M: Mental Health Nursing
Major Competency Area: M

Mental Health Nursing

Priority: One

Restricted Activity Authorization

Competency: M-1

Knowledge and Assessment of Mental Health and Illness

Date: September 1, 2005

A Licensed Practical Nurse will:

M-1-1 Demonstrate understanding of the restricted activity in the LPN Regulation 2003 (19) authorizing psychosocial intervention:

“All regulated members may provide the restricted activity of psychosocial intervention as a member of a multi-disciplinary team and while under the direction of an authorized practitioner.”

Health Professions Act LPN Regulation 2003.

M-1-2 Demonstrate ability to apply critical thinking and clinical judgment throughout the nursing process with mental health clients, families, and groups in a variety of health care settings.

M-1-3 Demonstrate knowledge and ability to recognize the difference between mental illness and mental health.

M-1-4 Demonstrate knowledge and ability to describe common mental health issues/illnesses such as:

- adjustment disorders
- autism
- anxiety disorders
- brain injury
- cognitive disorders
- dementia
- developmental disorders
- eating disorders – anorexia nervosa and bulimia nervosa
- learning and behavioral disorders
- mood disorders (unipolar, bipolar)
- personality disorders
- post traumatic stress disorder
- schizophrenia
- substance related disorders.
A Licensed Practical Nurse will:

**M-1-5** Demonstrate knowledge and ability to identify signs and symptoms of mental health issues / illnesses such as:
- anxiety
- attempted suicide / suicide risk
- delusions
- depression
- hallucinations
- mania
- paranoia
- post-operative psychosis.

**M-1-6** Demonstrate knowledge and ability to properly assess mental status:
- assess and evaluate changes in patient:
  - behavioral
  - emotional
  - intellectual
  - mini-mental examination
  - motor
  - perceptual
  - suicide risk assessment.

**M-1-7** Demonstrate knowledge of diagnostic tools and guides in mental health e.g., “Diagnostic and Statistical Manual of Mental Disorders Volume 4” (DSM-IV).
A Licensed Practical Nurse will:

**M-1-8 Demonstrate knowledge and ability to recognize and intervene in crisis situations:**
- identify phases of crisis development
- identify signs and symptoms of a crisis
- identify nursing interventions
- identify the goals and indications for crisis intervention
- identify signs of escalating aggressive behavior
- apply nursing interventions in accordance with agency policy.

**M-1-9 Demonstrate ability to communicate and collaborate with the health care team within mental health environment.**

**M-1-10 Demonstrate knowledge and ability to assess stress in a client’s / family’s life:**
- explore factors contributing to stress
- assess strategies for managing stress
- examine adaptability to change
- provide care and direction in crisis state
- recognize behavioral manifestations.

**M-1-11 Demonstrate knowledge and ability to understand developmental / childhood spectrum disorders such as:**
- developmental disorders
- attention deficit disorders
- anxiety disorders
- fetal alcohol syndrome.

**M-1-12 Demonstrate knowledge and ability to objectively report and document in the mental health environment.**
Major Competency Area: **M**
Mental Health Nursing

Priority: **One**

Competency: **M-2**
Aggressive Behaviour

Date: September 1, 2005

A Licensed Practical Nurse will:

**M-2-1** Demonstrate critical thinking and clinical judgment in monitoring and managing all types of aggressive behaviour.

**M-2-2** Demonstrate knowledge of facility policies regarding aggressive behaviour.

**M-2-3** Demonstrate knowledge and ability to apply self protection / prevention techniques such as:
- respect for personal space
- flexibility
- distance
- teamwork
- distraction techniques.

**M-2-4** Demonstrate ability to ensure safety of other clients, self, and colleagues as appropriate.

**M-2-5** Demonstrate knowledge and ability to assess level of anxiety and recognize progression to agitation and aggression.

**M-2-6** Demonstrate knowledge and ability to utilize agitated behaviour rating scale used by agency such as:
- absent – the behaviour is not present
- present to a slight degree – does not prevent other appropriate behaviour
- present to a moderate degree – benefits from cueing to appropriate behaviour
- present to an extreme degree – external cueing or redirection not effective.
A Licensed Practical Nurse will:

M-2-7 Demonstrate knowledge and ability to be aware of factors contributing to aggressive behaviour:
- psychosocial factors
- environmental factors
- pharmacological factors
- caregiver factors.

M-2-8 Demonstrate knowledge and ability to respond appropriately to prevent and manage aggression:
- decrease noise
- effective and appropriate verbal and non verbal communication
- reduce stimuli
- isolate client, as appropriate.

M-2-9 Demonstrate knowledge and ability to respond appropriately to client who is making threats with an object or a weapon.

M-2-10 Demonstrate knowledge and ability to provide post incident management:
- support of clients
- support of caregiver and colleagues
- collaborate with the health care team.

M-2-11 Demonstrate ability to document and report observations as appropriate.
Major Competency Area: M

Mental Health Nursing

Priority: One

Competency: M-3

Intolerable Behaviour

Date: September 1, 2005

A Licensed Practical Nurse will:

M-3-1 Demonstrate critical thinking and clinical judgment in responding appropriately to intolerable behaviour.

M-3-2 Demonstrate knowledge of types of abuse and intolerable behaviour such as:
  - bodily harm
  - emotional and mental harm
  - verbal abuse
  - sexual harm
  - neglect
  - administration or prescribing medication for an inappropriate purpose
  - misappropriating money and / or valuable possessions
  - failing to provide adequate nutrition, medical attention or other necessities of life
  - misuse of physical and / or chemical restraint.

M-3-3 Demonstrate knowledge of institution policies regarding abuse and intolerable behaviour.

M-3-4 Demonstrate knowledge and application of Legislation pertaining to abuse and intolerable behaviour such as:
  - Protection of Persons in Care Act
  - Mental Health Act.

M-3-5 Demonstrate knowledge and ability to accurately assess, manage, report, and document all incidences of abuse and intolerable behaviour.
Major Competency Area: M
Mental Health Nursing

Competency: M-4
Prevention and Intervention in Suicide

Date: September 1, 2005

A Licensed Practical Nurse will:

M-4-1 Demonstrate ability to recognize and understand the warning signs of suicide in all ages of clients such as:
- call to crisis line
- change of personality
- change of routine
- family history
- identification of a suicide plan
- increase in psychosomatic illness
- medication misuse
- past history
- sleep and eating patterns
- suicidal ideologies
- suicidal note.

M-4-2 Demonstrate knowledge and ability to intervene immediately with suicidal client as appropriate.

M-4-3 Demonstrate ability to educate family members to cope with client’s behaviour and feelings:
- observe interactions
- teach effective response
- document findings
- participate in family conference
- provide information.

M-4-4 Demonstrate knowledge and ability to provide constant observation for suicide prevention as appropriate.
A Licensed Practical Nurse will:

M-5-1 Demonstrate knowledge and ability to recognize substance abuse.

M-5-2 Demonstrate knowledge and ability to recognize the types of substance abuse such as:
- alcohol
- prescription drugs
- street drugs
- inhalants / aerosols
- over-the-counter drugs
- stimulants – opiates / narcotics
- hallucinogens
- others.

M-5-3 Demonstrate knowledge and understanding of the effect of substance used.

M-5-4 Demonstrate knowledge and understanding of drug withdrawal, rehabilitation, and recovery.

M-5-5 Demonstrate knowledge and ability to provide nursing care to manage the symptoms of substance abuse.

M-5-6 Demonstrate knowledge and ability to teach clients, families, and groups regarding prevention of substance abuse and promotion of health.
A Licensed Practical Nurse will:

**M-6-1** Demonstrate knowledge and ability to provide medications to mental health clients including psychotropic drugs: (See Competency Band U)

- medication compliance
- medication non-compliance:
  - discuss rationale for non-compliance:
    - cognitive understanding / ability
    - cost
    - effect on sexual performance
    - side effects
    - stigma
- drug interactions:
  - dangerous drug interactions
  - therapeutic drug interactions
  - synergistic drug interactions
  - antagonistic drug interactions.
A Licensed Practical Nurse will:

**M-6-2** Demonstrate knowledge and ability to participate in mental health treatments and interventions such as:

- behaviour modification:
  - family therapy
  - consistency
  - group therapy
  - individual therapy
  - positive and negative reinforcement

- psychotherapy:
  - art and music therapy
  - behaviour modification
  - family therapy
  - group therapy
  - occupational therapy
  - psychoanalysis
  - recreational therapy.

**M-6-3** Demonstrate knowledge and ability to assist with mental health treatments and interventions such as:

- electrotherapy (ECT):
  - pre and post ECT care
  - assist with ECT treatment

- referral to mental health resources
- client and family education.

**M-6-4** Demonstrate knowledge and ability to report and document treatments and interventions in an objective manner.
A Licensed Practical Nurse will:

**M-7-1** Demonstrated knowledge of relevant Legislation, such as:
- Mental Health Act
- Freedom of Information and Protection of Privacy Act
- Protection for Persons in Care Act
- Health Information Act

**M-7-2** Demonstrate knowledge of the formal certification process and implications.

**M-7-3** Demonstrate knowledge and ability to use protective devices as per agency policy. (See Competency Band E)

**M-7-4** Demonstrate knowledge and ability to participate in client, family, team, and conferences.

**M-7-5** Demonstrate knowledge of facility policy and legal protocols.