

# Q: Gerontology

Major Competency Area: **Q**  
**Gerontology**

Competency: **Q-1**  
**Gerontology Nursing**

Date: January 16, 2017

A Licensed Practical Nurse will:

- Q-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process in gerontological care.**
- Q-1-2 Demonstrate knowledge of effects of the aging process on anatomy and physiology related to healthy aging, wellness and restorative care.**
- Q-1-3 Demonstrate knowledge and ability to provide evidence informed, client centered care in relation to gerontology nursing:**
- recognize client as expert in own health experience
  - respect and incorporate client related life history and experiences into goals of care
  - involve family and other supportive individuals in care
  - ensure goals of care are realistic and achievable
  - adapt traditional and complementary therapies
  - communicate and collaborate to provide information, health teaching and coaching
- Q-1-4 Demonstrate knowledge and ability to plan, implement and evaluate healthy living/aging initiatives for individuals, groups and communities.**
- Q-1-5 Demonstrate knowledge and ability to assess risk and implement safety measures specific to gerontological client:**
- environmental
  - psychosocial
  - physiological
- Q-1-6 Demonstrate knowledge and ability to apply effective interpersonal communication skills with gerontological client, accommodating for cognitive and sensory changes/deficits.**

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**Gerontology Nursing**

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A Licensed Practical Nurse will:

- Q-1-7      Demonstrate knowledge and ability to collaborate with inter-professional team to provide support and resources to gerontological client, family and others.**
  
- Q-1-8      Demonstrate knowledge of Legislation affecting gerontology nursing and the gerontological client.**

Major Competency Area: **Q**  
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Competency: **Q-2**  
**Gerontology Care and Interventions**

Date: January 16, 2017

A Licensed Practical Nurse will:

- Q-2-1 Demonstrate knowledge and ability to create environments and networks that enable healthy aging and/or convalescence.**
- Q-2-2 Demonstrate knowledge and ability to assess and recognize chronic disease and multi system health issues utilizing tools including but not limited to:**
- activities of daily living (ADLs)
  - auditory/visual impairment screening
  - balance and ambulation screening
  - bowel elimination/impaction assessment
  - Braden scale
  - dementia assessment
  - elder abuse and neglect assessment
  - exercise plan and activity scale
  - fall assessment
  - functional assessment
  - geriatric depression scale
  - geriatric physical assessment
  - lifestyle and behaviours (smoking, obesity, alcohol, substance abuse)
  - muscle and joint assessment
  - nutrition assessment
  - oral health assessment
  - Resident Assessment Instrument (InterRAI)
  - urinary incontinence screening
- Q-2-3 Demonstrate knowledge and ability to assess pain and provide comfort measures and pain management including:**
- history and physical examination
  - color pain scale
  - chronic versus acute

A Licensed Practical Nurse will:

**Q-2-3 Demonstrate knowledge and ability to assess pain and provide comfort measures and pain management including: (cont'd)**

- facial pain scale-revised (FPS-R)
- numeric rating scale (NRS)
- observed/perceived pain
- verbal descriptor scale (VDS)

**Q-2-4 Demonstrate knowledge and ability to adapt care to provide optimum nutrition and hydration to gerontological client considering:**

- adaptive devices
- allergies/sensitivities/preferences
- conducive environment
- cultural and religious influences
- feeding techniques
- involvement in meal preparation
- nutritional requirements/supplements/dietary changes
- oral health and swallowing assessment
- referrals for further assessment
- sensory deficits

**Q-2-5 Demonstrate knowledge and ability to assess and facilitate elimination needs in gerontological client:**

- observe signs and symptoms unique to the elderly
- recognize the special needs of the cognitively impaired
- initiate appropriate interventions
- provide bladder and bowel retraining

**Q-2-6 Demonstrate knowledge and ability to promote skin integrity and perform skin assessment and wound care:**

- basic foot care
- prevent skin breakdown (positioning, skin care, hygiene)
- observe for signs of breakdown and infection
- manage wound
- refer to other health professionals as required

A Licensed Practical Nurse will:

- Q-2-7 Demonstrate knowledge and ability to apply principles of pharmacokinetics and pharmacodynamics specific to gerontological client:**
- manage multiple prescriptions (polypharmacy)
  - medication reconciliation
  - monitor and teach self- medication practice
  - monitor interactions/adverse reactions
  - monitor non-pharmaceutical and complementary therapies
- Q-2-8 Demonstrate knowledge and ability to identify and manage situations of abuse of gerontological client including:**
- financial or material
  - neglect
  - physical
  - psychological or emotional
  - sexual
- Q-2-9 Demonstrate knowledge and ability to assess and identify stressors related to abuse of gerontological client including:**
- cultural roles, beliefs and practices
  - exploitation or dependence
  - family dynamics and control
  - fear induced silence and reluctance to report
  - lack of social services
  - presence of chronic or debilitating disease
  - pressure related to caregiver exhaustion
  - rapid growth of the aging population
  - substance abuse and addiction
- Q-2-10 Demonstrate knowledge and ability to provide health teaching and coaching to gerontological client, family and others regarding:**
- decision-making (finances, living arrangements, care requirements)
  - explanation of client behavior, vital processes and condition change
  - evidence informed healthy lifestyle:
    - fall prevention
    - healthy nutrition
    - social connectedness/isolation

A Licensed Practical Nurse will:

**Q-2-10 Demonstrate knowledge and ability to provide health teaching and coaching to gerontological client, family and others regarding: (cont'd)**

- family dynamics
- goals of care and Personal/Advance Directive
- guardianship/trusteeship
- loss (independence, possessions, home, partner, skills)
- mourning and bereavement support
- neurocognitive dysfunction
- open dialogue regarding palliative care/end of life
- promote independence/restorative care
- psychosocial/spiritual/pastoral care
- quality of life
- supports for activities of daily living (ADLs)

**Q-2-11 Demonstrate knowledge and ability to provide evidence informed end of life care, integrating palliative principles and values including:**

- appropriate sedation and palliative analgesia
- comply with Personal/Advance Directive and goals of care
- holistic/client centered care
- maintain client dignity
- management of behavioral disturbances
- open dialogue regarding end of life
- spiritual and religious support
- symptom management and comfort measures
- termination of life sustaining treatments
- termination of mechanical support

Major Competency Area: **Q**  
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Competency: **Q-3**  
**Cognitive Care**

Date: January 16, 2017

A Licensed Practical Nurse will:

**Q-3-1 Demonstrate knowledge and ability to recognize and assess neurocognitive, physiological or drug induced dysfunction and symptoms associated with gerontological client:**

- delirium
- dementia
- delusion
- depression
- memory loss
- responsive behaviors

**Q-3-2 Demonstrate knowledge and ability to assess and recognize physiological causes for cognitive changes including but not limited to:**

- age related changes
- brain atrophy
- cardiovascular disease (hypertension, myocardial infarction, coronary heart disease, intermittent claudication, homocysteine)
- chronic alcoholism/substance abuse
- chronic stress (glucocorticoid release)
- constipation
- depression
- diabetes
- fluid/electrolyte imbalance
- genetic abnormalities (ApoE-apolipoprotein E epsilon4allele: risk factor for Alzheimer's disease)
- infection (urinary tract, upper respiratory)
- lack of exercise and mobility
- low levels of bioavailable estradiol
- pain (observed/perceived)
- post traumatic stress disorder
- sepsis
- transient ischemic attack (TIA)/stroke
- vitamin D, B12 deficiency



A Licensed Practical Nurse will:

**Q-3-3      Demonstrate knowledge and ability to provide cognitive rehabilitation activities including but not limited to:**

- promote enhanced memory to maintain functional cognition
- promote and provide social activities:
  - intellectual effort
  - mental stimulation
- encourage healthy behaviors to minimize chronic disease risk
  - cardiovascular disease
  - diabetes
  - hypertension
- integrate additional therapies into goals of care:
  - music therapy
  - occupational therapy
  - physiotherapy
  - recreation therapy
  - restorative care

Major Competency Area: **Q**  
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Competency: **Q-4**  
**Dementia Care**

Date: January 16, 2017

A Licensed Practical Nurse will:

- Q-4-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process related to dementia care.**
- Q-4-2 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 client preferences and social history
  - recognize and manage ethical issues
  - collaborate with other health professionals and volunteers in daily care
- Q-4-3 Demonstrate knowledge and ability to adapt communication to cognitive/emotional needs of client with dementia including:**
- address client by name
  - avoid arguing, correcting misinformation, confrontation, raising voice
  - identify nonverbal expressions of physical discomfort and pain
  - provide simple choices/redirect
  - utilize verbal encouragers and positive regard
  - utilize soft approach techniques
- Q-4-4 Demonstrate knowledge and ability to recognize and manage distress related behaviors including:**
- agitation, pacing, exit-seeking, combativeness, withdrawal and repetitive vocalizations:
    - identify patterns that reveal potential causes or triggers
    - protect client from risk
    - promote autonomy and independence in activities of daily living
    - plan prevention or modification strategies
    - document and report circumstances related to distress behaviours
    - collaborate with inter-professional team and others

A Licensed Practical Nurse will:

**Q-4-5 Demonstrate knowledge and ability to promote an optimal environment for client with dementia focused on safety and autonomy including:**

- monitor environmental stimuli
- promote physical, social, spiritual and mental health
- provide sheltered freedom:
  - consistent and individualized routines
  - familiar caregivers
  - appropriate activities
  - promote social interaction
  - group activities
  - family visits
  - reduce isolation
  - intergenerational experiences
- ensure auditory, visual, mobility and memory aids are utilized
- promote reminiscence therapy
- limited use of pharmaceutical and physical restraints according to agency policy

**Q-4-6 Demonstrate knowledge and ability to provide health teaching and coaching to family and others including:**

- support family and others to participate in holistic client-centered care
- discuss and identify psychological needs and stress
- develop strategies to address issues with family dynamics

**Q-4-7 Demonstrate knowledge and ability to collaborate with inter-professional team to provide support and resources to client, family and others.**

Major Competency Area: **Q**  
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Competency: **Q-5**  
**Assessment and Planning  
in Continuing Care**

Date: January 16, 2017

A Licensed Practical Nurse will:

- Q-5-1 Demonstrate knowledge and ability to communicate and collaborate with inter-professional team throughout data collection process:**
- effective interpersonal communication skills
  - engaging colleagues in data collection
  - prioritize workload to facilitate scheduling
- Q-5-2 Demonstrate knowledge of assessment and care planning tools utilized in continuing care such as:**
- Resident Assessment Instrument (RAI)
  - Minimum Data Set (MDS) 2.0
- Q-5-3 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout the nursing process when utilizing care planning tools in continuing care.**
- Q-5-4 Demonstrate knowledge and ability to utilize assessment and care planning tools as applicable to specific clinical role:**
- assessor
  - educator
  - coordinator/lead
- Q-5-5 Demonstrate knowledge and ability to coordinate identified resident care needs in developing plan of care:**
- perform initial and ongoing assessments
  - align data collected with plan of care
  - adjust plan of care as necessary
- Q-5-6 Demonstrate knowledge and ability to manage recording and reporting of data collected through assessment and care planning tools:**
- accurate coding of data collected
  - monitor and audit data collected
  - effective computer/data entry skills
  - complete internal and external reports
  - submit reporting as required

Competency: **Q-5**  
**Assessment and Planning  
in Continuing Care**

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A Licensed Practical Nurse will:

- Q-5-7**      **Demonstrate knowledge and ability to evaluate collected data and identify:**
- bench marking
  - quality assurance measures
  - feasibility of future program development

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