

CONTINUING COMPETENCE PROGRAM

Instruction Guide for
Manitoba's Licensed Practical Nurses

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Introduction

Lifelong learning is essential to a nurse's continuing competence. The Continuing Competence Program (CCP) ensures that Manitoba's licensed practical nurses (LPNs) retain and continuously build their knowledge, judgment and skill.

As an LPN, participating in the program will help you remain up to date on evolving evidence and best practice in your field. This contributes to high-quality, safe care for Manitobans. Building and maintaining your competence as a nurse will also help you to meet your professional Standards of Practice, and the requirements for registration in *The Licensed Practical Nurses Act* (the Act), and its Regulation.

All Manitoba LPNs participate in the CCP each year by creating, maintaining and following their own individualized professional learning plans. This requirement is set out in the [Practice Direction: Continuing Competence Program](#). As the regulator for Manitoba's LPNs, the College of Licensed Practical Nurses of Manitoba (CLPNM) provides information and resources to help LPNs meet their requirements.

Each year, as part of your annual registration renewal application, you will be asked to confirm that you completed all requirements of the CCP during the previous year. The CLPNM also conducts an annual review of its registrants' CCP activities, referred to as the CCP Audit. Each year, 10% of active practising LPNs are randomly selected to participate in the audit. The CCP Audit supports the CLPNM in meeting its mandate to ensure that LPNs provide safe, competent and ethical nursing care. The audit also assists you in meeting your professional obligation to maintain and build your competence relevant to your specific areas of practice.

About the Program

In order to maintain and continuously build their competence, all Manitoba LPNs undertake the following.

- **Practice Hours:** LPNs maintain and build their knowledge, judgment and skill through active practice. All LPNs must practise a minimum of 1000 hours in a four-year period.
- **Self-Assessment:** Each year, LPNs must reflect on and assess the extent to which they meet the professional Standards of Practice, with the goal of identifying areas for further development.
- **Learning Plans:** LPNs also identify areas for further development related to their nursing competence. Each year, LPNs create two (2) learning plans outlining their learning goals, the relevance of those goals to their current or future areas of practice, and the activities they intend to complete to meet their goals. As the year progresses, they update their learning plans to document the learning activities they completed, and the impact of that learning on their nursing practice.
- **Professional Portfolio:** LPNs create and continuously update a portfolio of professional education materials gathered while achieving their learning goals. This portfolio serves as

evidence of past learning, a compilation of current study materials, and as a reference for refreshing knowledge in future.

More information about each component of the program is provided below.

Practice Hours

Practice hours provide work experience that contributes to the knowledge, skill and judgment of an LPN. In order to maintain and build your competence, you must practice a minimum of 1000 hours in a four-year period. For your practice hours to qualify, you must have been on the CLPNM active practising register at the time the hours were accrued. Each year, when you renew your registration, you are asked to self-declare the hours you practised as an LPN between December 1 and November 30. You may also be asked to have your hours verified by your current and previous employers. For more information on Verification of Hours, please see page 10 of this document.

Self-Assessment

The CCP self-assessment is an opportunity to reflect on your nursing practice and your knowledge of your standards, and to identify areas for further development as a professional.

You will complete a self-assessment against your Standards of Practice each year using the Self-Assessment Template available [on the CLPNM website](#).

The self-assessment template will take you through the indicators that fall within each of the 66 Standards of Practice.

To complete your self-assessment, reflect on each standard and rate the extent to which you meet the professional expectation it describes using a rating scale of 1-3 as follows:

1. I consistently meet the expectation of this standard.
2. I sometimes meet the expectation of this standard.
This is a possible area of development for me.
3. I rarely meet the expectation of this standard.
This is a priority area of development for me.

Throughout your self-assessment, you are encouraged to review the following resources:

- The CLPNM Code of Ethics
- CLPNM Practice Directions
- Nursing Competencies for Licensed Practical Nurses in Manitoba
- *The Licensed Practical Nurses Act*
- The By-Laws of the College of Licensed Practical Nurses of Manitoba

Each of these resources is available [on the CLPNM website](#).

Note: if you were selected for the CCP Audit, your completed self-assessment does not need to be submitted for review by the CCP auditors, unless you were specifically directed to submit it.

For your reference, an example of a completed self-assessment is available [on the CLPNM website](#).

Learning Plans

A learning plan is a personalized action plan designed to help you set, meet and evaluate your professional development goals.

New in 2022: You will now complete your learning plans online, using the learning plan forms available within your online CLPNM registration profile. [Login here](#). Once you are logged in, click on the “My Learning” tab along the left-hand side. If you need further guidance on how to complete, save, and submit the forms, please review the instructions available [here](#).

Note that, if you have been selected for the CCP Audit, you can complete, save and revise your learning plans in your online registration profile any time up until you submit your registration renewal application. Once you have submitted your registration renewal application, your learning plan will become part of your renewal application and cannot be revised until after the CCP Audit begins in the winter. See more on the CCP Audit process below.

There are five components of a completed learning plan:

1. Goal
2. Planned Interventions
3. Completed Interventions
4. Impact on Practice
5. Evaluation of Learning

1. Goal

Each year, you will initiate a minimum of two (2) new learning plans, each identifying one (1) new learning goal for the coming year.

Goals should be identified after reflecting on your current or future area(s) of practice and identifying the competencies required to meet client care needs in that environment.

Your learning goals should also be SMART:

S	Specific to your learning needs and applicable to your current or future nursing practice.
M	Measurable, real objectives that can be achieved through planned learning.
A	Attainable, accessible learning that can be accessed by you where you are.
R	Realistic for you to fit your learning needs, your life, and work environment.
T	Timely and achievable within the next few months or within the year.

Acceptable learning goals should:

- Deepen and broaden your nursing knowledge
- Relate to your current area of practice, or an area of practice you plan to move into in the coming year
- Expand your body of knowledge and build your competence as a nurse
- Help you meet the needs of your current or future client population
- Relate to your self-employed practice, if you are a self-employed practitioner (either part time or full time)

The following are not acceptable as learning goals:

- Reviewing entry-level knowledge that is expected of all LPNs
- Reviewing material that you previously learned
- Renewing a certification
- Goals that are personal goals, which do not relate directly to your nursing practice
- Learning that is required as a condition of your employment including but not limited to:
 - Cardiopulmonary Resuscitation
 - Workplace Hazardous Materials Information System
 - Lifts and Transfers
 - Personal Protective Equipment
 - Hand Hygiene
 - The Personal Health Information Act
 - Violence Prevention
 - Transfusion Best Practice
 - Respectful Workplace Policies

2. Planned Interventions

Once you have set your learning goals for the year, you will plan methods of acquiring the new knowledge, skill and/or experience you need to achieve those goals.

Options to consider include:

- Attending education sessions, workshops, in-services, or conferences
- Completing a certificate course
- Consulting with or observing other health care professionals in the workplace and carrying out your own research to validate what you learned
- Reading current peer-reviewed journal articles, textbooks or other scholarly publications

If you plan to access information posted on websites, make sure to evaluate the quality of the information. Was the information posted by a credible person or organization, with the credentials necessary to speak as an authority on the topic? If the answer is no, or you are not sure, stick to scholarly sources such as peer-reviewed articles and textbooks.

3. Completed Interventions

Throughout the year, you will update both of your learning plans by listing the specific learning activities you completed to meet your goals.

Make sure to record details such as:

- Dates and locations of workshops, conferences, or courses; the names of instructors or presenters; and the organizations that delivered the programs
- Proper references for any textbooks or articles you reviewed including author, title, volume or edition, and date of publication
- The website address of any website you consulted, the name of the individual or organization that posted the information, the date you accessed it, and any other information that validates the website as a credible source of nursing knowledge

Remember: you must complete learning activities every year. If you are selected for the CCP Audit, you will need to demonstrate that you completed two learning plans during the past registration year. For example, if you are renewing your registration for the 2020 registration year and you were selected for the CCP Audit, you will be required to submit two learning plans completed during the 2019 registration year (December 1, 2018 – November 30, 2019).

4. Impact on Practice

As the year goes on and your learning goals are met, you will add to your learning plan, describing the impact of the newly gained knowledge on your practice. What did you learn that you did not know before? In what ways has the learning contributed to your competence as a nurse? How has your client care changed and improved as a result?

Be sure that your impact on practice describes both of the following:

- what you learned, and
- the impact of what you learned on your nursing practice.

It is important to describe how your nursing practice has changed or improved as a result of your learning.

5. Evaluation of Learning

Finally, before completing your learning plan, you will evaluate your overall sense of your learning experience. This insight may help you identify and plan additional learning activities for next year. An evaluation tool is included within the Learning Plan Template.

Examples of completed learning plans are available [on the CLPNM website](#).

Professional Portfolio

All LPNs in Manitoba maintain and regularly update their professional portfolio. The professional

portfolio is an organized collection of documents that chronicle your nursing career and efforts to assess, maintain and build your professional competence. Maintaining your portfolio is a required component of the CCP. The CLPNM may ask to review it at any time. It may also be requested during the CCP Audit.

Your professional portfolio could take many forms. Some prefer to keep their material in a binder, others in a box, and others in a digital file. Whichever method you choose, ensure that your portfolio is organized and easily accessible for ongoing updates throughout the year.

Examples of documents to keep in a professional portfolio include:

- Self-assessments
- Learning plans
- A record of practice hours
- A current resume and references
- Copies of diplomas or certificates
- Records of attendance to workshops, seminars, etc. with learning materials obtained
- Performance appraisals
- Reports you wrote and presentations you have made
- Awards, letters of appreciation, and letters of recommendation
- Copies of articles read in journals, professional magazines, reliable online sources, textbooks, etc.

You must also keep in your portfolio completed CCP documents for the last four years, as well as the current year's documents in development.

The CCP Audit

Every year as part of registration renewal, 10% of Manitoba's LPNs are randomly selected for a review of their CCP activities. This review is referred to as the CCP Audit. If you are selected for the audit, you will be advised of that fact through your annual registration renewal notice. You will also see a notice on the welcome page of your online registration renewal profile. If you have questions about registration renewal or about how to login to your online registration renewal profile, please visit the [Annual Renewal for LPNs](#) page of the CLPNM website.

The Audit and Your Renewal

If you are selected for the CCP Audit, submitting your CCP materials is part of your renewal application. Information on what to submit for the audit is outlined below. Your registration renewal application will not be processed until all the required CCP documents are received, and late fees will apply if you do not meet the renewal deadline.

The CLPNM strongly recommends that you renew as early as possible, particularly if you have been selected for the CCP Audit. This allows enough time for you to submit any missing or incomplete information before the renewal deadline, and still avoid late fees.

If you are selected for the audit, and meet all other requirements for registration, you will be granted a provisional licence for the coming year. A provisional licence means that your ongoing

registration depends on your participation in, and the results of, the audit.

A provisional licence does not restrict you from practising during the audit. If you participate in the audit, meet all related deadlines and directions, and successfully demonstrate your continuing competence, your provisional licence will be converted to an approved licence.

If you do not participate in the audit, fail to meet deadlines, or fail to demonstrate your continuing competence, your provisional licence may be revoked.

What to Submit

All LPNs

All registrants selected to participate in the audit are required to submit each of the following by the registration renewal deadline.

- **Completed Learning Plans**

You must submit two (2) learning plans that you completed during the registration year that is ending. For example, if you are applying to renew your registration for 2023, you must submit two learning plans that you completed during the 2022 registration year (December 1, 2021 to November 30, 2022).

- **Projected Learning Plans**

Two (2) new learning plans that identify your projected learning goals for the upcoming registration year. For example, if you are applying to renew your registration for 2023, you must submit two projected plans identifying the learning goals you intend to meet in 2023. Note: sections of the learning plan form that ask about completed interventions do not need to be filled out in your projected learning plans. You will complete those sections throughout the coming year.

Sample learning plans are available [on the CLPNM website](#) to provide you with information on what an acceptable plan might look like.

LPNs in Self-Employed Practice

LPNs who work in self-employed practice must submit the documents listed above, as well as the following documents, by the registration renewal deadline.

- **Policy Manual Excerpts**

Excerpts from the policy manual of the LPN's self-employed practice including, at minimum, all of the following:

- The table of contents
- One (1) policy that pertains to the specific area of nursing care he or she provides
- One (1) billing policy
- One (1) policy on documentation and record keeping, including storage, retention, and destruction of health records
- One (1) policy outlining infection control practices

- **Nursing Care Documentation Templates**

Blank copies of tools or templates used by the self-employed practising LPN in the provision of nursing care, including at least one (1) of each of the following:

- a nursing care plan template
- an assessment/care flow template, and
- a nurse's notes template.

Be sure not to submit completed templates that include client information.

Note that, like your learning plans, your policy manual excerpts and nursing care documentation tools must be submitted through your online CLPNM registration profile. Your option to upload these documents will appear when you indicate, at the top of the learning plan form within the "My Learning" tab, that you are self-employed.

There is one space to upload your policy manual excerpts, and a second space to upload your nursing care documentation templates, so be sure they are saved as a single document prior to uploading them.

For further information and guidance on self-employed practice, please see the CLPNM's [Practice Direction: Self-Employed Practice](#) available on the CLPNM website.

How to Submit

New in 2022: All documents required for the CCP Audit must be submitted online from within your online CLPNM registration profile. [Login here](#). Once you are logged in, click on the "My Learning" tab along the left-hand side. If you need further guidance on how to complete, save, and submit the forms, please review the instructions available [here](#).

Note that, once you have been selected for the CCP Audit, you will see the CCP forms appear as part of your registration renewal application. If you previously completed and saved learning plans in the "My Learning" tab, the information you entered will be pulled into your renewal application. You can review and revise your plans, in your renewal application, before submitting them.

You can complete, save and revise your learning plans in your online registration profile any time up until you submit your registration renewal application. Once your renewal application has been submitted, your learning plan is part of your renewal application and cannot be revised until after the CCP Audit begins in the winter.

Also be sure that you do not submit any identifiable client information on your documents. For example, LPNs in self-employed practice who must submit nursing care documentation templates must ensure they submit empty templates, not copies that include actual client information. All LPNs must comply with privacy legislation including *The Personal Health Information Act* when submitting material for the CCP Audit.

Important Dates

September 1	Annual registration renewal opens. As part of your renewal, you must declare whether you have participated in the CCP during the past year and whether you commit to participating in the CCP Audit over the winter, if you were selected for the Audit.
November 1	Registration renewal deadline. If you were selected for the CCP Audit, your complete renewal application, including your CCP materials, are due today. Submissions after November 1 are subject to late fees.
November 15	Last day to complete your renewal application, which includes submitting your CCP materials if you were selected for the CCP Audit.
November 30	Registration expires. If you have not submitted a complete renewal application, including your CCP materials if you are being audited, your renewal will not have been processed and you will not be authorized to practise after this date.

The Audit Process

Between January and March of each year, your CCP materials will be independently reviewed by a minimum of two auditors to ensure they comply with the program's requirements. All CCP auditors are active practising LPNs who have been educated on audit guidelines and have signed confidentiality agreements. They will look to verify that your documentation is complete, and for evidence that you've completed learning activities that contribute to your goals, add to your knowledge, and augment your practice as a nurse. The auditors may verify the references you've cited, and confirm your attendance at in-services, courses and workshops.

If the auditors find there is not enough information in your learning plans, they may ask you to submit additional documentation, as well as a copy of your self-assessment and/or your professional portfolio. The auditors and the CLPNM will work with you to ensure you receive the information and guidance you need throughout the audit process.

There are three phases to the audit. This provides you up to three opportunities to demonstrate that your learning activities meet the requirements of the program. After each phase, you will be notified of your results by email. If the auditors determine that you've met the requirements of the CCP during any of the three phases, you will not need to participate in any of the subsequent phases. If the auditors determine that follow-up is needed and that you are required to participate in the next phase, their direction will be noted in your online registration profile. You will also receive an email from the CLPNM advising you that the auditors have provided you

with follow-up instructions, and the associated deadlines.

It is essential that your email address, and all other contact information on file with the CLPNM, remains accurate and up-to-date throughout the audit to ensure you do not miss time-sensitive communication that could affect your licence. Maintaining accurate contact information is an expectation of the audit, and a requirement of all CLPNM registrants as per the CLPNM By-Laws. It is also important that you regularly check your email throughout the audit, including your junk folder.

If you will not have access to email for an extended period during the audit, you are responsible for contacting the CLPNM to verify your results. All LPNs selected for the audit are expected to meet audit deadlines, regardless of work or vacation schedules.

Meeting all deadlines and directions given by the CLPNM and the CCP auditors during the audit is necessary to maintain your registration in good standing. A registrant who does not participate in the audit, or who does not meet audit deadlines, is at risk for having his or her provisional registration revoked. As well, any registrant who does not demonstrate their continuing competence by the end of the three-phase audit is at risk for having his or her provisional registration revoked.

This occurs rarely. The CCP is not meant to be a punitive process, nor is the audit. The CLPNM and peer auditors endeavor to support LPNs throughout the process, and the vast majority of LPNs are successful.

Audit Phase	Takes Place & Results Sent	Outcomes of Auditors' Reviews	
		If your materials are acceptable	If your materials have deficiencies
Phase 1	January	<ul style="list-style-type: none"> You have successfully completed the audit. No further action required. 	<ul style="list-style-type: none"> You will participate in Phase 2. Further direction will be provided.
Phase 2	February	<ul style="list-style-type: none"> You have successfully completed the audit. No further action required. 	<ul style="list-style-type: none"> You will participate in Phase 3. Further direction will be provided. You are strongly encouraged to contact the CLPNM Practice Department for guidance and support, if you do not understand the auditors directions or the requirements of the CCP.
Phase 3	March	<ul style="list-style-type: none"> You have successfully completed the audit. No further action required. 	<ul style="list-style-type: none"> Continuing competence has not been demonstrated. Your provisional licence may be revoked.



Verification of Hours

Practising a minimum of one thousand (1000) nursing hours in the past four years is a requirement for registration renewal. Every year, out of the total number of registrants selected for the CCP Audit, 15% will also be randomly selected for a verification of their practice hours. Those who are selected must have all employers from the past four (4) years provide documentation verifying the LPN's practice hours directly to the CLPNM.

The CLPNM will advise the LPNs who are selected for this process by email, and at that time, will provide them with the form their employer(s) must complete. This form must be sent by employers directly to the CLPNM. Forms submitted to the CLPNM by LPNs themselves will not be accepted. The LPN is, however, responsible for ensuring that their employer(s) submit the form to the CLPNM before the stated deadline.

Self-employed practising registrants, who are required to complete the verification of hours process, will be required to complete a statutory declaration related to their self-employed practice hours. The CLPNM will provide guidance on this process, along with any other specific direction necessary, by email.

For more information on the CLPNM's requirements for LPNs in self-employed practice, please refer to the [CLPNM Practice Direction: Self-Employed Practice](#).

For More Information

If you have read through this Instruction Guide and still have questions, you can access further information on CLPNM website at:

<https://www.clpnm.ca/for-registrants/continuing-competence/continuing-competence-program/>

and

<https://www.clpnm.ca/for-registrants/continuing-competence/continuing-competence-audit/>

You may also contact the CLPNM by email at ccp@clpnm.ca or by phone at 204-663-1212 or 1-877-663-1212 toll free.