Resource Guide for Internationally Educated Nurses
Resource Guide for
Internationally Educated Nurses

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Produced by: Professional Development and Conferencing Services, Faculty of Medicine, Memorial University of Newfoundland

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- Regional Health Authorities of the province of Newfoundland and Labrador

Permission was obtained from the Newfoundland and Labrador Health Boards Association Physician Recruitment Office to use the following documents to create this Resource Guide:

- Guide for International Medical Graduates (Professional Development and Conferencing Services, Faculty of Medicine, Memorial University of Newfoundland, 2009)
- Newfoundland and Labrador Physician Orientation Guide (Professional Development and Conferencing Services, Faculty of Medicine, Memorial University of Newfoundland, 2009)
Let Us Welcome You!

The Government of Newfoundland and Labrador appreciates the significant contributions made to our health care system by internationally educated professionals and we value the new perspectives and innovative ideas that these individuals bring to our province.

Our policy on Multiculturalism articulates the Provincial Government’s commitment to the promotion of multiculturalism and cross-cultural understanding where the diversity of all people is valued, supported and enhanced to collectively build a self-reliant, prosperous province. Through the Office of Immigration and Multiculturalism (OIM) the provincial government has implemented a provincial immigration strategy, Diversity - “Opportunity and Growth” and policy on multiculturalism. Copies are available at www.nlimmigration.ca.

The Provincial Government recognizes the crucial role that nurses play in our health care system. The Department of Health and Community Services, through the Provincial Chief Nurse, is involved in a number of initiatives that support nurses, including the development of this Resource Guide for Internationally Educated Nurses.

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1The electronic version of this document contains website hyperlinks. These are bold green underlined. To access websites, simply click on the text.

A complete website address listing is available in Section 5: Online Resource Hyperlinks. Website addresses are current at time of printing.
Message from the Provincial Chief Nurse

It is indeed my pleasure to welcome you to Newfoundland and Labrador. A nursing career in this province offers many possibilities and rewards. The diversity of our province and of nursing practice here provides numerous opportunities for both personal and professional growth.

Newfoundland and Labrador has a long and successful history of recruiting Internationally Educated Nurses (IENs), particularly for the rural and remote areas of our province. The specific needs of IENs as they make the transition to nursing practice in Canada are well recognized. To assist in this regard, the Department of Health and Community Services invested in strategies to strengthen IENs preparation for practice in the provincial health care system. This resource guide is one component of an orientation program designed to assist with the successful integration of IENs into the workplace, the nursing profession and the community. The resources identified in the guide are meant to provide a foundation for beginning your journey as a nurse in Newfoundland and Labrador.

Nurses play a key role in achieving positive patient, organizational and system outcomes. I look forward to your contribution to nursing practice and the health care system. Thank you for choosing Newfoundland and Labrador!

Anita Ludlow
Provincial Chief Nurse
Using the electronic version (PDF) of this Resource Guide

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The electronic version of this document is found on: www.practicenl.ca/nursing/nursing_portal_welcome.asp

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Introduction

This Resource Guide is designed to provide Internationally Educated Nurses entering practice in Newfoundland and Labrador with information about our province, the health and community services system, nursing organizations and other resources that may help with the transition to nursing practice in Newfoundland and Labrador. The information in this Guide is meant to be used for reference purposes only and further information can be obtained through the various links identified within this document.

In this document, IEN, encompasses those internationally educated individuals seeking licensure as a Registered Nurse (RN) or Licensed Practical Nurse (LPN) in the province of Newfoundland and Labrador.
Section 1
Newfoundland and Labrador at a Glance

Geographical Information

The province consists of two sections, the Island of Newfoundland and the mainland portion, Labrador. The most easterly province in Canada, Newfoundland and Labrador lies between the 46th and 61st parallels.

Area: 405,212 km² (156,453 mi²)
Population: 508,270 (*April 2008)

Approximately 181,113 people currently live in St. John’s where the capital city is located.

History

Resource-rich and strategically located, Newfoundland and Labrador became Canada’s tenth and most easterly province in 1949.

Time Zone

There are six time zones in Canada. The Island and the eastern part of Labrador are in Newfoundland Standard Time (NST) which is 0.5 hours ahead of Atlantic Standard Time (AST); 1.5 hours ahead of Eastern Standard Time (EST); 2.5 hours ahead of Central Standard Time (CST); 3.5 hours ahead of Mountain Time (MT); and 4.5 hours ahead of Pacific Standard Time (PST). A map depicting time zones is available in the local telephone directory.

Standard and Daylight Saving Time

In Newfoundland and Labrador, Daylight Saving Time begins one minute after midnight (12:01 am) local time on the second Sunday in March. This means clocks are adjusted forward by one hour. On the first Sunday in November, areas on Daylight Saving Time return to Standard Time at one minute after midnight (12:01 am) local time. The clocks are adjusted back one hour.
Climate

The Island of Newfoundland has a temperate maritime climate. Winters on the island are generally mild, with the average temperature between 0°C and -7.5°C; summer average temperature is between 10°C and 23°C. In Labrador, winters are colder and come with more snowfall. Average winter temperature is between -10°C and -25°C; summer average ranges between 5°C to 21°C.

Languages Spoken

Canada is officially a bilingual country (English and French). Ninety-five percent of the people in this province speak English as a first language. Other languages spoken include French, Innu-aimun, Inuktitut, and Mi’kmau(w). French-speaking communities are located on the Port-au-Port peninsula on the west coast of the Island.

Our People

Newfoundland and Labrador is the Canadian jurisdiction with the highest mean age (42 years). It is anticipated that by the year 2017, 20% of residents will be over 65 years and more than 45% will be over 50 years. Newfoundland and Labrador has the lowest proportion of the population under the age of 15 (15.5%).

Major Industries

A majority of people are employed in government services, education, retail, and support services. Since the mid 1990’s, tourism has become a large part of the provincial economy.

The 2003 Royal Commission Report, entitled Our Place in Canada, demonstrates our ongoing contribution to Canada since becoming its tenth province in 1949. For example, Newfoundland and Labrador has:

- one of the world’s most lucrative multi-species marine fishing resources
- powerful Churchill River hydro-electric resources in Labrador
- massive iron ore deposits in Labrador and the world’s largest nickel deposit
- substantial forestry resources on both the island and in Labrador
- significant off-shore oil and gas resources within our coastal zones

Our Place in Canada can be downloaded or viewed at www.exec.gov.nl.ca/royalcomm/finalreport/default.html
Levels of Government

There are three levels of government in Canada: federal, provincial, and municipal. Each is duly elected by the citizens.

Government of Canada

Canada is divided into ten provinces and three territories. The federal government has responsibilities in international relations, immigration, defense, and criminal law. All federal departments, contacts, and information, can be found online at the Government of Canada website www.canada.gc.ca or in the Blue Pages of the telephone book, under Government of Canada.

Government of Newfoundland and Labrador

Each of the ten provinces and three territories has its own government. Each government is responsible for health, education, highways, tourism, agriculture, and industry. Provincial government departments and contact information can be found online on the Government of Newfoundland and Labrador website www.gov.nl.ca or in the Blue Pages of the telephone book, under Government of Newfoundland and Labrador.

The Nunatsiavut Government is a regional Inuit government within the province of Newfoundland and Labrador, that has authority over many central governance areas including health.

Municipalities of Newfoundland and Labrador

Municipal governments (cities, towns, communities) are established by the province and provide services such as water supply, sewage and garbage disposal, roads, sidewalks, street lighting, building codes, parks and playgrounds. There are approximately 282 municipal governments in Newfoundland and Labrador.

For information, visit Municipalities of Newfoundland and Labrador website: http://municipalitiesnl.com.

Infrastructure

There are good systems of roads, ferries and air services that connect cities, towns and small communities throughout the province.

Newfoundland and Labrador communities have access to electricity, telephone, clean water, good roads and a good system of public education, health care facilities, legal and financial services and public libraries. Most communities have internet services.
Education System

Public education spans primary, elementary, junior high and high school levels for all children from approximately 5 to 17 years of age. There are a number of both public and private post-secondary institutions that offer degrees, diplomas and certificates in a wide variety of subject areas.

- **Memorial University of Newfoundland (MUN)**, the largest university in Atlantic Canada, has many faculties and schools:
  
<table>
<thead>
<tr>
<th>Medicine</th>
<th>Engineering</th>
<th>Science</th>
<th>Music</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing</td>
<td>Kinesiology</td>
<td>Education</td>
<td>Social Work</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>Business</td>
<td></td>
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</tbody>
</table>
  
  as well as many related research centres and facilities.

- The Baccalaureate of Nursing Program is offered at three schools in Newfoundland and Labrador:
  - **The Centre for Nursing Studies (CNS)** located in the capital city of St. John’s on the northeast coast of the island. The CNS also offers the Nurse Practitioner Program and a variety of continuing education programs and workshops for RN’s.
  - **Western Regional School of Nursing (WRSN)** located in Corner Brook on the west coast, the second largest city on the island
  - **Memorial University School of Nursing (MUN)** located on the St. John’s campus of the University. Memorial University School of Nursing also offers a Master of Nursing program.

- The Practical Nursing Program (PN) is offered at the following schools:
  - **Centre for Nursing Studies (CNS)** is located at Southcott Hall in the L.A.Miller Centre Complex, a centre for continuing care in St. John’s. CNS offers the LPN Program and a variety of continuing education programs.
  - **College of the North Atlantic (CNA)** is a public college that offers the Practical Nursing (PN) Program at several locations.

About our Wonderful People

Newfoundlanders and Labradorians . . .

. . . have a unique identity and a distinct culture that distinguish us from the rest of Canada.
. . . are blessed with a sense of place and belonging, and an assurance that our province is the best place in the world to work, live and raise a family.
. . . have a passion for our cultural and artistic heritage, and enjoy a strong sense of connection to the land and the sea.
. . . are warm, friendly individuals who are proud of our rich history and diverse and vibrant culture.
. . . are a traditional people with a gritty sense of humor accompanied by a strong sense of community. This “gift” is truly a part of our culture to treasure and celebrate.
. . . have strong family ties that can extend over many generations and across great distances. For us, this will always be “home”.
Newfoundland English

Newfoundland English is a name for several dialects of English found in the province of Newfoundland and Labrador, often regarded as the most distinctive dialect of English in Canada. Some specific Newfoundland dialects are similar to the accent heard in the southeast of Ireland, while others are similar to those of West Country England, or a combination of both, mainly due to mass immigration from a limited number of ports in those specific regions. The French have also left their mark on the province. Some place names in Newfoundland and Labrador are French, and there are communities where the locals have a French accent, and others where the inhabitants still speak the French language.

These separate dialects developed because of our history and geography. Newfoundland was first settled by England in the early 1600’s, with settlers from Ireland, Scotland and France arriving between the 17th and 20th centuries. Then in 1907 Newfoundland became an independent Dominion within the British Empire, and by 1949 became the tenth province of Canada. Newfoundland, the island part of the province, is separated from Labrador, the less populated mainland part of the province, by the Strait of Belle Isle. Our distinct dialects developed over the decades and are now easily identified and quite different from other parts of Canada.

Give yourself time to fully understand local expressions, accents and manners of speech. Ask for clarification when expressions are used that you don’t understand. The “Dictionary of Newfoundland English” (www.heritage.nf.ca/dictionary/d2ction.html) documents delightful and unique local words, phrases and humor.

<table>
<thead>
<tr>
<th>Colorful Newfoundland Sayings</th>
<th>Standard English</th>
</tr>
</thead>
<tbody>
<tr>
<td>“Mind your mouth.”</td>
<td>Your language is not acceptable.</td>
</tr>
<tr>
<td>“You are like a fish out of water.”</td>
<td>Not at home in your environment.</td>
</tr>
<tr>
<td>“You’ll do it in the long run.”</td>
<td>Eventually you will succeed.</td>
</tr>
<tr>
<td>“A scoff and a scuff.”</td>
<td>Dinner and dance.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>As a nurse you may also hear...</th>
<th>Standard English</th>
</tr>
</thead>
<tbody>
<tr>
<td>“What ails me?”</td>
<td>What’s wrong with me?</td>
</tr>
<tr>
<td>“My joints are acting up.”</td>
<td>My joints are hurting.</td>
</tr>
<tr>
<td>“My toe is festered.”</td>
<td>My toe is infected.</td>
</tr>
<tr>
<td>“I should put a poultice on it.”</td>
<td>Poultice - a warm, moist bread mixture wrapped in cloth.</td>
</tr>
<tr>
<td>“When will she be better?”</td>
<td>When will she have her baby.</td>
</tr>
<tr>
<td>“I finds my leg.”</td>
<td>My leg hurts.</td>
</tr>
<tr>
<td>“I have awful pain right through me.”</td>
<td>I have pain in my chest.</td>
</tr>
<tr>
<td>“I have problems making my water.”</td>
<td>I have trouble urinating.</td>
</tr>
</tbody>
</table>
About Our Lifestyle and the Influence of Our Location

- Enjoy activities such as skiing, snowshoeing, snowmobiling, golf, tennis, sport fishing, hunting, photography, canoeing, kayaking, hiking, camping, and whale and bird watching.
- Experience nature at its finest with our clean air and open spaces in a safe and secure environment.
- Become part of our close-knit communities, enjoy our low crime rate and find your own balance between the joys of work, family and friends.
- Practice in well-maintained, well-equipped and well-staffed work environments where the challenge of our geography has been met using state-of-the-art communications and the most up-to-date technology including Picture Archiving and Communication System (PACS), Telehealth, virtual classrooms, on-line Continuing Nursing Education (CNE) and computerized health records.
- Enjoy living in a health-conscious society where smoking is not permitted in public offices, schools, hospitals, stores, shopping malls, restaurants or pubs.
- Take part in organized sports and join in the fun by participating in the wide range of recreational, educational and social activities that are held in our communities.
- Practice safe driving where seat belt use is mandatory and cell phone use while driving is prohibited.
- Enter an economy where citizens can still expect to own their own homes based on one of the most reasonably-priced real estate markets in Canada.
Section 2

Health Systems

Canadian Health Care System

The federal, provincial and territorial governments have responsibilities for the health care system in Canada. Health Canada is the federal government department responsible for helping Canadians maintain and improve their health. Health Canada’s commitment is:

*To improving the lives of all of Canada’s people and to making this country’s population among the healthiest in the world as measured by longevity, lifestyle and effective use of the public health care system.*

Canada’s National Health Insurance Program

Canada’s national health insurance program, often referred to as “Medicare”, is designed to ensure that all residents have reasonable access to necessary hospital and physician services on a pre-paid basis. Instead of having a single national plan, we have a national program that is composed of 13 interlocking provincial and territorial health insurance plans, all of which share certain common features and standards of coverage. In Newfoundland and Labrador this is the Medical Care Plan (MCP).

The Canada Health Act (1984) further entrenches the right of every Canadian to the 5 fundamental principles of Medicare which are:

- **Comprehensiveness**: all necessary physician and hospital services are covered
- **Universality**: services are available to all insured citizens
- **Accessibility**: citizens have access to all covered health care services under uniform terms and conditions regardless of ability to pay
- **Public administration**: the government is the single payer for all covered services
- **Portability**: citizens are covered across the country

Provincial and territorial governments are responsible for the management, organization and delivery of health services for their residents.
Funding for health care is provided by the federal government in the form of transfer payments to the provinces based on per capita formulae. To qualify for their full share of the federal cash contribution available under the Canada Health Transfer (CHT), provincial governments are required to meet the criteria, conditions and standards set out in the Canada Health Act.

**Health Care Services**

The Canadian Health Care System has three levels of care: primary, secondary, and tertiary.

<table>
<thead>
<tr>
<th>Level</th>
<th>Description</th>
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<tbody>
<tr>
<td><strong>Primary Care</strong></td>
<td>The first contact a person makes with the system during a given episode of illness, usually through a family physician, a medical clinic, or a nurse practitioner.</td>
</tr>
<tr>
<td><strong>Secondary Care</strong></td>
<td>Service from a specialist and requires referral from a primary care health professional.</td>
</tr>
<tr>
<td><strong>Tertiary Care</strong></td>
<td>Specialized and highly technical care involved in diagnosing and treating complicated or unusual health problems. Tertiary care generally takes place in a hospital where complex diagnostic and therapeutic care can be delivered.</td>
</tr>
</tbody>
</table>

**Primary Health Care**

Primary health care is a relatively new concept, based on principles of equity, accessibility, social justice, community participation, socially acceptable technology, affordability, and collaboration within the health community. Primary health care refers to an approach to health and a spectrum of services provided by a team of providers. Primary care is the component of primary health care that focuses on health care services, including health promotion, illness and injury prevention, and the diagnosis and treatment of illness and injury. For more information on the structure and function of primary health care, please visit the Health Canada website: www.hc-sc.gc.ca.

**Health Promotion and Disease Prevention**

Health Promotion and Disease Prevention are important in the Canadian Health Care System. The World Health Organization defines health promotion as follows: “Health promotion is the process of enabling people to increase control over, and to improve their health” (WHO, 1998). Disease prevention focuses on efforts to avoid disease and injury, including comprehensive immunization programs, breast screening, cervical screening, and smoking cessation programs. Disease prevention efforts intersect with health determinants.

**Population Health**

The population health approach looks at factors that affect the health of populations and how these factors interact. It examines disease patterns and the social factors that influence them using epidemiology and other health discipline data. Health Canada has identified several key determinants, two of which are income and social status. More information on the determinants of health is located on the Public Health Agency of Canada website at www.phac-aspc.gc.ca.
Canadian taxpayers and health care consumers play a more significant role in health care development than ever before. They expect to be part of discussions related to their care and want to work collaboratively with health care providers.

Health care provision in Canada is evolving and more health care is being offered in community settings. Many people go to a local hospital to receive health care, but increasingly, government and health experts are focusing on how health care can be delivered within communities and in the home.

Newfoundland and Labrador Health Care System

Department of Health and Community Services

The primary goal of the Newfoundland and Labrador health care system is:

To provide quality health and community services to improve the health and well being of individuals, families, and communities.

The Department of Health and Community Services mandates health care service delivery to four Regional Health Authorities. Each health authority is responsible for providing hospital, long term care and community services for their region. More information about each regional health authority can be found in Section 4 (Regional Health Authorities) of this resource guide.

The four regional health authorities are:

- Eastern Health
- Central Health
- Western Health
- Labrador/Grenfell Health

Nursing Roles

The Newfoundland and Labrador health workforce is a skilled and dedicated group of more than 20,000 individuals employed by our regional health authorities. Nurses comprise almost half of the health workforce. Nursing roles in Newfoundland and Labrador include two categories of regulated nurses: Registered Nurses (RNs) and Licensed Practical Nurses (LPNs). RNs are regulated by the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) and LPNs are regulated by the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL).
The RN and LPN roles differ in terms of educational preparation, scope of practice, nursing responsibilities and degree of autonomy in practice. RNs have either a diploma or baccalaureate degree in nursing and LPNs have a practical nursing diploma. As a result of the differences in education, RNs and LPNs have different levels of autonomy in practice. RNs practice more autonomously and have a broader scope of practice than LPNs. The level of RN and LPN autonomy and the amount of consultation required are directly influenced by the client’s health status and the environment in which care is provided.

Newfoundland and Labrador has legislation that provides for nurse practitioner practice. Nurse Practitioners are registered nurses with additional education preparation and experience who possess and demonstrate the competencies to autonomously diagnose; order and interpret diagnostic tests; prescribe pharmaceuticals and perform procedures within their legislated scope of practice.

Newfoundland and Labrador has a Provincial Chief Nurse who serves as the primary contact for the Department of Health and Community Services on nursing related functions. As a member of the Senior Management Team of the Department of Health and Community Services, the Chief Nurse provides leadership, strategic advice and nursing expertise on a wide range of complex policy, planning and delivery issues. An important component of the work of the Chief Nurse is building strong partnerships with key stakeholders in identifying issues, developing and implementing strategies, and coordinating activities related to nursing issues. The Chief Nurse facilitates strategic collaboration involving provincial nursing committees and working groups to promote quality patient care and effective use of nursing resources.

**Provincial Programs and Services**

Newfoundland and Labrador’s Department of Health and Community Services has multiple strategies that guide the planning, implementation and evaluation of health services in the province. More information on these strategies is available through the Department of Health and Community Services website: [www.health.gov.nl.ca/health/](http://www.health.gov.nl.ca/health/)

Some of these provincially funded Programs and services include:

- **Immunization Program**
  This program is based on the *Canadian Immunization Guide*, Seventh Edition, 2006, which provides general guidelines, vaccine safety, adverse events following immunization, and recommended immunization programs.

- **Addiction and Treatment Services**
  There are multiple Services to assist with addictions and treatment for alcohol, drug, and gambling dependency.

- **Tobacco Reduction Strategy (TRS)**
  The Tobacco Reduction Strategy (TRS) was established by the provincial government in an effort to improve residents’ health as part of the Provincial Wellness Plan.

- **Smoke-Free Environment Act**
  After the introduction of the Smoke-Free Environment Act, a toll free Smokers’ Helpline (SHL) was established to provide the province with evidence-based, integrated, innovative, and comprehensive services to support people who want to quit smoking.
• Poison Information Centre
  The Poison Information Centre operates out of the Janeway Children’s Health and Rehabilitation Centre and serves the province and the French islands of St. Pierre et Miquelon located off the south coast of the island of Newfoundland. The centre, staffed 24 hours a day by Registered Nurses (with physician support), has access to resources from the Micromedix-Poisondex System. The Poison Information Centre contact information is: 709-722-1110 or toll free 1-866-722-1110.

• Women’s Programs
  Screening programs are available for women to help with primary prevention, early detection, and quality interventions.
    ▪ Breast Screening in Newfoundland and Labrador
      The Breast Screening Program for Newfoundland and Labrador offers screening for women 50 years of age and older. A physician requisition is not required for women age 50-69 years. Women over 69 continue in the program if they had been previously screened by the program.
    ▪ Cervical Screening Initiatives Program
      Newfoundland and Labrador’s Cervical Screening Initiatives Program is designed to decrease invasive cervical cancer rates.
      In 2007, the Provincial Government began a vaccination program to protect females against the human papilloma virus (HPV), which is known to cause many types of cervical cancer. The program is being administered to about 2,800 grade six females throughout the province.

• Organ Procurement and Exchange Network of Newfoundland (OPEN)
  Every Newfoundland and Labrador resident has the right to donate organs and tissue for transplantation, where medically suitable, and every family is offered these options, when applicable. OPEN is accessible via pager service, 709-777-6600, 24 hours a day.

• HealthLine
  HealthLine, a provincial government initiative, is a free, confidential, telephone service, 1 888-709-2929. It is available 24 hours a day, 365 days a year. It allows residents to speak with an experienced registered nurse about their health concerns and receive advice on the best approach to take, whether it is self care or a visit to a physician or health practitioner. The HealthLine is not an emergency line. The Healthline website provides information about the HealthLine service and answers frequently asked questions. For information, please visit www.yourhealthline.ca
As health delivery legislation is a provincial mandate, your orientation will include an introduction to statutes relating to the welfare of individuals in Newfoundland and Labrador. Examples of such statutes and some related acts that nurses use in practice are:

- **Access to Information and Protection of Privacy Act** provides individuals the right of access to information maintained and in control of public bodies. The privacy component of the act restricts the use, access to and distribution of personal information by public bodies.

- **Child, Youth and Family Services Act**. Health care professionals must report information/reasonable suspicion of a child who is in danger of abandonment, desertion, neglect, physical, sexual or emotional ill-treatment; failure to report is an offence.

- **Licensed Practical Nurses Act**. The Act gives the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) the right to self-regulate practical nursing in Newfoundland and Labrador, which in turn authorizes the College to determine education and license standards for LPNs.

- **Newfoundland and Labrador Registered Nurses Act**. The Act outlines progressive governance structures and disciplinary processes for the nursing profession in the province of Newfoundland and Labrador. It focuses on public protection and the accountability of registered nurses and nurse practitioners through the Association of Registered Nurses of Newfoundland and Labrador. It also outlines requirements related to the disciplinary process, regulation of the profession of nursing and ethical conduct.

- **Mental Health Care and Treatment Act**. If, in the opinion of a physician, a person requires hospitalization in the interests of his/her own safety, safety to others or safety to property, then this person may, without his/her consent, be admitted to, detained within and treated at a treatment facility, provided specific conditions are met.

- **Neglected Adults Act**. A person who believes an adult to be neglected shall report their concern to a social worker. The Director of Neglected Adults then investigates and may request a medical practitioner to examine and report on the physical and mental condition of the adult and the care and attention he/she is receiving. Failure to report neglect is an offence and is liable to a fine of $2,000 and/or imprisonment.

- **Advanced Health Care Directives Act**. An Act that supports individuals in outlining general principles regarding his/her health care treatment or in which a substitute decisions maker is appointed or both.

For further information about provincial health related legislation, visit the government website: [www.gov.nl.ca](http://www.gov.nl.ca).
Section 3
Nursing Organizations

Registered Nurse Organizations

Canadian Nurses Association (CNA)

CNA is a national association of 11 provincial and territorial nurses’ associations and colleges representing approximately 139,893 registered nurses and nurse practitioners. CNA is the national voice of registered nurses supporting them in their practice and advocating for health public policy and a quality publicly funded, not-for-profit health system. CNA speaks for registered nurses and represents Canadian nursing to other organizations and to government, both nationally and internationally. It gives registered nurses a strong national association through which they can support each other and speak with a powerful, unified voice. It provides registered nurses with a core staff of nursing policy consultants and experts in a variety of other areas such as communication and testing.

CNA provides the exam by which all registered nurses, except in the province of Quebec, are tested to ensure they meet an acceptable level of competence before beginning practice. CNA’s active role in legislative policy influences the health care decisions that affect nurses every day. It has published a large number of documents including the Code of Ethics for Registered Nurses. For further information access CNA website: www.cna-nurses.ca.

- “Code of Ethics” of the Canadian Nurses Association
  
  The Canadian Nurses Association Code of Ethics for Registered Nurses is a statement of the ethical values of nurses and of nurses’ commitments to persons with health-care needs and persons receiving care. It is intended for nurses in all contexts and domains of nursing practice and at all levels of decision making. It is developed for nurses, by nurses, and can assist nurses in practicing ethically and working through ethical challenges that arise in their practice with individuals, families, communities and public health systems. It is to be used in conjunction with the professional standards, laws and regulations that guide practice.

  Copies of the Code can be obtained from the Canadian Nurses Association website: www.cna-aiic.ca/CNA/practice/ethics/code/default_e.aspx.

- Canadian Registered Nurse Examination
  
  Canadian provinces and territories, with the exception of Québec, require successful completion of the Canadian Registered Nurses Examination as part of the registration or licensure process. At present, this examination can only be written in Canada on the recommendation of a provincial or territorial nurses association. The Canadian Nurses Association publishes The Canadian RN Exam Prep Guide, which you will find useful in preparing for the exam.
For more information on preparing for the CRNE please refer to the information provided in orientation or visit the ARNNL website: www.arnnl.ca.

- **Liability Protection for Canadian Nurses**
  In Newfoundland and Labrador all registered nurses are eligible for liability protection through membership with the Association of Registered of Nurses of Newfoundland and Labrador (ARNNL).

  The CNPS is a national non-profit society founded in 1988 to provide adequate professional liability protection to its members as an alternative to commercial insurance.

  It is very important for nurses coming to work in Canada to familiarize themselves with the legal liability and the Canadian legal system as it pertains to nursing practice. This information can be obtained by contacting CNPS and/or ARNNL.

  CNPS offers service 24 hours a day, 365 days per year. For assistance or advice, contact CNPS by calling 1-800-267-3390 (toll free) or by visiting www.cnps.ca.

- **The Canadian Nurse Journal**
  For more than 100 years the Canadian Nurse has been Canada’s leading nursing journal. It is published by the Canadian Nurses Association and serves as a primary communication tool for keeping nurses informed. All nurses who are licensed with the ARNNL will automatically receive the Canadian Nurse magazine as a component of registration.

- **NurseONE**
  NurseONE is a personalized interactive web-based resource providing nurses in Canada with access to current and reliable information to support their nursing practice, manage their careers and connect with other colleagues and health-care experts. A large variety of the most popular on-line libraries are available through NurseONE. You can assess NurseONE by logging on to www.nurseone.ca.
Welcome from the Executive Director

As Executive Director of the Association of Registered Nurses of Newfoundland and Labrador (ARNNL), I would like to extend a warm welcome to you as you begin your professional practice in our province.

No matter where you choose to practice, you will be surrounded by a community of nurses engaged in the delivery of quality care to the patients they serve. While we look forward to helping you adjust to nursing in Newfoundland and Labrador, we also are eager to learn from you. As internationally educated nurses, your knowledge and expertise will enhance our profession as a whole and health care delivery in general. You are a most welcome addition to our professional ranks.

On behalf of all your colleagues in the Association of Registered Nurses of Newfoundland and Labrador, I would like to assure you that we are here to help you as you adapt to your new surroundings. I am very pleased to welcome you to ARNNL and our wonderful Province.

Sincerely,

Margaret (Pegi) Earle, RN, MScN
Executive Director

ARNNL Overview

ARNNL is the regulatory body and professional organization representing all Registered Nurses and Nurse Practitioners in the province. In pursuit of its vision, Excellence in Nursing, ARNNL exists so there will be public protection, quality health care and healthy public policy.

Registered Nurses are self-regulated health care professionals who work autonomously and in collaboration with others. RNs enable individuals, families, groups, communities and populations to achieve their optimal health. RNs coordinate health care, deliver direct services and support clients in their self-care decisions and actions in situations of health, illness, injury and disability in all stages of life. RNs contribute to the health care system through their work in direct practice, education, administration, research and policy in a wide array of settings (CNA, 2007).

Self-regulation is based on the belief that the profession has the special knowledge required to set standards for professional nursing practice (CNA, 2002).
All practicing nurses are involved in self-regulation. Registered Nurses act in the best interest of the public and participate in self-regulation when they accept accountability for their own practice, including being accountable to understand and apply the Standards relevant to their area of practice, role and setting. The authority for the governance of all matters pertaining to the overall regulation of professional nursing in this province is granted to ARNNL through the Registered Nurses Act. This includes accountability to establish and monitor the standards for practice of members and provide consultation to assist registered nurses with the application of standards to all roles and practice settings. More information is available on the ARNNL website.

**Services** of the ARNNL include:

- **Licensure**
  Any person wishing to practice as a Registered Nurse or Nurse Practitioner in Newfoundland and Labrador must have current practicing registration with the ARNNL.

- **The Continuing Competence Program for Registered Nurses**
  The Registered Nurses Act (2008) provides for the ARNNL to make regulations regarding continuing competence.
  On an annual basis, registered nurses who wish to continue to practice are required to renew their registration with the ARNNL. To be eligible for registration renewal, commencing April 1st, 2011, all registered nurses must declare they have completed the ARNNL’s Continuing Competence Program.

- **Professional Conduct Review**
  The ARNNL has an established process for the investigation of allegations of professional misconduct against any of its members. The duty to identify and address unsafe and unethical situations is a professional, ethical and legal responsibility arising out of the RN’s obligation to protect clients from harm and to uphold the integrity of the nursing profession. These obligations are articulated in the Registered Nurses Act, Standards for Nursing Practice, Code of Ethics and other relevant legislation. Reporting to an employer or regulatory body an honestly held belief that a situation may be unsafe or unethical is not defamation or whistle blowing, but participation in a legitimate regulatory process (CNA, 1999; CNPS, 2003).

- **Education**
  **Standards of RN Nursing Education**
  Through the Registered Nurses Act, the Association of Registered Nurses of Newfoundland and Labrador (ARNNL) has the statutory responsibility to set the standards of education for entry into the nursing profession in Newfoundland and Labrador (NL) and to assess and approve all basic nursing education programs offered in this province.
  A baccalaureate degree in nursing (BN or BScN) is required for entry to nursing and initial licensure as a Registered Nurse in this province. Basic nursing education programs offered in other jurisdictions (provinces/territories) must be equivalent to nursing programs approved by ARNNL. The ARNNL recognizes the approval status as determined by other regulatory bodies in all Canadian jurisdictions and many countries in the developed world.
• Practice Standards and Supports including
  ▪ Standards for Nursing Practice
  ▪ Code of Ethics (CNA)
  ▪ Position Statements
  ▪ Guide for Addressing Safety Concerns
  ▪ Leadership including a Leadership Strategy
  ▪ Advanced Practice
  ▪ Self Employment Guidelines

• Publications
  ▪ ACCESS is published three times per year (January, May and September) by the Association of Registered Nurses of Newfoundland and Labrador. It is one of our official methods of corresponding with members. The publication is automatically distributed to all registered nurses and key stakeholders.
  ▪ ARNNL UPDATE is a short summary of the proceedings of the Annual Meeting and Council meetings and is distributed between publishings of ACCESS.

Newfoundland and Labrador Nurses Union (NLNU)

NLNU is the official trade union for approximately 5400 Registered Nurses in Newfoundland and Labrador. The NLNU website outlines all services provided. For information, please visit www.nlnu.nf.ca.

Licensed Practical Nurse Organizations

Canadian Council for Practical Nurse Regulators (CCPNR)

The Canadian Council for Practical Nurse Regulators (CCPNR) is a federation of provincial and territorial members responsible for the regulation of licensed / registered practical nurses. CCPNR supports the regulation of Licensed / Registered Practical Nurses through:
• Collaborating collectively, internally and externally with other provincial / territorial regulatory organizations to maintain and enhance professional relationships
• Supporting provincial / territorial organizations with regard to decision making, resource allocation and management issues and individual provincial / territorial regulatory laws and resources
• Supporting processes that allow for accountability and responsibility for decisions and which recognize the individuality of the jurisdiction
• Promoting excellence in practical nursing regulation by demonstrating leadership, best practice, innovation and professional development

Canadian Practical Nurse Registration Examination (CPNRE)

Canadian Provinces and territories, with the exception of Quebec, require successful completion of the Canadian Practical Nurse Registration Examination as part of the licensure process. At present, this examination can only be written in Canada on the recommendation of a provincial or territorial regulatory authority. For more information on preparing for the CPNRE, please visit www.clpnnl.ca or Canada’s Testing Company: Assessment Strategies Inc. website at www.asinc.ca.
Liability Insurance Protection for Practical Nurses

In Newfoundland and Labrador, all Licensed practical Nurses are eligible for liability insurance protection through membership with the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL). It is important for nurses coming to work in Canada to familiarize themselves with the legal liability and the Canadian legal system as it pertains to nursing practice. This information can be obtained by contacting the CLPNNL.

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL)

On behalf of the College of Licensed Practical Nurses of Newfoundland and Labrador, I would like to extend a warm welcome to you from the practical nursing profession in Newfoundland and Labrador. Moving to a new country, a new province and a new nursing career takes courage. It also creates new, exciting opportunities and new beginnings.

The mission of the CLPNNL as a self regulating profession is to promote safety and protection of the general public through the provision of safe, competent and ethical nursing care in a variety of settings including acute care, long term care, and the community. Practical nursing is a caring and supportive profession and the CLPNNL looks forward to the opportunity to guide and support you in your chosen nursing career. The CLPNNL sincerely hopes this information helps you feel welcome and I look forward to helping you adapt to your new practical nursing career.

Welcome to the beautiful province of Newfoundland and Labrador and the nursing profession.

Sincerely,

Paul D. Fisher, LPN
Executive Director/Registrar

CLPNNL Overview

The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) is the licensing authority for Practical Nurses. Its mission is to protect the public through the promotion of efficient, ethical nursing care, regulation of licensed practical nurses practice, the licensure of Practical Nurses and setting the strategic direction for the CLPNNL.

To practice as a Licensed Practical Nurses in the province of Newfoundland and Labrador, an individual must be a graduate of an approved program or equivalent and have successfully completed the Canadian Practical Nurse Registration Examination. LPNs are prepared through their initial educational programs to practice according to the Scope of Practice, Standards of Practice and Competencies for beginning practitioners. To maintain competence, lifelong learning is essential and LPNs must continue to build on their education.

The CLPNNL develops the criteria for eligibility as a Licensed practical Nurse (LPN) in Newfoundland and Labrador and sets the Standards of Practice and Code of Ethics that must be met and adhered to in order to maintain that designation. Only those with a valid license from the CLPNNL can practice as a licensed practical nurse in Newfoundland and Labrador and use the titles “Licensed Practical Nurse” or “Practical Nurse”. The CLPNNL has approximately 2700 members and is the second largest group of nurses within the discipline of nursing in Newfoundland and Labrador.
Provincial laws, especially the *Licensed Practical Nurses Act*, provide the legal framework for practical nursing and give the CLPNNL the responsibility for carrying out practical nursing regulations to protect the public interest. The CLPNNL achieved self regulation with the changes to the *Licensed Practical Nurses Act* in 2005. Self regulation means that the profession governs itself, both through the CLPNNL and individually in the sense that all members are responsible for practicing in accordance with the standards of the profession, and for keeping current and competent throughout their practical nursing careers. Every LPN is an important contributor to self regulation.

Functions of the CLPNNL include:

- Determine the education requirements and licensing standards that must be met in order to practice as a Licensed Practical Nurse
- Establish the Standards of Practice and Code of Ethics with which LPNs must comply
- Evaluate programs for the education of practical nurses in the province to determine whether these programs are operating in compliance with the prescribed standards
- Develop and publicize the functions and areas of competence of and standards of practice for LPNs
- Provide a discipline process for people (members of the public) who feel the Standards have not been met

More information is available on the CLPNNL website: [www.clpnnl.ca](http://www.clpnnl.ca/)

**Resources and Publications**

The College of Licensed Practical Nurses of Newfoundland and Labrador publishes the *Pulse* three times a year in April, August and December. It is distributed to all licensed practical nurses and key stakeholders.

The CLPNNL has also developed a number of position statements, which are available on their website.

**Newfoundland and Labrador Association of Public and Private Employees (NAPE)**

NAPE is the bargaining agent for approximately 1800 Licensed Practical Nurses throughout Newfoundland and Labrador. Information regarding the services they provide can be obtained on their website: [http://nape.nf.ca](http://nape.nf.ca/)

**Canadian Union of Public Employees (CUPE)**

CUPE represents approximately 500 Licensed Practical Nurses, some in St. John’s and the Western portion of the province. Information is available on their website: [www.nl.cupe.ca](http://www.nl.cupe.ca/). Both unions negotiate Collective Agreements with the Provincial Governments for their respective members.
Section 4
Regional Health Authorities

The province’s four regional health authorities have the legislated mandate to provide institutional acute care, community based and long term care services to the citizens of the province of Newfoundland and Labrador. Community based services include: health promotion; health protection; mental health and addictions services; community corrections; community support programs; intervention services and community health nursing services. Through the many facilities of the health authorities, primary and secondary health care services are provided. Eastern Health is the provincial referral centre for tertiary health care services.

Each of the Health Authorities is governed by an appointed Board of Trustees and is managed by a Chief Executive Officer (CEO) reporting directly to the Board. The CEO manages the authority through an Executive Management Team, which includes a Chief Nurse for each of the health authorities.

Eastern Health

On behalf of all of us at Eastern Health, I am very pleased to welcome you to our health care team. Working in Eastern Health provides a variety of work life and personal opportunities. You will work in a dynamic, fast paced environment interacting with fellow coworkers and clients of varying cultures and educational backgrounds. Eastern Health promotes lifelong learning, supports research, and recognizes the importance of providing a quality workplace environment. We look forward to working with you.

- Louise Jones
  Senior Vice President and Chief Nursing Officer
  Eastern Health
Location of Health Services and Facilities

The region extends from St. John’s, west to Port Blandford, encompassing all communities on the Avalon, Burin, and Bonavista Peninsulas.

Programs and services are administered in seven acute care hospitals, six health care centres, 12 long-term care facilities, a cancer care centre and a rehabilitation centre. They are staffed by more than 12,000 health care and support services professionals. The General, Janeway Children’s Health and Rehabilitation Centre, St. Clare’s and the Waterford hospitals are located in St. John’s. Other acute care facilities are located in Clarenville, Carbonear and Burin. A rehabilitation centre and a cancer care centre are located in St. John’s and long-term care facilities and health centres are located throughout the region.

The General Hospital, Janeway Children’s Health and Rehabilitation Centre, St. Clare’s Hospital and the Waterford Hospital are located in St. John’s. Other acute care facilities are located in Clarenville, Carbonear and Burin. A rehabilitation centre and a cancer care centre are located in St. John’s and long-term care facilities and health centres are located throughout the region.

Eastern Health employs more than 12,000 health care and support services professionals. Eastern Health serves a population of more than 290,000.

Organizational Structure and Services

The administrative headquarters of Eastern Health is located in St. John’s. Eastern Health’s organizational structure includes a Board of Trustees, appointed by government.

- **Nursing Staff Organization**
  Nursing staff function within a Program based clinical structure, reporting to divisional managers who may or may not be nurses. The professional practice of Nursing is supported by the organization’s Chief Executive Nurse and the Department of Professional Practice (Nursing) lead by a Director and supported by Professional Practice Consultants for each of the clinical Programs. The Professional practice structure is responsible for development of standards, policies and procedures, and staff collaborate closely with clinical managers and directors in implementing and evaluating the professional practice environment.

- **Services**
  Seven acute care hospitals provide a full range of in-patient and out-patient services including: internal medicine and its sub specialties; general surgery; pediatrics and its sub specialties; obstetrics and gynecology; anesthesiology and critical care; mental health and addictions; ear, nose and throat, and dentistry; ophthalmology; neurosurgery; vascular, thoracic and cardiac surgery; orthopedics; urology; emergency; diagnostic imaging and laboratory services.

  Community Health Centres provide a variety of out-patient and emergency services and some include the capacity for holding beds.

  Twelve long-term care facilities throughout three region provide residential and respite services. Some of these facilities also provide day programs and palliative care services.
Teaching

Eastern Health provides education for health professionals through Memorial University’s Faculty of Medicine and Schools of Nursing and Pharmacy. It also plays a key role in the education of students from other Post Secondary institutions such as the College of the North Atlantic. Eastern Health operates the Center for Nursing Studies located in St. John’s.

Central Health

Welcome to our health care team. At Central Health we strive to provide you with a rewarding nursing experience in a friendly environment that promotes both personal and professional growth.

- Trudy Stuckless
  Vice President, Professional Standards and Chief Nursing Officer
  Central Health

Location of Health Services and Facilities

Central Health is the second largest region in Newfoundland and Labrador, serving approximately 94,000 residents with about half the total population residing close to two major communities, Gander and Grand Falls-Windsor. The region extends from Charlottetown in the east, to Fogo Island in the northeast, to Harbour Breton in the south, and to Baie Verte in the west.

Organizational Structure and Services

The corporate headquarters is located at Grand Falls-Windsor. The organizational structure and delivery of health services within Central Health reflects the large geographic region and the population centres within the region, as well as long established traditional health referral patterns and service delivery arrangement.

- Nursing Staff Organization
  Nurses work in interdisciplinary teams and report to nursing managers. Nursing services are organized in a traditional nursing department structure lead by a Vice President, Professional Standards and Chief Nursing Officer(CNO). The CNO functions as a member of the Executive Team and in this leadership capacity is well positioned to advice the Board, CEO and the Executive Management Team on clinical nursing and patient care matters.

  The Nursing Organization has Professional Practice Leaders, reporting to the CNO, who are responsible for leading the development and maintenance of standards, and of an environment conducive to quality nursing practice. Nurses from all domains of nursing practice including clinical, management, research and education, are directly involved with the development of policies, procedures and standards for professional nursing practice.
Interdisciplinary teams of professionals work together to provide patient care in all settings. Nurses are an integral part of these teams, playing a pivotal role in coordination of patient care.

Services

Central Health operates 35 community health centres, and 13 health facilities including two regional referral centres, six health centres and five long-term care facilities. It employs approximately 3,000 people throughout the region. The two regional referral centers offer a variety of specialty services including 24 hour on-site emergency services, laboratory, diagnostic imaging, anesthesia, general internal medicine, general surgery, neurology, obstetrics and gynecology, ophthalmology, pediatrics, pathology, psychiatry and radiology. Urology services are also available in Grand Falls Windsor.

The region has nine designated emergency sites. Most sites have a medical clinic and a combination of acute/long-term care beds supported with a medical transfer system. As well, most sites offer basic diagnostic services.

Central Health also has five dedicated long-term care facilities providing residential, respite, day programs and palliative services.

Teaching

Central Health educates health professionals through agreements with Memorial University’s Faculty of Medicine and Schools of Nursing and Pharmacy. It also plays a key role in the education of students from other Post Secondary institutions such as the College of the North Atlantic. Information regarding Central Health can be obtained from their website: www.centralhealth.nl.ca/

Western Health

With a passion for nursing excellence, we take pride in providing a positive experience for both our professionals and clients. The Western Region is a special place of natural beauty and natural history, and, like all of Newfoundland and Labrador, you will enjoy our many amenities and great outdoor life.

I would like to warmly welcome you to our team at Western Health.

- Catherine McDonald RN MN
  Vice President Professional Practice/Chief Nursing Officer
  Western Health

Location of Health Services and Facilities

Corporate headquarters is located in Corner Brook, the province’s second largest city. Western Health operates 20 community-based offices, 22 medical clinics and 9 health facilities within the region and employs approximately 3,000 staff.
Western Health is responsible for services to approximately 82,000 residents with half residing in the Corner Brook – Humber Valley area. Western Health’s geographical boundaries are from Port aux Basques in the south, east to Francois, north to Jackson’s Arm and then northwest to Bartlett’s Harbour on the Great Northern Peninsula.

Organizational Structure and Services

The organizational structure and delivery of health services within Western Health reflects the large geographic region and the population centres within the region, as well as long established traditional health referral patterns and service delivery arrangements.

- Nursing Staff Organization
  Nursing staff work in a decentralized, program based departmental structure, reporting to a clinical manager who may or may not have a professional nursing background. Registered nurses play a critical role as members of interdisciplinary teams of professionals who provide patient services in the various settings including acute, community and long term care.

  Nursing policies, procedures and standards of practice are developed by nurses working in the various domains of nursing practice including clinical practice, education, management and research.

  Maintenance of quality nursing care and services, as well as an environment conducive to this is a primary responsibility of the Vice President, Professional Practice and Chief Nursing Officer (CNO). The CNO is a member of the Executive Team, and in this leadership capacity, is well positioned to advise the Board, CEO and Executive Team on matters relating to professional nursing and patient care.

- Services
  Western Health is a fully integrated health and community services organization, which offers community-based programs and acute and long-term care services. Primary health care, secondary acute care and adult rehabilitation and longer term care service are provided through the many facilities operated by Western Health.

  Western Memorial Regional Hospital in Corner Brook is the referral centre for the region providing a broad range of specialist treatment and diagnostic services. The hospital located in Stephenville provides a full scope of primary health care in-patient and clinical services, as well as general internal medicine, surgical (including general surgery, obstetrics/gynecology and ophthalmology), psychiatric and anesthesiology services. The remainder of the health facilities offer medical and diagnostic services including acute care and inpatient beds. These facilities receive and care for patients in their direct catchment areas.

Teaching

Western Health educates health professionals through agreements with Memorial University’s Faculty of Medicine and Schools of Nursing and Pharmacy. Western Health also plays a key role in the education of students from other Post Secondary institutions such as the College of the North Atlantic. Western Health operates the Western Regional School of Nursing located in Corner Brook.

For a full overview of Western Health, please visit their website: [www.westernhealth.nl.ca](http://www.westernhealth.nl.ca/)
I welcome you to our team at Labrador-Grenfell Health.

Living and working with us will provide you with experiences that are both unique and satisfying.

The breathtaking beauty of our “Big Land” and the cultures of its people will afford you a rewarding personal experience and a work life that is rich and fulfilling. I look forward to sharing what we have with you.

Julie Nicholas
Vice President Acute Care Services &
Chief Operating Officer (South)
Labrador-Grenfell Health

Location of Health Services and Facilities

Labrador-Grenfell Health is responsible for services to about 40,000 residents of communities located in Labrador, including a number of First Nation’s communities, and north of Bartlett’s Harbour on the Great Northern Peninsula of the island portion of the province. The region has a vast geographic area comprising of about 120,000 square miles comparable in area to the British Isles. The administrative headquarters is located in Happy Valley Goose Bay. Approximately 1,200 people are employed in Labrador-Grenfell Health facilities.

Organizational Structure and Services

The corporate headquarters is located in Happy Valley-Goose Bay. The organizational structure and delivery of health services within Labrador-Grenfell reflect the large geographic region and the population centres within the region, as well as long established traditional health referral patterns and service delivery arrangements.

• The Nursing Organization
  Nurses function in a variety of settings. Some, very remote, where they are the sole health care provider and in others, nurses play an integral role as a member of interdisciplinary professional teams providing care to target patient populations or groups.

  The Nursing Organization is decentralized with nurses reporting to clinical leaders who may or may not be nurses. There is a Chief Nursing Officer position as a part of the Executive Management Team, advising the Board, CEO and the Executive Team of issues relating to patient care and professional nursing practice. The CNO is responsible for ensuring the development, implementation and evaluation of an effective professional practice environment for nursing.

  Nurses in all domains of practice, including direct clinical practice, education and management are involved with the development of policies, procedures and standards for nursing practice.
Service

Labrador-Grenfell Health is a fully integrated health and community services organization that provides both primary and secondary health services to residents of the region. These services include: acute care, diagnostic imaging, continuing and long-term care, mental health and addictions, health promotion, family and rehabilitation, child protection and intervention, adoption, child care, residential and community health nursing.

In aboriginal communities, Labrador-Grenfell Health is joined by the Nunatsiavut Department of Health and Social Services, two Innu Band Councils, the Labrador Métis Nation, Health Canada and private health practitioners in the delivery of community health programs.

Labrador-Grenfell Health has three hospitals strategically located throughout the region in Labrador City, Happy Valley-Goose Bay and St. Anthony. Labrador-Grenfell Health operates additional facilities, including three community health centres, 14 community clinics/nursing stations and three long-term care homes. Child Youth and Family Services offices are also located in various communities in the region.

Teaching

Labrador-Grenfell educates health professionals through agreements with Memorial University’s Faculty of Medicine and Schools of Nursing and Pharmacy. Labrador-Grenfell Health also plays a key role in the education of students from other Post Secondary institutions such as the College of the North Atlantic.

For more information on Labrador-Grenfell Health, please visit www lghealth ca
Section 5
On-Line Resource Hyperlinks

Disclaimer: Web links provided in this guide were current at time of printing.

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<td><a href="http://www.lghealth.ca">www.lghealth.ca</a></td>
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<td>Medicare</td>
<td><a href="http://www.nlhba.nl.ca">www.nlhba.nl.ca</a></td>
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<td>Memorial University of Newfoundland</td>
<td><a href="http://www.mun.ca">www.mun.ca</a></td>
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<td>Memorial University of Newfoundland, Professional Development and Conferencing</td>
<td><a href="http://www.med.mun.ca/pdcs/">www.med.mun.ca/pdcs/</a></td>
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<td>Services</td>
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<td><a href="http://www.mun.ca/nursing">www.mun.ca/nursing</a></td>
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<td>Newcomer Magazine</td>
<td><a href="http://www.cnmag.ca">www.cnmag.ca</a></td>
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<td>Newfoundland and Labrador Association of Public Employees (NAPE)</td>
<td><a href="http://www.nape.nf.ca">www.nape.nf.ca</a></td>
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<td>Newfoundland and Labrador Health Boards Association (NLHBA)</td>
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<td>Newfoundland and Labrador Nurses Union (NLNU)</td>
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<td>Newfoundland and Labrador Tourism</td>
<td><a href="http://www.explorenewfoundlandandlabrador.com">www.explorenewfoundlandandlabrador.com</a></td>
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<td>Newfoundland and Labrador Office of Immigration and Multiculturalism (OIM)</td>
<td><a href="http://www.nlimmigration.com">www.nlimmigration.com</a></td>
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<td>NurseONE</td>
<td><a href="http://www.nurseone.ca">www.nurseone.ca</a></td>
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<td>Our Place in Canada</td>
<td><a href="http://www.exec.gov.nl.ca/royalcomm/finalreport/def">www.exec.gov.nl.ca/royalcomm/finalreport/def</a></td>
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<td>PracticeNL</td>
<td><a href="http://www.practicenl.ca">www.practicenl.ca</a></td>
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<td>Provincial Nominee Program</td>
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<td>Public Health Agency of Canada</td>
<td><a href="http://www.phac-aspc.gc.ca">www.phac-aspc.gc.ca</a></td>
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<td>Real Estate</td>
<td><a href="http://www.homesplus.nf.net">www.homesplus.nf.net</a></td>
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<td>Western Health</td>
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