

C: Safety

Major Competency Area: **C**
Safety

Priority: **One**

Competency: **C-1**
Fire Emergency

Date: September 1, 2005

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**
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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**
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Competency: **C-4**
Missing Client Situation

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.**

Major Competency Area: **C**
Safety

Priority: **One**

Competency: **C-5**
Personal Protection Devices

Date: September 1, 2005

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**
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Competency: **C-6**
Standard Precautions

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**
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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.

Major Competency Area: **C**
Safety

Priority: **One**

Competency: **C-8**
Handling and Disposal of Sharps

Date: September 1, 2005

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.**

Major Competency Area: **C**
Safety

Priority: **One**

Competency: **C-9**
**WHMIS and Transportation
of Dangerous Goods**

Date: September 1, 2005

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**
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Competency: **C-10**
Handling of Bio-Medical Waste

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**
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Priority: **One**

Competency: **C-11**
Refusal of Treatment

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**
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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.**

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Competency: **C-13**
Safe Work Practices

Date: September 1, 2005

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.**

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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.**