

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).

Competency: **O-1**

Aging Process and Health Problems

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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.**

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Gerontology Nursing

Priority: **One**

Competency: **O-2**

Support and Teaching

Date: September 1, 2005

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.

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Priority: **One**

Competency: **O-3**
Nursing Interventions

Date: September 1, 2005

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.**

Major Competency Area: **O**
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Priority: **Two**

Competency: **O-4**
Assessment for Appropriate Placement

Date: September 1, 2005

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.

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Priority: **One**

Competency: **O-5**
Safety Procedures

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.**

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Competency: **O-6**
Communication and Advocacy

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.**