

## W: Self Employed 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: Self-Employed 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 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 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 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 self-employed practice.**

Major Competency  
**W: Self-Employed 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 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 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.**