

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.

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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 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 Health Professions Act, RSA 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.

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

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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)
- Standards of Practice on Restricted Activities and Advanced Practice (CLPNA, 2020)

- Reusable & Single-Use Medical Devices Standards (Government of Alberta, 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)

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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.

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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:

- Public
- Profession
- 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

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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.**

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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

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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.**

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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.**

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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
- person-centered care
- collaborative practice
- effective communication
- conflict management
- emergency preparedness
- resource utilization
- strategic planning
- support and mentor staff
- 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.

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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

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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 workplace 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 evidence-informed 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

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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

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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