



Standards of Practice

STANDARD I

Knowledge

The Licensed Practical Nurse bases practice on knowledge acquired from nursing science and the humanities.

Indicators

The Licensed Practical Nurse:

1. Demonstrates current knowledge necessary to provide safe care.
2. Demonstrates knowledge, skill and professional judgment relevant to practice.
3. Uses current knowledge to support and guide practice.
4. Demonstrates an awareness and understanding of trends in practical nursing, health and society, which impact practice.
5. Demonstrates a commitment to lifelong learning through self-evaluation and participation in the profession's Continuing Competency Program.

STANDARD II

Application of Knowledge, Skills and Judgment

The Licensed Practical Nurse assesses the clients' actual or potential strengths and limitations and plans interventions and evaluates outcomes.

Indicators

The Licensed Practical Nurse:

1. Practices within own level of competence.
2. Obtains information from a variety of sources.
3. Applies critical thinking and problem-solving processes in decision-making.
4. Determines client status and responds to actual or potential health problems, by planning nursing interventions, performing planned interventions, evaluating client outcomes and revising care as necessary.
5. Exercises judgment to distinguish between relevant and irrelevant information when assessing, evaluating and reporting.
6. Initiates, maintains and concludes the therapeutic nurse-client relationship.
7. Maintains documentation of client care and observations that are chronological, legible, clear, timely, accurate and concise.

STANDARD III

Professional Service in the Public Interest

The Licensed Practical Nurse provides nursing service and collaborates with others in providing health care, while respecting individual beliefs.

Indicators

The Licensed Practical Nurse:

1. Responds to the needs of clients in a manner that fosters trust, respect, collaboration and innovation.
2. Provides appropriate information to the client.
3. Communicates and collaborates with appropriate professionals and relevant others to attain client health care outcomes.
4. Assists clients to select choices, which will support changes in their health care outcomes.
5. Encourages clients to assume responsibility for their own health.
6. Respects the integration of alternative approaches to client's own health care.
7. Encourages client learning through appropriate learning strategies.
8. Encourages and supports the integration of clients into their community by providing information regarding available support services.
9. Uses resources effectively and efficiently in the provision of nursing services.
10. Exercises judgment in directing and/or delegating clients' care to other appropriate health care workers.

STANDARD IV

Ethical Practice

The Licensed Practical Nurse understands, promotes and adheres to the ethical standards of the nursing profession.

Indicators

The Licensed Practical Nurse:

1. Adheres to the College of Licensed Practical Nurses of Manitoba Code of Ethics.
2. Acts as an advocate to protect and promote the clients right to autonomy, respect, privacy, dignity and access to information.
3. Recognizes the impact of own values and beliefs on practice.
4. Maintains appropriate boundaries between professional therapeutic relationships and non –professional personal relationships.
5. Identifies, responds to and reports situations of unsafe practice or professional misconduct to appropriate authorities.
6. Promotes a practice environment that supports ethical behavior and practice.

STANDARD V

Self Regulation

The Licensed Practical Nurse maintains current knowledge related to the profession.

Indicators

The Licensed Practical Nurse:

1. Maintains current registration.
2. Maintains current knowledge related to the regulation of the profession.
3. Supports the mandate of the College of Licensed Practical Nurses of Manitoba to protect the public.
4. Maintains an informed position with respect to regulatory changes, which affect practice.
5. Practices within the profession's legislated Scope of Practice.
6. Participates in professional meetings and activities.

STANDARD VI

Continuing Competence

The Licensed Practical Nurse assumes responsibility for attaining and maintaining competence relevant to own practice.

Indicators

The Licensed Practical Nurse:

1. Demonstrates appropriate knowledge, skills and judgment related to own practice.
2. Demonstrates awareness of the changing trends in nursing, health and society that impact practice.
3. Continually assesses own competence to identify learning needs and opportunities for growth and development.
4. Uses reflective thought and feedback from others when assessing own practice.
5. Provides feedback to others to support their professional development.
6. Participates in the College of Licensed Practical Nurses of Manitoba Continuing Competency Program.
7. Incorporates knowledge gained into practice.
8. Maintains a record of professional activities.

STANDARD VII

Professional Responsibility and Accountability

The Licensed Practical Nurse is responsible and accountable for own practice and conduct.

Indicators

The Licensed Practical Nurse:

1. Demonstrates knowledge regarding professional responsibilities.
2. Accepts accountability and takes responsibility for own professional conduct and decisions at all times.
3. Adheres to policies and procedures of employment setting.
4. Supports policies and practices consistent with the College of Licensed Practical Nurses of Manitoba Standards of Practice and reports those in conflict with the Standards.
5. Maintains mental, spiritual and physical well-being.
6. Displays the characteristics and attributes of a Professional.
7. Seeks advice, when necessary, from individuals who are competent to provide that advice in a given situation.
8. Protects the rights of the client, including confidentiality, privacy, dignity and self-determination.
9. Protects confidentiality of all information gained in the context of a professional relationship.
10. Complies with health related legislation pertaining to the disclosure of confidential information.
11. Uses conflict resolution skills to facilitate inter-disciplinary health team interactions.

STANDARD VIII

Professional Leadership

The Licensed Practical Nurse demonstrates professional leadership in the delivery of quality nursing and health care services to the public.

Indicators

The Licensed Practical Nurse:

1. Promotes and participates in the continuing development of the discipline of practical nursing.
2. Demonstrates openness to new ideas, which may change, enhance or support nursing practice.
3. Presents a positive image of nursing.
4. Acts as a role model, resource and mentor to clients, learners, nursing peers and colleagues.
5. Promotes and supports practical nursing and other health team members to practice to their full scope of practice.
6. Advocates for changes to policies and protocols, which impede the profession from meeting client needs and the profession's standards.
7. Contributes to the development of policies and procedures for the delivery of competent safe nursing care.
8. Promotes practice environments, which support the nurses' mental, physical and emotional well-being.
9. Advocates for clients, professional practice environments and the nursing profession.
10. Promotes efforts to achieve a healthier society.