

R: Community Health

Major Competency Area: **R**
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.**

Major Competency Area: **R**
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Competency: **R-2**
**Nursing Process and
Community Health**

Date: June 1, 2015

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

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Competency: **R-3**
Health Promotion

Date: June 1, 2015

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

Major Competency Area: **R**
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Competency: **R-4**
Client Services

Date: June 1, 2015

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

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Competency: **R-5**
Community Health
Teaching and Coaching

Date: June 1, 2015

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

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Competency: **R-6**
Public Health Nursing

Date: June 1, 2015

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.**

Major Competency Area: **R**
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Competency: **R-7**
Clinic Nursing

Date: June 1, 2015

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.**

Major Competency Area: **R**
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Competency: **R-8**
Case Management

Date: June 1, 2015

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 care/goals 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.