C: Safety
Competency: C-1
Fire Emergency

A Licensed Practical Nurse will:

C-1-1 Demonstrate ability to apply critical thinking and clinical judgment in response to a fire emergency.

C-1-2 Demonstrate knowledge of fire safety policy, procedures, and staff responsibilities in the event of a fire in the health care setting.

C-1-3 Demonstrate knowledge and ability to be prepared for a fire emergency, i.e., know the location and understand the operation of all fire safety equipment such as:
- fire exits
- fire / smoke doors
- pull stations
- extinguishers.

C-1-4 Demonstrate knowledge and ability to respond to a fire situation, e.g., (REACT):
- Remove those who are in immediate danger
- Ensure doors are closed and fire is contained in one area
- Activate the fire alarm
- Call appropriate personnel to report fire
- Try to extinguish fire using appropriate equipment, if safe to do so.

C-1-5 Demonstrate ability to evacuate clients as appropriate.

C-1-6 Demonstrate ability to appropriately record fire and follow-up actions.
Major Competency Area: C
Safety

Priority: One

Competency: C-2
Disaster Emergencies

Date: September 1, 2005

A Licensed Practical Nurse will:

C-2-1 Demonstrate ability to apply critical thinking and clinical judgment in response to a disaster emergency.

C-2-2 Demonstrate ability to take immediate action to ensure safety of clients.

C-2-3 Demonstrate knowledge to initiate the appropriate response to the emergency.

C-2-4 Demonstrate knowledge of the established disaster plan.

C-2-5 Demonstrate knowledge and ability to respond to off duty callback.

C-2-6 Demonstrate knowledge of policy, procedures, and staff responsibilities in the event of a disaster in the health care setting.

C-2-7 Demonstrate ability to carry out actions of disaster plan.

C-2-8 Demonstrate ability to collaborate with other health professionals in triage of clients.

C-2-9 Demonstrate knowledge and ability to triage clients.

C-2-10 Demonstrate ability to communicate the disaster action plan to colleagues, clients, families, and others.

C-2-11 Demonstrate ability to recognize that personnel directly involved in facility response may require critical incident stress debriefing.

C-2-12 Demonstrate ability to participate in critical incident stress debriefing.
Major Competency Area: C

Safety

Priority: One

Competency: C-3

Bomb Threat

Date: September 1, 2005

A Licensed Practical Nurse will:

C-3-1 Demonstrate critical thinking and clinical judgment in response to a bomb threat.

C-3-2 Demonstrate knowledge and ability to adhere to agency policy regarding a bomb threat such as:
- determine location of “alleged” bomb
- obtain name of caller if possible
- obtain telephone number of caller and who they represent
- notify appropriate personnel / authorities.

C-3-3 Demonstrate ability to remove clients and visitors from immediate danger.

C-3-4 Demonstrate ability to record and document incident.
Major Competency Area: C
Safety

Competency: C-4
Missing Client Situation

Priority: One

Date: September 1, 2005

A Licensed Practical Nurse will:

C-4-1 Demonstrate knowledge and ability to identify clients who are elopement risks.

C-4-2 Demonstrate knowledge and ability to apply agency policy and procedure for at-risk missing client.

C-4-3 Demonstrate ability to initiate and conduct the agency procedure for managing a missing client situation.

C-4-4 Demonstrate ability to record and document incident.

C-4-5 Demonstrate ability to notify appropriate professionals / family once client has been found.
A Licensed Practical Nurse will:

C-5-1  **Demonstrate knowledge and ability to properly use personal protection devices while interacting and providing care to clients, visitors, and families such as:**
- gloves
- masks
- specialized masks
- gowns and aprons
- footwear
- appropriate clothing
- protective glasses / goggles
- personal protective alarms.

C-5-2  **Demonstrate the knowledge and ability to properly remove, clean and / or dispose of contaminated personal protection devices.**

C-5-3  **Demonstrate knowledge and ability to use protective / safety equipment such as:**
- biochemical waste disposal
- fire extinguisher
- fire alarms
- sharps containers
- spill kits.
Major Competency Area: C

Safety

Competency: C-6

Standard Precautions

Priority: One

Date: September 1, 2005

A Licensed Practical Nurse will:

C-6-1 **Demonstrate knowledge and ability to demonstrate the application of the principles of standard precautions:**
- hand washing
- gloves
- face shields
- protective clothing
- safety glasses
- masks.

C-6-2 **Demonstrate knowledge and ability to understand the growth and spread of pathogenic micro-organisms:**
- clean and aseptic techniques
- donning a mask
- donning gloves
- double bagging
- gowning for isolation
- hand washing
- isolation techniques
- specialized cleaning of equipment.
Major Competency Area: C

Safety

Priority: One

Competency: C-7

Infection Control

Date: September 1, 2005

A Licensed Practical Nurse will:

C-7-1 Demonstrate knowledge and ability to perform and maintain medical asepsis and surgical asepsis.

C-7-2 Demonstrate knowledge of the elements of the infectious process:
- the infection agent (pathogen)
- reservoir (growth environment)
- exit from reservoir
- method of transportation
- mode of entrance to the body
- host (another person or animal).

C-7-3 Demonstrate ability to establish isolation procedures according to agency policy:
- consult infection control officer, as appropriate
- appropriate protection of self and client
- disposal of utensils, supplies, and waste
- appropriate isolation rooms
- proper handling of equipment
- proper signage
- explanation to client and family.
A Licensed Practical Nurse will:

**C-8-1** Demonstrate knowledge of the facility / organization policy for disposal of sharps.

**C-8-2** Demonstrate the knowledge and understanding of the dangers of incorrect disposal of sharps.

**C-8-3** Demonstrate knowledge and ability to use precautions in handling of sharps and follow agency protocol regarding:
- disposal of needles
- removal of needles from disposable syringes
- removal of scalpel blades from handle.

**C-8-4** Demonstrate knowledge and ability to immediately report needlestick injury to appropriate personnel as per agency protocol.
A Licensed Practical Nurse will:

**C-9-1** Demonstrate knowledge and ability to apply Workplace Hazardous Materials Information System (WHMIS) guidelines and regulations such as:
- location of material safety data sheets
- recognition of symbols
- appropriate labeling criteria
- appropriate packaging of material
- appropriate documentation for disposal.

**C-9-2** Demonstrate knowledge and ability to respond correctly if a package containing material considered “Dangerous Goods” arrives damaged and/or leaking.

**C-9-3** Demonstrate knowledge of and application of Transportation of Dangerous Goods (TDG) regulations.

**C-9-4** Demonstrate knowledge of appropriate packing and documentation according to the final destination and mode of transportation (air or ground):
- locally
- nationally
- internationally.
Major Competency Area: C

Safety

Competency: C-10

Handling of Bio-Medical Waste

Priority: One

Date: September 1, 2005

A Licensed Practical Nurse will:

C-10-1 Demonstrate knowledge and application of standard precautions.

C-10-2 Demonstrate knowledge of agency policies regarding handling of bio-medical waste.

C-10-3 Demonstrate knowledge and ability to prepare bio-medical waste / specimens for transportation according to agency policy such as:
- sealed container
- absorbent material
- sealed leak-proof bag
- required labeling and documentation depending on method of transport.

C-10-4 Demonstrate knowledge and ability to respond immediately to an exposure incident.
Major Competency Area: C

Safety

Competency: C-11
Refusal of Treatment

Priority: One

Date: September 1, 2005

A Licensed Practical Nurse will:

C-11-1 Demonstrate ability to manage client and family during refusal of treatment.

C-11-2 Demonstrate knowledge and ability to document and have informed consents signed for client discharging self against medical advice.

C-11-3 Demonstrate ability to monitor, report, and document refusal of treatment or self discharge to the appropriate health professional.
Major Competency Area: C

Safety

Priority: Two

Competency: C-12

Maintain Physical Safety of Client

Date: September 1, 2005

A Licensed Practical Nurse will:

C-12-1 Demonstrate ability to apply critical thinking and clinical judgment in maintaining client’s physical safety.

C-12-2 Demonstrate knowledge and ability to apply nursing interventions that replace restraint use such as:

- availability of appropriate staff to stay with client
- availability of family to stay with client
- observation and tracking of behaviour
- education of staff and family
- moving client near nursing station
- reality orientation
- rearrangement of environment
- recreational diversion
- removal of other stimuli.

C-12-3 Demonstrate knowledge and ability to identify appropriate need for restraints:

- potential injury to self
- potential injury to others.

C-12-4 Demonstrate knowledge and ability to utilize protective measures for clients as an alternative to restraints such as:

- non-skid shoes or socks
- low-rise beds
- motion detectors.

C-12-5 Demonstrate knowledge of legal implications of restraint use.
A Licensed Practical Nurse will:

C-12-6 Demonstrate knowledge and understanding of clients rights with regard to restriction of personal freedom in use of restraints.

C-12-7 Demonstrate knowledge of therapeutic and non-therapeutic use of different types of restraints:
- physical restraints and protective devices
- pharmacological restraints.

C-12-8 Demonstrate knowledge of negative effects of restraint use such as:
- restriction of freedom
- risk of falls
- decrease in cognitive ability
- bladder and bowel incontinence.

C-12-9 Demonstrate knowledge of the need for a physician / nurse practitioner order for the use of restraints.

C-12-10 Demonstrate knowledge of the agency policy and procedures related to the use of restraints.

C-12-11 Demonstrate knowledge and ability to safely use type of restraint needed.

C-12-12 Demonstrate knowledge and ability to perform ongoing assessment, care and monitoring of patient’s skin, extremity, circulation, and client response.

C-12-13 Demonstrate ability to document overall effectiveness of restraint.
A Licensed Practical Nurse will:

C-13-1 Demonstrate the knowledge and ability to comply with workplace policies regarding Occupational Health and Safety.

C-13-2 Demonstrate responsibility in maintaining workplace safety.

C-13-3 Demonstrate ability to ensure safety of clients, self, and colleagues as appropriate.

C-13-4 Demonstrate knowledge and ability to apply self protection / prevention techniques such as:
- respect for personal space
- flexibility
- distance
- teamwork
- distraction techniques
- personal alarm devices.

C-13-5 Demonstrate knowledge and ability to assess level of anxiety and recognize progression to agitation and aggression.

C-13-6 Demonstrate knowledge and ability to document and report all types of safety related incidents as per agency policy.

C-13-7 Demonstrate knowledge and ability to apply the principles of non-violent crisis intervention.
Major Competency Area: C

Safety

Priority: One

Competency: C-14

Safety Reports and Documentation

Date: September 1, 2005

A Licensed Practical Nurse will:

C-14-1 Demonstrate knowledge of agency policies with regard to reports such as:
- incident reports
- professional concerns
- WCB (Workers Compensation Board)
- Health and Safety
- EMAC (Employee Management Advisory Committee)
- needle stick protocols
- unusual occurrence
- union concerns.

C-14-2 Demonstrate knowledge and ability to accurately document and complete reports.

C-14-3 Demonstrate ability to forward reports to appropriate personnel.