

# Welcome to the Practical Nursing (PN) Program Information Session

February 22, 2023 7 p.m. to 8 p.m.

Hosted by  
Centre for Nursing Studies & College of  
the North Atlantic

Moderated by  
Florence Budden



# Land Acknowledgement

We respectfully acknowledge the territory in which we gather as the ancestral homelands of the Beothuk, and the island of Newfoundland as the ancestral homelands of the Mi'kmaq and the Beothuk. We would also like to recognize the Inuit of Nunatsiavut and NunatuKavut and the Innu of Nitassinan, and their ancestors, as the original people of Labrador. We strive for respectful relationships with all the peoples of this province as we search for collective healing and true reconciliation and honour this beautiful land together.

# PN Recruitment Session

## Housekeeping Items

- ☐ Please mute phones and hide video
- ☐ Please input all questions into the zoom chat
- ☐ Please complete the participant evaluation form which will be forwarded following this session

# Welcome Address

Dr. Kathy Watkins, PhD, RN.

Director  
Centre for Nursing Studies



# PN Recruitment Committee

Dr. Kathy Watkins, PhD, RN.	Director Centre for Nursing Studies
Natasha Fulford, MN, BN, RN.	CNS Associate Director Non-Degree Programs
Denise Miller, MN, RN.	CNS PNP Coordinator
Cheryl Dyke, MN, RN.	CNA Associate Dean School of Health Sciences
Dena Lake, BA, LPN.	Regulatory Officer CLPNNL
Rachel Pereira, BBA	Eastern Health: Human Resources Consultant
Bill Crockwell	Gov of NL: Immigration, Population Growth and Skills
Jeff Birmingham, BA.	Operations Manager, CNS

# PN Recruitment Committee cont.

Florence Budden, BN, RN.	PN Recruitment Chair, Faculty
Charlene Lomholt-Mortensen, MN, RN.	CNS Faculty
Dawn Lanphear, M.Ed, RN.	CNS Guidance Counsellor
Catherine Rice	Registrar CNS Non-Degree Programs
Lindsay Porter, BA.	CNS Computer Lab Coordinator
Amanda Smart, BN, RN.	CNS Faculty
Debra Green	CNS PN Secretary
Andres Palmera-Nunez	PN Student Class of 2023
Antoni Power	PN Student Class of 2023

# Overview

## Overview of presentation:

- ❑ Describe the role of a Licensed Practical Nurse (LPN)
- ❑ Provide an overview of the Practical Nursing Program
- ❑ Explain the requirements for admission
- ❑ Discuss the role of the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL)

# Centre for Nursing Studies (CNS)

An institution that offers several different educational programs that will prepare knowledgeable, skilled, and caring nurses. These programs include:

- ❑ Practical Nursing Program
- ❑ Bachelor of Science in Nursing (Collaborative) Program
- ❑ Continuing Nursing Studies Programs



# Practical Nursing Program

- ❑ The CNS was established in 1996 and began offering the Practical Nursing Program
- ❑ The Program is also brokered to other regions of the province at College of the North Atlantic campuses (CNA)

# Contact the CNS



<https://cns.easternhealth.ca/programs-and-courses/pn/>

# College of the North Atlantic Sites

Historically the PN Program is offered in:

- ☐ Carbonear
- ☐ Clarenville
- ☐ Grand Falls-Windsor
- ☐ Corner Brook
- ☐ Happy Valley Goose Bay

Based on workforce need there have been programs offered at:

- ☐ Burin
- ☐ Gander
- ☐ Bay St. George
- ☐ St. Anthony



# College of the North Atlantic



[info@cna.nl.ca](mailto:info@cna.nl.ca)

[1-888-982-2268](tel:1-888-982-2268)

[www.cna.nl.ca](http://www.cna.nl.ca)

[https://www.facebook.com/CNA  
NewfoundlandLabrador](https://www.facebook.com/CNA-NewfoundlandLabrador)

# Licensed Practical Nursing

## A Licensed Practical Nurse:

- ❑ Provides nursing services in a multitude of settings based on their educational preparation
- ❑ Is highly competent in completing skills that fulfill their professional responsibilities
- ❑ Is a fundamental part of the nursing family and interprofessional healthcare team



# Why Choose Practical Nursing?

- ❑ Become part of a profession that is involved in caring for a wide variety of individuals, families and communities
- ❑ Employment opportunities in diverse settings
- ❑ It is a rewarding profession





# Overview of the PN Program

- ❑ A five semester program over 19 months that leads to a diploma as a Practical Nurse Graduate
- ❑ The program includes classroom, lab and clinical components



# Overview of the PN Program

- ❑ Challenging yet extremely rewarding program
- ❑ Leveling of objectives built on previous knowledge
- ❑ Clinical time increases as the program progresses
- ❑ Graduates are required to write the Canadian Practical Nurse Registration Examination upon program completion



# Anatomy & Physiology I & II Course

- ❑ Anatomy and Physiology I & II are offered through distance education online through Continuing Studies at the CNS
- ❑ Successful completion of these course(s) will provide a transfer credit(s) for Anatomy & Physiology I & II in the Practical Nursing Program at the CNS and credit recognition at the CNA

# Admission Requirements

- ❑ Students in their final year of high school can apply

High school diploma with successful completion of four core courses (or the equivalent):

Biology 3201 and/or Chemistry 3202

Math 3200/3201

English 3201

Either 3000 level: Geography/History/Religion/French/Social Studies

- ❑ Students with previous post-secondary experience can apply\*

- ❑ Mature students can apply\*

# Admission Requirements

- ❑ Completion of the level 3 Adult Basic Education Program (ABE) academic stream\*
- ❑ English language proficiency
- ❑ Competitive admission process

# College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL)

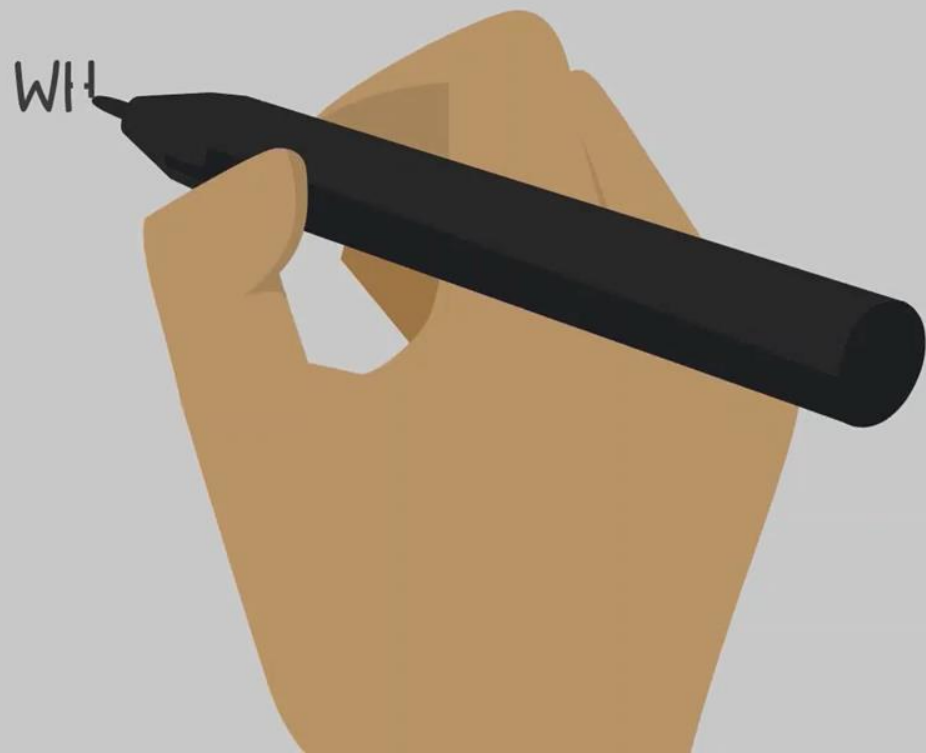
The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) in accordance with the ***Licensed Practical Nurses Act (2005)***, has the legislated responsibility to regulate the practice of Licensed Practical Nurses (LPNs) in Newfoundland and Labrador.



COLLEGE OF  
LICENSED PRACTICAL NURSES  
OF NEWFOUNDLAND AND LABRADOR  
LPNS - A PRACTICAL APPROACH TO QUALITY CARE

# CLPNNL

The Mandate of the CLPNNL is to promote safety and protect the public through the provision of **safe, competent, compassionate** and **ethical** nursing care



# CLPNNL

## **Functions:**

- ☐ Set qualifications for licensure
- ☐ Set educational standards for LPNs
- ☐ Approve entry level PN education in NL
- ☐ Set the Scope of Practice
- ☐ Issue a license to practice to eligible applicants

# CLPNNL

- ❑ Promote and uphold the Standards of Practice and Code of Ethics
- ❑ Provide practice direction for LPNs (via phone, email, virtual webinars, in person, website, etc.)
- ❑ Investigate all allegations submitted against LPNs – may require disciplinary action
- ❑ Manage the national licensing exam for PN graduates



# Canadian Practical Nurse Registration Exam (CPNRE)

- ☐ The purpose of the exam is to protect the public by ensuring that the entry-level practical nurse possesses the competencies required to practise safely and effectively
- ☐ The CPNRE is one of the measures on which a candidate's eligibility for licensure in Canada is based
- ☐ The exam measures the competencies required for PN's beginning to practice safely

Canada's Testing Company

**MEASURE  
LEARNING/YARDSTICK  
ASSESSMENT STRATEGIES  
INC.**

<http://cpnre.ca/>

# CLPNNL

## Contact Information:

**College of Licensed Practical Nurses of  
Newfoundland and Labrador (CLPNNL)**

209 Blackmarsh Road

St. John's NL

709-579-3843

# CLPNNL

Find CLPNNL @



[www.clpnnl.ca](http://www.clpnnl.ca)



CollegeLPNNL



@collegelpnnl

# PN Student Presenters

PN Student Class of 2023

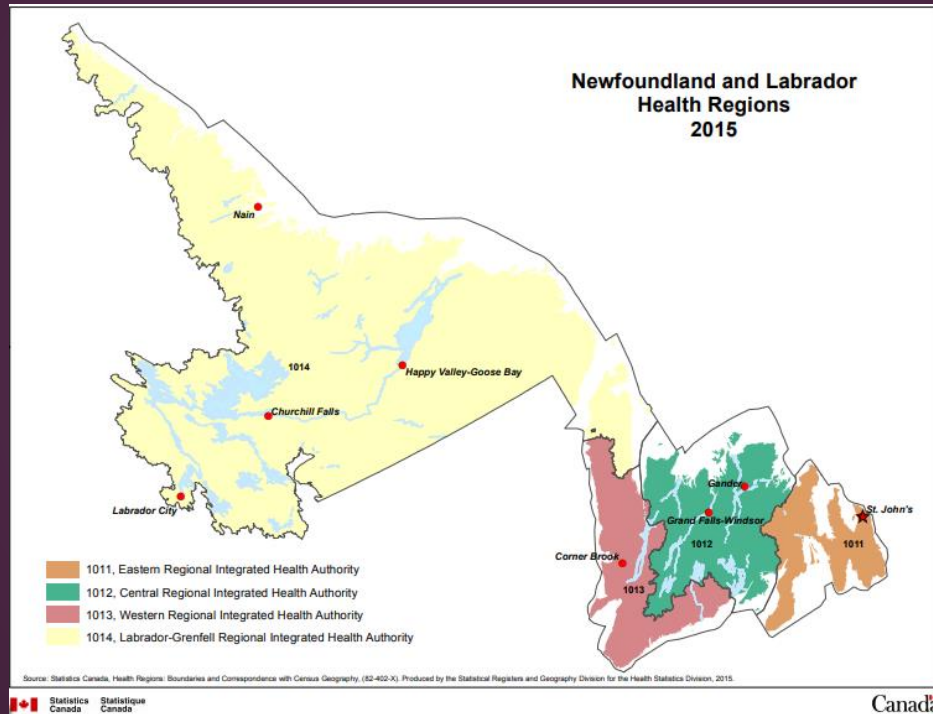


# Rachel Pereira – Eastern Health

## **Practical Nursing in Newfoundland and Labrador**



# The Region



# Central Health

Central Health serves 93,000 people and employs over 3,200 over various sites:

- 2 Regional referral centres
- 9 Health centres
- 11 Long-term care (LTC) facilities (seven co-located in health centres)
- 2 New LTC facilities (Gander and Grand Falls-Windsor) and a protective care unit expansion at Dr. Hugh Twomey Health Centre in Botwood are under development and slated to open in 2021
- 24 Community health centres
- 2 Residential treatment centres
- 1 Regional office



# Western Health

Western Health serves 79,000 people and employs 380 LPNs over 9 regional sites:

- Western Memorial Regional Hospital (new facility 2023)
- Corner Brook LTC & Western LTC (opened 2020), Corner Brook
- Sir Thomas Roddick Hospital, Stephenville
- Bay St. George LTC, Stephenville Crossing
- Rufus Guinchard Health Centre, Port Saunders
- Bonne Bay Health Centre, Norris Point
- Calder Health Centre, Burgeo
- Dr. Charles Legrow Health Centre, Port aux Basques

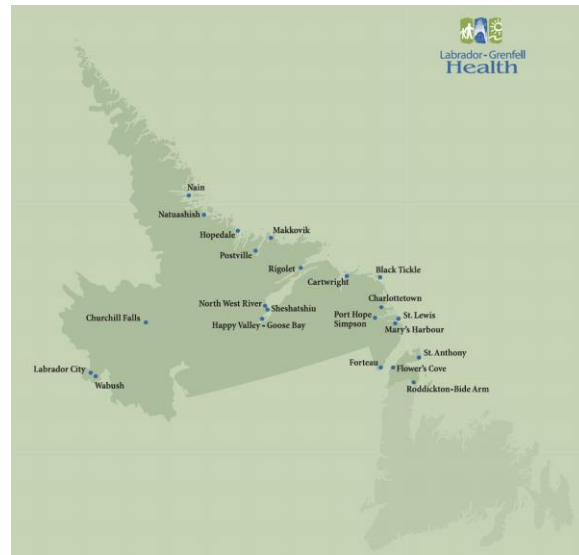




# Labrador-Grenfell Health

Labrador Grenfell-Health serves 37,000 people and employs over 1500 people over various sites:

- Charles S. Curtis Memorial Hospital, St. Anthony (50 beds)
- Labrador West Health Centre, Labrador City (28 beds)
- Labrador Health Centre, Happy Valley-Goose Bay (25 beds)
- Strait of Belle Isle Health Centre, Flower's Cove
- White Bay Central Health Centre, Roddickton
- Labrador South Health Centre, Forteau
- LTC Facility Happy Valley-Goose Bay (70 beds)
- John M. Gray Centre St. Anthony (47 beds)
- 14 Community Clinics throughout the region



# Eastern Health

Eastern Health employs over 13,000 people, and serves a population of more than 300,000.

- 9 hospitals
- 13 LTC sites
- Both urban and rural
- We also provide specialized medical care too the people from the French islands of Saint-Pierre-et-Miquelon
- New Adult Mental Health and Addictions Facility



# Employment Opportunities

- Temporary Call-In
  - On call at the need of the department
  - May not have a set schedule/guarantee of hours
- Permanent, Full Time
- Part-Time



# Salaries and Benefits

- Salary
  - \$26.02 - \$28.90 per hour
    - As per NAPE and CUPE Collective Agreements
    - Subject to negotiated increases
- Shift Differentials
  - Nights (4:00pm to 8:00am) \$2.30 per hour
  - Weekends (Saturday/Sunday) \$2.55 per hour



# Why an RHA?

- Supportive, respectful team environment
- Pension Plan
- Annual Leave
- Paid Sick Leave
- Health and Dental
- Focus on safe work environment from a physical and psychological safety perspective
- EFAP
- Career growth
- Endless opportunities



# Things to Know

- Opportunity for bursaries
  - Applies to hard to recruit areas – rural
  - Up to \$5000, 2-year return-in-service agreement
- Application process
  - Apply online -> interview -> satisfactory references -> job offer
- Pre-Employment requirements
  - PN Diploma
  - Licensure with CLPNNL
  - Certificate of Conduct with Vulnerable Sector Check
- Job fit – Setting you up for success!

# PN Recruitment Session

**Thank you!**

- **For more information please visit:**

[www.easternhealth.ca](http://www.easternhealth.ca)

<http://westernhealth.nl.ca/>

<https://www.lghealth.ca/careers/>

<https://www.centralhealth.nl.ca/>

[www.clpnnl.ca](http://www.clpnnl.ca)



# Contact Information

- Eastern Health- Rachel Pereira
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- Central Health- Jordan Foster
  - [Jordan.foster@centralhealth.nl.ca](mailto:Jordan.foster@centralhealth.nl.ca)
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  - [peterantle@westernhealth.nl.ca](mailto:peterantle@westernhealth.nl.ca)
- Labrador-Grenfell Health- Gail Hughes
  - [Gail.hughes@lghealth.ca](mailto:Gail.hughes@lghealth.ca)



# PN Recruitment Session

Rachel Pereira, BBA

Human Resources Consultant – Recruitment  
Eastern Health

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# PN Recruitment Session

Bill Crockwell Government of NL  
Immigration, Population Growth and Skills

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Website: <https://www.gov.nl.ca/isl/>

# Thank You

Questions?

Thank you for attending the PN Recruitment Session

Please complete the session evaluation sent via email