

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.**

Competency: **O-1**
Gerontology Nursing

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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.**

Major Competency Area: **O**
Gerontology

Competency: **O-2**
Gerontology Care and Interventions

Date: June 1, 2015

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

Major Competency Area: **O**
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Competency: **O-3**
Cognitive Care

Date: June 1, 2015

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

Competency: **O-3**

Cognitive Care

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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

Major Competency Area: **O**
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Competency: **O-4**
Dementia Care

Date: June 1, 2015

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.

Major Competency Area: **O**
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Competency: **O-5**
**Assessment and Planning
in Continuing Care**

Date: June 1, 2015

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

Competency: **O-3**
**Assessment and Planning
in Continuing Care**

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A Licensed Practical Nurse will:

O-5-6 Demonstrate knowledge and ability to evaluate collected data and identify:

- bench marking
- 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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