O: Gerontology
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 Demonstrate knowledge and ability to collaborate with inter-professional team to provide support and resources to gerontological client, family and others.

O-1-8 Demonstrate 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:
     o identify patterns that reveal potential causes or triggers
     o protect client from risk
     o promote autonomy and independence in activities of daily living
     o plan prevention or modification strategies
     o document and report circumstances related to distress behaviours
     o 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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