W: Professionalism
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
A Licensed Practical Nurse will:

W-2-1 Demonstrate knowledge of the scope of practice as outlined in the LPN Regulation and the Competency Profile for LPNs.

W-2-2 Demonstrate understanding of the Health Professions Act LPN Practice Statement:

“In their practice, licensed practical nurses do one or more of the following:
(a) apply nursing knowledge, skill and judgment to assess patients’ needs,
(b) provide nursing care for patients and families,
  (b.1) teach, manage and conduct research in the science, techniques and practice of nursing, and
(c) provide restricted activities authorized by the regulations.”

Schedule 10 (3) Health Professions Act, 2013

W-2-3 Demonstrate knowledge of the restricted activity authorizations in the Health Profession Act, LPN Regulation.

W-2-4 Demonstrate knowledge of the CLPNA documents that guide and interpret LPN scope of practice.
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
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
A Licensed Practical Nurse will:

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

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
Professionalism

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
Major Competency Area: **W**  
**Professionalism**

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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