

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.

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Competency: **T-2**
Application of Nursing Process

Date: September 1, 2005

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.

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Competency: **T-3**
Health and Safety Promotion

Date: September 1, 2005

A Licensed Practical Nurse will:

T-3-1 Demonstrate knowledge and ability to promote optimal wellness, prevent illness, and manage absenteeism:

- monitor health service usage and identify potential problems in workplace
- participate in developing and implementing company wellness policies and standards
- participate in prevention and control of WCB costs
- refer client to Employee Assistance Program (EAP), Substance Abuse and Addiction Agencies and other resources for healthy lifestyle changes
- participate in providing fitness and health education programs
- actively promote exercise and treatment as ordered by rehabilitation
- promote return to work programs considering conditions of employment.

T-3-2 Demonstrate knowledge and ability to provide education to client:

- assist in identifying educational needs of clients
- provide resources for education
- participate in presentation of seminars and information sessions
- attend in-service and continuing education to maintain own knowledge and skill.

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

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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.

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Competency: **T-5**
Respond to Emergency Situations

Date: September 1, 2005

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.

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Competency: **T-6**
Provision of Support for Program

Date: September 1, 2005

A Licensed Practical Nurse will:

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