



LIST OF COMPETENCIES

PROFESSIONAL		Importance
Competent entry-level practical nurses:		
PR-1 are responsible and accountable for their own decisions and actions.		
a. recognize and practise autonomously within scope of practice.	PR-1a	Very important
b. recognize when to seek assistance and guidance.	PR-1b	Very important
c. provide care using critical thinking and clinical judgment for decision-making.	PR-1c	Very important
PR-2 develop the therapeutic nurse-client relationship.		
a. initiate, maintain and terminate the therapeutic nurse-client relationship.	PR-2a	Important
b. provide client care in a non-judgmental manner.	PR-2b	Very important
c. respect clients' right to self-determination, informed decision-making and directives.	PR-2c	Very important
PR-3 demonstrate leadership in all aspects of practice.		
a. assess and develop professional competence.	PR-3a	Very important
b. participate in evidence-informed practice.	PR-3b	Important
c. advocate for clients, self and others.	PR-3c	Important
PR-4 demonstrate professional conduct.		
a. adhere to standards of practice of the profession.	PR-4a	Very important
b. identify and respond to inappropriate behaviour.	PR-4b	Very important
c. identify and respond to incidents of unsafe practice.	PR-4c	Very important
d. identify and respond to incidents of professional misconduct.	PR-4d	Very important

ETHICAL

Competent entry-level practical nurses:

Importance

PR-5 apply the ethical framework of the therapeutic nurse-client relationship.

- | | | |
|---|-------|----------------|
| a. establish and maintain respect, empathy, trust and integrity in interactions with clients. | PR-5a | Very important |
| b. recognize and respect the values, opinions, needs and beliefs of clients and self. | PR-5b | Very important |
| c. respect the obligation of the duty to provide care. | PR-5c | Very important |

PR-6 promote clients' rights and responsibilities.

- | | | |
|---|-------|----------------|
| a. ensure implied and/or informed consent. | PR-6a | Very important |
| b. protect clients' rights by maintaining confidentiality, privacy and dignity. | PR-6b | Very important |
| c. support clients' right to self-determination as part of the plan of care. | PR-6c | Important |

LEGAL

Competent entry-level practical nurses:

Importance

PR-7 adhere to legal requirements of practice.

- | | | |
|---|-------|----------------|
| a. adhere to relevant legislation related to abuse, communicable diseases and mental health issues. | PR-7a | Very important |
| b. recognize and respond to questionable orders, actions or decisions. | PR-7b | Very important |
| c. practise within established policies, procedures and standards. | PR-7c | Important |

PR-8 disclose relevant information to appropriate individuals.

- | | | |
|--|-------|----------------|
| a. maintain client confidentiality in written, oral and/or electronic communication. | PR-8a | Very important |
| b. recognize and respond to the clients' right to health-care information. | PR-8b | Important |
-

PR-9 adhere to legal requirements regarding documentation.

a. document within established policies, procedures and standards.	PR-9a	Very important
b. initiate, receive, transcribe and verify orders.	PR-9b	Very important
c. complete occurrence reports as required.	PR-9c	Important

ASSESSMENT

Competent entry-level practical nurses:

FP-1 complete comprehensive health assessments of clients throughout the lifespan. Importance

a. perform individualized health assessments.	FP-1a	Very important
b. select and utilize appropriate technology.	FP-1b	Important
c. accommodate individual client diversity.	FP-1c	Important
d. perform physical assessments, including observation, inspection, auscultation and palpation.	FP-1d	Very important
e. perform mental, spiritual, emotional, psychological and social assessments.	FP-1e	Important
f. research relevant clinical data.	FP-1f	Important
g. interpret and integrate findings from health assessments.	FP-1g	Important

PLANNING AND IMPLEMENTATION

Competent entry-level practical nurses:

FP-2 formulate clinical decisions that are consistent with client needs and priorities. Importance

a. apply critical thinking to respond to changing situations.	FP-2a	Very important
b. develop individualized nursing interventions.	FP-2b	Important

FP-3 implement nursing interventions based on health assessments and desired outcomes.

a. identify the nursing diagnoses.	FP-3a	Important
b. implement the plan of care.	FP-3b	Very important
c. implement strategies to enhance communicable disease control.	FP-3c	Very important
d. apply knowledge of immunization principles and implications to the client.	FP-3d	Important

FP-4 utilize effective time management to organize nursing care.		
a. organize multiple demands into manageable interventions.	FP-4a	Important
b. set priorities that reflect individual client needs.	FP-4b	Very important
FP-5 promote client self-care and wellness.		
a. assist clients to identify actual and potential health goals and outcomes.	FP-5a	Important
b. support clients to assume responsibility for their health.	FP-5b	Important
c. involve clients in developing and prioritizing their plan of care.	FP-5c	Important
d. provide information and access to resources.	FP-5d	Important
FP-6 facilitate health education.		
a. collaborate with clients in the discharge planning process.	FP-6a	Important
b. plan and implement strategies to enhance client learning.	FP-6b	Important
c. evaluate client learning and revise strategies as necessary.	FP-6c	Important
FP-7 apply principles of safety.		
a. implement routine practices (standard precautions).	FP-7a	Very important
b. maintain and promote a safe work environment.	FP-7b	Important
c. apply principles of infection prevention control.	FP-7c	Very important
d. implement strategies related to risk management and reduction of harm.	FP-7d	Very important
FP-8 apply the principles of pharmacology.		
a. utilize critical thinking in the application of pharmacological principles.	FP-8a	Very important
b. assess and review clinical data.	FP-8b	Very important
c. apply the principles of medication administration.	FP-8c	Very important
d. implement strategies to enhance and promote medication safety.	FP-8d	Very important
e. prepare and administer enteral, percutaneous and parenteral (subcutaneous, intramuscular, intradermal and intravenous) medications (excluding IV push).	FP-8e	Very important
f. assess and document client response to medication.	FP-8f	Very important

FP-9 apply the principles of infusion therapy.		
a. apply knowledge of infusion therapy.	FP-9a	Very important
b. initiate, assess, monitor and manage hypodermoclysis (HDC).	FP-9b	Important
c. initiate, assess, monitor and manage peripheral infusion therapy (IV).	FP-9c	Very important
d. assess and monitor the client with a central venous catheter (CVC).	FP-9d	Very important
e. assess and document client response to infusion therapy.	FP-9e	Very important

FP-10 apply the principles of infusion therapy to blood and blood products.

a. apply standards for the safe administration of blood and blood products.	FP-10a	Very important
b. initiate, assess, monitor and manage infusion of blood and blood products.	FP-10b	Very important
c. evaluate and document client response to infusion of blood and blood products.	FP-10c	Very important

EVALUATION

Competent entry-level practical nurses:

FP-11 perform ongoing evaluation throughout delivery of care.

a. evaluate the effectiveness of nursing interventions.	FP-11a	Very important
b. compare actual outcomes to expected outcomes.	FP-11b	Important
c. review and revise the plan of care.	FP-11c	Important

COLLABORATIVE PRACTICE

Competent entry-level practical nurses:

Importance

CP-1 develop and maintain collaborative relationships with clients and others.

a. initiate and maintain a therapeutic environment.	CP-1a	Important
b. promote safety, comfort and cultural sensitivity.	CP-1b	Important
c. encourage and support clients' active participation in care.	CP-1c	Important

CP-2 communicate collaboratively with the client.		
a. gather and/or provide relevant information.	CP-2a	Important
b. encourage and support the opportunity for client feedback.	CP-2b	Important
c. utilize communication techniques to provide effective interpersonal interaction.	CP-2c	Very important
d. apply conflict resolution skills.	CP-2d	Important
CP-3 demonstrate leadership within the health-care team.		
a. collaborate with other members of the health-care team to teach, implement and evaluate care.	CP-3a	Very important
b. assess, initiate and revise goals and priorities.	CP-3b	Very important
c. assign and provide clinical guidance to unregulated health workers.	CP-3c	Very important
d. provide, receive and reflect on constructive feedback.	CP-3d	Important
e. collaborate with other members of the health-care team to coordinate the actions of others in emergency situations, including fire alarms, codes and disease outbreak.	CP-3e	Important
f. integrate evidence-informed research in collaboration with members of the health-care team.	CP-3f	Important
g. participate in quality improvement and risk management activities.	CP-3g	Important