

Provisional Registration

Effective: January 27, 2020

INTRODUCTION

The College of Licensed Practical Nurses and Health Care Aides of Alberta (CLHA) has the authority under the *Health Professions Act* (HPA) to carry out its activities and govern Licensed Practical Nurses (LPNs)* in a manner that protects and serves the public interest.

The CLHA is responsible for regulating the LPN profession in the interest of public safety. As part of a regulated health profession, LPNs must adhere to professional responsibilities and accountabilities, which are informed by the standards of practice and code of ethics.ⁱ The *Licensed Practical Nurses and Health Care Aides Profession Regulation* (LPN and HCA Profession Regulation) further outlines categories of registration, which applicants can apply to be registered in.ⁱⁱ

PURPOSE

The purpose of this practice policy is to clarify the process of provisional registration and to outline the parameters of practice for LPNs with a provisional registration practice permit.

POLICY

The LPN and HCA Profession Regulation sets out the requirements and parameters of provisional registration. Provisional registration applies to applicants who have not yet written or are awaiting results from the Canadian Practical Nurse Registration Examination (CPNRE). These applicants include:

- new graduates of an approved practical nursing program in Alberta who have partially met the requirements for general registration; and
- applicants who are assessed for substantial equivalence (e.g. international educated nurses).

Practice Permits

A provisional registration practice permit is issued in accordance with the CLHA registration year and may be issued/extended up to a maximum of 365 calendar days. This practice permit

*In this document, "LPN(s)" has the same meaning as "regulated member(s)" in the *Health Professions Act*.

provides authorization for an LPN to begin practicing as an LPN in Alberta prior to successful completion of the CPNRE.

Provisional LPNs are eligible to receive an active practice permit under general registration after passing the CPNRE. Applicants have three attempts to pass the exam. After three failed attempts, their provisional registration practice permit is cancelled immediately in accordance with the LPN and HCA Profession Regulation. Applicants will have to retake a full practical nursing program to be considered for future registration.

Usually new graduates write the CPNRE in the province where they completed their practical nursing education. These applicants are typically assessed for an active practice permit by the CLHA. However, new graduates from other Canadian provinces can still apply to be considered for provisional registration in Alberta if they have **not** written the CPNRE.

Practice Parameters

Provisional LPNs are held to the same professional responsibilities and accountabilities as any regulated member of the CLHA.ⁱⁱⁱ They are recognized as a "Licensed Practical Nurse", and are authorized to sign LPN after their name. However, because they are beginning practitioners they must practice under specific parameters.

1. Provisional LPNs must always practice under supervision (see supervision definitions).
2. The performance of any restricted activities* requires indirect remote supervision at a minimum. The supervision requirements for each authorized restricted activity are outlined in the *CLHA Standards of Practice for Licensed Practical Nurses on Restricted Activities, Advanced Practice, and Supervision*.
3. Provisional LPNs are only authorized to perform restricted activities requiring advanced authorization after completing advanced training and acquiring approval from the CLHA Registrar.*
4. Provisional LPNs may not assume a charge role with the responsibility to assign care and/or supervise another regulated or unregulated health care provider.

The intent of these parameters is to support LPNs who have met the educational requirements for registration but have not yet passed the CPNRE to utilize their skills while waiting to write the exam or receive their exam results. This provisional registration period allows LPNs to increase their nursing proficiency through supervision/mentorship by experienced practitioners, reflective practice, and consolidation of practical nursing knowledge, skills, and

* Basic restricted activities are high-risk health services learned through the base practical nurse education program, post-basic educational programs or employer certification.

* Activities requiring advanced authorization require completion of an advanced post entry level education program or module approved by the CLHA and authorization from the Registrar to practice in that area.

clinical judgment.^{iv} The CLHA encourages collaborative practice environments to support LPNs practicing with a provisional registration practice permit.

Supervision

There are three levels of supervision relevant for LPNs with provisional registration practice permits, as they are required to practice under supervision. Other healthcare professionals may only supervise provisional LPNs if they are authorized to do so by their regulatory college and employer.

Direct Supervision: a regulated member (with the exception of a provisional registrant) or an authorized practitioner is physically present at the point of care.

Indirect Supervision: a regulated member (with the exception of a provisional registrant) or an authorized practitioner is available for consultation and guidance, but is not required to be physically present at the point of care. This person providing indirect supervision is readily available on site and can go provide assistance when needed.

Indirect Remote Supervision: a regulated member (with the exception of a provisional LPN) or an authorized practitioner is available for consultation and guidance, but is not required to be physically present at the point of care. This person providing remote supervision can be easily contacted through technology when assistance is needed.

The CLHA requires that a supervising member of another regulatory college be on that college's general register.

CONCLUSION

LPNs who are provisional LPNs, are regulated healthcare professionals and have the same professional responsibilities and accountabilities as other members of the CLHA. Provisional LPNs must ensure that they possess the knowledge, skills, and competence to perform all practical nursing practice, including authorized restricted activities. Accordingly, provisional LPNs should be aware of the practice parameters outlined above in this policy and the expiry date on their provisional registration practice permit. LPNs, employers, and the public can access this information on the CLHA website via the public registry.

Documents are updated frequently. For the most current version and access to related documents and resources, please visit the Knowledge Hub on clha.com.

If after reading this document you have questions, please contact the CLHA's Professional Practice Team via practice@clha.com or 780-484-8886 or 1-800-661-5877 (toll free in Alberta).

REFERENCES

ⁱ College of Licensed Practical Nurses of Alberta (CLHA), *Professional Responsibility and Accountability* (2017), https://www.CLHA.com/wp-content/uploads/2018/01/doc_Practice_Policy_Professional_Responsibility_Accountability.pdf;

Canadian Council for Practical Nurse Regulators (CCPNR), *Standards of Practice for Licensed Practical Nurses in Canada* (2013), http://www.CLHA.com/wp-content/uploads/2013/02/doc_CCPNR_CLHA_Standards_of_Practice.pdf;

Practice_Policy_Professional_Responsibility_Accountability.pdf

ⁱⁱ *Licensed Practical Nurses Profession Regulation*, Alta Reg 81/2003.

ⁱⁱⁱ CLHA, *Professional Responsibility and Accountability*.

^{iv} CCPNR, *Entry-Level Competencies for Licensed Practical Nurses* (2019), https://www.CLHA.com/wp-content/uploads/2019/08/doc_CCPNR_Entry-Level_Competencies_LPNS_2019E.pdf; College and Association of Registered Nurses of Alberta, *Entry-to-Practice Competencies for the Registered Nurses Profession* (2013), 6-9, http://www.nurses.ab.ca/content/dam/carna/pdfs/DocumentList/Standards/RN_EntryPracticeCompetencies_May2013.pdf.