

CLPNM Competency Documents

Summary of 2021 Revisions



College of Licensed Practical
Nurses of Manitoba

Entry-Level Competencies for the Licensed Practical Nurse in Manitoba

The following revisions to the *Entry-Level Competencies for Licensed Practical Nurses in Manitoba* were approved by the CLPNM Board of Directors on September 14, 2021. The revised Entry-Level Competencies (ELCs) were published on October 12, 2021.

These changes were adopted to keep pace with societal expectations, changes health system needs, changes in health care delivery, and changes to the Entry-Level Competencies for Licensed Practical Nurses (2019) produced by the Canadian Council for Practical Nurse Regulators, which will inform the content to be tested on the Canadian Practical Nurse Registration Examination beginning in 2022. Several of the updates were introduced to ensure those entering the profession have the foundational competencies needed to provide appropriate, respectful and safe care to Indigenous clients, and clients who are vulnerable. A small number of minor editorial changes were made to better-reflect the original intent of the statements.

Note that the competencies listed here do not reflect the full ELCs of the profession in Manitoba, only those added in 2021. To view the full ELCs, please visit the CLPNM website at:

<https://www.clpnm.ca/practice-guidance/competencies/>

Topic	2021 Added/Revised Entry Level Competencies
Caring for Indigenous Clients and Vulnerable Clients	<p>Demonstrates knowledge of and the ability to respond to the <i>Calls to Action of the Truth and Reconciliation Commission of Canada</i>, and the <i>United Nations Declaration on the Rights of Indigenous Peoples</i>.</p> <p>Adapts practice in response to the client’s spiritual and cultural beliefs.</p> <p>Advocates for the use of Indigenous health knowledge and healing practices, in collaboration with the client.</p> <p>Demonstrates the ability to use verbal and non-verbal communication skills to convey respect and empathy for the client.</p> <p>Uses a range of verbal and non-verbal communication methods, and considers cultural differences, to better understand and respond to a client’s personal and health needs.</p> <p>Advocates for the use of Indigenous health knowledge and healing practices, in collaboration with the client, the client’s community, and Indigenous healers and Elders.</p>

	<p>Engages in self-reflection to interact from a place of cultural humility to create culturally safe environments where clients perceive respect for their unique healthcare practices, preferences, and decisions.</p> <p>Advocates for equitable access, treatment and allocation of resources, especially for vulnerable populations.</p> <p>Demonstrates knowledge of diversity between and within different cultures, including ethnicity, disability, social and economic status, age, sexuality, actual or perceived gender identity, faiths and beliefs.</p> <p>Uses knowledge of the impacts of health disparities and health inequities to optimize health outcomes for all clients.</p> <p>Uses principles of trauma-informed care, which places priority on trauma survivors' safety, choice, and control.</p> <p>Engages in reflective practice to understand the impact of personal values, beliefs, and assumptions in the provision of nursing care and acts to reduce bias.</p> <p>Incorporates principles of harm reduction to reduce negative effects of client behaviours on health.</p>
<p>Information and Communication Technologies</p>	<p>Selects and utilizes information and communication technologies (ICTs) in the delivery of client care.</p> <p>Demonstrates professional judgment to ensure social media and information and communication technologies (ICTs) are used in a way that maintains public trust in the profession.</p> <p>Assists clients to access, review, and evaluate information the client retrieves using ICTs.</p> <p>Demonstrates knowledge of the uses of virtual care, and the related ethical considerations and professional requirements.</p>
<p>Interprofessional Collaboration & Communication</p>	<p>Fosters an environment that encourages questioning and exchange of information.</p> <p>Identifies the need for, fosters and initiates interdisciplinary communication.</p> <p>Applies the principles of team dynamics and group processes in interprofessional team collaboration.</p> <p>Initiates collaboration to support care planning and safe, continuous transitions from one health-care facility to another, or to residential, community or home and self-care.</p>
<p>Professional Boundaries and Therapeutic Relationships</p>	<p>Differentiates between the attributes of therapeutic relationships and the attributes of non-therapeutic relationships.</p>

Minor Edits (Variety of Topics)	<p>Obtains informed consent (implied or express) during the course of providing nursing care.</p> <p>Collects data from a variety of relevant sources and uses it to guide the nursing process.</p> <p>Understands, upholds, and promotes the Standards of Practice of the profession.</p> <p>Promotes the optimization of the Licensed Practical Nurse in clinical, political, and professional contexts.</p> <p>Organizes workload and applies time management skills to meet requirements of the plan of care.</p> <p>Recognizes and supports the values of clients and the nursing profession.</p>
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Nursing Competencies for Licensed Practical Nurses in Manitoba

Revisions to the *Nursing Competencies for Licensed Practical Nurses in Manitoba* were approved by the CLPNM Board of Directors on September 14, 2021. The revised document was published on October 12, 2021.

The *Nursing Competencies for Licensed Practical Nurses in Manitoba* was published in 2016, with a small number of revisions added in 2019. More recently, through consultation with stakeholders, the CLPNM has identified several areas of the document that required clarification or further revisions to reflect changes in the post-basic education and training opportunities available to LPNs, as well as changes in LPN scope of employment in several areas of the health care system. The *Nursing Competencies* also required revision to include the ELCs added to the *Entry-Level Competencies for Licensed Practical Nurses in Manitoba* document in 2021.

The *Nursing Competencies for Licensed Practical Nurses in Manitoba* describes both the theoretical knowledge and the range of nursing competencies that fall within the scope of the practical nursing profession in Manitoba. It is not a guide to any individual LPN's competence. All beginning practitioners are expected to demonstrate the ELCs of the profession, described in the *Entry-Level Competencies for Licensed Practical Nurses in Manitoba, 2021*. Beyond those, the competencies of each individual LPN will fall within the outer boundaries of their professional scope and will vary based on the individual LPN's post-basic education and training, employer policies, and experience.

Note that the competencies listed here do not reflect the full nursing competencies of the profession in Manitoba, only those added or revised in 2021. To view the full nursing competencies, please visit the CLPNM website at: <https://www.clpnm.ca/practice-guidance/competencies/>

Topic	2021 Added/Revised Nursing Competencies
Pharmacology	Administer medications according to the appropriate authorizing mechanism, including protocols or clinical decision tools.
Inflammation and wound healing	Perform conservative sharp wound debridement for the purpose of removing non-viable tissue to the level of but not into viable tissue.

Topic	2021 Added/Revised Nursing Competencies
Fluid, electrolyte, and acid-base imbalances	Perform peripherally inserted central catheter (PICC) placement.
Integumentary system	Administer neuromodulator injections and cosmetic filler injections.
	Apply laser therapy for vascular abnormalities, birthmarks, warts, scarring, resurfacing, including managing laser safety protocols.
Cardiovascular system	Perform supraglottic airway insertion.
Female reproductive system	Perform cervical cancer screening (PAP test).
Foot Care	Remove tissue below the level of the dermis to the level of viable tissue with a sharp instrument for the purposes of corn debridement or removal or callus debridement or removal.
Various	All new ELCs, noted above in this document.