

## LPN PRACTICE DECISION-MAKING TOOL

*Adapted from "LPN Practice Decision-Making Tool," College of Licensed Practical Nurses of Alberta, 2020 and "Scope of Nursing Practice Decision-Making Framework," Ballard, K. et al., 2016 [www.journalofnursingregulation.com](http://www.journalofnursingregulation.com) Volume 7/Issue 3.*

This tool assists in determining safe and authorized practice for an LPN in Saskatchewan. The following six key considerations provide guidance to determine if an area of practice or specific competency is appropriate for an LPN.

The application of this tool is shaped by legislation and regulation (professional scope of practice), individual nurse competence, the practice environment (employment role), the needs of the client and the context of care. In all areas of practice LPNs are accountable to the profession's Standards of Practice and Code of Ethics.

### How to Use the Tool:



**YES** > CONTINUE

If you respond YES, proceed to the next question.

**NO** > STOP & REVIEW/CONSULT

If you answer NO to any question, practice may not be appropriate at this time. Please review SALPN documents and practice supports at [www.salpn.com](http://www.salpn.com) or contact the SALPN at [practice@salpn.com](mailto:practice@salpn.com).

#### 1 | Is the role or activity consistent with the LPN professional scope of practice, legislation, regulation and professional standards?

From the Licensed Practical Nurses Act, 2000, to practise 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.

LPN practice is articulated in the current in the [LPN Practice in Saskatchewan](#) document and further defined in the [SALPN Competency Profile](#).

**Note** - Additional federal and provincial legislation is also applicable to LPN practice. The LPN is responsible for determining which legislation is applicable to their area of practice. Additional guidance can be obtained by contacting the SALPN Professional Standards and Ethics Consultant at [practice@salpn.com](mailto:practice@salpn.com).

**NO** STOP & REVIEW/CONSULT

YES

#### 2 | Are the competencies needed to perform the role or activity learned in a practical nursing education program? If not, does the LPN have the post-basic education, training, or certification needed?

The [SALPN Competency Profile](#) reflects the competencies that are authorized by the SALPN as within the Professional Scope of Practice for LPNs in Saskatchewan. The Competency Profile is designed to give an overview of LPN competencies; questions about a competency not reflected in the document may be directed to the SALPN for further discussion.

Shaded areas within the [Competency Profile](#) indicate [Additional competencies](#) or [Specialized Areas of LPN Practice](#). **Additional** competencies may be gained through experience, on-the-job training, post-basic education and/or certification. Specialized Areas of LPN Practice require the completion of SALPN approved education. There are currently three specialized areas of LPN practice in Sask: advanced orthopedic, perioperative, and hemodialysis.

**NO** STOP & REVIEW/CONSULT

YES

### 3 | Is the LPN supported to perform the role or activity through employer policy or job description?

The SALPN has the regulatory authority to define practice for LPNs in Saskatchewan. Employers and organizations define the role of the LPN specific to the practice environment (employer role), which may vary based on care requirements, delivery model, and staff mix (context of care). [The LPN Practice in Saskatchewan](#) document explains these responsibilities further.

LPNs must work within the role defined by employer policy or job description. Any questions regarding a variance in the professional scope of practice and the employer role can be discussed further with the employer or the SALPN.

**NO** STOP & REVIEW/CONSULT

YES

### 4 | Does the individual LPN have the competence to perform the role or activity?

In accordance with the [The Act and Bylaws, Standards of Practice and Code of Ethics](#), LPNs must only provide care that they have the education and experience to perform and are accountable for ensuring they have the knowledge and skill required for safe practice.

LPNs requiring additional competence to safely perform an activity or provide a service within their practice environment should discuss this limitation with their employer and seek opportunities for educational support.

**NO** STOP & REVIEW/CONSULT

YES

### 5 | Does the role or activity require additional clinical supports to be performed safely?

LPNs must ensure the necessary clinical supports (supervision, environmental, interdisciplinary team or other clinical resources) are available. The LPN must know which roles or activities within their practice require direct, indirect or indirect-remote supervision.

- **Direct** means that a practicing LPN (with the exception of a graduate LPN) or an authorized practitioner is physically present at the point of care.
- **Indirect** means that a practicing LPN (with the exception of a graduate LPN) or an authorized practitioner who is available for consultation and guidance, but is not required to be physically present at the point of care. The person providing indirect supervision is **readily available** on site and can provide assistance when needed.
- **Indirect - Remote** means that a practicing LPN (with the exception of a graduate LPN) or an authorized practitioner is available for consultation and guidance, but is not required to be physically present at the point of care. The person providing remote supervision **can be easily contacted through technology** when assistance is needed.

**NO** STOP & REVIEW/CONSULT

YES

### 6 | Would a Licensed Practical Nurse, using good judgment, perform the role or activity within this practice environment?

Nursing care decisions should be based on client current and anticipated health needs. In accordance with the [Standards of Practice and Code of Ethics](#), LPNs must use evidence-based judgment to guide their nursing decisions.

**NO** STOP & REVIEW/CONSULT

YES

The LPN may perform the activity, intervention or service in accordance with standards of safe nursing care.