

## 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  
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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  
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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  
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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
  - reminiscent therapy
  - social interaction (family, pets, intergenerational)

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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
- adjust plan of care as necessary
- align data collected with plan of care

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

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

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

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