



COLLEGE OF
LICENSED PRACTICAL NURSES
OF ALBERTA

COMPETENCY PROFILE

For Licensed Practical Nurses

Fourth Edition - September 2019

Copyright and Terms of Use

All rights reserved. The reproduction of this publication without the prior written permission from the College of Licensed Practical Nurses of Alberta is an infringement of copyright law.

Copyright © 2019 College of Licensed Practical Nurses of Alberta

College of Licensed Practical Nurses of Alberta
13163 146 Street NW
Edmonton, Alberta T5L 4S8 Canada

Phone: 780-484-8886
Toll Free: 800-661-5877
Fax: 780-484-9069

info@clpna.com
www.clpna.com

Disclaimer

This material is provided “as is” without warranties or conditions of any kind, either express or implied. To the fullest extent possible under applicable law, the College of Licensed Practical Nurses of Alberta disclaims all warranties and conditions, expressed or implied, including but not limited to, implied warranties or conditions of fitness for a particular purpose, non-infringement or other violation of rights. Under no circumstances shall the College of Licensed Practical Nurses of Alberta be liable for any direct, indirect, special, punitive, incidental or consequential damages arising out of the use or in ability to use this material.

Table of Contents

A: Nursing Knowledge.....	1
A-1: Critical Thinking and Critical Inquiry.....	2
A-2: Clinical Judgment and Decision Making.....	3
A-3: Time Management.....	4
A-4: Health Teaching and Coaching.....	5
A-5: Anatomy and Physiology.....	6
A-6: Microbiology.....	7
A-7: Pathophysiology.....	8
A-8: Medical Language and Terminology.....	9
A-9: Human Growth and Development.....	10
A-10: Nutrition and Health.....	11
A-11: Pharmacology.....	12
A-12: Social Sciences and Humanities.....	13
A-13: Research and Best Practices.....	15
B: Nursing Process.....	16
B-1: Assessment.....	17
B-2: Nursing Diagnosis.....	18
B-3: Planning.....	19
B-4: Implementation.....	20
B-5: Evaluation.....	21
C: Professionalism and Leadership.....	22
C-1: Legislation and Regulation.....	23
C-2: Licensed Practical Nurse Scope of Practice.....	24
C-3: Professional Standards of Practice.....	25
C-4: Professional Ethics.....	26
C-5: Accountability and Responsibility.....	27
C-6: Professional Boundaries.....	28
C-7: Fitness to Practice.....	29
C-8: Professional Development.....	30
C-9: Informal Leadership.....	31
C-10: Formal Leadership.....	32
C-11: Case Management.....	33
C-12: Manager or Administrator.....	34
C-13: Adult Learning Principles.....	35

C-14: Education Design and Delivery	36
D: Communication & Technology	37
D-1: Communication and Collaborative Practice.....	38
D-2: Therapeutic Nurse-Patient Relationship	39
D-3: Legal Protocols, Documenting, and Reporting.....	40
D-4: Conflict Management.....	41
E: Nursing Practice	42
E-1: Activities of Daily Living	43
E-2: Nutrition and Hydration	44
E-3: Elimination.....	45
E-4: Peritoneal Dialysis.....	46
E-5: Basic Foot Care	47
E-6: Basic Wound Care.....	48
E-7: Advanced Wound Care	49
E-8: Phlebotomy.....	51
E-9: Complementary and Alternative Therapies	52
E-10: Ear Syringing	53
E-11: Rehabilitation and Restorative Care.....	54
E-12: Post-Mortem Care	55
F: Safety.....	56
F-1: Urgent and Emergent Situations	57
F-2: Infection Prevention and Control	58
F-3: Patient Safety.....	59
F-4: Workplace Safety	60
G: Respiratory	61
G-1: Respiratory Nursing and Interventions.....	62
G-2: Chest Tubes & Drainage System	64
H: Orthopedics	65
H-1: Orthopedic Nursing and Interventions	66
H-2: Traction and Immobilizers.....	67
I: Neurological	68
I-1: Neurological Nursing and Interventions.....	69
I-2: C-Spine Management	71
J: Cardiovascular	72
J-1: Cardiovascular Nursing and Interventions	73
K: Surgical.....	76

K-1: Surgical Nursing and Interventions	77
K-2: Endoscopy.....	78
K-3: Post Anesthetic Recovery	79
L: Maternal & Newborn	80
L-1: Maternal Nursing and Interventions.....	81
L-2: Newborn Nursing and Interventions	84
L-3: Neonatal Resuscitation	86
M: Pediatrics	87
M-1: Pediatric Nursing and Interventions	88
N: Mental Health and Addiction	89
N-1: Mental Health and Addiction Nursing and Interventions.....	90
N-2: Managing Aggressive Responses	92
O: Emergency	93
O-1: Emergency Nursing and Interventions.....	94
P: Gerontology	95
P-1: Gerontology Nursing and Interventions.....	96
P-2: Cognitive Care.....	98
P-3: Dementia Care	99
P-4: Assessment and Planning in Continuing Care	100
Q: Palliative Care	101
Q-1: Palliative Nursing and Interventions.....	102
R: Community Health.....	104
R-1: Community Health Nursing and Interventions.....	105
R-2: Health Promotion and Services	106
R-3: Public Health and Clinic Nursing.....	107
S: Oncology	108
S-1: Oncology Nursing and Interventions	109
T: Occupational Health and Safety.....	110
T-1: Occupational Health and Safety Nursing and Interventions	111
U: Medication Management.....	112
U-1: Principles of Pharmacology.....	113
U-2: Medication Preparation and Administration	115
V: Infusion Therapy	117
V-1: Principles and Administration of Infusion Therapy	118
V-2: Central Line Management	119
V-3: Blood and Blood Products	120

V-4: Epidural and Spinal Infusion	121
W: Independent Practice	122
W-1: Regulation and Accountability	123
W-2: Nursing Services and Interventions	124
X: Dermatology and Aesthetic Nursing.....	125
X-1: Dermatology and Aesthetic Nursing and Interventions	126
Y: Ophthalmology	127
Y-1: Ophthalmic Nursing and Interventions	128
Z: Licensed Practical Nurse Specializations.....	129
ZA: Orthopedic Specialty.....	130
ZA-1: Regulation and Accountability.....	131
ZA-2: Specialized Orthopedic Nursing and Interventions	132
ZB: Perioperative Specialty	134
ZB-1: Regulation and Accountability.....	135
ZB-2: Perioperative Nursing and Interventions	136
ZC: Advanced Foot Care Specialty.....	139
ZC-1: Regulation and Accountability.....	140
ZC-2: Advanced Foot Care Nursing and Interventions.....	141
ZD: Dialysis Specialty.....	142
ZD-1: Regulation and Accountability	143
ZD-2: Hemodialysis Nursing and Interventions	144
ZE: Immunization Specialty.....	145
ZE-1: Regulation and Accountability.....	146
ZE-2: Immunization and Communicable Disease Control.....	147
ZE-3: Immunization Preparation and Administration.....	148

Competency Profile Overview

The College of Licensed Practical Nurses of Alberta (CLPNA) has the legislative authority and responsibility, through the Health Professions Act (2000) and Licensed Practical Nurses Profession Regulation (2003), to regulate the practice of Licensed Practical Nurses in Alberta in a manner that protects and serves the public interest. CLPNA is responsible to provide direction to and regulate the Licensed Practical Nurse (LPN) profession by establishing, maintaining and enforcing standards for education, entry to practice requirements, registration, conduct and continuing competence expectations of its members.

This Competency Profile outlines the knowledge, skills, attitudes, behaviors, and judgment required of the LPN profession in Alberta. The document also guides Practical Nurse curriculum development, and supports employers to understand full scope of practice for determining LPN practice in their care settings.

Individual LPNs are not expected to possess all competencies outlined within this document and the degree of proficiency in each competency area may vary. Individual LPN competence can be specific to the area of practice, nursing experience, continuing professional development, and role and responsibility within the practice setting.

Upon graduation from an approved Practical Nurse program, successful completion of the Canadian Practical Nurse Registration Examination (CPNRE) and registration with CLPNA, new graduates are considered entry-level practitioners that further their expertise in practice over the span of their careers.

The competencies outlined in this document reflect the current legislated scope of practice for LPNs in Alberta and may be attained through, (1) *Entry-level* practical nurse education; (2) *Additional* informal and formal education, experience, employer training and certification; or (3) CLPNA approved *Specialty* education and practice authorization.

Shaded areas within this document indicate *Additional* and *Specialty* competencies.

LPNs have the responsibility to manage their professional practice and are accountable to patients, their employer, colleagues, the LPN profession, CLPNA, and themselves.

Using the Profile

The Competency Profile is meant to be a dynamic document that is revised to reflect changes within LPN practice as they occur. This 4th Edition reflects LPN education, and current scope of practice occurring in Alberta. Competency sections are not intended to be standalone, they are cumulative. An example of this would be the *Major Competency A-1: Critical Thinking and Critical Inquiry*. Though this competency is in Band A, it is expected that the LPN would apply this competency to all areas of practice.

The Profile broadly defines the scope of practice of LPNs in Alberta and provides a foundation for the College of Licensed Practical Nurses of Alberta's Continuing Competence Program by providing a reference for LPN ongoing assessment of individual competence. The document is framed using *Major Competency* (subject area of practice), *Competency* (focused area of practice), and *Competency Statements* (specific competency indicators within the focused area of practice), to provide ease of reference. Please note, a colon [:] appearing at the end of a *Competency Statement* indicates "such as" examples of fulfillment of the competency and is not to be viewed as a conclusive list of indicators of competence.

Acknowledgement

The College of Licensed Practical Nurses of Alberta would like to acknowledge individuals across the health system who shared their time, expertise, and commitment, contributing to the 4th Edition of the Competency Profile to guide LPN practice in the province.

CLPNA Contact Info

For more information please contact:

College of Licensed Practical Nurses of Alberta
St. Alberta Trail Place
13163 – 146 Street
Edmonton, AB T5L 4S8

Phone: 780-484-8886 or 1-800-661-5877
Fax: 780-484-9069
Website: www.clpna.com
Email: practice@clpna.com

A: Nursing Knowledge

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
A: Nursing Knowledge

Competency
A-1: Critical Thinking and Critical Inquiry

Competency Statement - A Licensed Practical Nurse will:

- A-1-1 Demonstrate knowledge and application of critical thinking and critical inquiry in nursing practice within all settings of healthcare delivery across the continuum of care.**
- A-1-2 Demonstrate knowledge of how critical thinking and critical inquiry influence clinical judgment and decision making.**
- A-1-3 Demonstrate application of critical inquiry to expand critical thinking and decision making:**
- actions
 - assumptions
 - beliefs
 - conclusions
 - ideas
 - principles
- A-1-4 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the decision making process:**
- identify facts
 - assess risk
 - analyze best available evidence
 - clarify and challenge assumptions
 - identify and analyze the context
 - identify anticipated outcome

Major Competency
A: Nursing Knowledge

Competency
A-2: Clinical Judgment and Decision Making

Competency Statement - A Licensed Practical Nurse will:

- A-2-1 Demonstrate knowledge of the importance of clinical judgment and decision making in nursing practice and interpersonal relationships within all settings of healthcare delivery across the continuum of care.**
- A-2-2 Demonstrate knowledge and ability to integrate evidence informed practice in clinical judgment and decision making:**
- identify concern
 - reflect on prior knowledge, experience and intuition
 - assess potential for inaccuracies
 - establish and implement a plan to achieve desired outcomes
 - evaluate process and outcomes
 - incorporate changes if required
 - contribute to policy and procedure development
 - assess impact of knowledge gained on professional practice
- A-2-3 Demonstrate knowledge and ability to provide evidence informed, person centered care in all settings of healthcare delivery across the continuum of care:**
- patient engagement
 - holistic assessment
 - informed consent
 - patient needs, values, and preferences
 - collaborative partnerships
 - empowering communications
 - health advocacy, support, and empowerment
 - access and autonomy
- A-2-4 Demonstrate knowledge and understanding of the *Calls to Action of the Truth and Reconciliation Commission of Canada*, encompassing advocacy and collaboration of Indigenous health knowledge and healing practices.**
- A-2-5 Demonstrate knowledge and ability to identify the relationship between person-centered care and health outcomes:**
- anxiety reduction
 - satisfaction with health outcomes
 - engagement and empowerment
 - rights, needs, goals, and preferences
 - satisfaction with healthcare system
 - self-management and self-efficacy
- A-2-6 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team as necessary throughout the decision making process.**

Major Competency
A: Nursing Knowledge

Competency
A-3: Time Management

Competency Statement - A Licensed Practical Nurse will:

A-3-1 Demonstrate knowledge and ability to manage time effectively.

A-3-2 Demonstrate knowledge and ability to prioritize and manage patient care according to:

- emergent - immediate threat to survival or safety
- urgent – care needs requiring immediate intervention
- less urgent – care needs requiring non-immediate interventions
- non-urgent – anticipated future care need

A-3-3 Demonstrate knowledge and ability to seek guidance and assistance from inter-professional team as necessary.

A-3-4 Demonstrate ability to respect inter-professional team in decisions of time management:

- arrive for work on time
- collaborate in care delivery
- maintain professionalism in practice
- limit personal activities to personal time
- manage breaks effectively
- remain until transfer of care is complete to avoid abandonment of care
- adapt to unexpected change

A-3-5 Demonstrate knowledge and ability to perform admission and discharge procedures in a timely and efficient manner:

- complete patient assessment and history
- medication reconciliation
- advance care planning, Goals of Care
- processing orders
- managing transfers and referrals
- health teaching and coaching
- documenting and reporting
- emotional support
- advocating for patient care needs
- coordinating care supports

Major Competency
A: Nursing Knowledge

Competency
A-4: Health Teaching and Coaching

Competency Statement - A Licensed Practical Nurse will:

A-4-1 Demonstrate knowledge of factors that influence teaching and learning:

- access to resources and technology
- technology capability
- determinants of health
- individual health literacy
- learning styles and preferences

A-4-2 Demonstrate knowledge and ability to apply health teaching and coaching principles to achieve effective learning:

- goal setting
- motivational practices
- positive psychology
- health promotion

A-4-3 Demonstrate ability to apply nursing knowledge, evidence informed practice, and clinical expertise in health teaching and coaching.

A-4-4 Demonstrate knowledge and ability to develop and deliver an individualized teaching and coaching plan to foster patient decision making and navigation of the healthcare system.

A-4-5 Demonstrate knowledge and ability to evaluate teaching, coaching, and learning outcomes.

Major Competency
A: Nursing Knowledge

Competency
A-5: Anatomy and Physiology

Competency Statement - A Licensed Practical Nurse will:

A-5-1 Identify the structures and functions of the body.

A-5-2 Describe the anatomical organization of the body.

A-5-3 Describe the cellular chemistry and organization of the body.

A-5-4 Describe cellular functions.

A-5-5 Explain how cells are organized into tissue, organs, and systems of the body.

A-5-6 Identify and explain the structure and function of the body systems:

- cardiovascular
- circulatory
- digestive
- endocrine
- genitourinary
- immune
- integumentary
- lymphatic
- musculoskeletal
- nervous and sensory
- reproductive
- respiratory

A-5-7 Identify and explain the components of blood and blood products.

A-5-8 Describe the life processes of:

- homeostasis
- metabolism
- reproduction

Major Competency
A: Nursing Knowledge

Competency
A-6: Microbiology

Competency Statement - A Licensed Practical Nurse will:

- A-6-1 Explain characteristics of micro-organisms and their role in the transmission of disease.**
- A-6-2 Describe and differentiate pathogens and non-pathogens.**
- A-6-3 Describe and differentiate bacteria, viruses, and fungi.**
- A-6-4 Describe the normal micro-organisms within the human body.**
- A-6-5 Describe conditions for growth and transferability of micro-organisms.**
- A-6-6 Explain the concept of asepsis.**
- A-6-7 Explain the principles of disease prevention and health promotion.**
- A-6-8 Describe the concept and practice of infection prevention and control.**

Major Competency
A: Nursing Knowledge

Competency
A-7: Pathophysiology

Competency Statement - A Licensed Practical Nurse will:

A-7-1 Define pathophysiology as the science of physiological and psychological disease processes within the human body.

A-7-2 Identify and describe pathophysiology processes:

- acute conditions/disorders
- chronic conditions/disorders
- complications
- etiology
- manifestations

A-7-3 Identify the etiology, pathophysiology, and complications of common health problems for all body systems.

A-7-4 Describe body responses to disease:

- carcinogenesis
- cellular/tissue/organ/system level
- genetic
- immunity
- inflammation
- psychological
- stress

A-7-5 Describe the processes of inflammation, infection, and healing.

A-7-6 Explain types of trauma and their pathophysiological affect:

- addictions
- burns
- fractures
- hemorrhage
- mental health
- multisystem failure
- neurological
- surgical

A-7-7 Explain common medical management in relation to pharmacology, surgery, anesthesia, and treatments.

A-7-8 Describe diagnostic tests commonly used in healthcare.

Major Competency
A: Nursing Knowledge

Competency
A-8: Medical Language and Terminology

Competency Statement - A Licensed Practical Nurse will:

- A-8-1 Identify meanings of common prefixes, suffixes, and root words used in reporting and documenting.**
- A-8-2 Identify common abbreviations used in healthcare.**
- A-8-3 Use appropriate medical language and terminology in reporting and documentation to support patient safety and continuity of care.**
- A-8-4 Follow employer requirements regarding use of abbreviations and medical terminology.**

Major Competency
A: Nursing Knowledge

Competency
A-9: Human Growth and Development

Competency Statement - A Licensed Practical Nurse will:

- A-9-1 Explain theories of human growth and development across the life span.**
- A-9-2 Describe the stages of human growth and development across the life span.**
- A-9-3 Describe significant physical, psychological, social, cognitive, moral, spiritual, and cultural developments across the life span.**
- A-9-4 Describe how factors of environment, genetics, culture, lifestyle, religion, spirituality, and maturation influence growth and development across the life span.**
- A-9-5 Describe the process of learning associated to the stages of human growth and development across the lifespan.**
- A-9-6 Describe the stages of dying, death and the grieving process across the lifespan.**

Major Competency
A: Nursing Knowledge

Competency
A-10: Nutrition and Health

Competency Statement - A Licensed Practical Nurse will:

A-10-1 Describe the importance of nutrition to growth and development, health and recovery.

A-10-2 Identify the functions, major sources, and daily requirements for common nutrients:

- carbohydrate
- fat
- fiber
- minerals
- protein
- vitamins

A-10-3 Identify the Canada Food Guide and/or special dietary requirements for healthy and chronic conditions across the life span.

A-10-4 Identify factors that affect nutrition and hydration.

A-10-5 Identify the indicators of adequate and inadequate nutrition and hydration.

A-10-6 Describe methods to assess nutrition and hydration status:

- body mass index
- diet history
- food allergies
- general appearance
- height and weight
- intake/output
- lab values
- perception of body image
- skin turgor
- swallowing
- waist circumference

A-10-7 Describe the purpose and elements of therapeutic diets and diet restrictions.

A-10-8 Identify when to consult with a dietician or nutritionist.

Major Competency
A: Nursing Knowledge

Competency
A-11: Pharmacology

Competency Statement - A Licensed Practical Nurse will:

A-11-1 Define pharmacology and the related terminology.

A-11-2 Describe the process of pharmacokinetics and pharmacodynamics across the life span.

A-11-3 Identify classifications, generic, and trade names of drugs and medications and appropriate pharmacological resources.

A-11-4 Describe the principles of pharmacology:

- assessment
- controlled substances
- documentation
- policy and procedures
- safe handling (storage, transport, disposal)

A-11-5 Identify the common routes of medication administration.

A-11-6 Recognize and interpret low, high, and, expected lab values related to pharmacology.

A-11-7 Describe the effects of drugs and medications:

- adverse, idiosyncratic, and paradoxical reaction
- allergic reaction
- body system impact
- drug interactions
- side effects
- synergistic effects (additive and antagonist)
- therapeutic effects
- desired effect

A-11-8 Describe the signs, symptoms and treatment of anaphylaxis.

A-11-9 Identify common systems of measurement in medication administration.

A-11-10 Identify appropriate formulas to calculate medication dosages.

A-11-11 Identify the difference between intentional and unintentional drug use and dependence.

A-11-12 Identify the difference between physiological and psychological dependence.

A-11-13 Identify common drug and medication legislation and standards.

A-11-14 Identify roles and responsibilities of inter-professional team related to pharmacology.

Major Competency
A: Nursing Knowledge

Competency
A-12: Social Sciences and Humanities

Competency Statement - A Licensed Practical Nurse will:

A-12-1 Describe fundamentals of nursing knowledge that encompass human caring related to arts, sciences, and humanitarianism:

- experiences
- phenomena
- processes

A-12-2 Demonstrate foundations of English language and literacy:

- comprehension
- content
- grammar
- mechanics
- organization
- rhetorical analysis
- writing skill and style
- verbal communication

A-12-3 Identify effective communication strategies to engage with individuals, groups, and communities:

- interpersonal
- professional
- therapeutic

A-12-4 Identify concepts of personal health and wellness related to individuals, groups and communities:

- communicable disease control
- immunization
- mental health, addictions, and stress management
- neglect, abuse, and violence
- nutrition
- physical activity
- gender identity and sexuality
- family planning
- population health
- prevention and wellness

A-12-5 Describe foundations of health and wellness of self and others across the lifespan:

- environmental
- psychological
- physical
- social
- spiritual

A-12-6 Describe the social determinants of health and impact on individual health and wellness.

Major Competency
A: Nursing Knowledge

Competency
A-12: Social Sciences and Humanities

Competency Statement - A Licensed Practical Nurse will:

A-12-7 Explain foundations of psychology in relation to human behaviour and development across the life span:

- behavior
- cognition and intelligence
- conditioning and learning
- emotion and motivation
- memory
- perception
- sensation
- states of consciousness
- stress and health
- psychological health and illness

A-12-8 Explain and demonstrate advocacy through promotion of wellness behavior and practices for:

- individuals
- groups
- communities

A-12-9 Demonstrate knowledge and ability to apply foundations of sociology to ethical nursing practice.

A-12-10 Demonstrate knowledge of foundations of sociology related to social behavior and relationships across the lifespan:

- social
- biological
- emotional
- political
- cultural
- cognitive
- spiritual

Major Competency
A: Nursing Knowledge

Competency
A-13: Research and Best Practices

Competency Statement - A Licensed Practical Nurse will:

A-13-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry in validation and application of research:

- reliability
- ethics
- bias
- methodology
- relevance
- credibility

A-13-2 Demonstrate knowledge and ability to implement research and best practices into evidence informed practice.

A-13-3 Demonstrate knowledge and ability to involve patients, families, and inter-professional team in formalized research.

A-13-4 Demonstrate the ability to participate with research team to plan, conduct, and evaluate nursing research.

B: Nursing Process

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
B: Nursing Process

Competency
B-1: Assessment

Competency Statement - A Licensed Practical Nurse will:

B-1-1 Demonstrate knowledge and ability to assess patient considering multiple data sources:

- current status
- historical information
- objective data
- subjective data
- personal directives/Goals of Care

B-1-2 Demonstrate knowledge and ability to identify primary and secondary sources of data.

B-1-3 Demonstrate knowledge of data collection methods.

B-1-4 Demonstrate knowledge and ability to relate assessment findings to nursing practice.

B-1-5 Demonstrate knowledge and ability to perform a holistic health assessment:

- psychosocial
 - cultural
 - developmental
 - economic
 - emotional
 - environmental
 - mental
 - social
 - spiritual
- physiological
 - biological
 - cognitive
 - functional
 - physical

B-1-6 Demonstrate knowledge and ability to perform and interpret patients:

- vital signs
- blood glucose level
- elimination
- nutrition/hydration
- pain
- vaccination history/screening
- oxygenation
- allergies and sensitivities
- level of consciousness
- specimen collection

Major Competency
B: Nursing Process

Competency
B-2: Nursing Diagnosis

Competency Statement - A Licensed Practical Nurse will:

- B-2-1 Demonstrate knowledge related to domains addressed in development of nursing diagnosis.**
- B-2-2 Demonstrate knowledge and ability to differentiate between a nursing diagnosis and a medical diagnosis.**
- B-2-3 Demonstrate knowledge and ability to determine a nursing diagnosis using holistic health assessment:**
 - identify actual and potential concerns and health issues
 - research and validate components of patient issues and concerns
 - apply nursing diagnosis framework
- B-2-4 Demonstrate knowledge and ability to communicate a nursing diagnosis with a patient, family, and others.**
- B-2-5 Demonstrate knowledge and ability to document nursing diagnosis determining expected outcomes and developing plan of care.**
- B-2-6 Demonstrate knowledge and ability to compare actual outcomes with expected outcomes and modify plan of care based on changing needs.**

Major Competency
B: Nursing Process

Competency
B-3: Planning

Competency Statement - A Licensed Practical Nurse will:

- B-3-1 Demonstrate knowledge and ability to collaborate with the patient throughout planning of care.**
- B-3-2 Demonstrate knowledge and ability to develop a plan of care based on patient needs, priorities, expectations, and values.**
- B-3-3 Demonstrate knowledge and ability to utilize best available data, resources, and evidence to develop a plan of care.**
- B-3-4 Demonstrate knowledge and ability to anticipate potential barriers to achieving plan of care.**

Major Competency
B: Nursing Process

Competency
B-4: Implementation

Competency Statement - A Licensed Practical Nurse will:

- B-4-1 Demonstrate knowledge and ability to collaborate with patient throughout implementation of plan of care.**
- B-4-2 Demonstrate knowledge and ability to implement a plan of care based on patient needs, priorities, expectations, and values.**
- B-4-3 Demonstrate knowledge and ability to utilize best available data, resources, and evidence throughout implementation of plan of care.**
- B-4-4 Demonstrate knowledge and ability to anticipate potential barriers to implementation of plan of care.**

Major Competency
B: Nursing Process

Competency
B-5: Evaluation

Competency Statement - A Licensed Practical Nurse will:

B-5-1 Demonstrate knowledge and ability to collaborate with patient throughout evaluation of plan of care.

B-5-2 Demonstrate knowledge and ability to evaluate plan of care based on:

- patient needs, priorities, expectations, and values
- patient progress and response to care
- challenges and barriers
- actual and expected outcomes

B-5-3 Demonstrate knowledge and ability to utilize best available data, resources, and evidence throughout evaluation of plan of care:

- assess quality and effectiveness of care
- measure level of care required
- determine family and social support system

B-5-4 Demonstrate knowledge and ability to revise plan of care based on continual evaluation.

C: Professionalism and Leadership

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
C: Professionalism and Leadership

Competency
C-1: Legislation and Regulation

Competency Statement - A Licensed Practical Nurse will:

C-1-1 Demonstrate knowledge and understanding of the Health Professions Act (HPA) and Licensed Practical Nurses Profession Regulation:

- continuing competence
- conduct process
- protected titles
- registration and renewal
- restricted activities

C-1-2 Demonstrate knowledge and understanding of the role of the College of Licensed Practical Nurses of Alberta:

- 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

C-1-3 Demonstrate knowledge and understanding of the differences in role and responsibilities of regulatory bodies, professional associations, and unions.

Major Competency
C: Professionalism and Leadership

Competency
C-2: Licensed Practical Nurse Scope of Practice

Competency Statement - A Licensed Practical Nurse will:

C-2-1 Demonstrate knowledge of scope of practice as defined in the Licensed Practical Nurses Profession Regulation (2003) and the Competency Profile for Licensed Practical Nurses.

C-2-2 Demonstrate understanding of the Licensed Practical Nurse Practice Statement as defined under legislation:

“In their practice, Licensed Practical Nurses do one of 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 into the science, techniques and practice of nursing, and,

(c) provide restricted activities authorized the regulations.”

Schedule 10 (3) Health Professions Act, 2000

C-2-3 Demonstrate knowledge and understanding of restricted activities listed in the Government Organization Act, Schedule 7.1, and authorized for Licensed Practical Nurses in the Licensed Practical Nurses Profession Regulation (2003).

C-2-4 Demonstrate knowledge of practice policies, guidelines and additional governance documents that guide and interpret Licensed Practical Nurse scope of practice.

Major Competency
C: Professionalism and Leadership

Competency
C-3: Professional Standards of Practice

Competency Statement - A Licensed Practical Nurse will:

C-3-1 Demonstrate knowledge and understanding of the Standards of Practice for Licensed Practical Nurses in Canada (CCPNR, 2013):

Standard 1: Professional Accountability and Responsibility

Standard 3: Service to the Public and Self-Regulation

Standard 2: Knowledge Based Practice

Standard 4: Ethical Practice

C-3-2 Demonstrate knowledge and understanding of the six foundational principles of the Standards of Practice:

Principle 1: LPNs are self-regulating and accountable for providing safe, competent, compassionate, and ethical care within the legal and ethical framework of nursing regulation.

Principle 4: LPN standards are broadly based and address variations in client needs, provider competence, experience and environmental factors.

Principle 2: LPNs are autonomous practitioners working collaboratively within health care to assess, plan, and deliver quality nursing services.

Principle 5: LPN standards allow for growth in the profession to meet changing approaches, treatments and technologies within the health care system.

Principle 3: LPN practice is client centered and includes individuals, families, groups and communities.

Principle 6: 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.

C-3-3 Demonstrate knowledge and understanding of additional Standards of Practice that outline professional expectations for LPNs:

- Standards of Practice on Boundary Violations: Protecting Patients from Sexual Abuse and Sexual Misconduct (CLPNA, 2019)
- Decision-Making Standards for Nurses in the Supervision of HealthCare Aides (2010)
- Standards of Practice and Competencies for Perioperative Licensed Practical Nurses (CCPNR, 2010)

Major Competency
C: Professionalism and Leadership

Competency
C-4: Professional Ethics

Competency Statement - A Licensed Practical Nurse will:

C-4-1 Demonstrate knowledge and understanding of the Code of Ethics for Licensed Practical Nurses in Canada (CCPNR, 2013):

Principle 1: Responsibility to the Public

Principle 2: Responsibilities to Clients

Principle 3: Responsibility to the
Profession

Principle 4: Responsibility to Colleagues

Principle 5: Responsibility to Oneself

C-4-2 Demonstrate knowledge and ability to apply the Code of Ethics Principles to guide nursing practice and individual behaviour:

- professional standards
- competencies

- employer policies
- legal requirements

C-4-3 Demonstrate knowledge and ability to apply ethical principles to decision making:

- person 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 relationship
- use of technology and social media

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

Major Competency
C: Professionalism and Leadership

Competency
C-5: Accountability and Responsibility

Competency Statement - A Licensed Practical Nurse will:

C-5-1 Demonstrate knowledge and understanding of self-regulation and the accountabilities of the Licensed Practical Nurse to:

- Patients
- Employers
- Colleagues
- Self
- CLPNA

C-5-2 Demonstrate knowledge of individual legal accountabilities as a Licensed Practical Nurse:

- duty of care – provide safe, competent, ethical, and compassionate care
- duty to report – as required by applicable legislation
- maintain fitness to practice
- work within scope of practice, nursing role, policies, and procedures
- maintain standards of practice, code of ethics, registration, conduct, and continuing competence requirements.

C-5-3 Demonstrate knowledge and ability to identify when assignment of care exceeds individual competence or scope of practice:

- research evidence informed practices
- consult inter-professional team
- collaborate as necessary
- maintain or transfer care as necessary

C-5-4 Demonstrate knowledge and ability to apply concepts of professional autonomy throughout practice:

- accountable for individual actions and behaviors
- best practices and research
- collaborate as required
- moral and ethical decision making
- self-managed competence development
- implications of individual decisions

C-5-5 Demonstrate knowledge and ability to maintain confidentiality:

- adhere to legislation and regulation, professional standards and employer policies
- identify risks and report breach of confidentiality
- manage patient information appropriately

Major Competency
C: Professionalism and Leadership

Competency
C-6: Professional Boundaries

Competency Statement - A Licensed Practical Nurse will:

- C-6-1 Demonstrate knowledge and ability to effectively recognize, establish, and manage professional boundaries:**
- caring for own family and friends
 - friendships, romantic relationships
 - intimidation, favoritism
 - conflict of interest
 - giving and receiving gifts
 - inappropriate physical and sexual interactions
 - excessive self-disclosure
 - psychological safety
 - social media presence
- C-6-2 Demonstrate knowledge of risks associated with inappropriate use of social media:**
- privacy and confidentiality breach
 - public safety and trust
 - nursing career impact
 - use during work hours
- C-6-3 Demonstrate knowledge and ability to recognize, intervene, and report boundary violations of self or others.**

Major Competency
C: Professionalism and Leadership

Competency
C-7: Fitness to Practice

Competency Statement - A Licensed Practical Nurse will:

C-7-1 Demonstrate knowledge and ability to maintain physical, mental and emotional health to ensure safe, competent, and ethical practice.

C-7-2 Demonstrate knowledge of components affecting fitness to practice:

- substance use and addiction
- coping mechanisms and stress management
- family and environmental issues
- physical ability
- psychological wellbeing
- sensory perception

C-7-3 Demonstrate knowledge and ability to take responsibility and self-manage fitness to practice:

- maintain personal wellness
- manage work-life balance
- seek assistance and support
- self-report and withdraw from practice as appropriate

Major Competency
C: Professionalism and Leadership

Competency
C-8: Professional Development

Competency Statement - A Licensed Practical Nurse will:

C-8-1 Demonstrate commitment to lifelong learning through personal and professional development:

- adopt self-reflective practice
- identify career pathways
- attend professional development activities
- track learning and maintain records
- participate in College of Licensed Practical Nurses of Alberta Continuing Competence Program

C-8-2 Demonstrate knowledge and ability to participate in continuous quality improvement and evidence informed nursing practice.

C-8-3 Demonstrate a commitment to participate in professional development activities at a local, provincial or national level to support safety of the public and quality care.

Major Competency
C: Professionalism and Leadership

Competency
C-9: Informal Leadership

Competency Statement - A Licensed Practical Nurse will:

C-9-1 Demonstrate knowledge and ability to apply leadership competence throughout nursing practice.

C-9-2 Demonstrate characteristics and attributes of an effective leader:

- values
 - morals and ethics
 - authenticity
 - honesty and integrity
 - cultural diversity and inclusion
- emotional intelligence
 - compassion
 - empathy
 - competence
 - confidence
- professionalism
 - professional conduct and accountability
 - systems thinker
 - visionary
 - lifelong learner
 - collaboration
 - effective communication
 - evidence based decision making
 - self-reflective practice
 - coach and mentor

C-9-3 Demonstrate knowledge and ability to recognize individual strengths and capacity to develop self as a leader.

C-9-4 Demonstrate knowledge and ability to assign, educate, and supervise regulated and unregulated healthcare providers:

- implement Standards of Practice (CCPNR, 2013) and Decision-Making Standards for Nurses in the Supervision of HealthCare Aides (2010) as appropriate.
- provide guidance, coaching and mentorship
- evaluate needs and reassign as necessary

C-9-5 Demonstrate knowledge and ability to assess, influence and effectively manage difficult situations and change.

C-9-6 Demonstrate knowledge and ability to elicit support and commitment from others to achieve a common goal.

C-9-7 Demonstrate knowledge and ability to follow appropriate channels of communication and reporting according to employer requirements.

Major Competency
C: Professionalism and Leadership

Competency
C-10: Formal Leadership

Competency Statement - A Licensed Practical Nurse will:

C-10-1 Demonstrate knowledge and ability to apply legislation, regulation, and abide by employer requirements.

C-10-2 Demonstrate knowledge and ability to supervise a team and assign patient care based on:

- patient care needs
- healthcare provider competence
- available environmental supports

C-10-3 Demonstrate knowledge and ability to establish and revise goals, priorities, and nursing interventions.

C-10-4 Demonstrate knowledge and ability to model exemplary leadership practices:

- | | |
|---------------------------|----------------------------|
| • change management | • emergency preparedness |
| • person centered care | • resource utilization |
| • collaborative practice | • strategic planning |
| • effective communication | • support and mentor staff |
| • conflict management | • systems thinking |

C-10-5 Demonstrate knowledge and ability to organize and facilitate case conferences, reporting, and meetings.

C-10-6 Demonstrate knowledge and commitment to organizational planning through committee involvement.

Major Competency
C: Professionalism and Leadership

Competency
C-11: Case Management

Competency Statement - A Licensed Practical Nurse will:

C-11-1 Demonstrate knowledge and ability to apply case management principles and processes.

C-11-2 Demonstrate knowledge and ability to perform advanced responsibilities of case management:

- assess patient data to determine service needs
- complete patient care profile
- negotiate patient placement
- communicate with patient, family, placement site
- perform regular and ongoing reviews and assessments
- address unmet patient needs
- liaise with acute care if patient transferred due to episodic illness or injury
- complete admission assessment and documentation:
 - Resident Assessment Instrument (Inter RAI) and other assessments
 - personal directives and Goals of Care
 - power of attorney and guardianship and trusteeship
 - medication reconciliation
- collaboratively develop and plan care goals
- facilitate ongoing communication and support

C-11-3 Demonstrate accountability in the case management role:

- manage multiple priorities and issues
- care management and patient advocacy
- health teaching and coaching
- maintain accuracy of patient health record
- open and timely communication
- organize and lead case conferences
- mediate and manage complex situations
- identify barriers in continuum of care
- manage resources effectively

Major Competency
C: Professionalism and Leadership

Competency
C-12: Manager or Administrator

Competency Statement - A Licensed Practical Nurse will:

C-12-1 Demonstrate knowledge and ability to lead and guide an organization or nursing business:

- identify and model vision, mission, and values
- lead and guide strategic planning
- support quality improvement and trends analysis
- support and encourage innovation
- build partnerships and networks to achieve results
- contribute to a healthy work place culture
- foster the development of others
- engage in collaborative decision making
- assign duties and responsibilities appropriately

C-12-2 Demonstrate knowledge and ability to identify and manage risks within an organization:

- differentiate level of risk (legal, ethical, safety)
- intervene effectively
- identify and address policy needs
- implement education and support
- communicate effectively
- involve external supports as necessary

C-12-3 Demonstrate knowledge and ability to apply critical thinking and critical inquiry in human resource management:

- interpreting legislation and regulation
- recruitment and retention
- job descriptions, policies, procedures
- collective agreement, wages, and benefits
- performance management
- career development
- wellness and disability management
- maintaining confidentiality

C-12-4 Demonstrate knowledge and ability to implement prudent fiscal management as manager or administrator within an organization:

- align fiscal strategy with vision, mission, values, and goals
- assess develop and manage budget
- collect, analyze, and report financial data
- ensure a system of internal controls to safeguard resources

Major Competency
C: Professionalism and Leadership

Competency
C-13: Adult Learning Principles

Competency Statement - A Licensed Practical Nurse will:

C-13-1 Demonstrate understanding of adult education principles, teaching and learning strategies, instructional design, and program evaluation.

C-13-2 Demonstrate knowledge and ability to apply adult learning principles in classroom, online or through blended education delivery:

- learner independence
- prior experience
- learner readiness
- format delivery orientation
- learner motivation and expectation

C-13-3 Demonstrate knowledge and ability to apply effective interpersonal communication in the delivery of adult education:

- adapt communication to individual learner style
- manage conflict and challenging conversations
- practice active listening
- program management and evaluation
- seek and accept feedback from learners, faculty and others
- student management and evaluation
- utilize collaboration tools to link learning and social development

Major Competency
C: Professionalism and Leadership

Competency
C-14: Education Design and Delivery

Competency Statement - A Licensed Practical Nurse will:

C-14-1 Demonstrate knowledge of a systems approach to guide development of effective adult education:

- analysis
- design
- development
- implementation
- evaluation

C-14-2 Demonstrate knowledge and ability to complete an analysis of instructional needs:

- feasibility of education
- learner characteristics (current subject knowledge, self-directed, demographics)
- learning environment (classroom, online, blended)
- course description (scope, context, expected outcomes)
- timeline for development

C-14-3 Demonstrate knowledge and ability to apply evidence informed practice in curriculum design and development:

- develop measurable program and learning objectives and outcomes
- assess criteria
- identify learning concepts and context
- identify learner's goal and outcome
- identify level of learner support
- create and assemble course content
- review and revise course content as necessary

C-14-4 Demonstrate knowledge and ability to implement adult learning principles in delivery of adult education:

- theories and philosophies
- learner needs, goals, and learning style
- learning and program objectives
- self-paced learning approach
- effective learning environment
- delivery methods and technologies
- pedagogy and andragogy
- communication and interpersonal skills
- teaching and learning strategies and facilitation

C-14-5 Demonstrate knowledge and ability to evaluate teaching and learning outcomes:

- construct assessment procedures (formative, summative)
- maintain confidential, accurate, and objective learner records
- provide individual support and assistance as required
- participate in ongoing assessment and revision of curriculum to improve education design and delivery

D: Communication & Technology

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
D: Communication & Technology

Competency
D-1: Communication and Collaborative Practice

Competency Statement - A Licensed Practical Nurse will:

D-1-1 Demonstrate knowledge and ability to apply verbal and non-verbal communication techniques to support effective communication and create therapeutic relationships:

- respectful tone and manner
- active and attentive listening
- paraphrase and reflect
- seek clarification
- timeliness
- adjust style as necessary
- clear, concise, and accurate
- acceptance without judgment

D-1-2 Demonstrate knowledge and ability to adapt communication techniques to address barriers:

- cognitive
- cultural
- developmental
- emotional
- functional
- mental
- social
- spiritual
- language
- technological

D-1-3 Demonstrate knowledge and ability to engage patient, family, and others as partners in patient centered care.

D-1-4 Demonstrate knowledge and understanding of team dynamics and group processes to create a positive work place culture.

D-1-5 Demonstrate knowledge and ability to utilize standardized communication tools and technology to enhance effective communication processes.

D-1-6 Demonstrate knowledge and ability to address and effectively manage interpersonal conflict to foster collaboration and trust.

Major Competency
D: Communication & Technology

Competency
D-2: Therapeutic Nurse-Patient Relationship

Competency Statement - A Licensed Practical Nurse will:

D-2-1 Demonstrate knowledge and ability to use appropriate communication techniques to build, maintain, and close the therapeutic nurse-patient relationship:

- advocacy
- cultural competence
- empathy and empowerment
- diversity and inclusion
- health teaching and coaching
- supportive measures and intent
- trust and respect
- appropriate documentation

D-2-2 Demonstrate knowledge and ability to define and maintain professional and personal boundaries:

- protection of patients
- giving and receiving gifts
- caring for family and friends
- conflict of interest
- limited self-disclosure
- understanding interpersonal relationships
- social media presence

D-2-3 Demonstrate knowledge and ability to recognize and address barriers to an effective therapeutic nurse-patient relationship:

- breach of confidentiality
- personal behavior
- personal bias
- power imbalance

Major Competency
D: Communication & Technology

Competency
D-3: Legal Protocols, Documenting, and Reporting

Competency Statement - A Licensed Practical Nurse will:

- D-3-1 Demonstrate professional accountability and responsibility to adhere to legislation, legal protocols, documenting, and reporting guidelines applicable across the continuum of care.**
- D-3-2 Demonstrate knowledge and ability to ensure timely, accurate, objective, concise, and complete documentation.**
- D-3-3 Demonstrate knowledge and ability to document and report according to practice setting and employer requirements.**
- D-3-4 Demonstrate knowledge and ability to obtain informed consent throughout care delivery as appropriate and according to employer requirements.**
- D-3-5 Demonstrate knowledge and ability to manage, report, and document refusal of treatment or self-discharge.**
- D-3-6 Demonstrate knowledge and ability to appropriately report and collaborate within inter-professional team.**
- D-3-7 Demonstrate knowledge and ability to accept, transcribe, and initiate orders from authorized health professional(s) according to employer requirements:**
 - electronic
 - verbal
 - phone
 - written
- D-3-8 Demonstrate knowledge and ability to contact authorized health professional(s) to clarify an unclear or incomplete order:**
 - confirm accuracy and completeness
 - discuss potential actions and/or interactions
 - share concerns related to patient's changing needs

Major Competency
D: Communication & Technology

Competency
D-4: Conflict Management

Competency Statement - A Licensed Practical Nurse will:

D-4-1 Demonstrate knowledge and ability to recognize common sources of interpersonal conflict:

- beliefs, values, and biases
- expectations and perceptions
- individual experiences
- ineffective communication

D-4-2 Demonstrate knowledge and ability to respond to urgent situations involving conflict to support safety of patient(s), self, and others.

D-4-3 Demonstrate knowledge and ability to manage conflict effectively by identifying:

- concern or issue
- subjective interest or investment
- mutual options and possible resolutions
- objective criteria

D-4-4 Demonstrate knowledge and ability to consult with appropriate professional(s) as required in situations of conflict to work toward resolution.

E: Nursing Practice

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
E: Nursing Practice

Competency
E-1: Activities of Daily Living

Competency Statement - A Licensed Practical Nurse will:

E-1-1 Demonstrate knowledge and ability to assess patient functional status to independently perform self-care:

- personal hygiene, dressing, oral care, and grooming
- range of motion, lift and transfer
- nutrition and hydration
- continence care
- communication and technology
- community mobility
- health and medical interventions
- household management

E-1-2 Demonstrate knowledge and ability to assess and document patient inability to achieve independent self-care and refer for further assessment and support as required:

- physical and cognitive impairments
- gaps in support system
- socioeconomic and sociocultural issues
- assistive mobility devices

E-1-3 Demonstrate knowledge and ability to provide patient teaching to support independent use of mobilization devices:

- crutches, cane, walker
- wheelchair, lift and transfer device
- motorized scooter or wheelchair

Major Competency
E: Nursing Practice

Competency
E-2: Nutrition and Hydration

Competency Statement - A Licensed Practical Nurse will:

E-2-1 Demonstrate knowledge and ability to assess and provide nutrition and hydration by multiple routes:

- enteral
- gastrostomy
- hypodermoclysis
- intravenous
- jejunostomy
- nasogastric
- nasojejunal
- oral
- orogastric
- intraosseous

E-2-2 Demonstrate knowledge and ability to insert, manage, and remove a nasogastric tube with a stylet.

E-2-3 Demonstrate knowledge and ability to reinsert established gastrostomy tube.

E-2-4 Demonstrate knowledge and ability to perform nutrition and hydration assessment and manage patient care needs:

- appetite
- basic chewing and swallowing assessments
- dietary and fluid restrictions
- referral as required

E-2-5 Demonstrate knowledge of parenteral nutrition composition and indications for use.

E-2-6 Demonstrate knowledge and ability to monitor, regulate, and discontinue Parenteral Nutrition (PN).

E-2-7 Demonstrate knowledge and ability to identify and manage side effects and complications of parenteral nutrition:

- changes in skin condition, color, or temperature
- bloating, nausea, back or flank pain
- fainting, convulsion, or seizure
- changes in vision
- nutritional imbalance
- fluid retention
- change in cardiovascular status
- hepatic dysfunction (fatty liver disease, jaundice, hepatomegaly, cholelithiasis)
- metabolic imbalance (hyper or hypo: glycemia, kalemia, calcemia)

Note: Licensed Practical Nurses are not authorized to provide the restricted activity of administering Parenteral Nutrition (PN).

Major Competency
E: Nursing Practice

Competency
E-3: Elimination

Competency Statement - A Licensed Practical Nurse will:

E-3-1 Demonstrate knowledge and ability to manage elimination needs:

- urinary
 - bladder capacity assessment
 - catheter flush
 - continuous bladder irrigation
 - distension
 - double J stent
 - incontinence
 - urethral and coude catheter (insert & remove)
- bowel
 - digital stimulation
 - enema and suppositories
 - fecal disimpaction
- nephrostomy
- reinserting established suprapubic catheter
- residual urine
- retraining
- urethrostomy
- vaginal pessary (insert and remove)
- appropriate management of prolapse
- ostomy care and irrigation
- rectal tubes
- appropriate management of prolapse

E-3-2 Demonstrate knowledge and ability to utilize devices and equipment related to elimination needs.

Note: Licensed Practical Nurses are not authorized to insert urological elimination devices using a guide-wire or stylet.

Note: Application of non-ionizing radiation (ultrasound image) for the purpose of assessment by a Licensed Practical Nurse is not authorized under the LPN Profession Regulation (2003) without physician supervision.

Major Competency
E: Nursing Practice

Competency
E-4: Peritoneal Dialysis

Competency Statement - A Licensed Practical Nurse will:

E-4-1 Demonstrate knowledge of indications and risks associated with peritoneal dialysis.

E-4-2 Demonstrate knowledge and ability to monitor and manage peritoneal catheter site.

E-4-3 Demonstrate knowledge and ability to perform procedures involved in peritoneal dialysis:

- initiate, monitor, and discontinue
- intra-peritoneal medication administration

E-4-4 Demonstrate knowledge and ability to calculate patient's creatinine and urea clearance.

Major Competency
E: Nursing Practice

Competency
E-5: Basic Foot Care

Competency Statement - A Licensed Practical Nurse will:

- E-5-1 Demonstrate knowledge and ability to provide basic foot care including trimming and filing nails.**
- E-5-2 Demonstrate knowledge of common micro-organisms of the feet:**
 - bacteria
 - viruses
 - fungi
 - yeast
- E-5-3 Demonstrate knowledge of infection prevention and control standards associated with foot care.**
- E-5-4 Demonstrate knowledge and ability to assess compromised circulation and its effects on lower extremities.**
- E-5-5 Demonstrate knowledge and ability to provide basic foot care for a patient with compromised circulation.**
- E-5-6 Demonstrate knowledge and ability to teach appropriate foot care to patient, family, and others.**
- E-5-7 Demonstrate knowledge and ability to determine when patient foot care needs extend beyond basic foot care and require referral to an advanced foot care professional.**

Major Competency
E: Nursing Practice

Competency
E-6: Basic Wound Care

Competency Statement - A Licensed Practical Nurse will:

E-6-1 Demonstrate knowledge and ability to identify patient risk for recurrence or exacerbation of skin breakdown.

E-6-2 Demonstrate knowledge and comprehension of pathophysiology and etiology related to principles of wound assessment, healing, and management:

- biochemical process related to wound healing
 - hemostasis
 - inflammation
 - proliferation and granulation
 - remodeling and maturation
- factors which impede healing
 - vascular compromise
 - immunodeficiency
 - metabolic disease
 - connective tissue disorders
 - malignancy
 - hygiene practices
 - psychosocial disorders
 - infection, burns, trauma
 - nutritional deficiencies
 - effects of medication
- factors related to optimal healing environment
- utilize wound classification and staging tools
- differentiate between acute, chronic, and malignant wounds

E-6-3 Demonstrate knowledge and ability to perform wound care assessment and treatments:

- acute wounds
- malignant wounds
- skin ulceration wounds
- surgical wounds
- traumatic wounds
- occlusive dressings
- wounds with packing
- pressure dressings
- wound compresses
- wound irrigation
- wounds with drains
- specialized wound equipment (negative pressure therapy)

E-6-4 Demonstrate knowledge of the purpose of wound debridement.

E-6-5 Demonstrate knowledge and ability to assess psychosocial and quality of life concerns of patient and others related to wound care management:

- alterations of body image and lifestyle impact
- attitudes, feelings, beliefs, and values
- communication and information needs
- patient and family involvement in care planning and decision making
- pain management strategies
- person-centered holistic care

Major Competency
E: Nursing Practice

Competency
E-7: Advanced Wound Care

Competency Statement - A Licensed Practical Nurse will:

E-7-1 Demonstrate knowledge and ability to apply the nursing process in assessment and management of complex, acute, chronic, and malignant wounds related to:

- arterial disease
 - acute thrombosis
 - chronic atherosclerosis
- venous disease
 - acute deep vein thrombosis
 - chronic venous insufficiency
 - varicose veins
- co-morbidities
- chronic edema
- allergies and sensitivities
- complicated post-surgical
- diabetes
- exudate management and malodorous secretions
- functional limitations
- lymphatic sufficiency
- neuropathic and neurogenic pain
- necrosis and fungation
- vascular sufficiency

E-7-2 Demonstrate knowledge and ability to perform clinical and technical vascular assessment of lower limbs considering medical and physical history:

- skin integrity
- hair and nail condition and growth
- mobility and range of motion
- structural deformities and varicosities
- ankle brachial pressure indices
- photoplethsmography (pulse oximeter)
- presence or absence of pulses
- neuropathy monofilament testing
- non-imaging doppler application and interpretation
- compression therapy
- co-morbidities
- pain (type, location, duration)
- current medications
- family history

E-7-3 Demonstrate knowledge and ability to perform advanced wound care treatment and wound dressing to promote healing based on:

- classification and characteristics
- phase of healing
- patient need and risk factors
- protection against secondary injury
- insulating and moistening wound
- providing effective barrier to microorganisms
- preventing maceration and irritation of surrounding tissues
- free from particulate and toxins

E-7-4 Demonstrate knowledge and ability to provide or assist with adjunct therapies often associated with care of advanced wounds:

- electrical stimulation
- negative pressure therapy
- hyperbaric oxygen therapy

Major Competency
E: Nursing Practice

Competency
E-7: Advanced Wound Care

Competency Statement - A Licensed Practical Nurse will:

E-7-5 Demonstrate knowledge and ability to perform wound debridement:

- Level 1: removal of loose, avascular skin tissue
- Level 2: removal of tissue within the dermis and hypodermis (not beyond the subcutaneous fascia)

E-7-6 Demonstrate knowledge and ability to identify patient risk for recurrence or exacerbation of skin breakdown and develop appropriate prevention strategies.

E-7-7 Demonstrate knowledge and ability to assess psychosocial and quality of life concerns of patient and others related to advanced wound care management:

- patient-centered holistic care
- alterations of body image and lifestyle
- attitudes, feelings, beliefs, and values
- cosmetic effect of dressings
- communication and information needs
- coping strategies and support services
- sociocultural issues (marginalization or social isolation)
- impact on interpersonal relationships and functional ability
- pain management strategies
- socioeconomic issues (financial, relational, emotional, spiritual)
- expectations, short and long term goals
- involve patient and family in care planning decision making

E-7-8 Demonstrate knowledge and ability to provide health teaching and coaching to patient, family, and others related to advanced wound care management and the healing process.

E-7-9 Demonstrate knowledge and ability to communicate, consult, and collaborate with inter-professional team.

Note: Application of non-ionizing radiation (ultrasound image) for the purpose of assessment by a Licensed Practical Nurse is not authorized under the LPN Profession Regulation (2003) without physician supervision.

Major Competency
E: Nursing Practice

Competency
E-8: Phlebotomy

Competency Statement - A Licensed Practical Nurse will:

- E-8-1 Demonstrate knowledge of anatomy and physiology related to phlebotomy.**
- E-8-2 Demonstrate knowledge and ability to perform phlebotomy and manage blood samples according to employer requirements.**
- E-8-3 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.**
- E-8-4 Demonstrate knowledge and ability to perform therapeutic phlebotomy for conditions such as:**
 - hemochromatosis
 - sickle-cell disease
 - polycythemia

Major Competency
E: Nursing Practice

Competency
E-9: Complementary and Alternative Therapies

Competency Statement - A Licensed Practical Nurse will:

- E-9-1 Demonstrate knowledge of differences between conventional medicine and complementary and alternative therapies.**
- E-9-2 Demonstrate knowledge of common complementary and alternative therapies:**
- bio-field energy (Reiki, electro-magnetic, therapeutic touch)
 - biologically based (dietary supplements, herbal products, vitamins, aromatherapy)
 - manipulative physical based (massage, chiropractic, reflexology)
 - mind-body (hypnosis, visual imagery, meditation)
 - whole medical (homeopathy, naturopathy, traditional medicine)
- E-9-3 Demonstrate knowledge and ability to assess and consider impact of complementary and alternative therapies on nursing interventions and plan of care, respecting patient's goals of care.**
- E-9-4 Demonstrate knowledge and ability to assess and manage risk factors associated with complementary and alternative therapies:**
- patient perspective on efficacy
 - delayed treatment
 - contraindications with conventional medicine
 - cost and financial impact
 - understanding of health risks and interactions
 - potential atypical symptoms/response
- E-9-5 Demonstrate knowledge and ability to respect and support patients decision to supplement or replace conventional care with complementary or alternative therapy.**

Major Competency
E: Nursing Practice

Competency
E-10: Ear Syringing

Competency Statement - A Licensed Practical Nurse will:

E-10-1 Demonstrate knowledge of the anatomy of the ear.

E-10-2 Demonstrate knowledge of the purpose of ear syringing.

E-10-3 Demonstrate knowledge and ability to perform ear syringing for the purpose of removing cerumen.

Major Competency
E: Nursing Practice

Competency
E-11: Rehabilitation and Restorative Care

Competency Statement - A Licensed Practical Nurse will:

E-11-1 Demonstrate knowledge of the concepts of rehabilitative and restorative care focused on maximizing optimal level of function:

- physiological
- psychological
- psychosocial

E-11-2 Demonstrate knowledge and ability to facilitate a positive rehabilitative environment and support addressing barriers to recovery:

- alignment of treatment modalities
- identify coping mechanisms
- managing care goals and recovery outcomes
- activities of daily living
- adaptive and environmental aids
- change in abilities
- communication techniques
- functional independence
- nutritional needs
- cultural and spiritual influences
- self confidence

E-11-3 Demonstrate knowledge and ability to support patient's self-management of episodic and chronic pain.

Major Competency
E: Nursing Practice

Competency
E-12: Post-Mortem Care

Competency Statement - A Licensed Practical Nurse will:

E-12-1 Demonstrate knowledge and ability to pronounce (expected) death, and provide post-mortem care:

- assess cessation of vital signs
- record and report time of death
- notify next of kin or designate
- notify inter-professional team
- provide supportive environment for family
- provide care of body respecting patient, family and cultural wishes

E-12-2 Demonstrate knowledge and ability to care for the body adhering to employer requirements in relation to expected and unexpected death.

E-12-3 Demonstrate knowledge and ability to manage the deceased person's valuables appropriately.

E-12-4 Demonstrate knowledge and ability to notify funeral home, prepare documents, and arrange transfer of body.

E-12-5 Demonstrate knowledge and ability to assist in post-mortem examination and sample procurement.

F: Safety

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
F: Safety

Competency
F-1: Urgent and Emergent Situations

Competency Statement - A Licensed Practical Nurse will:

F-1-1 Demonstrate knowledge and ability to recognize and manage an urgent or emergent CODE situation according to employer requirements:

- bomb threat or suspicious package
- cardiac arrest or medical emergency
- chemical spill or hazardous material
- evacuation
- fire
- hostage
- mass casualty incident
- missing person
- shelter in place or air exclusion
- aggression or violence

F-1-2 Demonstrate knowledge and ability to differentiate and determine priority needs in an urgent or emergent situation.

F-1-3 Demonstrate knowledge and ability to evaluate individual response following urgent or emergent situations.

F-1-4 Demonstrate knowledge and ability to participate in or manage debriefing following urgent or emergent situations.

F-1-5 Demonstrate knowledge and ability to report and document during urgent or emergent situations according to employer requirements.

Major Competency
F: Safety

Competency
F-2: Infection Prevention and Control

Competency Statement - A Licensed Practical Nurse will:

- F-2-1 Demonstrate knowledge and ability to apply principles of infection prevention and control to reduce transmission of pathogenic micro-organisms.**
- F-2-2 Demonstrate knowledge and ability to apply principles of aseptic or sterile technique appropriate to environment and care provided.**
- F-2-3 Demonstrate knowledge and ability to apply principles of routine standard precautions:**
- bio-medical waste and sharps handling
 - environmental cleaning
 - hand hygiene
 - handling patient specific items and equipment
 - point of care risk assessment
 - personal protective equipment
 - gloves
 - gowns
 - masks and eye protection
 - respiratory hygiene
 - visitor management
- F-2-4 Demonstrate knowledge and ability to apply exposure precautions according to employer requirements:**
- airborne
 - contact
 - droplet
- F-2-5 Demonstrate knowledge and ability to immediately manage and report incidents of exposure:**
- body fluid exposure
 - equipment failure
 - needle stick injuries
- F-2-6 Demonstrate knowledge and ability to apply best practices for management of single use, patient owned and multi-use medical devices.**
- F-2-7 Demonstrate knowledge and ability to prepare multi-use medical devices for specialized cleaning, disinfection and sterilization according to employer requirements.**

Major Competency
F: Safety

Competency
F-3: Patient Safety

Competency Statement - A Licensed Practical Nurse will:

- F-3-1 Demonstrate knowledge and ability to maintain safety principles that applies to patient, self, inter-professional team, and others.**
- F-3-2 Demonstrate knowledge and ability to promote and implement a culture of safety through shared:**
- attitudes
 - goals
 - practices
 - values
- F-3-3 Demonstrate knowledge and ability to assess, plan, and manage patient safety throughout care delivery:**
- adverse reactions
 - chemical, physical, and environmental restraints
 - error prevention
 - managed risk agreement
- F-3-4 Demonstrate knowledge and ability to accurately report and document patient safety according to employer requirements and applicable legislation.**

Major Competency
F: Safety

Competency
F-4: Workplace Safety

Competency Statement - A Licensed Practical Nurse will:

- F-4-1 Demonstrate knowledge and understanding of the Occupational Health and Safety Act, Regulation, and Code (OH&S).**
- F-4-2 Demonstrate understanding and responsibility to comply with employer policies and OH&S Act, Regulation and Code to achieve workplace safety.**
- F-4-3 Demonstrate accountability to safety of patient, self, and others by effectively contributing and adhering to a culture of safety:**
- attend OH&S orientation and training programs
 - recognize workplace hazards and controls
 - report unsafe conditions as per employer requirements
 - report workplace injuries as per Workers' Compensation Act
- F-4-4 Demonstrate knowledge and ability to utilize controls to identify and reduce risk of physical injury of patients self and others:**
- hazard and exposure assessment (chemical, biological)
 - handling and disposal of known hazardous medications
 - safe handling and use of tools and equipment
 - safe lifting and transferring (patient, equipment)
 - properly don, doff, and dispose of personal protective equipment
- F-4-5 Demonstrate knowledge and ability to promote a psychologically safe workplace for patients, self, and others:**
- identify and reduce risk of psychological injury
 - promote diversity and inclusion
 - non-violent crisis intervention, conflict management
 - employer requirements for reporting and documenting
 - rights and responsibilities under legislation
 - safe and appropriate responses to incidents or potential incidents
 - support services available
 - workplace violence and harassment risk factors

G: Respiratory

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
G: Respiratory

Competency
G-1: Respiratory Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

- G-1-1 Demonstrate knowledge and ability to provide respiratory interventions.**
- G-1-2 Demonstrate knowledge and ability to recognize indications and contraindications for performing chest physiotherapy:**
- assisted coughing
 - deep breathing and coughing
 - incentive spirometer
 - orthopneic position
 - percussion
 - postural drainage
 - vibration
- G-1-3 Demonstrate knowledge and ability to evaluate effects of respiratory interventions.**
- G-1-4 Demonstrate knowledge and ability to manage airway issues associated with acute and chronic conditions.**
- G-1-5 Demonstrate knowledge and ability to manage airway devices:**
- insert, manage and remove oropharyngeal airway
 - insert, manage and remove nasopharyngeal airway manage endotracheal airway
 - manage laryngeal mask airway
 - manage other respiratory assist devices:
 - Ambu-bag
 - bag-valve mask
 - bilevel positive airway pressure (BiPAP)
 - continuous positive airway pressure (CPAP)
- G-1-6 Demonstrate knowledge and ability to provide care for patient with mechanical ventilation according to employer requirements.**
- G-1-7 Demonstrate knowledge and ability to provide health teaching and coaching associated with respiratory compromise:**
- activity intolerance
 - airway management
 - altered sleep pattern
 - anxiety
 - ineffective airway clearance
 - ineffective breathing pattern
 - trauma
 - disease process
- G-1-8 Demonstrate knowledge and ability to recognize indications and contraindications for oxygen administration.**

Major Competency
G: Respiratory

Competency
G-1: Respiratory Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

G-1-9 Demonstrate knowledge and ability to apply and manage oxygen therapy devices:

- aerosol mask (simple face mask)
- high flow oximizer
- nasal cannula
- nasal catheter
- non re-breathing mask
- oropharyngeal airway
- partial re-breather mask
- bi-level positive airway pressure (BiPAP) machine
- continuous positive airway pressure (CPAP) machine
- oximetry and capnography

G-1-10 Demonstrate knowledge and ability to care for patient with oxygen therapy devices:

- monitor laryngeal mask airway
- monitor nasopharyngeal airway
- monitor ventilator

G-1-11 Demonstrate knowledge of safety precautions when utilizing oxygen therapy.

G-1-12 Demonstrate knowledge and ability to recognize indications and contraindications for suctioning.

G-1-13 Demonstrate knowledge and ability to perform suctioning beyond the pharynx or endotracheal opening according to employer requirements:

- appropriate size and lumen of suction catheters
- appropriate suction pressure
- frequency of suctioning

G-1-14 Demonstrate knowledge and ability to manage suctioning equipment.

G-1-15 Demonstrate knowledge and ability to recognize indications and contraindications associated with tracheostomy care.

G-1-16 Demonstrate knowledge and ability to manage tracheostomy care:

- changing tracheostomy dressing
- changing established tracheostomy
- changing of tracheostomy ties
- cleaning a double cannula tracheostomy tube
- deflating or inflating a tracheostomy cuff
- manage humidification
- instilling solution or medication into a tracheostomy
- plugging a tracheostomy tube
- suctioning
- using manual resuscitation (Ambu bag)

G-1-17 Demonstrate knowledge and ability to recognize indications and contraindications of mechanical ventilation.

Major Competency
G: Respiratory

Competency
G-2: Chest Tubes & Drainage System

Competency Statement - A Licensed Practical Nurse will:

- G-2-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in care for patient with chest drainage system.**
- G-2-2 Demonstrate knowledge and understanding of the indications and contraindications for chest tube insertion:**
- hemothorax
 - spontaneous or traumatic pneumothorax
 - tension pneumothorax
 - pleural effusion
 - cardiac tamponade
 - diaphragmatic hernia
 - hepatic hydrothorax
 - refractory coagulopathy
- G-2-3 Demonstrate knowledge and ability to identify and describe purpose of pleural or mediastinal chest tubes.**
- G-2-4 Demonstrate knowledge and ability to assist with insertion and removal of chest tubes.**
- G-2-5 Demonstrate knowledge and ability to setup, manage, and assess a chest drainage system.**
- G-2-6 Demonstrate knowledge and ability to identify potential complications for patients with chest drainage system:**
- compromise in system patency
 - disconnection or malfunction
 - incorrect placement, dislodgement, or occlusion
 - hemorrhage
 - pulmonary edema
 - infection
 - subcutaneous emphysema

H: Orthopedics

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
H: Orthopedics

Competency
H-1: Orthopedic Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

H-1-1 Demonstrate knowledge of anatomy, physiology, and pathophysiology related to the musculoskeletal system:

- determinants of normal structure and function
- symptoms indicating immediate and urgent need for intervention
- infection prevention, risks, exposure, and management
- indicators of illness, impairment, or trauma

H-1-2 Demonstrate knowledge and ability to assess and manage nursing care for conditions and injuries of the musculoskeletal system.

H-1-3 Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to medication management of orthopedic patients.

H-1-4 Demonstrate knowledge of orthopedic diagnostic tests and nursing implications:

- arthrogram
- blood tests
- bone scan
- computed tomography (CT scan)
- discography
- Doppler studies
- electromyography (EMG)
- magnetic resonance imaging (MRI)
- myelogram
- radiography

H-1-5 Demonstrate knowledge and ability to assess and manage ambulation and immobilization needs:

- braces and splints
- canes, crutches, walkers, wheelchairs
- external fixators
- mechanical lifts
- nutritional status
- pain management
- protective devices
- traction

Major Competency
H: Orthopedics

Competency
H-2: Traction and Immobilizers

Competency Statement - A Licensed Practical Nurse will:

- H-2-1 Demonstrate knowledge of indications and contraindications associated with use of traction and immobilizers.**
- H-2-2 Demonstrate knowledge and ability to assess and manage patient with traction and immobilization devices:**
- mobilization considerations
 - complications (compartment or compression syndrome, infection, bleeding)
 - neurovascular status
 - color, temperature, edema, movement, pulse, sensation (CTEMPS)
 - pain assessment
- H-2-3 Demonstrate knowledge and ability to assess and manage cast care:**
- bivalving
 - trimming and removing
 - windowing
 - univalving
- H-2-4 Demonstrate knowledge and ability to fit and apply pre-formed removable splints and braces:**
- adjustable knee braces (Zimmer splints)
 - clam shells
 - half slabs and back slabs
 - soft cervical collars
- H-2-5 Demonstrate knowledge and ability to manage nursing care for patient with traction or external fixators:**
- bucks
 - halo
 - manual
 - pin site
 - skeletal
 - skin
- H-2-6 Demonstrate knowledge of indications and contraindications associated with care of c-spine injury.**
- H-2-7 Demonstrate knowledge and ability to cut, form, and apply removable resting splint or immobilizer.**

I: Neurological

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
I: Neurological

Competency
I-1: Neurological Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

I-1-1 Demonstrate knowledge of anatomy, physiology, and pathophysiology related to illness, disorders and trauma of the neurological system:

- determinants of normal function
- impairment, shock
- illness, trauma, and surgery:
 - brain and spinal tumors
 - carotid endarterectomy
 - Guillain-Barre syndrome
 - Intracranial hemorrhage or pressure
 - meningitis
 - seizures and epilepsy
 - brain and spinal cord injury
 - stroke or transient ischemic attack

I-1-2 Demonstrate knowledge and ability to evaluate and monitor neurological vital signs:

- cranial nerve assessment
- motor assessment
- sensory assessment
- reflex assessment

I-1-3 Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to medication management in neurological nursing.

I-1-4 Demonstrate knowledge and understanding of indications, contraindications, and complications associated with neurological diagnostic tests and procedures:

- computer tomography (CT)
- angiography
- electroencephalography (EEG)
- magnetic resonance angiography (MRA)
- magnetic resonance imaging (MRI)
- ultrasonography (carotid Doppler, transcranial Doppler)
- radiography
- electromyography (EMG)
- nerve conduction studies
- lumbar puncture
- myelography
- electrocardiography (ECG)
- echocardiography
- transesophageal echocardiography (TEE)

I-1-5 Demonstrate knowledge and ability to anticipate and recognize actual or potential neurological crisis:

- abnormal respirations
- bradycardia and tachycardia
- decreased level of consciousness
- hypertension and hypotension
- hyperthermia and hypothermia
- widening pulse pressure

I-1-6 Demonstrate knowledge and ability to recognize signs and symptoms and implement interventions during a life threatening neurological event.

Major Competency
I: Neurological

Competency
I-1: Neurological Nursing and Interventions

A Licensed Practical Nurse will:

I-1-7 Demonstrate knowledge and ability to care for patients requiring advanced observation and interventions according to employer requirements.

I-1-8 Demonstrate knowledge and ability to assist or provide advanced physical assessment, monitoring, care, and interventions according to employer requirements:

- 12 and 15 lead ECG
- acid base balance
- acute pain management
- advanced swallowing assessment
- arterial blood gas analysis
- arterial line monitoring
- cerebral and cognitive function testing
- chest assessment and physiotherapy
- spinal and cranial nerve assessment
- fluid and electrolyte monitoring
- lumbar drain monitoring
- pressure monitoring
 - central venous pressure (CVP)
 - Intra-arterial line (IA)
 - Intra-cranial pressure (ICP)

Major Competency
I: Neurological

Competency
I-2: C-Spine Management

Competency Statement - A Licensed Practical Nurse will:

I-2-1 Demonstrate knowledge and ability to assess for spinal injury.

I-2-2 Demonstrate knowledge of best practices in cervical spine management.

I-2-3 Demonstrate knowledge of criteria for spinal immobilization and spinal precautions:

- neck and back pain with or without nerve involvement
 - degenerative bone disease
 - head and neck trauma
 - altered mental status or unconsciousness

I-2-4 Demonstrate knowledge and ability to apply and maintain spinal precautions:

- application, maintenance, and removal of cervical collars (soft, rigid)
- assist to stabilize spine with manual or mechanical traction
- logrolling
- maintain proper spinal and body alignment
- transportation precautions
- use of spine board or slider board

I-2-5 Demonstrate knowledge and ability to provide nursing care and interventions specific to a patient with a spinal injury:

- neurovascular status, sensation, and strength
- skin care and protective measures
- wounds and drainage
- nutrition, hydration, and elimination
- casts, halo traction, immobilizers
- comfort measures and pain management

J: Cardiovascular

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
J: Cardiovascular

Competency
J-1: Cardiovascular Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

J-1-1 Demonstrate knowledge and understanding of anatomy, physiology, and pathophysiology of the cardiovascular system and cardiovascular disease:

- cardiac cycle and conduction pathway
 - atherosclerosis
 - dysrhythmias
 - valve insufficiency or stenosis
 - cardiomyopathy
 - congenital heart disease or anomaly
 - pericarditis, myocarditis, endocarditis
- cardiovascular diseases and disorders
 - heart failure or organ system failure
 - hypercholesterolemia and dyslipidemia
 - hyper and hypotension
 - ischemic heart disease
 - peripheral artery disease
- blood pressure and central venous pressure
- decompensation, shock, hypovolemic shock

J-1-2 Demonstrate knowledge and ability to assess and monitor the cardiovascular patient:

- hemodynamics
- lab values and biochemical markers
- peripheral diagnostic interventional procedures
- renal sufficiency
- venous thromboembolism
- prepare patient for diagnostic procedures, treatments, and surgery
- sequential compression device
- vital signs
- differentiate normal rhythm and arrhythmia
- implement pre and post procedure protocols

J-1-3 Demonstrate knowledge and ability to utilize cardiac equipment:

- apply 3 and 5 lead electrocardiogram (ECG)
- apply telemetry equipment
- resuscitation equipment:
 - external defibrillator
 - non-invasive and mechanical ventilation
 - bag and mask
 - crash cart

J-1-4 Demonstrate knowledge of the use of cardiac devices:

- external cardiac pacing
- echocardiography
- 24 hour Holter monitor
- pacemaker
- central venous pressure (CVP) and arterial lines

Major Competency
J: Cardiovascular

Competency
J-1: Cardiovascular Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

J-1-5 Demonstrate knowledge and understanding of normal and abnormal lab values and cardiac markers.

J-1-6 Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to medication management in cardiovascular nursing according to employer requirements.

J-1-7 Demonstrate knowledge and understanding of indications, contraindications, and complications related to cardiovascular diagnostic tests and procedures:

- angiogram (radial, femoral)
- angioplasty and stents
- coronary artery bypass grafting
- echocardiogram (transthoracic, trans-esophageal)
- cardiac stress test
- radionuclide angiography:
 - MIBI scan (Cardiolite, Perantine)
 - multiple gated acquisition
 - thallium scan
- right heart catheterization
- tilt test

J-1-8 Demonstrate knowledge and ability to anticipate and recognize actual or potential life threatening health crisis:

- alteration in cardiac output
- impaired tissue perfusion (compartment syndrome)
- cardiac arrhythmias
- cardiac tamponade
- cardiomyopathy
- congenital heart defect
- congestive heart failure
- myocardial infarction
- shock

J-1-9 Demonstrate knowledge and ability to recognize signs and symptoms of a life threatening cardiac event and initiate or assist with cardio pulmonary resuscitation.

J-1-10 Demonstrate knowledge of internal and external cardiac pacing devices and indications for use:

- telemetry equipment
- external pace maker and implantable cardioverter defibrillator (ICD) complications:
 - failure to output
 - failure to capture
 - sensing abnormalities

Major Competency
J: Cardiovascular

Competency
J-1: Cardiovascular Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

J-1-11 Demonstrate knowledge and ability to care for patient requiring advanced cardiac observation and interventions:

- mechanical ventilation
- hemodynamic monitoring
 - central venous pressure (CVP)
 - arterial line

J-1-12 Demonstrate knowledge and ability to assist with or provide cardiac procedures and treatments:

- | | |
|---|---|
| <ul style="list-style-type: none">• assess and monitor diagnostic and lab values• 12 and 15 lead ECG application and interpretation<ul style="list-style-type: none">○ rhythm, rate, P-wave configuration, PR interval, QRS duration/configuration, inversion flattening, other wave anomalies | <ul style="list-style-type: none">• atrial fibrillation protocol• monitor and manage symptoms of arrhythmias and cardiac tamponade• monitor and remove radial bands• monitor femoral sheaths and epicardial pacing wires |
|---|---|

K: Surgical

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency

K: Surgical

Competency

K-1: Surgical Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

K-1-1 Demonstrate knowledge of clinical pathways related to surgical procedures:

- preoperative
- intraoperative
- postoperative
- anticipated and unanticipated outcomes
- complications

K-1-2 Demonstrate knowledge and ability to provide education to the surgical patient:

- deep breathing and coughing
- dietary needs and restrictions
- drains and tubes
- discharge planning
- incentive spirometry
- pain management
- mobility and exercise
- rehabilitation and restorative care
- referrals
- surgical site and wound management
- personal directives and Goals of Care

K-1-3 Demonstrate knowledge and ability to perform preoperative care according to employer requirements:

- confirm oral intake
- primary contact information
- ensure informed consent
- preoperative history and assessment
- pre-surgical preparation
- transfer patient to operating room

K-1-4 Demonstrate knowledge and ability to receive patient from recovery room and perform postoperative care:

- review and initiate postoperative orders
- initial and ongoing postoperative assessment:
 - binders and compression devices
 - casts, splints, orthopedic devices
 - cognitive and neurovascular status
 - dermatome checks
 - dressings, wounds, drainage devices
 - infusion therapy
 - vital signs
- safety precautions, mobilization, and transfer methods
- nutrition and elimination needs
- pain assessment and management

K-1-5 Demonstrate knowledge and ability to assess and manage surgical incision and wound care:

- dressings
- empty, irrigate, shorten, and remove drains
- packing, including removal

Major Competency
K: Surgical

Competency
K-2: Endoscopy

Competency Statement - A Licensed Practical Nurse will:

K-2-1 Demonstrate knowledge and ability to perform pre-procedural care for endoscopy patient:

- admission assessment
- complete health and medication history
- pre-procedural checklist
- medication administration

K-2-2 Demonstrate knowledge and ability to monitor procedural sedation:

- consider risks and precautions
- continuous assessment of patient status
- infusion management

K-2-3 Demonstrate knowledge and ability to perform post-procedural care:

- monitor vital signs
- pain and comfort management
- monitor and manage complications
- discharge teaching and referral

K-2-4 Demonstrate knowledge and ability to administer procedural sedation according to employer requirements.

K-2-5 Demonstrate knowledge and ability to assist with or perform endoscopy procedures according to employer requirements and physician direction with the exception of advancing or withdrawing (manipulating) the scope:

- upper and lower gastrointestinal procedures
- pulmonary procedures
- stabilize scope for visualization
- manage inflation and deflation
- sub mucosal and intramural injection and tattoo marking
- specimen procurement and clipping
- prepare cautery equipment and band devices
- prepare and deliver Hemospray
- prepare and label specimens

K-2-6 Demonstrate knowledge and ability to perform post-procedural equipment cleaning and preparation for sterilization, according to employer requirements.

Major Competency
K: Surgical

Competency
K-3: Post Anesthetic Recovery

Competency Statement - A Licensed Practical Nurse will:

K-3-1 Demonstrate knowledge and ability to receive and manage patient for post anesthetic recovery on a surgical unit:

- initial and continuing assessment:
 - monitor and manage infusions
 - level of consciousness
 - pain and comfort management
 - output (urine, blood)
 - vital signs
 - wounds and drains
 - emergence from anesthesia
- medication administration
- monitor for changes in patient status
- postoperative complications
- post-operative checklist and documentation

K-3-2 Demonstrate knowledge and ability to receive and manage patient for immediate post anesthetic recovery in post anesthetic care unit (PACU):

- initial and continuing assessment:
 - monitor and manage infusions
 - level of consciousness
 - pain and comfort management
 - output (urine and blood)
 - vital signs
 - wounds and drains
 - emergence from anesthesia
- obtain specimens
- administer medications
- monitor for changes in patient status
- post-operative complications
- consult and collaborate with inter-professional team
- determine transfer out of post anesthetic care unit
- post-operative checklist and documentation

L: Maternal & Newborn

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
L: Maternal & Newborn

Competency
L-1: Maternal Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

- L-1-1 Demonstrate knowledge of anatomy and physiological changes during pregnancy.**
- L-1-2 Demonstrate knowledge and ability to perform holistic health assessment and history:**
- signs and symptoms of pregnancy
 - last menstrual cycle
 - expected date of delivery (confinement)
 - number of pregnancies (gravida, para)
 - fundal height
 - auscultation of fetal heart
 - routine and non-routine lab collection and results
 - identify potential risk factors
 - health and genetic concerns
 - sexually transmitted infections
 - socio-economic status
 - substance use or abuse
- L-1-3 Demonstrate knowledge to assess fetal positioning and movement and offer interventions as appropriate.**
- L-1-4 Demonstrate knowledge of commonly known complications associated with pregnancy:**
- abruptio placenta
 - ectopic pregnancy
 - effects of substance use or abuse
 - fetal growth anomalies
 - gestational diabetes mellitus
 - hyperemesis gravidarum
 - hypertensive disorder (preeclampsia)
 - malposition of fetus
 - placenta previa
 - pre-term labor
 - spontaneous or missed abortion
- L-1-5 Demonstrate knowledge and ability to provide pre-operative care to patient undergoing emergency or elective caesarean section.**
- L-1-6 Demonstrate knowledge of stages of labor and delivery:**
- Stage 1 - onset , effacement, and dilation of cervix
 - Stage 2 - full cervix dilation to delivery of baby
 - Stage 3 – delivery of placenta
 - Stage 4 – recovery following delivery
- L-1-7 Demonstrate knowledge and ability to perform health assessment and collection of admission information specific to maternal nursing:**
- last menstrual cycle
 - expected date of delivery (confinement)
 - number of pregnancies (gravida, para)
 - fundal height
 - auscultation of fetal heart
 - tests and treatments
 - lab collection and results
 - awareness and respect for culturally related practices and beliefs
 - prenatal records and history
 - risk factors
 - health and genetic concerns
 - sexually transmitted infection
 - socioeconomic status
 - substance use or abuse

Major Competency
L: Maternal & Newborn

Competency
L-1: Maternal Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

L-1-8 Demonstrate knowledge and ability to assist authorized professional(s) during management of labour and delivery:

- vaginal exams
- artificial rupture of membranes
- epidural anesthesia or analgesia
- pharmacological induction
- APGAR scoring
- cord blood sample
- examination of placental tissue and cord structure

L-1-9 Demonstrate knowledge and ability to provide ongoing assessment, monitoring, and care of laboring patient in collaboration with authorized professional(s):

- coach patient and partner
- infusion therapy
- medication administration
- non-pharmacological comfort measures
- specimen collection and testing
- nitrous oxide

L-1-10 Demonstrate knowledge and ability to provide initial assessment, care and medications to a newborn.

L-1-11 Demonstrate knowledge and ability to assist authorized professional(s) with managing post-delivery complications.

L-1-12 Demonstrate knowledge and ability to provide compassionate care for patient, family, and others in the event of an unexpected still birth or death of newborn.

L-1-13 Demonstrate knowledge and ability to collaborate with authorized professional(s) in the delivery of pre-term, non-viable fetal termination induction:

- assist with induction medication protocol
- assess cessation of fetal heart
- compassion and support for patient, family, and others
- ongoing monitoring and care of laboring patient
 - non-pharmacological comfort measures
 - medication administration

L-1-14 Demonstrate knowledge and ability to collaborate with authorized professional(s) in the delivery of non-viable fetus:

- ongoing monitoring and care of laboring patient
- non-pharmacological comfort measures
- medication administration
- procure specimens according to employer requirements
- provide care of body respecting patient, family, cultural wishes
- provide supportive environment for family

Major Competency
L: Maternal & Newborn

Competency
L-1: Maternal Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

L-1-15 Demonstrate knowledge and ability to manage post-mortem care of non-viable fetus according to employer requirements, respecting cultural and spiritual practices.

L-1-16 Demonstrate knowledge of the physiological process of involution of the uterus following childbirth.

L-1-17 Demonstrate knowledge and ability to provide post-operative care to patient following caesarean section:

- bowel and bladder function
- incision care and dressing changes
- pain management
- post anesthetic and epidural protocols
- post-operative hemorrhage
- post-surgical precautions

L-1-18 Demonstrate knowledge and ability to recognize and assess post-partum complication:

- abnormal vital signs
- boggy fundus
- deep vein thrombosis
- difficulty voiding
- edema
- hemorrhage
- clots, tissue, or infection
- seizure

L-1-19 Demonstrate knowledge and ability to provide health teaching and coaching in post-natal and newborn care:

- changes in family dynamics
- community resources
- discharge planning
- feeding (breast or bottle)
- importance of bonding
- importance of hydration, diet, and rest
- resuming sexual activity
- signs and symptoms of post-partum depression
- skin to skin contact with newborn

L-1-20 Demonstrate knowledge and ability to provide advanced health teaching and coaching as a lactation consultant.

Note: Application of non-ionizing radiation including any application of ultrasound to a fetus is not authorized under the LPN Profession Regulation (2003) without physician supervision.

Major Competency
L: Maternal & Newborn

Competency
L-2: Newborn Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

L-2-1 Demonstrate knowledge and ability to perform initial and ongoing assessment of newborn:

- monitoring intake/output
- latching and feeding
- specimen collection and testing
 - phenylketonuria (PKU)
 - bilirubin
 - blood glucose

L-2-2 Demonstrate knowledge and ability to recognize signs and symptoms of newborn distress and respond immediately.

L-2-3 Demonstrate knowledge and ability to manage newborn complications:

- blood glucose level
- latching and feeding
- jaundice
- physical or genetic anomalies
- substance withdrawal
- unexpected death

L-2-4 Demonstrate knowledge and ability to assist authorized professional(s) with transferring newborn to specialized care.

L-2-5 Demonstrate knowledge and ability to provide discharge teaching for newborn care:

- bathing of newborn
- cord care
- latching and feeding
- importance of bonding
- importance of hydration
- newborn and car seat safety
- skin to skin contact
- community health nurse visits
- pediatrician and physician follow-up
- referrals to other health professionals

L-2-6 Demonstrate knowledge and ability to perform holistic assessment on critical care newborn:

- admission assessment
- advanced neonatal physiological systems assessment
- neonatal pain, agitation and sedation scale (N-PASS):
 - crying and irritability
 - behavior state
 - facial expression
 - extremities tone
 - vital signs

L-2-7 Demonstrate knowledge of common reasons for neonatal admission to intensive care unit:

- complications following delivery
- low birth weight
- medical conditions or birth defect
- multiples (twins, triplets)
- premature birth
- substance withdrawal

L-2-8 Demonstrate knowledge and ability to monitor clinical manifestations of critically ill or premature newborn.

Major Competency
L: Maternal & Newborn

Competency
L-2: Newborn Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will

L-2-9 Demonstrate knowledge of specialized equipment pertaining to care of critically ill or premature newborn.

L-2-10 Demonstrate knowledge and ability to provide interventions for critically ill or premature newborn:

- APGAR scoring
- arterial line monitoring
- blood and blood product monitoring
- blood draws
- blood glucose monitoring
- gavage or tube feeding
- oxygen therapy
- phenylketonuria (PKU)
- parenteral nutrition monitoring
- temperature management

L-2-11 Demonstrate knowledge and ability to provide fluids and medication by infusion to critically ill and premature newborn:

- peripheral central line (PICC)
- direct administration (push)
- peripheral intravenous infusion
- umbilical venous catheter (UVC)

L-2-12 Demonstrate knowledge and ability to provide teaching and support to family of critically ill or premature newborn during care and upon discharge:

- latching and feeding
- coping skills
- infection prevention and control
- multiple infusion lines
- advanced treatments
- vaccination schedules
- special care and precautions
- referrals to other health professionals
- community health nurse visits
- pediatrician/physician follow-up
- compassionate care in the event of newborn death

Major Competency
L: Maternal & Newborn

Competency
L-3: Neonatal Resuscitation

Competency Statement - A Licensed Practical Nurse will:

L-3-1 Demonstrate knowledge of normal physiological changes of newborn occurring with birth.

L-3-2 Demonstrate knowledge of pathophysiology of asphyxia and apnea in newborn.

L-3-3 Demonstrate knowledge and ability to perform care and holistic rapid assessment of newborn in distress:

- term gestation
- respiratory effort (breathing or crying)
- muscle tone
- temperature management
- position, clear airway
- dry, stimulate, reposition
- determine need for resuscitation

L-3-4 Demonstrate knowledge and ability to perform resuscitation of new born:

- provide supplemental oxygen
- perform chest compressions
- administer medications
- monitor oxygen level

L-3-5 Demonstrate knowledge and ability to assist authorized professional(s) with additional resuscitation interventions for newborn in persistent distress:

- identify need for intubation
- provide PPV or continuous positive airway pressure (CPAP)
- perform chest compressions
- administer medications as appropriate

L-3-6 Demonstrate knowledge and ability to assess for complications and manage care of successfully resuscitated at risk newborn:

- feeding and fluid management
- hypo or hyperglycemia
- hypo or hypertension
- metabolic acidosis
- organ system complications
- respiratory complications
- seizures
- temperature management
- lab values

M: Pediatrics

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency

M: Pediatrics

Competency

M-1: Pediatric Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

M-1-1 Demonstrate knowledge of stages of growth and development of pediatric patient.

M-1-2 Demonstrate knowledge of common pediatric diseases and medical conditions:

- asthma
- congenital anomalies
- congenital heart disease
- cystic fibrosis
- Down syndrome
- muscular dystrophy
- spectrum disorders (autism, fetal alcohol)

M-1-3 Demonstrate knowledge and ability to identify, manage, and report signs or symptoms of abuse of pediatric patient according to legislation and employer requirements.

M-1-4 Demonstrate knowledge and ability to assess risk and implement safety measures for pediatric patient according to employer requirements.

M-1-5 Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to pediatric patient.

M-1-6 Demonstrate knowledge and ability to adapt care to provide optimum nutrition for pediatric patient:

- adaptive devices
- allergies, sensitivities, preferences
- conducive environment
- cultural and religious influences
- feeding techniques
- nutritional requirements and supplements
- sensory deficits

M-1-7 Demonstrate knowledge and ability to assess home environment, family dynamics, and access to resources.

M-1-8 Demonstrate knowledge and ability to provide compassionate, evidence informed end of life care for pediatric patients integrating palliative principles and values:

- appropriate palliative analgesia
- holistic care
- open dialogue regarding end of life
- spiritual and religious
- symptom management and comfort measures

M-1-9 Demonstrate knowledge and ability to assess and provide pain management for pediatric patient:

- physical
- psychological
- pharmacological
- cultural influence
- medication history
- subjective and objective data

N: Mental Health and Addiction

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
N: Mental Health and Addiction

Competency
N-1: Mental Health and Addiction Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

- N-1-1 Demonstrate knowledge and application of legislation pertaining to mental health and addictions.**
- N-1-2 Demonstrate knowledge and ability to provide evidence informed person centered care in relation to mental health and addiction nursing:**
- engage patient in plan of care
 - identify role of guardian or agent
 - treatment regimen
- N-1-3 Demonstrate knowledge and ability to recognize mental illness from mental wellness.**
- N-1-4 Demonstrate knowledge and understanding of mental health condition or illness:**
- anxiety and adjustment disorders
 - alcohol and substance related disorders
 - dementia and Alzheimer’s disease
 - brain injury
 - developmental and spectrum disorders
 - eating disorders
 - mood disorders
 - personality disorders
 - post-traumatic stress disorder
 - psychosis related disorders
 - suicidal ideation
- N-1-5 Demonstrate knowledge and understanding of developmental and childhood spectrum disorders and the potential future implications for health and wellness.**
- N-1-6 Demonstrate knowledge and ability to support patient, family, and others with coping strategies and community based resources.**
- N-1-7 Demonstrate knowledge and ability to perform holistic mental health assessments of patient, family, and groups in a variety of healthcare settings across the continuum of care.**
- N-1-8 Demonstrate knowledge and parameters of diagnostic tools used in mental health assessment:**
- Agitated Behavior Scale
 - Diagnostic and Statistical Manual of Mental Disorders Volume 5 (DSM-5)
 - Geriatric Depression Scale
 - Mini Mental State Examination (MMSE)
 - Montreal Cognitive Assessment (MoCA)
 - Screening for Distress and suicide risk
 - Sleep Study
- N-1-9 Demonstrate knowledge and ability to assess and manage signs and symptoms of a change in mental health status:**
- behavioral
 - emotional
 - intellectual
 - level of alertness and activity
 - perception of reality
 - suicidal ideation

Major Competency
N: Mental Health and Addiction

Competency
N-1: Mental Health and Addiction Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

N-1-10 Demonstrate knowledge and ability to assess and manage signs and symptoms associated with substance abuse:

- dependency
- intoxication
- relapse
- withdrawal

N-1-11 Demonstrate knowledge and ability to assess and manage mental health and addiction patients with concurrent conditions:

- acquired immune deficiency syndrome (AIDS)
- endocrine imbalance
- hepatitis C
- human immunodeficiency virus infection
- physical or physiological
- pregnancy
- psychotic illness

N-1-12 Demonstrate knowledge and ability to recognize stressors associated with mental health and addiction:

- access to resources and services
- adaptability to change/coping skills
- behavioral manifestations
- social determinants of health
- stigma
- barriers to recovery

N-1-13 Demonstrate knowledge and ability to recognize and intervene in crisis situations.

N-1-14 Demonstrate knowledge and ability to implement or assist with psychosocial interventions in consultation with authorized professional(s):

- art and music therapy
- behavior modification
- cognitive behavioral therapy
- drug recovery
- family therapy
- motivational therapy
- occupational therapy
- peer and group therapy
- positive and negative reinforcement
- psychoanalysis
- psychotherapy

N-1-15 Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to medication management in mental health and addiction nursing.

N-1-16 Demonstrate knowledge and ability to assist with provision of electroconvulsive (ECT) therapy:

- pre and post procedural assessments and care
- intraprocedural assessment, monitoring, and care
- ongoing patient observation

Major Competency
N: Mental Health and Addiction

Competency
N-2: Managing Aggressive Responses

Competency Statement - A Licensed Practical Nurse will:

- N-2-1 Demonstrate knowledge and ability to identify physiologic determinants and behavioral predispositions for aggressive patient response towards self and others.**
- N-2-2 Demonstrate knowledge and ability to assess signs of potential aggression and implement preventative measures.**
- N-2-3 Demonstrate knowledge and ability to apply physical, chemical, or environmental restraints according to appropriate use and employer requirements.**
- N-2-4 Demonstrate knowledge and ability to promote safety of self and others when managing aggressive patient responses.**
- N-2-5 Demonstrate knowledge and ability to complete post incident management according to employer requirements.**

O: Emergency

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency

O: Emergency

Competency

O-1: Emergency Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

O-1-1 Demonstrate knowledge and ability to perform a holistic health assessment:

- current status
- health and medication history
- psychosocial
- physiological

O-1-2 Demonstrate knowledge and ability to perform nursing procedures and interventions in an emergency setting according to employer requirements.

O-1-3 Demonstrate knowledge and ability to obtain, assess, and monitor diagnostic tests and lab values according to employer requirements.

O-1-4 Demonstrate knowledge and ability through additional education or certification in emergency assessment, intervention, and care:

- advanced cardiac life support
- pediatric advanced life support
- neonatal resuscitation
- critical care and emergency nursing
- trauma nursing and triage
- immunization certificate

O-1-5 Demonstrate knowledge and ability to perform a rapid primary initial assessment utilizing the Canadian Triage and Acuity Scale (CTAS):

- Level 1- Resuscitation- threats of life, immediate, aggressive intervention required
- Level 2- Emergency- potential risk to life or limb, rapid medical intervention required
- Level 3- Urgent- conditions could progress to serious problem requiring emergency intervention
- Level 4- Less Urgent- conditions would benefit from intervention in 1-2 hours to avoid potential deterioration
- Level 5- Non-Urgent- investigations and interventions could be delayed or referred

P: Gerontology

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
P: Gerontology

Competency
P-1: Gerontology Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

- P-1-1 Demonstrate knowledge of effects of the aging process on anatomy and physiology related to health, wellness, and restorative care.**
- P-1-2 Demonstrate knowledge and ability to plan, implement and evaluate healthy living/aging initiatives for individuals, groups, and community.**
- P-1-3 Demonstrate knowledge and ability to assess risk and implement safety measures specific to gerontological patient:**
- environmental
 - psychosocial
 - physiological
- P-1-4 Demonstrate knowledge and ability to apply effective interpersonal communication skills with gerontological patient, accommodating for cognitive and sensory changes.**
- P-1-5 Demonstrate knowledge of legislation affecting gerontology nursing and the gerontological patient.**
- P-1-6 Demonstrate knowledge and ability to create environments and networks that enable healthy aging and restorative care.**
- P-1-7 Demonstrate knowledge and ability to assess chronic disease and multisystem health issues:**
- activities of daily living (ADLs)
 - auditory and visual screening
 - bowel and bladder continence
 - Braden scale
 - chronic disease index
 - dementia assessment
 - delirium screening
 - elder abuse and neglect screening
 - falls risk
 - lifestyle choices
 - functional assessment
 - geriatric depression scale
 - nutrition, hydration and oral health assessment
 - Resident Assessment Instrument (InterRAI)
- P-1-8 Demonstrate knowledge and ability to assess pain, provide comfort measures, and pain management:**
- history and physical examination
 - patient appropriate pain scale
 - chronic and acute

Major Competency
P: Gerontology

Competency
P-1: Gerontology Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

P-1-9 Demonstrate knowledge and ability to provide optimum nutrition and hydration:

- adaptive devices and feeding techniques
- allergies, sensitivities, preferences
- conducive environment
- cultural and religious influences
- nutritional requirements and supplements
- oral health and swallowing assessment
- sensory deficits

P-1-10 Demonstrate knowledge and ability to assess and facilitate elimination needs of gerontological patient:

- observe signs and symptoms
- recognize needs of cognitively impaired
- support bladder and bowel retraining

P-1-11 Demonstrate knowledge and ability to promote skin integrity and perform skin assessment and wound care.

P-1-12 Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific for gerontological patient:

- multiple prescriptions (polypharmacy)
- medication reconciliation
- non-pharmaceutical and complementary therapies
- interactions and adverse reactions

P-1-13 Demonstrate knowledge and ability to identify and manage situations and stressors related to elder abuse:

- financial or material
 - limited social services
 - exploitation or dependence
- physical, psychological, emotional, sexual
 - chronic or debilitating disease
 - substance abuse and addiction
- neglect or abandonment
- stressors
 - cultural roles, beliefs and practices
 - family dynamics
 - reluctance to report
 - caregiver exhaustion

P-1-14 Demonstrate knowledge and ability to provide support and resources to gerontological patient, family and others:

- decision-making
- patient behavior and condition change
- healthy lifestyle & quality of life
- Goals of Care and personal directives
- guardianship or trusteeship
- personal loss & bereavement support
- neurocognitive deficit
- palliative and end of life care
- supports for activities of daily living (ADLs)

Major Competency
P: Gerontology

Competency
P-2: Cognitive Care

Competency Statement - A Licensed Practical Nurse will:

P-2-1 Demonstrate knowledge and ability to recognize and assess neurocognitive impairment:

- agitation and aggression
- delirium
- dementia
- delusion
- depression
- memory loss

P-2-2 Demonstrate knowledge and ability to assess and recognize physiological causes for cognitive changes:

- age related changes
- cardiovascular (hypertension, myocardial infarction, coronary artery disease, transient ischemic attack)
- alcoholism and substance use
- stress, anxiety, depression
- fluid and electrolyte imbalance
- diabetes
- infection and sepsis
- pain (observed or perceived)
- vitamin and hormone deficiencies

P-2-3 Demonstrate knowledge and ability to provide cognitive activities to support healthy lifestyle choices and restorative care:

- promote functional cognition
- provide social activities:
 - intellectual and mental stimulation
 - socialization
- integrate additional therapies into care:
 - occupational therapy
 - physiotherapy
 - recreation therapy

Major Competency
P: Gerontology

Competency
P-3: Dementia Care

Competency Statement - A Licensed Practical Nurse will:

P-3-1 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 patient preferences and social history
- recognize and manage ethical issues
- collaborate with other health professionals and volunteers

P-3-2 Demonstrate knowledge and ability to adapt communication to cognitive and emotional needs of patient with dementia:

- address patient by name
- avoid arguing, confrontation
- identify non-verbal expression of physical discomfort and pain
- provide simple choices and redirect
- utilize verbal encouragers and respectful manner

P-3-3 Demonstrate knowledge and ability to recognize and manage responsive behaviors:

- identify potential causes or triggers
- protect patient from risk of harm
- promote independence in activities of daily living
- plan prevention or modification strategies
- document and report circumstances related to distress behaviors

P-3-4 Demonstrate knowledge and ability to promote an optimal environment for patient with dementia focused on safety and independence:

- encourage use of auditory, visual, mobility and memory aids
- limit use of restraints according to employer requirements (chemical, physical and environmental)
- provide sheltered freedom:
 - consistent and individualized routines
 - familiar caregivers
 - appropriate activities
 - reminescent therapy
 - social interaction (family, pets, intergenerational)

Major Competency
P: Gerontology

Competency
P-4: Assessment and Planning in Continuing Care

Competency Statement - A Licensed Practical Nurse will:

P-4-1 Demonstrate knowledge of assessment and care planning tools utilized in continuing care such as:

- Resident Assessment Instrument (RAI)
- Minimum Data Set (MDS) 2.0

P-4-2 Demonstrate knowledge and ability to utilize assessment and care planning tools as applicable to clinical role.

P-4-3 Demonstrate knowledge and ability to coordinate identified patient needs in developing plan of care:

- perform initial and ongoing assessments
- align data collected with plan of care
- adjust plan of care as necessary

P-4-4 Demonstrate knowledge and ability to manage reporting of data collected through assessment and care planning tools:

- accurate coding of data collected
- monitor and audit data collected
- effective computer and data entry skills
- submit reporting as required
- complete internal and external reports

P-4-5 Demonstrate knowledge and ability to evaluate collected data and identify:

- benchmarking
- quality assurance measures
- feasibility of future program development
- workload prioritization and scheduling

Q: Palliative Care

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency

Q: Palliative Care

Competency

Q-1: Palliative Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

Q-1-1 Demonstrate knowledge of the philosophy of a palliative care approach that begins at the onset of a life limiting illness.

Q-1-2 Demonstrate knowledge and ability to integrate palliative principles and values, standards, and guidelines throughout the dying process across all care settings:

- based on the dignity and integrity of the therapeutic relationship
- based on knowledge and research
- person centered care
 - patient identifies members of “family”
 - respecting needs, expectations, hopes, and goals
 - recognize each person is unique and valued before and after death
 - respect autonomy and the right to refuse care
 - support quality of life as defined by the patient

Q-1-3 Demonstrate and practice self-reflection, self-awareness, and self-care:

- recognize personal beliefs and biases
- develop and maintain personal health, wellness, and professional development
- provide empathetic, compassionate care
- establish and maintain therapeutic and professional boundaries
- recognize capacity to be in the presence of person and family throughout the dying process

Q-1-4 Demonstrate knowledge and ability to perform holistic nursing assessment of the palliative care patient:

- ongoing assessment of physical symptoms and psychosocial well being
- goals of care and legal directives
- effective communication and collaboration
- advocacy and appropriate referrals

Q-1-5 Demonstrate knowledge and ability to recognize pattern of decline associated with the dying process.

Q-1-6 Demonstrate knowledge of signs and symptoms associated with imminent death.

Q-1-7 Demonstrate ability to provide care for patient, family and others when death is imminent, at the time of death, and following death.

Major Competency

Q: Palliative Care

Competency

Q-1: Palliative Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

Q-1-8 Demonstrate knowledge and ability to provide psychosocial support:

- create safe, nurturing environment
- communicate with respect, empathy, and compassion
- facilitate conversation regarding goals of care
- encourage expression of feelings, hopes, and concerns
- provide opportunity for patient to reminisce
- respect social, cultural, spiritual values
- respect loss as universal experience
- identify complicated grief and existential stress
- provided appropriate referral

Q-1-9 Demonstrate knowledge and ability to anticipate, assess, and manage symptoms during the dying process:

- agitation, restlessness, and delirium
- anorexia and cachexia
- dehydration and constipation
- dyspnea and fatigue
- pain and discomfort
- nausea and vomiting

Q-1-10 Demonstrated knowledge and ability to enhance physical comfort:

- non-pharmacological comfort measures and comfort rounds
- medications for symptom management
- referrals to palliative care specialist or inter-professional team as necessary

Q-1-11 Demonstrate knowledge and ability to recognize and respond to caregiver needs:

- provide compassionate, non-judgmental support
- respect level of participation in care
- provide information about support services
- respect right to refuse services
- support role as caregiver or decision maker
- support need to balance work and other responsibilities
- respect religious, cultural, and traditional beliefs and practices

R: Community Health

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
R:Community Health

Competency
R-1: Community Health Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

R-1-1 Demonstrate knowledge and ability to apply the nursing process in community health nursing for individuals, groups, and communities:

- holistic health assessments
- program planning
- implementation of services
- evaluation of outcomes

R-1-2 Demonstrate knowledge and ability to practice in accordance with professional legislation, regulation, and standards for community health nursing.

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:

- advocate for patient
- assess and manage risk
- assess, identify, and evaluate care goals
- maintain and restore health
- practice cultural competence
- promote disease and injury prevention
- promote health, rehabilitation, restoration
- provide palliation
- support care transitions

R-1-4 Demonstrate knowledge of social determinants of health and how they impact individuals, groups, and communities.

R-1-5 Demonstrate knowledge of the concepts of health promotion, prevention, and restoration in community health nursing.

R-1-6 Demonstrate knowledge and ability to provide community health nursing to meet the needs of patients in diverse settings:

- patient homes and facilities
- community and street clinics
- public health centers
- correctional facilities
- hospices
- nursing outposts
- educational facilities
- youth centers and group homes

R-1-7 Demonstrate knowledge and ability to provide informal and formal leadership in community health settings:

- assess and utilize resources
- promote healthy living environments and networks
- develop chronic disease management initiatives
- implement strategic initiatives
- perform triage in various settings
- apply community health principles and practices
- engage community based resources and experts
- guide individuals and groups in conflict resolution
- facilitate and lead education
- perform management and administrator role

Major Competency
R:Community Health

Competency
R-2: Health Promotion and Services

Competency Statement - A Licensed Practical Nurse will:

- R-2-1 Demonstrate knowledge and ability to utilize tools and strategies to address health promotion for individuals, groups, and communities, considering the social determinants of health.**
- R-2-2 Demonstrate knowledge and ability to plan and participate in primary, secondary, and tertiary disease prevention:**
- assess risk and prevent onset
 - reduce impact and progression
 - promote rehabilitation and restoration
 - encourage healthy lifestyle choices
 - promote healthy social and physical environments
- R-2-3 Demonstrate knowledge and ability to recognize and manage safety concerns:**
- implement prevention strategies
 - reduce safety hazards
 - care environment
 - unsafe and aggressive behavior
- R-2-4 Demonstrate knowledge and ability to organize and manage patient and family case conferences.**
- R-2-5 Demonstrate knowledge and ability to assign, educate and supervise regulated and unregulated providers in community health settings:**
- implement assignment of care
 - ensure continuity of care
 - provide mentorship and guidance
 - evaluate and reassess as necessary
- R-2-6 Demonstrate knowledge and ability to plan, facilitate and coordinate access to healthcare services:**
- physician
 - pharmacist
 - social services
 - home care services
 - allied health professional services
 - specialized services
- R-2-7 Demonstrate knowledge and ability to identify and adapt services for at risk individuals, groups, and communities based on the social determinants of health.**

Major Competency
R:Community Health

Competency
R-3: Public Health and Clinic Nursing

Competency Statement - A Licensed Practical Nurse will:

- R-3-1 Demonstrate knowledge and ability to participate in public health population assessment and evaluation.**
- R-3-2 Demonstrate knowledge and ability to apply community and primary health principles in clinic and public health nursing.**
- R-3-3 Demonstrate knowledge and ability to develop and deliver health promotion and disease prevention programs and nursing services for patients and families in public health or clinic settings:**
- Healthy Beginnings Postpartum Program
 - child and youth programs
 - school health programs
 - chronic disease management
 - emergency preparedness and response
 - coordination, consultation, referral
 - injury prevention and rehabilitation
 - infection prevention and control
 - patient triage
 - screening and disease prevention
 - communicable diseases
 - breast and cervical cancer
 - immunization management
 - implement immunization schedules
 - travel health protocols
 - vaccine administration
 - allergy testing
 - clinic coordination and management
 - specimen collection
 - cervical (PAP)
 - sexually transmitted infections

S: Oncology

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency

S: Oncology

Competency

S-1: Oncology Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

S-1-1 Demonstrate knowledge of pathophysiology, disease progression, and treatment of cancers found across the lifespan:

- autoimmune
- bone, soft tissue, cutaneous
- brain and central nervous system
- breast
- colorectal
- endocrine
- gastrointestinal
- genito-urinary
- gynecological
- head and neck
- leukemia, lymphoma, myeloma
- lung

S-1-2 Demonstrate knowledge of the indications, risk factors, and side effects related to:

- hormone and biotherapy
- chemotherapeutic agents
- combined modalities
- complementary and alternative therapies
- stem cell transplant
- radiation therapy
- surgery (diagnostic and treatment)
- palliation

S-1-3 Demonstrate knowledge and ability to manage care related to malignant disease progression:

- signs and etiology of symptoms
- co-morbidities
- complications
- risk factors and genetic predisposition
- prognosis
- acute and chronic physical changes
- surgery (diagnosis/treatment)
- treatment modalities
- treatment side effects
- palliation

S-1-4 Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to medication management in oncology nursing.

S-1-5 Demonstrate knowledge and ability to assist with invasive treatments and procedures associated with oncology nursing.

S-1-6 Demonstrate knowledge and ability to assess, monitor, and identify oncologic urgent and emergent events and manage in collaboration with inter-disciplinary team:

- antidiuretic hormone secretion
- disseminated intravascular coagulation
- hemorrhage
- hypercalcemia
- malignant bowel obstruction
- neoplastic cardiac tamponade
- post-surgical complications
- sepsis/febrile neutropenia
- spinal cord compression
- superior vena cava syndrome
- tumor lysis syndrome

S-1-7 Demonstrate knowledge and ability to support patient navigation of the healthcare system in collaboration with inter-professional team.

T: Occupational Health and Safety

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
T: Occupational Health and Safety

Competency
T-1: Occupational Health and Safety Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

T-1-1 Demonstrate knowledge of concepts of occupational health and safety:

- emergency preparedness and response
- handling of hazardous materials
- health screening and testing
- infection prevention and control
- illness and injury prevention
- disability management
- personal protective equipment
- physical and psychological safety
- wellness and health promotion
- workplace safety

T-1-2 Demonstrate knowledge and understanding of legislation, regulation, and standards related to occupational health and safety:

- Occupational Health and Safety Act, Regulation, and Code
- Transportation of Dangerous Goods
- Workplace Hazardous Materials Information System (WHMIS)

T-1-3 Demonstrate knowledge and obtain advanced competence in:

- audiometric testing
- emergency medical response
- ergonomic assessment
- immunization
- industrial first aid
- spirometry and pulmonary function testing
- vision screening
- hazard and exposure assessment (industrial hygiene)

T-1-4 Demonstrate knowledge and ability to assess and manage an occupational health and safety culture in the work environment:

- program development, administration, and evaluation
- partner in injury reduction initiatives

T-1-5 Demonstrate knowledge and ability to manage workplace illness and/or injury:

- provide immediate emergency response and treatment
- report according to workers compensation act
- perform post-accident assessments
- assess and manage trends in occupational injury and illness
- support to ill or injured worker
- refer for treatment as appropriate
- collaborate with worker and Workers Compensation Board:
 - recovery, rehabilitation, retraining
 - worksite assessment
 - provision of modified work
 - return to work planning

T-1-6 Demonstrate knowledge and ability to provide occupational health and safety education and training:

- OHS orientation and training programs
- workplace safety
- hazards and implementing controls

U: Medication Management

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
U: Medication Management

Competency
U-1: Principles of Pharmacology

Competency Statement - A Licensed Practical Nurse will:

U-1-1 Demonstrate knowledge of common drug origins:

- animal (hormones, enzymes)
- chemical synthesis (antibiotics, steroidal, radioactive)
- natural (plant, mineral, herbal remedies)

U-1-2 Demonstrate knowledge and understanding of the principles of pharmacology:

- pharmacokinetics
 - absorption
 - distribution
 - metabolism
 - excretion
- pharmacodynamics
 - adverse effect
 - allergic reaction or anaphylaxis
 - antagonistic effect
 - complementary and alternative therapy interactions
 - desired effect
 - drug interactions
 - drug toxicity
 - duration of action
 - idiosyncratic reactions
 - synergistic effect
 - therapeutic duration

U-1-3 Demonstrate knowledge of routes for medication administration:

- gastrointestinal (oral, enteral)
- inhalational
- intra-arterial
- intracerebral
- intradermal
- percutaneous, epicutaneous, subcutaneous
- intramuscular
- intraosseous
- intrathecal
- intravenous
- intravesical
- mucous membranes (sublingual, buccal, nasal, optic, otic, vaginal, rectal)

U-1-4 Demonstrate knowledge and understanding of medication action and effect for patients across the lifespan and associated nursing implications:

- indications and contraindications
- interactions
- lab values
- expected outcomes
- risk factors
- adverse reactions and side effects

U-1-5 Demonstrate knowledge and ability to access credible resources for information and research related to medications prior to administration.

Major Competency
U: Medication Management

Competency
U-1: Principles of Pharmacology

Competency Statement - A Licensed Practical Nurse will:

U-1-6 Demonstrate knowledge and ability to apply infection prevention and control standards in safe storage, handling, removal, and disposal of medications according to employer requirements:

- antineoplastic
- autoimmune
- cytotoxic
- biological
- hormones
- insulin
- narcotics
- known hazardous
- vasodilators
- bronchodilators

U-1-7 Demonstrate knowledge and ability to perform drug counts on controlled medications according to employer requirements:

- maintain accurate record
- accurately record addition and/or removal
- participate in shift count and accurately record inventory
- co-sign waste of controlled medication

U-1-8 Demonstrate knowledge and ability to report adverse events and medication errors according to legislation and employer requirements.

Major Competency
U: Medication Management

Competency
U-2: Medication Preparation and Administration

Competency Statement - A Licensed Practical Nurse will:

U-2-1 Demonstrate knowledge and understanding of the National and Alberta Drug Schedules:

- Schedule 1: drugs requiring a prescription as a condition of sale
- Schedule 2: drugs available without a prescription but must be obtained from a pharmacist
- Schedule 3: drugs available without a prescription from the self-selection section of a pharmacy
- Unscheduled: drugs not listed in a National or Provincial schedule and may be sold from any retail outlet

U-2-2 Demonstrate knowledge and ability to accept, process, verify, and initiate written, verbal, telephone, or electronic medication orders considering:

- date and time prescribed
- patient's full name
- medication name, strength, and dosage
- route, frequency, duration
- authorized prescriber (name, signature, designation)
- order is accurate, appropriate, and complete
- follow up with authorized prescriber as necessary

U-2-3 Demonstrate knowledge and ability to accurately calculate dosages, concentrations, rates, and volumes using formulas and standards of measurement associated with medication administration.

U-2-4 Demonstrate knowledge and ability to perform patient assessment prior to medication administration.

U-2-5 Demonstrate knowledge and ability to appropriately prepare medications for administration according to principles of safe medication preparation and employer requirements.

U-2-6 Demonstrate knowledge and ability to apply the "rights" and "checks" of medication administration to reduce risk of medication error and ensure patient safety.

U-2-7 Demonstrate knowledge and ability to adhere to employer requirements and procedure for safe administration of medication by:

- gastrointestinal (oral, enteral)
- inhalational
- intradermal
- percutaneous, epicutaneous, subcutaneous
- intramuscular
- intravenous (continuous, intermittent, direct)
- mucous membranes (sublingual, buccal, nasal, optic, otic, vaginal, rectal)
- intravesicular (bladder instillation)

Major Competency
U: Medication Management

Competency
U-2: Medication Preparation and Administration

A Licensed Practical Nurse will:

U-2-8 Demonstrate knowledge and ability to adhere to employer requirements when monitoring patient receiving medication administration by:

- intraosseous
- intrathecal
- intra-arterial
- intracerebral

U-2-9 Demonstrate knowledge and ability to monitor, evaluate, and document medication effectiveness.

U-2-10 Demonstrate knowledge and ability to recognize and manage adverse medication reactions and anaphylaxis:

- identify signs and symptoms
- implement protocol according to employer requirements

U-2-11 Demonstrate knowledge and ability to administer nitrous oxide:

- identify risks and precautions
- manage adverse reactions
- provide ongoing monitoring

U-2-12 Demonstrate knowledge and ability to administer diagnostic imaging contrast agents:

- identify the different types
- identify risks and precautions
- manage adverse reactions
- provide ongoing monitoring

V: Infusion Therapy

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
V: Infusion Therapy

Competency
V-1: Principles and Administration of Infusion Therapy

Competency Statement - A Licensed Practical Nurse will:

V-1-1 Demonstrate knowledge of principles of infusion therapy related to:

- circulatory system
 - arterial
 - venous
- blood and blood products
- chemotherapy
- fluid and electrolyte maintenance, restoration, and replacement
- infection prevention and control
- medications and nutritional feedings

V-1-2 Demonstrate knowledge of principles of peripheral lines, central lines, implanted ports, spinals, epidurals, and patient controlled analgesia.

V-1-3 Demonstrate knowledge and ability to manage peripheral intravenous infusion therapy:

- initiate, monitor, regulate, lock discontinue
 - assemble and prime lines
 - calculate infusion rates
 - patient safety
 - infusion equipment
 - administration of fluids and medications
 - treatment evaluation

V-1-4 Demonstrate knowledge and ability to manage patient controlled analgesia pump (PCA pumps):

- regulate, monitor
- lock, discontinue

V-1-5 Demonstrate knowledge and ability to manage complications of peripheral intravenous therapy:

- air emboli
- allergic reactions
- dehydration or hypervolemia
- equipment problems
- infection
- infiltration or extravasation
- phlebitis or thrombophlebitis

V-1-6 Demonstrate knowledge and ability to manage hypodermoclysis infusion:

- initiate, monitor, regulate, lock discontinue
 - assemble and prime lines
 - calculate infusion rates
 - patient safety
 - infusion equipment and pump
 - administration of fluids and medications

V-1-7 Demonstrate knowledge and ability to manage complications of hypodermoclysis infusion:

- allergic reactions
- edema
- equipment problems
- fluid or medication error
- hypervolemia
- infection
- localized pain
- infiltration or extravasation

Major Competency
V: Infusion Therapy

Competency
V-2: Central Line Management

Competency Statement - A Licensed Practical Nurse will:

V-2-1 Demonstrate knowledge of central venous catheter (CVC) lines and clinical application:

- tunneled and non-tunneled
- peripheral /percutaneous (PICC)
- subcutaneous port / implanted vascular access device (IVAD)

V-2-2 Demonstrate knowledge and ability to recognize and manage risks associated with central lines:

- abnormal heart rate or rhythm
- line blockage
- brachial plexus injury
- embolus or thrombus
- faulty or fractured device
- hemorrhage and hematoma
- incorrect placement
- infection and sepsis

V-2-3 Demonstrate knowledge and ability to recognize and manage risks associated with removal of central venous catheters:

- abnormal heart rate or rhythm
- embolus or thrombus
- brachial plexus injury
- faulty or fractured device
- hemorrhage and hematoma
- infection and sepsis

V-2-4 Demonstrate knowledge and ability to monitor and manage central lines according to employer requirements:

- dressing changes
- cap and tubing change
- flush and lock
- maintain central venous pressure
- administration of fluids
- administration of medications (continuous, intermittent, direct)
- occlusion issues
- patient controlled analgesia pump (PCA)
- withdraw blood

V-2-5 Demonstrate knowledge and ability to remove non-tunneled central venous catheters according to employer requirements.

Major Competency
V: Infusion Therapy

Competency
V-3: Blood and Blood Products

Competency Statement - A Licensed Practical Nurse will:

- V-3-1 Demonstrate knowledge of the circulatory system and components of blood and blood products used in transfusion therapy.**
- V-3-2 Demonstrate knowledge of blood typing groups and considerations related to blood cross-matching.**
- V-3-3 Demonstrate knowledge of normal and abnormal lab values pertaining to blood transfusion.**
- V-3-4 Demonstrate knowledge of types of transfusions according to composition and clinical indications:**
- albumin
 - cryoprecipitate
 - factor IX and VIII concentrate
 - immunoglobulin
 - packed red blood cells
 - packed white blood cells
 - plasma (fresh frozen and single donor)
 - platelets
 - whole blood
- V-3-5 Demonstrate knowledge and ability to obtain informed consent prior to transfusion of blood products, understanding and respecting:**
- ethical, cultural, and religious beliefs
 - legal right to refuse
- V-3-6 Demonstrate knowledge and ability to prepare for infusion of blood and blood products according to employer requirements:**
- obtain blood or blood products
 - check blood or blood products with another authorized professional
 - set up and prime infusion lines
- V-3-7 Demonstrate knowledge and ability to monitor, regulate and discontinue blood or blood products.**
- V-3-8 Demonstrate knowledge and ability to identify and manage a reaction to blood or blood products:**
- anaphylaxis
 - abdominal pain/nausea
 - acute respiratory condition (dyspnea, pulmonary)
 - chest, flank or back pain
 - circulatory overload
 - elevated blood pressure
 - embolus
 - fever/chills
 - altered mental state (anxious, drowsy)
 - altered skin color and appearance (urticaria, jaundice)
 - urine output and color

Note: Licensed Practical Nurses are not authorized to provide the restricted activity of administering (initiation of) blood or blood products.

Major Competency
V: Infusion Therapy

Competency
V-4: Epidural and Spinal Infusion

Competency Statement - A Licensed Practical Nurse will:

V-4-1 Demonstrate knowledge of epidural and spinal infusion therapy:

- regional anesthesia (pain block)
- infusion rates
- patient safety
- infusion equipment
- neurological assessment
- fluids and medications

V-4-2 Demonstrate knowledge and ability to manage problems and complications of epidural and spinal infusion therapy:

- abnormal lab values
- allergic and adverse reactions
- equipment issues, line occlusion or disconnection
- hemorrhage
- fever or infection
- infiltration
- inadequate analgesia
- respiratory depression
- urinary retention
- hypotension
- post epidural cerebrospinal fluid leak

V-4-3 Demonstrate knowledge and ability to manage patient care following epidural or spinal infusion therapy.

V-4-4 Demonstrate knowledge and ability to monitor and regulate epidural infusions.

Note: Licensed Practical Nurses are not authorized to initiate or remove epidural and spinal catheters.

W: Independent Practice

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
W: Independent Practice

Competency
W-1: Regulation and Accountability

Competency Statement - A Licensed Practical Nurse will:

W-1-1 Demonstrate knowledge and ability to practice in accordance with professional legislation, regulation, standards and guidelines in independent (self-employed) practice:

- Health Professions Act
- Licensed Practical Nurses Profession Regulation
- Standards of Practice
- Code of Ethics
- Competency Profile for Licensed Practical Nurses
- College of Licensed Practical Nurses of Alberta Practice & Policy Documents

W-1-2 Demonstrate knowledge and ability to adhere to relevant Acts for independent (self-employed) practice:

- Child, Youth and Family Enhancement Act
- Long Term Care Act
- Mental Health Act
- Public Health Act
- Workers' Compensation Act

W-1-3 Demonstrate knowledge and ability to comply with legislation affecting information management in independent (self-employed) practice:

- Personal Information Protection Act (PIPA)
- Health Information Act (HIA)
- Freedom of Information and Protection of Privacy Act (FOIP)
- Personal Information Protection and Electronic Documents Act (PIPEDA)

W-1-4 Demonstrate knowledge and ability to practice within boundaries established by professional, ethical, and business standards:

- accountability and responsibility
- duty to provide care
- legal counsel and liability coverage
- marketing and management
- therapeutic nurse patient relationship
- maintain competence through professional development
- maintain professional and business license

W-1-5 Demonstrate knowledge of business liability insurance required for independent (self-employed) practice.

Major Competency
W: Independent Practice

Competency
W-2: Nursing Services and Interventions

Competency Statement - A Licensed Practical Nurse will:

W-2-1 Demonstrate knowledge and ability to provide person centered care in the delivery of independent (self-employed) services:

- apply research in practice
- promote dignity and well being
- serve as an advocate

W-2-2 Demonstrate knowledge and ability to offer a variety of services:

- consultation
- direct care
- health promotion and illness prevention
- research

W-2-3 Demonstrate knowledge and ability to develop and manage policies and procedures for independent (self-employed) practice:

- business plan and advertising
- patient complaint process
- conflict of interest (patient or personal benefit)
- contract agreements
- business and financial records
- human resources
- infection prevention and control standards
- termination of services

W-2-4 Demonstrate knowledge and ability to manage information according to the following principles:

- accurate record of services provided
- confidentiality of patient information
- documentation of patient consent and/or signed business contract
- expected and actual outcomes of nursing services
- secure storage, retention, and authorized release of patient information

W-2-5 Demonstrate knowledge and ability to initiate referral to other healthcare professionals as required.

X: Dermatology and Aesthetic Nursing

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
X: Dermatology and Aesthetic Nursing

Competency
X-1: Dermatology and Aesthetic Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

- X-1-1 Demonstrate knowledge of anatomy, physiology, and microbiology related to dermatology and aesthetic interventions and nursing care.**
- X-1-2 Demonstrate knowledge and ability to apply infection prevention and control guidelines in dermatology and aesthetic nursing.**
- X-1-3 Demonstrate knowledge and ability to obtain informed consent and maintain documentation throughout care delivery.**
- X-1-4 Demonstrate knowledge of risks and precautions associated with dermatology and aesthetic procedures.**
- X-1-5 Demonstrate knowledge and ability to perform dermatology and aesthetic procedures and treatments:**
- neuromodulator injections (Botox)
 - chemical peels
 - cosmetic filler injections
 - cryosurgery and cantharone treatment
 - laser or chemical hair removal
 - intralesional treatment
 - laser therapy for vascular abnormalities, birth marks, warts, scarring, resurfacing
 - microdermabrasion
 - photodynamic therapy
 - punch and scissor biopsy
 - shave biopsy-electrodessication and curettage
 - specimen collection
 - suturing-above the dermis, closure and removal
- X-1-6 Demonstrate knowledge and ability to assist physician with Mohs Micrographic surgery according to employer requirements.**
- X-1-7 Demonstrate knowledge and ability to apply pharmacokinetics and pharmacodynamics in management of medications used in Dermatology and Aesthetic Nursing.**
- X-1-8 Demonstrate knowledge and ability to apply principals of medication management in storage, handling, preparation, and administration of medications used in Dermatology and Aesthetic nursing.**
- X-1-9 Demonstrate knowledge and ability to assess and monitor patient throughout and following dermatology treatment.**

Note: Licensed Practical Nurses working in dermatology and aesthetic practice settings must have direct or indirect supervision from a physician trained in dermatology and aesthetic practice who is on-site and available to assist.

Note: Licensed Practical Nurses performing laser treatments require laser equipment certification and must verify competence within the practice setting.

Y: Ophthalmology

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
Y: Ophthalmology

Competency
Y-1: Ophthalmic Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

Y-1-1 Demonstrate knowledge of anatomy, physiology, and pathophysiology related to ophthalmic diseases and disorders.

Y-1-2 Demonstrate knowledge of invasive and non-invasive ophthalmic treatments, procedures, and surgeries.

Y-1-3 Demonstrate knowledge and ability to provide ophthalmic nursing treatments according to employer requirements:

- procedures and protocols
- ophthalmic diagnostics
- equipment and technology

Y-1-4 Demonstrate knowledge and ability to assist during ophthalmic procedures and surgeries:

- review patient information and consent
- explain procedure to the patient
- prepare instrument
- sterile hand scrub and gowning
- position patient
- prepares surgical site and drape patient
- provide assistance to anesthetist and surgeon
- prepare and administer medication as required
- manage complications as required
- dress surgical site
- participate in count of instruments and supplies
- ongoing monitoring of patient
- collect, label, and disperse specimens

Y-1-5 Demonstrate knowledge and ability to assist with laser procedures:

- manage laser safety protocols
- calibrate and set laser equipment

Y-1-6 Demonstrate knowledge and ability to manage patient recovery following ophthalmic surgery or laser treatment.

Note: Licensed Practical Nurses providing advanced ophthalmic nursing procedures and interventions require employer education and certification and/or have the Perioperative Specialization.

Z: Licensed Practical Nurse Specializations

Attention: Licensed Practical Nurses in Alberta must successfully complete Council approved education and be authorized by the CLPNA Registrar to practice in the Specialty Practice areas of Orthopedics, Perioperative, Advanced Foot Care, Renal Dialysis, and Immunization.

ZA: Orthopedic Specialty

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
ZA: Orthopedic Specialty

Competency
ZA-1: Regulation and Accountability

Competency Statement - A Licensed Practical Nurse will:

ZA-1-1 Demonstrate knowledge and understanding of the orthopedic specialty restricted activity in the Health Professions Act's Licensed Practical Nurses Profession Regulation (2003).

ZA-1-2 Demonstrate knowledge and ability to provide specialized orthopedic nursing care in accordance with professional legislation, regulation, CLPNA standards of practice, and guidelines.

LPN Profession Regulation: *(section 16) Only a regulated member on the specialized practice register who is specifically authorized by the Registrar and who has verbal or written direction from an authorized practitioner who is on site and available to assist, may perform the restricted activity of setting or resetting a fracture of a bone for the purposes of inserting and removing orthopaedic devices and applying casts.*

Note: Licensed Practical Nurses must complete advanced specialized education approved by the Council of the College of Licensed Practical Nurses of Alberta (CLPNA) and be authorized by the CLPNA Registrar to practice the Orthopedic Specialty.

Major Competency
ZA: Orthopedic Specialty

Competency
ZA-2: Specialized Orthopedic Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

ZA-2-1 Demonstrate advanced knowledge of human anatomy and physiology related to pediatric and adult orthopedic care:

- associated terminology
- body systems
- body planes and directions
- range of motion and limb positioning

ZA-2-2 Demonstrate knowledge of musculoskeletal conditions and treatment associated with:

- arthritis
 - rheumatoid
 - osteo (degenerative)
 - gout
 - psoriatic
 - lupus
 - septic
 - juvenile
- inflammation and infection
 - ankylosing spondylitis and spondyloarthritides
 - bursitis
 - cellulitis
 - epicondylitis
 - myositis (muscle)
 - osteomyelitis and osteitis
 - synovitis
 - tendonitis and tenosynovitis
- soft tissue injury
 - contusion, strain or sprain, repetitive injury
 - ligamentous
 - labral
 - tendinous
 - fibrocartilaginous
- trauma
 - fractures and bone healing
 - dislocations
 - growth plate injuries
 - compartment syndrome
 - fat or pulmonary embolism
- other
 - amputation
 - osteoporosis
 - congenital disorders
 - kyphosis and scoliosis
 - contractures and deformities
 - growths and tumors
 - Gillian Barre Syndrome
 - Charcot's Foot

ZA-2-3 Demonstrate knowledge and ability to perform a holistic ongoing assessment of pediatric and adult orthopedic patients.

ZA-2-4 Demonstrate knowledge and ability to manage complications associated with immobility and ambulation of orthopedic patients.

ZA-2-5 Demonstrate knowledge and ability to use a goniometer to assess initial and subsequent range of motion related to musculoskeletal injury and recovery process.

Major Competency
ZA: Orthopedic Specialty

Competency
ZA-2: Specialized Orthopedic Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

ZA-2-6 Demonstrate ability to distinguish between a variety of x-ray views:

- posterioranterior (PA)
- anteroposterial (AP)
- axillary
- lateral
- medial
- mandibular
- panorex (panoramic)
- oblique
- transverse
- tunnel

ZA-2-7 Demonstrate knowledge and ability to assemble, apply or assist in application and removal of orthopedic devices:

- compression wrap
 - Tensor bandage
 - Tubigrip
 - elastic support stockings
- slings and immobilizers
 - acromioclavicular harness
 - clavicular strap
 - collar and cuff sling
- braces and splints
 - cervical (soft and rigid)
 - humeral
 - wrist and hand
 - knee
- spinal
- pelvic (Plavik harness)
- femoral and tibial
- foot and ankle
- traction
 - skin and skeletal
 - balanced suspension traction
 - Balkan frame
 - Bryant of Gallow's traction
 - Bucks
 - Gardner Wells tongs
 - Kirschner wires
 - Steinmen pin

ZA-2-8 Demonstrate knowledge of cast and splint construction, application, care and removal:

- above and below joint
- weight bearing/non-weight bearing
- back slabs
- cylinder casts
- functional cast therapy
- gutter splints
- hip spica
- patella tendon bearing
- plaster and fiberglass casts
- sugar tong splint
- total contact casting
- volar slabs
- waterproof casting
- wedging

ZB: Perioperative Specialty

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
ZB: Perioperative Specialty

Competency
ZB-1: Regulation and Accountability

Competency Statement - A Licensed Practical Nurse will:

ZB-1-1 Demonstrate knowledge and understanding of the perioperative restricted activity in the Health Professions Act's Licensed Practical Nurses Profession Regulation (2003).

ZB-1-2 Demonstrate knowledge and ability to provide specialized perioperative nursing care in accordance with professional legislation, regulations, CLPNA Standards of Practice including the Canadian Council for Practical Nurse Regulators, Standards of Practice and Competencies for Perioperative Licensed Practical Nurses (CCPNR, 2010) and any CLPNA guidelines.

LPN Profession Regulation: *(section 13(5) Only regulated members on the specialized practice register and who are specifically authorized by the Registrar may perform the restricted activity of cutting a body tissue, administering anything by an invasive procedure on body tissues or performing surgical or other invasive procedures on body tissue below the dermis for the purposes of performing the following activities:...*
(b) performing activities under the direction of an authorized practitioner who is performing surgery.

Note: Licensed Practical Nurses must complete advanced specialized education approved by the Council of the College of Licensed Practical Nurses of Alberta (CLPNA) and be authorized by the CLPNA Registrar to practice the Perioperative Specialty.

Major Competency
ZB: Perioperative Specialty

Competency
ZB-2: Perioperative Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

ZB-2-1 Demonstrate knowledge and ability to provide specialized perioperative nursing care:

- admission, discharge, and transfer of patient
- advocate for patient
- anesthesia methods and protocols
- asepsis and sterile techniques
- patient and team safety
- crash cart, defibrillator and code protocol
- documentation and reporting
- infection prevention and control standards
- maintain and uphold policy and procedure
- administer pre, intra, and post-operative medication(s)
- ordering of supplies and equipment
- appropriate response to complications of anesthesia
- sterile hand scrub and gowning
- surgical procedures, protocols and related disease processes

ZB-2-2 Demonstrate knowledge and ability to perform decontamination and disinfection procedures within the surgical setting:

- surgical instruments
- electro-surgical tools
- endoscopes and instrumentation
- laser equipment
- power tools
- robotic equipment
- video equipment

ZB-2-3 Demonstrate knowledge and ability to receive and monitor patient in pre-operative area:

- check patient chart for completeness
- review health history
- verify signed consent
- complete pre-operative checklist and verify surgical site
- provide emotional support and relevant information to patient and family
- provide comfort measures
- check infusion and output
- assist with pre-operative examination as required
- communicate and documents relevant findings

ZB-2-4 Demonstrate knowledge and ability to assist anesthesia provider:

- check anesthetic machine and cart for required supplies
- initiate intravenous and prepare supplies for anesthesia provider
- assist during induction
 - intubation, fixation, and connection of endotracheal tube
 - provide cricoid pressure if required
- apply eye protection to patient as necessary
- check blood and blood products
- assist with extubation and reversal of anesthesia
- assist with transport of the intubated or extubated post-operative patient to post-anesthetic recovery room (PARR) or intensive care unit (ICU)
- restock anesthetic chart

Major Competency
ZB: Perioperative Specialty

Competency
ZB-2: Perioperative Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

ZB-2-5 Demonstrate knowledge and ability to fulfill the responsibilities of the perioperative circulating role:

- responsiveness to surgical team throughout procedure
- prepare equipment and room supplies specific to operative procedure and surgeon preference
- notify all inter-professional personnel required for surgical case
- ensure x-rays and diagnostic tests are available if required
- confirm or complete pre-operative assessment and checklist
- transport or receive patient to the operating room and complete appropriate checks
- safely position and secure patient on operating table
- reassure patient and explain procedure
- complete safe surgery checklist
- apply required monitoring equipment
- assist anesthesia provider with intubation and induction
- reposition patient for surgical procedure as required
- insert urinary catheter as required
- prepare operative site according to specific protocols
- assist with draping
- connect suction, cautery, and equipment as required
- prepare medications and irrigations for administration
- appropriately handle and label all specimens
- inspect and open sterile supplies and pass to scrub nurse
- obtain additional instruments and supplies as required
- manage intra-operative sterilization if required
- accurately complete intra-operative case record
- document fluid output
- document unusual incidents with follow up action required
- monitor vital signs
- participate in all surgical instrument and supply counts
- assist with transfer of patient from operating table to stretcher
- accompany patient to recovery room as required

Major Competency
ZB: Perioperative Specialty

Competency
ZB-2: Perioperative Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

ZB-2-6 Demonstrate knowledge and ability to fulfill the responsibilities of the perioperative scrub role:

- check case cart and supplies
- prepare and maintain efficient sterile set-up and technique
- ensure equipment and instrumentation is available, set up, and in good repair
- perform skin prep prior to procedure
- drape patient for procedure
- complete safe surgery checklist prior to incision
- assist surgical team with sterile gowning and gloving
- organize and handle surgical instruments, equipment, and sutures
- provide instruments and supplies to surgeon and surgical team
- sponge, suction, and retract incision as directed
- observe for break in sterile technique
- assist with re-establishing sterile field if required
- accurately identify specimens and pass to circulating nurse
- anticipate unexpected or adverse events and respond appropriately
- handle and prepare medications and contrast agents
- effectively communicate with surgical team
- participate in all surgical instrument and supply counts
- assist with skin closure and apply sterile dressing
- verify accuracy of intra-operative case record
- assist with transfer of patient from operating table to stretcher
- assist with transport of intubated or extubated post-operative patient to post-anesthetic recovery room (PARR) or intensive care unit (ICU)

ZC: Advanced Foot Care Specialty

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
ZC: Advanced Foot Care

Competency
ZC-1: Regulation and Accountability

Competency Statement - A Licensed Practical Nurse will:

ZC-1-1 Demonstrate knowledge and understanding of the foot care restricted activity in the Health Professions Act's Licensed Practical Nurse (LPN) Profession Regulation (2003).

LPN Profession Regulation: *(section 13(5) Only regulated members on the specialized practice register and who are specifically authorized by the Registrar may perform the restricted activity of cutting a body tissue, administering anything by an invasive procedure on body tissues or performing surgical or other invasive procedures on body tissue below the dermis for the purposes of performing the following activities:*
(a) removing a corn or callus as part of the provision of foot care;

ZC-1-2 Demonstrate knowledge and ability to adhere to CLPNA self-employment standards and guidelines when establishing an advanced foot care business.

ZC-1-3 Demonstrate knowledge and ability to manage information according to the following principles:

- accurate record of services provided
- confidentiality of patient information
- documentation of patient consent and/or signed business contract
- expected and actual outcomes of nursing services
- secure storage, retention and authorized release of patient information
- policies and procedures of independent practice as necessary

Note: Licensed Practical Nurses must complete advanced specialized education approved by the Council of the College of Licensed Practical Nurses of Alberta (CLPNA) and be authorized by the CLPNA Registrar to practice the Advanced Foot Care Specialty.

Major Competency
ZC: Advanced Foot Care

Competency
ZC-2: Advanced Foot Care Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

ZC-2-1 Demonstrate knowledge of anatomy, physiology, pathophysiology and biomechanics of lower limbs and feet.

ZC-2-2 Demonstrate knowledge and ability to provide invasive and non-invasive foot care:

- gait assessment
- principles and application of padding and strapping techniques
- contraindications of padding
- removal of tissue, corns and callus
- operation of manual and electronic tools and devices

ZC-2-3 Demonstrate knowledge and ability to recognize, monitor, and manage common disorders of the lower limb and foot:

- abnormal nails (clubbing, spooning, involuted and ingrown)
- athlete's foot, warts and fungus
- bunions
- hammer, claw, and mallet toes

ZC-2-4 Demonstrate knowledge of conditions that impact lower limbs and feet:

- arthritis
- calluses
- cellulitis
- edema
- diabetes mellitus
- plantar fasciitis
- peripheral vascular disease
- circulatory and neurological disorders

ZC-2-5 Demonstrate knowledge and ability to monitor and manage pain associated with advanced foot care.

ZC-2-6 Demonstrate knowledge and ability to implement principles of wound management in advanced foot care.

ZC-2-7 Demonstrate knowledge and ability to initiate referrals as necessary.

ZC-2-8 Demonstrate knowledge and ability to apply infection prevention and control guidelines in providing advanced foot care:

- cleaning, disinfecting, and sterilization of multi-use equipment
- single-use equipment
- hand hygiene
- personal protective equipment
- workplace hazardous materials information system

ZC-2-9 Demonstrate knowledge and ability to adhere to the highest quality of nursing care and professional behaviour in independent practice as required by legislation, regulation, and guidelines when establishing an advanced foot care business.

ZD: Dialysis Specialty

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
ZD: Dialysis Specialty

Competency
ZD-1: Regulation and Accountability

Competency Statement - A Licensed Practical Nurse will:

ZD-1-1 Demonstrate knowledge and understanding of the dialysis (hemodialysis) restricted activity in the Health Professions Act's Licensed Practical Nurse (LPN) Profession Regulation (2003).

ZD-1-2 Demonstrate knowledge and ability to provide dialysis (hemodialysis) in accordance with professional legislation, regulation, CLPNA standards and any applicable guidelines.

LPN Profession Regulation: (section 15(2)... only a regulated member on the specialized practice register who is specifically authorized by the Registrar may perform the restricted activity of inserting or removing instruments, devices, fingers or hands into an artificial opening into the body for the purposes of performing dialysis.

Note: Licensed Practical Nurses must complete advanced specialized employer based education provided through Northern Alberta Renal or Southern Alberta Renal Programs (NARP/SARP) approved by the Council of the College of Licensed Practical Nurses of Alberta (CLPNA) and be authorized by the CLPNA Registrar to practice the Dialysis Specialty.

Major Competency
ZD: Dialysis Specialty

Competency
ZD-2: Hemodialysis Nursing and Interventions

Competency Statement - A Licensed Practical Nurse will:

ZD-2-1 Demonstrate knowledge of anatomy, physiology and pathophysiology associated with the disease process of acute and chronic renal insufficiency.

ZD-2-2 Demonstrate knowledge and understanding of principles of hemodialysis) equipment management:

- osmosis, diffusion, ultrafiltration
- assembly of equipment and hemodialysis circuit
- identify, respond, and report equipment issues and alarms
- infection prevention and control standards
- monitor water treatment process

ZD-2-3 Demonstrate knowledge and ability to assess and maintain hemodialysis access:

- arteriovenous fistula (AV fistula)
- arteriovenous graft (AV graft)
- central venous catheters (jugular, subclavian, femoral)

ZD-2-4 Demonstrate knowledge and ability to initiate, monitor, and discontinue hemodialysis treatment according to employer requirements.

ZD-2-5 Demonstrate knowledge and ability to assess and manage complications associated with hemodialysis:

- anaphylaxis
- hypoglycemia/hyperglycemia
- cardiac dysrhythmia, angina, cardiac arrest
- disequilibrium syndrome (neurological deficits)
- dehydration or hypervolemia
- edema (periorbital, peripheral, sacral)
- electrolyte abnormalities
- encephalopathy
- fatigue/lethargy
- hemorrhage, thrombosis, aneurysm
- hypotension/hypertension
- infection (site, systemic, peritonitis)
- nausea/vomiting/diarrhea
- pericarditis, pericardial effusion, tamponade
- peripheral ischemia, neuropathy, neuropathic pain
- peripheral vascular disease
- renal osteodystrophy
- respiratory distress
- uremic puritis

ZD-2-6 Demonstrate knowledge and ability to provide treatments, interventions, and education to hemodialysis patients:

- monitoring and discontinuation of blood and blood product infusion
- care of vascular access (central, fistula, graft)
- renal diet and fluid and electrolyte management
- immunizations
- medication management
- obtain samples and specimens

ZE: Immunization Specialty

Please note: Competencies within this section of the Profile are to be taken in consideration with competencies outlined throughout this document and are not intended to be standalone.

Important: LPNs are responsible to ensure they have any required education or training and the individual competence prior to performing these competencies.

Major Competency
ZE: Immunization Specialty

Competency
ZE-1: Regulation and Accountability

Competency Statement - A Licensed Practical Nurse will:

ZE-1-1 Demonstrate knowledge and understanding of the immunization restricted activity in the Health Professions Act's Licensed Practical Nurses Profession Regulation (2003).

ZE-1-2 Demonstrate knowledge and ability to provide immunization in accordance with professional legislation, regulation, standards and guidelines.

LPN Profession Regulation: (section 13(4) *Only regulated members who have completed advanced training in immunizations approved by the Council are authorized to perform the restricted activity of administering vaccines for the purpose of providing immunizations under the following conditions:*

- (a) the recipient of the immunization is 5 years of age or older;*
- (b) the employer of the regulated member has in place protocols respecting immunization;*
- (c) an authorized practitioner is available for consultation while the restricted activity is being performed.*

Note: Licensed Practical Nurses must complete advanced specialized education approved by the Council of the College of Licensed Practical Nurses of Alberta (CLPNA) and be authorized by the CLPNA Registrar to practice the Immunization Specialty.

Major Competency
ZE: Immunization Specialty

Competency
ZE-2: Immunization and Communicable Disease Control

Competency Statement - A Licensed Practical Nurse will:

- ZE-2-1 Demonstrate knowledge of immunity and principles of infectious disease prevention and control.**
- ZE-2-2 Demonstrate knowledge of anatomy, physiology, pathophysiology related to infectious diseases.**
- ZE-2-3 Demonstrate knowledge of national and provincial legislation, regulation, schedules, and standards of immunization.**
- ZE-2-4 Demonstrate knowledge of immunization schedules and prevention of infectious disease for:**
- infants
 - children
 - adults
 - seniors
 - population specific
- ZE-2-5 Demonstrate knowledge of the action, purpose, uses, and nature of common immunizing and biological products.**
- ZE-2-6 Demonstrate knowledge and ability to identify the factors which affect the action of immunizing/biological products.**
- ZE-2-7 Demonstrate knowledge and ability to identify and report side effects, adverse events, and contraindications related to immunization and biological products.**
- ZE-2-8 Demonstrate knowledge and ability to maintain the cold chain in the transportation and storage of immunizing/biological products.**
- ZE-2-9 Demonstrate knowledge and ability to identify basis for administration of an immunizing or biological product.**
- ZE-2-10 Demonstrate knowledge and ability to review pertinent health information prior to immunization.**
- ZE-2-11 Demonstrate knowledge and ability to identify risk factor and contraindications to immunization and report.**
- ZE-2-12 Demonstrate knowledge and ability to document patient assessment and report any risks and contraindications.**
- ZE-2-13 Demonstrate knowledge and ability to provide patient teaching to obtain informed consent for immunization:**
- name of immunizing/biological product
 - infectious disease prevention
 - benefits of immunization
 - risks and side effects
 - wait time following immunization
 - emergency contact

Major Competency
ZE: Immunization Specialty

Competency
ZE-3: Immunization Preparation and Administration

Competency Statement- A Licensed Practical Nurse will:

ZE-3-1 Demonstrate knowledge and ability to perform safe preparation, transportation, and administration of immunizing and biological products.

ZE-3-2 Demonstrate knowledge and ability to apply the “rights and checks” of medication administration when administering immunizing and biological products to reduce risk of medication error and ensure patient safety.

ZE-3-3 Demonstrate knowledge and ability to prepare immunizing and biological product from vial or ampule for injection.

ZE-3-4 Demonstrate knowledge and ability to landmark injection site and use proper technique to administer intradermal, subcutaneous, and intramuscular injections.

ZE-3-5 Demonstrate knowledge and ability to properly dispose of sharps and maintain infection prevention and control standards.

ZE-3-6 Demonstrate knowledge and ability to record immunizing or biological product administration and patient response.

ZE-3-7 Demonstrate knowledge and ability to document and report adverse effects from immunizing or biological product.