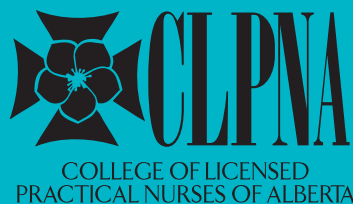




# COMPETENCY PROFILE

for Licensed Practical Nurses

2nd Edition  
September 2005



*In Partnership With*



# **Competency Profile**

**for**

# **Licensed Practical Nurses of Alberta**

**Second Edition**

Prepared by:

**College of Licensed Practical Nurses of Alberta**

and

**Alberta Health and Wellness**

**Health Workforce Planning Branch**

**Edmonton, Canada**

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# Competency Profile for Licensed Practical Nurses of Alberta

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# Introduction

This Competency Profile includes the knowledge, skills, behaviours and attitudes required by a Licensed Practical Nurse (LPN) in Alberta as outlined in the Health Professions Act LPN Regulation 2003, and the CLPNA Standards of Practice. No one LPN is required to possess all competencies described in this document. Each LPN will possess a set of competencies specific to him/her and his/her workplace, setting or practice. In addition, the degree of proficiency of each competency will vary with different LPNs.

The competencies defined in the profile may be attained by LPNs in many different ways. Some competencies will be acquired through formal education (basic). Other competencies may be gained through experience and/or on-the-job training (additional). Some competencies are gained through advanced training, education and/or certification (specialty). Competencies seen to be “advanced” and gained specifically through additional training or specialty education are identified in the profile by shading.

## Restricted Activity Authorizations

In the Health Professions Act there are activities that are considered high risk to the public that will be restricted to those regulated health professionals authorized to perform such activities. CLPNA has implemented three levels of authorizations for the restricted activities performed by LPNs.

1. “Basic” those restricted activities taught in the basic practical nurse program;
2. “Additional” those restricted activities acquired through experience, on the job education or post basic education;
3. “Specialty” those restricted activities requiring advanced education recognized by the CLPNA.

Throughout the Profile the restricted activity authorizations have been identified for competencies that are relatively new to LPN practice and for those identified as “Additional” and “Specialty”.

## Purpose of the Profile

The purpose of this profile is to:

- outline the competencies of Licensed Practical Nurses in Alberta;
- provide a foundation for the College of Licensed Practical Nurses of Alberta continuing competency program;
- serve as a guideline for the development of competency assessment tools and methods, performance management systems, and LPN job descriptions;
- provide a reference for the LPNs ongoing self-assessment of competence;

- provide direction to post-secondary institutional programs regarding essential curriculum components;
- serve as a reference to inform employers and other stakeholders of the competence and potential of LPNs; and,
- provide baseline information and reference for long-term manpower planning for health care.

The profile is not intended to:

- be inclusive of all possible competencies required by LPNs. Some competencies may have been inadvertently missed.
- represent the competencies that all LPNs must achieve;
- specify obligations and/or requirements of LPNs for third party agencies or any other outside party; and
- be permanent, but must be updated on a regular basis as requirements and technologies change.

### **Structure of the Document**

The competency profile begins with the **Competency Profile Chart**. The chart is organized into competency **bands** (A through GG). Each competency band is comprised of competency **clusters**. Each competency cluster is made up of **elements** and **sub-elements**. Some competencies are common to more than one competency cluster and so may be repeated.

Each competency cluster is rated with a “priority rating”, which appears in the bottom left-hand corner of the specific cluster on the profile chart and at the top of the page of the individual cluster description. The priority rating for each competency cluster may vary for individual LPNs depending on their individual practice. Not all elements and sub-elements within a cluster necessarily share the cluster priority rating; the priority rating applies to the overall competency cluster and to the “average” licensed practical nurse.

### **Future of the Document**

This competency profile is meant to be a “living document;” it will evolve and change as nursing practice evolves and changes. The College of Licensed Practical Nurses of Alberta welcomes comments and suggestions so that the document can be continuously improved and refined.

## **Acknowledgement**

The College of Licensed Practical Nurses of Alberta would like to acknowledge the many individuals who participated in the revisions of the 2004 Competency Profile for LPNs. The process of revision involved consultation with individuals, groups, and numerous LPN focus groups. The participants represented, health authorities, private employers, clinical nurse specialists, clinical nurse educators, nurse managers, nursing leaders, practical nurse educators, and licensed practical nurses from across the province.

Thank you to everyone involved for the time, expertise, attention to detail and commitment to improving and updating this document. The result of this inclusive process is a Competency Profile that will continue to guide LPN practice.

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