

# List of CPNRE® Competencies (2017-2021)

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# Professional, Ethical and Legal Practice

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## PROFESSIONAL

Competent entry-level practical nurses:

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

PR-1a: practice autonomously within legislated scope of practice.

PR-1b: determine when to seek assistance and guidance.

PR-1c: engage in critical inquiry, critical thinking and clinical judgment for decision making.

### **PR-2 develop the therapeutic nurse-client relationship.**

PR-2a: initiate, maintain and terminate the therapeutic nurse-client relationship.

PR-2b: provide client care without bias.

PR-2c: respect client's right to self-determination

### **PR-3 demonstrate leadership in all aspects of practice.**

PR-3a: assess and develop professional competence.

PR-3b: advocate for best practices.

PR-3c: advocate for client, self and others.

### **PR-4 demonstrate and model professional behaviour.**

PR-4a: adhere to standards of practice and ethics.

PR-4b: assess and maintain own fitness to practice.

PR-4c: respond to inappropriate behaviour and communication.

PR-4d: respond to incidents of unsafe practice.

PR-4e: respond to incidents of professional misconduct.

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## ETHICAL

Competent entry-level practical nurses:

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### **PR-5 apply an ethical framework to nursing practical.**

PR-5a: establish and maintain respect, empathy, trust and integrity in interactions with clients and others.

PR-5b: recognize and respect the values, opinions, needs and beliefs of clients, self and others.

PR-5c: accommodate client diversity.

PR-5d: recognize and adhere to the duty to provide care.

PR-5e: identify and address situations involving moral and ethical challenges.

### **PR-6 advocate for clients' rights and responsibilities.**

PR-6a: ensure that implied and/or informed consent is obtained.

PR-6b: maintain client's confidentiality, privacy and dignity.

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## LEGAL

Competent entry-level practical nurses:

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### **PR-7 adhere to legal requirements of practice.**

PR-7a: practice within the confines of established policies, procedures and standards.

PR-7b: recognize and respond to questionable orders, actions or decisions.

PR-7c: adhere to relevant abuse, communicable disease and mental health legislation.

## **PR-8 adhere to legal requirements regarding personal information.**

PR-8a: maintain confidentiality in all forms of communication.

PR-8b: respond to the client's right to information.

PR-8c: disclose relevant information to appropriate individuals.

## **PR-9 adhere to legal requirements regarding documentation.**

PR-9a: document according to established policies, procedures and standards.

PR-9b: initiate contact and receive, transcribe and verify orders.

PR-9c: complete occurrence reports as required.

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# **Foundations of Practice**

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## **ASSESSMENT**

Competent entry-level practical nurses:

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## **FP-1 complete comprehensive assessments.**

FP1-a: conduct individualized health assessments.

FP1-b: perform physical assessments using observation, inspection, auscultation and palpation.

FP1-c: perform psychological, spiritual and sociocultural assessments.

FP1-d: collect clinical data using appropriate methodology.

FP1-e: analyze and integrate relevant clinical data.

FP1-f: recognize determinants of health in individuals, groups and communities.

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## PLANNING & IMPLEMENTATION

Competent entry-level practical nurses:

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### **FP-2 formulate decisions consistent with client needs and priorities.**

FP2-a: organize and manage multiple priorities.

FP2-b: respond appropriately to changing situations.

FP2-c: develop individualized nursing interventions.

FP2-d: set priorities that reflect individual client needs.

### **FP-3 plan and implement interventions based on assessment and desired outcomes.**

FP3-a: determine nursing diagnosis.

FP3-b: identify health goals and outcomes in collaboration with the client.

FP3-c: engage client in developing and prioritizing the plan of care.

FP3-d: implement the plan of care.

### **FP-4 promote self-care.**

FP4-a: assess client health literacy and health knowledge.

FP4-b: support clients to assume responsibility for their health.

FP4-c: support access to available resources and information.

FP4-d: participate in discharge planning.

## **FP-5 facilitate health education.**

FP5-a: provide health education in collaboration with the client.

FP5-b: plan and implement strategies to enhance client learning.

FP5-c: evaluate client learning and revise strategies as necessary.

FP5-d: evaluate the quality of health-related resources.

## **FP-6 apply principles of safety.**

FP6-a: implement routine practices (standard precautions).

FP6-b: assess needs and implement strategies related to risk management and reduction of harm.

FP6-c: assess needs and implement strategies to enhance infection prevention and control of communicable diseases.

FP6-d: apply knowledge of principles and implications of immunization.

FP6-e: promote psychological health and safety.

## **FP-7 engage in safe medication practices.**

FP7-a: analyze clinical data.

FP7-b: apply principles of medication administration and pharmacology when preparing and administering medications (excluding IV push).

FP7-c: implement strategies to optimize medication safety.

FP7-d: evaluate and document client's response to medication.

## **FP-8 engage in safe infusion therapy practices.**

FP8-a: analyze clinical data.

FP8-b: apply principles of infusion therapy when preparing and administering peripheral and subcutaneous infusions.

FP8-c: apply principles of infusion therapy to assess and monitor central venous catheters (CVC).

FP8-d: apply knowledge of pain management systems (e.g., patient-controlled analgesia (PCA), epidural).

FP8-e: apply standards and principles when administering blood and blood products.

FP8-f: implement strategies to optimize infusion therapy safety.

FP8-g: evaluate and document client's response to infusion therapy.

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## **EVALUATION**

Competent entry-level practical nurses:

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## **FP-9 perform ongoing evaluation throughout delivery of care.**

FP9-a: evaluate the effectiveness of nursing interventions.

FP9-b: compare to actual outcomes to expected outcomes.

FP9-c: review and revise the plan of care.



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# Collaborative Practice

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## COLLABORATIVE PRACTICE

Competent entry-level practical nurses:

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### **CP-1 develop and maintain collaborative relationships.**

CP1-a: develop partnerships based on trust and respect.

CP1-b: promote quality, healthy work environments.

CP1-c: apply conflict management skills.

### **CP-2 communicate collaboratively.**

CP2-a: demonstrate effective communication techniques.

CP2-b: communicate in a respectful, timely, open and honest manner.

CP2-c: communicate relevant information to the appropriate person agency.

### **CP-3 demonstrate leadership in collaborative practice.**

CP3-a: practise collaboratively with the health-care team.

CP3-b: engage others to support effective teamwork.

CP3-c: lead, direct, assign or supervise unregulated health workers and others.

CP3-d: seek, provide and reflect on constructive feedback.

CP3-e: collaborative with the health-care team to coordinate the actions of others in emergency situations.

CP3-f: integrate best evidence in collaboration with the health-care team.

CP3-g: participate in quality improvement and risk management activities.

CP3-h: promote a culture of safety.