



LIST OF CPNRE® COMPETENCIES (2017-2021)

Professional, Ethical and Legal Practice

PROFESSIONAL

Competent entry-level practical nurses:

PR-1 are responsible and accountable for their own decisions and actions.

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| a. practise autonomously within legislated scope of practice. | PR-1a |
| b. determine when to seek assistance and guidance. | PR-1b |
| c. engage in critical inquiry, critical thinking and clinical judgment for decision-making. | PR-1c |

PR-2 develop the therapeutic nurse-client relationship.

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| a. initiate, maintain and terminate the therapeutic nurse-client relationship. | PR-2a |
| b. provide client care without bias. | PR-2b |
| c. respect client's right to self-determination. | PR-2c |

PR-3 demonstrate leadership in all aspects of practice.

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| a. assess and develop professional competence. | PR-3a |
| b. advocate for best practices. | PR-3b |
| c. advocate for client, self and others. | PR-3c |

PR-4 demonstrate and model professional behaviour.

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| a. adhere to standards of practice and ethics. | PR-4a |
| b. assess and maintain own fitness to practise. | PR-4b |
| c. respond to inappropriate behaviour and communication. | PR-4c |
| d. respond to incidents of unsafe practice. | PR-4d |
| e. respond to incidents of professional misconduct. | PR-4e |

ETHICAL

Competent entry-level practical nurses:

PR-5 apply an ethical framework to nursing practice.

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| a. establish and maintain respect, empathy, trust and integrity in interactions with clients and others. | PR-5a |
| b. recognize and respect the values, opinions, needs and beliefs of clients, self and others. | PR-5b |
| c. accommodate client diversity. | PR-5c |
| d. recognize and adhere to the duty to provide care. | PR-5d |
| e. identify and address situations involving moral and ethical challenges. | PR-5e |
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PR-6 advocate for clients' rights and responsibilities.

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| a. ensure that implied and/or informed consent is obtained. | PR-6a |
| b. maintain client's confidentiality, privacy and dignity. | PR-6b |
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LEGAL

Competent entry-level practical nurses:

PR-7 adhere to legal requirements of practice.

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| a. practise within the confines of established policies, procedures and standards. | PR-7a |
| b. recognize and respond to questionable orders, actions or decisions. | PR-7b |
| c. adhere to relevant abuse, communicable disease and mental health legislation. | PR-7c |
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PR-8 adhere to legal requirements regarding personal information.

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| a. maintain confidentiality in all forms of communication. | PR-8a |
| b. respond to the client's right to information. | PR-8b |
| c. disclose relevant information to appropriate individuals. | PR-8c |
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PR-9 adhere to legal requirements regarding documentation.	
a. document according to established policies, procedures and standards.	PR-9a
b. initiate contact and receive, transcribe and verify orders.	PR-9b
c. complete occurrence reports as required.	PR-9c

Foundations of Practice

ASSESSMENT

Competent entry-level practical nurses:

FP-1 complete comprehensive assessments.	
a. conduct individualized health assessments.	FP-1a
b. perform physical assessments using observation, inspection, auscultation and palpation.	FP-1b
c. perform psychological, spiritual and sociocultural assessments.	FP-1c
d. collect clinical data using appropriate methodology.	FP-1d
e. analyze and integrate relevant clinical data.	FP-1e
f. recognize determinants of health in individuals, groups and communities.	FP-1f

PLANNING & IMPLEMENTATION

Competent entry-level practical nurses:

FP-2 formulate decisions consistent with client needs and priorities.	
a. organize and manage multiple priorities.	FP-2a
b. respond appropriately to changing situations.	FP-2b
c. develop individualized nursing interventions.	FP-2c
d. set priorities that reflect individual client needs.	FP-2d

FP-3 plan and implement interventions based on assessment and desired outcomes.	
a. determine nursing diagnosis.	FP-3a
b. identify health goals and outcomes in collaboration with the client.	FP-3b
c. engage client in developing and prioritizing the plan of care.	FP-3c
d. implement the plan of care.	FP-3d
FP-4 promote client self-care.	
a. assess client health literacy and health knowledge.	FP-4a
b. support clients to assume responsibility for their health.	FP-4b
c. support access to available resources and information.	FP-4c
d. participate in discharge planning.	FP-4d
FP-5 facilitate health education.	
a. provide health education in collaboration with the client.	FP-5a
b. plan and implement strategies to enhance client learning.	FP-5b
c. evaluate client learning and revise strategies as necessary.	FP-5c
d. evaluate the quality of health-related resources.	FP-5d
FP-6 apply principles of safety.	
a. implement routine practices (standard precautions).	FP-6a
b. assess needs and implement strategies related to risk management and reduction of harm.	FP-6b
c. assess needs and implement strategies to enhance infection prevention and control of communicable diseases.	FP-6c
d. apply knowledge of principles and implications of immunization.	FP-6d
e. promote psychological health and safety.	FP-6e

FP-7 engage in safe medication practices.	
a. analyze clinical data.	FP-7a
b. apply principles of medication administration and pharmacology when preparing and administering medications (excluding IV push).	FP-7b
c. implement strategies to optimize medication safety.	FP-7c
d. evaluate and document client's response to medication.	FP-7d
FP-8 engage in safe infusion therapy practices.	
a. analyze clinical data.	FP-8a
b. apply principles of infusion therapy when preparing and administering peripheral and subcutaneous infusions.	FP-8b
c. apply principles of infusion therapy to assess and monitor central venous catheters (CVC).	FP-8c
d. apply knowledge of pain management systems (e.g., patient-controlled analgesia (PCA), epidural).	FP-8d
e. apply standards and principles when administering blood and blood products.	FP-8e
f. implement strategies to optimize infusion therapy safety.	FP-8f
g. evaluate and document client's response to infusion therapy.	FP-8g
EVALUATION	
Competent entry-level practical nurses:	
FP-9 perform ongoing evaluation throughout delivery of care.	
a. evaluate the effectiveness of nursing interventions.	FP-9a
b. compare actual outcomes to expected outcomes.	FP-9b
c. review and revise the plan of care.	FP-9c

Collaborative Practice

COLLABORATIVE PRACTICE

Competent entry-level practical nurses:

CP-1 develop and maintain collaborative relationships.

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| a. develop partnerships based on trust and respect. | CP-1a |
| b. promote quality, healthy work environments. | CP-1b |
| c. apply conflict management skills. | CP-1c |
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CP-2 communicate collaboratively.

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| a. demonstrate effective communication techniques. | CP-2a |
| b. communicate in a respectful, timely, open and honest manner. | CP-2b |
| c. communicate relevant information to the appropriate person or agency. | CP-2c |
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CP-3 demonstrate leadership in collaborative practice.

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| a. practise collaboratively with the health-care team. | CP-3a |
| b. engage others to support effective teamwork. | CP-3b |
| c. lead, direct, assign or supervise unregulated health workers and others. | CP-3c |
| d. seek, provide and reflect on constructive feedback. | CP-3d |
| e. collaborate with the health-care team to coordinate the actions of others in emergency situations. | CP-3e |
| f. integrate best evidence in collaboration with the health-care team. | CP-3f |
| g. participate in quality improvement and risk management activities. | CP-3g |
| h. promote a culture of safety. | CP-3h |
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