

# A: Professionalism

Major Competency Area: **A**  
**Professionalism**

Competency: **A-1**  
**Legislation and Regulation**

Date: January 16, 2017

A Licensed Practical Nurse will:

**A-1-1 Demonstrate knowledge and understanding of the Licensed Practical Nurses Act, 2000 and regulation of the Licensed Practical Nurse (LPN) profession.**

**A-1-2 Demonstrate knowledge and understanding of the role of the Saskatchewan Association of Licensed Practical Nurses (SALPN) under the Licensed Practical Nurses Act, 2000:**

- establish, maintain and enforce standards for education, registration, continuing competence, investigation 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
- provide direction to the practice of the profession

**A-1-3 Demonstrate knowledge and understanding of key components of the SALPN Regulatory Bylaws:**

- categories of membership
- continuing competence
- discipline process
- examination
- registration
- professional conduct
- specialized areas of practice

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Competency: A-2  
**Licensed Practical Nurse  
Scope of Practice**

Date: January 16, 2017

A Licensed Practical Nurse will:

- A-2-1 Demonstrate knowledge of the scope of practice as outlined in the Licensed Practical Nurses Act, 2000.**
- A-2-2 Demonstrate understanding of the Licensed Practical Nurses Act, 2000 LPN Practice Definition:**

Interpretation

2 In this Act:

- (i) **“Practice as a licensed practical nurse”** means to provide services, within the education and training of licensed practical nurses, for the purposes of providing care, promoting health and preventing illness;

- A-2-3 Demonstrate knowledge of the SALPN documents that guide and interpret LPN scope of practice.**

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Competency: **A-3**  
**Professional Standards of Practice**

Date: January 16, 2017

A Licensed Practical Nurse will:

- A-3-1 Demonstrate knowledge and understanding of the Canadian Council for Practical Nurse Regulators/Saskatchewan Association of Licensed Practical Nurses Standards of Practice for Licensed Practical Nurses in Canada:**
- professional accountability and responsibility
  - knowledge-based practice
  - service to the public and self-regulation
  - ethical practice
- A-3-2 Demonstrate knowledge and understanding of the principles that provide the foundation on which the Standards of Practice were developed:**
- LPNs are self-regulating and accountable for providing safe, competent, compassionate, ethical care
  - LPNs are autonomous practitioners working collaboratively within healthcare in the delivery of nursing care
  - LPNs practice is client centered and includes individuals, families, groups and communities
  - LPN standards are broadly based and address variations in client needs, provider competencies, experience and environmental factors
  - LPN standards allow for growth in the profession to meet changing approaches, treatments and technologies within the healthcare system
  - 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

Major Competency Area: A  
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Competency: A-4  
**Professional Ethics**

Date: January 16, 2017

A Licensed Practical Nurse will:

**A-4-1 Demonstrate knowledge and understanding of the Canadian Council for Practical Nurse Regulators/Saskatchewan Association of Licensed Practical Nurses Code of Ethics for Licensed Practical Nurses in Canada:**

- five ethical principles
  - responsibility to public
  - responsibility to client
  - responsibility to profession
  - responsibility to colleagues
  - responsibility to oneself

**A-4-2 Demonstrate knowledge and ability to align the Code of Ethics to guide practice and behavior with:**

- professional standards
- competencies
- employer policies
- legal requirements

**A-4-3 Demonstrate knowledge and ability to apply ethical principles to decision making including:**

- client 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 nurse-client relationship
- use of technology/social media

Competency: **A-4**  
**Professional Ethics**

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A Licensed Practical Nurse will:

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

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Competency: **A-5**  
**Accountability and Responsibility**

Date: January 16, 2017

A Licensed Practical Nurse will:

- A-5-1 Demonstrate knowledge of legal accountability for one's own nursing practice including:**
- understand concept of duty of care
    - reasonable and prudent decisions
    - avoiding issues of neglect or abandonment of care
      - arrive for work on time
      - inappropriate transfer/ termination of care
      - recognizing need for assistance or handoff of care
  - responsible for fitness to practice
    - maintain physical, mental, emotional well being
  - duty to self-report to SALPN including:
    - personal incapacity impairing fitness to practice
    - criminal charges, guilty plea or verdict
    - under investigation, subject of proceeding, discipline by another regulator
- A-5-2 Demonstrate knowledge and application of principles and accountabilities involved with self-regulation:**
- client-provide safe, competent, ethical care
  - employer-work within role expectations, policies and procedures
  - regulatory body-maintained standards and guidelines, ethical code, scope of practice, continuing competence
- A-5-3 Demonstrate knowledge and ability to identify when assignment of care is beyond individual competence or outside scope of practice including:**
- research evidence to guide practice
  - consult with inter-professional team
  - collaborate as necessary
  - maintain or hand off care as necessary

A Licensed Practical Nurse will:

- A-5-4 Demonstrate knowledge and ability to apply concepts of professional autonomy throughout practice including:**
- accountable for one's own actions and behaviors
  - best practices and research
  - independence as appropriate
  - moral decision making
  - self-managed competence
- A-5-5 Demonstrate knowledge and ability to maintain confidentiality with client, colleagues, staff, team and organization including:**
- adhere to policy, procedures, guidelines, standards, Legislation
  - identify breaches in confidentiality
  - manage all client information appropriately (verbal, written, electronic)
  - recognize and manage risks
- A-5-6 Demonstrate and practice self-reflection, self-awareness and self-care including:**
- recognize personal beliefs and biases
  - develop and maintain personal health and wellness
  - provide non-judgmental, empathetic, compassionate care
  - establish and maintain therapeutic and professional boundaries
  - support inter-professional team
  - engage in ongoing professional development



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Competency: A-6  
**Professional Boundaries**

Date: January 16, 2017

A Licensed Practical Nurse will:

- A-6-1 Demonstrate knowledge and ability to effectively establish, maintain and manage professional boundaries including:**
- nurse-client, family and others
  - nurse-colleague
  - nurse-supervisor
  - nurse-employer
- A-6-2 Demonstrate knowledge and ability to recognize and maintain appropriate boundaries related to:**
- beginning, maintaining, ending relationship
  - caring for family/friends
  - casual, friendship, romantic, sexual
  - chastising, coercion, favoritism
  - conflict of interest
  - giving/receiving gifts
  - inappropriate financial or personal benefit
  - inappropriate physical contact
  - limited self-disclosure
  - psychological abuse/disruptive behaviors
  - social media interactions
- A-6-3 Demonstrate knowledge of risks associated with improper use of social media including:**
- breach of privacy/confidentiality
  - compromise public safety/trust in nurses
  - undermine individual nursing careers
  - inappropriate use during work hours
- A-6-4 Demonstrate knowledge and ability to recognize, intervene and report boundary violations of self or others.**

Major Competency Area: A  
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Competency: A-7  
**Fitness to Practice**

Date: January 16, 2017

A Licensed Practical Nurse will:

- A-7-1 Demonstrate knowledge and ability to maintain physical, mental and emotional health to ensure safe, competent and ethical practice.**
- A-7-2 Demonstrate knowledge of components affecting fitness to practice including:**
- addiction
  - cognition
  - coping mechanisms
  - family and environmental issues
  - inappropriate behaviors
  - mental health
  - physical ability
  - psychological well being
  - sensory perception
  - stress management
  - socialization
- A-7-3 Demonstrate knowledge and ability to take responsibility and self-manage fitness to practice to ensure client safety including:**
- participate in wellness activities
  - maintain positive self-esteem and attitude
  - manage work-life balance
  - access employee assistance programs/counseling
  - self-report and withdraw from care as appropriate

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Competency: A-8  
**Professional Development**

Date: January 16, 2017

A Licensed Practical Nurse will:

- A-8-1 Demonstrate ability to adopt curiosity and initiative for learning and professional growth to facilitate transition from novice to expert practitioner.**
- A-8-2 Demonstrate commitment to life-long learning through accessing and completing ongoing professional development including:**
- reflect and identify career options and pathways
  - attend workshops and conferences
  - participate in employer education
  - participate in the SALPN Continuing Education Portfolio (CEP) Program
- A-8-3 Demonstrate knowledge and ability to participate in continuous quality improvement and evidence informed changes to nursing practice within the employment setting.**
- A-8-4 Demonstrate commitment to participate in activities at a local, regional, provincial, professional and national level to promote health and wellness throughout the health system.**

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