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

**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
- inflammation
- immunity
- 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.
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.
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.
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.
### Competency Statement - A Licensed Practical Nurse will:

**A-12-7** Explain foundations of psychology in relation to human behaviour and development across the lifespan:
- 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
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.