

W: Professionalism

Major Competency Area: **W**
Professionalism

Competency: **W-1**
Legislation and Regulation

Date: June 1, 2015

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

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Competency: **W-3**
Professional Standards of Practice

Date: June 1, 2015

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

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Competency: **W-4**
Professional Ethics

Date: June 1, 2015

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

Competency: **W-4**
Professional Ethics

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A Licensed Practical Nurse will:

W-4-4 Demonstrate knowledge and ability to assess and manage ethical dilemmas and seek assistance when necessary.

Major Competency Area: **W**
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Competency: **W-5**
Accountability and Responsibility

Date: June 1, 2015

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

Major Competency Area: **W**
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Competency: **W-6**
Professional Boundaries

Date: June 1, 2015

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.**

Major Competency Area: **W**
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Competency: **W-7**
Fitness to Practice

Date: June 1, 2015

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

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Competency: **W-8**
Professional Development

Date: June 1, 2015

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.**

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