

## **PRACTICE MEMO**

**DATE:** May 29, 2020

**TO:** Prince Edward Island Employers of Graduate Practical Nurses

**FROM:** Dawn Rix-Moore, LPN, Executive Director CLPNPEI

### **Graduate Practical Nurse (GPN) Practice**

The College of Licensed Practical Nurses of Prince Edward Island (CLPNPEI) registers eligible applicants in the registry of Licensed Practical Nurses and provides certificates of registration authorizing LPNs to practice in the province of Prince Edward Island. It also regulates the practice of Licensed Practical Nurses<sup>1</sup> (LPNs) and governs its members in a manner that serves and protects the public interest. In meeting this objective, the CLPNPEI determines, as outlined by the Regulated Health Professions Act (RHPA) and Licensed Practical Nurse Regulations, appropriate education requirements for LPNs and develops Standards of Practice and a Code of Ethics.

A nurse is required to possess a current certificate of registration prior to commencing employment as an LPN/GPN. A current certificate of registration indicates that a nurse has met the minimum requirement(s) to deliver safe, competent and ethical care and as such, nurses may not engage in any portion of the employer's orientation process (observation, clinical, classroom or self-study) without a current certificate of registration to practise as an LPN or GPN. Nurses and employers should be aware that third-party liability insurance coverage applies only to LPNs/GPNs with a current certificate of registration.

A graduate practical nurse is a person who;

- Has successfully completed a Prince Edward Island practical nursing program or a program outside of Prince Edward Island that the Council considers substantially equivalent to the program offered provincially.
- Is covered by professional liability insurance
- Has paid the applicable examination fee and applied to take the Canadian Practical Nurse Registration Examination (CPNRE) or is awaiting the results of the CPNRE.
- Has secured a GPN certificate of registration

A Graduate Practical Nurse is expected to meet the entry to practice competencies as described by the CLPNPEI. A GPN is also expected to be familiar with and practice within the framework of the Regulated Health Professions Act(RHPA), Licensed Practical Nurse Regulations, Standards of Practice and Code of Ethics. While GPNs work under the supervision of a Licensed Practical Nurse, it is understood that this supervision may not be direct, one on one supervision for every nursing function in every nursing environment.

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<sup>1</sup> Includes graduate practical nurses

The supervising LPN must be physically available to assist the GPN with nursing duties, provide guidance, mentorship and support as necessary. As the GPN becomes more confident and comfortable in his or her new role, it is understood that the GPN's level of autonomy will also increase.

It is the GPN's responsibility to understand that;

- some practice areas may not be acceptable for employment, as supervision would not be available
- some employment settings will have policies in place that restrict GPNs from performing some nursing duties, and
- they must not assume a charge<sup>2</sup> role in their employment setting.

### SCOPE OF PRACTICE STATEMENT

1. A GPN must be **supervised** in practicing practical nursing by a licensed practical nurse registered and in good standing with the College of Licensed Practical Nurses of Prince Edward Island.

Practical nursing is defined as the application of particular knowledge and skills and judgment in providing practical nursing services to another person, including;

- (a) assessing the person,
- (b) collaborating in the development of a nursing plan of care,
- (c) implementing a nursing plan of care
- (d) evaluating the person on an ongoing basis for purposes including promoting health, preventing illness or providing palliative or rehabilitative care

2. A GPN is authorized to perform the reserved activities below, with respect to a person, only if it is performed pursuant to an order made by

- a) a person authorized to practice as a medical practitioner or nurse practitioner under the laws of this province or another province or territory in Canada; or
- b) a person authorized to practice as a dentist or registered nurse under the laws of this province.

### RESERVED ACTIVITIES

- (a) performing a procedure on tissue below the dermis or below the surface of a mucous membrane;
- (b) administering a substance by injection, inhalation, mechanical ventilation, irrigation, transfusion or enteral or parenteral instillation;
- (b.1) administering a drug or vaccine by any means;
- (c) putting an instrument, hand or finger
  - (i) beyond the external ear canal,
  - (ii) beyond the point in the nasal passages where they normally narrow,
  - (iii) beyond the larynx,
  - (iv) beyond the opening of the urethra,
  - (v) beyond the labia majora,
  - (vi) beyond the anal verge, or

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<sup>2</sup> Unless in collaboration and co-assigned with appropriate mentor.

(vii) into an artificial opening into the body.

3. May administer all prescribed medication within the Scope of Practice and organization policy provided they are competent (possess the necessary knowledge, skill and judgment).

### **Designation**

The graduate practical nurse may use the following designations;

- Graduate practical nurse
- GPN
- G.P.N

### **Duration and Expiration**

The GPN certificate of registration is short term, will not exceed one year. Once expired, a GPN certificate of registration may not be renewed. A GPN must obtain the established pass mark on the CPNRE in not more than three attempts.

Upon successful completion, the GPN is eligible for a certificate of registration in the general registry for LPNs.

### **Requirement for Employment**

A current CLPNPEI LPN/GPN certificate of registration is required to practice practical nursing in all employment settings. Employers and nurses share the accountability to ensure all employees hold a current LPN/GPN certificate of registration before the commencement of employment.<sup>3</sup>

### **Conclusion**

All nurses entering the profession must understand and uphold the professional and legal obligations of being a practical nurse in Prince Edward Island. The transition period from GPN to LPN allows a graduate practical nurse time to build upon their foundational knowledge and skills, as well as build confidence while receiving support from all members of the professional team.

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<sup>3</sup> Includes employer orientation EVEN if client care is not expected.

## References

The following documents were consulted during the development of this practice memo.

CLPNPEI (2018). Practice Directive: Graduate Practical Nurse Practice