1. Regulation of LPNs

1.1 Welcome

Narration

No narration, only music.
1.2 Module topics

LPN Regulation Topics

Self-regulation
Function of the CLPNA
CLPNA bylaws
Legislation
Code of ethics
Standards of practice

Narration

JILL:  Hi ... I’m Jill and I have my colleague Carlos with me. Welcome to Module 2 of this Jurisprudence Study Guide.

CARLOS:  So I see that this module is about the regulation of licensed practical nurses, is that correct?

JILL:  Yes it is. The six topics that we will be discussing are: self-regulation of the LPN profession; the mandate and function of the CLPNA; the College’s bylaws; legislation that affects nursing practice; and, the code of ethics and standards of practice that govern the professional conduct of LPNs.

CARLOS:  It looks like we have lots to cover. So let’s begin.

JILL:  Okay.
1.3 *Self-regulation*

**Self-Regulation**

*Module 2: Regulation of LPNs*

**Narration**

No narration, only transition music.
1.4 LPN self-regulation

Narration

JILL: The first topic is self-regulation. Alberta Licensed Practical Nurses have the privilege of being self-regulated professionals. Self-regulation means that a profession governs and manages itself without outside assistance or influence. The government of Alberta, through legislation, grants self-regulating status to recognized professions.

CARLOS: Regulation of health professions in Canada occurs at a provincial level. Each province has its own governing legislation. In Alberta, the governing legislation for most regulated health professions is the Health Professions Act. Under the Health Professions Act, health professions are organized into regulatory bodies called “colleges”.

JILL: The College Licensed Practical Nurses of Alberta, or CLPNA, is the regulatory body for the profession. CLPNA’s authority to regulate the profession is delegated by the provincial government through the Health Professions Act. This Act sets out in law the powers, duties and responsibilities of the College.
1.5 Function of CLPNA

Function of the CLPNA

Module 2: Regulation of LPNs

Narration

No narration, only transition music.
1.6 CLPNA function

Narration

JILL: Let’s start by taking a look at the role of CLPNA. The College is a corporation created and given its legal powers by the *Health Professions Act*. The College consists of its regulated and other members.

Let’s now describe the College’s role as defined by the legislation. Carlos, you begin.

CARLOS: Okay. A college must carry out its activities and govern its regulated members in a manner that protects and serves the public.

JILL: A college must provide direction to, and regulate the practice of, the profession by its regulated members.

CARLOS: A college must establish, maintain and enforce standards for registration, for continuing competence and practice, and standards of practice of the regulated profession.

JILL: A college must establish, maintain and enforce a code of ethics.

CARLOS: A college must carry on the activities, duties and functions through the powers given it by the *Health Professions Act*.

JILL: A college may approve programs of study and education courses for the purpose of registration requirements.
1.7 Prohibitions

Narration

JILL: There are also a couple of things that the legislation prohibits colleges from doing.

CARLOS: And these are?

JILL: A college may not set professional fees, provide guidelines for professional fees or negotiate professional fees on behalf of some or all of its regulated members, unless the Minister grants the college an approval. For example, CLPNA cannot set or provide guidelines for professional fees charged by LPNs in independent practice.

Secondly, a college council or a committee of a college may not be a certified bargaining agent as defined in the Labour Relations Code.

CARLOS: Because of this prohibition, these activities are typically carried out by unions or associations.

JILL: Yes, that is correct.
1.8 Role of Council

Narration

**JILL**: Each college must establish a council, which is the governing body of the college and its regulated members. The CLPNA Council consists of a president, vice-president, elected members, and public members appointed by the government.

**CARLOS**: The Council is responsible for managing and conducting the college’s day-to-day operations and activities. This includes creating and enforcing the College’s bylaws and policies.

**JILL**: The other role of Council is to appoint the registrar, president, complaints director and hearings director. Finally, the Council has the powers to establish and manage College committees such as the competence committee.
1.9 Mandate and Vision

CLPNA Mandate and Vision

Our Mandate
“To regulate and lead the profession in a manner that protects and serves the public through excellence in Practical Nursing.”

Our Vision
“Influencing a quality person-centered system through regulatory excellence.”

Narration

JILL: The Mandate of CLPNA is “to regulate and lead the profession in a manner that protects and serves the public through excellence in Practical Nursing.”

CARLOS: The Vision of the College is “influencing a quality person-centered system through regulatory excellence.”
1.10 Mission

JILL: The CLPNA Mission statement says: “Licensed Practical Nurses are progressive nursing professionals who provide safe, competent and ethical person-centered care in collaboration with clients, families and other providers.”

Narration

JILL: The CLPNA Mission statement says: “Licensed Practical Nurses are progressive nursing professionals who provide safe, competent and ethical person-centered care in collaboration with clients, families and other providers.”
1.11 CLPNA Bylaws

CLPNA Bylaws

Module 2: Regulation of LPNs

Narration

No narration, only transition music.
1.12 CLPNA Bylaws

**CLPNA Bylaws**

Define day-to-day operations of the College

Created or amended by two-thirds majority of Council

Do NOT need approval from government

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**Narration**

**JILL:** Let’s now turn our attention to the College’s Bylaws. Bylaws define the day-to-day operations of CLPNA. The *HPA* authorizes Council to make bylaws as necessary. Bylaws can be created and/or amended by a two-thirds majority vote of Council.

**CARLOS:** And the Bylaws, or any changes to them, do NOT need to be reviewed by the government.

**JILL:** Right.
1.13 Elections

Narration

JILL: Part 3 of the College Bylaws defines the process for the election of council and district council members. The province is divided into seven electoral districts. A nomination committee seeks a minimum of two nominees from each district to run for council. All regulated members on the general register or specialized practice register are eligible for nomination, and to cast a vote.

CARLOS: The president and vice-president are elected by the Council from the elected members for a two year-term.
1.14 Committees

Narration

JILL: The College Bylaws define the various committees that Council can create and the roles and duties of each.

CARLOS: There are five important Council committees. These are: the competence committee; the registration review committee; the complaints review committee; the hearing tribunal; and the Council appeal committee.

JILL: To find out more about the role and responsibilities of each of these committees, please click on the icon. When done, click NEXT to continue with the presentation.
1.15 Annual General Meeting

Narration

**JILL:** The Annual General Meeting of the CLPNA is held at a date, time and place determined by Council.

**CARLOS:** A quorum at all meetings of the CLPNA consists of fifteen regulated members present. If there is no quorum within 30 minutes of the time specified in the notice, the meeting shall not proceed. However, Council shall be authorized to proceed with the business that was to have been done at such a meeting. Council is not obliged to call a further meeting of the CLPNA during that calendar year.

**JILL:** At an annual meeting, all regulated members are eligible to vote. Any resolutions passed by the regulated members by a majority vote at an annual meeting shall be considered at the next meeting of Council. Council is NOT bound by these resolutions. However Council does have to provide a report on the deposition of any resolutions.
1.16 Legislation

Narration

No narration, only transition music.
1.17 Health Professions Act

**Narration**

**JILL:** Let’s take a closer look at the *Health Professions Act*. Under this *Act*, most regulated health professions are grouped under one statute. While regulated health professions are self-governing, the *Health Professions Act* lays out consistent rules by which regulated health professions must provide competent, safe and professional services to the public.

**CARLOS:** Parts 1 – 9 of the *Health Professions Act* are common to regulated health professions and address matters such as: the establishment and governance of professional colleges; initial registration, registration renewal, and continuing competence of health professionals; investigation of complaints and discipline; and protection of professional titles.
1.18 Health Professions Act

Legislation – HPA

Schedule 10 specific to LPN profession
Sets out practice statements
Identifies acceptable professional titles

Narration

JILL: Part 10 of the HPA contains profession-specific Schedules for each college established under the Health Professions Act. Schedule 10 applies to the LPN profession.

CARLOS: Schedule 10 sets out the practice statements that describe the services generally provided by regulated members of licensed practical nursing profession. It also identifies the profession-specific titles and initials that regulated LPNs are entitled to use. The protected titles are described on the next slide.
1.19 Protected titles

**Narration**

**JILL**: Protected professional titles are important because they make it easier for the public to identify qualified and regulated health professionals.

**CARLOS**: Schedule 10 of the *Health Professions Act* applies to Licensed Practical Nurses and lists the protected professional titles, abbreviations and initials that may be used by these professionals. The titles that are protected and can be used are – licensed practical nurse, practical nurse, nursing assistant or the initials L.P.N. or R.N.A.

**JILL**: Only those licensed practical nurses who have met the requirements for registration and have the competence to provide professional services are listed on the General Register of the College. This entitles them to use the protected titles and be identified as a regulated member of this profession.

**CARLOS**: The *HPA* prohibits the use of other terms related to health professions. These include the words “college”, “registered”, “regulated”, “nurse” and “specialist”.

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**Protection of Titles**

Only regulated members of CLPNA may use:

- licensed practical nurse
- practical nurse
- nursing assistant
- L.P.N. or R.N.A

Other terms also protected by HPA.
1.20 Member information

Narration

JILL: CLPNA is authorized to collect information on its members necessary to meet its regulatory obligations. For the purposes of planning and resource allocation, health system management, public health surveillance and health policy development, the registrar must compile information on the regulated members and disclose such information to the Minister and other authorized persons. (HPA 122).

The College Registrar must require regulated members and applicants for registration to provide information related to their demographic status, education, training and experience and their practice of regulated profession. (HPA (33 4b). A regulated member must provide the registrar with this information. (HPA 122(2)).

CARLOS: The member information collected for the register includes: member name, member ID registration number, any restrictions or conditions on their practice, member specialization and authorized restricted activities. (HPA 33(3)).

JILL: A regulated member must provide certain demographic and employment information when there is a change to the information or at the request of the registrar. This information includes such things as current contact information, full names, year of registration, birth and gender, employer’s name and other related information. (LPN Regulation 33(1)).
1.21 Code of Ethics

Narration

No narration, only transition music.
1.22 LPN code of ethics

Narration

JILL: The Code of Ethics articulates the ethical values and responsibilities that LPNs are expected to uphold and promote, and for which they are accountable.
1.23 Purpose of ethics

**Narration**

**CARLOS:** A code of ethics for all self-regulated professions is required by the HPA. The Code serves to guide LPN’s ethical reflections and decision-making across all areas of licensed practical nurse practice. It also informs the public about the ethical values and responsibilities of the LPN profession and conveys the profession’s commitment to society.
1.24 Consequences

**Consequences of Unethical Conduct**

- Clients at risk
- Nurse-client therapeutic relationship
- Health team effectiveness
- Conflict and disharmony
- Findings of unprofessional conduct

**Narration**

**JILL:** Practicing in a manner that is inconsistent with the Code of Ethics – through action or inaction or deliberate or otherwise – may lead to unintended client and team outcomes such as: putting clients at risk; reducing the effectiveness of the nurse-client therapeutic relationship; disrupting the effectiveness of the healthcare team; and causing conflict and disharmony.

**CARLOS:** The most important of these is that clients may be put at risk when decisions are not ethically based. Unethical practice may contribute to findings of unprofessional conduct by the College.
1.25 LPN ethical principles

Narration

JILL: The LPN Code of Ethics is based on five ethical principles to which LPNs are held accountable. Each ethical principle is accompanied with ethical responsibilities that are the expected professional conduct in LPN practice situations. The principles and ethical responsibilities are not in any order of priority, but collectively they reflect the LPN’s overall commitment to society.

The first principle is Responsibility to the Public which states: Licensed Practical Nurses, as self-regulating professionals, commit to provide safe, effective, compassionate and ethical care to members of the public.

CARLOS: The second principle is Responsibility to Clients which states: Licensed Practical Nurses provide safe and competent care for their clients.

JILL: The third principle is Responsibility to the Profession. This principle states: Licensed Practical Nurses have a commitment to their profession and foster the respect and trust of their clients, healthcare colleagues and the public.

CARLOS: The fourth principle is Responsibility to Colleagues. This principle states: Licensed Practical Nurses develop and maintain positive, collaborative relationships with nursing colleagues and other health professionals.

JILL: And the fifth principle is Responsibility to Self which states: Licensed Practical Nurses recognize and function within their personal and professional competence and value systems. To see the ethical responsibilities for each principle, click on the associated icon.
1.26 Standards of Practice

Narration

No narration, only transition music.
1.27 Purpose

![Purpose of Standards](image)

**Purpose of Standards**
- National framework
- Define legal and professional expectations
- Describe elements of quality LPN practice
- Applicable to LPNs in all settings
- Provide benchmarks to assess performance
- Indicators describe expectations in detail

**Narration**

**JILL**: The second document required by the *HPA* to guide LPN nursing practice is the Standards of Practice. The Standards of Practice for Licensed Practical Nurses in Canada provide a national framework for LPN practice. These Standards are authoritative statements that define the legal and professional expectations for licensed practical nurse practice.

**CARLOS**: In conjunction with the Code of Ethics, the Standards describe the elements of quality LPN practice. The four broad standards are applicable to LPNs in all settings in which they practice. They provide the benchmark to which LPNs are measured. The indicators that accompany each standard describe more specifically the expectations for LPN practice. Neither the standards nor the indicators are in any order of priority.
1.28 Principles

**Six Foundational Principles**

1. LPNs are self-regulating and accountable for providing safe, competent, compassionate and ethical care within the legal and ethical framework of nursing regulation.

2. LPNs are autonomous practitioners and work collaboratively with colleagues in health care to assess, plan and deliver quality nursing services.

3. LPN practice is client centred and includes individuals, families, groups and communities.

Click NEXT to continue …

**Narration**

**JILL:** The LPN Standards of Practice were developed based on six foundational principles. Here are the first three. Please read them carefully, and when done, click the Next button to continue.
1.29 Principles

Six Foundational Principles

4. LPN standards are broadly based and address variations in client needs, provider competence, experience and environmental factors.

5. LPN standards allow for growth in the profession to meet changing approaches, treatments and technologies within the health care system.

6. LPN standards encourage leadership through self-awareness and reflection, commitment to individual and professional growth, and promotion of the best possible service to the public.

Click NEXT to continue …

Narration

CARLOS: And here are the remaining three principles. Read them carefully and click Next to continue.
1.30 Four standards

**Narration**

**JILL:** The LPN Standards of Practice are based on four broad principles. The first standard is about professional accountability and responsibility. It states: *Licensed Practical Nurses are accountable for their practice and responsible for ensuring that their practice and conduct meet both the standards of the profession and legislative requirements.*

**CARLOS:** The second standard is about knowledge-based practice. It states: *Licensed Practical Nurses possess knowledge obtained through practical nurse preparation and continuous learning relevant to their professional LPN practice.*

**JILL:** The third standard is about service to the public and self-regulation. It says: *Licensed Practical Nurses practice nursing in collaboration with clients and other members of the healthcare team to provide and improve healthcare services in the best interests of the public.*

**CARLOS:** The fourth and final standard is about ethical practice. It states: *License Practical Nurses uphold, promote and adhere to the values and beliefs as described in the Canadian Council for Practical Nurse Regulators (CCPNR) Code of Ethics.*

**JILL:** To read the Indicators associated with each Standard click on the icon relevant icon. When done, click on Next to continue with the presentation.
1.31 Summary

Narration

JILL: Whew ... this brings us to the end of Module 2 – Regulation of LPNs in Alberta. Carlos will now give us a summary of the topics we covered.

CARLOS: Okay. We began with a discussion of self-regulation. The HPA authorizes CLPNA to regulate the LPN profession in Alberta. Next, we talked about the function of the College including its role and responsibilities; things the College is prohibited from doing; the role of Council; and the mandate, vision and mission of the College.

Our next topic was about the College’s Bylaws. Bylaws define the day-to-day operations of the College. Bylaws are made by Council. We described how Council is elected and identified important College committees and their roles. Finally we spoke a bit about the College’s annual general meetings or AGM.

The next topic was about legislation – the Health Professions Act. Parts 1 to 9 of the HPA are applicable to all regulated health professions. Schedule 10 applies to the LPN profession and lays out the practice statements and protected titles. We briefly mentioned the types of data on members that the College is required to collect and report on.

The last two sections were about the Code of Ethics and Standards of Practice. We described the consequences of unethical behavior and the five LPN ethical Principles. We explained the purpose of the Standards along with six foundational principles and four board standards.

Did I miss anything?
JILL: No, I think you highlighted the major topics we covered. Thanks for doing that. I’m Jill, along with Carlos, saying goodbye for now. We will see you again in the remaining modules.

CARLOS: Bye.
1.32 The End

No narration, only theme music.