

Applicants: The following is an excerpt from 'Becoming a Licensed Practical Nurse in Canada: Requisite Skills and Abilities' downloaded from <https://www.clpnbc.org/Documents/Practice-Support-Documents/JJLPN-RSA-Final>

- Please go to the link above and read the entire document.
- Sign at the end of this document to indicate that you understand and meet all the requisite skills and abilities required for Licensed Practical Nurses in Canada.
- Return this document to your instructor on the first day of class.

Regulatory Requirements:

Individuals who decide to pursue a career as a licensed practical nurse must meet certain formal requirements for registration with the professional regulatory authority, including:

- successfully meeting the regulatory authority's education and language requirements;
- demonstrating that they meet the entry-to-practice competencies;
- passing the Canadian Practical Nurse Registration Examination (CPNRE);
- demonstrating evidence of good character, including demonstrating that they possess the moral and ethical judgment expected of a licensed practical nurse;
- demonstrating the fitness to practice as a licensed practical nurse;
- demonstrating the cognitive, behavioural, communication, interpersonal and physical skills and abilities to engage in the practice of a licensed practical nurse; and,
- submitting a satisfactory criminal record review.

Certain basic skills and abilities are required to practice as a licensed practical nurse in Canada. The requisite skills and abilities provide the public and practitioners with information about the nature of the activities that licensed practical nurses must be able to perform, and the general demands of practical nursing education and practice.

The requisite skills and abilities identified below are essential. They are organized into seven categories using examples of entry-level practical nursing activities to illustrate the particular requirement. The list provides a snapshot of the nature and types of activities involved in typical entry-level licensed practical nurse practice, but should not be considered exhaustive.

Cognitive

Ability to perform skills which demonstrate thinking capacity:

- Remember information;
- Able to focus on and manage multiple pieces of information at the same time;
- Able to problem solve, reason, make decisions and use critical thinking to develop professional judgment; and,
- Apply mathematical skills and abilities in order to:
 - Add, subtract, multiply and divide; and,
 - Calculate ratios and percentages, and apply algebraic equations.

Example: The licensed practical nurse can recall clinical skills or patterns of signs and symptoms and diagnoses from previous interactions, use past experiences to inform current decisions; perceive when situations require further inquiry; and recall written, oral or audio-taped information.

Communication

Ability to express and receive written, verbal and non-verbal language, and the ability to interact with others in a respectful and professional manner:

- Speak, write, read and comprehend English and/or French adequately to effectively communicate in a clear and concise manner;
- Recognize their own non-verbal signals and interpret those received from others while considering individual differences in expression and associated meaning; and,
- Communicate information through documentation in client charts, both paper and electronic.

Example: The licensed practical nurse can obtain and attend to information while taking a health history; and communicate well with other health-care team members.

Interpersonal

Ability to create positive relationships:

- Develop relationships and rapport with individuals and groups;
- Respond to the needs of clients and colleagues;
- Understand the differences between professional therapeutic relationships and personal friendships;
- Work in close proximity to clients and colleagues; and,
- Understand that the LPN is providing care to a full range of individuals.

Example: The licensed practical nurse can support a client during a painful procedure and identify that others have needs and perspectives that might differ.

Behavioural

Ability to conduct oneself in a professional manner:

- Manage own behaviour to provide safe, competent and ethical nursing care;
- Admit to making mistakes;
- Engage in self-reflection;
- Take initiative to collaborate with others to create a safe environment;
- Respond appropriately in situations that are stressful or that involve conflict;
- React appropriately to giving and receiving physical touch;
- Fulfill responsibilities as part of a team; and,
- Set priorities and organize actions in an environment with multiple demands.

Example: The licensed practical nurse can manage time appropriately. The licensed practical nurse maintains a calm presence with clients, regardless of client behaviour.

Sensory Perceptual

Ability to accurately perceive with each of the following senses to provide safe care and actively participate in nursing activities:

- Sight;
- Hearing;
- Smell;
- Touch.

Example: The licensed practical nurse can read numbers and lines of demarcation on a syringe; feel a client's pulse; and hear a client's breath sounds.

Physical

Ability to perform and have control over each of the following actions to provide safe client care and to actively participate in educational activities:

- Stand and maintain balance;
- Possess manual dexterity;
- Move within limited spaces;
- Push and pull;
- Perform repetitive movements;
- Perform complex sequences of hand-eye coordination;
- Bend;
- Reach;
- Lift;
- Walk;
- Climb;
- Carry objects.

Example: The licensed practical nurse can change a sterile dressing on a wound, prepare and administer medications by injection, assist an adult client to get out of bed and walk, perform cardiopulmonary resuscitation, and climb stairs for a home care visit while carrying supplies that may weigh in excess of 8 kg.

Environmental

Ability to function in the presence of each of the following commonly encountered and unavoidable environmental factors:

- Distractions;
- Unpredictable behaviour of others;
- Noxious odours;
- Disease agents;
- Noise;
- Chemicals.

Example: The licensed practical nurse can tolerate and assess the odour of infections, urine, feces, sputum, blood and emesis.

Anyone who has questions about whether or not they have the required skills and abilities for admission to or progression through a recognized practical nursing education program, or entry into the licensed practical nurse profession should contact the education program to which they intend to apply or the regulatory authority in the province/territory in which they wish to practice.

I have read and understand 'Becoming a Licensed Practical Nurse in Canada: Requisite Skills and Abilities' downloaded from <https://www.clpnbc.org/Documents/Practice-Support-Documents/IJLPN-RSA-Final>. I meet all the requisite skills and abilities as outlined in the document.

Applicant Signature

Applicant Name (please print)

OC Student Number

Date