

TABLEAU DES COMPÉTENCES DU DIPLÔME EN SCIENCES INFIRMIÈRES AUXILIAIRES

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
People centred care																														
Communication and Relational Skills																														
Differentiates between the attributes of therapeutic relationships and the attributes of non-therapeutic relationships			√		√	√	√			√			√			√	√			√	√	√				√	√	√	√	√
Establishes, maintains, and appropriately concludes therapeutic relationships that are goal oriented and client centred.					√	√	√			√			√			√	√			√	√	√				√	√	√	√	√
Establishes and maintains appropriate professional boundaries when communicating with clients.					√	√	√			√			√			√	√			√	√	√				√	√	√	√	√
Uses appropriate communication strategies and interpersonal skills when interacting with clients who have specific communication needs.					√	√	√			√			√			√	√			√	√	√				√	√	√	√	√

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Implements contextually appropriate therapeutic communication techniques when interacting with clients.					√	√	√			√			√		√	√	√			√	√	√			√	√	√	√	√	√
Applies effective and contextually appropriate verbal and non-verbal communication techniques in all professional communications.			√		√	√	√			√			√		√	√	√			√	√	√			√	√	√	√	√	√
Uses appropriate professional communication techniques when conversing with clients, caregivers, and other health care professionals.			√		√	√	√			√			√		√	√	√			√	√	√			√	√	√	√	√	√
Intergrates culturally safe communication strategies when communicating with clients.			√		√	√	√			√			√		√	√	√			√	√	√			√	√	√	√	√	√
Applies conflict management and resolution skills when necessary.					√	√	√			√			√		√	√				√	√				√	√	√	√	√	√
Develops effective interpersonal relationships with clients, members of the health care team, and other stakeholders.					√	√	√			√			√		√	√	√			√	√				√	√	√	√	√	√
Selects the most appropriate technology in all forms of communication.						√	√			√			√		√	??					√					√	√		√	√

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Recognizes and respects the diversity of clients, including their unique values, opinions, needs, beliefs, cultural identity, and lifestyle choices.			√	√	√	√				√	√	√	√	√	√	√	√			√	√	√				√	√				√
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.			√	√	√	√				√	√	√	√	√	√	√	√			√	√	√				√	√	√			√
Uses knowledge of health disparities and health inequities to optimize health outcomes for all clients.				√	√	√				√	√	√	√	√	√	√	√			√	√	√				√	√	√			√
Liaises with appropriate individuals to ensure that the spiritual needs, cultural needs, and human rights of clients are met.					√	√				√		√			√	√				√						√					√
Advocates for client rights to equitable access to treatments and allocation of resources especially for vulnerable populations.				√		√						√	√	√	√	√				√	√					√	√	√	√	√	√
Obtains informed consent (implied or express) during the course of providing nursing care.			√	√		√					√	√			√	√				√					√	√			√	√	

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Empowers clients to draw on their unique strengths and take ownership of their own health.					√	√							√		√	√					√		√	√	√					√
Recognizes the client role and contribution to the interprofessional health care team.					√	√							√		√					√	√		√	√	√				√	√
Partnership with the Client																														
Recognizes the client as a partner in nursing care and practice.					√	√							√	√	√	√	√			√	√		√	√	√			√	√	√
Encourages partnerships with clients and/or designates through their active participation and involvement in nursing care.							√						√		√	√					√			√					√	√
Develops relationships between individuals, groups, or organizations to work together to achieve a common goal.					√	√							√		√	√					√			√			√	√	√	√
Encourages shared power among all participants in the processes of health promotion, disease and injury prevention, health maintenance, restoration of health, and treatment and palliation of illness and injury.			√		√	√							√	√	√					√	√	√			√		√	√	√	√

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Assists clients in meeting their physiological needs and activities of daily living.				√			√					√	√			√	√			√			√	√	√					√
Encourages the family of clients to participate in the provision of nursing care.					√		√						√			√				√	√		√	√	√			√	√	√
Integrates the principles of primary health care and community health in partnering with clients.					√																			√	√					√
Includes clients and other health professionals in the coordination of the plan of care.							√						√			√	√				√					√				√
Supports clients to make informed health decisions.							√				√	√	√	√	√	√			√	√	√	√	√	√	√	√		√		√
Adapts practice in response to the client's spiritual and cultural				√	√		√			√	√	√	√	√	√	√	√			√	√	√	√	√	√	√		√		√
Advocates for the use of Indigenous health knowledge and				√	√		√				√	√	√	√	√	√	√			√	√	√	√	√	√	√		√		√
Demonstrates the ability to use verbal and non-verbal				√	√	√	√			√	√	√	√		√	√	√			√	√	√			√	√	√	√		√
Collaborates with clients in decision-making and supports actions and interventions to meet their health and social needs.					√		√									√				√			√	√	√					√

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Informs the client of options, risks, and benefits related to their specific nursing interventions and treatments.				√			√				√	√	√		√	√	√			√	√	√									√
Provides emotional support to clients and their families.							√						√		√	√	√			√	√				√						√
Provides a range of options and approaches to address the care needs of clients.							√						√			√					√			√	√	√					√
Uses principles of trauma-informed care which places priority on trauma survivors' safety, choice, and control.							√			√					√						√			√	√	√					√
Engages in self-reflection to interact from a place of cultural humility and create culturally safe					√		√						√		√					√	√			√	√			√			√
Collaborative Care	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	DSI 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208		
Provides holistic and compassionate care in collaboration with the health care team.							√						√		√	√				√					√						√
Advocates for client values, beliefs, and decisions when interacting with other members of the health care team.							√					√			√	√				√					√						√

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Provides and receives constructive feedback from other health care professionals to improve professional practice.	√		√	√	√	√				√	√	√			√	√			√				√	√		√	√		
Fosters an environment that encourages questioning and exchange of information.				√	√	√	√			√	√	√			√	√			√				√	√		√	√		
Ensure nursing interventions and clinical data are communicated to the health care team as appropriate.				√	√	√				√	√	√	√	√	√	√			√	√			√				√		
Shares appropriate information about client care with the health care team while maintaining confidentiality.				√	√	√	√			√	√	√	√	√	√	√	√		√	√	√		√		√		√		
Identifies appropriate community resources for clients and refers as appropriate.						√						√			√					√		√	√	√			√		
Develops and maintains a partnership with the interprofessional health care team based on respect for the unique role and competencies of each member.				√		√						√			√				√		√	√	√	√			√		
Refers clients to the appropriate specialty care provider.						√						√		√	√				√	√	√	√	√	√			√		

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Uses critical thinking, critical inquiry, clinical reasoning, and clinical judgement in the application of the nursing process to provide safe client care.				√		√	√				√	√	√	√	√	√	√			√	√	√	√	√	√	√				√
Makes accurate, timely, and appropriate clinical decisions to produce the best possible care outcomes for clients.							√						√		√	√	√			√	√	√			√					√
Engages in reflective practice to understand the impact of personal values, beliefs, and assumptions in the provision of nursing care and acts to reduce biases.					√		√						√		√					√	√				√	√		√	√	
Reflects on individual practice and reevaluates own nursing knowledge, skill, and judgment.							√						√		√	√	√			√	√				√	√				√
Questions, clarifies, and challenges unclear or questionable orders, decisions, or actions made by other interprofessional health care team members.							√						√		√	√	√			√	√				√	√				√
Demonstrates respect, honesty, fair-mindedness, creativity, patience, persistence, and confidence when approaching clinical situations.							√						√		√	√	√			√	√				√	√				√
Seeks out learning experiences to expand theoretical and practical knowledge.							√						√		√	√	√			√	√				√	√				√

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Uses knowledge and clinical judgement to deviate from the plan of care to respond to the evolving needs of the client.							√					√		√	√				√	√					√					√
Evidence-Based Practice																														
Uses research, current knowledge, critical thinking, clinical reasoning, and clinical judgment to build an evidence-based practice.				√	√	√	√			√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Reviews, integrates, and applies current evidence and reasearch to clinical situations and decisions.				√	√	√	√			√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Uses best practice and current evidence in the provision of quality nursing care and interventions.				√	√	√	√			√	√	√	√	√	√	√	√		√	√	√	√	√	√	√	√	√	√	√	√
Maintains an informed position related to current evidence, trends, and issues that impact the client and the health care team.				√	√	√	√			√	√	√	√	√	√	√	√		√	√	√	√	√	√	√	√	√	√	√	√
Integrates nursing knowledge, competencies, and attitudes to provide safe and effective nursing care.				√	√	√	√			√	√	√	√	√	√	√	√		√	√	√	√	√	√	√	√	√	√	√	√
Integrates evidence-based practice initiatives into the practice environment in collaboration with members of the health care team.							√					√			√					√			√	√	√				√	

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Establishes a baseline assessment to assist in recognizing normal diagnostic values of clients and preventing possible complications or deterioration of their health.	√						√	√		√	√		√	√	√	√		√	√	√	√	√	√	√	√	√	√	√	
Conducts a comprehensive and systematic health assessment using a relevant evidence-based assessment framework to collect client data.				√		√			√			√		√	√					√		√	√	√		√	√	√	
Uses standardized assessment tools and resources to meet the individual needs of clients.			√		√		√	√	√	√	√	√	√	√	√	√		√	√	√	√	√	√	√	√	√	√	√	
Collects data from a variety of relevant sources and uses it to guide the nursing process.				√	√					√	√	√	√	√	√	√			√	√	√	√	√	√	√	√	√	√	
Uses a range of assessment techniques and tools to collect relevant and accurate data.			√	√	√				√	√	√	√	√	√	√	√		√	√	√	√	√	√	√	√	√	√	√	
Determines the cultural, psychosocial, and spiritual needs of clients using appropriate, evidence-based assessment tools.						√			√			√		√	√				√		√	√	√	√			√	√	
Analyzes and interprets assessment findings to formulate nursing diagnoses specific to each client's health care needs.						√						√	√	√	√	√			√		√	√	√	√	√	√	√	√	

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Communicates nursing diagnoses to clients and the health care team.							√					√		√	√	√					√				√					√
Intergrates assessment findings, clinical data, and identified nursing diagnoses in the development of a comprehensive nursing care plan.					√		√			√		√	√	√	√	√					√		√	√	√			√		√
Plans nursing care in consultation with clients and in collaboration with the interprofessional team.							√			√		√			√						√				√					√
Identifies health care outcomes in collaboration with clients and the interprofessional team.							√			√		√			√						√				√					√
Documents and communicates the plan of care to members of the health care team.							√			√		√			√						√				√					√
Verifies policies, procedures, and clinician orders prior to implementing the client plan of care.							√			√		√			√						√				√					√
Provides safe and effective evidence-based nursing interventions to achieve identified client health outcomes.							√			√		√			√						√				√			√		√

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Implements the most appropriate nursing interventions according to assessment findings, client preference, the health care needs, and desired outcomes.							√			√			√		√	√	√				√				√		√		√		√
Formulates clinical decisions that are consistent with client needs and priorities.				√			√			√	√	√	√	√	√	√	√			√	√	√			√		√		√		√
Uses appropriate technology to perform safe and efficient nursing interventions.				√			√			√	√	√	√	√	√	√	√			√	√	√			√		√		√		√
Anticipates and prevents complications in client health during the delivery of care.				√			√			√	√	√	√	√	√	√	√			√	√	√			√		√		√		√
Maintains clear, concise, accurate, and timely records of nursing interventions and assessment findings.				√		√	√			√	√	√	√		√	√	√			√	√	√			√					√	
Communicates client progress toward achieving identified health outcomes.				√		√	√			√	√	√	√		√	√	√			√	√	√			√		√		√		√
Conducts ongoing comprehensive and detailed assessments of client status throughout client care.							√			√	√		√		√	√				√	√	√			√					√	
Observes client progress toward planned outcomes and revises the plan of care as appropriate.							√			√	√		√		√	√				√	√	√			√		√		√		√

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Compares actual health care outcomes to the expected outcomes.						√				√	√		√		√					√	√	√			√		√	√	√	
Evaluates client progress toward the expected health outcomes in consultation with client and the interprofessional team.							√			√	√		√		√	√				√	√	√			√				√	
Knowledge-Based Practice	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	DSI 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Uses critical thinking and clinical reasoning when conducting health assessments, and chooses the appropriate types of data collection to inform the nursing process.					√		√			√	√		√	√	√					√	√	√			√		√	√	√	√
Uses clinical judgment when formulating nursing diagnoses, developing nursing care plans, providing nursing interventions, and evaluating outcomes.					√		√			√	√		√	√	√	√				√	√	√			√		√	√	√	√
Intergrates legal and ethical considerations for safe practice while applying the nursing process.							√					√	√		√						√	√			√	√		√	√	√

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Integrates knowledge of anatomy and physiology to determine the most appropriate assessment type, identify client needs, determine the most appropriate nursing interventions, and evaluate their effectiveness.	√			√	√	√	√	√		√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	
Selects and utilizes information and communication technologies (ICTs) in the delivery of client care.				√	√	√				√	√	√	√	√	√	√			√	√	√		√	√	√	√	√	√	√	√
Demonstrates knowledge of the uses of virtual care, and the related ethical considerations and professional requirements.	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Uses evidence-based knowledge from nursing, health sciences, and related disciplines to select individualized nursing interventions.							√					√			√				√	√			√	√	√				√	

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Autonomously performs a wide range of nursing interventions that promote, maintain, and restore health; prevent disease and injury; and assist clients in meeting their expected health outcomes.							√						√		√	√	√			√	√				√					√
Administers pharmacological and non-pharmacological interventions in accordance with assessment findings, client symptoms, and prescribed drug regimens.				√							√	√	√	√	√	√	√			√	√	√			√		√	√	√	√
Applies the principles of safe medication preparation, administration, handling, storage and disposal.											√	√	√	√	√	√	√			√	√	√			√	√	√	√	√	√
Administers medications and vaccines by any route or method.											√	√	√	√	√	√	√			√	√	√			√	√		√		√
Recognizes own individual competence related to specific nursing interventions.				√			√			√	√	√		√	√	√				√	√				√	√	√			√
Integrates knowledge of diagnostic criteria, treatment methods, and collaborative approaches to client care for health conditions when determining the right course of action for nursing care.							√			√	√	√	√	√	√	√				√	√	√			√					√

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Performs common screening and diagnostic procedures and obtains diagnostic samples.											√		√	√	√					√	√	√	√	√	√		√	√	√	
Interprets common screening and diagnostic tests results.											√		√	√	√	√	√			√	√	√	√	√	√		√	√	√	
Responds appropriately to screening and diagnostic study results.											√		√	√	√	√	√			√	√	√			√		√		√	
Implements psychosocial interventions as part of the client plan of care.							√			√			√		√	√				√	√				√		√		√	
Participates in primary, secondary, and tertiary interventions for clients across the lifespan.							√						√		√	√					√				√		√		√	
Uses knowledge, clinical skills, and judgment in implementing health promotion activities for the client in primary, secondary, and tertiary care.				√			√			√		√		√	√	√				√	√	√	√	√	√	√		√		√
Integrates knowledge related to the disease processes, etiology, pathophysiology, clinical manifestation, and alterations in client health to identify pertinent							√			√	√		√	√	√	√				√	√	√	√	√	√		√	√	√	
Recognizes anticipated health care outcomes and goals of the treatment plan for clients when facilitating health promotion activities and providing nursing interventions.				√			√			√		√		√	√	√				√	√	√			√		√		√	

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208
Uses evidence-based practice guidelines and protocols in the implementation of acute interventions during client care.											√		√	√	√	√			√	√	√			√		√			√
Educates clients about potential therapeutic and adverse effects related to their treatment regimen and nursing interventions.											√		√	√	√	√			√	√	√		√	√	√		√	√	√
Recognizes the clinical manifestations of an emergency.														√	√	√	√			√	√	√			√		√	√	√
Responds to clinical emergencies by stabilizing the client and providing appropriate emergency interventions.															√	√	√			√	√	√			√		√		√
Collaborates with the health care team to coordinate the actions of others in emergencies.															√	√				√	√	√			√				√
Adheres to infection-control guidelines and protocols and uses standard precautions and aseptic technique in daily practice.				√			√			√		√	√		√	√	√			√	√			√		√			√
Safe and Ethical Care																													
Integrating Professional Responsibilities																													
Provides safe, quality, and ethical nursing care.							√					√		√	√	√			√	√			√	√	√			√	

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Supports the mandate of the CLPNM to serve and protect the public.					√		√						√	√	√	√	√			√	√					√	√	√		√
Practises according to established policies, procedures, and standards within the work environment.							√					√		√	√	√	√			√	√				√	√			√	
Distinguishes between the legislated scope of practice, employer policies, and individual competence.					√		√						√		√	√				√					√	√			√	
Adheres to the ethical principles of autonomy, confidentiality, privacy, dignity, and equity when providing nursing care.				√	√		√			√	√	√	√		√	√	√			√	√				√	√	√		√	
Understands the practical nurse's obligation to adhere to licensed practical nurse legislation, regulations, by-laws, and regulatory documents.				√	√		√			√	√	√	√	√	√	√				√					√	√			√	
Understands, upholds, and promotes the Standards of Practice of the profession.				√	√		√			√	√	√	√	√	√	√				√	√				√	√	√		√	
Uses and adheres to the <i>Standards of Practice</i> to guide own nursing practice.				√	√		√			√	√	√	√	√	√	√				√	√				√	√	√		√	
Understands, upholds, and promotes the ethical standards of the profession as outlined in the CLPNM Code of Ethics.				√	√		√			√	√	√	√	√	√	√				√	√				√	√	√		√	

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208
Applies the CLPNM Code of Ethics to address situations of ethical conflict, dilemma, or distress.				√	√		√			√	√	√	√	√	√	√				√	√				√	√	√		√
Recognizes and supports the values of clients, and the nursing profession.				√	√		√			√	√	√	√			√	√				√				√	√			√
Recognizes the impact of own values on the ability to provide client-centred care.				√	√	√	√			√	√	√	√			√	√				√				√	√			√
Advocates for the decisions, values, and rights of clients.					√		√						√		√	√				√	√				√	√	√		√
Recognizes and upholds legal and ethical responsibilities in responding to ethical issues during nursing practice.					√		√			√		√			√					√					√	√			√
Applies the concepts of autonomy, beneficence, non-maleficence, and justice in nursing practice.					√		√			√		√			√	√	√			√	√				√	√	√		√
Practises within the practical nursing profession's legislated scope of practice.					√		√			√		√	√	√	√	√	√			√	√				√	√	√		√
Conducts self-assessments to ensure the nurse possesses the theoretical and practical knowledge to safely carry out procedures, treatments, and interventions prior to implementation.							√			√		√		√	√	√			√	√					√	√	√		√

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Identifies and intervenes in incidents of unsafe, unethical practices and professional misconduct while maintaining client safety.						√						√			√						√				√					√
Acts on the ethical responsibility and legal requirement to report situations of unsafe, unethical, and unprofessional practice and abuse.						√						√			√						√				√	√				√
Practises in collaboration with the interprofessional team to ensure safe, competent, comprehensive, and ethical care.						√						√			√						√				√	√				√
Demonstrates professional judgment to ensure social media and ICT are used in a way that maintains public trust in the profession.						√						√			√						√				√	√				√
Uses the Standards of Practice, scope of practice, and CLPNM Code of Ethics to assess own learning needs.						√						√		√	√	√				√	√				√	√	√			√
Actively seeks opportunities for professional growth and development.						√						√			√						√				√	√				√
Develops and implements a learning plan based on own identified needs.						√						√			√						√				√	√				√
Maintains a portfolio of learning activities, experience, and professional development.						√						√			√						√				√	√				√

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208		
Documentation and Reporting																															
Complies with privacy legislation and organizational policies and procedures when documenting client care.							√		√			√			√	√				√					√	√				√	
Reports violations of privacy legislation to appropriate authorities.						√						√			√					√					√	√				√	
Maintains client privacy and confidentiality in all forms of communication.				√		√			√			√			√	√				√				√	√					√	
Documents according to established policies, procedures, and standards within the work environment.				√		√						√			√	√				√				√	√					√	
Completes documentation that is thorough, accurate, factual, organized, timely, and compliant with facility standards.				√		√			√			√			√	√				√				√	√					√	
Documents in client's health record all information pertaining to a client's health care management that is gathered by assessment, observation, interaction, or implementation of the nursing interventions.							√		√			√			√					√				√	√					√	
Clearly documents any applicable data related to changes in a client's condition.							√		√			√			√	√				√				√	√					√	

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208		
Receives, transcribes, and initiates orders from authorized health care professionals.				√		√						√	√		√	√	√			√	√				√	√	√			√	
Receives, transcribes, communicates, and documents results of screening or diagnostic tests.						√						√			√	√	√			√	√				√	√	√			√	
Informs appropriate health professionals of changes in a client's condition.						√						√			√	√	√			√	√				√	√	√			√	
Completes incident reports and other appropriate documentation as necessary.						√						√			√					√					√	√				√	
Objectively describes any event not consistent with the routine care of the client.						√						√			√	√				√					√	√				√	
Provides client report through various types, methods, and processes.						√						√			√	√				√	√				√	√	√			√	
Safe Practice																															
Identifies clients that are at risk of harming themselves or others and implements appropriate measures to ensure safety of client, self, and the health care team.						√						√			√					√					√				√	√	
Responds appropriately to incidents of crisis and aggressive behaviour.						√						√			√					√					√				√	√	

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Applies the nursing process to minimize environmental risks to clients in the provision of nursing care.						√			√			√			√						√					√				√
Assesses for potential risks to clients and members of the health care team in the clinical care environment.						√			√			√		√	√				√	√					√		√		√	
Identifies, reduces, prevents, and communicates risks in the practice environment.						√						√		√	√				√	√					√		√		√	
Advocates for clients and the health care team to encourage safe client care environments.						√				√		√			√					√					√	√			√	
Uses safety measures and follows safety protocols to ensure a safe work environment.				√		√					√	√		√	√	√			√	√					√	√	√		√	
Uses personal protective equipment and safety equipment appropriately while performing nursing interventions.				√		√					√	√		√	√	√			√	√					√		√		√	
Manages and evaluates the appropriateness of physical resources in the provision of safe, effective, and efficient care.							√					√			√					√					√				√	
Communicates safety risks to team leaders and managers.						√						√			√					√					√				√	

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Contributes to quality improvement, risk management, and workplace health and safety activities of the clinical environment.							√					√			√						√				√	√				√
Collaborates with the client and staff to ensure a safe physical environment.						√						√		√	√				√	√				√		√			√	
Minimizes environmental hazards to reduce the risk of injury to the client, self, and others.						√						√		√	√				√	√				√		√			√	
Collaborates with clients and staff to minimize procedure-related incidents and equipment-related accidents, prevent staff-related injuries, and ensure personal safety and generally promote safe work practices.						√			√			√		√	√					√				√					√	
Identifies potentially dangerous situations and takes action to protect self, colleagues, and clients from injury.						√						√		√	√					√				√		√			√	
Assesses needs and implements strategies related to risk management and harm reduction.						√						√		√	√					√				√		√			√	
Establishes and maintains a safe and caring environment that supports clients to achieve optimal health outcomes.						√						√		√	√				√	√				√		√			√	

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Initiates collaboration to support care planning and safe, continuous transitions from one health-care facility to another, or to residential, community or home							√					√			√					√	√				√			√		√
Leadership																														
Principles of Effective Leadership																														
Demonstrates an understanding of the health care system organization, characteristics, and types of organizational structures.					√		√					√			√						√				√	√				√
Understands own role as a member of a diverse interdisciplinary health care team.				√		√						√	√	√	√				√	√				√	√	√			√	
Uses the attributes of an effective nurse leader to promote a healthy work environment.				√		√						√		√	√				√	√				√	√	√			√	
Participates in the development of and reinforces the organizational policies, procedures, and guidelines to support best practice.				√		√						√			√					√				√	√				√	
Advocates for changes to organizational policies and procedures that will advance clinical care and promote healthy practice environments for clients and health care providers.				√		√						√			√					√				√	√				√	

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Promotes optimization of the Licensed Practical Nurse in clinical, political, and professional contexts.					√		√						√			√					√					√				√
Supports professional efforts in the field of licensed practical nursing to achieve a healthier society.					√		√						√			√					√					√				√
Develops and implements strategies to meet changes in practical nursing practice and health care delivery.					√		√						√			√					√					√				√
Promotes a culture of safety within the practice environment.					√		√						√			√					√					√				√
Clinical Leadership																														
Demonstrates appropriate leadership styles, behaviours, and strategies.															√					√							√	√		√
Promotes effective communication between members of the interprofessional team.						√	√						√			√					√				√		√			√
Acts as a mentor and role model for students, graduates, colleagues, and members of the health care team.																											√			√
Assesses the knowledge and skills of unregulated health care professionals and matches tasks to their skill sets in adherence to facility policy/job description.																											√			√

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Responds to unexpected or rapidly changing situations by altering the daily plan of care.												√		√	√	√			√	√					√	√	√			√
Develops and enhances leadership skills through ongoing education, clinical mentoring, and experience.														√	√				√							√	√			√
Participates in and contributes to the development of health public policy.																										√				√
Health Promotion and Client Education																														
Uses effective communication strategies in teaching and learning.							√	√		√			√	√	√	√			√	√					√		√	√	√	√
Promotes a positive, safe, and respectful learning environment for clients, peers, students, and colleagues.	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√
Uses the nursing process to respond to the client's learning needs and adjust their teaching strategies.							√			√			√	√	√	√	√		√	√			√	√	√		√		√	
Recognizes the barriers to effective teaching and learning strategies and applies appropriate interventions to address them.						√	√			√			√	√	√	√	√		√	√			√	√	√		√		√	
Assesses client learning needs, motivation, and readiness to learn.						√	√			√			√	√	√	√	√		√	√			√	√	√		√		√	

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208	
Assesses client health literacy on the selected topic.					√	√				√			√	√	√	√				√	√				√		√			√
Assists clients in identifying health education goals that are realistic and achievable.					√	√				√			√	√	√	√				√	√				√		√			√
Collaborates with clients to establish learning objectives, identify priorities, and personal preferences related to their health goals.				√			√			√		√	√		√	√				√					√					√
Collaborates with clients to develop and implement an education plan.				√			√			√		√	√		√	√				√	√				√		√			√
Gathers appropriate resources to meet client learning needs.				√			√			√		√	√		√	√				√	√				√		√			√
Evaluates the quality and appropriateness of health teaching resources for the specific client circumstances.				√			√			√		√	√		√	√				√	√				√		√			√
Applies the appropriate teaching/learning strategies in response to client learning needs.				√			√			√		√	√		√	√				√	√				√		√			√
Assists clients to access, review, and evaluate information the client retrieves using ICTs.										√		√	√		√	√				√	√				√		√			√
Applies the principles of health education while teaching clients.			√				√			√		√	√		√	√				√	√				√		√			√

Entry-Level Competencies	BIOL 1415	FRAN 1002	SANT 1035	DSI 101	SINF 1018	SINF 1026	DSI 104	BIOL 1417	FRAN 1004	SINF 1046	D2I 106	DSI 107	DSI 108	SINF 2024	DSI 110	DSI 111	DSI 113	MBIO 1225	PSYC 1215	DSI 201	DSI 203	DSI 205	SINF 1116	DSI 204	DSI 206	DSI 207	DSI 209	DSI 210	DSI 208		
Provides sociocultural and contextually appropriate informations, educational materials, and learning resources.							√			√			√							√	√					√		√			√
Evaluates whether client learning outcomes are achieved.							√			√			√							√	√					√		√			√
Adapts teaching plan and methods to meet ongoing learning needs of clients.							√			√			√							√	√					√		√			√
Integrates the principles of primary health care in client education.							√			√			√							√	√					√		√			√
Incorporates principles of harm reduction to reduce negative effects of client behaviours on health.				√			√			√		√	√			√	√			√	√	√				√		√			√
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.				√			√			√	√	√	√			√	√			√	√	√				√		√			√