

G: Nursing Practice

Major Competency Area: **G**
Nursing Practice

Competency: **G-1**

Critical Thinking and Critical Inquiry

Date: January 16, 2017

A Licensed Practical Nurse will:

- G-1-1** **Demonstrate knowledge of importance of critical thinking and critical inquiry to nursing practice.**
- G-1-2** **Demonstrate knowledge of how critical thinking and critical inquiry influence clinical judgment and decision making.**
- G-1-3** **Demonstrate ability to utilize critical inquiry to expand critical thinking through analysis, discernment and reflective reasoning related to:**
- actions
 - assumptions
 - beliefs
 - conclusions
 - ideas
 - principles
- G-1-4** **Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the decision making process:**
- identify facts
 - prioritize risks and problems
 - analyze best available evidence
 - clarify and challenge assumptions
 - identify and analyze the context
 - identify anticipated outcome

Major Competency Area: **G**
Nursing Practice

Competency: **G-2**
**Clinical Judgment
and Decision Making**

Date: January 16, 2017

A Licensed Practical Nurse will:

- G-2-1 Demonstrate importance of clinical judgment and decision-making in nursing practice and inter-personal relationships.**
- G-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 inaccurate judgments and decisions
 - establish a plan to achieve desired outcomes
 - implement the plan
 - evaluate effectiveness of process and assess outcomes
 - alter plan to achieve desired outcomes if required
 - review and suggest alternatives to policy and procedures
 - reflect on knowledge gained and impact on professional practice
- G-2-3 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team as necessary throughout the decision making process.**

Major Competency Area: **G**
Nursing Practice

Competency: **G-3**
Time Management

Date: January 16, 2017

A Licensed Practical Nurse will:

- G-3-1 Demonstrate knowledge and ability to manage time effectively.**
- G-3-2 Demonstrate knowledge and ability to prioritize and respond to client care needs related to the following factors:**
- emergent – immediate threat to survival or safety
 - urgent – problems requiring immediate intervention
 - less urgent – problems requiring non-immediate intervention
 - non-urgent – anticipated problems in future
- G-3-3 Demonstrate knowledge and ability to seek guidance and assistance from inter-professional team as necessary.**
- G-3-4 Demonstrate knowledge and ability to assess and monitor own fitness to practice while prioritizing care.**
- G-3-5 Demonstrate ability to respect inter-professional team in decisions of personal time management including:**
- arriving for work on time
 - collaborating in care delivery
 - conducting self professionally
 - limiting personal activities to personal time (social media, texting, personal calls)
 - managing breaks effectively
 - remaining until transfer of care is complete to avoid abandonment of care
- G-3-6 Demonstrate knowledge and ability to adapt to unexpected demands.**

Major Competency Area: **G**
Nursing Practice

Competency: **G-4**
Admission and Discharge

Date: January 16, 2017

A Licensed Practical Nurse will:

G-4-1 Demonstrate knowledge and ability to perform admission and discharge procedures including:

- comprehensive client assessment and history
- medication reconciliation
- advanced care planning/goals of care
- advocate for client needs
- processing orders
- managing transfers and referrals
- health teaching and coaching
- documenting and reporting

Major Competency Area: **G**
Nursing Practice

Competency: **G-5**
Activities of Daily Living

Date: January 16, 2017

A Licensed Practical Nurse will:

G-5-1 Demonstrate knowledge and ability to assess client functional status to independently perform self-care including:

- basic:
 - dressing
 - functional mobility/lift and transfer
 - ambulation/range of motion
 - personal hygiene and grooming
 - feeding/hydration
 - toilet hygiene
- instrumental:
 - care of others, pets
 - communication (telephone, technology)
 - community mobility
 - financial management
 - health and medical interventions
 - medication management
 - home management
 - housework
 - meal preparation
 - routine maintenance
 - shopping
 - sidewalk clearing

G-5-2 Demonstrate knowledge and ability to assess client inability to achieve independent self-care including:

- physical and cognitive impairments
- gaps in support system
- homelessness

Major Competency Area: **G**
Nursing Practice

Competency: **G-6**
Nutrition/Hydration

Date: January 16, 2017

A Licensed Practical Nurse will:

G-6-1 Demonstrate knowledge and ability to assess and provide nutrition/hydration by multiple routes:

- enteral
- gastrostomy
- hypodermoclysis
- intravenous
- jejunostomy
- nasogastric
- nasojejunal
- oral

G-6-2 Demonstrate knowledge and ability to insert, manage and remove a nasogastric tube.

G-6-3 Demonstrate knowledge and ability to reinsert and manage established gastrostomy tube.

G-6-4 Demonstrate knowledge and ability to perform basic chewing and swallowing assessment and manage associated client care needs.

G-6-5 Demonstrate knowledge and ability to administer, monitor and regulate Parenteral Nutrition.

Note: LPNs are not authorized to insert devices using a guide-wire or stilette.

Major Competency Area: **G**
Nursing Practice

Competency: **G-7**

Elimination

Date: January 16, 2017

A Licensed Practical Nurse will:

G-7-1 Demonstrate knowledge and ability to manage elimination needs including, but not limited to:

- urinary:
 - bladder scanning
 - catheter flush
 - continuous bladder irrigation
 - distension
 - double J stent
 - incontinence
 - inserting and removing urethral and coude catheter
 - ileal conduit (urinary diversion)
 - nephrostomy
 - re-inserting established suprapubic catheter
 - residual urine
 - retraining
 - urethrostomy
 - urostomy
 - vaginal pessary
- bowel:
 - digital stimulation
 - enema
 - fecal disimpaction
 - nasogastric tube
 - ostomies
 - irrigation
 - rectal tubes
 - suppository

G-7-2 Demonstrate knowledge and ability to utilize devices and equipment related to elimination needs.

Note: LPNs are not authorized to insert devices using a guide-wire or stilette.

Major Competency Area: **G**
Nursing Practice

Competency: **G-8**
Peritoneal Dialysis

Date: January 16, 2017

A Licensed Practical Nurse will:

G-8-1 Demonstrate knowledge of indications and risks associated with peritoneal dialysis.

G-8-2 Demonstrate knowledge and ability to monitor and manage peritoneal catheter site.

G-8-3 Demonstrate knowledge and ability to perform procedures involved in peritoneal dialysis:

- initiate, monitor and discontinue
- intra-peritoneal medication administration

G-8-4 Demonstrate knowledge and ability to calculate weekly clearance of urea by client's kidneys.

G-8-5 Demonstrate knowledge and ability to provide health teaching and coaching to client receiving peritoneal dialysis.

Major Competency Area: **G**
Nursing Practice

Competency: **G-9**
Basic Foot Care

Date: January 16, 2017

A Licensed Practical Nurse will:

- G-9-1 Demonstrate knowledge and ability to manage basic foot care for client including trimming and filing nails.**

- G-9-2 Demonstrate knowledge of common micro-organisms of the feet including:**
 - bacteria
 - viruses
 - fungi
 - yeast

- G-9-3 Demonstrate knowledge of infection prevention and control standards associated with foot care.**

- G-9-4 Demonstrate knowledge and ability to assess compromised circulation and its effects on lower extremities.**

- G-9-5 Demonstrate knowledge and ability to manage basic foot care in client with compromised circulation.**

- G-9-6 Demonstrate knowledge and ability to teach appropriate foot care to client, family and others.**

- G-9-7 Demonstrate knowledge and ability to refer client to advanced foot care professional(s) as appropriate.**

Major Competency Area: **G**
Nursing Practice

Competency: **G-10**
Basic Wound Care

Date: January 16, 2017

A Licensed Practical Nurse will:

- G-10-1** **Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to skin care/wound management protocols.**
- G-10-2** **Demonstrate knowledge and ability to identify client at risk for recurrence or exacerbation of skin breakdown.**
- G-10-3** **Demonstrate knowledge and understanding of pathophysiology and etiology related to principles of wound healing and wound care management such as:**
- biochemical process related to wound healing
 - hemostasis
 - inflammation
 - proliferation/granulation
 - remodeling/maturation
 - differentiate between acute, chronic and malignant wounds
 - factors related to optimal healing environment
 - factors which impede healing
 - vascular compromise
 - immunodeficiency
 - metabolic disease
 - connective tissue disorders
 - malignancy
 - nutritional deficiencies
 - psychosocial disorders/self-harm
 - adverse effects of medications
 - infection, burns, trauma
 - utilize wound classification and staging tools (Braden scale)

A Licensed Practical Nurse will:

- G-10-4 Demonstrate knowledge and ability to perform basic wound care utilizing medical/surgical asepsis as needed:**
- acute wounds
 - skin ulceration wounds
 - ostomy dressings
 - occlusive dressings
 - pressure dressings
 - specialized (wound equipment)
 - negative pressure therapy (Wound Vac)
 - wound compresses
 - wound compression dressings
 - wound irrigation
 - wounds with drain
 - wounds with packing
- G-10-5 Demonstrate knowledge of purpose of wound debridement.**
- G-10-6 Demonstrate knowledge and ability to assess psychosocial and quality of life concerns of client and others related to wound care management including:**
- alterations of body image/lifestyle
 - attitudes and feelings/beliefs and values
 - communication difficulties/information needs
 - involve client and family in care planning/decision making
 - pain management strategies
 - patient-centered holistic care
- G-10-7 Demonstrate knowledge and ability to provide health teaching and coaching to client, family and others related to wound care management and the healing process.**
- G-10-8 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.**

Major Competency Area: **G**
Nursing Practice

Competency: **G-11**
Advanced Wound Care

Date: January 16, 2017

A Licensed Practical Nurse will:

G-11-1 Demonstrate knowledge and ability to apply the nursing process in assessment and management of complex acute, chronic and malignant wounds related to:

- arterial disease
 - acute thrombosis
 - chronic atherosclerosis
- venous disease
 - acute deep vein thrombosis (DVT)
 - chronic venous insufficiency
 - varicose veins
- co-morbidities
- chronic edema
- allergies/sensitivities
- complicated post-surgical
- diabetes
- exudate management/malodorous secretions
- functional limitations/compromise
- lymphatic system sufficiency/compromise
- neuropathic/neurogenic associated pain
- tumor necrosis/fungating cancers
- vascular insufficiency/compromise

G-11-2 Demonstrate knowledge and ability to perform clinical and technical vascular assessment of lower limbs including:

- complete medical/physical history
 - current health status
 - previous fractures, investigations, treatments
 - prior use of compression therapy
 - co-morbidities
 - pain (type, location)
 - current medications
 - family history

A Licensed Practical Nurse will:

- G-11-2 Demonstrate knowledge and ability to perform clinical and technical vascular assessment of lower limbs including: (cont'd)**
- physical examination
 - skin integrity/color/temperature/rubor/blanche
 - hair and nail condition/growth pattern
 - presence/absence of pulses (femoral, popliteal, posterior tibial, dosalis pedis)
 - presence/absence of varicosities
 - mobility/range of motion
 - structural deformities
 - ankle brachial pressure indices (ABPI)
 - photoplethysmography (pulse oximeter)
 - Doppler application / interpretation
 - neuropathy monofilament testing

- G-11-3 Demonstrate knowledge and ability to perform advanced wound care treatment modalities and wound dressing to promote healing based on:**
- classification/characteristics of wound
 - phase of healing
 - client need and risk factors (allergies/sensitivities/comorbidities/lifestyle)
 - protection against secondary injury
 - insulates and moistens wound bed to promote healing
 - provides effective barrier to microorganisms
 - prevents maceration/irritation of surrounding tissues
 - free from particulate/toxins
 - prevent secondary trauma upon removal of dressing

- G-11-4 Demonstrate knowledge of adjunctive therapies often associated with care of advanced wounds such as:**
- electrical stimulation
 - hyperbaric oxygen therapy
 - compression therapy

A Licensed Practical Nurse will:

G-11-5 Demonstrate knowledge and ability to perform negative pressure therapy (wound VAC) associated with care of advanced wounds.

G-11-6 Demonstrate knowledge and ability to perform wound debridement as defined:

- Level 1: removal of loose, avascular skin tissue
- Level 2: removal of tissue within the dermis and hypodermis (not beyond the subcutaneous fascia)

G-11-7 Demonstrate knowledge and ability to identify clients at risk for recurrence or exacerbation of skin breakdown and develop appropriate prevention strategies.

G-11-8 Demonstrate knowledge and ability to assess psychosocial and quality of life concerns of client and others related to advanced wound care management including:

- patient-centered holistic care
- alterations of body image/lifestyle
- attitudes and feelings/beliefs and values
- cosmetic effects of dressings
- communication difficulties/information needs
- coping strategies and available support services
- sociocultural issues (marginalization/social isolation)
- impact on interpersonal relationships/functional ability
- pain management strategies
- socioeconomic issues (financial, relational, emotional, spiritual)
- expectations/short and long term goals
- involve client and family in care planning/decision making

G-11-9 Demonstrate knowledge and ability to provide health teaching and coaching to client, family and others related to advanced wound care management and the healing process.

G-11-10 Demonstrate knowledge and ability to communicate, consult and collaborate with inter-professional team.

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Nursing Practice

Competency: **G-12**
**Phlebotomy for the Purpose of
Drawing Blood**

Date: January 16, 2017

A Licensed Practical Nurse will:

- G-12-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to phlebotomy.**
- G-12-2 Demonstrate knowledge of anatomy and physiology related to phlebotomy technique.**
- G-12-3 Demonstrate knowledge and ability to perform phlebotomy and manage blood samples according to agency policy.**
- G-12-4 Demonstrate knowledge and ability to provide health teaching and coaching related to phlebotomy.**
- G-12-5 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team.**
- G-12-6 Demonstrate knowledge of use of therapeutic phlebotomy for conditions including:**
 - hemochromatosis
 - sickle-cell anemia
 - polycythemia
- G-12-7 Demonstrate knowledge and ability to perform therapeutic phlebotomy according to agency policy.**

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Nursing Practice

Competency: **G-13**
Client Centered Care

Date: January 16, 2017

A Licensed Practical Nurse will:

- G-13-1 Demonstrate knowledge and ability to integrate concepts of client centered care throughout care delivery including:**
- client engagement (life history, belief, experiences)
 - collaborative partnerships
 - empowering communication
 - health advocacy, support and empowerment
 - holistic assessment
 - obtaining informed consent
 - ready access and autonomy
 - respecting client needs, values and preferences
- G-13-2 Demonstrate knowledge and ability to identify relationship between client centered care and outcomes in health management:**
- anxiety reduction
 - satisfaction with health outcomes
 - engagement and empowerment
 - rights, needs, goals and preferences of client addressed
 - satisfaction with healthcare system
 - self-management and self-efficacy
- G-13-3 Demonstrate knowledge and ability to provide health teaching and coaching that fosters client decision making and self-efficacy.**
- G-13-4 Demonstrate knowledge and ability to communicate and collaborate with client, family, others and inter-professional team to ensure delivery of client centered care.**

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Nursing Practice

Competency: **G-14**
**Complementary and
Alternative Therapies**

Date: January 16, 2017

A Licensed Practical Nurse will:

- G-14-1** **Demonstrate knowledge of differences between conventional medicine and complementary and alternative therapies.**
- G-14-2** **Demonstrate knowledge of common complementary and alternative therapies such as:**
- bio-field/energy (Reiki, electro-magnetic, therapeutic touch)
 - biologically based (dietary supplements, herbal products, vitamins)
 - manipulative and body based (massage, reflexology, chiropractic)
 - mind-body (hypnosis, visual imagery, meditation)
 - whole medical (homeopathy, naturopathy, traditional healing)
- G-14-3** **Demonstrate knowledge and ability to assess and consider impact of complementary and alternative therapies on client's goals of care.**
- G-14-4** **Demonstrate knowledge and ability to assess and consider impact of complementary and alternative therapies on nursing interventions and plan of care.**
- G-14-5** **Demonstrate knowledge and ability to assess and consider risk factors associated with complementary and alternative therapies.**
- G-14-6** **Demonstrate knowledge and ability to recognize and support client's decision to supplement or replace conventional care with complementary and alternative therapy.**

Major Competency Area: **G**
Nursing Practice

Competency: **G-15**
Post-Mortem Care

Date: January 16, 2017

A Licensed Practical Nurse will:

- G-15-1** **Demonstrate knowledge and ability to assess cessation of vital signs.**
- G-15-2** **Demonstrate knowledge and ability to pronounce death according to agency policy.**
- G-15-3** **Demonstrate knowledge and ability to notify appropriate individuals.**
- G-15-4** **Demonstrate knowledge and ability to care for the body adhering to infection prevention and control standards.**
- G-15-5** **Demonstrate knowledge and ability to care for the body adhering to cultural concerns.**
- G-15-6** **Demonstrate knowledge and ability to manage client valuables.**
- G-15-7** **Demonstrate knowledge and ability to assist with post mortem examination, organ donation and sample procurement.**
- G-15-8** **Demonstrate knowledge and ability to notify funeral home, prepare documents, and arrange transfer of body.**
- G-15-9** **Demonstrate knowledge and ability to collaborate with inter-professional team to provide resources and support to client and others**

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