment as recommended
- Three-year monitoring period

*continues on page 6...*

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**Registrant Name:**  
**Milagros Demunnick**  
**Registrant # 16344**

**Complaint:** Speaking disparagingly to a patient about another local health facility

**Outcome:** Agreement of Undertaking signed August 24, 2007

**Terms:**

Licence Status: Full

- Written Reprimand for Professional Misconduct
- Four (4) Practice Consultations

**Registrant Name: Theresa Gail Gienger**  
**Registrant # 11039**

**Complaint:** Charge of Assault with a Weapon pursuant to s. 267 (a) of the Criminal Code of Canada

**Outcome:** Agreement of Undertaking signed February 14, 2008

**Terms:**

- Licence Status: Full with disciplinary conditions
- Written Reprimand for Conduct Unbecoming
- Complete Anger Management program, Enhancing Personal Power and Self Esteem Workshop Series, Transforming Violence and Anger program and Change-a-ways program by December 31, 2008
- One Practice Consultation

**Registrant Name:**  
**Lorraine Guenther**  
**Registrant # 12547**

**Complaint:** Medication errors: performing in and out catheterization without doctor's orders, inappropriate charting, improperly flushing a subcutaneous butterfly and documenting improperly

**Outcome:** Agreement of Undertaking signed October 23, 2007

**Terms:**

- Licence Status: Retired with disciplinary conditions
- Written Reprimand for Incompetence
- Choosing to retire from nursing in lieu of Agreement of Undertaking

**Registrant Name:**  
**Brenda Josephine Hobbs**  
**Registrant # 04762**

**Complaint:** Medication errors: failure to assess patient and check MAR, ordering and administering medication to patient who was allergic, and failure to administer medication; failing to follow facility direction; and bad-mouthing facility.

**Outcome:** Agreement of Undertaking signed February 14, 2008

**Terms:**

- Licence Status: Full with disciplinary conditions
- Written Reprimand for Incompetence and Professional Misconduct
- Complete Pharmacology courses, the Leadership course, and the Review of Standards of Practice and Code of Ethics program by June 30, 2008
- One (1) Practice Consultation

**Registrant Name: Shirley Mann**  
**Registrant # 34465**

**Complaint:** Medication errors

**Outcome:** Agreement of Undertaking signed July 26, 2008

**Terms:**

- Licence Status: Full with disciplinary conditions
- Written Reprimand for Incompetence
- Complete Documentation Workshop and Communication Workshop by December 31, 2008
- Review the College's Pharmacology Assessment Tool and Physical Assessment Tool

- Further education if recommended by the Nursing Practice Consultant
- Develop organizational tool and continue professional development at local school
- Restrictions on overtime
- Practice Consultations on a quarterly basis for twelve months

**Registrant Name:**  
**Chrystal Lynn McKay**  
**Registrant # 32328**

**Complaint:** Non-compliance with College bylaws

**Outcome:** Agreement of Undertaking signed March 18, 2008

**Terms:**

- Licence Status: Full
- Written Reprimand for breach of College bylaws
- Complete Palliative Care program by March 10, 2008
- Complete information package and training materials for self-employed LPNs
- Three (3) Practice Consultations

**Registrant Name:**  
**Natalie Joan Pierce**  
**Registrant # 31163**

**Complaint:** Medication error: wrong patient; failure to report/record error

**Outcome:** Agreement of Undertaking signed January 29, 2008

**Terms:**

- Licence Status: Full with disciplinary conditions
- Written Reprimand for Incompetence and ethical breaches
- Complete Pharmacology course and the Head to Toe Assessment course
- Restriction of any secondary employment
- Limit hours of work in any seven (7) day period
- One (1) Practice Consultation

...continued from page 6

**Registrant Name: Risha Raj**  
**Registrant # 36160**

**Complaint:** Medication errors (omission) and improper disposal of medication

**Outcome:** Agreement of Undertaking signed July 25, 2008

**Terms:**

- Licence Status: Full with disciplinary conditions
- Written Reprimand for Professional Misconduct
- Review Pharmacology Assessment Tool and develop and meet learning objectives
- Complete further education if recommended by Nursing Practice Consultant
- Restrictions on employment with staffing agencies, "float" shifts, and any shift without another nurse physically present on the same unit
- Minimum of 1500 hours of work each year

- Practice Consultations on a quarterly basis for twelve months

**Registrant Name: Rosalina Reyes**  
**Registrant # 32483**

**Complaint:** Medication Errors

**Outcome:** Agreement of Undertaking signed August 5, 2008

**Terms:**

- Licence Status: Full with disciplinary conditions
- Written Reprimand for Professional Misconduct
- Review Pharmacology Assessment Tool
- Develop learning objectives and meet objectives
- Complete further education if recommended by Nursing Practice Consultant
- Practice Consultation within two (2) months of signing Agreement of Undertaking

**Registrant Name: Brenda Jean Strom (aka Brenda Jean Chernoff)**  
**Registrant # 08287**

**Complaint:** Medication errors: omissions, and wrong time, medication, and patient

**Outcome:** Agreement of Undertaking signed September 9, 2007

**Terms:**

- Licence Status: Not Registered with disciplinary conditions
- Written Reprimand for Incompetence
- Complete Palliative Care course
- Registrant suggested that she work only three (3) afternoon shifts in a seven (7) day period and only where an RN is physically present
- Practice Consultations following completion of educational course and quarterly for two (2) years



**Barb Bear, Registration Services**

Barb Bear joined the CLPNBC in May 2008 on a temporary basis and was hired as a full-time employee on July 3rd. Prior to that, she had been providing administrative support within the Federal Public Service. Barb enjoys being "of service" in the Registration

## Fresh Faces

Department and also providing support on the reception desk at the College. In her spare time, she likes spending time outdoors, fishing, canoeing, and camping.

Jacqueline Harden started work in the Registration Department at the College on July 28th. Recently, she completed her BA at SFU. Her work experience includes working with autistic children in group homes, leading tour groups, and sales. Jacqueline taught English in China, worked at orphanages in North Korea and Mexico, and has travelled to many countries. She has enjoyed her work at the College thus far and looks forward to the coming year.



**Jacqueline Harden, Registration Services**

**Please join us in welcoming both Barb and Jacqueline to the College!**

## 2008 Calendar

### BOARD MEETINGS:

All CLPNBC Board meetings are open to registrants and the public (excluding in-camera sessions).

#### December 11

Time: 10:00 to 16:30

Location: CLPNBC Boardroom

Deadline to request an observation seat:  
November 27

*All inquiries regarding the CLPNBC Board meetings should be directed to Marat Nasybulin, Executive Assistant, CLPNBC. Tel: 604-775-0412; Fax: 604-660-2899; Toll-free: 1-888-440-6900; E-mail: mnasybulin@clpnbc.org.*

## 2009 Calendar

### BOARD MEETINGS:

#### February 5

Time: 10:00 to 16:30

Location: CLPNBC Boardroom

Deadline to request an observation seat:  
January 22

#### March 19

Time: 10:00 to 16:30

Location: CLPNBC Boardroom

Deadline to request an observation seat:  
March 5

#### April 30

Time: 10:00 to 16:30

Location: CLPNBC Boardroom

Deadline to request an observation seat:  
April 16

### BOARD MEETINGS:

#### September 17

Time: 10:00 to 16:30

Location: CLPNBC Boardroom

Deadline to request an observation seat:  
September 3

#### October 23

Time: 10:30 to 16:30

Location: CLPNBC Boardroom

Deadline to request an observation seat:  
October 9

#### December 3

Time: 10:00 to 16:30

Location: CLPNBC Boardroom

Deadline to request an observation seat:  
November 19

### ANNUAL GENERAL MEETING

#### June 12

Hilton Vancouver Metrotown

08:00 to 17:00



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