

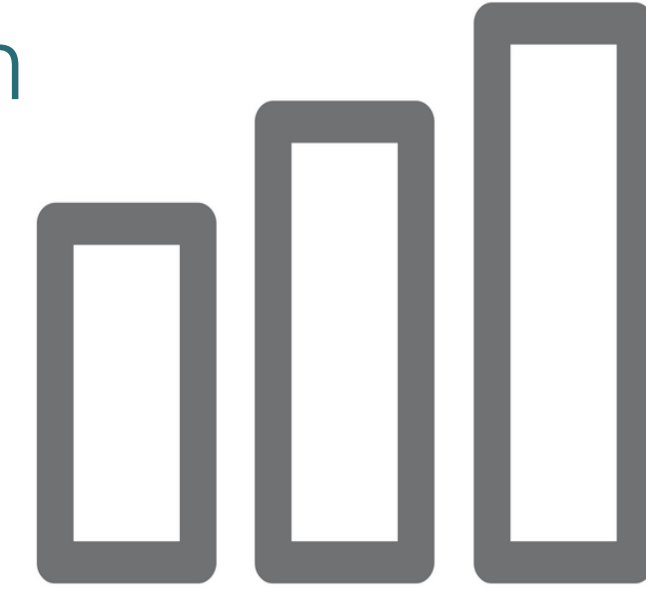
LPNs in AHS's Emergency Departments, Mental Health units, and Labour & Delivery units: Recommendations to Improve LPN Optimization

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Two phase study

Phase 1 Research Question: How are LPNs distributed in EDs, L&D units, and mental health units across AHS?

Data collection: Patient and staff administrative data analysis



Phase 2 Research Question: Are there gaps in how LPNs are utilized?

Data collection: Interviews and document reviews



Key Results



Overlap between RN & LPN roles caused confusion

LPNs have limited opportunities for advancement



LPNs have limited education and training opportunities



Greatest factor limiting scope: Confusion about what LPNs can and cannot do

Greatest factor facilitating working to full scope: Supportive manager and colleagues



Strategies to Optimize LPNs



Identify what activities need to be done and which healthcare providers can do those activities



Understand the current LPN scope of practice in your setting



Clarify unit roles to reduce confusion and role overlap so everyone knows what they are supposed to be doing



Make sure appropriate change management, strong leadership, and supports are in place for LPNs and existing healthcare providers

Are LPNs right for my unit?

If you're not sure what an LPN can do in your setting, you can contact:



The **CLPNA** is always available to answer questions around LPN practice: info@clpna.com

AHS's Health Professions and Strategic Practice group, **HPSP**, is a great resource to see what LPNs can do in your setting: practice.consultation@ahs.ca