

List of CPNRE® Competencies (2022-2026)

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Professional Practice

Licensed practical nurses adhere to practice standards and an ethical framework. They are responsible and accountable for safe, competent and ethical nursing practice. They are expected to demonstrate professional conduct as reflected through personal attitudes, beliefs, opinions and actions. Licensed practical nurses focus on personal and professional growth. Licensed practical nurses are expected to utilize knowledge, critical thinking, critical inquiry and research to build an evidence-informed practice.

1. Demonstrates accountability and accepts responsibility for own decisions and actions.
2. Practises autonomously within legislated scope of practice.
3. Displays self-awareness and recognizes when to seek assistance and guidance.
4. Adheres to regulatory requirements of jurisdictional legislation.
5. Practises within own level of competence.
6. Initiates, maintains and terminates the therapeutic nurse–client relationship. For example:
 - 6.1 The duty to provide care.
7. Provides client care in a non-judgmental manner.
8. Adapts practice in response to the spiritual beliefs and cultural practices of clients. For example:
 - 8.1 Adapts practice to what the client finds meaningful.
9. Supports clients in making informed decisions about their health care and respects their decisions.
10. Engages in self-reflection and continuous learning to maintain and enhance competence.
11. Integrates relevant evidence into practice.
12. Collaborates in the analysis, development, implementation and evaluation of practice and policy. For example:
 - 12.1 Understands the importance and currency of policies, how they are evaluated and how they apply to practice.
13. Integrates continuous quality improvement principles and activities into nursing practice.
14. Demonstrates a professional presence, honesty, integrity and respect in all interactions.

15. Demonstrates fitness to practise.
16. Maintains current knowledge about trends and issues that impact the client, the licensed practical nurse, the health-care team and the delivery of health services.
17. Identifies and responds to inappropriate behaviour and incidents of professional misconduct.
18. Recognizes, responds and reports own and others' near misses, errors and adverse events.
19. Distinguishes between the mandates of regulatory bodies, professional associations and unions.

Ethical Practice

Licensed practical nurses use ethical frameworks (e.g., Code of Ethics, ethical standards) when making professional judgments and practice decisions. They engage in critical thinking and critical inquiry to inform decision-making and use self-reflection to understand the impact of personal values, beliefs and assumptions in the provision of care.

20. Establishes and maintains professional boundaries.
21. Takes action to minimize the impact of personal values and assumptions on interactions and decisions.
22. Demonstrates respect for the values, opinions, needs and beliefs of others.
23. Applies ethical frameworks and reasoning to identify and respond to situations involving moral and ethical conflict, dilemma or distress.
24. Obtains knowledge of and responds to the *Calls to Action of the Truth and Reconciliation Commission of Canada*.¹
25. Preserves the dignity of clients in all personal and professional contexts.
26. Advocates for equitable access, treatment and allocation of resources, particularly for vulnerable and/or diverse clients and populations.
27. Advocates for clients or their representatives especially when they are unable to advocate for themselves.

¹ See *Truth and Reconciliation Commission of Canada: Calls to Action*, http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf

Legal Practice

Licensed practical nurses adhere to applicable provincial/territorial and federal legislation and regulations, professional standards and employer policies that direct practice. They engage in professional regulation by enhancing their competence, promoting safe practice and maintaining their fitness to practise. Licensed practical nurses recognize that safe nursing practice includes knowledge of relevant laws and legal boundaries within which the licensed practical nurse must practise.

28. Practises according to legislation, practice standards, ethics and organizational policies.
29. Practises according to relevant mandatory reporting legislation.
30. Recognizes, responds and reports questionable orders, actions or decisions made by others. For example:
 - 30.1 Initiate contact and receive, transcribe and verify orders.
31. Adheres to the duty to report.
32. Protects clients' rights by maintaining confidentiality and privacy in all personal and professional contexts.
33. Respond to the clients' right to health-care information in accordance with relevant privacy legislation.
34. Documents according to established legislation, practice standards, ethics and organizational policies.
35. Obtains informed consent to support the client's informed decision-making.

Foundations of Practice

Licensed practical nurses use critical thinking, reflection, and evidence integration to assess clients, plan care, implement interventions and evaluate outcomes and processes. Foundational knowledge includes nursing theory, health sciences, humanities, pharmacology and ethics.

36. Completes comprehensive health assessments of clients across the lifespan.
37. Selects and utilizes information and communications technologies (ICTs) in the delivery of client care.
38. Researches and responds to relevant clinical data.
39. Engages in evidence-informed practice by considering a variety of relevant sources of information.
40. Comprehends, responds to and reports assessment findings.
41. Formulates clinical decisions consistent with client needs and priorities. For example:
 - 41.1 Organize and manage multiple priorities.
 - 41.2 Respond appropriately to changing situations.
 - 41.3 Develop individualized nursing interventions.
 - 41.4 Set priorities that reflect individual client needs.
42. Identifies nursing diagnoses.
43. Develops the plan of care with the client, health-care team and others.
44. Implements nursing interventions based on assessment findings, client preferences and desired outcomes.
45. Responds to clients' conditions by organizing competing priorities into actions.
46. Assesses clients' health literacy, knowledge and readiness to learn.
47. Assesses, plans, implements and evaluates the teaching and learning process.
48. Provides information and access to resources to facilitate health education.
49. Evaluates the effectiveness of health education.
50. Applies principles of client safety.

51. Engages in quality improvement and risk management to promote a quality practice environment.
52. Evaluates the effectiveness of nursing interventions by comparing actual outcomes to expected outcomes.
53. Reviews and revises the plan of care and communicates accordingly.
54. Assesses implications of own decisions.
55. Uses critical thinking, critical inquiry and clinical judgment for decision-making.
56. Demonstrates professional judgment in utilizing information and communications technologies (ICTs) and social media.
57. Recognizes high-risk practices and integrates mitigation strategies that promote safe care. For example:
 - 57.1 Apply knowledge of pharmacology and principles of safe medication practice.
 - 57.2 Implement strategies to optimize medication safety.
 - 57.3 Implement strategies to promote safe transitions of care (e.g., change in provider, shift change, change in care setting, which includes discharge).
 - 57.4 Recognize when a nurse's approach to practice and communication needs to evolve based on client needs, nursing competence or practice context.
58. Applies strategies to prevent, de-escalate and manage disruptive, aggressive or violent behaviour. For example:
 - 58.1 Involving the client and/or others not limited to family, friends, visitors, co-workers, team members.
59. Recognizes and responds immediately when a client's condition is deteriorating.
60. Demonstrates knowledge of nursing theory, pharmacology, health sciences, humanities and ethics. For example:
 - 60.1 Engage in safe medication practices.
 - 60.2 Engage in safe infusion therapy practices (e.g., infusion therapy, central lines, pain management systems).
 - 60.3 Apply standards and principles when administering blood and blood products.
 - 60.4 Use the nursing process in the plan of care.

Collaborative Practice

Licensed practical nurses work collaboratively with clients and other members of the health-care team. They recognize that collaborative practice is guided by shared values and accountability, a common purpose or care outcome, mutual respect and effective communication.

61. Engages clients in identifying their health needs, strengths, capacities and goals.
62. Communicates collaboratively with the client and the health-care team.
63. Provides essential client information to the client and the health-care team.
64. Promotes effective interpersonal interaction.
65. Uses conflict resolution strategies to promote healthy relationships and optimal client outcomes.
66. Articulates own role based on legislated scope of practice, individual competence and care context including employer policies.
67. Determines own professional and interprofessional role within the team by considering the roles, responsibilities and scope of practice of others.
68. Advocates for the use of Indigenous health knowledge and healing practices in collaboration with the client.
69. Demonstrates leadership, direction and supervision to unregulated health workers and others.
70. Participates in emergency preparedness and disaster management.
71. Participates in creating and maintaining a quality practice environment that is healthy, respectful and psychologically safe.
72. Fosters an environment that encourages questioning and exchange of information.
73. Initiates and fosters mentoring relationships. For example:
 - 73.1 Seek, provide and reflect on constructive feedback.
74. Applies the principles of team dynamics and group processes in interprofessional team collaboration.
75. Demonstrates formal and informal leadership in practice.
76. Organizes workload, assigns/coordinates nursing care, sets priorities and demonstrates effective time management skills.