



Practice directions assist practical nurses in understanding their responsibilities and legal obligations, enabling them to make safe and ethical decisions within their practice. Practical nurses are expected to comply with the information disseminated in practice directions. Failure to do so may result in investigation for misconduct and/or an audit of the nurse's practice.

Purpose

The purpose of this practice direction is to provide nurses, employers, and the general public with information regarding the practice expectations of a graduate practical nurse (GPN) in Manitoba.

GPN Defined

The Licensed Practical Nurses Act (LPN Act), 2001, defines a GPN as any person whose name is entered on the College of Licensed Practical Nurses of Manitoba (CLPNM) register of graduate practical nurses. To be eligible to apply for GPN registration, an applicant must meet the criteria set out in sections 6 and 9 of the LPN Regulation, except for passing the Canadian Practical Nurses Registration Examination (CPNRE).

Eligibility criteria include:

- successful completion of a Manitoba practical nursing education program or a nursing program outside of Manitoba that the Board considers to be substantially equivalent to the program offered provincially;
- successful completion of competency assessments and/or education as required;
- a complete application along with any other information requested, and
- payment of all applicable fees.

GPN Scope of Practice

A GPN is expected to meet the entry-level competencies of the profession as described by the CLPNM. The GPN is also expected to be familiar with, and practise within, the framework of the LPN Act, LPN Regulation, Standards of Practice, Code of Ethics and Practice Directions.

In order to fulfill its mandate of public protection, the CLPNM must ensure that its practising registrants are competent and capable of providing safe nursing care. GPNs are required to work under the supervision of another regulated nurse.¹ This supervision does not always need to be direct, one-on-one supervision for every nursing function in every nursing environment. As the GPN develops his or her competence, the GPN's level of autonomy may increase.

In most practice settings, the supervising nurse must be available, on-site, to provide guidance to the GPN when required. A GPN may practise in the community, where on-site supervision may not be feasible, provided that the supervising nurse is readily available for

¹ For the purpose of this document, the term regulated nurse refers to a licensed practical nurse, a registered nurse, or a registered psychiatric nurse in good standing with their respective regulatory body.

consultation and able to be physically present, if necessary, within 30 minutes.

It is the GPN's responsibility to be cognizant that:

- some practice areas may not be acceptable for employment, as supervision or support would not be available in the timeframes required by this practice direction;
- some employment settings will have policies in place that restrict GPNs from performing some nursing duties; and
- GPNs must not assume a charge role in their employment setting.

GPN Registration and the CPNRE

Once deemed eligible for GPN registration, an applicant has 10 business days to apply to the CLPNM for GPN registration. Legislation states that the GPN must write the CPNRE at the first scheduled opportunity and has up to three attempts to successfully write the examination. Any missed writing opportunities are considered unsuccessful attempts. After a first unsuccessful attempt, the GPN's registration becomes conditional. A second unsuccessful attempt results in immediate cancellation of the GPN registration. Further assessment and remediation may be required before the graduate will be eligible to write the CPNRE for the third and final time.

Duration and Expiration of GPN Registration

GPNs are responsible for ensuring that they have current GPN registration with the CLPNM prior to engaging in practice and using the GPN designation. Failure to do so constitutes professional misconduct.

To remain active on the GPN register, the graduate must renew their registration every four (4) months and must do so on or before

the expiry date or their GPN registration will be cancelled.

GPN status and registration can only be renewed for up to a maximum of twenty-four (24) consecutive months from the date of initial eligibility. If, at the end of the twenty-four (24) month period, the applicant has not successfully met all the requirements for active practising registration, the applicant will no longer be active on the GPN register and will need to complete an entire board-approved entry-level practical nursing education program.

Within thirty (30) days of CLPNM receiving notification that the GPN has passed the CPNRE, the GPN must apply for Active Practising LPN registration by submitting all required documents and fees to the CLPNM. GPN registration is cancelled thirty (30) days after the CLPNM receives notice of successful completion of the CPNRE.

The CLPNM does not issue paper registrations. Current information regarding registration status, expiry dates of the graduate registration, and any registration conditions or restrictions can be found on the Public Register which is accessible through CLPNM's website (www.clpnm.ca).

Conclusion

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

For More Information

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About the CLPNM

The CLPNM is the governing body for the licensed practical nursing profession in Manitoba. Mandated to govern its members in a manner that serves and protects the public interest, the CLPNM establishes practice requirements for the provision of safe and effective nursing care.

References

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

College of Licensed practical Nurses of Alberta (2011). *Temporary Registration Practice Statement 2*.

CLPNM (2004). *Standards of Practice*.

CLPNM (2014). *Code of Ethics*.

CLPNM (2016). *Entry-Level Competencies for the Licensed Practical Nurse in Manitoba*.

CLPNM (2016). *Nursing Competencies for Licensed Practical Nurses in Manitoba*.

Government of Manitoba (2001). *The Licensed Practical Nurses Act of Manitoba*.

Government of Manitoba (2002). *Licensed Practical Nurses Regulation*.