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Introduction

This Competency Profile includes the knowledge, skills, behaviors, judgments and attitudes required by a Licensed Practical Nurse (LPN) in Alberta as outlined in the Health Professions Act LPN Regulation 2003, and The College of Licensed Practical Nurses of Alberta (CLPNA) Standards of Practice.

The competencies defined in the Profile may be attained by LPNs in many different ways. Entry to practice/Basic competencies are acquired through formal practical nurse education. Additional competencies may be gained through informal and formal learning, experience, on-the-job training, post-basic education or certification. Specialty competencies are acquired through completion of approved programs and advanced certification.

Shaded areas in the Profile indicate Additional or Specialty competencies.

Competency
The competencies outlined in this document reflect the Legislated scope of practice for LPNs in Alberta. Each LPN has a set of competencies specific to their individual knowledge, experience, practice, and workplace setting. No one LPN is required to possess all competencies described in this document and the degree of proficiency in each competency will vary on an individual basis.

LPNs have the responsibility and accountability for autonomous nursing practice. However, mastery of any competency listed in this Profile does not automatically enable LPN practice of the competency.

It’s important to consider a number of factors in full utilization of LPN competencies:
- Client needs – complexity, predictability, acuity of individuals and groups of clients
- Nurse Competency – individual competence and team competencies
- Environment – supports within an area to facilitate autonomous practice.

Evolution of Competencies
The Alberta Competency Profile for LPNs was initially released in 1998 with adaptations in the 2004 2nd Edition following initial proclamation of the profession under the Health Professions Act. The 2005 2nd Edition version was released with slight edits following a pan-Canadian project that involved the review and validation of competencies for LPNs in several other jurisdictions (British Columbia, Saskatchewan, Manitoba, New Brunswick, Nova Scotia, Newfoundland/Labrador, and Prince Edward Island).

Living Document
This Competency Profile is meant to be a “living document;” it will evolve and change as nursing practice evolves and changes. This 3rd Edition reflects LPN education, role and scope of practice occurring in 2015. Professional competencies are inter-related, therefore, no individual section in the Profile can be considered in isolation of another.
**Purpose of the Profile**

This Profile broadly defines the scope of practice of LPNs in Alberta and provides a foundation for the College of Licensed Practical Nurses of Alberta’s Continuing Competency Program (CCP) by providing a reference for LPN ongoing assessment of individual competence.

The Profile also:

- identifies base competencies of a typical entry to practice LPN
- serves as a tool for LPNs interested in changing or advancing their area of practice or scope of practice
- provides direction to Practical Nurse Educators regarding essential curriculum components
- guides employers in understanding full scope of practice for role optimization of LPNs across all care settings
- provides a benchmark for performance management and review

The Profile is not intended to:

- be inclusive of all potential competencies required of LPNs. Some competencies may have been inadvertently omitted
- 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

**Language in the Competencies**

For the purpose of this Competency Profile:

- “client” may refer to an individual, family, group or community
- “critical inquiry” refers to the expansion of critical thinking to include reflective and logical reasoning, purposive thinking, discernment, and application of standards; all of which enhance clinical judgment (See CCPNR Standards of Practice for LPNs available at [www.clpna.com](http://www.clpna.com))
- “client, family and others” refers to the individual receiving care, the people they refer to as family and other people of importance (i.e., caregivers).
Acknowledgement
The College of Licensed Practical Nurses of Alberta would like to acknowledge the many individuals who participated in the revisions of the 2015 Competency Profile for LPNs. The process of revision involved consultation with over a thousand individuals, including LPNs (face to face focus groups/consultations, webinars, surveys, interviews), practical nurse educators, employers of LPNs, practice experts and other stakeholders.

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 well into the future.

CLPNA Contact

For more information please contact:

College of Licensed Practical Nurses of Alberta
St. Albert Trail Place
13163 146 Street
Edmonton, AB T5L 4S8

Phone: 780-484-8886 or 1-800-661-5877
Fax: 780-484-9069
Website: www.clpna.com
Email: practice@clpna.com
A: Nursing Knowledge
A Licensed Practical Nurse will:

A-1-1 Identify the structures and functions of the body.

A-1-2 Describe the anatomical organization of the body.

A-1-3 Describe the cellular chemistry and organization of the body.

A-1-4 Describe cellular functions: protein synthesis, cell division and movement of substances across the cell membrane.

A-1-5 Explain how cells are organized into tissue, organs and systems of the body.

A-1-6 Identify the structure and explain the function of body systems:
- cardiovascular system
- circulatory system
- digestive system
- endocrine system
- genitourinary system
- immune system
- integumentary system
- lymphatic system
- musculoskeletal system
- nervous system and special senses
- reproductive system
- respiratory system

A-1-7 Identify the components of blood and blood products.

A-1-8 Describe the major body processes of:
- homeostasis
- metabolism
- reproduction
A Licensed Practical Nurse will:

A-2-1 Explain characteristics of micro-organisms and their role in the transmission of disease.

A-2-2 Describe and differentiate pathogens and non-pathogens.

A-2-3 Describe and differentiate bacteria, viruses and fungi.

A-2-4 Describe the normal micro-organisms within the human body.

A-2-5 Describe conditions for growth and transferability of micro-organisms.

A-2-6 Explain the concept of asepsis.

A-2-7 Explain the principles of disease prevention and health promotion.

A-2-8 Describe the concept of infection prevention and control.
Major Competency Area: A
Nursing Knowledge

Competency: A-3
Pathophysiology

Date: June 1, 2015

A Licensed Practical Nurse will:

A-3-1 Define pathophysiology as the science of physiological and psychological disease processes within the human body.

A-3-2 Identify and describe pathophysiological processes including:
- acute conditions/disorders
- chronic conditions/disorders
- complications
- etiology (cause of disease)
- manifestations (signs and symptoms)
- pathophysiology (disease process)

A-3-3 Identify the etiology, pathophysiology and complications of common health problems for all body systems.

A-3-4 Describe body responses to disease including:
- carcinogenesis
- cellular/tissue/organ/system level
- genetic
- immunity
- inflammation
- psychological
- stress

A-3-5 Describe the processes of inflammation, infection and healing.

A-3-6 Explain types of trauma including:
- addictions
- burns
- fractures
- hemorrhage
- mental health
A Licensed Practical Nurse will:

A-3-6  Explain types of trauma such as: (cont’d)
  • multisystem failure
  • neurological
  • psychological
  • shock
  • surgical

A-3-7  Explain common medical management in relation to pharmacology, surgery, anesthesia and treatments.

A-3-8  Describe diagnostic tests commonly used in healthcare.
Major Competency Area: A
Nursing Knowledge

Competency: A-4
Medical Terminology

Date: June 1, 2015

A Licensed Practical Nurse will:

A-4-1 Identify meanings of common prefixes, suffixes and root words used in reporting and documenting.

A-4-2 Identify common abbreviations used in healthcare.

A-4-3 Use appropriate medical terminology in reporting and documentation.

A-4-4 Apply agency policy regarding use of abbreviations and medical terminology.
A Licensed Practical Nurse will:

A-5-1 Explain theories of human growth and development across the life span.

A-5-2 Describe the stages of growth and development across the life span.

A-5-3 Describe significant physical, psychological, social, cognitive, moral, spiritual and cultural developments across the life span.

A-5-4 Describe how factors of environment, genetics, culture, lifestyle, religion and maturation influence growth and development.

A-5-5 Describe the process of learning across the life span.

A-5-6 Describe the stages of death, dying, grief and the grieving process.
A Licensed Practical Nurse will:

A-6-1  Describe the importance of nutrition to health and recovery.

A-6-2  Identify the functions, major sources and daily requirements for common nutrients including:
- carbohydrate
- fat
- fiber
- minerals
- protein
- vitamins

A-6-3  Identify Canada’s Food Guide and/or special dietary requirements for healthy and chronic conditions across the life span.

A-6-4  Identify factors that affect nutrition and hydration.

A-6-5  Identify indicators of adequate and inadequate nutrition and hydration.

A-6-6  Describe methods to assess nutrition and hydration status including:
- body mass index
- diet history
- food allergies
- general appearance
- height and weight
- intake/output
- lab values
- perception of body image
- skin turgor
- swallowing
- waist circumference

A-6-7  Describe the purpose and elements of therapeutic diets.

A-6-8  Identify when to consult with a dietician/nutritionist.
A Licensed Practical Nurse will:

A-7-1 Define pharmacology.

A-7-2 Describe the process of pharmacokinetics and pharmacodynamics across the life span.

A-7-3 Identify classifications, generic and trade names of drugs and appropriate pharmacological resources.

A-7-4 Describe the principles of pharmacology management including:
   • assessment
   • controlled substances
   • documentation
   • policy and procedures
   • safe handling (storage, transport, disposal)
   • the rights

A-7-5 Identify the common routes of medication administration.

A-7-6 Recognize high/low/expected lab values related to pharmacology.

A-7-7 Describe effects of drugs including:
   • adverse reaction
   • allergic reaction
   • body system impact
   • drug interactions
   • side effects
   • synergistic effects (additive and antagonistic).
   • therapeutic effects

A-7-8 Describe the signs, symptoms and treatment of anaphylaxis.
A Licensed Practical Nurse will:

A-7-9 Identify common systems of measurement in medication administration.

A-7-10 Identify formulas to calculate medication dosages.

A-7-11 Differentiate between intentional and unintentional drug use and dependence.

A-7-12 Differentiate between physiological and psychological dependence.

A-7-13 Identify common drug/medication legislation and standards.

A-7-14 Identify roles and responsibilities of inter-professional team related to pharmacology.
A Licensed Practical Nurse will:

A-8-1 **Describe fundamentals of nursing knowledge that encompass human caring related to arts, science and humanitarianism including:**
- experiences
- phenomena
- processes

A-8-2 **Understand foundations of English language and literacy:**
- comprehension
- content
- grammar
- mechanics
- organization
- rhetorical analysis
- writing skill and style

A-8-3 **Identify effective communication strategies to engage with individuals, groups and communities:**
- interpersonal
- professional
- therapeutic

A-8-4 **Identify foundational concepts of personal health and wellness related to individuals, groups and communities including:**
- addictions
- communicable disease control
- immunization
- mental health/stress management
- neglect/abuse
- nutrition/physical activity
- population health
- prevention/wellness
- sexual activity/family planning
- violence
A Licensed Practical Nurse will:

**A-8-5** Describe foundations of health and wellness of self and others across the lifespan:
- environmental
- psychological
- physical
- social
- spiritual

**A-8-6** Describe determinants of health and impact on individual health and wellness.

**A-8-7** Understand foundations of psychology in relation to human behavior and development across the lifespan including:
- behavior
- cognition and intelligence
- conditioning and learning
- emotion and motivation
- memory
- perception
- sensation
- states of consciousness
- stress and health
- psychological health and illness

**A-8-8** Understand the concept of advocacy through promotion of wellness behavior and practices for:
- individuals
- groups
- communities

**A-8-9** Demonstrate knowledge of foundations of sociology related to social behavior and relationships across the lifespan:
- social
- biological
- emotional
- political
A Licensed Practical Nurse will:

**A-8-9** Demonstrate knowledge of foundations of sociology related to social behavior and relationships across the lifespan: (cont’d)
- cultural
- cognitive
- spiritual

**A-8-10** Demonstrate knowledge and ability to apply foundations of sociology to ethical nursing practice.
A Licensed Practical Nurse will:

A-9-1 **Demonstrate knowledge and ability to apply critical thinking and critical inquiry in validation and application of research:**
- applicability
- consistency of data
- ethical, political, professional issues
- identifiable bias
- method and sources
- relevance
- trustworthiness

A-9-2 **Demonstrate knowledge and ability to implement best practices and research into evidence informed practice.**

A-9-3 **Demonstrate knowledge and ability to involve clients, families and inter-professional team in formalized research.**

A-9-4 **Demonstrate ability to collaborate with research team to plan, conduct and evaluate nursing research.**
B: Nursing Process
A Licensed Practical Nurse will:

**B-1-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout health assessment.

**B-1-2** Demonstrate knowledge and ability to assess client considering multiple data sources including:
- current status
- historical information
- objective data
- subjective data

**B-1-3** Demonstrate knowledge and ability to identify primary and secondary sources of data.

**B-1-4** Demonstrate knowledge of methods of data collection.

**B-1-5** Demonstrate knowledge and ability to relate assessment findings to nursing practice.

**B-1-6** Demonstrate knowledge and ability to perform a holistic health assessment:
- psychosocial
  - cultural
  - developmental
  - economic
  - emotional
  - environmental
  - mental
  - social
  - spiritual
- physiological
  - biological
  - cognitive
  - functional
  - physical
A Licensed Practical Nurse will:

**B-1-7** Demonstrate knowledge and ability to perform vital signs and other assessments including:
- blood glucose level
- elimination
- hydration
- level of consciousness
- nausea
- pain
- pulse oximetry
A Licensed Practical Nurse will:

**B-2-1** Demonstrate knowledge related to domains addressed in development of nursing diagnosis.

**B-2-2** Demonstrate knowledge and ability to differentiate a nursing diagnosis from a medical diagnosis.

**B-2-3** Demonstrate knowledge and ability to apply critical thinking and critical inquiry to generate nursing diagnosis using data from comprehensive holistic assessment:
- identify actual and potential concerns/health issues
- research and validate components of client issues and concerns
- apply nursing diagnosis framework

**B-2-4** Demonstrate knowledge and ability to communicate nursing diagnosis with client, family and others.

**B-2-5** Demonstrate knowledge and ability to document nursing diagnosis and determine expected outcomes and plan.

**B-2-6** Demonstrate knowledge and ability to compare actual outcomes with expected outcomes and review and modify plan of care based on changing needs.

**B-2-7** Demonstrate knowledge and ability to communicate, consult and collaborate with inter-professional team.
A Licensed Practical Nurse will:

B-3-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout planning of care.

B-3-2 Demonstrate knowledge and ability to collaborate with the client throughout planning of care.

B-3-3 Demonstrate knowledge and ability to develop a plan of care based on client needs, priorities, expectations and values.

B-3-4 Demonstrate knowledge and ability to anticipate potential barriers to achieving plan of care.

B-3-5 Demonstrate knowledge and ability to utilize best available data, resources and evidence to develop a plan of care.

B-3-6 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team throughout planning of care.
A Licensed Practical Nurse will:

**B-4-1**  Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout implementation of plan of care.

**B-4-2**  Demonstrate knowledge and ability to collaborate with client throughout implementation of plan of care.

**B-4-3**  Demonstrate knowledge and ability to implement a plan of care based on client needs, priorities, expectations and values.

**B-4-4**  Demonstrate knowledge and ability to anticipate potential barriers to implementation of plan of care.

**B-4-5**  Demonstrate knowledge and ability to utilize best available data, resources and evidence throughout implementation of plan of care.

**B-4-6**  Demonstrate knowledge and ability to communicate and collaborate with inter-professional team throughout implementation of plan of care.
A Licensed Practical Nurse will:

B-5-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout evaluation of plan of care.

B-5-2 Demonstrate knowledge and ability to collaborate with client throughout evaluation of plan of care.

B-5-3 Demonstrate knowledge and ability to evaluate plan of care based on:
- client needs, priorities, expectations and values
- client response to care
- client progress
- challenges and barriers

B-5-4 Demonstrate knowledge and ability to utilize best available data, resources and evidence throughout evaluation of plan of care:
- assess quality/effectiveness of care
- measure level of care required
- determine family/social support system

B-5-5 Demonstrate knowledge and ability to revise plan of care based on evaluation.

B-5-6 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team throughout evaluation of plan of care.
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C: Safety
A Licensed Practical Nurse will:

C-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry in application of nursing process throughout urgent or emergent situation.

C-1-2 Demonstrate knowledge and ability to recognize and manage an urgent or emergent CODE situation according to agency policy including:
- bomb threat/suspicious package
- cardiac arrest/medical emergency
- chemical spill/hazardous material
- evacuation
- fire
- hostage
- mass casualty incident
- missing person
- shelter in place/air exclusion
- violence/aggression

C-1-3 Demonstrate knowledge and ability to differentiate and rank priority needs in an urgent or emergent situation.

C-1-4 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team in an urgent or emergent situation.

C-1-5 Demonstrate knowledge and ability to evaluate response following urgent or emergent situations.

C-1-6 Demonstrate knowledge and ability to manage and/or participate in debriefing following urgent or emergent situations.

C-1-7 Demonstrate knowledge and ability to report and document throughout urgent or emergent situations according to agency policy.
A Licensed Practical Nurse will:

C-2-1  Demonstrate knowledge of importance of personal protective equipment (PPE) and workplace safety equipment.

C-2-2  Demonstrate knowledge and ability to properly don, doff and dispose of personal protective equipment.

C-2-3  Demonstrate knowledge and ability to utilize workplace safety equipment according to agency policy.
A Licensed Practical Nurse will:

C-3-1 Demonstrate knowledge and ability to apply concepts of infection prevention and control to reduce transmission of pathogenic micro-organisms.

C-3-2 Demonstrate knowledge and ability to apply principles of aseptic or sterile technique appropriate to client care.

C-3-3 Demonstrate knowledge and ability to apply principles of routine/standard precautions including:
- bio-medical waste and sharps handling
- environmental cleaning
- hand hygiene
- handling client specific items and equipment
- point of care risk assessment
- personal protective equipment
  - gloves
  - gowns
  - masks and eye protection
- respiratory hygiene
- visitor management

C-3-4 Demonstrate knowledge and ability to apply exposure precautions according to agency policy:
- airborne
- contact
- droplet

C-3-5 Demonstrate knowledge and ability to immediately manage and report incidents of exposure including:
- body fluid exposure
- equipment failure
- needle stick injuries
A Licensed Practical Nurse will:

C-3-6 Demonstrate knowledge and ability to apply best practices for single use, client owned and multi-client reusable medical devices.

C-3-7 Demonstrate knowledge and ability to prepare multi-client reusable medical devices for specialized cleaning, disinfection and sterilization according to agency policy.
A Licensed Practical Nurse will:

C-4-1  Demonstrate knowledge and ability to maintain safety principles that apply to self, client, inter-professional team and others.

C-4-2  Demonstrate knowledge and ability to promote and implement a culture of safety through shared:
- attitudes
- goals
- practices
- values

C-4-3  Demonstrate knowledge and ability to plan and manage client safety throughout care delivery including:
- adverse reactions
- chemical, physical and environmental restraints
- error prevention practices
- managed risk agreement

C-4-4  Demonstrate knowledge and ability to accurately report and document client safety issues according to agency policy and Legislation.
A Licensed Practical Nurse will:

C-5-1 Demonstrate knowledge and understanding of the Occupational Health and Safety Act, Regulation and Code (OH&S).

C-5-2 Demonstrate understanding and responsibility to comply with agency policies and OH&S Act, Regulation and Code to achieve workplace safety.

C-5-3 Demonstrate accountability to safety of self, client and others by effectively contributing and adhering to safety culture:
- attend OH&S orientation and training programs
- recognize workplace hazards and controls
- report unsafe conditions as per employer policy
- report workplace incidents of injury as per Workers’ Compensation Act

C-5-4 Demonstrate knowledge and ability to utilize controls to identify and reduce risk of physical injury of self and others including:
- hazard and exposure assessment (chemical, biological)
- safe handling and use of tools and equipment
- safe lifting and transferring of loads (patient, equipment)
- use of personal protective equipment (footwear, eyewear, headwear, and hearing protection as necessary)

C-5-5 Demonstrate knowledge and ability to utilize strategies to identify and reduce risk of psychological injury of self and others including:
- employer policy and procedure
- non-violent crisis intervention, conflict management
- procedure for reporting and documenting
- rights and responsibilities under legislation
- safe and appropriate responses to incidents or potential incidents
- support services available in the event of an incident involving violence or harassment
- workplace violence and harassment risk factors
D: Communication and Interpersonal Skills
A Licensed Practical Nurse will:

**D-1-1** Demonstrate knowledge and ability to apply verbal and non-verbal communication techniques to create therapeutic relationships including:
- respectful tone and manner
- active listening
- paraphrasing and reflecting
- seek clarification
- timeliness
- adjust style as necessary
- write clearly and accurately

**D-1-2** Demonstrate knowledge and ability to apply verbal and non-verbal techniques to establish effective communication with inter-professional team and others.

**D-1-3** Demonstrate knowledge and ability to adapt communication techniques to address barriers including:
- cognitive
- cultural
- developmental
- emotional
- functional
- mental
- social
- spiritual
A Licensed Practical Nurse will:

**D-2-1** Demonstrate knowledge and ability to work toward a collective vision through inter-professional collaboration as outlined in:
- Standards of Practice for Licensed Practical Nurses in Canada
- Inter-professional Competency Framework (Canadian Inter-professional Health Collaborative, 2010)
- employer policy

**D-2-2** Demonstrate knowledge and respect for role of self and other providers in the healthcare system.

**D-2-3** Demonstrate knowledge and ability to engage client, family and others as partners in client centered care.

**D-2-4** Demonstrate knowledge and understanding of principles of team dynamics and group processes to create positive workplace environment.

**D-2-5** Demonstrate knowledge and ability to practice effective interpersonal communication.

**D-2-6** Demonstrate knowledge and ability to utilize a standardized communication tool to enhance communication process such as:
- SBAR situational briefing model:
  - S-situation
  - B-background
  - A-assessment
  - R-recommendation

**D-2-7** Demonstrate knowledge and ability to address and effectively manage conflict.
Major Competency Area: D
Communication and Interpersonal Skills

Competency: D-3
Therapeutic Nurse-Client Relationship

Date: June 1, 2015

A Licensed Practical Nurse will:

D-3-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry in application of the nursing process throughout the therapeutic nurse-client relationship.

D-3-2 Demonstrate knowledge and ability to practice in accordance with professional Legislation, regulation, standards and guidelines of nursing practice.

D-3-3 Demonstrate knowledge and ability to use appropriate communication techniques to establish, maintain and close the therapeutic nurse-client relationship related to:
  - advocacy
  - cultural competence
  - empathy and empowerment
  - health teaching and coaching
  - supportive measures and intent
  - trust and respect

D-3-4 Demonstrate knowledge and ability to define and maintain professional and personal boundaries related to:
  - giving/receiving gifts
  - caring for family/friends
  - conflict of interest
  - limited self-disclosure
  - understanding interpersonal relationships

D-3-5 Demonstrate knowledge and ability to recognize and address barriers to an effective therapeutic nurse-client relationship related to:
  - breach of confidentiality
  - personal behavior
  - personal bias
  - power imbalance

34 College of Licensed Practical Nurses of Alberta, Competency Profile for LPNs, 3rd Ed.
A Licensed Practical Nurse will:

**D-4-1** Demonstrate knowledge of factors that influence teaching and learning including:
- access to resources
- determinants of health
- learning styles and preferences

**D-4-2** Demonstrate knowledge and ability to apply health teaching and coaching principles to achieve effective learning related to:
- goal setting
- motivational practices
- positive psychology

**D-4-3** Demonstrate ability to apply nursing knowledge and clinical expertise throughout health teaching and coaching related to:
- application of best practices
- evidence informed approach to care
- sharing of resources

**D-4-4** Demonstrate knowledge and ability to develop and deliver an individualized teaching and coaching plan to foster client decision making, self-efficacy and navigation of the healthcare system.

**D-4-5** Demonstrate knowledge and ability to evaluate teaching, coaching and learning outcomes.
A Licensed Practical Nurse will:

**D-5-1** Demonstrate professional accountability and responsibility to ensure adherence to legal protocols and documenting and reporting guidelines.

**D-5-2** Demonstrate knowledge and ability to ensure accurate, concise and complete documentation.

**D-5-3** Demonstrate knowledge and ability to adhere to applicable legal protocols and Legislation affecting client.

**D-5-4** Demonstrate knowledge and ability to adapt documenting and reporting according to specific practice setting requirements and agency policy.

**D-5-5** Demonstrate knowledge and ability to obtain informed consent throughout care delivery as appropriate and according to agency policy.

**D-5-6** Demonstrate knowledge and ability to manage, report and document refusal of treatment or self-discharge.

**D-5-7** Demonstrate knowledge and ability to appropriately report and collaborate within inter-professional team.
Major Competency Area: D
Communication and Interpersonal Skills

Competency: D-6
Accept, Transcribe and Initiate Orders

Date: June 1, 2015

A Licensed Practical Nurse will:

D-6-1 Demonstrate knowledge and ability to accept, transcribe and initiate orders from authorized health professional(s) according to agency policy related to:
- electronic
- phone
- verbal
- written

D-6-2 Demonstrate knowledge and ability to contact authorized health professional(s) to clarify a suspected unsafe or questionable order:
- confirm accuracy and completeness
- discuss potential actions and/or interactions
- share concerns related to clients changing needs
A Licensed Practical Nurse will:

D-7-1 Demonstrate knowledge and ability to recognize common sources of conflict in self and others including:
- beliefs, values, and biases
- expectations
- financial concerns
- individual differences
- professional roles

D-7-2 Demonstrate knowledge and ability to intervene immediately in urgent situations involving conflict related to:
- safety of patient(s)
- safety of self or others

D-7-3 Demonstrate knowledge and ability to focus on the problem/issue not the individual(s).

D-7-4 Demonstrate knowledge and ability to manage conflict effectively by identifying:
- problem/issue
- subjective interest/investment
- mutual options/possible resolutions
- objective criteria

D-7-5 Demonstrate knowledge and ability to consult with appropriate professional(s) as required in situations of conflict.
E: Nursing Practice
A Licensed Practical Nurse will:

E-1-1 Demonstrate knowledge of importance of critical thinking and critical inquiry to nursing practice.

E-1-2 Demonstrate knowledge of how critical thinking and critical inquiry influence clinical judgment and decision making.

E-1-3 Demonstrate ability to utilize critical inquiry to expand critical thinking through analysis, discernment and reflective reasoning related to:
- actions
- assumptions
- beliefs
- conclusions
- ideas
- principles

E-1-4 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the decision making process:
- identify facts
- prioritize risks and problems
- analyze best available evidence
- clarify and challenge assumptions
- identify and analyze the context
- identify anticipated outcome
A Licensed Practical Nurse will:

**E-2-1**  
**Demonstrate importance of clinical judgment and decision-making in nursing practice and inter-personal relationships.**

**E-2-2**  
**Demonstrate knowledge and ability to integrate evidence informed practice in clinical judgment and decision making:**  
- identify concern  
- reflect on prior knowledge, experience and intuition  
- assess potential for inaccurate judgments and decisions  
- establish a plan to achieve desired outcomes  
- implement the plan  
- evaluate effectiveness of process and assess outcomes  
- alter plan to achieve desired outcomes if required  
- review and suggest alternatives to policy and procedures  
- reflect on knowledge gained and impact on professional practice

**E-2-3**  
**Demonstrate knowledge and ability to communicate and collaborate with inter-professional team as necessary throughout the decision making process.**
Major Competency Area: E
Nursing Practice

Competency: E-3
Time Management

Date: June 1, 2015

A Licensed Practical Nurse will:

E-3-1 Demonstrate knowledge and ability to manage time effectively.

E-3-2 Demonstrate knowledge and ability to prioritize and manage client care related to the following factors:
- emergent – immediate threat to survival or safety
- urgent – problems requiring immediate intervention
- less urgent – problems requiring non-immediate intervention
- non-urgent – anticipated problems in future

E-3-3 Demonstrate knowledge and ability to seek guidance and assistance from inter-professional team as necessary.

E-3-4 Demonstrate knowledge and ability to assess and monitor own fitness to practice while prioritizing care.

E-3-5 Demonstrate ability to respect inter-professional team in decisions of personal time management including:
- arriving for work on time
- collaborating in care delivery
- conducting self professionally
- limiting personal activities to personal time (social media, texting, personal calls)
- managing breaks effectively
- remaining until transfer of care is complete to avoid abandonment of care

E-3-6 Demonstrate knowledge and ability to adapt to unexpected demands.
A Licensed Practical Nurse will:

**E-4-1** Demonstrate knowledge and ability to perform admission and discharge procedures including:
- comprehensive client assessment and history
- medication reconciliation
- advanced care planning/goals of care
- processing orders
- managing transfers and referrals
- health teaching and coaching
- documenting and reporting
A Licensed Practical Nurse will:

**E-5-1**  Demonstrate knowledge and ability to assess client functional status to independently perform self-care including:

- basic:
  - dressing
  - functional mobility/lift and transfer
  - ambulation/range of motion
  - personal hygiene and grooming
  - feeding/hydration
  - toilet hygiene
- instrumental:
  - care of others, pets
  - communication (telephone, technology)
  - community mobility
  - financial management
  - health and medical interventions
  - home management
    - housework
    - meal preparation
    - routine maintenance
    - shopping
    - sidewalk clearing

**E-5-2**  Demonstrate knowledge and ability to assess client inability to achieve independent self-care including:

- physical and cognitive impairments
- gaps in support system
- homelessness
A Licensed Practical Nurse will:

**E-6-1** Demonstrate knowledge and ability to assess and provide nutrition/hydration by multiple routes:
- enteral
- gastrostomy
- hypodermoclysis
- intravenous
- jejunostomy
- nasogastric
- nasojejunal
- oral
- orogastric

**E-6-2** Demonstrate knowledge and ability to insert, manage, and remove a nasogastric tube *(with a stylet)*. (amended Jan. 31, 2017).

**E-6-3** Demonstrate knowledge and ability to reinsert established gastrostomy tube.

**E-6-4** Demonstrate knowledge and ability to perform basic chewing and swallowing assessment and manage associated client care needs.

**E-6-5** Demonstrate knowledge and ability to monitor, regulate, and discontinue Total Parenteral Nutrition (TPN) (amended Jan. 31, 2017).

Note: LPNs are not authorized to provide the restricted activity of *initiating the administration of TPN* (amended Jan. 31, 2017).
A Licensed Practical Nurse will:

**E-7-1** Demonstrate knowledge and ability to manage elimination needs including:
- urinary:
  - bladder scanning
  - catheter flush
  - continuous bladder irrigation
  - distension
  - double J stent
  - incontinence
  - inserting and removing urethral and coude catheter
  - nephrostomy
  - re-inserting established suprapubic catheter
  - residual urine
  - retraining
  - urethrostomy
  - urostomy
  - vaginal pessary
- bowel:
  - digital stimulation
  - enema
  - fecal disimpaction
  - ostomies
    - irrigation
  - rectal tubes

**E-7-2** Demonstrate knowledge and ability to utilize devices and equipment related to elimination needs.

**Note:** LPNs are not authorized to insert urological devices, for the purpose of aiding elimination, using a guide-wire or stylet (amended Jan. 31, 2017).
A Licensed Practical Nurse will:

E-8-1 Demonstrate knowledge of indications and risks associated with peritoneal dialysis.

E-8-2 Demonstrate knowledge and ability to monitor and manage peritoneal catheter site.

E-8-3 Demonstrate knowledge and ability to perform procedures involved in peritoneal dialysis:
- initiate, monitor and discontinue
- intra-peritoneal medication administration

E-8-4 Demonstrate knowledge and ability to calculate weekly clearance of urea by client’s kidneys.

E-8-5 Demonstrate knowledge and ability to provide health teaching and coaching to client receiving peritoneal dialysis.
A Licensed Practical Nurse will:

**E-9-1** Demonstrate knowledge and ability to manage basic foot care for client including trimming and filing nails.

**E-9-2** Demonstrate knowledge of common micro-organisms of the feet including:
- bacteria
- viruses
- fungi
- yeast

**E-9-3** Demonstrate knowledge of infection prevention and control standards associated with foot care.

**E-9-4** Demonstrate knowledge and ability to assess compromised circulation and its effects on lower extremities.

**E-9-5** Demonstrate knowledge and ability to manage basic foot care in client with compromised circulation.

**E-9-6** Demonstrate knowledge and ability to teach appropriate foot care to client, family and others.

**E-9-7** Demonstrate knowledge and ability to refer client to advanced foot care professional(s) as appropriate.
A Licensed Practical Nurse will:

E-10-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to skin care/wound management protocols.

E-10-2 Demonstrate knowledge and ability to identify client at risk for recurrence or exacerbation of skin breakdown.

E-10-3 Demonstrate knowledge and ability to perform wound care:
- acute wounds
- malignant wounds
- occlusive dressings
- pressure dressings
- skin ulceration wounds
- specialized (wound equipment)
- surgical wounds
- traumatic wounds
- wound compresses
- wound irrigation
- wounds with drain
- wounds with packing

E-10-4 Demonstrate knowledge and understanding of pathophysiology and etiology related to principles of wound healing and wound care management including:
- biochemical process related to wound healing
  - hemostasis
  - inflammation
  - proliferation/granulation
  - remodeling/maturation
- differentiate between acute, chronic and malignant wounds
- factors related to optimal healing environment
A Licensed Practical Nurse will:

**E-10-4** Demonstrate knowledge and understanding of pathophysiology and etiology related to principles of wound healing and wound care management including: (cont’d)
- factors which impede healing
  - vascular compromise
  - immunodeficiency
  - metabolic disease
  - connective tissue disorders
  - malignancy
  - nutritional deficiencies
  - psychosocial disorders
  - adverse effects of medications
  - infection, burns, trauma
- utilize wound classification and staging tools (Braden scale)

**E-10-5** Demonstrate knowledge of purpose of wound debridement.

**E-10-6** Demonstrate knowledge and ability to assess psychosocial and quality of life concerns of client and others related to wound care management including:
- alterations of body image/lifestyle
- attitudes and feelings/beliefs and values
- communication difficulties/information needs
- involve client and family in care planning/decision making
- pain management strategies
- patient-centered holistic care

**E-10-7** Demonstrate knowledge and ability to provide health teaching and coaching to client, family and others related to wound care management and the healing process.

**E-10-8** Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.
A Licensed Practical Nurse will:

**E-11-1  Demonstrate knowledge and ability to apply the nursing process in assessment and management of complex acute, chronic and malignant wounds related to:**
- arterial disease  
  - acute thrombosis  
  - chronic atherosclerosis  
- venous disease  
  - acute deep vein thrombosis (DVT)  
  - chronic venous insufficiency  
  - varicose veins  
- co-morbidities  
- chronic edema  
- allergies/sensitivities  
- complicated post-surgical  
- diabetes  
- exudate management/malodorous secretions  
- functional limitations/compromise  
- lymphatic system sufficiency/compromise  
- neuropathic/neurogenic associated pain  
- tumor necrosis/fungating cancers  
- vascular sufficiency/compromise

**E-11-2  Demonstrate knowledge and ability to perform clinical and technical vascular assessment of lower limbs including:**
- complete medical/physical history  
  - current health status  
  - previous fractures, investigations, treatments  
  - prior use of compression therapy  
  - co-morbidities  
  - pain (type, location)  
  - current medications  
  - family history
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Competency: E-11</th>
<th>Advanced Wound Care</th>
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<tbody>
<tr>
<td><strong>E-11-2</strong></td>
<td><strong>Demonstrate knowledge and ability to perform clinical and technical vascular assessment of lower limbs including: (cont’d)</strong></td>
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</table>
| | - physical examination  
| |   - skin integrity/color/temperature/rubor/blanche  
| |   - hair and nail condition/growth pattern  
| |   - presence/absence of pulses (femoral, popliteal, posterior tibial, dorsalis pedis)  
| |   - presence/absence of varicosities  
| |   - mobility/range of motion  
| |   - structural deformities  
| |   - ankle brachial pressure indices (ABPI)  
| |   - photoplethysmography (pulse oximeter)  
| |   - Doppler application / interpretation  
| |   - neuropathy monofilament testing |

| E-11-3 | **Demonstrate knowledge and ability to perform advanced wound care treatment modalities and wound dressing to promote healing based on:** |
| | - classification/characteristics of wound  
| | - phase of healing  
| | - client need and risk factors (allergies/sensitivities/comorbidities/lifestyle)  
| | - protection against secondary injury  
| | - insulates and moistens wound bed to promote healing  
| | - provides effective barrier to microorganisms  
| | - prevents maceration/irritation of surrounding tissues  
| | - free from particulate/toxins  
| | - prevent secondary trauma upon removal of dressing |

| E-11-4 | **Demonstrate knowledge of adjunctive therapies often associated with care of advanced wounds such as:** |
| | - electrical stimulation  
| | - negative pressure therapy  
| | - hyperbaric oxygen therapy |
A Licensed Practical Nurse will:

**E-11-5** Demonstrate knowledge and ability to perform wound debridement as defined:
- Level 1: removal of loose, avascular skin tissue
- Level 2: removal of tissue within the dermis and hypodermis (not beyond the subcutaneous fascia)

**E-11-6** Demonstrate knowledge and ability to identify clients at risk for recurrence or exacerbation of skin breakdown and develop appropriate prevention strategies.

**E-11-7** Demonstrate knowledge and ability to assess psychosocial and quality of life concerns of client and others related to advanced wound care management including:
- patient-centered holistic care
- alterations of body image/lifestyle
- attitudes and feelings/beliefs and values
- cosmetic effects of dressings
- communication difficulties/information needs
- coping strategies and available support services
- sociocultural issues (marginalization/social isolation)
- impact on interpersonal relationships/functional ability
- pain management strategies
- socioeconomic issues (financial, relational, emotional, spiritual)
- expectations/short and long term goals
- involve client and family in care planning/decision making

**E-11-8** Demonstrate knowledge and ability to provide health teaching and coaching to client, family and others related to advanced wound care management and the healing process.

**E-11-9** Demonstrate knowledge and ability to communicate, consult and collaborate with inter-professional team.
A Licensed Practical Nurse will:

E-12-1  Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to phlebotomy.

E-12-2  Demonstrate knowledge of anatomy and physiology related to phlebotomy technique.

E-12-3  Demonstrate knowledge and ability to perform phlebotomy and manage blood samples according to agency policy.

E-12-4  Demonstrate knowledge and ability to provide health teaching and coaching related to phlebotomy.

E-12-5  Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.

E-12-6  Demonstrate knowledge of use of therapeutic phlebotomy for conditions including:
- hemochromatosis
- sickle-cell anemia
- polycythemia

E-12-7  Demonstrate knowledge and ability to perform therapeutic phlebotomy according to agency policy.
A Licensed Practical Nurse will:

**E-13-1** Demonstrate knowledge and ability to integrate concepts of client centered care throughout care delivery including:
- client engagement (life history, belief, experiences)
- collaborative partnerships
- empowering communication
- health advocacy, support and empowerment
- holistic assessment
- obtaining informed consent
- ready access and autonomy
- respecting client needs, values and preferences

**E-13-2** Demonstrate knowledge and ability to identify relationship between client centered care and outcomes in health management:
- anxiety reduction
- satisfaction with health outcomes
- engagement and empowerment
- rights, needs, goals and preferences of client addressed
- satisfaction with healthcare system
- self-management and self-efficacy

**E-13-3** Demonstrate knowledge and ability to provide health teaching and coaching that fosters client decision making and self-efficacy.

**E-13-4** Demonstrate knowledge and ability to communicate and collaborate with client, family, others and inter-professional team to ensure delivery of client centered care.
A Licensed Practical Nurse will:

**E-14-1** Demonstrate knowledge of differences between conventional medicine and complementary and alternative therapies.

**E-14-2** Demonstrate knowledge of common complementary and alternative therapies including:
- bio-field/energy (Reiki, electro-magnetic, therapeutic touch)
- biologically based (dietary supplements, herbal products, vitamins)
- manipulative and body based (massage, reflexology, chiropractic)
- mind-body (hypnosis, visual imagery, meditation)
- whole medical (homeopathy, naturopathy, traditional healing)

**E-14-3** Demonstrate knowledge and ability to assess and consider impact of complementary and alternative therapies on client’s goals of care.

**E-14-4** Demonstrate knowledge and ability to assess and consider impact of complementary and alternative therapies on nursing interventions and plan of care.

**E-14-5** Demonstrate knowledge and ability to assess and manage risk factors associated with complementary and alternative therapies:
- client perspective regarding efficacy
- delayed treatment
- cost and financial hardship
- contraindications with conventional medicine
- understanding of health risks and interactions
- potential atypical symptoms/response

**E-14-6** Demonstrate knowledge and ability to recognize and support clients decision to supplement or replace conventional care with complementary and alternative therapy.

**E-14-7** Demonstrate knowledge and ability to care for the body adhering to infection prevention and control standards.
A Licensed Practical Nurse will:

**E-15-1** Demonstrate knowledge of the anatomy of the ear.

**E-15-2** Demonstrate knowledge of the purpose for the ear syringing.

**E-15-3** Demonstrate knowledge and ability to perform ear syringing:

- check physicians order or protocol
- prepare supplies explain procedure to the client
- prepare and position client
- position drainage basin appropriately
- cleanse outer aspects of ear as necessary position ear canal to straighten the auditory canal by pulling the pinna:
  - down and back for an infant
  - up and back for an adult
- insert fluid appropriately:
  - direct a steady stream of solution against the roof of the auditory canal
  - use only sufficient force to remove secretions
- do not occlude auditory canal with the irrigating nozzle:
  - allow solution to flow out unimpeded
  - allow ear canal to drain appropriately
  - place cotton ball loosely in auditory meatus
- have client lie on side of affected ear using absorbent pad if necessary
- document irrigation, appearance of drainage and client response
A Licensed Practical Nurse will:

E-16-1 Demonstrate knowledge and ability to care for the body adhering to infection prevention and control standards.

E-16-2 Demonstrate knowledge and ability to notify appropriate individuals.

E-16-3 Demonstrate knowledge and ability to collaborate with inter-professional team to provide resources and support to client and others.

E-16-4 Demonstrate knowledge and ability to manage client valuables.

E-16-5 Demonstrate knowledge and ability to assist in post mortem examination and sample procurement.

E-16-6 Demonstrate knowledge and ability to notify funeral home, prepare documents, and arrange transfer of body.
F: Respiratory Care
A Licensed Practical Nurse will:

F-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in airway assessment and management.

F-1-2 Demonstrate knowledge and ability to manage airway issues associated with acute and chronic conditions.

F-1-3 Demonstrate knowledge and ability to manage airway devices including:
- insert, manage and remove oropharyngeal airway (OPA)
- insert, manage and remove nasopharyngeal airway (NPA)
- manage endotracheal airway (trach)
- manage laryngeal mask airway (LMA)
- manage other respiratory assist devices:
  - Ambu-bag
  - bag-valve mask
  - bilevel positive airway pressure (BiPAP)
  - continuous positive airway pressure (CPAP)

F-1-4 Demonstrate knowledge and ability to provide care for client with mechanical ventilation according to agency policy.

F-1-5 Demonstrate knowledge and ability to provide health teaching and coaching associated with respiratory disorders including:
- activity intolerance
- airway management
- altered sleep pattern
- anxiety
- ineffective airway clearance
- ineffective breathing pattern
- trauma
A Licensed Practical Nurse will:

**F-2-1** Demonstrate knowledge and ability to recognize indications and contraindications for oxygen administration.

**F-2-2** Demonstrate knowledge and ability to apply and manage oxygen therapy devices including:
- aerosol mask (simple face mask)
- high flow oximeter
- nasal cannula
- nasal catheter
- non re-breathing mask
- oropharyngeal airway (OPA)
- partial re-breather mask
- bilevel positive airway pressure (BiPAP) machine
- continuous positive airway pressure (CPAP) machine

**F-2-3** Demonstrate knowledge and ability to care for client with oxygen therapy devices including:
- monitor laryngeal mask airway (LMA)
- monitor nasopharyngeal airway (NPA)

**F-2-4** Demonstrate knowledge of safety precautions when utilizing oxygen therapy.
A Licensed Practical Nurse will:

F-3-1 Demonstrate knowledge and ability to recognize indications and contraindications for suctioning.

F-3-2 Demonstrate knowledge and ability to perform suctioning beyond the pharynx or endotracheal opening according to agency policy:
- appropriate size and lumen of suction catheters
- appropriate suction pressure
- frequency of suctioning

F-3-3 Demonstrate knowledge and ability to maintain suctioning equipment.
A Licensed Practical Nurse will:

F-4-1 Demonstrate knowledge and ability to provide respiratory interventions.

F-4-2 Demonstrate knowledge and ability to recognize indications and contraindications for performing chest physiotherapy:
- assisted coughing
- cough assist device
- deep breathing and coughing
- incentive spirometer
- orthopneic position
- percussion (clapping)
- postural drainage
- vibration

F-4-3 Demonstrate knowledge and ability to evaluate effects of respiratory interventions.
A Licensed Practical Nurse will:

**F-5-1**  
Demonstrate knowledge and ability to recognize indications and contraindications associated with tracheostomy tubes.

**F-5-2**  
Demonstrate knowledge and ability to manage tracheostomy care:
- changing tracheostomy dressing
- changing established tracheostomy
- changing of tracheostomy ties
- cleaning a double cannula tracheostomy tube
- deflating/inflating a tracheostomy cuff
- humidification
- instilling solution or medication into a tracheostomy
- plugging a tracheostomy tube
- suctioning
- using manual resuscitation (Ambu bag)

**F-5-3**  
Demonstrate knowledge and ability to recognize indications and contraindications of mechanical ventilation.
A Licensed Practical Nurse will:

F-6-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in care for client with chest drainage system.

F-6-2 Demonstrate knowledge and ability to recognize indications and contraindications for chest tube insertion:
- hemothorax
- pneumothorax
- surgical treatment
- tension pneumothorax

F-6-3 Demonstrate knowledge and ability to identify and describe purpose of pleural or mediastinal chest tubes.

F-6-4 Demonstrate knowledge and ability to assist with insertion of chest tube.

F-6-5 Demonstrate knowledge and ability to setup and manage a chest drainage system.

F-6-6 Demonstrate knowledge and ability to identify complications and appropriate interventions for client with chest drainage system including:
- absence of fluid fluctuation in water seal chamber
- apparatus lifted to client’s chest
- apparatus malfunction
- chest tubes accidentally pulled out
- continuous bubbling in the water seal chamber
- hemorrhage
- incorrect tube placement
- pulmonary edema
- signs of infection
- subcutaneous emphysema
- tube occlusion
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G: Surgical
A Licensed Practical Nurse will:

**G-1-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in care of a surgical client.

**G-1-2** Demonstrate knowledge of clinical pathways related to surgical procedures including:
- pre-operative
- intra-operative
- post-operative
- anticipated and unanticipated outcomes
- complications

**G-1-3** Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to surgical nursing.

**G-1-4** Demonstrate knowledge and ability to provide health teaching and coaching associated with surgical nursing.

**G-1-5** Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.
A Licensed Practical Nurse will:

G-2-1  Demonstrate knowledge and ability to provide health teaching and coaching associated with pre and postoperative care including:
- deep breathing and coughing
- dietary needs and restrictions
- discharge education
- drains and tubes
- incentive spirometer
- medication management
- mobility and exercise
- pain control
- personal directive
- post-operative care and rehabilitation
- referrals
- surgical site and dressing

G-2-2  Demonstrate knowledge and ability to perform preoperative care according to agency policy including:
- confirm oral intake restrictions
- ensure client/witness consent
- family contact information
- preoperative history and assessment
- pre-surgical preparation
- transfer client to operating room
A Licensed Practical Nurse will:

**G-2-3** Demonstrate knowledge and ability to receive client from recovery room and perform postoperative care including:
- review physician/surgeon orders
- initial postoperative assessment related to:
  - binders/compression devices
  - casts/splints/orthopedic devices
  - cognitive status
  - dermatome checks
  - drainage devices and connections
  - dressing/wounds
  - infusion therapy
  - neurovascular checks
  - oxygen saturation
  - pain and discomfort
  - vital signs
- ongoing monitoring for postoperative complications
- safety precautions/mobilization/transfer methods
- nutrition/elimination needs
- pain management:
  - pain assessment
  - administer analgesics
  - manage patient controlled analgesia (PCA) pump
  - monitor epidural infusion

**G-2-4** Demonstrate knowledge and ability to assess and manage surgical incision and wound care to facilitate healing:
- dressings
- empty, remove and shorten drains
- irrigation
- packing
- removal of packing
- removal of staples and sutures
- wound VAC (vacuum assisted closure)
A Licensed Practical Nurse will:

**G-3-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in various procedures associated with therapeutic and diagnostic endoscopy.

**G-3-2** Demonstrate knowledge and ability to perform pre-procedural care including:
- complete health history
- medication reconciliation
- admission assessment
- pre-procedural checklist
- medication administration

**G-3-3** Demonstrate knowledge of risks and precautions related to procedural sedation such as:
- continuous assessment of client
- intravenous direct procedure
- monitoring of infusion

**G-3-4** Demonstrate knowledge and ability to perform post-procedural care including:
- observing for signs and symptoms of post-procedural complications including:
  - abdominal bloating
  - abdominal pain
  - chest pain
  - crepitus
  - decrease in client condition
  - nausea and vomiting
  - perforation
  - rectal bleeding
  - swelling of throat
  - vital signs
- pain/comfort management
- discharge health teaching and coaching
- referral to resources
A Licensed Practical Nurse will:

**G-3-5** Demonstrate knowledge and ability to perform client assessment, monitoring and intervention during various procedures associated with endoscopy.

**G-3-6** Demonstrate knowledge and ability to administer procedural sedation according to agency policy.

**G-3-7** Demonstrate knowledge and ability to assist with/perform various procedures associated with therapeutic and diagnostic endoscopy according to agency policy including:

- upper/lower gastrointestinal procedures
- pulmonary procedures
- stabilize scope for the purpose of visualization
- manage inflation/deflation of dilation device as directed
- submucosal/intramural injection or tattoo-marking medication(s) as directed
- manipulate biopsy and retrieval equipment to obtain specimen as directed
- manipulate clip device to open, close and release as directed
- prepare cautery equipment for use
- prepare Hemospray device and deliver Hemospray dose as directed
- assist physician with preparation of banding device
- prepare and label specimens

**G-3-8** Demonstrate knowledge and ability to perform post-procedural equipment cleaning and preparation for sterilization according to agency policy.

**Note:** LPNs are not authorized to advance or withdraw (manipulate) scope.
Major Competency Area:  G
Surgical

Competency:  G-4
Post Anesthetic Recovery

Date:  June 1, 2015

A Licensed Practical Nurse will:

G-4-1  Demonstrate knowledge and ability to receive and manage client for post anesthetic recovery:
- perform initial and continuing client assessment including
  - blood loss
  - drains
  - infusion lines
  - level of consciousness
  - pain management
  - urine output
  - vital signs
  - wound dressings
- guide client to consciousness
- monitor blood and manage fluid infusions
- respond to client questions and personal needs
- medication administration
- change or reinforce wound dressings as necessary
- monitor client for changes in condition
- report and manage post-operative complications
- consult and collaborate with inter-professional team
- complete post-operative checklist and documentation

G-4-2  Demonstrate knowledge and ability to manage client for immediate post anesthetic recovery in post anesthetic care unit (PACU).
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H: Orthopedics
A Licensed Practical Nurse will:

**H-1-1**  Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in orthopedics.

**H-1-2**  Demonstrate knowledge of anatomy, physiology and pathophysiology related to the musculoskeletal system including:
- determinants of normal musculoskeletal structure and function
- identify symptoms indicating immediate/urgent need for intervention
- infection prevention, risks, exposure and management
- musculoskeletal illness and trauma
- signs and symptoms of musculoskeletal impairment

**H-1-3**  Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to orthopedic nursing.

**H-1-4**  Demonstrate knowledge and ability to provide health teaching and coaching associated with orthopedic nursing.

**H-1-5**  Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.
A Licensed Practical Nurse will:

**H-2-1** Demonstrate knowledge and ability to assess and manage nursing care for conditions and injuries of the musculoskeletal system.

**H-2-2** Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to medication management of orthopedic client.

**H-2-3** Demonstrate knowledge of orthopedic diagnostic tests and nursing implications including:
- arthrogram
- blood tests
- bone scan
- computed axial tomography (CT scan)
- discography
- doppler studies
- electromyography (EMG) (nerve conduction studies)
- magnetic resonance imaging (MRI)
- myelogram
- X-ray

**H-2-4** Demonstrate knowledge and ability to assess and manage ambulation and immobilization needs including:
- braces and splints
- canes, crutches, walkers, wheelchairs
- external fixators
- mechanical lifts
- nutritional needs
- pain management
- physical mobility and ambulation
- protective devices
- traction
A Licensed Practical Nurse will:

**H-3-1** Demonstrate knowledge of indications and contraindications associated with use of traction and immobilizers.

**H-3-2** Demonstrate knowledge and ability to assess and manage client with traction and immobilization devices including:
- ambulation
- complications (compartment syndrome, compression syndrome, infection, bleeding, etc.)
- edema
- neurovascular status
- pain

**H-3-3** Demonstrate knowledge and ability to manage cast care including:
- bivalving
- removing
- trimming
- univalving
- windowing

**H-3-4** Demonstrate knowledge and ability to fit and apply pre-formed removable splints and braces including:
- adjustable knee braces (Zimmer splints)
- clam shells
- half/back slabs
- soft cervical collars

**H-3-5** Demonstrate knowledge and ability to cut, form and apply removable resting splint or immobilizer.
A Licensed Practical Nurse will:

**H-3-6** Demonstrate knowledge and ability to manage nursing care for client with traction/external fixators including:
- bucks
- halo
- manual
- pin site care
- skeletal
- skin

**H-3-7** Demonstrate knowledge of indications and contraindications associated with care of c-spine injuries.
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I: Neurological/Neurosurgical
Major Competency Area: I
Neurological/Neurosurgical

Competency: I-1
Neurological Nursing

Date: June 1, 2015

A Licensed Practical Nurse will:

I-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in neurological nursing.

I-1-2 Demonstrate knowledge and understanding of anatomy, physiology and pathophysiology related to illness/trauma of the neurological system including:
- determinants of normal neurological function
- neurological impairment, shock
- neurological illness, trauma and surgery including:
  - brain and spinal tumors
  - carotid endarterectomy
  - Guillain-Barre syndrome
  - intracranial hemorrhage
  - increased intracranial pressure
  - meningitis
  - neurosurgery
  - seizures and epilepsy
  - stroke
  - transient ischemic attack
  - traumatic head injury
  - traumatic spinal cord injury

I-1-3 Demonstrate knowledge and ability to provide health teaching and coaching associated with neurological nursing.

I-1-4 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.
A Licensed Practical Nurse will:

**I-2-1** Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to neurological nursing:
- ensure and respect client choices in decision making
- assess, monitor and evaluate neurological vital signs:
  - cranial nerve assessment
  - motor assessment
  - sensory assessment
  - reflex assessment

**I-2-2** Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to medication management in neurological nursing.

**I-2-3** Demonstrate knowledge and understanding of indications, contraindications and complications associated with neurological and related diagnostic tests and procedures including:
- cerebral angiogram
- computerized tomography (CT)
- CT Angiogram
- electroencephalography (EEG)
- magnetic resonance angiography (MRA)
- magnetic resonance imaging (MRI)
- ultrasonogram (carotid Doppler, transcranial Doppler)
- X-ray
- electromyography (EMG)
- nerve conduction studies
- lumbar puncture
- myelography
- electrocardiography (ECG)
- echocardiogram
- transesophageal echocardiogram (TEE)
Competency: 1-2
Neurological Nursing Interventions

A Licensed Practical Nurse will:

I-2-4  **Demonstrate knowledge and ability to anticipate and recognize actual or potential immediate or urgent neurological crisis including:**
- abnormal respirations
- bradycardia
- cardiac dysrhythmias
- decreased level of consciousness
- hypertension
- hyperthermia
- hypotension
- hypothermia
- tachycardia
- widening pulse pressure

I-2-5  **Demonstrate knowledge and ability to recognize signs and symptoms of a life threatening neurological event and implement interventions according to agency policy.**
A Licensed Practical Nurse will:

**I-3-1** Demonstrate knowledge and ability to assess for spinal injury.

**I-3-2** Demonstrate knowledge of best practices in cervical spine management and implementation according to agency policy.

**I-3-3** Demonstrate knowledge of criteria for spinal immobilization and spinal precautions including:
- neck/back pain with or without nerve involvement
  - history of:
    - degenerative bone disease
    - falls
    - head, neck or facial trauma
    - motor vehicle crash
    - trauma with intoxication, altered mental status or unconsciousness

**I-3-4** Demonstrate knowledge and ability to apply and maintain spinal precautions including:
- application, maintenance and removal of cervical collars (soft, rigid)
- assist to stabilize spine with manual and/or mechanical traction
- logrolling
- maintain proper spinal/body alignment
- transportation precautions
- use of spine board/slider board

**I-3-5** Demonstrate knowledge and ability to provide nursing care and interventions specific to client with spinal injury including:
- motor power/sensation/neurovascular status
- skin care and institute protective measures
- wounds, drainage tubes
- nutrition/hydration/elimination
- intake and output balance
- casts, halo traction, thoracolumbosacral orthosis
- comfort measures and pain management
A Licensed Practical Nurse will:

I-4-1  **Demonstrate knowledge and ability to care for client requiring detailed observation and interventions according to agency policy.**

I-4-2  **Demonstrate knowledge and ability to assist with and/or provide advanced neurological assessment, monitoring, care and interventions according to agency policy including:**

- 12 and 15 lead ECG application and interpretation
- acid-base balance
- acute pain management
- advanced swallowing assessment
- arterial blood gas analysis
- arterial line monitoring
- cerebellar function testing
- chest assessment and physiotherapy
- cognitive functioning assessment
- cranial nerve assessment
- fluid and electrolyte imbalance monitoring
- lumbar drain monitoring
- pressure monitoring
  - central venous pressure monitoring
  - intra-arterial line monitoring
  - intra-cranial pressure monitoring
- spinal assessment
- ventricular and subdural drain monitoring

I-4-3  **Demonstrate knowledge and ability to communicate, consult and collaborate with inter-professional team.**
J: Cardiovascular
A Licensed Practical Nurse will:

**J-1-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in cardiovascular nursing.

**J-1-2** Demonstrate knowledge and understanding of anatomy, physiology and pathophysiology of the cardiovascular system and cardiovascular disease including:
- determinants of normal cardiac cycle and cardiac conduction pathway
- cardiovascular diseases and disorders
  - atherosclerosis
  - cardiac dysrhythmias
  - cardiac valve disease (insufficiency/stenosis)
  - cardiomyopathy
  - congenital heart disease/anomaly
  - pericarditis/myocarditis/endocarditis
  - heart failure
  - hypercholesterolemia/dyslipidemia
  - hyper/hypotension
  - ischemic heart disease
  - peripheral artery disease
- determinants of blood pressure and central venous pressure
- decompensation, shock, hypovolemic shock, cardiac failure
- single and multiple organ system failure

**J-1-3** Demonstrate knowledge and ability to provide health teaching and coaching associated with cardiovascular nursing.

**J-1-4** Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.
A Licensed Practical Nurse will:

**J-2-1** Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to cardiovascular nursing:
- ensure and respect client choices in decision making
- assess and monitor:
  - hemodynamics
  - lab values/biochemical markers
  - limb temperature
  - peripheral diagnostic and interventional procedures
  - renal sufficiency
  - venous thromboembolism (sequential compression device therapy)
  - vital signs
- differentiate normal rhythm and arrhythmia
- prepare client for diagnostic tests, procedures, treatments and/or surgery
- implement pre/post procedure routines and protocols

**J-2-2** Demonstrate knowledge and ability to utilize cardiac equipment:
- apply 3 and 5 lead electrocardiogram (ECG)
- apply telemetry equipment
- resuscitation equipment:
  - automated external defibrillator (AED)
  - bag and mask
  - crash cart
- understand use of:
  - external cardiac pacing
  - pacemaker sensing, on/off
  - 24 hour Holter monitor
  - Doppler imagery/echocardiography
  - central venous pressure (CVP) and arterial lines
A Licensed Practical Nurse will:

**J-2-3** Demonstrate knowledge and understanding of normal/abnormal lab values and cardiac markers:
- Aspartate transaminase (AST)
- Creatine Kinase (CK-MB)
- Ischemia-Modified Albumin (IMA)
- Lactate Dehydrogenase (LDH)
- Myoglobin (Mb)
- Natriuretic Peptides: BNP/or NT-proBNP
- Troponin 1 test

**J-2-4** Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to medication management in cardiovascular nursing according to agency policy.

**J-2-5** Demonstrate knowledge and understanding of indications, contraindications and complications associated with cardiovascular and related diagnostic tests and procedures including:
- angiogram (radial, femoral)
- angioplasty and stents
- coronary artery bypass grafting (CABG)
- echocardiogram (trans-thoracic, trans-esophageal)
- exercise stress test
- radionuclide angiography:
  - MIBI Scan (Cardiolite, Persantine)
  - multiple gated acquisition (MUGA)
  - Thallium Scan
- right heart catheterization
- tilt test

**J-2-6** Demonstrate knowledge and ability to anticipate and recognize actual or potential immediate life threatening health crisis including:
- alteration in cardiac output
- alteration in vascular tissue perfusion (compartment syndrome)
- cardiac arrhythmias
- cardiac tamponade
A Licensed Practical Nurse will:

**J-2-6** Demonstrate knowledge and ability to anticipate and recognize actual or potential immediate life threatening health crisis including: (cont’d)
- cardiomyopathy
- congenital heart defect
- congestive failure
- myocardial infarction
- shock

**J-2-7** Demonstrate knowledge and ability to recognize signs and symptoms of a life threatening cardiac event and implement or assist with cardio pulmonary resuscitation according to agency policy.
A Licensed Practical Nurse will:

**J-3-1** Demonstrate knowledge and ability to care for client requiring detailed observation and interventions including:
- hemodynamic monitoring
  - central venous pressure monitoring (CVP)
  - peripherally inserted central catheter care (PICC) (Competency V-4)
  - arterial line monitoring
- non-invasive and mechanical ventilation

**J-3-2** Demonstrate knowledge and ability to assist with and/or provide cardiac procedures, treatments, therapies and interpretation of diagnostic and lab values:
- 12 and 15 lead ECG application and interpretation
  - rhythm, rate, P-wave configuration, PR interval, QRS duration/configuration, inversion, flattening, other wave anomalies
- atrial fibrillation protocol
- monitor and manage symptoms of arrhythmia and cardiac tamponade
- monitor and remove radial bands
- monitor femoral sheaths and epicardial pacing wires

**J-3-3** Demonstrate knowledge and understanding of indications for use of external cardiac pacing and implanted cardiac devices:
- monitor telemetry equipment
- apply 24hr Holter monitor
- recognize complications of external pacemaker and implantable cardioverter defibrillator (ICD)
  - failure to output
  - failure to capture
  - sensing abnormalities
K: Maternal/Newborn Care
A Licensed Practical Nurse will:

**K-1-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in maternal and prenatal care.

**K-1-2** Demonstrate knowledge of human anatomy and physiological changes during pregnancy.

**K-1-3** Demonstrate knowledge and ability to provide health teaching and coaching associated with pregnancy.
Major Competency Area:  K
Maternal/Newborn Care

Competency:  K-2
Prenatal Care
Date:  June 1, 2015

A Licensed Practical Nurse will:

**K-2-1**  Demonstrate knowledge and ability to perform comprehensive health assessment and history including:
- signs and symptoms of pregnancy
- last menstrual cycle
- expected date of confinement (EDC)
- number of pregnancies (gravida, para)
- fundal height
- auscultation of fetal heart monitoring
- routine and non-routine lab results
- identify potential risk factors
  - health issues
  - sexually transmitted infections
  - socio-economic issues
  - substance abuse

**K-2-2**  Demonstrate knowledge and ability to perform fetal monitoring:
- assess position of fetus (Leopold’s Maneuvers)
- perform interventions as appropriate (offer juice/ice water, reposition, provide oxygen)

**K-2-3**  Demonstrate knowledge of prenatal care and complications associated with pregnancy including:
- abruptio placenta
- ectopic pregnancy
- effects of substance abuse
- fetal growth issues
- gestational diabetes mellitus
- hyperemesis gravidarum
- hypertensive disorder
- malposition of fetus
- placenta previa
- pre-term labor
- spontaneous or missed abortion
A Licensed Practical Nurse will:

**K-2-4**  Demonstrate knowledge and ability to provide pre-operative care to client prior to emergency or elective caesarean section including:
- ensure consent is signed
- continual monitoring and care
- infusion therapy
- teaching and coaching
- catheterization

**K-2-5**  Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.

**K-2-6**  Demonstrate knowledge and ability to perform fetal monitoring for non-stress test.
A Licensed Practical Nurse will:

**K-3-1**  Demonstrate knowledge of stages of labor and delivery:
- stage 1 – labor onset to full cervix dilation
- stage 2 – full cervix dilation to delivery of baby
- stage 3 – delivery of baby to expulsion of placenta
- stage 4 – expulsion of placenta to afterbirth recovery

**K-3-2**  Demonstrate knowledge and ability to perform comprehensive health assessment and specialized admission specific to maternal nursing including:
- last menstrual cycle
- expected date of confinement (EDC)
- number of pregnancies (gravid, para)
- fundal height
- auscultation of fetal heart monitoring
- routine and non-routine lab results
- previous genetic anomalies
- prenatal records and history
- special tests and treatments
- risk factors
A Licensed Practical Nurse will:

**K-4-1** Demonstrate knowledge and ability to assist authorized professional(s) during management of labor including:
- vaginal exams
- artificial rupture of membranes
- insertion of internal mode fetal monitoring
- epidural anesthesia/analgesia
- pharmacological induction

**K-4-2** Demonstrate knowledge and ability to provide ongoing assessment, monitoring and care of laboring client in collaboration with authorized professional(s) including:
- apply external fetal heart monitor
- coach client and partner
- infusion therapy
- medication administration
- non-pharmacological comfort measures
- specimen collection and testing
- nitrous oxide
A Licensed Practical Nurse will:

K-5-1 Demonstrate knowledge and ability to assist authorized professional(s) in delivery process including:
- Apgar scoring
- cord blood sample
- examination of placental tissue and cord structure

K-5-2 Demonstrate knowledge and ability to provide care and initial medications to newborn.

K-5-3 Demonstrate knowledge and ability to assist authorized professional(s) with post-delivery complications including:
- chills/shock
- hemorrhage
- seizures

K-5-4 Demonstrate knowledge and ability to provide compassionate care for client, family and others in event of unexpected still birth or death of newborn.
A Licensed Practical Nurse will:

**K-6-1**  Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to neonatal resuscitation.

**K-6-2**  Demonstrate knowledge of normal physiological changes of newborn occurring with birth.

**K-6-3**  Demonstrate knowledge of pathophysiology of asphyxia and apnea in newborn.

**K-6-4**  Demonstrate knowledge and ability to perform care and comprehensive rapid assessment of newborn:
- assess term gestation
- assess respiratory effort (breathing or crying)
- assess muscle tone
- provide warmth
- position, clear airway
- dry, stimulate, reposition
- determine need for resuscitation

**K-6-5**  Demonstrate knowledge and ability to perform resuscitation of newborn:
- provide supplemental oxygen
  - free flow
- provide positive pressure ventilation (PPV)
- monitor oxygen level

**K-6-6**  Demonstrate knowledge and ability to collaborate with authorized professional(s) to provide additional resuscitation interventions for newborn with labored breathing/persistent cyanosis:
- provide PPV or continuous positive airway pressure (CPAP)
- identify need for intubation
A Licensed Practical Nurse will:

**K-6-7** Demonstrate knowledge and ability to assist authorized professional(s) with endotracheal intubation and continued resuscitation:
- perform chest compressions
- administer medications as appropriate

**K-6-8** Demonstrate knowledge and ability to assess for complications and manage care for successfully resuscitated newborn:
- feeding problems
- fluid management
- hypoglycemia
- hypotension
- metabolic acidosis
- organ system injury
- pneumonia and other lung complications
- pulmonary hypertension
- seizures or apnea
- temperature management

**K-6-9** Demonstrate knowledge and ability to communicate and collaborate with inter-professional team to provide support to newborn’s family and others throughout the resuscitation process.
A Licensed Practical Nurse will:

**K-7-1** Demonstrate knowledge and ability to collaborate with authorized professional(s) to assist with/manage labor in pre-term, non-viable fetal termination induction:
- assist with induction medication protocol
- ongoing monitoring and care of laboring client
  - non-pharmacological comfort measures
  - medication administration
- assess cessation of fetal heart
- compassion and support for client, family and others

**K-7-2** Demonstrate knowledge and ability to collaboration with authorized professional(s) to assist with/manage delivery of pre-term, non-viable fetus/neonate:
- ongoing monitoring and care of laboring client
  - non-pharmacological comfort measures
  - medication administration
- procure specimens according to agency policy
- prepare fetus/neonate for time with client
- provide privacy post-delivery for client, family and others

**K-7-3** Demonstrate knowledge and ability to manage post-mortem care according to agency policy.

**K-7-4** Demonstrate knowledge and ability to collaborate with inter-professional team to provide resources and support to client and others.
A Licensed Practical Nurse will:

**K-8-1** Demonstrate knowledge of involution process.

**K-8-2** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in care of post-partum client.

**K-8-3** Demonstrate knowledge and ability to provide post-operative care to client following caesarean section including:
- bowel and bladder function
- incision care and dressing changes
- pain management
- post anesthetic/epidural protocols
- post-operative hemorrhage
- post-surgical precautions

**K-8-4** Demonstrate knowledge and ability to recognize and assess post-partum complications including:
- abnormal vital signs
- boggy fundus
- deep vein thrombosis
- difficulty voiding
- edema
- hemorrhage
- large clots or tissue
- seizure

**K-8-5** Demonstrate knowledge and ability to provide health teaching and coaching in post-natal and newborn care including:
- changes in family dynamics
- community resources
- discharge planning
A Licensed Practical Nurse will:

**K-8-5**  
Demonstrate knowledge and ability to provide health teaching and coaching in post-natal and newborn care including: (cont’d)  
- feeding (breast or bottle)  
- importance of bonding  
- importance of hydration, diet and rest  
- resuming sexual activity  
- signs and symptoms of post-partum depression  
- skin to skin contact with newborn

**K-8-6**  
Demonstrate knowledge and ability to provide advanced health teaching and coaching as a lactation/breast feeding consultant.
A Licensed Practical Nurse will:

**K-9-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in care of newborn including:
- initial and ongoing assessment
- specimen collection and testing
  - phenylketonuria (PKU)
  - bilirubin
  - blood glucose
- monitoring intake/output
- assessing feeding

**K-9-2** Demonstrate knowledge and ability to manage complications in care of newborn including:
- blood glucose level
- feeding issues (tube feeding)
- jaundice
- physical/genetic anomalies
- substance withdrawal
- unexpected death

**K-9-3** Demonstrate knowledge and ability to recognize signs and symptoms of newborn distress and respond immediately.

**K-9-4** Demonstrate knowledge and ability to assist authorized professional(s) with transferring newborn to specialized care.

**K-9-5** Demonstrate knowledge and ability to provide health teaching and coaching for discharge of newborn including:
- bathing of newborn
- cord care
- discharge planning
- feeding (breast or bottle)
- importance of bonding
- importance of hydration
- newborn safety/care seat safety
- skin to skin contact with newborn
Major Competency Area:  K  
Maternal/Newborn Care

Competency:  K-10  
Care of Critically Ill or  
Premature Newborn  

Date:  June 1, 2015

A Licensed Practical Nurse will:

K-10-1  
Demonstrate knowledge and ability to apply critical thinking and critical  
inquiry throughout the nursing process in care of critically ill or premature  
newborn in collaboration with inter-professional team.

K-10-2  
Demonstrate knowledge and ability to perform comprehensive assessment on  
critically ill or premature newborn including:
  • admission assessment
  • advanced neonatal system assessments:
    o cardiovascular
    o circulatory
    o digestive
    o endocrine
    o genitourinary
    o immune
    o integumentary
    o lymphatic
    o musculoskeletal
    o nervous
    o respiratory
  • neonatal pain, agitation, and sedation scale (N-PASS):
    o crying/irritability
    o behavior/state
    o facial expression
    o extremities/tone
    o vital signs

K-10-3  
Demonstrate knowledge of causes for neonatal admission to intensive care  
unit (NICU) including: (critically ill neonates)
  • complications following difficult delivery
  • low birth weight - less than 2270 gms/5 lbs
  • medical condition and/or birth defect requiring special care
A Licensed Practical Nurse will:

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<th>Competency: K-10</th>
<th>Care of Critically Ill or Premature Newborn</th>
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#### K-10-3  
**Demonstrate knowledge of causes for neonatal admission to intensive care unit (NICU) including: (critically ill neonate) (cont’d)**
- multiples - twins, triplets
- premature - before 35 weeks gestation
- substance abuse withdrawal

#### K-10-4  
**Demonstrate knowledge and ability to monitor clinical manifestations of critically ill or premature newborn.**

#### K-10-5  
**Demonstrate knowledge of specialized equipment pertaining to care of critically ill or premature newborn.**

#### K-10-6  
**Demonstrate knowledge and ability to provide interventions for critically ill or premature newborn including:**
- Apgar scoring
- arterial line monitoring
- blood and blood product monitoring
- blood draws
- blood glucose monitoring
- gavage or tube feeding
- oxygen therapy (including nasal prongs, blow by, CPAP, high flow)
- phenylketonuria (PKU)
- total parenteral nutrition monitoring (TPN)
- temperature control

#### K-10-7  
**Demonstrate knowledge and ability to provide fluids and medication by infusion to critically ill and premature newborn including:**
- central line (peripherally inserted central line-PICC)
- direct administration (push)
- peripheral infusion
- umbilical venous catheter (UVC)
A Licensed Practical Nurse will:

**K-10-8** Demonstrates knowledge and ability to provide health teaching and coaching to family of critically ill and premature newborn including:
- breast feeding
- identify difficult family dynamics and coping issues
  - referrals as necessary (social workers, lactation consultants)
- special feeding precautions (cleft palate, cleft lip)
- special precautions:
  - infection prevention and control
  - multiple infusion lines
  - special treatment requirements

**K-10-9** Demonstrates knowledge and ability to provide health teaching and coaching to client, family and others upon discharge including:
- immunization of infants
- special care and precautions with neonatal newborn
  - community health nurse visits
  - pediatrician/physician follow-up
  - referrals to other health professionals as necessary

**K-10-10** Demonstrates knowledge and ability to provide compassionate care for family in death of a newborn
L: Pediatrics
A Licensed Practical Nurse will:

L-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in pediatric care.

L-1-2 Demonstrate knowledge of stages of growth and development of pediatric client.

L-1-3 Demonstrate knowledge of common pediatric diseases and medical conditions including:
- asthma
- congenital anomalies
- congenital heart disease
- cystic fibrosis
- Downs syndrome
- muscular dystrophy
- spectrum disorders (autism, fetal alcohol)

L-1-4 Demonstrate knowledge of Legislation affecting pediatric nursing and client.

L-1-5 Demonstrate knowledge and ability to identify, manage and report signs and/or symptoms of abuse of pediatric client according to agency policy.

L-1-6 Demonstrate knowledge and ability to provide health teaching and coaching associated with pediatric nursing.

L-1-7 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team to provide support and resources to pediatric client, family and others.
A Licensed Practical Nurse will:

**L-2-1** Demonstrate knowledge and ability to adapt nursing assessment, care, health teaching and coaching in care of pediatric client.

**L-2-2** Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to pediatric nursing:
- involve family and caregivers in care
- ensure goals of care are realistic and achievable
- adapt interpersonal communication
- identify and address emotional needs of client, family and others
- adjustment to hospitalization

**L-2-3** Demonstrate knowledge and ability to assess risk and implement safety measures or restraints specific to pediatric client according to agency policy.

**L-2-4** Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to pediatric client.

**L-2-5** Demonstrate knowledge and ability to adapt care to provide optimum nutrition for pediatric client:
- adaptive devices
- allergies/sensitivities/preferences
- conducive environment
- cultural and religious influences
- feeding techniques
- nutritional requirements/supplements
- sensory deficits

**L-2-6** Demonstrate knowledge and ability to assess home environment, family dynamics and access to resources.

**L-2-7** Demonstrate knowledge and ability to collaborate with inter-professional team to provide resources and support to pediatric client, family and others.
A Licensed Practical Nurse will:

**L-2-8** Demonstrate knowledge and ability to provide evidence informed end of life care for pediatric client integrating palliative principles and values including:
- appropriate palliative analgesia
- holistic client centered care
- open dialogue regarding end of life
- spiritual and religious support
- symptom management and comfort measures

**L-2-9** Demonstrate knowledge and ability to provide compassionate care for the family in death of a pediatric client.
A Licensed Practical Nurse will:

**L-3-1**  
**Demonstrate knowledge and ability to assess pediatric client for pain considering:**
- age
- behaviors
- cultural influence
- location and intensity
- physiological and psychological factors
- previous medication and effectiveness
- subjective and objective data

**L-3-2**  
**Demonstrate knowledge and ability to adapt pain management and comfort measures for pediatric client:**
- physical
- psychological
- pharmacological
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M: Mental Health and Addiction
A Licensed Practical Nurse will:

**M-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in mental health and addictions nursing.**

**M-1-2 Demonstrate knowledge and application of Legislation pertaining to mental health and addictions.**

**M-1-3 Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to mental health and addiction nursing:**
- engage client in plan of care
- consider Legislation affecting mentally competent and mentally incompetent client
- role of guardian/agent
- treatment controls

**M-1-4 Demonstrate knowledge and ability to differentiate between mental illness and mental wellness.**

**M-1-5 Demonstrate knowledge and understanding of mental health condition/illness including:**
- adjustment disorders
- alcohol/substance related disorders
- Alzheimer’s disease/dementia
- anxiety disorders
- brain injury
- neurocognitive disorders
- developmental disorders/spectrum disorders (autism, fetal alcohol)
- eating disorders (anorexia nervosa, bulimia nervosa)
- learning and behavioral disorders
A Licensed Practical Nurse will:

M-1-5 Demonstrate knowledge and understanding of mental health condition/illness including: (cont’d)
- mood disorders (unipolar, bipolar, depression)
- personality disorders
- post-traumatic stress disorder
- psychosis
- schizophrenia
- suicidal ideation

M-1-6 Demonstrate knowledge and ability to understand developmental/childhood spectrum disorders and potential contribution to mental health and addiction.

M-1-7 Demonstrate knowledge and ability to provide health teaching and coaching associated with mental health and addiction nursing.

M-1-8 Demonstrate knowledge and ability to support client, family and others with coping strategies and community based resources.

M-1-9 Demonstrate knowledge and ability to communicate, consult and collaborate with inter-professional team.
Major Competency Area: M
Mental Health and Addiction

Competency: M-2
Mental Health and Addiction Assessment and Intervention

Date: June 1, 2015

A Licensed Practical Nurse will:

M-2-1  Demonstrate knowledge and ability to perform comprehensive mental health assessments of client, family and groups in a variety of healthcare settings.

M-2-2  Demonstrate knowledge of diagnostic tools and parameters in mental health assessment including:
- Agitated Behavior Scale
- Diagnostic and Statistical Manual of Mental Disorders Volume 5 (DSM-5)
- Geriatric Depression Scale
- Mini Mental State Examination (MMSE)
- Montreal Cognitive Assessment (MoCA)
- Screening for Distress/suicide risk
- Sleep Study
- advanced mental health and addiction assessments

M-2-3  Demonstrate knowledge and ability to recognize signs and symptoms of changes in mental health including:
- behavioral
- emotional
- intellectual
- level of alertness
- motor
- perception of reality
- suicidal ideation

M-2-4  Demonstrate knowledge and ability to assess and manage signs and symptoms associated with substance abuse including:
- addiction
- dependency
- intoxication
- relapse
- substance induced disorders
- withdrawal
A Licensed Practical Nurse will:

**M-2-5** Demonstrate knowledge and ability to assess and manage clients with concurrent conditions in mental health and addiction nursing including:
- Acquired Immune Deficiency Syndrome (AIDS)
- endocrine disorder
- Hepatitis C
- Human Immunodeficiency Virus Infection (HIV)
- physical disorder
- physiological disorder
- pregnancy
- psychotic illness

**M-2-6** Demonstrate knowledge and ability to recognize stressors in mental health and addiction nursing including:
- access to resources/services
- adaptability to change
- barriers to recovery
- behavioral manifestations
- contributing factors (social determinants of health)
- strategies for managing
- stigma

**M-2-7** Demonstrate knowledge and ability to recognize and intervene in crisis situations.

**M-2-8** Demonstrate knowledge and ability to implement or assist with psychosocial interventions in consultation with authorized professional(s) including:
- art and music therapy
- behavior modification
- cognitive therapy
- drug recovery educational programs
- family therapy
- motivational therapy
- occupational therapy
- peer/group therapy
- positive and negative reinforcement
- psychoanalysis
- psychotherapy
A Licensed Practical Nurse will:

M-2-9 Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to medication management in mental health and addiction nursing.

M-2-10 Demonstrate knowledge and ability to assist with provision of electroconvulsive (ECT) therapy:
- pre and post procedural assessments and care
- intraprocedural assessment, monitoring and care
- ongoing client observation
A Licensed Practical Nurse will:

M-3-1 Demonstrate knowledge and ability to identify physiologic determinants and behavioral predispositions for aggressive behavior to self and others.

M-3-2 Demonstrate knowledge and ability to assess signs of potential aggression and implement preventative measures.

M-3-3 Demonstrate knowledge and ability to recognize and manage aggressive behaviors.

M-3-4 Demonstrate knowledge and ability to utilize physical, chemical or environmental restraints according to agency policy.

M-3-5 Demonstrate knowledge and ability to consider safety of self and others when managing aggressive behavior.

M-3-6 Demonstrate knowledge and ability to perform post incident management according to agency policy.
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N: Emergency Care
A Licensed Practical Nurse will:

**N-1-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in emergency nursing.

**N-1-2** Demonstrate knowledge and ability to perform a comprehensive health assessment:
- cardiovascular
- endocrine
- eye, ear, nose and throat
- integumentary
- gastrointestinal
- medications
- neurological
- obstetrics/gynecology
- orthopedic
- pediatrics
- psychiatric
- renal/genitourinary
- respiratory
- sexual assault/domestic violence
- trauma

**N-1-3** Demonstrate knowledge and ability to perform nursing procedures and interventions in an emergency setting as defined by scope of practice and according to agency policy.

**N-1-4** Demonstrate knowledge and ability to obtain, assess and monitor diagnostic tests and lab values according to agency policy.

**N-1-5** Demonstrate knowledge and ability to communicate and collaborate with emergency care team.
A Licensed Practical Nurse will:

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<th>Demonstrate knowledge and ability to obtain additional education and certification in emergency assessment, intervention and care including:</th>
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A Licensed Practical Nurse will:

**N-2-1** Demonstrate knowledge and ability to perform a rapid primary initial assessment utilizing the Canadian Triage and Acuity Scale (CTAS):
- Level 1-Rescuscitation-threats of life, immediate aggressive intervention required
- Level 2-Emergency-potential risk to life or limb, rapid medical intervention required
- Level 3-Urgent-conditions could progress to serious problem requiring emergency intervention
- Level 4-Less Urgent-conditions would benefit from intervention in 1-2 hours to avoid potential deterioration
- Level 5-Non-Urgent-investigations and interventions could be delayed or referred

**N-2-2** Demonstrate knowledge and ability to communicate and collaborate with inter-professional team in triage assessment.
O: Gerontology
Major Competency Area: O
Gerontology

Competency: O-1
Gerontology Nursing

Date: June 1, 2015

A Licensed Practical Nurse will:

O-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in gerontological care.

O-1-2 Demonstrate knowledge of effects of the aging process on anatomy and physiology related to healthy aging, wellness and restorative care.

O-1-3 Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to gerontology nursing:
- recognize client as expert in own health experience
- respect and incorporate client related life history and experiences into goals of care
- involve family and other supportive individuals in care
- ensure goals of care are realistic and achievable
- adapt traditional and complementary therapies
- communicate and collaborate to provide information, health teaching and coaching

O-1-4 Demonstrate knowledge and ability to plan, implement and evaluate healthy living/aging initiatives for individuals, groups and communities.

O-1-5 Demonstrate knowledge and ability to assess risk and implement safety measures specific to gerontological client:
- environmental
- psychosocial
- physiological

O-1-6 Demonstrate knowledge and ability to apply effective interpersonal communication skills with gerontological client, accommodating for cognitive and sensory changes/deficits.
A Licensed Practical Nurse will:

O-1-7 Demonstrates knowledge and ability to collaborate with inter-professional team to provide support and resources to gerontological client, family and others.

O-1-8 Demonstrates knowledge of Legislation affecting gerontology nursing and the gerontological client.
A Licensed Practical Nurse will:

O-2-1  **Demonstrate knowledge and ability to create environments and networks that enable healthy aging and/or convalescence.**

O-2-2  **Demonstrate knowledge and ability to assess and recognize chronic disease and multi system health issues utilizing tools including:**

- activities of daily living (ADLs)
- auditory/visual impairment screening
- balance and ambulation screening
- bowel elimination/impaction assessment
- Braden scale
- chronic disease index
- confusion assessment method (CAM)
- dementia assessment
- elder abuse and neglect assessment
- exercise plan and activity scale
- fall assessment
- functional assessment
- geriatric depression scale
- geriatric physical assessment
- lifestyle and behaviours (smoking, obesity, alcohol, substance abuse)
- muscle and joint assessment
- nutrition assessment
- oral health assessment
- Resident Assessment Instrument (InterRAI)
- urinary incontinence screening

O-2-3  **Demonstrate knowledge and ability to assess pain and provide comfort measures and pain management including:**

- history and physical examination
- color pain scale
- chronic versus acute
A Licensed Practical Nurse will:

**O-2-3** Demonstrate knowledge and ability to assess pain and provide comfort measures and pain management including: (cont’d)
- facial pain scale-revised (FPS-R)
- numeric rating scale (NRS)
- observed/perceived pain
- verbal descriptor scale (VDS)

**O-2-4** Demonstrate knowledge and ability to adapt care to provide optimum nutrition and hydration to gerontological client considering:
- adaptive devices
- allergies/sensitivities/preferences
- conducive environment
- cultural and religious influences
- feeding techniques
- involvement in meal preparation
- nutritional requirements/supplements
- oral health and swallowing assessment
- referrals for further assessment
- sensory deficits

**O-2-5** Demonstrate knowledge and ability to assess and facilitate elimination needs in gerontological client:
- observe signs and symptoms unique to the elderly
- recognize the special needs of the cognitively impaired
- initiate appropriate interventions
- provide bladder and bowel retraining

**O-2-6** Demonstrate knowledge and ability to promote skin integrity and perform skin assessment and wound care:
- prevent skin breakdown (positioning, skin care, hygiene)
- observe for signs of breakdown and infection
- manage wound
- refer to other health professionals as required
A Licensed Practical Nurse will:

**O-2-7** Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to gerontological client:
- manage multiple prescriptions (polypharmacy)
- medication reconciliation
- monitor and teach self-medication practice
- monitor interactions/adverse reactions
- monitor non-pharmaceutical and complementary therapies

**O-2-8** Demonstrate knowledge and ability to identify and manage situations of abuse of gerontological client including:
- financial or material
- neglect
- physical
- psychological or emotional
- sexual

**O-2-9** Demonstrate knowledge and ability to assess and identify stressors related to abuse of gerontological client including:
- cultural roles, beliefs and practices
- exploitation or dependence
- family dynamics and control
- fear induced silence and reluctance to report
- lack of social services
- presence of chronic or debilitating disease
- pressure related to caregiver exhaustion
- rapid growth of the aging population
- substance abuse and addiction

**O-2-10** Demonstrate knowledge and ability to provide health teaching and coaching to gerontological client, family and others regarding:
- decision-making (finances, living arrangements, care requirements)
- explanation of client behavior, vital processes and condition change
- evidence informed healthy lifestyle:
  - fall prevention
  - healthy nutrition
  - social connectedness/isolation
A Licensed Practical Nurse will:

**O-2-10**  
Demonstrate knowledge and ability to provide health teaching and coaching to gerontological client, family and others regarding: (cont’d)  
- family dynamics  
- goals of care and Personal/Advance Directive  
- guardianship/trusteeship  
- loss (independence, possessions, home, partner, skills)  
- mourning and bereavement support  
- neurocognitive dysfunction  
- open dialogue regarding palliative care/end of life  
- psychosocial/spiritual/pastoral care  
- quality of life  
- supports for activities of daily living (ADLs)

**O-2-11**  
Demonstrate knowledge and ability to provide evidence informed end of life care, integrating palliative principles and values including:  
- appropriate sedation and palliative analgesia  
- comply with Personal/Advance Directive and goals of care  
- holistic/client centered care  
- maintain client dignity  
- management of behavioral disturbances  
- open dialogue regarding end of life  
- spiritual and religious support  
- symptom management and comfort measures  
- termination of life sustaining treatments  
- termination of mechanical support
A Licensed Practical Nurse will:

O-3-1 Demonstrate knowledge and ability to recognize and assess neurocognitive, physiological or drug induced dysfunction and symptoms associated with gerontological client:
- agitation/aggression
- delirium
- dementia
- delusion
- depression
- memory loss

O-3-2 Demonstrate knowledge and ability to assess and recognize physiological causes for cognitive changes including:
- age related changes
- brain atrophy
- cardiovascular disease (hypertension, myocardial infarction, coronary heart disease, intermittent claudication, homocysteine)
- chronic alcoholism/substance abuse
- chronic stress (glucocorticoid release)
- constipation
- depression
- diabetes
- fluid/electrolyte imbalance
- genetic abnormalities (ApoE-apolipoprotein E epsilon4allele: risk factor for Alzheimer’s disease)
- infection (urinary tract, upper respiratory)
- lack of exercise and mobility
- low levels of bioavailable estradiol
- pain (observed/perceived)
- sepsis
- transient ischemic attack (TIA)/stroke
- vitamin D, B12 deficiency
A Licensed Practical Nurse will:

**O-3-3** Demonstrate knowledge and ability to provide cognitive rehabilitation activities including:
- promote enhanced memory to maintain functional cognition
- promote and provide social activities:
  - intellectual effort
  - mental stimulation
- encourage healthy behaviors to minimize chronic disease risk
  - cardiovascular disease
  - diabetes
  - hypertension
- integrate additional therapies into goals of care:
  - occupational therapy
  - physiotherapy
  - recreation therapy
  - restorative care
A Licensed Practical Nurse will:

**O-4-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to dementia care.

**O-4-2** Demonstrate knowledge of principles and practices related to dementia care:
- differentiate dementia from cognitive changes of normal aging and delirium
- recognize early, middle and late phases of dementia
- consider client preferences and social history
- recognize and manage ethical issues
- collaborate with other health professionals and volunteers in daily care

**O-4-3** Demonstrate knowledge and ability to adapt communication to cognitive/emotional needs of client with dementia including:
- address client by name
- avoid arguing, correcting misinformation, confrontation, raising voice
- identify nonverbal expressions of physical discomfort and pain
- provide simple choices/redirect
- utilize verbal encouragers and positive regard

**O-4-4** Demonstrate knowledge and ability to recognize and manage distress related behaviors including:
- agitation, pacing, exit-seeking, combativeness, withdrawal and repetitive vocalizations:
  - identify patterns that reveal potential causes or triggers
  - protect client from risk
  - promote autonomy and independence in activities of daily living
  - plan prevention or modification strategies
  - document and report circumstances related to distress behaviours
  - collaborate with inter-professional team and others
A Licensed Practical Nurse will:

**O-4-5** Demonstrate knowledge and ability to promote an optimal environment for client with dementia focused on safety and autonomy including:
- monitor environmental stimuli
- promote physical, social and mental health
- provide sheltered freedom:
  - consistent and individualized routines
  - familiar caregivers
  - appropriate activities
  - promote social interaction
  - group activities
  - family visits
  - reduce isolation
  - intergenerational experiences
- ensure auditory, visual, mobility and memory aids are utilized
- promote reminiscence therapy
- limited use of pharmaceutical and physical restraints according to agency policy

**O-4-6** Demonstrate knowledge and ability to provide health teaching and coaching to family and others including:
- support family and others to participate in holistic client-centered care
- discuss and identify psychological needs and stress
- develop strategies to address issues with family dynamics

**O-4-7** Demonstrate knowledge and ability to collaborate with inter-professional team to provide support and resources to client, family and others.
A Licensed Practical Nurse will:

**O-5-1** Demonstrate knowledge of assessment and care planning tools utilized in continuing care such as:
- Resident Assessment Instrument (RAI)
- Minimum Data Set (MDS) 2.0

**O-5-2** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process when utilizing care planning tools in continuing care.

**O-5-3** Demonstrate knowledge and ability to utilize assessment and care planning tools as applicable to specific clinical role:
- assessor
- educator
- coordinator/lead

**O-5-4** Demonstrate knowledge and ability to coordinate identified resident care needs in developing plan of care:
- perform initial and ongoing assessments
- align data collected with plan of care
- adjust plan of care as necessary

**O-5-5** Demonstrate knowledge and ability to manage recording and reporting of data collected through assessment and care planning tools:
- accurate coding of data collected
- monitor and audit data collected
- effective computer/data entry skills
- complete internal and external reports
- submit reporting as required
A Licensed Practical Nurse will:

**O-5-6** Demonstrate knowledge and ability to evaluate collected data and identify:
- benchmarking
- quality assurance measures
- feasibility of future program development

**O-5-7** Demonstrate knowledge and ability to communicate and collaborate with inter-professional team throughout data collection process:
- effective interpersonal communication skills
- engaging colleagues in data collection
- prioritize workload to facilitate scheduling
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P: Palliative Care
A Licensed Practical Nurse will:

P-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in palliative care:
- ongoing assessment of physical symptoms and psychosocial well-being
- goals of care decision making
- communication and collaboration with client, family, others and interprofessional team
- legal directives and confidentiality
- advocacy and appropriate referrals

P-1-2 Demonstrate knowledge and ability to integrate palliative principles and values in care of client throughout the dying process, across all care settings including:
- whole person care/holistic care
- client centered/family focused
  - client identifies members of “family”
  - client and family needs, expectations, hopes and goals
- recognize each person is unique and valued before and after death
- autonomy and the right to refuse care
- quality of life as defined by the client
- based on the dignity and integrity of the therapeutic relationship
- knowledge and research based
- provided by an inter-professional team

P-1-3 Demonstrate and practice self-reflection, self-awareness and self-care including:
- recognize personal beliefs and biases
- develop and maintain personal health and wellness
- provide non-judgmental, empathetic, compassionate care
- develop the capacity to be in the presence of person and family suffering
- establish and maintain therapeutic and professional boundaries
- support inter-professional team
- engage in ongoing professional development
A Licensed Practical Nurse will:

**P-2-1** Demonstrate knowledge and ability to recognize patterns of decline associated with the dying process including:
- sudden death
- steady decline (some cancers)
- stuttering decline (organ failure)
- slow decline (dementia and frailty)

**P-2-2** Demonstrate knowledge of signs and symptoms associated with dying:
- signs when death is imminent
- symptoms that are common in last days and hours

**P-2-3** Demonstrate ability to provide care for client, family and others when:
- death is imminent
- at the time of death
- following death
A Licensed Practical Nurse will:

P-3-1 Demonstrate knowledge and ability to provide psychosocial support including:
- create a safe, nurturing environment
- be present in case of pain and suffering
- communicate respectfully, empathetically and compassionately
- facilitate conversation regarding goals of care
- facilitate expression of feelings, needs, hopes, joys and concerns
- provide opportunity for client to engage in life review
- identify social, cultural, spiritual values affecting grieving and expression of grief
- recognize and normalize loss as a universal experience
- understand and normalize grief as a holistic experience
- identify situations of complicated grief/existential stress
- provide appropriate referral(s)

P-3-2 Demonstrate knowledge and ability to anticipate, assess and manage symptoms including:
- agitation/restlessness
- anorexia
- constipation
- dehydration
- delirium
- dyspnea
- fatigue
- oral discomfort
- nausea/vomiting
- pain

P-3-3 Demonstrate knowledge and ability to enhance physical comfort:
- non-pharmacological comfort measures
- medications for symptom management
- referrals to palliative care specialist/inter-professional team as necessary
A Licensed Practical Nurse will:

**P-3-4** Demonstrate knowledge and ability to provide health teaching and coaching related to physical and psychosocial care of client, family and others including:
- information sharing
- open conversations about goals of care
- support informed decision making
- review and clarify client, family and others understanding

**P-3-5** Demonstrate knowledge and ability to recognize and respond to needs of family including:
- provide compassionate, non-judgmental support
- respect level of participation in care
- respect right to access or refuse support services
- understand and support role as caregiver and/or decision maker
- understand needs to balance work and other responsibilities
- respect religious, cultural and traditional beliefs and practices
- provide information about services available
A Licensed Practical Nurse will:

**P-4-1 Demonstrate knowledge and ability to pronounce (expected) death and provide post-mortem care including:**

- assess cessation of vital signs
- record and report time of death
- notify next of kin or designate
- notify inter-professional team
- provide supportive environment for family
- provide care of body respecting client/family/cultural wishes
Q: Rehabilitation
A Licensed Practical Nurse will:

**Q-1-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in rehabilitation.

**Q-1-2** Demonstrate knowledge of concepts of rehabilitation and restorative care of client including:

- address deficits in physical and/or cognitive status
  - acute, episodic, chronic
- promote functional restoration
  - psychosocial
    - cultural
    - developmental
    - economic
    - emotional
    - environmental
    - mental
    - social
    - spiritual
  - physiological
    - cognitive
    - biological
    - functional
    - physical
- pain management
  - pharmacological
  - non-pharmacological
- alignment of treatment modalities

**Q-1-3** Demonstrate knowledge and ability to facilitate a positive rehabilitative perspective and environment including:

- addressing barriers to recovery
- client focused
- empowering client
A Licensed Practical Nurse will:

**Q-1-3** Demonstrate knowledge and ability to facilitate a positive rehabilitative perspective and environment including: (cont’d)
- encouraging productive lifestyle
- engaging family and others
- identifying coping mechanisms
- managing goals of care and recovery outcomes
- promoting self-confidence

**Q-1-4** Demonstrate knowledge and ability to support self-management of episodic and chronic pain.

**Q-1-5** Demonstrate knowledge and ability to provide health teaching and coaching to client, family and others associated with rehabilitation including:
- activities of daily living
- adaptive and environmental aids
- changes in abilities
- communication techniques
- cultural and religious influences
- family dynamics
- functional independence
- nutritional needs
- psychological issues

**Q-1-6** Demonstrate knowledge and ability to collaborate with inter-professional team to prepare client, family and others for transition home.

**Q-1-7** Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.
R: Community Health
Major Competency Area:  
**Community Health**

Competency: **R-1**  
Community Health Nursing  
Date: June 1, 2015

A Licensed Practical Nurse will:

**R-1-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in community health nursing for individuals, groups and communities:
- holistic health assessments
- program/outcome planning
- implementation of services
- evaluation of outcomes and goals

**R-1-2** Demonstrate knowledge and ability to practice in accordance with professional Legislation, Regulation and standards for community health nursing including:
- Public Health Act
- Communicable Diseases Regulation
- Canadian Community Health Nursing Standards of Practice
- Health Professions Act
- Alberta Licensed Practical Nurses Profession Regulation
- Standards of Practice
- Code of Ethics

**R-1-3** Demonstrate knowledge and ability to integrate community and primary health principles, nursing science and social science and humanities into community health nursing.

**R-1-4** Demonstrate knowledge of social determinants of health and how they impact individuals, groups and communities.

**R-1-5** Demonstrate knowledge of concepts of health promotion, protection, prevention and health maintenance/restoration in community health nursing:
A Licensed Practical Nurse will:

**R-1-6** Demonstrate knowledge and ability to provide community health nursing to meet health needs of diverse communities including:
- client homes/lodges/facilities
- community and public health centers
- correctional facilities
- hospices/parish environments
- nursing outposts
- primary health networks/physician and ambulatory clinics
- schools/educational facilities
- street clinics/youth centers/group homes

**R-1-7** Demonstrate knowledge and ability to provide health teaching and coaching associated with community health nursing.

**R-1-8** Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.
A Licensed Practical Nurse will:

**R-2-1** Demonstrate knowledge and ability to provide evidence informed client centered care for individuals, groups and communities in community health settings including:
- advocate for client
- assess and manage risk
- assess, identify and evaluate goals/outcomes
- maintain and restore health
- model client centered care
- model cultural competence
- prevent disease and injury
- promote health/rehabilitation/restoration
- provide palliation
- support client transitions across continuum of care

**R-2-2** Demonstrate knowledge and ability to provide leadership at informal and formal levels in community health settings including:
- assess and manage resources
- create healthy living environments and networks
- develop and lead chronic disease management initiatives
- develop health teaching and coaching strategies
- implement strategic initiatives
- manage risk when working alone/travelling/home visits
- model flexibility and innovation
- perform triage in various settings
- provide coordination and leadership
- provide leadership as manager/administrator
A Licensed Practical Nurse will:

**R-2-3**  
Demonstrate knowledge and ability to provide evidence informed end of life care, integrating palliative principles and values in community health settings including:
- holistic/client centered care
- managing difficult discussions regarding palliation and end of life
- open dialogue regarding end of life
- spiritual and religious support
- symptom management and comfort measures
A Licensed Practical Nurse will:

**R-3-1** Demonstrate knowledge and ability to implement and utilize tools and strategies to address health promotion for individuals, groups and communities including:
- health concerns of at risk groups
- specific social determinant(s) of health
- specific health concerns

**R-3-2** Demonstrate knowledge and ability to plan and participate in primary, secondary and tertiary disease prevention activities including:
- prevent onset
- address risk factors
- control and treat progression
- rehabilitation/restoration

**R-3-3** Demonstrate knowledge and ability to incorporate health promotion into health teaching, coaching and care:
- strengthen skills of individuals to practice healthy behaviors
- create healthy social and physical environments to support behaviors
A Licensed Practical Nurse will:

**R-4-1** Demonstrate knowledge and ability to assess safety of self and others by recognizing and managing obvious and potential safety concerns including:
- implement prevention strategies
- identify and remove safety hazards
- monitor and manage care delivery environment
- monitor and manage unsafe/aggressive behavior

**R-4-2** Demonstrate knowledge and ability to organize and participate in client and family case conferences.

**R-4-3** Demonstrate knowledge and ability to assign, educate and supervise healthcare aide/unregulated provider in community health settings:
- implement standards for assignment of care
- ensure continuity of care
- provide mentorship, coaching and guidance
- evaluate and reassign as necessary

**R-4-4** Demonstrate knowledge and ability to plan, facilitate and coordinate access to healthcare services and other members of inter-professional team including:
- physician
- community pharmacist
- social service agencies
- home care services
- special care nurses (foot care, wound care, chronic disease, navigators)
- allied health professionals (physiotherapy, occupational therapy, speech therapy)
A Licensed Practical Nurse will:

**R-4-5** Demonstrate knowledge and ability to identify and adapt services for at-risk individuals, groups and communities including:

- dependent
- disabled
- homeless
- isolated
- immigrants
- low socio-economic status
- transient and mobile
A Licensed Practical Nurse will:

**R-5-1** Demonstrate knowledge and ability to assess, plan, implement and evaluate evidence informed education and health teaching and coaching for individuals, groups and communities including:

- apply community health principles and practices
- apply empowerment strategies (mutual goal setting, visioning, facilitation)
- facilitate and support group development
- engage community based resources/experts
- engage individuals and groups in consultative process
- guide individuals and groups in resolution of issues
- organize, advertise, facilitate and lead education services
- recognize readiness of groups or community to participate
- utilize available resources to support action on health issues
- consult and collaborate with inter-professional team
A Licensed Practical Nurse will:

**R-6-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in public health nursing.

**R-6-2** Demonstrate knowledge and ability to participate in public health population assessment and evaluation.

**R-6-3** Demonstrate knowledge and ability to develop and deliver health promotion and disease prevention programs to facilitate healthy communities including:
- Healthy Beginnings Postpartum Program
- child/youth health programs
- chronic disease management
- community wellness
- emergency preparedness
- injury prevention
- screening and disease prevention
  - communicable diseases
  - breast cancer
  - immunization management
    - implement immunization schedules
    - travel health protocols
    - vaccine administration
  - tuberculosis clinics

**R-6-4** Demonstrate knowledge and ability to provide client centered care to individuals, groups and communities within the school health program:
- client advocacy
- collaborate with school staff, students and parents
- health and wellness advice and promotion
- health curriculum support
- infection prevention and control
A Licensed Practical Nurse will:

**R-6-4** Demonstrate knowledge and ability to provide client centered care to individuals, groups and communities within the school health program: (cont’d)
- knowledge of school health priorities and key resources
- response to emergency situations
- safety policies and procedures
- screening, education, referrals, follow-up
- **immunization protocol and practices**

**R-6-5** Demonstrate knowledge and ability to communicate, consult and collaborate with inter-professional team.
A Licensed Practical Nurse will:

**R-7-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in clinic nursing.

**R-7-2** Demonstrate knowledge and ability to apply community and primary health principles in clinic setting.

**R-7-3** Demonstrate knowledge and ability to provide clinic nursing services including:
- treatment and interventions
- chronic disease management
- community rehabilitation
- coordination, consultation, referral
- disease prevention
- healthy living and wellness
- primary care services
- triage
- clinic coordination/management
- immunization management
- pap smears (on-site supervision by authorized professional(s))
- screening (cervical and breast cancer, sexually transmitted infections, allergy skin test)

**R-7-4** Demonstrate knowledge and ability to provide health teaching and coaching in the clinic setting.
A Licensed Practical Nurse will:

R-8-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to case management.

R-8-2 Demonstrate knowledge of case management principles and processes in relation to Licensed Practical Nurse scope of practice.

R-8-3 Demonstrate knowledge and ability to model evidence informed client centered care to client, family, inter-professional team and care agencies.

R-8-4 Demonstrate knowledge and ability to perform advanced responsibilities of case manager specific to management of client care including:
- assess client data to determine service needs
- complete client care profile
- negotiate client placement
- communicate with client, family, placement site
- monitor client needs while waiting placement
- facilitate smooth transition of client into continuing care placement
  - collaborate with transition team
- facilitate completion of admission assessment and documentation as required including:
  - ongoing holistic assessment and monitoring
    - special assessments
    - Resident Assessment Instrument (InterRAI)
    - other assessments as appropriate
  - personal directives
  - power of attorney
  - guardianship/trusteeship
  - goals of care
  - medication reconciliation/medication assistance
- develop plan of caregoals of care in collaboration
A Licensed Practical Nurse will:

**R-8-4**  Demonstrate knowledge and ability to perform advanced responsibilities of case manager specific to management of client care including: (cont’d)
- perform regular and ongoing reviews and assessments
- identify and address unmet client needs
- facilitate ongoing communication and support
- liaison with acute care if client transferred for episodic illness or injury
- ongoing reassessment of plan of care/goals of care

**R-8-5**  Demonstrate knowledge of and accountability in the advanced case manager role including:
- demonstrate effective time management
- manage multiple priorities and issues
- care management and client advocacy
- facilitate client health teaching and coaching
- ensure ongoing accuracy of client health record
- collaborate with inter-professional team
- collaborate with continuing care agencies and community resources
- facilitate open and timely communication
- organize and leads case conferences
- integrate best practices throughout care
- deliver education as appropriate
- manage complex situations
- mediate and manages conflict
- identify issues and barriers in continuum of care
- implement clinical judgment to guide problem solving
- demonstrate continual leadership development
- manage resources effectively

**R-8-6**  Demonstrate knowledge and ability to communicate, consult and collaborate with inter-professional team.
S: Oncology
A Licensed Practical Nurse will:

S-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to oncology.

S-1-2 Demonstrate knowledge and understanding of pathophysiology, disease progression, treatment and prognosis of prevalent forms of cancers found in adult client including:
- autoimmune related
- bone and soft tissue sarcoma
- brain and central nervous system
- breast
- colorectal
- cutaneous
- endocrine
- gastrointestinal
- genito-urinary
- gynecological
- head and neck
- leukemia and lymphoma
- lung
- myeloma
- prostate

S-1-3 Demonstrate knowledge and understanding of pathophysiology, disease progression, treatment and prognosis of prevalent forms of cancers found in pediatric client including:
- bone and tissue sarcoma
- brain and central nervous system
- leukemia and lymphoma

S-1-4 Demonstrate knowledge and ability to provide health teaching and coaching to client, family and others throughout oncology nursing.

S-1-5 Demonstrate knowledge and ability to communicate, consult and collaborate with inter-professional team.
A Licensed Practical Nurse will:

**S-2-1** Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to oncology nursing including:
- acute and chronic physical changes
- changes in body image, self-esteem
- co-morbidities
- etiology of symptoms
- holistic health assessment
- pain assessment and management
- potential changes in sexual function, intimacy
- psychosocial, spiritual and cultural needs
- relevant clinical data
- self-injection and medication management
- side effects and complications
- type of cancer and prognosis

**S-2-2** Demonstrate knowledge and ability to develop a therapeutic relationship with client, family and others in support of ethical, informed decision making and advocacy throughout care.

**S-2-3** Demonstrate knowledge and ability to manage care related to progression of cancer disease process:
- clinical presentation (signs and symptoms)
- co-morbidities
- complications
- risk factors/genetic predisposition
- prognosis
- palliation
- surgery (diagnosis/treatment)
- treatment modalities
- treatment side-effects

**S-2-4** Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to medication management in oncology nursing.
A Licensed Practical Nurse will:

**S-2-5** Demonstrate knowledge and understanding of indications, mechanism of action, risk factors and side effects related to:
- biotherapy/hormones
- chemotherapeutic agents
- combined modalities
- complementary and alternative therapies
- hematopoietic stem cell transplant
- palliative therapies
- radiation therapy
- surgery (diagnostic/treatment)

**S-2-6** Demonstrate knowledge and ability to assist with invasive interventions, treatments and procedures associated with oncological nursing.

**S-2-7** Demonstrate knowledge and ability to assess and monitor clinical manifestations/risk factors for oncologic urgent and emergent events including:
- antidiuretic hormone secretion syndrome
- disseminated intravascular coagulation
- hemorrhage
- hypercalcemia
- malignant bowel obstruction
- neoplastic cardiac tamponade
- post-surgical complications
- sepsis/febrile neutropenia
- spinal cord compression
- superior vena cava syndrome
- tumor lysis syndrome

**S-2-8** Demonstrate knowledge and ability to identify and manage oncological urgent and emergent events and collaborate with inter-professional team as necessary.

**S-2-9** Demonstrate knowledge and ability to support client to navigate the healthcare system in collaboration with inter-professional team.
T: Occupational Health and Safety
A Licensed Practical Nurse will:

**T-1-1**  
Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in occupational health and safety.

**T-1-2**  
Demonstrate knowledge of concepts of occupational health and safety including:
- emergency preparedness and response
- handling of hazardous materials
- health screening and testing
- infection prevention and control
- illness/injury prevention and management
- managing emergent situations
- personal protective equipment
- physical and psychological safety
- wellness and health promotion
- workplace safety

**T-1-3**  
Demonstrate knowledge and understanding of Legislation, Regulation and standards related to occupational health and safety including:
- Alberta Occupational Health and Safety Act, Regulation and Code (OH&S)
- CLPNA Regulation, Standards and Guidelines
- Health Professions Act (HPA)
- Transportation of Dangerous Goods (TDG)
- Workplace Hazardous Materials Information System (WHMIS)
A Licensed Practical Nurse will:

**T-1-4** Demonstrate knowledge and ability to achieve advanced competence in:
- audiometric testing
- emergency medical response
- ergonomic assessment
- immunization
- industrial first aid
- spirometry and pulmonary function testing
- substance screening and testing
- vision screening
- other areas as appropriate and necessary

**T-1-5** Demonstrate knowledge and ability to assess and manage a culture of safety in an occupational health and safety work environment including:
- hazard and exposure assessment (industrial hygiene)
  - biological
  - chemical
  - ergonomic
  - psychological
  - psychosocial
  - physical
- program administration, development, delivery, management and evaluation
- partner in injury reduction programs

**T-1-6** Demonstrate knowledge and ability to manage workplace illness and/or injury including:
- provide immediate emergency response and treatment
- report according to Workers Compensation Act
- provide support to ill or injured worker
  - refer for treatment as appropriate
  - collaborate with worker and Workers Compensation Board:
    - recovery/rehabilitation/retraining
    - worksite assessment
    - provision of modified work
    - return to work planning
- perform reasonable cause and post-accident assessments
- assess trends in occupational injury/illness
- manage trend data
A Licensed Practical Nurse will:

**T-1-7** Demonstrate knowledge and ability to provide teaching and coaching within the work environment related to occupational health and safety including:
- deliver OHS orientation and training programs
- manage workplace safety
- recognize hazards and implementing controls

**T-1-8** Demonstrate knowledge and ability to communicate and collaborate with inter-professional team and others.
U: Medication Administration
A Licensed Practical Nurse will:

U-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to pharmacology and medication administration.

U-1-2 Demonstrate knowledge of chemical drug classifications:
- animal (hormones, enzymes)
- chemical synthesis (antibiotics, steroidal, radioactive)
- natural (plant, mineral, herbal remedies)

U-1-3 Demonstrate knowledge and understanding of pharmacological principles including:
- pharmacokinetics
  - absorption
  - distribution
  - metabolism
  - excretion
- pharmacodynamics
  - adverse effect
  - anaphylactic/allergic reaction
  - antagonistic effect
  - complementary and alternative therapy interactions
  - desired effect
  - drug interactions
  - drug toxicity
  - duration of action
  - idiosyncratic reactions
  - synergistic effect
  - therapeutic duration
A Licensed Practical Nurse will:

**U-1-4**  **Demonstrate knowledge of routes for medication administration including:**
- gastrointestinal (oral, orogastric/gastric, nasogastric, rectal)
- inhalational
- intra-arterial
- intracerebral
- intradermal/epicutaneous
- intramuscular
- intraosseous
- intrathecal
- intravenous
- intravesical
- mucous membranes (sublingual, buccal, nasal, optic, otic)
- percutaneous (topical)
- subcutaneous
- vaginal

**U-1-5**  **Demonstrate knowledge and understanding of medication action and effect for client across the lifespan identifying:**
- contraindications
- lab values
- nursing implications
- risk factors

**U-1-6**  **Demonstrate knowledge and ability to access credible resources for information and research related to medications prior to administration.**

**U-1-7**  **Demonstrate knowledge and ability to apply infection prevention and control standards in safe storage, handling, removal and disposal of medications according to agency policy including:**
- antineoplastic
- autoimmune
- cytotoxic
- hormones
- insulin
- narcotics
- non-cytotoxic hazardous
- vasodilators, bronchodilators
A Licensed Practical Nurse will:

**U-1-8**  Demonstrate knowledge and ability to perform drug counts on controlled medications according to agency policy including:
- maintain accurate record
- accurately record addition and/or removal
- participate in shift count and accurately record inventory
- co-sign waste of controlled medication

**U-1-9**  Demonstrate knowledge and ability to provide health teaching and coaching related to medications and medication administration.

**U-1-10**  Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.
A Licensed Practical Nurse will:

**U-2-1** Demonstrate knowledge and ability to accept, process, verify and initiate written, verbal, telephone or electronic medication orders based on:
- date and time
- client name
- medication name
- dose, route, frequency, duration
- authorized prescriber (name, signature, designation)
- order is accurate, appropriate and complete
- follow-up with authorized prescriber as necessary

**U-2-2** Demonstrate knowledge and ability to accurately calculate dosages, concentrations, rates and volumes using formulas and standards of measurement associated with medication administration.

**U-2-3** Demonstrate knowledge and ability to perform additional client assessment prior to medication administration.

**U-2-4** Demonstrate knowledge and ability to appropriately prepare medications for administration according to agency policy.

**U-2-5** Demonstrate knowledge and ability to apply the “rights” and “checks” of medication administration to reduce risk of medication error and ensure client safety.
A Licensed Practical Nurse will:

U-2-6 Demonstrate knowledge and ability to adhere to agency policy and procedure for safe administration of medication by:
- gastrointestinal (oral, orogastric/gastric, nasogastric, rectal)
- inhalational
- intradermal/epicutaneous
- intramuscular
- intravenous - continuous, intermittent, direct
- mucous membranes (sublingual, buccal, nasal, optic, otic)
- subcutaneous
- percutaneous (topical)
- vaginal
- intravesicular (bladder instillation)

U-2-7 Demonstrate knowledge and ability to adhere to agency policy when monitoring client receiving medication administration by:
- intraosseous
- intrathecal
- intra-arterial
- intracerebral

U-2-8 Demonstrate knowledge and ability to provide ongoing assessment, monitoring and evaluation of medication effectiveness.

U-2-9 Demonstrate knowledge and ability to recognize and manage adverse medication reaction and anaphylaxis including:
- identify signs and symptoms
- implement protocol according to agency policy
A Licensed Practical Nurse will:

**U-3-1** Demonstrate knowledge and ability to administer nitrous oxide:
- identify risks and precautions
- manage adverse reactions
- provide ongoing monitoring
A Licensed Practical Nurse will:

**U-4-1** Demonstrate knowledge of diagnostic imaging contrast agents.

**U-4-2** Demonstrate knowledge and ability to administer diagnostic imaging contrast agents:
- identify the different types
- identify risks and precautions
- manage adverse reactions
- provide ongoing monitoring
V: Infusion Therapy
A Licensed Practical Nurse will:

V-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to infusion therapy.

V-1-2 Demonstrate knowledge of principles of infusion therapy related to:
- circulatory system
  - arterial
  - venous
- blood and blood products
- chemotherapy
- fluid and electrolyte maintenance, restoration and replacement
- infection prevention and control
- medications and nutritional feedings

V-1-3 Demonstrate knowledge of peripheral lines, central lines, implanted ports, spinals, epidurals and patient controlled analgesia pumps.

V-1-4 Demonstrate knowledge and ability to provide health teaching and coaching related to infusion therapy.

V-1-5 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.
A Licensed Practical Nurse will:

**V-2-1** Demonstrates knowledge and ability to manage peripheral infusion therapy:
- initiate, monitor, regulate, lock, discontinue
  - assemble and prime lines
  - calculate infusion rates
  - client safety
  - infusion equipment
  - patient controlled analgesia pumps (PCA pumps)
  - administration of fluids and medications

**V-2-2** Demonstrates knowledge and ability to manage complications of peripheral intravenous therapy including:
- abnormal lab values
- air emboli
- allergic reactions
- dehydration/hypervolemia
- equipment/line problems
- fluid/medication error
- infection
- infiltration
- phlebitis/thrombophlebitis
A Licensed Practical Nurse will:

**V-3-1** Demonstrate knowledge and ability to manage hypodermoclysis:
- initiate, monitor, regulate, lock, discontinue
  - assemble and prime lines
  - calculate infusion rates
  - client safety
  - infusion equipment/pumps
  - administration of fluids and medications

**V-3-2** Demonstrate knowledge and ability to manage complications of hypodermoclysis including:
- allergic reactions
- edema
- equipment/line problems
- fluid/medication error
- hypervolemic
- infection
- localized pain
- pooling of fluid at site
A Licensed Practical Nurse will:

**V-4-1** Demonstrate knowledge of central lines and specific application:
- central venous catheter (CVC):
  - implanted vascular access device (IVAD)
  - non-valved or open ended
  - midline catheter (not a CVC)
  - percutaneous
  - peripherally inserted central catheter (PICC)
  - tunneled
  - valved or closed ended

**V-4-2** Demonstrate knowledge of risks associated with central lines including:
- abnormal heart rhythm
- blockage
- brachial plexus injury
- embolus or thrombus
- faulty or fractured device
- hemorrhage/hematoma
- incorrect placement
- infection/sepsis

**V-4-3** Demonstrate knowledge and ability to manage risks associated with removal of non-tunneled peripherally inserted central venous catheters (PICC) including:
- abnormal heart rhythm
- embolus or thrombus
- brachial plexus injury
- faulty or fractured device
- hemorrhage/hematoma
- infection/sepsis
A Licensed Practical Nurse will:

**V-4-4**  
Demonstrate knowledge and ability to monitor and manage central lines according to agency policy including:
- dressing changes
- cap/tubing change
- flush and lock
- maintain central venous pressure
- administration of fluids
- administration of medications (continuous, intermittent, direct)
- occlusion issues
- patient controlled analgesia pump (PCA pump)
- withdraw blood

**V-4-5**  
Demonstrate knowledge and ability to remove non-tunneled peripherally inserted central venous catheters (PICC) according to agency policy.
Major Competency Area: \textbf{V} \\
\textbf{Infusion Therapy}

Competency: \textbf{V-5}  \\
\textbf{Blood and Blood Products}  \\
Date: June 1, 2015

A Licensed Practical Nurse will:

\textbf{V-5-1} Demonstrate knowledge of circulatory system and components of blood and blood products.

\textbf{V-5-2} Demonstrate knowledge of normal/abnormal lab values pertaining to blood transfusion.

\textbf{V-5-3} Demonstrate knowledge of types of transfusions according to composition and indications for use including:
- albumin
- cryoprecipitate
- Factor 8 (anti-hemophilic factor-AHF)
- fresh frozen plasma
- immunoglobulin
- packed red blood cells
- packed white blood cells
- plasma expanders
- platelets
- whole blood

\textbf{V-5-4} Demonstrate knowledge of blood typing and cross-matching of blood.

\textbf{V-5-5} Demonstrate knowledge and ability to obtain informed consent understanding and respecting:
- ethical and religious beliefs
- legal right to refuse

\textbf{V-5-6} Demonstrate knowledge and ability to prepare for blood administration according to agency policy including:
- set up and prime infusion
- obtain blood or blood products
- check blood or blood products with authorized professional
A Licensed Practical Nurse will:

**V-5-7**  
Demonstrate knowledge and ability to monitor, regulate and discontinue blood or blood products.

**V-5-8**  
Demonstrate knowledge and ability to identify a reaction to blood or blood products according to agency policy including:
- anaphylaxis
- abdominal status (pain, nausea)
- abnormal bleeding
- abnormal breath sounds (cough, dyspnea, wheezing)
- chest flank or back pain
- circulatory overload
- elevated blood pressure
- embolus
- increased temperature
- mental state (anxious, drowsy, calm)
- sepsis
- skin color and appearance (urticaria, jaundice)
- urine output and color

**V-5-9**  
Demonstrate knowledge and ability to manage a reaction to blood or blood products according to agency policy.

**Note:** LPNs are not authorized to provide the restricted activity of administering (initiation of) blood or blood products.
A Licensed Practical Nurse will:

**V-6-1** Demonstrate knowledge of epidural infusions including:
- calculate infusion rates
- client safety
- infusion equipment/pumps
- neurological assessment and client monitoring
- administration of fluids and medications

**V-6-2** Demonstrate knowledge and ability to manage complications of epidural and spinal infusion therapy including:
- abnormal lab values
- allergic reactions
- fluid/medication error
- equipment/line problems
- hemorrhage
- infection
- infiltration
- post epidural cerebrospinal fluid leak/headache

**V-6-3** Demonstrate knowledge and ability to manage client care following epidural or spinal regional anesthesia/pain block.

**V-6-4** Demonstrate knowledge and ability to monitor and regulate epidural infusions.

**Note:** LPNs are not authorized to initiate or remove epidural and spinal catheters.
A Licensed Practical Nurse will:

V-7-1 **Demonstrate knowledge of total parenteral nutrition according to:**

- composition:
  - dextrose
  - amino acids
  - protein
  - minerals
  - fats
  - vitamins
  - trace elements

- indications for use:
  - absorption impairment
  - inability to tolerate enteral feeding
  - gastro-intestinal tract blockage
  - nutritional impairments

V-7-2 **Demonstrate knowledge and ability to monitor, regulate and discontinue total parenteral nutrition.**

V-7-3 **Demonstrate knowledge and ability to manage side effects associated with total parenteral nutrition.**

V-7-4 **Demonstrate knowledge and ability to manage complications associated with total parenteral nutrition including:**

- convulsion or seizure
- hepatic dysfunction (fatty liver disease, jaundice, hepatomegaly, cholelithiasis)
- metabolic imbalance (hyper/hypoglycemia, hyper/hypokalemia, hyper/hypocalcemia)
- nutritional imbalance
- poor night vision

**Note:** LPNs are not authorized to provide the restricted activity of administering (initiation of) total parenteral nutrition.
W: Professionalism
A Licensed Practical Nurse will:

W-1-1 Demonstrate knowledge and understanding of the Health Professions Act (HPA) and Regulation of the Licensed Practical Nurse (LPN) profession.

W-1-2 Demonstrate knowledge and understanding of the role of the College of Licensed Practical Nurses of Alberta (CLPNA) under the HPA:
- establish, maintain and enforce standards for education, registration, continuing competence and discipline
- establish, maintain and enforce standards of practice and code of ethics
- govern and regulate members in a manner that protects and serves the public
- provide direction to the practice of the profession

W-1-3 Demonstrate knowledge and understanding of key components of the HPA-LPN Regulation (2013):
- continuing competence
- disciplinary process
- protected titles
- registration
- restricted activities
Major Competency Area: W
Professionalism

Competency: W-2
Licensed Practical Nurse
Scope of Practice

Date: June 1, 2015

A Licensed Practical Nurse will:

W-2-1 Demonstrate knowledge of the scope of practice as outlined in the LPN Regulation and the Competency Profile for LPNs.

W-2-2 Demonstrate understanding of the Health Professions Act LPN Practice Statement:
   “In their practice, licensed practical nurses do one or more of the following:
   (a) apply nursing knowledge, skill and judgment to assess patients’ needs,
   (b) provide nursing care for patients and families,
       (b.1) teach, manage and conduct research in the science, techniques and practice of nursing, and
   (c) provide restricted activities authorized by the regulations.”
   Schedule 10 (3) Health Professions Act, 2013

W-2-3 Demonstrate knowledge of the restricted activity authorizations in the Health Profession Act, LPN Regulation.

W-2-4 Demonstrate knowledge of the CLPNA documents that guide and interpret LPN scope of practice.
A Licensed Practical Nurse will:

**W-3-1** Demonstrate knowledge and understanding of the Canadian Council for Practical Nurse Regulators/College of Licensed Practical Nurses of Alberta Standards of Practice for Licensed Practical Nurses in Canada:
- professional accountability and responsibility
- knowledge-based practice
- service to the public and self-regulation
- ethical practice

**W-3-2** Demonstrate knowledge and understanding of the principles that provide the foundation on which the Standards of Practice were developed:
- LPNs are self-regulating and accountable for providing safe, competent, compassionate, ethical care
- LPNs are autonomous practitioners working collaboratively within healthcare in the delivery of nursing care
- LPNs practice is client centered and includes individuals, families, groups and communities
- LPN standards are broadly based and address variations in client needs, provider competencies, experience and environmental factors
- LPN standards allow for growth in the profession to meet changing approaches, treatments and technologies within the healthcare system
- LPN standards encourage leadership through self-awareness and reflection, commitment to individual and professional growth, and promotion of the best possible service to the public
A Licensed Practical Nurse will:

**W-4-1** Demonstrate knowledge and understanding of the Canadian Council for Practical Nurse Regulators/College of Licensed Practical Nurses of Alberta Code of Ethics for Licensed Practical Nurses in Canada:
- five ethical principles
  - responsibility to public
  - responsibility to client
  - responsibility to profession
  - responsibility to colleagues
  - responsibility to oneself

**W-4-2** Demonstrate knowledge and ability to align the Code of Ethics to guide practice and behavior with:
- professional standards
- competencies
- employer policies
- legal requirements

**W-4-3** Demonstrate knowledge and ability to apply ethical principles to decision making including:
- client centered care
- cultural diversity
- fitness to practice
- honesty and integrity
- inter-professional collaboration
- moral distress (self and others)
- personal beliefs and bias
- privacy and confidentiality
- professional boundaries
- professionalism and accountability
- social determinants of health
- therapeutic nurse-client relationship
- use of technology/social media
A Licensed Practical Nurse will:

**W-4-4** Demonstrate knowledge and ability to assess and manage ethical dilemmas and seek assistance when necessary.
A Licensed Practical Nurse will:

**W-5-1** Demonstrate knowledge of legal accountability for one’s own nursing practice including:
- understand concept of duty of care
  - reasonable and prudent decisions
  - avoiding issues of neglect or abandonment of care
    - arrive for work on time
    - inappropriate transfer/termination of care
    - recognizing need for assistance or handoff of care
- responsible for fitness to practice
  - maintain physical, mental, emotional well being
- duty to self-report to CLPNA including:
  - personal incapacity impairing fitness to practice
  - blood borne virus infection
  - criminal charges, guilty plea or verdict
  - under investigation, subject of proceeding, discipline by another regulator

**W-5-2** Demonstrate knowledge and application of principles and accountabilities involved with self-regulation:
- client—provide safe, competent, ethical care
- employer—work within role expectations, policies and procedures
- regulatory college—maintain standards and guidelines, ethical code, scope of practice, continuing competence

**W-5-3** Demonstrate knowledge and ability to identify when assignment of care is beyond individual competence or outside scope of practice including:
- research evidence to guide practice
- consult with inter-professional team
- collaborate as necessary
- maintain or hand off care as necessary
A Licensed Practical Nurse will:

W-5-4 Demonstrate knowledge and ability to apply concepts of professional autonomy throughout practice including:
- accountable for one’s own actions and behaviors
- best practices and research
- independence as appropriate
- moral decision making
- self-managed competence

W-5-5 Demonstrate knowledge and ability to maintain confidentiality with client, colleagues, staff, team and organization including:
- adhere to policy, procedures, guidelines, standards, Legislation
- identify breaches in confidentiality
- manage all client information appropriately (verbal, written, electronic)
- recognize and manage risks
A Licensed Practical Nurse will:

**W-6-1** Demonstrate knowledge and ability to effectively establish, maintain and manage professional boundaries including:
- nurse-client, family and others
- nurse-colleague
- nurse-supervisor
- nurse-employer

**W-6-2** Demonstrate knowledge and ability to recognize and maintain appropriate boundaries related to:
- beginning, maintaining, ending relationship
- caring for family/friends
- casual, friendship, romantic, sexual
- chastising, coercion, favoritism
- conflict of interest
- giving/receiving gifts
- inappropriate financial or personal benefit
- inappropriate physical contact
- limited self-disclosure
- psychological abuse/disruptive behaviors
- social media interactions

**W-6-3** Demonstrate knowledge of risks associated with improper use of social media including:
- breach of privacy/confidentiality
- compromise public safety/trust in nurses
- undermine individual nursing careers
- inappropriate use during work hours

**W-6-4** Demonstrate knowledge and ability to recognize, intervene and report boundary violations of self or others.
A Licensed Practical Nurse will:

W-7-1 Demonstrate knowledge and ability to maintain physical, mental and emotional health to ensure safe, competent and ethical practice.

W-7-2 Demonstrate knowledge of components affecting fitness to practice including:
- addiction
- cognition
- coping mechanisms
- family and environmental issues
- inappropriate behaviors
- mental health
- physical ability
- psychological well being
- sensory perception
- stress management
- socialization

W-7-3 Demonstrate knowledge and ability to take responsibility and self-manage fitness to practice to ensure client safety including:
- participate in wellness activities
- maintain positive self-esteem and attitude
- manage work-life balance
- access employee assistance programs/counseling
- self-report and withdraw from care as appropriate
A Licensed Practical Nurse will:

W-8-1  Demonstrate ability to adopt curiosity and initiative for learning and professional growth to facilitate transition from novice to expert practitioner.

W-8-2  Demonstrate commitment to life-long learning through accessing and completing ongoing professional development including:
- reflect and identify career options and pathways
- attend workshops and conferences
- participate in employer education
- maintain a professional portfolio
- participate in CLPNA Continuing Competency Program
  - self-assessment and reflection
  - identify strengths and learning needs
  - develop learning plan
  - evaluate, document and report learning

W-8-3  Demonstrate knowledge and ability to participate in continuous quality improvement and evidence informed changes to nursing practice within the employment setting.

W-8-4  Demonstrate commitment to participate in activities at a local, regional, provincial, professional and national level to promote health and wellness throughout the health system.
X: Leadership
Major Competency Area: X
Leadership

Competency: X-1
Informal Leadership

Date: June 1, 2015

A Licensed Practical Nurse will:

X-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout decision making in nursing practice.

X-1-2 Demonstrate knowledge and ability to apply leadership theories throughout nursing practice.

X-1-3 Demonstrate characteristics and attributes of an effective leader including:

- authenticity
- collaboration
- compassion/empathy
- confidence
- cultural competence
- emotional intelligence
- interpersonal skills
- integrity
- morals and ethics
- motivation
- optimism
- persuasiveness
- professionalism
- selflessness
- self-mastery
- system thinker
- trustworthy
- visionary

X-1-4 Demonstrate knowledge and ability to model professionalism including:

- accountability
- appearance
- attitude
- behavior
- collaboration
A Licensed Practical Nurse will:

X-1-4 Demonstrate knowledge and ability to model professionalism including:
(cont’d)
- competence
- dependability
- effective resource utilization
- lifelong learning
- professional communicator
- responsibility
- self-reflective practice

X-1-5 Demonstrate knowledge and ability to assess, reflect and recognize own strengths and limitations as a leader to achieve optimum personal and professional growth.

X-1-6 Demonstrate knowledge and ability to assign, educate and supervise healthcare aide/unregulated provider/nursing students including:
- implement standards for assignment of care
- ensure continuity of care
- provide mentorship, coaching and guidance
- evaluate and reassign as necessary

X-1-7 Demonstrate knowledge and ability to assess, influence and effectively manage change.

X-1-8 Demonstrate knowledge and ability to elicit support and commitment from others to achieve a common goal.

X-1-9 Demonstrate knowledge and ability to assess difficult situations and effectively manage conflict.

X-1-10 Demonstrate knowledge and ability to network, mentor and support others.

X-1-11 Demonstrate knowledge and ability to follow appropriate channels of communication and reporting according to agency policy.
A Licensed Practical Nurse will:

X-2-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry within a formal leadership role in nursing practice.

X-2-2 Demonstrate knowledge and ability to apply nursing care delivery model, policies and procedures of employer.

X-2-3 Demonstrate knowledge and ability to supervise a team and assign client care based on:
- client needs
- education and competence of team members
- environmental supports
- level of care required
- roles and responsibilities of team members

X-2-4 Demonstrate knowledge and ability to provide leadership in establishment and revision of goals, priorities and nursing intervention.

X-2-5 Demonstrate knowledge and ability to model exemplary leadership practices including:
- change management
- client advocacy
- collaboration
- concise communication
- conflict management
- emergency response
- resource utilization
- strategic thinking
- support and mentor staff
- system thinking
- time management
A Licensed Practical Nurse will:

**X-2-6** Demonstrate knowledge and ability to organize and lead case conferences, meetings and report.

**X-2-7** Demonstrate knowledge and commitment to organizational planning through committee and task force involvement.
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Competency</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>X-3-1</strong></td>
<td>Demonstrate knowledge and ability to apply critical thinking and critical inquiry within the role of manager/administrator of an organization.</td>
</tr>
</tbody>
</table>
| **X-3-2**  | Demonstrate knowledge and ability to lead and guide an organization including:  
  - delegate duties and responsibilities appropriately  
  - identify and model the vision, mission, values and goals  
  - influence and mentor staff, colleagues, boards and others  
  - involve staff and colleagues in decision making  
  - lead, guide, participate in strategic planning  
  - model leadership characteristics  
  - network with internal and external experts/stakeholders  
  - organize and facilitate meetings  
  - promote continuing competence opportunities  
  - seek continual quality improvement  
  - understand trends and necessary future changes |
| **X-3-3**  | Demonstrate knowledge and ability to identify and manage risks within an organization including:  
  - differentiate between legal, ethical, quality, safety, staffing and emergent risks  
  - intervene effectively to prevent, eliminate or minimize risks  
  - identify and address policy needs  
  - implement education and support  
  - communicate effectively to staff, colleagues, boards and others  
  - involve external experts as necessary |
A Licensed Practical Nurse will:

**X-3-4** Demonstrate knowledge and ability to apply critical thinking and critical inquiry in the human resource management role including:
- career pathway development
- collective agreements
- disability management
- interpreting legislation and regulation
- job descriptions, policies, procedures
- job interviews
- performance appraisals and management
- retention and recruitment
- security and confidentiality of personnel information
- team dynamics
- wages and benefits

**X-3-5** Demonstrate knowledge and ability to implement prudent fiscal management as manager/administrator within an organization including:
- align fiscal strategy with vision, mission, values and goals
- assess, develop and manage budget
- collect, analyze and report financial data
- ensure a system of internal controls to safeguard resources
Y: Orthopedic Specialty
**Major Competency Area:** Orthopedic Specialty

**Competency:** Y-1  
Self-Regulation and Accountability

**Date:** June 1, 2015

A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Y-1-1</th>
<th>Demonstrate knowledge and understanding of the orthopedic restricted activity in the Health Professions Act Licensed Practical Nurse (LPN) Regulation (2013).</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y-1-2</td>
<td>Demonstrate knowledge and ability to provide specialized orthopedic nursing care in accordance with professional Legislation, Regulation, Standards and Guidelines.</td>
</tr>
</tbody>
</table>

**Note:** LPNs who practice the Orthopedic Specialty complete advanced specialized education approved by the College of Licensed Practical Nurses of Alberta.
**Major Competency Area:** Y  
**Orthopedic Specialty**

**Competency:** Y-2  
**Specialized Orthopedic Knowledge and Application**  
**Date:** June 1, 2015

A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Y-2-1</th>
<th><strong>Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to orthopedic nursing specialty.</strong></th>
</tr>
</thead>
</table>
| Y-2-2 | **Demonstrate advanced knowledge of human anatomy and physiology related to pediatric and adult orthopedic care including:**  
- associated terminology  
- body systems  
- body planes and directions  
- range of motion/limb positioning |
| Y-2-3 | **Demonstrate knowledge of musculoskeletal conditions and treatment associated with:**  
- arthritis:  
  - rheumatoid  
  - osteo/degenerative  
  - gout  
  - psoriatic  
  - lupus  
  - septic  
  - juvenile  
- inflammation  
  - ankylosing spondylitis/spondylothesis  
  - bursitis  
  - cellulitis  
  - epicondylitis  
  - myositis (muscle)  
  - osteomyelitis/ostitis  
  - synovitis  
  - tendonitis/tenosynovitis  
- infection  
  - skin and soft tissue  
  - bone (osteomyelitis)  
  - joint (septic arthritis) |
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Competency</th>
<th>Description</th>
</tr>
</thead>
</table>
| Y-2-3      | **Demonstrate knowledge of musculoskeletal conditions and treatment associated with:** (cont’d)  
  - soft tissue injury  
    - contusion  
    - repetitive injury  
    - strain/sprain  
  - tears  
    - ligamentous  
    - labral  
    - tendinous  
    - fibrocartilaginous (such as menisci, disc)  
  - trauma:  
    - bone healing  
    - compartment syndrome  
    - dislocations  
    - fat or pulmonary embolism  
    - fractures  
    - growth plate injury  
  - other  
    - amputation  
    - osteoporosis  
    - congenital disorders  
    - kyphosis/scoliosis  
    - contractures/deformities  
    - growths/tumors  
    - Guillain Barre Syndrome  
    - Charcots Foot |
| Y-2-4      | **Demonstrate knowledge and ability to perform a comprehensive ongoing assessment of pediatric and adult orthopedic client throughout care.** |
| Y-2-5      | **Demonstrate knowledge and ability to manage complications associated with immobility and ambulation related to care of orthopedic client.** |
| Y-2-6      | **Demonstrate knowledge and ability to use a goniometer to access initial and subsequent range of motion related to musculoskeletal injury and recovery process.** |
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Y-2-7</th>
<th>Demonstrate ability to distinguish between a variety of x-ray views including:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• posterioanterial (PA)</td>
</tr>
<tr>
<td></td>
<td>• anterioposterial (AP)</td>
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<tr>
<td></td>
<td>• axillary</td>
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<td></td>
<td>• lateral</td>
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<tr>
<td></td>
<td>• medial</td>
</tr>
<tr>
<td></td>
<td>• mandibular</td>
</tr>
<tr>
<td></td>
<td>• panorex (panoramic)</td>
</tr>
<tr>
<td></td>
<td>• oblique</td>
</tr>
<tr>
<td></td>
<td>• transverse</td>
</tr>
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<td></td>
<td>• tunnel</td>
</tr>
</tbody>
</table>

| Y-2-8 | Demonstrate knowledge and ability to communicate, consult and collaborate with inter-professional team. |

| Y-2-9 | Demonstrate knowledge and ability to provide health teaching and coaching associated with orthopedic specialty. |
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Y-3-1</th>
<th>Demonstrate knowledge and ability to assemble, apply or assist in application and removal of orthopedic devices according to agency policy including:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- compression wrap</td>
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<tr>
<td></td>
<td>- Tensor bandage</td>
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<td></td>
<td>- Tubigrip</td>
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<td></td>
<td>- elastic support stockings</td>
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<td></td>
<td>- slings and immobilizers</td>
</tr>
<tr>
<td></td>
<td>- acromioclavicular harness</td>
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<tr>
<td></td>
<td>- clavicular strap</td>
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<tr>
<td></td>
<td>- collar and cuff sling</td>
</tr>
<tr>
<td></td>
<td>- braces and splints</td>
</tr>
<tr>
<td></td>
<td>- cervical (soft and rigid)</td>
</tr>
<tr>
<td></td>
<td>- humeral</td>
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<tr>
<td></td>
<td>- wrist/hand</td>
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<td></td>
<td>- knee</td>
</tr>
<tr>
<td></td>
<td>- spinal</td>
</tr>
<tr>
<td></td>
<td>- pelvic (Plavik harness)</td>
</tr>
<tr>
<td></td>
<td>- femoral/tibial</td>
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<td></td>
<td>- foot/ ankle</td>
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<tr>
<td></td>
<td>- traction</td>
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<td></td>
<td>- skin and skeletal</td>
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<td></td>
<td>- balanced suspension traction</td>
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<td></td>
<td>- Balkan frame</td>
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<td>- Bryant or Gallows traction</td>
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<td></td>
<td>- Bucks</td>
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<td></td>
<td>- Gardner Wells tongs</td>
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<tr>
<td></td>
<td>- Kirschner wires</td>
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<tr>
<td></td>
<td>- Steinmen pin</td>
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</tbody>
</table>
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Y-3-2</th>
<th>Demonstrate knowledge of cast and splint construction, application, care and removal related to:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• above and below elbow</td>
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<td></td>
<td>• above and below knee – weight bearing/non-weight bearing</td>
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<tr>
<td></td>
<td>• back slabs</td>
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<td></td>
<td>• cylinder casts</td>
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<td></td>
<td>• functional cast therapy</td>
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<td>• gutter splints</td>
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<td>• hip spica</td>
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<td>• patella tendon bearing</td>
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<td></td>
<td>• plaster/fiberglass casts</td>
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<td></td>
<td>• sugar tong splint</td>
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<td></td>
<td>• total contact casting</td>
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<td></td>
<td>• volar slabs</td>
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<tr>
<td></td>
<td>• waterproof casting</td>
</tr>
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<td></td>
<td>• wedging</td>
</tr>
</tbody>
</table>
Z: Perioperative Specialty
A Licensed Practical Nurse will:

Z-1-1 Demonstrate knowledge and understanding of the perioperative restricted activity in the Health Professions Act Licensed Practical Nurse (LPN) Regulation (2013).

Z-1-2 Demonstrate knowledge and application of Canadian Council for Practical Nurse Regulators, Standards of Practice and Competencies for Perioperative Licensed Practical Nurses (CCPNR, 2010).

Note: LPNs who practice the Perioperative Specialty complete specialized education approved by the College of Licensed Practical Nurses of Alberta (CLPNA).
A Licensed Practical Nurse will:

Z-2-1  **Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in the perioperative role.**

Z-2-2  **Demonstrate knowledge and ability to provide specialized perioperative nursing including:**
- admission, discharge and transfer of client
- advocate for client
- anesthesia methods and protocols
- application of nursing process
- asepsis and sterile techniques
- client and team safety
- crash cart, defibrillator and code criteria
- documentation and reporting
- infection prevention and control standards
- maintain and uphold associated legalities, policy and procedure
- medications used in pre, intra and post-operative care
- ordering of supplies and equipment as appropriate
- orientation of new staff
- potential complications of anesthesia and appropriate response
- provide safe, compassionate and coordinated care
  - pre-operatively
  - intra-operatively
  - post-operatively
- sterile hand scrub and gowning
- surgical procedures, protocols and related disease processes

Z-2-3  **Demonstrate knowledge and ability to perform disinfection process within the surgical environment including:**
- equipment and instruments
- surgical theatre
A Licensed Practical Nurse will:

**Z-2-4** Demonstrate knowledge and ability to safely handle and care for surgical equipment including:
- electrosurgical tools
- endoscopes and instrumentation
- laser systems and equipment
- power tools
- robotics
- video equipment
Major Competency Area: Z
Perioperative Specialty

Competency: Z-3
Pre-Operative Role

Date: June 1, 2015

A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Z-3-1 Demonstrate knowledge and ability to receive and monitor client in pre-operative area including:</th>
</tr>
</thead>
<tbody>
<tr>
<td>• check pre-operative chart for completeness</td>
</tr>
<tr>
<td>• verify signed consent</td>
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<tr>
<td>• complete pre-operative checklist with client</td>
</tr>
<tr>
<td>• provide health teaching and coaching for client and others</td>
</tr>
<tr>
<td>• provide client with comfort measures</td>
</tr>
<tr>
<td>• check infusion and output</td>
</tr>
<tr>
<td>• assist with pre-operative examinations as required</td>
</tr>
<tr>
<td>• communicate and report relevant findings</td>
</tr>
</tbody>
</table>
A Licensed Practical Nurse will:

**Z-4-1** Demonstrate knowledge and ability to perform duties and responsibilities of the perioperative circulating role including:

- be aware and responsive to surgical team throughout procedure
- prepare the equipment and room supplies specific to operative procedure/surgeon preference
- notify all inter-professional personnel required for case
- ensure x-rays and diagnostic tests are available if required
- complete pre-operative assessment and checklist
- transport client to the operating room
- receive client into the operating room and carry out appropriate checks
- safely position/secure client on the operating room table
- reassure client and explain procedures
- complete “safe surgery checklist”
- apply monitoring equipment as required
- assist anesthesia provider with insertion of lines
- assist anesthesia provider with intubation/induction
- position client for surgical procedure
- insert urinary catheter as required
- prepare operative site according to specific protocols
- assist with draping
- connect suction, cautery, and equipment as required
- prepare medications and irrigations for administration
- appropriately handle and label all specimens
- inspect and open sterile supplies and hand to scrub nurse
- provide instruments and supplies as required
- manage intra-operative sterilization as required
- accurately complete intra-operative case record
- document fluid output
- document unusual incidents with follow up action
- monitor vital signs if required
A Licensed Practical Nurse will:

**Z-4-1 Demonstrate knowledge and ability to perform duties and responsibilities of the perioperative circulating role including: (cont’d)**

- participate in surgical count of instruments and supplies:
  - initial count
  - add to count
  - final count
  - remain “on duty” until incorrect counts are resolved
- assist with transfer of client from operating room table to stretcher
  - ensure all dressings and drains are secured for transport
A Licensed Practical Nurse will:

### Z-5-1 Demonstrate knowledge and ability to assist anesthetist including:
- check anesthetic machine and cart for required supplies
- initiate intravenous and prepare supplies for anesthesia provider
- prepare supplies and assist anesthesia provider as required
- assist the anesthesia provider during induction
  - intubation, fixation and connection of endotracheal tube
  - cricoid pressure if necessary
- apply eye protection to client as required
- check blood and blood products
- assist with extubation and reversal of anesthesia
- assist with transport of the intubated or extubated post-operative patient to post-anesthetic recovery room (PARR) or intensive care unit (ICU)
- restock anesthetic cart
**Major Competency Area:** Z

**Perioperative Specialty**

<table>
<thead>
<tr>
<th>Competency: Z-6</th>
<th>Date: June 1, 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Perioperative Scrub Role</strong></td>
<td></td>
</tr>
</tbody>
</table>

A Licensed Practical Nurse will:

**Z-6-1** Demonstrate knowledge and ability to perform duties and responsibilities of the perioperative scrub role including:

- check case cart/supplies
- prepare and maintain efficient sterile set-up/technique
- ensure equipment/instrumentation is available, set up, and in good repair
- complete “safe surgery checklist” prior to incision
- prepare client skin prior to procedure
- drape client for procedure
- assist surgical team with sterile gown and glove
- anticipate needs of surgeon and surgical team
- organize and handle surgical instruments and sutures
- provide instruments and supplies to surgeon and surgical team
- sponge, suction, and retract incision as directed
- observe for break in sterile technique
- assist with reestablishing sterile field
- accurately identify specimens to circulating nurse
- anticipate unexpected or adverse events and respond
- handle and prepare medications and contrasts
- communicate effectively within inter-professional team
- participate in surgical count of instruments and supplies:
  - initial count
  - add to count
  - final count
  - remain “on duty” until incorrect counts are resolved
- assist with skin closure and apply sterile dressing
- verify accuracy of intra-operative case record
- assist with transfer of client from operating room table to stretcher
- assist with transport of the intubated or extubated post-operative patient to post-anesthetic recovery room (PARR) or intensive care unit (ICU)
Major Competency Area:  Z  
Perioperative Specialty

Competency:  Z-7  
Post-Anesthetic Recovery Role

Date:  June 1, 2015

A Licensed Practical Nurse will:

Z-7-1  Demonstrate knowledge and ability to receive and manage client in post-anesthetic care unit (PACU):
- perform initial and continuing client assessment including:
  - blood loss
  - drains
  - infusion lines
  - urine output
  - vital signs
  - wound dressings
- monitor sedation and guide client to consciousness
- monitor blood, fluid, medication infusions and draw specimens
- respond to clients questions and personal needs
- medication administration
- change or reinforce wound dressings as necessary
- monitor and manage changes in client condition
- manage post-operative complications
- consult and collaborate with inter-professional team
- determine when client is ready for transfer out of recovery
- complete post-operative checklist and documentation
AA: Dialysis Specialty
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Competency</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>AA-1-1</td>
<td>Demonstrate knowledge and understanding of the hemodialysis restricted activity in the Health Professions Act Licensed Practical Nurse (LPN) Regulation (2013).</td>
</tr>
<tr>
<td>AA-1-2</td>
<td>Demonstrate knowledge and ability to provide hemodialysis in accordance with professional Legislation, Regulation, Standards and Guidelines.</td>
</tr>
</tbody>
</table>

Note: Licensed Practical Nurses practicing in hemodialysis complete employer education and specialized clinical competency delivered by the Northern Alberta Renal Program and Southern Alberta Renal Programs (NARP/SARP).
Major Competency Area: **AA**  
Dialysis Specialty

Competency: **AA-2**  
**Specialized Hemodialysis Knowledge**

Date: June 1, 2015

A Licensed Practical Nurse will:

**AA-2-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in care of hemodialysis client.

**AA-2-2** Demonstrate knowledge of anatomy, physiology and pathophysiology associated with the disease process of acute and chronic renal insufficiency.

**AA-2-3** Demonstrate knowledge and understanding of principals of dialysis and hemodialysis equipment including:
- osmosis, diffusion, ultrafiltration
- assembly of equipment, hemodialysis circuit
- identify and report equipment issues
- infection prevention and control standards
- monitor water treatment process and quality
- respond to machine alarms during dialysis

**AA-2-4** Demonstrate knowledge and ability to assess and maintain dialysis access:
- arteriovenous fistula (AV fistula)
- arteriovenous graft (AV graft)
- central venous catheters (CVC)
  - jugular
  - subclavian
  - femoral

**AA-2-5** Demonstrate knowledge and ability to initiate, monitor and discontinue hemodialysis treatment according to agency policy.

**AA-2-6** Demonstrate knowledge and ability to assess and manage complications associated with hemodialysis including:
- anaphylaxis
- hypoglycemia/hyperglycemia
- cardiac dysrhythmia, angina, cardiac arrest
- dysequilibrium syndrome (neurological deficits)
- dehydration or hypervolemia
A Licensed Practical Nurse will:

AA-2-6  Demonstrate knowledge and ability to assess and manage complications associated with hemodialysis including: (cont’d)
  • edema (periorbital, peripheral, sacral)
  • electrolyte abnormalities
  • encephalopathy
  • fatigue/lethargy
  • hemorrhage, thrombosis, aneurysm
  • hypotension/hypertension
  • infection (site, systemic, peritonitis)
  • nausea/vomiting/diarrhea
  • pericarditis, pericardial effusion, tamponade
  • peripheral ischemia, neuropathy, neuropathic pain
  • peripheral vascular disease
  • renal osteodystrophy
  • respiratory distress
  • uremic pruritis

AA-2-7  Demonstrate knowledge and ability to provide treatments, interventions and health teaching and coaching to hemodialysis client including:
  • blood transfusion monitoring & discontinuation
  • care of vascular access (central, fistula, graft)
  • fluid and/or electrolyte restrictions
  • hemodialysis procedures
  • immunizations
  • medication administration
  • obtain samples and specimens
  • renal diet

AA-2-8  Demonstrate knowledge and ability related to end of life issues, conservative care and client comfort including:
  • monitor physical and emotional condition
  • compassionate, empathetic care
  • refer to supportive and palliative care as required

AA-2-9  Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.
BB: Independent Practice
A Licensed Practical Nurse will:

**BB-1-1** Demonstrate knowledge and ability to practice in accordance with professional Legislation, Regulation, Standards and Guidelines in independent practice including:
- Health Professions Act
- Alberta Licensed Practical Nurses Profession Regulation
- Standards of Practice
- Code of Ethics
- Competency Profile for Licensed Practical Nurses
- CLPNA Nursing Practice & Policy
  - practice guidelines
  - interpretive documents
  - fact sheets

**BB-1-2** Demonstrate the knowledge and ability to adhere to relevant Acts for independent practice including:
- Child, Youth and Family Enhancement Act
- Long Term Care Act
- Mental Health Act
- Public Health Act
- Workers’ Compensation Act

**BB-1-3** Demonstrate knowledge and ability to comply with Legislation affecting information management in independent practice including:
- Personal Information Protection Act (PIPA)
- Health Information Act (HIA)
- Freedom of Information and Protection of Privacy Act (FOIP)
- Personal Information Protection and Electronic Documents Act (PIPEDA)

**BB-1-4** Demonstrate knowledge and ability to practice within boundaries established by professional, ethical and business standards including:
- accountability and responsibility
- autonomy and self-regulation
- duty to provide care
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>BB-1-4</th>
<th>Demonstrate knowledge and ability to practice within boundaries established by professional, ethical and business standards including: (cont’d)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• legal counsel and advice</td>
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<tr>
<td></td>
<td>• marketing and management skills</td>
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<tr>
<td></td>
<td>• nature of nurse-client relationship</td>
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<tr>
<td></td>
<td>• participation in continuing education/professional development</td>
</tr>
<tr>
<td></td>
<td>• professional and business license</td>
</tr>
<tr>
<td></td>
<td>• professional network</td>
</tr>
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<td></td>
<td>• systematic evaluation of practice</td>
</tr>
</tbody>
</table>

| BB-1-5 | Demonstrate knowledge of business liability insurance requirements related to independent practice. |
Major Competency Area: BB
Independent Practice

Competency: BB-2
Independent Practice Services

Date: June 1, 2015

A Licensed Practical Nurse will:

**BB-2-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry in application of the nursing process throughout independent practice.

**BB-2-2** Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to independent practice services:
- achieve and maintain optimal level of wellness throughout the lifespan
- apply research in practice
- enhance coping strategies during illness and disability
- promote dignity in death
- serve as an advocate

**BB-2-3** Demonstrate knowledge and ability to offer a variety of independent practice services including:
- administration
- consultation
- direct care
  - breast-feeding support
  - dressing changes
  - enterostomal therapy
  - foot care
  - home/respite care
  - medication administration
  - palliative care
- health promotion and illness prevention
  - advocacy
  - chronic disease management
  - health teaching and coaching
  - health risk screening
- research
A Licensed Practical Nurse will:

**BB-2-4** Demonstrate knowledge and ability to develop and manage policies and procedures for independent practice including:
- advertising
- business plan and structure
- client complaint process
- conflict of interest (client or personal benefit)
- continuing education for self and employees
- contract agreements
- fees and financial records
- human resources
- infection prevention and control standards
- referral mechanism
- scope of services
- termination of practice (client, employee, closure of business, catastrophic events)

**BB-2-5** Demonstrate knowledge and ability to manage information according to the following principles:
- accurate record of services provided
- confidentiality of client information
- documentation of client consent and/or signed business contract
- expected and actual outcomes of nursing services
- secure storage, retention and authorized release of client information

**BB-2-6** Demonstrate knowledge and ability to initiate referral to other healthcare professional(s) as required.
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CC: Advanced Foot Care
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Competency: CC-1</th>
<th>Date: June 1, 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Self-Regulation and Accountability</td>
<td></td>
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</tbody>
</table>

| CC-1-1 | Demonstrate knowledge and understanding of the foot care restricted activity in the Health Professions Act Licensed Practical Nurse (LPN) Regulation (2013). |
| CC-1-2 | Demonstrate knowledge and ability to provide advanced foot care in accordance with professional Legislation, Regulation, Standards and Guidelines. |

**Note:** LPNs who practice advanced foot care complete additional education.
A Licensed Practical Nurse will:

**CC-2-1** Demonstrate knowledge and ability to apply critical thinking and critical inquiry in application of the nursing process while performing advanced foot care.

**CC-2-2** Demonstrate knowledge of anatomy, physiology, pathophysiology and biomechanics of lower limbs and feet.

**CC-2-3** Demonstrate knowledge and ability to perform invasive and non-invasive foot care including:
- principles and application of padding and strapping techniques
- contraindications of padding
- removal of tissue:
  - corns
  - callus
- operation of manual/electronic tools and devices:
  - blade
  - clippers
  - curette
  - file
  - ultrasound (doppler)

**CC-2-4** Demonstrate knowledge and ability to recognize, monitor and manage common lower limb and foot disorders including:
- abnormal nails (thick, fungus, ingrown)
- athletes’ foot
- bunions
- hammer, claw and mallet toes
- warts

**CC-2-5** Demonstrate knowledge of conditions that impact lower limbs and feet including:
- arthritis
- calluses
- cellulitis
A Licensed Practical Nurse will:

CC-2-5 Demonstrate knowledge of conditions that impact lower limbs and feet including: (cont’d)
- edema
- diabetes mellitus
- plantar fasciitis
- peripheral vascular disease
- circulatory/neurological disorders

CC-2-6 Demonstrate knowledge and ability to monitor and manage pain associated with advanced foot care.

CC-2-7 Demonstrate knowledge and ability to implement principles of wound management in advanced foot care.

CC-2-8 Demonstrate knowledge and ability to provide health teaching and coaching throughout advanced foot care.

CC-2-9 Demonstrate knowledge and ability to initiate referral to other advanced foot care practitioner when necessary.

CC-2-10 Demonstrate knowledge and ability to manage information according to the following principles including:
- accurate record of services provided
- confidentiality of client information
- documentation of client consent and/or signed business contract
- expected and actual outcomes of nursing services
- secure storage, retention and authorized release of client information
- policies and procedures of independent practice as necessary

CC-2-11 Demonstrate knowledge and ability to apply infection prevention and control guidelines in delivery of advanced foot care including:
- cleaning, disinfection and sterilization of reusable foot care devices
- hand washing
- handling foot care equipment
- personal protective equipment
- workplace hazardous materials information system

CC-2-12 Demonstrate knowledge and ability to establish an independent advanced foot care practice.
DD: Dermatology
A Licensed Practical Nurse will:

**DD-1-1**  Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in dermatology nursing.

**DD-1-2**  Demonstrate knowledge of human anatomy, physiology and microbiology related to dermatologic conditions, interventions and care.

**DD-1-3**  Demonstrate knowledge and ability to provide health teaching and coaching associated with dermatology nursing.

**DD-1-4**  Demonstrate knowledge of and ability to communicate, consult and collaborate with inter-professional team in dermatology setting.
A Licensed Practical Nurse will:

**DD-2-1** Demonstrate knowledge of risks and precautions specific to dermatologic interventions.

**DD-2-2** Demonstrate knowledge and ability to perform dermatologic procedures, treatments and therapies including:
- allergy patch testing
- botox injections
- chemical peels
- cosmetic filler injections
- cryosurgery and cantharone treatment
- hair removal with laser or other modalities
- intralesional treatment - steroid or chemotherapy wraps
- laser therapy in management of vascular abnormalities, vessels, angiomas, birth marks, warts, scarring, resurfacing and rejuvenation
- microdermabrasion
- photodynamic therapy
- punch and scissor biopsy
- shave biopsy - electrodedessication and curettage
- specimen collection
  - bacterial-viral swab
  - fungal scrapping
  - nail clipping
- suturing - above the dermis, closure and removal

**DD-2-3** Demonstrate knowledge and ability to assist Physician with Mohs Micrographic Surgery and wide local excision according to agency policy.

**DD-2-4** Demonstrate knowledge and ability to apply pharmacokinetics and pharmacodynamics in administration of medications used in dermatologic nursing.
A Licensed Practical Nurse will:

**DD-2-5** Demonstrate knowledge and ability to apply principles of medication administration in storage, handling, preparation, administration and client teaching associated with medications used within dermatologic settings including:
- Accutane (isotretinoin)
- Effudex (fluorouracil) or Aldara/Zyclara (imiquimod)
- Glycolic Acid/Alpha-Hydroxy Acid
- Kenalog (triamcinolone acetonide)
- Methotrexate
- Picato (ingenol mebutate)
- Soriatane (acitretin)
- Toctino (alitretinoin)
- Trichloroacetic Acid (TCA)
- Xylocaine, Marcaine, Lidocaine – with or without epinephrine

**DD-2-6** Demonstrate knowledge and ability to assess and monitor client throughout and following dermatology treatment.

Note: LPNs performing advanced injections (i.e. fillers and botox) require pharmaceutical provider certification and must verify competence with Physician trained in dermatology in employment setting.

LPNs performing laser treatments require laser equipment provider certification and must verify competence with Physician trained in dermatology in employment setting.

LPNs working in Dermatology settings must have direct or indirect supervision from a Physician trained in dermatology, who is on-site and available to assist as necessary.
EE: Educator
A Licensed Practical Nurse will:

EE-1-1 **Demonstrate knowledge of adult education philosophies, teaching and learning strategies, instructional design and program evaluation.**

EE-1-2 **Demonstrate knowledge and ability to apply adult learning theory assumptions in classroom, online or through blended delivery of education:**
- independence (offer minimum instruction/maximum autonomy)
- experience (address levels/backgrounds)
- readiness (identify needs/prior knowledge)
- orientation (describe how/when learning will occur)
- motivation (reason for educational activity)

EE-1-3 **Demonstrate knowledge and ability to apply effective interpersonal communication in delivery of adult education including:**
- adapt communication to individual learner style
- manage challenging conversations
- practice active listening
- program management and evaluation
- seek and accept feedback from learners, faculty and others
- student management and evaluation
- utilize collaboration tools to link learning and social development
A Licensed Practical Nurse will:

**EE-2-1** Demonstrate knowledge of a systems approach to guide development of effective adult education including:
- analysis
- design
- development
- implementation
- evaluate

**EE-2-2** Demonstrate knowledge and ability to complete an analysis of instructional needs including:
- feasibility of education
- learner characteristics (age, gender, current subject knowledge, demographics)
- learning environment (classroom, online, self-directed)
- course description (scope, context, expected performance outcomes)
- timeline for development

**EE-2-3** Demonstrate knowledge and ability to apply evidence informed practice in curriculum design and development including:
- develop measurable program/learning objectives
- assess criteria
- identify learning concepts/context
- identify learner’s goal and outcome
- identify level of learner support
- create and assemble course content
- review and revise according to feedback

**EE-2-4** Demonstrate knowledge and ability to implement adult learning principles in delivery of adult education including:
- theories and philosophies (behaviorism, cognitivism, constructivism, social learning)
- learner needs and goals (new tools, technology support)
A Licensed Practical Nurse will:

**EE-2-4**  **Demonstrate knowledge and ability to implement adult learning principles in delivery of adult education including: (cont’d)**
- learning/program objectives
- self-paced learning
- effective learning environment
- varied delivery methods (lectures, role play, teamwork, synchronous, asynchronous)
- pedagogy and andragogy
- communication/interpersonal skills
- teaching and learning strategies

**EE-2-5**  **Demonstrate knowledge and ability to evaluate learning outcomes including:**
- construct assessment procedures (formative, summative)
- maintain confidential, accurate and objective learner records
- provide individual support and assistance as required
- participate in committees and taskforces for ongoing review and revision of curriculum
FF: Ophthalmology
Major Competency Area: FF
Ophthalmology

Competency: FF-1
Ophthalmic Nursing

Date: June 1, 2015

A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>FF-1-1</th>
<th>Demonstrate knowledge of anatomy, physiology and pathophysiology related to ophthalmic nursing and ophthalmic diseases and disorders.</th>
</tr>
</thead>
<tbody>
<tr>
<td>FF-1-2</td>
<td>Demonstrate knowledge of ophthalmic treatments, procedures and surgeries:</td>
</tr>
<tr>
<td></td>
<td>• equipment and technology</td>
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<tr>
<td></td>
<td>• ophthalmic diagnostics</td>
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<tr>
<td></td>
<td>• invasive and non-invasive</td>
</tr>
<tr>
<td></td>
<td>• procedures and protocols</td>
</tr>
<tr>
<td>FF-1-3</td>
<td>Demonstrate knowledge and ability to provide health teaching and coaching associated with ophthalmic nursing.</td>
</tr>
<tr>
<td>FF-1-4</td>
<td>Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.</td>
</tr>
</tbody>
</table>

Note: Licensed Practical Nurses who practice advanced ophthalmic nursing procedures and interventions are educated and certified by the employer or have a perioperative nursing specialty.
**Major Competency Area:** FF  
**Ophthalmology**

<table>
<thead>
<tr>
<th>Competency: <strong>FF-2</strong></th>
<th>Date: June 1, 2015</th>
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</thead>
<tbody>
<tr>
<td><strong>Ophthalmic Interventions</strong></td>
<td></td>
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</tbody>
</table>

A Licensed Practical Nurse will:

**FF-2-1**  
**Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in ophthalmic nursing.**

**FF-2-2**  
**Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to ophthalmic nursing:**
- ensure and respect client choices in decision making
- assess, monitor and evaluate care
  - admission, discharge and transfer
  - medication administration
  - infusion therapy
  - monitor diagnostic tests and lab values
- prepare client for procedures, treatments and/or surgery
- implement pre/post procedure routines and protocols

**FF-2-3**  
**Demonstrate knowledge and ability to perform nursing interventions in ophthalmology setting according to agency policy.**

**FF-2-4**  
**Demonstrate knowledge and ability to assist during ophthalmic treatments, procedures and surgeries including:**
- review client information and consent
- explain procedure to client
- prepare instruments
- sterile hand scrub and gowning
- position client
- prepare surgical site and drape client
- provide assistance to anesthetist and surgeon
- prepare and administer medications as required
- manage complications as required
- dress surgical site
- participate in count of instruments and supplies
- ongoing monitoring of client
- collect, label and disperse specimens
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Competency: FF-2</th>
<th>Ophthalmic Interventions</th>
</tr>
</thead>
</table>
| FF-2-5           | Demonstrate knowledge and ability to apply the principles and assist with laser procedures:  
|                  | • manage laser safety protocols  
|                  | • calibrate laser equipment  
|                  | • input physicians calculations into laser equipment  
| FF-2-6           | Demonstrate knowledge and ability to manage client recovery following ophthalmic treatments, procedures and surgeries. |
GG: Immunization Specialty
A Licensed Practical Nurse will:

**GG-1-1** Demonstrate knowledge and understanding of the immunization restricted activity in the Health Professions Act Licensed Practical Nurse (LPN) Regulation (2013).

**GG-1-2** Demonstrate knowledge and ability to provide immunization in accordance with professional Legislation, Regulation, Standards and Guidelines.

**Note:** LPNs who administer vaccines complete additional education recognized by the College of Licensed Practical Nurses of Alberta.
A Licensed Practical Nurse will:

**GG-2-1** Demonstrate knowledge of concept of immunity and principles of communicable disease prevention and control.

**GG-2-2** Demonstrate knowledge of anatomy, physiology and pathophysiology of communicable diseases.

**GG-2-3** Demonstrate knowledge of national and provincial standards of immunization.

**GG-2-4** Demonstrate knowledge of importance of immunization schedules:
- prevention of communicable disease
- differentiate between immunization schedules
  - infants
  - children
  - adults
  - seniors
  - populations
A Licensed Practical Nurse will:

**GG-3-1** Demonstrate knowledge of the action, purpose, uses and nature of common immunizing/biological agents.

**GG-3-2** Demonstrate knowledge and ability to identify the factors which affect the action of immunizing/biological agents.

**GG-3-3** Demonstrate knowledge and ability to identify side effects, adverse effects, and contraindications of common immunizing/biological agents, and report appropriately.

**GG-3-4** Demonstrate knowledge and ability to adhere to the legal responsibilities, policy, procedure, and scope of practice in the preparation and administration of immunizing/biological agents.

**GG-3-5** Demonstrate knowledge and ability to adhere to the standard of the “rights” for administering medications.

**GG-3-6** Demonstrate knowledge and ability to maintain the cold chain in the transportation and storage of immunizing/biological agents.
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th><strong>GG-4-1</strong></th>
<th>Demonstrate knowledge and ability to identify need for administration of an immunizing / biological agent.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GG-4-2</strong></td>
<td>Demonstrate knowledge and ability to review pertinent health information of client prior to immunization.</td>
</tr>
<tr>
<td><strong>GG-4-3</strong></td>
<td>Demonstrate knowledge and ability to identify risk factors and contraindications to immunization and report appropriately.</td>
</tr>
<tr>
<td><strong>GG-4-4</strong></td>
<td>Demonstrate knowledge and ability to document assessment and nursing actions related to risk factors.</td>
</tr>
</tbody>
</table>
A Licensed Practical Nurse will:

**GG-5-1** Demonstrate knowledge and ability to ensure client, family or guardian has sufficient information to give informed consent for immunization including:
- name of immunizing/biological agent to be administered
- disease being prevented
- benefits of immunizing/biological agent
- common side effects
- risks and rare side effects
- rationale for 15-30 minute wait following injection
- contact for follow-up or emergency

**GG-5-2** Demonstrate ability to witness informed consent for immunization using appropriate agency protocol.
A Licensed Practical Nurse will:

<table>
<thead>
<tr>
<th>Competency</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>GG-6-1</td>
<td>Demonstrate knowledge and ability to perform critical elements to ensure safety in preparation and administration of immunizing/biological agent.</td>
</tr>
<tr>
<td>GG-6-2</td>
<td>Demonstrate knowledge and ability to check for correct name and expiration date of immunizing/biological agent.</td>
</tr>
<tr>
<td>GG-6-3</td>
<td>Demonstrate knowledge and ability to properly prepare immunizing/biological agent for injection.</td>
</tr>
<tr>
<td>GG-6-4</td>
<td>Demonstrate knowledge and ability to use proper technique to draw immunizing/biological agent from vial or ampoule.</td>
</tr>
<tr>
<td>GG-6-5</td>
<td>Demonstrate knowledge and ability to maintain asepsis in changing needle to appropriate size for injection into client.</td>
</tr>
<tr>
<td>GG-6-6</td>
<td>Demonstrate knowledge and ability to properly label multi-dose vials.</td>
</tr>
<tr>
<td>GG-6-7</td>
<td>Demonstrate knowledge and ability to properly dispose of sharps and to store or discard unused immunizing/biological agent.</td>
</tr>
</tbody>
</table>
A Licensed Practical Nurse will:

**GG-7-1** Demonstrate knowledge and ability to check client’s name, immunizing/biological agent, dosage, route, site and time of administration.

**GG-7-2** Demonstrate knowledge and ability to explain steps of procedure and pertinent information regarding immunization to client, family or guardian.

**GG-7-3** Demonstrate knowledge and ability to select site and landmark site for injection.

**GG-7-4** Demonstrate knowledge and ability to use proper technique to administer intramuscular, subcutaneous and intradermal injection.

**GG-7-5** Demonstrate knowledge and ability to dispose of sharps, used equipment and supplies.

**GG-7-6** Demonstrate knowledge and ability to record immunizing/biological agent administration and client’s response.

**GG-7-7** Demonstrate knowledge and ability to document and report undesirable effects from immunizing/biological agent.