

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**
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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**
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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**
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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
 - 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-9A**
Basic Foot Care

Date: January 16, 2017

A Licensed Practical Nurse will:

- G-9A-1 Demonstrate knowledge and ability to manage basic foot care for client including trimming and filing nails.**
- G-9A-2 Demonstrate knowledge of common micro-organisms of the feet including:**
- bacteria
 - viruses
 - fungi
 - yeast
- G-9A-3 Demonstrate knowledge of infection prevention and control standards associated with foot care.**
- G-9A-4 Demonstrate knowledge and ability to assess compromised circulation and its effects on lower extremities.**
- G-9A-5 Demonstrate knowledge and ability to manage basic foot care in client with compromised circulation.**
- G-9A-6 Demonstrate knowledge and ability to teach appropriate foot care to client, family and others.**
- G-9A-7 Demonstrate knowledge and ability to refer client to advanced foot care professional(s) as appropriate.**

Major Competency Area: **G**
Nursing Practice

Competency: **G-9B**
Advanced Foot Care

Date: January 25, 2021

These Advanced Foot Care competencies can only be achieved in their entirety through formal education courses such as Foot Care Nursing (NURS 1700), Saskatchewan Polytechnic (formerly NURS-1656), or Heel Your Sole Foot Care, Moose Jaw, or equivalent.

Contact the SALPN if you are unsure if your education and training have prepared you with the required competencies to provide care or services within this higher-risk area of foot care.

A Licensed Practical Nurse will:

G-9B-1 Demonstrate knowledge of:

- Human anatomy and physiology of feet
- Feet, skin and nail conditions including:
 - Pathology in relation to acute and chronic diseases
 - Changes related to the aging process
 - Microorganisms of the foot

G-9B-2 Demonstrate knowledge and ability to provide basic¹ hands-on foot care for clients.

G-9B-3 Demonstrate knowledge and ability to perform a comprehensive foot assessment.

G-9B-4 Demonstrate knowledge and ability to perform a health assessment of the client:

- Medical history
- Medication history
- Physical assessment of the lower extremities
- Risk assessment
- Confidentiality
- Sensory Testing

G-9B-5 Demonstrate knowledge of complications of the high-risk foot including, but not limited to:

- The disease process of diabetes, peripheral neuropathy, peripheral vascular diseases, and other complex foot-related diseases
- Care plans
- Referrals
- Medical diagnoses

¹ Basic refers to the basic competencies an LPN has achieved in the practical nursing education program and as listed in Section G-9A of this profile.

Major Competency Area: **G**
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Competency: **G-9B**
Advanced Foot Care

Date: January 25, 2021

A Licensed Practical Nurse will:

G-9B-6 Demonstrate knowledge of complications of circulatory impairment:

- Recognize circulatory issues such as chronic venous insufficiency or peripheral arterial disease
- Vascular assessment of lower extremities
 - Doppler
 - Ankle-Brachial Index
 - Capillary refill
 - Pedal pulses
 - Edema
 - CWCM
 - Presence of varicosities
 - Palpate of dorsalis pedis, and post tibialis pulses
 - Observe skin/limb color/limb temperature

G-9B-7 Demonstrate knowledge and ability to perform advanced foot care procedures:

- Care of the skin including the reduction of hyperkeratotic material such as Heloma(corns) and Tyloma(callus)
- Care of the nail.

All instruments used while providing foot care must be designed for use on the human foot

G-9B-8 Demonstrate knowledge and ability to provide advanced foot care:

- Asepsis/infection control
- Ensures proper sterilization of foot care instruments
- Understands the principles, application and contraindications of padding
- Accessories (such as burs) must be designated for human applications only (no animal or household rotary drills device)
- Appropriate use of nail scissors, nippers and splitters
- Appropriate use of the curette, blacks file, and Diamond Deb file
- Use of monofilament

Major Competency Area: **G**
Nursing Practice

Competency: **G-9B**
Advanced Foot Care

Date: January 25, 2021

A Licensed Practical Nurse will:

G-9B-9 Demonstrate knowledge and ability to assess and refer clients to other health professionals as necessary, including but not limited to:

- Wound care
- Management of foot ulceration of the client requires an interdisciplinary approach
- Signs and symptoms of infectious disease
- Signs and Symptoms of advancing pathologies
- Biomechanical issues of the foot or lower limb

G-9B-10 Demonstrate knowledge and ability to document and report procedure and client response:

- Retention of documentation
- Informed consent

G-9B-11 Demonstrate the ability to recognize educational deficits and provide relevant information about foot health to clients and their families on an ongoing basis.

G-9B-12 Demonstrates the knowledge and complications due to nerve impairment:

- Peripheral neuropathy
- Monofilament testing

G-9B-13 Demonstrates knowledge of bio-mechanical dysfunction and implications as it relates to the mobility and health of the lower limb:

- Range of motion assessment
- Knowledge of ramifications of issues causing limited ROM such as hallux limitus or an ineffective calf muscle pump
- Understanding the use and contraindications of padding to reduce patient discomfort from issues such as hallux valgus (bunions), hammertoes, claw toes, or other malformations
- Have a good working knowledge of orthotics to be able to educate their patients
- Assess gait and ambulation to determine a client's risk for falls

Major Competency Area: **G**
Nursing Practice

Competency: **G-9B**
Advanced Foot Care

Date: January 25, 2021

A Licensed Practical Nurse will:

G-9B-14 Demonstrates the ability to assess footwear and hosiery:

- Including a good working knowledge of compression garments

G-9B-15 Demonstrates the appropriate use of terminology specific to nursing foot care.

G-9B-16 Adhere to principles of infection control when providing foot care:

- Hand hygiene
- PPE
- Cleansing skin with an approved antiseptic prior to care
- Proper disinfection and maintenance of work area between patients

If you are the principle owner of a business (self-employed), and you provide any foot care services, please ensure that you are meeting the requirements of the SALPN Regulatory Bylaws on Independent Practice found [here](#).

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.

Major Competency Area: **G**
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.**

Major Competency Area: **G**
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.**

Major Competency Area: **G**
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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