

W: Professionalism

Major Competency Area: **W**
Professionalism

Priority: **One**

Competency: **W-1**
**Health Professions Act
and LPN Regulation**

Date: September 1, 2005

A Licensed Practical Nurse will:

W-1-1 Demonstrate knowledge and understanding of the Health Professions Act (HPA) 2000.

W-1-2 Demonstrate knowledge and understanding of the role of the College of Licensed Practical Nurses of Alberta (CLPNA) under the HPA, 2000, Part 1, 3 (1):

- “must carry out its activities and govern its regulated members in a manner that protects and serves the public interest,
- must provide direction to and regulate the practice of the regulated profession by its regulated members,
- must establish, maintain and enforce standards for registration and continuing competence and standards of practice of the regulated profession,
- must establish, maintain and enforce a code of ethics,
- carry on the activities of the college and perform other duties and functions by the exercise of the power conferred by the Act, and
- may approve programs of study and education courses for the purposes of registration requirements.”

W-1-3 Demonstrate knowledge and understanding of key components of the HPA-LPN Regulation 2003:

- registration
- protected titles
- restricted activities
- continuing competence
- disciplinary process / alternative complaint resolution.

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Competency: **W-3**

Professional Standards of Practice

Date: September 1, 2005

A Licensed Practical Nurse will:

W-3-1 Demonstrate knowledge, understanding and application of CLPNA Standards of Practice:

- Standards for Application of the Nursing Process:
 - Assessment
 - Participates in Nursing Diagnosis
 - Expected Outcomes
 - Planning
 - Implementation
 - Evaluation

- Standards of Professional Performance:
 - Quality of Practice
 - Evaluation of Practice
 - Restricted Activities
 - Supervision
 - Leadership
 - Education
 - Collegiality
 - Ethics
 - Collaboration
 - Research
 - Resource Utilization.

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Competency: **W-4**
Professional Ethics

Date: September 1, 2005

A Licensed Practical Nurse will:

- W-4-1 Demonstrate knowledge and application of the Code of Ethics of CLPNA.**
- W-4-2 Demonstrate ability to identify own personal values and beliefs.**
- W-4-3 Demonstrate ability to identify the impact that health care, technology, and society have in relation to ethical dilemmas.**
- W-4-4 Demonstrate knowledge and ability to identify the impact of a variety of areas on nursing practice:**
- client choice
 - client well being
 - cultural beliefs
 - honesty and fairness
 - maintaining commitments
 - privacy and confidentiality
 - religious beliefs
 - respect for life
 - social determinants of health.
- W-4-5 Demonstrate knowledge and ability to act as an advocate for and empower clients and families by ensuring:**
- confidentiality
 - sensitivity
 - commitment
 - critical thinking
 - clinical judgment
 - accountability.
- W-4-6 Demonstrate ability to seek assistance as appropriate, when ethical conflicts cannot be resolved.**
- W-4-7 Demonstrate ability to maintain therapeutic client-nurse relationships.**

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Competency: **W-5**
Professional Accountability

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A Licensed Practical Nurse will:

- W-5-1 Demonstrate legal accountability for one's own nursing practice.**
- W-5-2 Demonstrate knowledge of whom LPNs are accountable to in their nursing practice:**
- clients, to provide safe, competent, ethical care
 - employer, to work within job descriptions, policies and procedures
 - regulatory college (CLPNA) to maintain Standards of Practice and Code of Ethics.
- W-5-3 Demonstrate knowledge and responsibility to ensure that nursing knowledge is current:**
- skills
 - abilities
 - attitudes
 - behaviors
 - clinical judgment.
- W-5-4 Demonstrate ability to identify when assistance is required or when an assignment is beyond competence level or outside scope of practice.**
- W-5-5 Demonstrate knowledge and understanding of HPA Restriction clause in LPN Regulation 2003 (20):**
- “Despite any of the authorizations to provide restricted activities, regulated members must restrict themselves in performing restricted activities to those activities that the member is competent to perform and to those that are appropriate to the member's area of practice and the procedures being performed.”

Health Professions Act LPN Regulation 2003

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Competency: **W-6**
Confidentiality

Date: September 1, 2005

A Licensed Practical Nurse will:

- W-6-1 Demonstrate knowledge of the concepts of client confidentiality in relation to nursing.**
- W-6-2 Demonstrate knowledge that client information obtained as part of the nursing relationship is privileged and confidential.**
- W-6-3 Demonstrate knowledge of the appropriate process of sharing client information with other health professionals / health care team.**
- W-6-4 Demonstrate knowledge and ability to share client records outside the health care team with the client's consent.**
- W-6-5 Demonstrate ability to maintain confidentiality while transferring client information between the health care team / health care agencies.**
- W-6-6 Demonstrate knowledge and ability to maintain client confidentiality while accessing client records on file or via computerized health information technology.**
- W-6-7 Demonstrate knowledge and ability to notify the appropriate personnel when client records are being accessed inappropriately.**
- W-6-8 Demonstrate knowledge of Legislation affecting confidentiality of client records and information.**

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Competency: **W-7**
Professional Boundaries

Date: September 1, 2005

A Licensed Practical Nurse will:

W-7-1 Demonstrate knowledge and ability to establish nurse / client therapeutic relationship based on the needs of the client.

W-7-2 Demonstrate knowledge and ability to recognize acceptable nurse / client behaviors such as:

- self-disclosure of nurse – when information may benefit client
- accepting gifts from clients – according to agency policy
- giving gifts to clients – according to agency policy
- nursing family or friends – following approved agency care plan, being cautious of confidentiality issues, and maintaining professional boundaries.

W-7-3 Demonstrate knowledge and ability to recognize and report unacceptable behaviors such as:

- abuse of clients:
 - emotional / verbal abuse
 - physical abuse / bodily harm
 - sexual abuse
 - neglect
 - financial abuse
- insensitivity to religious and cultural beliefs and values
- administering or prescribing medications for an inappropriate purpose.

W-7-4 Demonstrate ability to intervene as appropriate to prevent potential or actual abusive situations or unprofessional activities.

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Competency: **W-8**
Fitness to Practice

Date: September 1, 2005

A Licensed Practical Nurse will:

- W-8-1 Demonstrate knowledge of the physical / mental capacity necessary for an LPN to provide nursing care that is:**
- safe
 - competent
 - effective
 - of high quality.
- W-8-2 Demonstrate ability to manage one's own life to maintain and improve personal wellness by:**
- accepting responsibility and accountability for own actions
 - preventing and dealing with stress as necessary
 - accessing self-care and support networks as necessary
 - maintaining positive self-esteem and attitude
 - striving to live a balanced and healthy life.
- W-8-3 Demonstrate knowledge and ability to recognize factors that may inhibit fitness to practice such as:**
- personal limitations:
 - physical health
 - mental health
 - family and environmental issues
 - substance abuse problems.
- W-8-4 Demonstrate ability to recognize when fitness to practice is compromised and take action.**

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Competency: **W-9**
**Continuing Competence and
Professional Development**

Date: September 1, 2005

A Licensed Practical Nurse will:

- W-9-1 Demonstrate ability to accept responsibility for maintaining competence through life-long learning.**
- W-9-2 Demonstrate ability to commit to life-long learning by annual participation in the CLPNA Continuing Competency Program using established tools:**
- self assessment
 - peer review and feedback
 - prioritize learning
 - submit learning plan
 - record and track learning
 - participate in Audit.
- W-9-3 Demonstrate ability to actively seek opportunities to enhance knowledge and skills and achieve goals identified on learning plan.**
- W-9-4 Demonstrate knowledge and ability to participate in continuous quality improvement and evidence based changes to nursing practice within the employment setting.**
- W-9-5 Demonstrate ability to actively participate in formal employer performance appraisals in which the LPN is evaluated according to identified standards.**
- W-9-6 Demonstrate willingness and ability to participate in committees and activities at a provincial, regional and local level to enhance quality health care.**

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Competency: **W-10**
Policy and Procedures

Date: September 1, 2005

A Licensed Practical Nurse will:

- W-10-1 Demonstrate knowledge and application of policies, procedures, and job description of the employing agency.**
- W-10-2 Demonstrate ability to influence and collaborate with leadership to ensure that policy and procedures are applicable to practice.**
- W-10-3 Demonstrate willingness and ability to participate in policy development and policy review through committee involvement or individual feedback as appropriate.**

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Competency: **W-11**
Nursing and Clinical Research

Date: September 1, 2005

A Licensed Practical Nurse will:

- W-11-1 Demonstrate knowledge of the elements and impact of nursing research and evidence-based practice:**
- improved quality of practice
 - changes to practice based on new data
 - recognize when research is questionable.
- W-11-2 Demonstrate knowledge of research methods and ability to access research:**
- understand basic guidelines to researching.
- W-11-3 Demonstrate knowledge of common barriers to research:**
- access
 - time
 - relevance
 - trustworthiness
 - ethical issues
 - working culture
 - political environment.
- W-11-4 Demonstrate knowledge and ability to involve clients, families and other health professionals as part of a formalized research project.**
- W-11-5 Demonstrate ability to integrate research findings in consultation with other members of the interdisciplinary health care team.**
- W-11-6 Demonstrate ability to collaborate with researchers to plan, conduct and evaluate nursing research.**