



COLLEGE OF
LICENSED PRACTICAL NURSES
OF ALBERTA

Policy

Conditions on a Practice Permit at Registration or Renewal

Approved: March 12, 2021



This document is linked to legislation:

[Health Professions Act](#)
[Licensed Practical Nurses Profession Regulation](#)
[Alberta Human Rights Act](#)

This document is linked to other documents that direct expectations of professional behaviour or requirements for practice:

[Standards of Practice](#)
[Standards of Practice on Restricted Activities and Advanced Practice](#)
[Code of Ethics](#)
[Substantial Equivalence](#)
[Actively Engaged Requirements for Registration and the Continuing Competence Program](#)
[English Language Proficiency Standard](#)

This document is linked to related supportive documents:

REVISIONS and UPDATES

The legislative mandate of the College of Licensed Practical Nurses of Alberta (CLPNA) is to serve and protect the public by ensuring its members deliver safe, competent and ethical nursing care. A CLPNA Policy outlines requirements and expected behaviours that will be monitored and enforced.

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Approver Council



INTRODUCTION Licensed Practical Nurses (LPNs) have the authorization to practice to their full scope of LPN practice outlined in the *Licensed Practical Nurses Profession Regulation (LPN Regulation)*. However, in certain circumstances the CLPNA may place conditions on a practice permit to protect the public. These conditions outline limitations or additional expectations an LPN must follow to practice in Alberta.

This policy expands on the responsibilities of the Registrar, registration committee, and competence committee regarding conditions on a practice permit outlined in the *Health Professions Act (HPA)*.

All LPNs are responsible and accountable for adhering to the HPA, the LPN Regulation, *Standards of Practice for Licensed Practical Nurses in Canada*, *Standards of Practice on Restricted Activities and Advanced Practice*, and the *Code of Ethics for Licensed Practical Nurses in Canada*. These documents establish the foundation of LPN professionalism in the provision of practical nursing services.

PURPOSE The purpose of this document is to explain types of conditions that may be placed on a practice permit, situations when conditions may be placed on a practice permit, and how LPNs can practice with certain conditions on their practice permit.

This policy focuses on conditions placed on a practice permit during registration or renewal. Conditions may also be placed on a practice permit by the Complaints Director or Hearing Tribunal through the conduct process, however, this policy does not address those conditions. If a condition is placed on a practice permit through the conduct process this will be communicated in writing to the member and will be noted on the public registry.

POLICY The Registrar, registration committee, and competence committee have the legislated authority to place conditions on a practice permit under sections 30 and 40 of the HPA. Conditions are limitations or parameters placed on a practice permit to allow members to continue to practice while balancing protection of the public.

There are a variety of reasons conditions may be placed on a practice permit. This policy outlines some of the most common situations where conditions may be placed.

Please note that the list of conditions in this policy is not exhaustive and the Registrar, registration review committee, and competence committee have the legislated authority to place other conditions on a practice permit.

Common Conditions on a Practice Permit

The conditions that may be placed on a practice permit following an application for registration or renewal of a practice permit include, but are not limited to, conditions that:

- the regulated member practice under supervision,
- the regulated member's practice be limited to specified professional services or to specified areas of the practice,
- the regulated member refrain from performing specified restricted activities,
- the regulated member refrain from engaging in sole practice,
- the regulated member submit to additional practice visits or other assessments,
- the member report to the registrar on specified matters on specified dates,
- the practice permit is valid only for a specified purpose and time,
- the member be prohibited from supervising students, other members or other health professionals, and
- the member complete the continuing competence requirements within a specified time.

If an LPN does not adhere to a condition on their practice permit, they may be referred to the Complaints Director or be denied a practice permit at renewal.



Reasons for Conditions on a Practice Permit

There are three common reasons a condition may be placed on a practice permit: (1) low practice hours, (2) English language proficiency, and (3) LPNs and applications subject to criminal proceedings.

Low Practice Hours

As outlined in the *Actively Engaged Requirements for Registration and the Continuing Competence Program Policy*, LPNs are required to have a minimum of 1000 hours of practice over the past four years. This policy is currently being transitioned. For a full explanation of the transition period please see the *Actively Engaged Requirements for Registration and the Continuing Competence Program Policy*.

The CLPNA is mandated to protect the public. The CLPNA ensures that LPNs have sufficient practice hours to maintain their competence as part of our continuing competence program. LPNs who have low practice hours may be denied a practice permit during renewal or may have conditions placed on their practice permit.

Exceptions to the practice hour requirements may be made in exceptional circumstances where the applicant or regulated member can demonstrate that they have a characteristic protected from discrimination under the *Alberta Human Rights Act* and can demonstrate that the protected characteristic contributed to their inability to meet the requirements. Evidence may be required before an exception is made. Each case will be assessed on an individual basis to determine whether and how accommodation can be provided. Even when there is evidence of discriminatory impact, the applicant may or may not be eligible for registration.

Conditions that are commonly placed on a practice permit resulting from low practice hours include practicing under supervision for a specific amount of time and the LPN must fulfill the practice hour requirements by a specified date.

English Language Proficiency

As outlined in the *English Language Proficiency Standard*, LPNs must have sufficient English language proficiency in speaking, listening, reading, and writing. LPNs whose primary language is not English and did not attend secondary school in Canada must provide proof of English language proficiency to the CLPNA.

Conditions may be placed on a practice permit while the CLPNA is waiting for proof of English language proficiency. Please see the *English Language Proficiency Standard* for more details. The common condition placed on a practice permit in this circumstance is that the LPN must provide proof of English proficiency by a specified date.

LPNs and Applicants Subject to Criminal Proceedings

Section 127.1(4) of the HPA requires all regulated healthcare professionals to report any charges or convictions under the *Criminal Code of Canada* to their regulatory college.

LPNs and applicants who are subject to criminal proceedings may have conditions placed on their practice permit until the criminal proceedings are concluded. The condition(s) placed on a practice permit in this situation varies and may include any of the conditions referred to above. In addition, it generally includes the requirement to report to the Registrar about the status of the criminal proceedings on a predetermined basis.

Failure to Comply with Conditions

If an LPN does not comply with a condition placed on their practice permit, it may result in denial of a practice permit at renewal. In addition, failure to comply with a condition on a practice permit may result in the matter being referred to the Complaints Director for review in accordance with the unprofessional conduct provisions in part four of the HPA.



Requirements for Following a Supervision Condition on a Practice Permit

If the Registrar, registration committee, or competence committee places a supervision condition for an LPN, the minimum level of supervision required to practice will be noted on the practice permit and in the decision letter.

The definitions of the different types of supervision are as follows:

- **Direct Supervision:** a regulated member or an authorized practitioner is physically present at the point of care.
- **Indirect Supervision:** a regulated member 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 provide assistance when needed.
- **Indirect Remote Supervision:** a regulated member 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.

LPNs with a condition of supervision may perform restricted activities under indirect remote supervision at minimum. Despite a condition to practice under indirect remote supervision at minimum, some restricted activities have additional supervision requirements. These requirements are outlined in the *Standards of Practice for Licensed Practical Nurses on Restricted Activities and Advanced Practice*.

LPNs with a condition of supervision may not assume a charge role with the responsibility to assign care and/or supervise another regulated or unregulated health care provider.

Right to Request Review

Where a condition is placed on the applicant or LPN's practice permit in accordance with section 30 or 40, the applicant has the right to request a review of the decisions. Reviews are considered by the Registration Review Committee.

CONCLUSION The document outlines types of conditions that may be placed on a practice permit, common situations when conditions may be placed on a practice permit, and how LPNs can practice with certain conditions on their practice permit.

Placing conditions on a practice permit allows an LPN to continue practicing while also allowing the CLPNA to uphold its mandate to protect the public.

If after reading this document you have questions about conditions on a practice permit, please contact the CLPNA's Registration Team using [Ask CLPNA](#), or by phone at 780-484- 8886 or 1-800-661-5877 (toll free in Alberta).