O: Gerontology Nursing
Major Competency Area: O

Gerontology Nursing

Priority: One

Competency: O-1

Aging Process and Health Problems

Date: September 1, 2005

A Licensed Practical Nurse will:

O-1-1 Demonstrate knowledge of effects of aging on normal anatomy and physiology, and growth and development.

O-1-2 Demonstrate the knowledge and ability to recognize the normal aging process:
- physical
- emotional
- cognitive
- psychosocial.

O-1-3 Demonstrate knowledge and ability to assess and recognize multi-system health issues.

O-1-4 Demonstrate knowledge and ability to recognize cognitive dysfunction in the elderly such as:
- agitation / aggression
- anxiety
- confusion
- delirium
- dementia / delusion
- depression
- disorientation
- mental status.

O-1-5 Demonstrate ability to assess for drug induced cognitive disorder.

O-1-6 Demonstrate ability to assess for physiological causes for cognitive changes such as:
- urinary tract infection (UTI)
- constipation
- upper respiratory infection (URI).
A Licensed Practical Nurse will:

O-1-7 Demonstrate ability to intervene and provide emotional support to client and family when required.

O-1-8 Demonstrate knowledge and ability to assist in the provision of therapies such as:
- reality therapy
- orientation therapy
- validation therapy
- touch therapy
- music therapy
- aromatherapy
- pet therapy
- recreation therapy
- socialization.

O-1-9 Demonstrate knowledge and ability to investigate alternative therapies the client may be accessing.
A Licensed Practical Nurse will:

**O-2-1** Demonstrate the ability to communicate with client and family:
- ability to assess language barriers
- assess cognitive ability of client / spouse / family
- assess family history – abuse, addictions, cultural issues
- aware of deficits in hearing, sight, and speech
- aware of physical disabilities
- aware of psychological, social, and spiritual needs
- body language
- empathy
- listening.

**O-2-2** Demonstrate ability to provide support to the client and family:
- aware of changes in family roles
- aware of losses – possessions, home, mate, skills
- aware of Personal Directive
- loss of independence – decision making, finances
- social changes
- provide assistance with activities of daily living (ADL).

**O-2-3** Demonstrate ability to provide teaching to client and family:
- access to support groups
- within team conferences
- referral to community agencies
- support activities of daily living (ADL)
- stages of loss
- effect of changes.
A Licensed Practical Nurse will:

**O-3-1** Demonstrate ability to apply critical thinking and clinical judgment to the nursing process during the provision of daily care to the geriatric client.

**O-3-2** Demonstrate ability to apply pharmacological principles in the safe administration of medication including: (See Competency Band U)

- assess specific needs, weight, age, and health issues of the client
- monitor and teach self medication program
- prepare medications for client to take on day / night pass
- recognize drug interactions, toxic effects, and non-compliance.

**O-3-3** Demonstrate knowledge and ability to meet the nutritional special needs of the elderly such as:

- adapt feeding techniques to the elderly
- adjust for the decrease in smell, taste and sight
- assess need for adaptive devices
- assess swallowing ability
- assess the nutritional needs of a client
- communicate and document effective feeding techniques
- cultural and religious influences
- note allergies
- provide extra nutritional supplements
- recognize importance of environment during meals.

**O-3-4** Demonstrate knowledge and ability to consult and / or refer to other professionals such as:

- dietician
- speech language pathologist
- occupational therapist
- physical therapist
- social worker.
A Licensed Practical Nurse will:

**O-3-4** Demonstrate knowledge and ability to meet the elimination needs in the elderly:
- assess clients individual elimination needs
- provide bladder and bowel retraining
- demonstrate patience and understanding
- initiate appropriate interventions
- maintain client privacy and dignity
- observe signs and symptoms unique to the elderly
- provide client and family teaching
- recognize the special needs of the cognitively impaired.

**O-3-5** Demonstrate knowledge and ability to perform skin and wound care such as:
(See Competency Band E)
- prevent skin breakdown through positioning, skin care, hygiene, and nutrition
- assess wound, exudate, characteristics and stage of healing
- identify cause of the wound
- observe for signs of infection
- select and apply appropriate wound dressings
- recognize when to seek advice from wound care specialist / other health professional.

**O-3-6** Demonstrate ability to provide comfort measures and pain management.
A Licensed Practical Nurse will:

**O-4-1**  
Demonstrate knowledge and ability to participate in the assessment of clients for placement as per agency policy:
- assess clients health status
- act as client’s advocate
- provide information regarding client’s usual nursing care
- respond to assessor questions
- provide information as requested.
Major Competency Area: O
Gerontology Nursing

Competency: O-5
Safety Procedures

Priority: One

Date: September 1, 2005

A Licensed Practical Nurse will:

O-5-1 Demonstrate ability to provide a safe environment.

O-5-2 Demonstrate ability to respect the client’s and family’s wishes within the parameters of safety.

O-5-3 Demonstrate knowledge and ability to implement alternatives to create a safer environment for client such as:
- non-skid shoes or socks
- motion detectors
- low rise beds
- hip protectors.

O-5-4 Demonstrate ability to adhere to agency policy and legislation.

O-5-5 Demonstrate ability to document client behaviour, treatment, safety precautions, risk issues, and client response.
Major Competency Area: Gerontology Nursing

Competency: O-6
Communication and Advocacy

Priority: One

Date: September 1, 2005

A Licensed Practical Nurse will:

O-6-1 Demonstrate knowledge and ability to communicate with client and advocate for client.

O-6-2 Demonstrate knowledge and awareness of code status of each client.

O-6-3 Demonstrate knowledge of and respect for the client’s Personal Directive.

O-6-4 Demonstrate knowledge of Legislation affecting client / family / caregiver, such as:
- Protection for Persons in Care (PPIC)
- Personal Information Protection Act (PIPA).

O-6-5 Demonstrate knowledge of protocol regarding guardianship, power of attorney, and trusteeship.

O-6-6 Demonstrate knowledge and ability to participate in team, client, and family conferences.