

Facilities Bargaining Association

Professional Responsibility Form (PRF)

In the 2006-2010 collective agreement, LPNs achieved an important professional responsibility process through which they can identify nursing practice conditions, safety, and workload problems to ensure their college standards of practice are upheld (*see below*).

By filling out Professional Responsibility Forms (PRFs), LPNs are able to bring their concerns and potential solutions to employers who are responsible for providing safe working conditions and quality care.

STANDARDS OF PRACTICE & COMPETENCIES

Standard 1

> Responsibility and Accountability

A Licensed Practical Nurse maintains standards of nursing practice, professional conduct and safety in the practice setting.

Competency Indicators:

1. Functions within the recognized Scope of Practice as defined by law.
2. Functions within the agency/department policies and protocols in the health care setting.
3. Takes responsibility and is accountable for own professional conduct.
4. Takes responsibility and is accountable for safe nursing practice.

Standard 2

> Knowledge

A Licensed Practical Nurse bases practice on knowledge derived from the study of nursing, health and other sciences, and humanities.

Competency Indicators:

1. Understands evidence-based knowledge from nursing, health sciences and related disciplines.
2. Understands nursing knowledge regarding clients.
3. Understands relevant health-related information to meet needs of clients.
4. Understands principles, concepts and issues of diversity.
5. Understands nursing role in relation to health care delivery.
6. Understands trends in health, the health care system and society that may result in changes in nursing practice.

Standard 3

> Application of Knowledge

A Licensed Practical Nurse identifies clients' actual or potential health, strengths and limitations, plans interventions, performs planned interventions and evaluates outcomes.

Competency Indicators:

1. **ASSESSMENT:** Demonstrates knowledge in performance of comprehensive health assessments throughout the lifespan.
2. **PLANNING:** Applies critical thinking and clinical judgment to planning and delivering all aspects of nursing.
3. **IMPLEMENTATION:** Selects and implements appropriate nursing interventions according to evidence-based practice.
4. **EVALUATION:** Monitors and evaluates the effectiveness of nursing interventions.
5. **COMMUNICATION:** Uses therapeutic communication skills.

Standard 4

> Ethical and Legal Practice

A Licensed Practical Nurse adheres to the ethical and legal obligations of the profession.

Competency Indicators:

1. Understands and adheres to the legal requirements of nursing practice.
2. Understands and adheres to the ethical requirements of nursing practice.

Standard 5

> Provision of Service to the Public

A Licensed Practical Nurse collaborates with clients and other members of the health care team in provision of health care services to the Public.

Competency Indicators:

1. Commits to the principle that the primary purpose of the professional nurse is to serve the public.
2. Collaborates and consults with clients, and other health care providers to ensure continuity of care.
3. Exercises judgment in accepting, and/or assigning client care to other appropriate unregulated care providers.
4. Provides an environment that supports clients to express feelings and to achieve optimal health outcomes.

Standard 6

> Self-regulation

A Licensed Practical Nurse assumes responsibility for maintaining competence and fitness to practice.

Competency Indicators:

1. Maintains current registration and insurance.
2. Assumes primary responsibility and accountability for maintaining own competence and fitness to practice.
3. Maintains mental, emotional, spiritual and physical well-being.



LPN Professional Responsibility Form (PRF)

(Circle one or more)

- A. Nursing practice conditions; and
- B. Safety for patients/residents and Licensed Practical Nurses
- C. Workload

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(PLEASE PRINT CLEARLY)

Unit _____

Name _____ Phone _____

Date and Shift _____

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Number of Staff on Shift: RNs _____ LPNs _____

Care Aides _____ Nursing Unit Assistants _____

Normal Staffing: RNs _____ LPNs _____

Care Aides _____ Nursing Unit Assistants _____

cc: **white** - Employee*

yellow - Supervisor

pink - Senior Nurse Leader at worksite

gold - Chief Operating Officer or designate

*Please photocopy and mail to your HEU Shop Steward

~ continued ~

