T: Occupation Health and Safety
Major Competency Area: T
Occupation Health and Safety

Priority: One

Competency: T-1
Knowledge of Occupational Health and Safety Nursing

Date: September 1, 2005

A Licensed Practical Nurse will:

T-1-1 Demonstrate knowledge and ability to apply critical thinking and clinical judgment throughout the nursing process in occupational health and safety nursing.

T-1-2 Demonstrate knowledge of occupational health and safety nursing:
- concept of wellness
- health promotion
- health assessment
- psychosocial intervention (See Competency Band M)
- advanced emergency medical treatment as per agency policy.

T-1-3 Demonstrate knowledge of Legislation related to occupational health and safety nursing such as:
- Health Professions Act (HPA)
- CLPNA Regulations
- Workplace Hazardous Materials Information System (WHMIS)
- Alberta Occupational Health and Safety Act
- Transportation of Dangerous Goods (TDG).

T-1-4 Demonstrate ability to achieve competence and / or certification in:
- Basic Rescuers, Level C, CPR
- Health and Safety
- Audiometric testing
- Automatic External Defibrillator (AED)
- Breathalyzer application
- Immunization Certificate (See Competency Band GG)
- Intravenous initiation
- Urine drug screening
- Venipuncture (See Competency Band DD)
- other areas as appropriate and necessary.
A Licensed Practical Nurse will:

**T-2-1** Demonstrate ability to apply nursing knowledge and nursing process in occupational health and safety environment:
- ensure that medical directives and nursing protocols are available and current
- utilize health assessment skills to evaluate ill or injured workers
- interpret data and establish priorities of care
- provide nursing interventions to minimize effects of illness, injury, or disability to promote early return to work
- refer ill or injured workers to appropriate community resources
- provide one-to-one education
- ensure continuity of care
- provide follow-up and evaluation of treatment
- identify causes of and / or trends in occupational injury / illness and make recommendations for control.

**T-2-2** Demonstrate ability to perform specific health screening and assessment tests:
- assess visual acuity
- perform audiometric testing
- perform pre-employment and placement assessment
- perform reasonable cause and post accident assessment
- perform spirometry and pulmonary function testing
- identify potential ergonomic problems
- provide immunizations as necessary (See Competency Band GG)
- provide surveillance for designated substances.

**T-2-3** Demonstrate ability to perform client referral:
- access available resources
- arrange for appropriate transfer
- process forms for referral to a variety of disciplines and agencies
- arrange for client information to be communicated to referral agency
- maintain medical confidentiality appropriately throughout referral process.
Major Competency Area: T

Occupation Health and Safety

Priority: One

Competency: T-3

Health and Safety Promotion

Date: September 1, 2005

A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>T-3-1</th>
<th>Demonstrate knowledge and ability to promote optimal wellness, prevent illness, and manage absenteeism:</th>
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<tbody>
<tr>
<td></td>
<td>• monitor health service usage and identify potential problems in workplace</td>
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<td>• participate in developing and implementing company wellness policies and standards</td>
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<td>• participate in prevention and control of WCB costs</td>
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<td></td>
<td>• refer client to Employee Assistance Program (EAP), Substance Abuse and Addiction Agencies and other resources for healthy lifestyle changes</td>
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<td>• participate in providing fitness and health education programs</td>
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<td>• actively promote exercise and treatment as ordered by rehabilitation</td>
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<td>• promote return to work programs considering conditions of employment.</td>
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<tr>
<th>T-3-2</th>
<th>Demonstrate knowledge and ability to provide education to client:</th>
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<tbody>
<tr>
<td></td>
<td>• assist in identifying educational needs of clients</td>
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<td></td>
<td>• provide resources for education</td>
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<td></td>
<td>• participate in presentation of seminars and information sessions</td>
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<td>• attend in-service and continuing education to maintain own knowledge and skill.</td>
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</table>
**Major Competency Area:** T  
**Occupation Health and Safety**

**Priority:** One

**Competency:** T-4  
**Collaborate With Health Professionals**

Date: September 1, 2005

A Licensed Practical Nurse will:

| T-4-1 | **Demonstrate ability to establish working relationship with other health professionals:**  
|       | • effective communications skills  
|       | • ability to maintain confidentiality  
|       | • contribution to health team. |

| T-4-2 | **Demonstrate ability to promote successful early return to work and modified work programs through collaboration with health professionals, management, and employees.** |

| T-4-3 | **Demonstrate ability to refer client for appropriate treatment, therapy, and rehabilitation.** |
Major Competency Area: **T**  
**Occupation Health and Safety**

<table>
<thead>
<tr>
<th>Competency: T-5</th>
<th>Date: September 1, 2005</th>
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<tbody>
<tr>
<td><strong>Respond to Emergency Situations</strong></td>
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A Licensed Practical Nurse will:

**T-5-1**  
**Demonstrate ability to implement and maintain established emergency protocols for:**
- fire
- chemical leaks
- explosions
- dangerous goods
- evacuation.

**T-5-2**  
**Demonstrate ability to respond to emergency calls:**
- establish and maintain first aid measures according to industrial standards
- maintain emergency equipment for response to work related accidents.

**T-5-3**  
**Demonstrate ability to provide emergency medical treatment in the event of injury:**
- provide emergency scene management:
  - assess hazards and ensure safety at scene
  - contact appropriate people to move hazards
- provide emergency care for injured:
  - assess and prioritize the physical and mental status of client
  - establish and maintain first aid measures
  - refer client for appropriate medical treatment
  - arrange transport of client for emergency treatment
- document and report event.
Major Competency Area: T

Occupation Health and Safety

Priority: One

Competency: T-6

Provision of Support for Program

Date: September 1, 2005

A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>T-6-1</th>
<th>Demonstrate ability to manage the Occupational Health and Safety office:</th>
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<tbody>
<tr>
<td></td>
<td>• provide administrative support:</td>
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<tr>
<td></td>
<td>o  attendance reports</td>
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<td>o  responding to calls</td>
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<td>o  computer records</td>
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<td>o  documentation</td>
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<td>• maintain statistics regarding accidents, near-miss accidents, WCB claims, and progress reports</td>
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<td>• complete “Worker Compensation Board” forms and protocols</td>
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<td>• follow proper channels of communication</td>
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<td>• adhere to policy and procedure</td>
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<td>• effective time management</td>
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<td>• contribute to evaluation of program.</td>
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