

E: Nursing Practice

Major Competency Area: **E**
Nursing Practice

Competency: **E-1**

Critical Thinking and Critical Inquiry

Date: June 1, 2015

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

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Competency: **E-2**
**Clinical Judgment
and Decision Making**

Date: June 1, 2015

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.**

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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.**

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Competency: **E-4**
Admission and Discharge

Date: June 1, 2015

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

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Competency: **E-5**
Activities of Daily Living

Date: June 1, 2015

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

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Competency: **E-6**
Nutrition/Hydration

Updated: January 31, 2017

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
 - [intraosseous \(amended Jan. 31, 2017\)](#)
- 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](#) [\(amended Jan. 31, 2017\)](#).

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Competency: **E-7**
Elimination

Updated: January 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).**

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Competency: **E-8**
Peritoneal Dialysis

Date: June 1, 2015

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.**

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Competency: **E-9**
Basic Foot Care

Date: June 1, 2015

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.**

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Competency: **E-10**
Basic Wound Care

Date: June 1, 2015

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.

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Competency: **E-11**
Advanced Wound Care

Date: June 1, 2015

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:

E-11-2 Demonstrate knowledge and ability to perform clinical and technical vascular assessment of lower limbs including: (cont'd)

- physical examination
 - skin integrity/color/temperature/rubor/blanche
 - hair and nail condition/growth pattern
 - presence/absence of pulses (femoral, popliteal, posterior tibial, dosalis 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.

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Competency: **E-12**
Phlebotomy

Date: June 1, 2015

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.**

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Competency: **E-13**
Client Centered Care

Date: June 1, 2015

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.**

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Competency: **E-14**
**Complementary and
Alternative Therapies**

Date: June 1, 2015

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.**

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Competency: **E-15**
Ear Syringing

Date: June 1, 2015

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

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Competency: **E-16**
Post-Mortem Care

Date: June 1, 2015

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.**