



IN REVIEW 2022-2023

Canadian Council for Practical Nurse Regulators (CCPNR)

A federation of provincial and territorial members who are responsible for the safety of the public through the regulation of Licensed Practical Nurses (LPNs) as identified in their respective legislation. CCPNR collaborates on regulatory practices at a national level to enable practical nurse regulators to better serve the public. Actions and decisions are grounded in CCPNR's values: collaboration (working with others), integrity (doing the right thing for the right reason), accountability (taking responsibility for actions), quality (striving for the best) and transparency (demonstrating openness and accountability).

2023 - 2025 Priorities

1. Regulation and planning
2. Regulatory processes and tools
3. Stakeholder engagement
4. Governance

2023 increasingly saw provincial and territorial governments wading into regulatory processes pressing regulators to better support the recruitment and retention of much needed practical nurses. Regulators were constantly faced with addressing these requests while maintaining the safety of the public. CCPNR strived to stay on top of the evolving trends and support the regulators by focusing on the Council's four priorities. What was achieved and put in progress over 2023 is highlighted in this brief year in review.

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REGULATION AND PLANNING

Nursys Canada

CCPNR signed the contribution agreement with Health Canada on behalf of the Canadian Nurse Regulators Collaborative (CNRC). Over the next two years, the \$2.4 million funding secured from Health Canada will support the continued implementation of Nursys Canada and preparation for nursing regulators to onboard Nursys Canada. The project will also explore options to support the provision and access to health human resources data, a priority identified by the federal government in the wake of national and global shortages of health care providers.

Consistent Data Reporting

The Nursys Canada project will help CCPNR achieve its strategy to report consistent data. Work has already commenced towards this end through the Board Committees such as cataloguing categories of misconduct.

What's Planned for 2024?

- CCPNR will continue to be part of Nursys in Canada and build its data reporting.
- Work will commence to develop key performance metrics and the risk registry for the Council.

REGULATORY PROCESSES AND TOOLS

Establishing and Maintaining Review Cycle of CCPNR Regulatory Tools

2022 commenced the cycle of reviewing CCPNR's regulatory tools. The 2013 Code of Ethics was updated. Comprehensive research completed in 2022 included hearing from 1,000 participants in 15 key informant interviews, 10 focus groups, and a pan-Canadian validation survey. LPNs in all areas of practice, including education and leadership roles, were consulted, and had opportunities to reflect individually and in small groups on ethical decision-making in everyday practice in communities across Canada.

Participating LPNs were diverse, including but not limited to First Nation, Métis, Inuit, Black, East Asian, and South Asian, LPNs who identify as members of the 2SLGBTQ+ community, and LPNs who identify as persons with a visible or invisible disability, LPNs who had practised less than one year to those with 30+ years of experience. Representatives of associations specific to LPN practice areas also participated in consultations. These included associations focusing on foot care, long-term care, and palliative care. Subject matter experts participated in individual or group interviews. Their expertise ranged from harm reduction, dignity, ethics, LPN and nursing practice to professional regulation. Each contributed their views and perspectives on aspects of ethical

practice in LPN practice or health care in particular.

The 2023 Code of Ethics is available in English and French and acting upon the request of the participants, is also available in a pocket-sized and poster format for LPNs to carry and post in their workplace.

The Inquiry and Discipline and Practice Consultants Board Committees reviewed CCPNR's Requisite Skills and Abilities document that was drafted in 2013. As part of its consideration whether to recommend updating the document, the Board Committees surveyed regulatory bodies and educators over the fall of 2023 to determine if the document is or was used and how and whether there is interest to use the document if updated. Results of the survey will be discussed in the fall and a recommended approach forward will be made to the Council's Board of Directors.

Although the Council's Standards of Practice was reviewed in 2020 and 2021, CCPNR will complete a more comprehensive update and better align with the updated Code of Ethics. The Request for Proposals was issued in the fall of 2023 and the research team will be selected by December 31.

Supporting Regulators Implement Best Practices in Language Proficiency Assessment

On behalf of CNRC, CCPNR completed its agreement with Employment and Social Development Canada to update the nursing language proficiency cutscores/benchmark levels and to explore alternative pathways to assessing language proficiency. CNRC released the updated cutscores/benchmark levels in the fall of 2022. CNRC's 2022 cutscores/benchmark levels are scientifically defensible and better aligned with the language demands required for safe, ethical, and effective nursing practice at the entry level. Alternative pathways to assess language proficiency were identified after extensive research. As a result of the project, CNRC established the Language Proficiency Committee which CCPNR supports in 2023. CCPNR will continue to collaborate with CNRC and work with the Language Proficiency Committee to define the policies around the alternative pathways to language assessment.

Exploring Multi-jurisdictional Registration

In response to the increased pressures to remove the burden of multiple licenses and improve labour mobility, CCPNR engaged the Canadian Council of Registered Nurse Regulators (CCRNR) and the Registered Psychiatric Nurse Regulators of Canada (RPNRC) to explore the past, current and anticipated licensure models existing among nursing regulators and other health professions and non-health professions in Canada and to identify the opportunities and risks of each. Building on the initial discussions and work completed by the College of Registered Nurses of Alberta (CRNA), researchers from CRNA collaborated with a group of eight subject matter experts from regulatory bodies across Canada and nursing profession to prepare the discussion paper. The paper will inform discussions and next steps for CNRC.

What's Planned for 2024?

- Update of CCPNR's 2020 Standards of Practice.
- CCPNR will map out the process and recruit the expertise to establish a standards framework for the approval of practical nurse programs.
- Implementation of a new Code of Ethics learning module.
- Roadmap for interjurisdictional nursing licensure.

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STAKEHOLDER ENGAGEMENT

Supporting CNRC

CCPNR continues to support the CNRC by acting as its legal entity, co-chairing and providing accounting and facilitation support. CNRC's purpose is to facilitate collaboration among the organizations who regulate nurses, promoting patient safety and public protection. Its members are provincial and territorial organizations who are identified in legislation as being responsible for the regulation of Licensed/Registered Practical Nurses, Registered Nurses, and Registered Psychiatric Nurses and who are also members of CCPNR, Canadian Council of Registered Nurse Regulators (CCRNR), and the Registered Psychiatric Nurse Regulators of Canada (RPNRC).

Collaborate with pan-Canadian forums

In the spring of 2023, Canada's Chief Nursing Office (CNO) met with CCPNR's Inquiry and Discipline and Practice Consultants Board

Committee presenting the office's priorities and engaging in dialogue about pressing conduct and practice issues facing practical nurse regulators. As a Co-Chair of CNRC, CCPNR provided regular updates about initiatives and regulatory issues on various pan-Canadian forums such as the Principle Nursing Advisors Task Force and Canada's CNO.

What's planned for 2024?

- CCPNR plans to conduct a Canada wide survey of LPNs and the public to better educate and inform about regulation and the role of the regulatory body.
- Continued support for CNRC.
- Meetings and briefings at pan-Canadian forums.

GOVERNANCE

While the Board of Directors together with the Executive Director monitor outcomes and achievements of the strategic plan, work is planned to provide more consistent reporting of the Council's key performance indicators in 2024. of Registered Nurse Regulators (CCRNR), and the Registered Psychiatric Nurse Regulators of Canada (RPNRC).

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Jody Layer, Administrator

Board Committees

The Inquiry and Discipline, Practice Consultants, and Registration and Licensure Board Committees consist of knowledgeable and experienced staff members of each regulatory body who work to support and reinforce the work of the CCPNR, its strategic priorities and mandate. CCPNR is grateful to these members who are instrumental to moving the work of the Council forward.

