Registered Psychiatric Nurses:

Competency Profile for the Profession in Canada

2002

Alberta Health and Wellness
In Partnership with
Registered Psychiatric Nurses of Canada
COMPETENCY PROFILE

The Profession

Psychiatric Nursing, as a distinct profession, is regulated in Canada within the provinces of Alberta, British Columbia, Manitoba and Saskatchewan as well as in other countries. Registered Psychiatric Nurses (RPNs) in other parts of Canada, are engaged in various roles, maintaining registration with one of the four Canadian regulatory bodies.

The Registered Psychiatric Nurse uses a holistic approach to work with individuals, families, groups and communities while understanding the relationships between the physical, emotional, mental, spiritual, cultural and social aspects of individuals. The four domains of the practice of Psychiatric Nursing being psychiatric nursing direct practice, psychiatric nursing education, psychiatric nursing administration and psychiatric nursing research reflect that holistic approach.

Appendix A provides information for contact with the regulatory bodies of Registered Psychiatric Nurses in Canada.

Purpose and use of the Competency Profile

The Public

Members of the public have the right to expect quality health services. This document provides information about the practice of Registered Psychiatric Nurses that can assist consumers of health and mental health services to understand the expectations they can have of RPNs.

Employers

Health service systems should be both efficient and effective; this requires the maximum utilization of human resources. This document can assist employers and other health service personnel to utilize RPNs most effectively in the planning and delivery of services.

The Profession

The document identifies the commonalities and the expanding areas of clinical practice, education, administration and research in Psychiatric Nursing in Canada. It provides a common foundation for the ongoing development of the profession and a context for clinical research.

Educators

The document provides information on the current breadth and realities of Psychiatric Nursing practice. The content of the document can be used in the planning of various psychiatric nursing education programs.
Individual Registered Psychiatric Nurses

This document articulates the expectations that the regulatory bodies have for RPNs involved in specific areas of psychiatric nursing. The document can, therefore, be used by RPNs to do an ongoing self-assessment of their competence. The document can also be used to assist RPNs in preparing for transition to other areas of direct practice or to education, administration and/or research. Examining the competencies expected in the other areas of psychiatric nursing (direct practice, education, administration and research) and pursuing the necessary continuing and/or advanced education, experience and mentoring can facilitate these transitions.

The Competency Profile

The Competency Profile is an overview of the profession of Psychiatric Nursing in Canada at this time. It is designed to capture the full range of psychiatric nursing and best practices without identifying educational preparation or specific experience needed for any of the competencies. However, the reader will note that some of the competency statements are shaded. The shaded competency statements refer to competencies where advanced education, training and/or experience are required. Individual RPNs are not expected to possess all the competencies included in this document.

The profile has been organized using a developmental approach, beginning with the foundation competencies. This is followed by theory and then by the application of the nursing process in psychiatric nursing practice. The section on Critical Thinking and Clinical Judgment in Psychiatric Nursing Practice represents the integration of the preceding sections into specific clinical focus areas. The clinical focus areas reflect the psychiatric nursing competencies required for a variety of settings. Therefore, some of the psychiatric nursing competencies in a specific clinical focus area may or may not be relevant in a specific setting.

The document is cross-referenced so that the foundation, theory and process components are integrated into the clinical focus areas. The reader is cautioned to note that specific sections of the Profile cannot be considered in isolation. The authors have attempted to ensure comprehensive cross-referencing so that readers may have an accurate perspective of the inter-relationship(s) between the sections.

None of the sections have been leveled. Some of the competencies are performed in more depth in some practice contexts than in others. There are also issues that are specific to provincial jurisdictions. These include the provincial and professional legislation which relate to Psychiatric Nursing in Canada.
# TABLE OF CONTENTS

Introduction and Purpose ................................................................................................... 3

Table of Contents ............................................................................................................... 5

## Therapeutic Psychiatric Nursing Practice

### Communication skills and therapeutic relationships

A-1 Knowledge and Application of Interpersonal Communication Skills ........... 11
A-2 Knowledge and Application of Self in the Therapeutic Process ................. 15
A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship ................................................................. 18
A-4 Knowledge and Application of Teaching Skills ............................................. 20

## Theory-Based Psychiatric Nursing Practice

### Knowledge of Biological Systems

B-1 Knowledge of Anatomy and Physiology ....................................................... 23
B-2 Knowledge of Microbiology ........................................................................ 24
B-3 Knowledge of Pathophysiology .................................................................. 25
B-4 Knowledge of Nutrition .............................................................................. 26

### Knowledge of Human Growth and Development

C-1 Knowledge of Prenatal and Genetic Influences on Development ............... 27
C-2 Knowledge of Developmental Theories ....................................................... 28

### Knowledge of Fundamental Skills of Psychiatric Nursing Practice

D-1 Medication Administration

D-1-1 Knowledge of Pharmacology ................................................................. 29
D-1-2 Knowledge and Ability to Process Physicians’ Orders ......................... 30
D-1-3 Ability to Calculate Dosages ................................................................. 31
D-1-4 Knowledge of Storage and Disposal Procedures ................................. 32
D-1-5 Ability to Conduct Drug Counts on Narcotic and Controlled Substances .. 33
D-1-6 Knowledge and Ability to Administer Medication ................................. 34
D-2 General Procedures

D-2-1 Knowledge of Activities of Daily Living ........................................................ 36
D-2-2 Knowledge of Monitoring of Vital Signs ...................................................... 37
D-2-3 Knowledge and Application of Positioning and Mobility .......................... 38
D-2-4 Knowledge of Sterile Techniques ............................................................... 39
D-2-5 Knowledge and Ability to Perform Treatments and Procedures ............... 40

D-3 General Safety

D-3-1 Knowledge and Application of Universal Precautions ................................ 41
D-3-2 Knowledge of Safe Occupational Work Practices .................................... 42
D-3-3 Knowledge of Infection Control ................................................................. 43

D-4 Documentation and Recording

D-4-1 Knowledge and Application of Documentation and Reporting Skills ........ 44

E. Knowledge of Disorders of Mental Health and Development

E-1 Knowledge of Disorders in Infancy, Childhood and Adolescence ......... 45
E-2 Knowledge of Cognitive Disorders ................................................................. 46
E-3 Knowledge of Substance-Related Disorders .............................................. 47
E-4 Knowledge of Schizophrenia and Other Psychotic Disorders .................. 48
E-5 Knowledge of Mood Disorders ................................................................. 49
E-6 Knowledge of Anxiety Disorders ................................................................. 50
E-7 Knowledge of Personality Disorders ......................................................... 51
E-8 Knowledge of Other Psychiatric Disorders ............................................... 52

F. Knowledge of Social and Family Systems

F-1 Knowledge of Sociocultural Influences ......................................................... 53
F-2 Knowledge of Family Systems ...................................................................... 54
F-3 Knowledge of Socioeconomic Factors and Social Systems ....................... 55
F-4 Knowledge of Loss, Transition and Change ............................................... 56

Application of the Nursing Process in Psychiatric Nursing Practice

G. Psychiatric Nursing Assessment

G-1 Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice ................................................................. 58
G-2 Knowledge of Assessment Skills ................................................................. 59
G-3 Knowledge and Application of Psychiatric Nursing Assessment Skills ........ 61
G-4 Knowledge and Ability to Complete a Mental Status Examination ............ 64
G-5 Knowledge of Physical Assessment Skills .................................................. 69
G-6 Knowledge of Psychiatric Nursing Diagnosis ............................................. 72
H. Psychiatric Nursing Planning

H-1 Knowledge and Ability to Complete the Planning Phase of the Nursing Process

I. Implementation of Psychiatric Nursing

I-1 Knowledge of the Implementation Phase of the Nursing Process

I-2 Safety/Emergency Interventions

I-2-1 Knowledge and Ability to Respond to Emergencies
I-2-2 Ability to Recognize, Manage and Document Aggressive Behavior
I-2-3 Ability to Recognize and Report Abuse
I-2-4 Knowledge of the Therapeutic Use of Restraints
I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies

I-3 Procedural Implementation

I-3-1 Knowledge of Admission/Entry to the System Procedures
I-3-2 Knowledge of Discharge/Exit from the System Procedures

I-4 Fundamental Skill Implementation

I-4-1 Knowledge and Ability to Assess and Manage Nutrition and Hydration Needs
I-4-2 Ability to Assess and Manage Elimination Needs
I-4-3 Ability to Perform Dressing Changes
I-4-4 Knowledge and Ability to Perform Specimen Collection and Testing
I-4-5 Ability to Provide Post Mortem Care

I-5 Treatment Modalities

I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
I-5-2 Knowledge and Application of Techniques of Individual Therapy
I-5-3 Knowledge of Group Processes
I-5-4 Knowledge and Application of Pharmacological Therapies
I-5-5 Knowledge of Electroconvulsive Therapy and Ability to Assist in Electroconvulsive Therapy

J. Psychiatric Nursing Evaluation

J-1 Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

K. Problem Solving, Collaboration and Leadership

K-1 Knowledge and Application of Problem-Solving/Decision-Making ............... 102
K-2 Knowledge and Application of Time Management ....................................... 103
K-3 Knowledge and Application of Conflict Management and Resolution ........ 104
K-4 Knowledge of and Ability to Advocate ...................................................... 106
K-5 Knowledge and Application of Effective Leadership Practices .................. 108

L. Clinical Focus

L-0 Core Clinical Focus Competencies .............................................................. 109
L-1 Psychiatric Nursing in Addiction Services ................................................ 116
L-2 Psychiatric Nursing with Adults Requiring Acute Services ....................... 126
L-3 Psychiatric Nursing with Adults Requiring Rehabilitative Services ............. 133
L-4 Psychiatric Nursing with Children and Adolescents .................................. 140
L-5 Psychiatric Nursing in the Community ...................................................... 149
L-6 Psychiatric Nursing with the Elderly .......................................................... 158
L-7 Psychiatric Nursing in Emergency and Crisis Services ............................. 166
L-8 Psychiatric Nursing in Forensic Services .................................................. 175
L-9 Psychiatric Nursing in Independent Practice ............................................ 183
L-10 Psychiatric Nursing with Individuals Affected by Brain Injuries .............. 190
L-11 Psychiatric Nursing with Individuals Affected by Developmental Disabilities .................................................. 198

M. Mental Health Promotions

M-1 Knowledge of Primary, Secondary and Tertiary Prevention ...................... 209
M-2 Knowledge and Application of Mental Health Promotion ....................... 210
M-3 Community Development ........................................................................ 213

Psychiatric Nursing Education

N. Psychiatric Nursing Education ................................................................. 216

Psychiatric Nursing Administration

O. Psychiatric Nursing Management and Administration .............................. 221
### Professionalism in Psychiatric Nursing

#### Q. Legal Issues in Psychiatric Nursing Practice

- **Q-1** Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice .......................................................... 232
- **Q-2** Knowledge and Application of the Principles of Consent and Confidentiality ................................................................. 235

#### R. Professional Practice

- **R-1** Knowledge and Application of Deliberate Self-Care .................................................. 237
- **R-2** Knowledge of Professional Issues in Psychiatric Nursing Practice .................. 239
- **R-3** Knowledge of Application of Standards of Psychiatric Nursing Practice ...... 240
- **R-4** Knowledge and Application of Professional Ethics ................................. 241
- **R-5** Ability to Identify and Incorporate Best Practices ................................................. 242

#### S. Cultural Awareness and Cultural Safety in Psychiatric Nursing ...................... 243

- **Glossary** .......................................................................................................................... 247
- **Bibliography** .................................................................................................................. 251
- **Appendix A- Contacts** ................................................................................................. 259
- **Acknowledgements** ...................................................................................................... 261
THERAPEUTIC

PSYCHIATRIC NURSING PRACTICE
A Registered Psychiatric Nurse will:

A-1-1 **Demonstrate knowledge and understanding of the structural elements of the communication process:**
- sender
- receiver
- message
- medium
- context
- feedback

A-1-2 **Demonstrate knowledge and understanding of verbal techniques for effective communication including, but not limited to:**
- accepting
- attempting to translate into feelings
- encouraging comparison
- encouraging description of perceptions
- encouraging evaluation
- exploring
- focusing
- giving broad openings
- giving information
- giving recognition
- making observations
- offering general leads
- offering self
- placing the event in time or in sequence
- presenting reality
- reflecting
- restating
- seeking clarification
- seeking consensual validation
- suggesting collaboration
- using silence
- verbalizing the implied
- voicing doubt
- summarizing
- encouraging formulation of a plan of action
## Therapeutic Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: A</th>
<th>Competency: A-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication Skills and Therapeutic Relationships</td>
<td>Knowledge and Application of Interpersonal Communication Skills</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

### A-1-3 Demonstrating knowledge and understanding of non-verbal techniques for effective communication including, but not limited to:
- attending
- attitude
- eye contact
- facial expressions
- gestures
- listening
- mannerisms
- physical appearance
- posture
- rate of speech
- silence
- space
- tone of voice
- touch
- voice inflections

### A-1-4 Demonstrating knowledge and understanding of factors which influence the communication process including, but not limited to:
- age
- culture/ethnicity
- education level
- environment
- gender
- language
- lifestyle
- physical
- psychological
- religion/spirituality
- social
- socioeconomic status
- special needs
- timing
A Registered Psychiatric Nurse will:

A-1-5 Demonstrate ability to communicate effectively while incorporating:
- self-awareness
- feedback
- establishing, maintaining and closing interpersonal relationships

A-1-6 Demonstrate knowledge and understanding of self including, but not limited to:
- personal biases
- transference/counter-transference
- impasses/resistance
- impact of self in therapeutic relationships

A-1-7 Demonstrate knowledge and understanding of personal and professional boundaries and limitations, and the ability to seek out personal and professional resources appropriately.

A-1-8 Demonstrate ability to utilize a variety of communication skills in a therapeutic manner, such as:
- assertiveness
- concreteness
- confrontation
- empathy
- genuineness
- immediacy
- paraphrasing
- reflection
- respect
- self-disclosure
- silence
- warmth

A-1-9 Demonstrate knowledge and understanding of non-therapeutic communication techniques including, but not limited to:
- advising
- agreeing
- belittling feelings expressed
- challenging
<table>
<thead>
<tr>
<th>Major Competency Area: A</th>
<th>Competency: A-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication Skills and Therapeutic Relationships</td>
<td>Knowledge and Application of Interpersonal Communication Skills</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**A-1-9 (cont.)**
- defending
- disagreeing
- disapproving
- giving approval
- giving literal responses
- indicating the existence of an external source
- interpreting
- introducing an unrelated topic
- making judgments
- making stereotyped comments
- moralizing
- probing
- reassuring
- rejecting
- requesting an explanation
- testing
- using denial

**A-1-10** Demonstrate knowledge and application of communication and team building skills to facilitate peer collaboration within the health care team:
- identifies components of health care system
- identifies role of employing agency in the health care system
- identifies own role in relation to employing agency
- identifies own role and that of others within the practice setting
- describes expectations of leadership roles in employing agency
- functions as an effective member of a health care team
- participates in assessing, planning, implementing and evaluating selected
- approaches in order to meet the mental health needs of the client
- identifies appropriate situations for assuming formal and informal leadership roles
- demonstrates ability to supervise other staff as appropriate
A Registered Psychiatric Nurse will:

A-2-1 Demonstrate knowledge and understanding of self-awareness/deliberate personal consciousness including:
- personal feelings
- personal thinking and actions
- personal responses

A-2-2 Demonstrate knowledge and understanding of the arenas of self-awareness/deliberate personal consciousness including:
- physical self
  - awareness of personal and general physiology, body image and physical potential
- mental self
  - awareness of self concept, personality, relationships with others, external factors and cognitive potential
- emotional self
  - awareness of responses, reactions and potential for becoming
- spiritual self
  - awareness of meaning, potential for moral courage and contributions to society

A-2-3 Demonstrate knowledge and understanding of the essential elements of self-awareness/deliberate personal consciousness including;
- recognition
- being
- becoming

A-2-4 Demonstrate knowledge and understanding of strategies to expand self-awareness/deliberate personal consciousness including:
- listening to self
- listening to and learning from others
- appropriate self-disclosure
- prizing
- choosing
- acting
- exploration of feelings, actions and reactions
### Therapeutic Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: A</th>
<th>Competency: A-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication Skills and Therapeutic Relationships</td>
<td>Knowledge and Application of Self in the Therapeutic Process</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**A-2-5** Demonstrate knowledge and understanding that professional self-awareness/deliberate professional consciousness is central to effective psychiatric nursing practice.

**A-2-6** Demonstrate knowledge and understanding of strategies to expand self-awareness/deliberate professional consciousness including, but not limited to:
- intuition
- professional reflection
- seeking feedback from clients and peers
- appropriate self-disclosure
- ethical practice

**A-2-7** Demonstrate effective application of the elements of self-awareness/deliberate personal consciousness through:
- personal reflection
- positive self concept
- insight(s)
- goal setting
- personal change strategies
- seeking and maintaining appropriate social supports or resources
- continuous personal growth

**A-2-8** Demonstrate effective application of strategies to expand self-awareness/deliberate personal consciousness through:
- critical self-reflection
- appropriate sharing of personal reflections
- demonstration of moral courage
- effective interpersonal skills
- natural support systems
- personal boundaries
- communities that support/promote personal growth
A Registered Psychiatric Nurse will:

A-2-9 Demonstrate effective application of strategies to expand professional self-awareness/deliberate professional consciousness through:

- reflecting upon professional practice
- positive professional self concept
- role modeling to peers, public and clients
- maintaining professional boundaries
- seeking and providing feedback
- appropriate self disclosure
- recognizing professional limitations
- providing appropriate referrals
- effective helping skills with peers, public and clients
- ethical/professional practice
- contribution to professional communities that support/provide professional growth
<table>
<thead>
<tr>
<th>Major Competency Area: A</th>
<th>Competency: A-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication Skills and Therapeutic Relationships</td>
<td>Knowledge and Application of the Characteristics of the Therapeutic Relationship</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**A-3-1** Demonstrate knowledge and understanding of the therapeutic relationship including, but not limited to:
- recognized theories guiding therapeutic relationships
- unique characteristics of a therapeutic relationship
- characteristics of a social relationship
- impact of culture and context on a therapeutic relationship

**A-3-2** Demonstrate knowledge and understanding of the phases of the therapeutic relationship including:
- pre-interaction
  - review of client history
  - planning the approach
  - exploring own biases
- orientation
  - introduction
  - building trust
  - identifying problems and goal
  - clarifying roles and boundaries
  - forming contracts
- working
  - working towards goals
- termination
  - summarizing accomplishments
  - reviewing unmet goals
  - organizing follow-up care

**A-3-3** Demonstrate knowledge and application of therapeutic interactions by:
- engaging client in the process
- respecting boundaries
  - provide structure to the relationship
  - protect client's right to privacy and confidentiality
  - provide information about the disorder and treatments
  - provide security from harmful behaviours to self or others
  - effectively and appropriately terminate the therapeutic relationship
Major Competency Area:  A
Communication Skills and Therapeutic Relationships

Competency:  A-3
Knowledge and Application of the Characteristics of the Therapeutic Relationship

A Registered Psychiatric Nurse will:
A-3-3(cont.)

- caring
  - client-focused approach
  - based on sound knowledge and intuition
  - based on a respect for the uniqueness of the individual
  - based on fairness, truth and consistency
  - based on behaviours that are professional and ethical
- advocacy
  - facilitate access to care and treatment
- unconditional acceptance
  - affirm client's experience
- mutually acknowledge positive changes and shared responsibility
  - foster resilience
  - share power
  - support recovery
  - promote self-determination
  - foster autonomy
  - strengthen capacity
  - support self-efficacy
- effective use of helping skills
  - empathy
  - immediacy
  - warmth
  - respect
  - genuineness
  - concreteness
  - confrontation
  - self-disclosure
- trust
  - provide safe environment
  - instill hope
  - provide reliability, honesty and consistency

A-3-4 Demonstrate knowledge and ability to plan, structure, implement, evaluate and terminate a therapeutic relationship.
Therapeutic Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: A</th>
<th>Competency: A-4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication Skills and Therapeutic Relationships</td>
<td>Knowledge and Application of Teaching Skills</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

A-4-1 Demonstrate knowledge and understanding of teaching and learning principles and techniques when relating to:
- individuals
- families
- groups
- communities

A-4-2 Demonstrate knowledge and ability to recognize factors influencing learning including, but not limited to:
- age
- active involvement
- cognitive ability
- culture
- developmental maturation
- economy
- emotions
- environment
- feedback
- gender
- language
- learning styles
- life experience of learner
- lifestyle
- motivation
- physiology
- progression from simple to complex
- psychological
- psychomotor ability
- readiness
- repetition
- timing
- values and beliefs of the learner
A Registered Psychiatric Nurse will:

A-4-3  Demonstrate knowledge and ability to adjust teaching strategies and delivery to meet requirements of populations with unique needs including, but not limited to:
- individuals affected by:
  - attention span deficits
  - cognitive impairments
  - developmental impairments
  - mental illness
  - physical impairments
  - physical and mental illness
  - reading deficits
  - speech deficits
  - various age groups

A-4-4  Demonstrate knowledge and ability to evaluate the effectiveness of teaching and learning through diverse feedback mechanisms.

A-4-5  Demonstrate knowledge and ability to document the teaching strategy process and outcomes.
THEORY-BASED

PSYCHIATRIC NURSING PRACTICE
A Registered Psychiatric Nurse will:

B-1-1 Identify the normal structures and functions of the body.

B-1-2 Describe the anatomical organization of the body.

B-1-3 Describe the cellular organization of the body.

B-1-4 Describe basic cellular functions - protein synthesis, cell division and movement of substances across the cell membrane.

B-1-5 Explain how cells are organized into tissue, organs and systems of the body.

B-1-6 Identify the structure and explain the function of body systems:
- cardiovascular system
- digestive system
- endocrine system
- genitourinary system
- immune system
- integumentary system
- lymphatic system
- musculoskeletal system
- nervous system and special senses
- neurological system
- reproductive system
- respiratory system

B-1-7 Identify the components of blood.

B-1-8 Describe the major bodily processes of:
- homeostasis
- metabolism
- reproduction
Theory-Based Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: B</th>
<th>Competency: B-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge of Biological Systems</td>
<td>Knowledge of Microbiology</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

- **B-2-1** Explain basic characteristics of micro-organisms and their role in the transmission of disease.
- **B-2-2** Describe and differentiate pathogens and non-pathogens.
- **B-2-3** Describe and differentiate bacteria and viruses.
- **B-2-4** Describe the micro-organisms within the healthy human body.
- **B-2-5** Describe the conditions for growth and transferability of micro-organisms.
- **B-2-6** Describe the processes of inflammation, infection and healing.
- **B-2-7** Explain the concept of asepsis.
Theory-Based Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: B</th>
<th>Competency: B-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge of Biological Systems</td>
<td>Knowledge of Pathophysiology</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

B-3-1 Demonstrate knowledge and understanding of the etiology, pathophysiology and common complications relating to the major body systems.

B-3-2 Demonstrate knowledge and understanding of common body responses to disease at the cellular/tissue/organ/systemic levels:
- immunity
- inflammation
- stress
- carcinogenesis
- genetic responses
- psychological responses

B-3-3 Demonstrate knowledge and understanding of the common types of physical trauma such as:
- circulatory
- neurological
- respiratory
A Registered Psychiatric Nurse will:

**B-4-1**  Describe the importance of nutrition to health and recovery.

**B-4-2**  Identify the functions, major sources and daily requirements for common nutrients:
- carbohydrates
- fat
- fibre
- minerals
- protein
- vitamins

**B-4-3**  Identify *The Canada Food Guide* requirements for each age group throughout the life cycle.

**B-4-4**  Identify factors that affect normal nutrition.

**B-4-5**  Identify the indicators of adequate and inadequate nutrition.

**B-4-6**  Describe common methods to assess the client’s nutritional status:
- general appearance
- height and weight
- diet history
- food allergies
- body mass index
- perception of body image

**B-4-7**  Describe the purpose and elements of common therapeutic diets.
A Registered Psychiatric Nurse will:

**C-1-1** Understand and consider that the study of mental health issues includes an exploration of genetic and biochemical factors.

**C-1-2** Consider the genetic history in the assessment of a client by:
- including a genogram
- accessing current information regarding genetic factors and *in utero* development
- being aware of potential need for genetic counselling

**C-1-3** Describe normal growth and development of a fetus.

**C-1-4** Understand and consider that the following *in utero* factors may affect the growth and development of an individual:
- use of substances (alcohol, tobacco, solvents)
- use of illicit drugs
- use of over-the-counter medications
- use of prescription medications
- infectious diseases, such as:
  - HIV/AIDS
  - Hepatitis A, B, & C
  - measles
- maternal medical conditions such as:
  - diabetes
  - hypertension
- nutrition
- access to pre-natal health care services
- lifestyle of both parents
  - history of domestic/family violence
  - paternal/maternal age
  - socioeconomic status
  - geographic location
- environmental hazards

**C-1-5** Assess and educate the client regarding the impact of *in utero* factors on the growth and development of individuals.
A Registered Psychiatric Nurse will:

C-2-1 **Demonstrate knowledge of developmental stages and tasks.**

C-2-2 **Understand and consider theoretical frameworks including, but not limited to:**
- Erikson
- Freud
- Kohlberg
- Piaget

C-2-3 **Demonstrate knowledge of developmental factors and utilize them within the framework of practice:**
- attachment
- behavioural
- biopsychosocial
- cognitive
- emotional
- moral
- personality
- physical
- psychosexual
- psychosocial
- sexual
### Theory-Based Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: D</th>
<th>D-1 Medication Administration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge of the Fundamental Skills of Psychiatric Nursing Practice</td>
<td>Competency: D-1-1 Knowledge of Pharmacology</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

- **D-1-1-1** Demonstrate knowledge of basic pharmacology.
- **D-1-1-2** Demonstrate knowledge of advanced psycho-pharmacology.
- **D-1-1-3** Demonstrate knowledge of the principles of administration of medications.
- **D-1-1-4** Demonstrate ability to adhere to policy, procedure and legislation regarding the safe administration of medications.
## D-1 Medication Administration

### Competency: D-1-2

**Knowledge and Ability to Process Physicians’ Orders**

<table>
<thead>
<tr>
<th>Major Competency Area: D</th>
<th>Knowledge of the Fundamental Skills of Psychiatric Nursing Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>D-1-2</td>
<td>Knowledge and Ability to Process Physicians’ Orders</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**D-1-2-1** Demonstrate knowledge and ability to identify the types of medication orders including, but not limited to:
- STAT order
- PRN order
- standing order
- automatic stop order

**D-1-2-2** Demonstrate knowledge and ability to identify and/or clarify the components of the medication order:
- name of drug
- dosage
- frequency
- route
- duration
- date
- signature
- time

**D-1-2-3** Demonstrate knowledge and ability to verify that a medication order is in the required format and processed accurately according to organization policy.
A Registered Psychiatric Nurse will:

D-1-3-1 Demonstrate knowledge and ability to identify the common systems of measurements:
- the liquid and solid measures of the apothecary system
- the volume and weight of the metric system
- the liquid and solid measures of the household system

D-1-3-2 Demonstrate knowledge and ability to calculate dosages, concentrations, rates and volumes safely.
A Registered Psychiatric Nurse will:

**D-1-4-1 Demonstrate knowledge and ability to ensure proper storage and disposal of medication by:**
- checking expiry date
- storing medications in secure areas
- storing medications according to manufacturers’ recommendations
- following organization policies regarding storage and disposal
- following regulations/legislation regarding controlled medication
Theory-Based Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: D</th>
<th>D-1 Medication Administration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge of the Fundamental Skills of Psychiatric Nursing Practice</td>
<td>Competency: D-1-5</td>
</tr>
<tr>
<td></td>
<td>Ability to Conduct Drug Counts on Narcotics and Controlled Substances</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

D-1-5-1 Demonstrate knowledge and ability to maintain and dispose of controlled medications according to organization policy:
- use of narcotic drug count forms
- counting of drugs and controlled substances
- documentation and authorizations when disposing of or wasting controlled medications
A Registered Psychiatric Nurse will:

<table>
<thead>
<tr>
<th>D-1-6-1</th>
<th>Demonstrate ability to receive and/or clarify medication orders according to organization policy:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>verbally</td>
</tr>
<tr>
<td></td>
<td>via telephone</td>
</tr>
<tr>
<td></td>
<td>written</td>
</tr>
<tr>
<td></td>
<td>electronic</td>
</tr>
</tbody>
</table>

| D-1-6-2 | Demonstrate ability to obtain consent regarding the administration of medications. |

<table>
<thead>
<tr>
<th>D-1-6-3</th>
<th>Demonstrate ability to prepare medication for administration:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>verify medication order</td>
</tr>
<tr>
<td></td>
<td>assess appropriateness of medication as prescribed for client, such as allergies, age, weight, and clinical condition</td>
</tr>
<tr>
<td></td>
<td>ability to apply 5 Rights for administering medication</td>
</tr>
<tr>
<td></td>
<td>the Right patient</td>
</tr>
<tr>
<td></td>
<td>the Right medication (in appropriate form)</td>
</tr>
<tr>
<td></td>
<td>the Right dose</td>
</tr>
<tr>
<td></td>
<td>the Right route</td>
</tr>
<tr>
<td></td>
<td>the Right time</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>D-1-6-4</th>
<th>Demonstrate knowledge and ability to:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>document administration of medication</td>
</tr>
<tr>
<td></td>
<td>document appropriately</td>
</tr>
<tr>
<td></td>
<td>reasons for administering a PRN medication</td>
</tr>
<tr>
<td></td>
<td>client teaching</td>
</tr>
<tr>
<td></td>
<td>effectiveness of medication</td>
</tr>
<tr>
<td></td>
<td>adverse side effects</td>
</tr>
<tr>
<td></td>
<td>client response</td>
</tr>
<tr>
<td></td>
<td>medication incidents</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>D-1-6-5</th>
<th>Demonstrate knowledge and ability to administer medications safely by the following routes:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>oral</td>
</tr>
<tr>
<td></td>
<td>sublingual/buccal</td>
</tr>
<tr>
<td></td>
<td>by inhalation</td>
</tr>
<tr>
<td></td>
<td>optic/otic</td>
</tr>
</tbody>
</table>
A Registered Psychiatric Nurse will:

D-1-6-5(cont.)

- vaginal
- rectal
- topical
- transdermal patches
- intradermal
- subcutaneous
- intramuscular
- intravenous
- central line
A Registered Psychiatric Nurse will:

D-2-1-1 Demonstrate knowledge and skill to assess client's ability to perform self-care.

D-2-1-2 Demonstrate awareness of the fact that altered mental status may impact the individual's ability to perform activities of daily living.

D-2-1-3 Demonstrate knowledge and ability to encourage, guide, teach, assist or provide care related to activities such as:
- hygiene and grooming
- mouth care
- skin care
- foot care
- hair and grooming
- clothing, prosthesis, aids
- activities of daily living
  - sleep
  - nutrition
  - elimination
  - work
  - exercise
  - leisure
  - energy levels
  - weight change
  - caffeine/alcohol/tobacco/drug use
  - use of safer sex practices
  - use of birth control

D-2-1-4 Provide psychiatric nursing interventions to encourage/assist individuals with altered mental/physical status to achieve a baseline level of self-care.
### Major Competency Area: D

**Knowledge of the Fundamental Skills of Psychiatric Nursing Practice**

### D-2 General Procedures

**Competency: D-2-2**

**Knowledge of Monitoring of Vital Signs**

A Registered Psychiatric Nurse will:

**D-2-2-1** Demonstrate knowledge and ability to monitor and assess vital signs:
- temperature
- pulse
- respiration
- blood pressure
- neurological
- oxygen saturation

**D-2-2-2** Demonstrate ability to recognize and understand:
- accepted ranges of vital signs
- implications and required interventions to vital signs outside accepted range
A Registered Psychiatric Nurse will:

**D-2-3-1** Demonstrate knowledge and ability to maintain proper body mechanics:
- body alignment
- body balance
- base of support
- centre of gravity
- coordinated body movement

**D-2-3-2** Demonstrate knowledge and ability to assess and safely lift and transfer patients using appropriate techniques, principles and lifting devices according to organization policy.

**D-2-3-3** Demonstrate knowledge and ability to assess, teach and support the client's mobility needs:
- range of motion (passive and active)
- ambulation
- muscle strength
- activity tolerance
- gait
- posture

**D-2-3-4** Demonstrate knowledge and ability to position the client correctly for safety and comfort.

**D-2-3-5** Demonstrate knowledge and ability to position the client using appropriate positioning devices.

**D-2-3-6** Demonstrate knowledge and ability to assist the ambulation of the client using appropriate devices.
A Registered Psychiatric Nurse will:

D-2-4-1 Demonstrate knowledge and ability to perform sterile technique by:
   ▪ masking, gowning and gloving as required
   ▪ establishing a sterile field by:
     • opening sterile package
     • tray positioning
     • client draping
   ▪ adding sterile supplies and solutions to the field
   ▪ manipulating sterile instruments and supplies
   ▪ disposing of contaminated materials
A Registered Psychiatric Nurse will:

**D-2-5-1** Demonstrate knowledge of the critical elements to be performed in the application of treatment procedures.

**D-2-5-2** Demonstrate ability to perform the critical elements:
- determine physician order or agency protocol prior to the procedure
- obtain informed consent
- wash hands prior to and after the procedure
- assemble appropriate equipment and supplies prior to the procedure
- identify the client’s name and identification number before proceeding
- explain the procedure to the client
- perform the procedure adhering to universal precautions and aseptic technique
- safely disassemble equipment, discard used materials and sharps
- report and document the procedure, client response and findings
A Registered Psychiatric Nurse will:

D-3-1-1 Demonstrate knowledge of the growth and spread of pathogenic microorganisms related to blood and other bodily fluids containing visible blood, semen and vaginal secretions.

D-3-1-2 Demonstrate knowledge and ability to define and apply universal precautions.

D-3-1-3 Demonstrate use of protective barriers in universal precautions such as:
- gloves
- gowns
- aprons
- masks
- protective eye wear
- use and disposal of equipment

D-3-1-4 Follow organization’s policies related to universal precautions.

D-3-1-5 Demonstrate knowledge of applicable legislation and organization’s policies for the disposal of sharps, transportation of sharps and needle stick injuries.
<table>
<thead>
<tr>
<th>Major Competency Area: D</th>
<th>D-3 General Safety Competency: D-3-2 Knowledge of Safe Occupational Work Practices</th>
</tr>
</thead>
</table>

A Registered Psychiatric Nurse will:

**D-3-2-1** Demonstrate knowledge and ability to comply with applicable legislation and policies relating to incidents such as:
- environmental hazards
- physical injury
- harassment
- suicide attempts
- violence and aggression

**D-3-2-2** Demonstrate knowledge and ability to assess for and report unsafe situations relating to individuals, property and environment.

**D-3-2-3** Demonstrate knowledge and ability for the correct use, maintenance and disposal of equipment pertinent to the practice site.

**D-3-2-4** Demonstrate knowledge and ability to perform the appropriate sterility checks for disinfection and sterilization of equipment and apparatus.

**D-3-2-5** Demonstrate knowledge and ability to identify appropriate use, limitations and storage of chemical disinfectants.
A Registered Psychiatric Nurse will:

D-3-3-1 Demonstrate knowledge and ability to maintain medical asepsis and pre- and post-surgical asepsis.

D-3-3-2 Demonstrate knowledge of the elements of the infectious process:
   - the infection agent: a pathogen
   - reservoir: where the pathogen can grow
   - exit from reservoir
   - method of transportation, such as exudate, feces and needles
   - entrance through skin, mucous lining or mouth
   - host: another person or animal

D-3-3-3 Demonstrate knowledge and ability to establish isolation procedures according to agency policy:
   - appropriate protection of self and client
   - disposal of utensils, supplies and waste
   - proper handling of equipment
   - proper signage
   - education of patient and family
   - room management
Major Competency Area: D
Knowledge of the Fundamental Skills of Psychiatric Nursing Practice

D-4 Documentation and Recording Competency: D-4-1
Knowledge and Application of Documentation and Reporting Skills

A Registered Psychiatric Nurse will:

D-4-1-1 Demonstrate the ability to identify the meanings of common prefixes, suffixes and root words used in reporting and documenting.

D-4-1-2 Demonstrate the ability to identify and use standard abbreviations in documentation.

D-4-1-3 Demonstrate the ability to identify and use standard medical symbols.

D-4-1-4 Demonstrate the ability to identify and use standard psychiatric terminology and abbreviations.

D-4-1-5 Demonstrate knowledge of agency policies and procedures regarding documentation and use of medical terminology.

D-4-1-6 Demonstrate knowledge and ability to document and report individual care by:

- timely objective recording of observations and actions
- recording the subjective experience of the individual
- using appropriate psychiatric and medical terminology
- maintaining accuracy in recording
- following agency policies
- identifying and using appropriate lines of authority and communication
Major Competency Area:  E  
Knowledge of Disorders of Mental Health and Development

Competency:  E-1  
Knowledge of Disorders in Infancy, Childhood and Adolescence

A Registered Psychiatric Nurse will:

**E-1-1** Demonstrate knowledge of disorders of infancy, childhood and adolescence using a recognized diagnostic resource (that is, *Diagnostic and Statistical Manual of Mental Disorders 4th Ed (1994)* or *DSM IV*, or its successor) to determine and understand the diagnostic criteria for:

- developmental disabilities
- learning disorders
- motor skills disorders
- communication disorders
- pervasive developmental disorders
- attention deficit and disruptive behaviour disorders
- feeding and eating disorders of infancy, early childhood and adolescence
- tic disorders
- elimination disorders
- mood disorders
- other disorders of infancy, childhood and adolescence
A Registered Psychiatric Nurse will:

**E-2-1** Demonstrate knowledge of cognitive disorders by utilizing a recognized diagnostic resource (that is, *DSM IV* or its successor) to determine and understand the diagnostic criteria for:

- delirium
- dementia's
- amnesic disorders
- cognitive disorders not otherwise specified (NOS)
A Registered Psychiatric Nurse will:

**E-3-1** Demonstrate knowledge of substance-related disorders by utilizing a recognized diagnostic resource (that is, *DSM IV* or its successor) to determine and understand the diagnostic criteria for:

- substance use disorders
- substance-induced disorders
- alcohol-related disorders
- disorders related to other substances such as:
  - amphetamines
  - caffeine
  - cocaine
  - hallucinogens
  - water
Major Competency Area: E
Knowledge of Disorders of Mental Health and Development

Competency: E-4
Knowledge of Schizophrenia and Other Psychotic Disorders

A Registered Psychiatric Nurse will:

E-4-1 Demonstrate knowledge of schizophrenia and other psychotic disorders by utilizing a recognized diagnostic resource (that is, *DSM IV* or its successor) to determine and understand the diagnostic criteria for:

- schizophrenia
- schizophreniform disorder
- schizoaffective disorder
- delusional disorder
- brief psychotic disorder
- substance-induced psychotic disorder
- psychotic disorders due to a general medical condition
Major Competency Area: E
Knowledge of Disorders of Mental Health and Development

Competency: E-5
Knowledge of Mood Disorders

A Registered Psychiatric Nurse will:

**E-5-1** Demonstrate knowledge of mood disorders by utilizing a recognized diagnostic resource (that is, *DSM IV* or its successor) to determine and understand the diagnostic criteria for:
- mood disorders
- depressive disorders
- bipolar disorders
- mood disorders due to a general medical condition
- substance-induced mood disorders
A Registered Psychiatric Nurse will:

**E-6-1** Demonstrate knowledge of anxiety disorders by utilizing recognized diagnostic resource (that is, *DSM IV* or its successor) to determine and understand the diagnostic criteria for:

- panic disorders
- phobias
- obsessive-compulsive disorders
- post-traumatic stress disorders
- acute stress disorders
- generalized anxiety disorders
- anxiety disorders due to a general medical condition
- substance-induced anxiety disorders
A Registered Psychiatric Nurse will:

**E-7-1** Demonstrate knowledge of personality disorders by utilizing a recognized diagnostic resource (that is, *DSM IV* or its successor) to determine and understand the diagnostic criteria for:

- **Cluster "A" Personality Disorders**
  - paranoid personality disorder
  - schizoid personality disorder
  - schizotypal personality disorder
- **Cluster "B" Personality Disorders**
  - antisocial personality disorder
  - borderline personality disorder
  - histrionic personality disorder
  - narcissistic personality disorder
- **Cluster "C" Personality Disorders**
  - avoidant personality disorder
  - dependent personality disorder
  - obsessive-compulsive personality disorder
Major Competency Area:  E
Knowledge of Disorders of Mental Health and Development

Competency:  E-8
Knowledge of Other Psychiatric Disorders

A Registered Psychiatric Nurse will:

E-8-1  Demonstrate knowledge of the range of listed psychiatric disorders by utilizing a recognized diagnostic resource (that is, DSM IV or its successor) to determine and understand the diagnostic criteria for:
  ▪ somatoform disorders
  ▪ factitious disorders
  ▪ dissociative disorders
  ▪ sexual and gender identity disorders
  ▪ eating disorders
  ▪ sleep disorders
  ▪ impulse-control disorders
  ▪ adjustment disorders

E-8-2  Demonstrate knowledge that a psychiatric disorder may be related to a general medical condition by utilizing a recognized diagnostic resource (that is, DSM IV or its successor)
Major Competency Area:  F
Knowledge of Social and Family Systems

Competency:  F-1
Knowledge of Socio-Cultural Influences

A Registered Psychiatric Nurse will:

**F-1-1** Demonstrate knowledge and understanding of social and cultural factors including, but not limited to:
- age
- gender
- education
- family
- economic status
- ethnic beliefs
- lifestyle
- religious influences

**F-1-2** Demonstrate knowledge and understanding of how social and cultural factors influence the mental health of individuals, families, groups and communities.
A Registered Psychiatric Nurse will:

F-2-1 Demonstrate knowledge and understanding of family systems including, but not limited to:
- biological family
- immediate family
- extended family
- significant others
- community

F-2-2 Demonstrate knowledge and understanding of the influence of the family on the individual including, but not limited to:
- individual's definition of family
- presence or absence of family as a support/resource

F-2-3 Demonstrate the ability to incorporate the family system into the assessment and treatment of the individual through collaboration with:
- the individual
- the family
- alternate caregivers/significant others
A Registered Psychiatric Nurse will:

**F-3-1** Demonstrate knowledge and understanding of the ecology of social systems:
- micro systems
- macro systems

**F-3-2** Demonstrate knowledge and understanding of the influence of socioeconomic factors and related social systems on the individual's ability to achieve optimal functioning including, but not limited to:
- self-esteem
- basic needs
- nutrition
- housing
- transportation
- educational opportunities
- employment opportunities
- lifestyle
- access to health care
- medication/treatment compliance
- family of origin
- ethnicity/culture
- religious influences/spirituality
- community (rural, urban)

**F-3-3** Demonstrate knowledge and ability to consider socioeconomic factors in the assessment and treatment of the individual through:
- liaison with community agencies
- consultation
- referral
- education
- support
- advocacy
Major Competency Area:  F  
Knowledge of Social and Family Systems

Competency:  F-4  
Knowledge of Loss, Transition and Change

A Registered Psychiatric Nurse will:

F-4-1 Demonstrate knowledge and understanding of major theories related to:
- change
- grieving process
- transition and loss

F-4-2 Demonstrate knowledge and understanding that individuals respond to loss, transition and change in unique ways.

F-4-3 Demonstrate knowledge and understanding of diverse sources of loss, transition and change including, but not limited to the:
- emotional
- physical
- cognitive
- financial
- spiritual
- socio-cultural

F-4-4 Demonstrate knowledge and ability to respond to individuals’, families’, groups’ and communities’ unique experiences of loss, transition and change.
APPLICATION OF THE NURSING PROCESS IN PSYCHIATRIC NURSING PRACTICE
Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: G</th>
<th>Competency: G-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Assessment</td>
<td>Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

G-1-1 Demonstrate knowledge and understanding of the concepts associated with the nursing process including:
- rationale for the nursing process
- nursing process as a dynamic ongoing activity
- psychiatric nurse client relationship
- interactions
- problem solving
- importance of involvement of the client in:
  - provision of information
  - collaborative decision-making
  - evaluation
- importance of involvement of client's support network, family, significant others, professional resources and community
- basis of nursing process
  - sound knowledge base
  - critical thinking

G-1-2 Demonstrate knowledge and understanding of the purpose of the nursing process and:
- provide systematic and individualized method of achieving mutually agreed upon goals
- help patients maximize health
  - maintain the optimal level of functioning
  - recognize illness
  - prevent illness

G-1-3 Demonstrate knowledge of the components of the nursing process including:
- assessment
- psychiatric nursing diagnosis or problem identification
- planning
- implementation
- evaluation

G-1-4 Demonstrate understanding and ability to use the nursing process in psychiatric nursing practice.
Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: G</th>
<th>Competency: G-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Assessment</td>
<td>Knowledge of Assessment Skills</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**G-2-1** Demonstrate knowledge and application of a variety of assessment techniques including, but not limited to:
- observation
- interviewing
  - client's subjective experience
  - client's health expectations
- history taking
  - historical
  - current
  - collateral
- physical exam
- mental status assessment
- standardized assessment instruments

**G-2-2** Demonstrate knowledge and ability to complete a comprehensive health assessment based on, but not limited to:
- mental status assessment
- risk assessment
- biological variables
  - physical assessment data
  - growth and development
  - genetic factors
- psychological variables
  - behaviours
  - self concept
  - coping strategies
- cognitive variables
- sociocultural variables
  - cultural and ethnic
  - relationships
    - family
    - friends
    - groups
    - community
  - work and school
  - political and environmental factors
- spiritual variables
**Major Competency Area: G**

**Psychiatric Nursing Assessment**

**Competency: G-2**

**Knowledge of Assessment Skills**

A Registered Psychiatric Nurse will:

**G-2-2(cont.)**

- influences
- beliefs
  - socioeconomic variables
  - developmental variables
- cognitive
- moral
- physical growth
Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: G</th>
<th>Competency: G-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Assessment</td>
<td>Knowledge and Application of Psychiatric Nursing Assessment Skills</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**G-3-1** Demonstrate knowledge and ability to complete a comprehensive psychiatric nursing assessment with relevant data collection including, but not limited to:

- demographics
- presenting problem according to:
  - patient
  - family or significant others
  - referral agent
- baseline functioning level
- recent changes in functioning
- risk factors including, but not limited to:
  - allergies
  - adverse medication reactions
  - non-compliance
  - substance dependence and misuse
  - elopement
  - aggression
  - suicide
  - homicide
- precipitating factors and stressors
- medication history
- psychiatric history including
  - previous admissions
  - previous treatment
  - family history
- physical assessment including:
  - appearance
    - hygiene
    - mode of dress
    - posture and gait
    - injuries
  - current physical complaints
  - history of physical illness/surgery/accidents
  - family medical history
  - problems with physical systems
  - psychosocial/growth and development
    - family of origin
### Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: G</th>
<th>Competency: G-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Assessment</td>
<td>Knowledge and Application of Psychiatric Nursing Assessment Skills</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**G-3-1(cont.)**

- education
- developmental stages
- employment history
- sexual history
- history of abuse
  - financial
  - verbal
  - emotional
  - physical
  - sexual
  - spiritual/ritual
- activities of daily living
- psychological
  - behaviours
    - verbal
    - non-verbal
  - coping strategies
  - learning style
  - self concept
  - sexuality
- cognitive assessment
- sociocultural assessment
  - beliefs and values
  - living situation
  - education
  - occupation
  - financial
  - ethnic background
  - cultural beliefs/traditions
  - patterns of socialization/isolation
  - presence or absence of support systems
  - community involvement
  - legal concerns/status
A Registered Psychiatric Nurse will:

G-3-1 (cont.)
- spiritual assessment
  - spiritual and philosophical beliefs
  - life values
  - sense of purpose and meaning
- mental status assessment
- environment and safety assessment

G-3-2 Demonstrate knowledge and ability to use standard tests and rating scales for mental health assessment including, but not limited to:
- MMSE (mini mental status exam)
- Geriatric Depression Scale
- Functional Rating Scale
- Beck Depression Inventory Scale
- GAF (Global Assessment of Functioning)
A Registered Psychiatric Nurse will:

**G-4-1 Demonstrate knowledge and ability to complete a detailed mental status examination including elements such as:**

- **identification, age, marital status, race and gender**
- **physical appearance and behaviour**
  - hygiene
  - grooming
  - mannerisms
  - gestures
  - eye contact
  - position, posture and gait
- **attitude**
  - cooperative
  - passive
  - evasive
  - hostile
- **orientation**
  - person
  - place
  - date
  - day of week
  - month
  - season
  - year
- **speech**
  - quality
    - relevance
    - appropriateness to topic
    - coherence
    - volume
    - clarity
    - tone
    - accent
  - quantity
    - amount
    - rate of speech
    - paucity
A Registered Psychiatric Nurse will:
G-4-1(cont.)

- **affect**
  - constricted/restricted
  - normal rate
  - elated
  - flat
  - blunted
  - shallow
  - appropriate to context
  - incongruent

- **mood**
  - euthymic
  - anxious
  - sad
  - depressed
  - euphoric

- **memory**
  - immediate
  - recent
  - remote

- **intelligence**
  - vocabulary
  - calculations
  - awareness of social events

- **abstract thinking**
  - judgment
  - proverbs
  - analogies

- **attention span**
  - ability to follow commands

- **insight and judgment**
  - awareness of illness
  - meaning attached to illness

- **thought content**
  - negative thoughts
  - paranoid beliefs
  - delusions
A Registered Psychiatric Nurse will:

G-4-1(cont.)

- phobias
  - thought processes
  - sequence
  - logical connections
  - ability to provide specific information
- perceptual disturbances
  - hallucinations
  - illusions
- concentration
- activity level
  - calm
  - agitated
  - hyperactive
  - hypomotoric
  - tremors/tics
  - muscle spasm
- writing and comprehension

G-4-2 Demonstrate knowledge and ability to complete a comprehensive risk assessment including, but not limited to:

- risk assessment - current and past
  - suicidal ideation
    - previous history of attempts
    - active/passive ideations
    - plan
    - intent
    - access to means
  - homicidal ideation
    - previous history
    - active/passive ideations
    - plan
    - intent
    - access to means
Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: G</th>
<th>Competency: G-4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Assessment</td>
<td>Knowledge and Ability to Complete a Mental Status Examination</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

G-4-2 (cont.)

- aggressive ideation
  - previous history
  - active/passive ideations
  - plan
  - intent
- access to means

G-4-3 Demonstrate knowledge of factors influencing performance in mental status exam including, but not limited to:

- attention span
- ability to understand language/jargon
- perceptual disturbances
- emotional withdrawal or depression
- attitude towards caregiver
- culture
- effects of physical illness
- mental manifestations of physiological disturbance, for example:
  - acute confusional states
  - delirium
  - drug/alcohol intoxication
- mental illness secondary to physical illness including, but not limited to:
  - anemia
  - hypothyroidism
  - congestive heart failure
  - stroke
  - chronic illness
  - malnutrition
  - infection
  - hypoglycemia
  - electrolyte imbalance
  - caffeine intoxication
  - water intoxication
A Registered Psychiatric Nurse will:

**G-4-4** Demonstrate knowledge and understanding of tests used in determining causes of altered mental status including, but not limited to:

- laboratory
  - liver function
  - thyroid function
  - hormone levels
  - complete blood count
  - serum electrolytes
  - serological test for syphilis
  - blood urea nitrogen
  - blood glucose
  - bilirubin
  - blood vitamin levels
  - urinalysis

- radiology and imaging
  - electroencephalography (EEG)
  - magnetic resonance imaging (MRI)
  - cat scan (CT)
  - electrocardiogram (EKG)
  - x-ray
  - ultrasound
A Registered Psychiatric Nurse will:

G-5-1 Demonstrate knowledge and ability to prepare for physical assessment including, but not limited to:
- ensuring a safe environment
  - warm
  - comfortable
  - private
  - well lit
- preparing the equipment
  - easily accessible
  - functioning
- preparing the client
  - introduce self and others by name and title
  - educate regarding procedure

G-5-2 Demonstrate knowledge and understanding of guidelines for physical assessment including:
- explain what is being done and why
- warn client if any part of exam is to be uncomfortable
- drape client during exam, uncovering only the area to be examined
- be aware of non-verbal communication, for example, facial expressions
- wash and warm hands, and warm instruments before touching client's skin
- use universal precaution for contact with body fluids or lesions
- take special care in examining sensitive areas

G-5-3 Demonstrate knowledge and ability to use physical assessment techniques including, but not limited to:
- observation
  - physical appearance
  - behaviour
  - communication pattern
  - activity level
  - facial expressions
  - detection of odours
  - hair distribution
  - skin conditions
  - lumps, pulsation, swelling, skin integrity
# Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: G</th>
<th>Competency: G-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Assessment</td>
<td>Knowledge of Physical Assessment Skills</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**G-5-3 (cont.)**

- **palpation**
  - ability to use fingers or hands with varying pressures to make judgments about the:
    - size, shape, texture and mobility
    - condition of bones and joints
    - pain or tenderness
    - skin texture, temperature and moisture
    - fluid accumulations and edema
    - chest wall vibrations
    - pulsation

- **percussion**
  - striking or tapping an area of the body to determine density, size and location of an underlying structure, and to detect fluid or air in cavity
  - observe for characteristics during percussion
  - differentiate between sounds
    - intensity
    - pitch
    - duration
    - quality

- **auscultation**
  - listening to sounds produced by the organs and blood vessels of the body
  - observe for characteristics while auscultating
    - pitch
    - loudness
    - quality or nature
    - frequency
    - duration

**G-5-4**

**Demonstrate knowledge and ability to identify and evaluate symptoms including:**

- onset
- location
- quality
- quantity
Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: G</th>
<th>Competency: G-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Assessment</td>
<td>Knowledge of Physical Assessment Skills</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

G-5-4(cont.)

- frequency
- aggravating or alleviating factors
- associated factors
- course and duration
- intensity

G-5-5  **Demonstrate knowledge and ability to use instruments for physical assessment including, but not limited to:**

- stethoscope
- opthalmoscope
- otoscope
- thermometer
- sphygmomanometer
- glucometer
- fetal monitor
A Registered Psychiatric Nurse will:

G-6-1 Demonstrate knowledge and understanding of psychiatric nursing diagnosis.

G-6-2 Demonstrate knowledge and ability to formulate individualized psychiatric nursing diagnoses according to recognized format including:
   - identification of human responses to actual or potential health problem
   - etiology or cause of problem
     - past experiences of client
     - genetic influences
     - current environmental factors
     - pathophysiological changes
   - definition of characteristics
     - cluster of signs and symptoms which include
       - what the client and others report
       - what the psychiatric nurse observes and learns during assessment

G-6-3 Demonstrate knowledge and ability to formulate individualized psychiatric nursing diagnoses based on human responses to actual or potential disorders as described in *DSM IV* (or its successor).

G-6-4 Demonstrate knowledge and ability to formulate a psychiatric nursing diagnosis based on the assessment data.
Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: H</th>
<th>Competency: H-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Planning</td>
<td>Knowledge and Ability to Complete the Planning Phase of the Nursing Process</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**H-1-1 Demonstrate knowledge and ability to complete the planning phase of the nursing process by:**

- prioritizing the problems identified by the nursing diagnosis based on:
  - client safety needs and desires
  - involvement of family and significant others
  - agency status
  - available skills and resources
  - guardianship
  - legal/legislative requirements
- validating identified problems with client, family and others involved in the treatment of the client
- establishing expected outcomes
  - short and long term goals
  - objectives which include
    - psychiatric nursing interventions
    - statements reflecting expected changes in client's health as a result of the interventions including short term and long term objectives that are:
      - client-centered
      - clear and concise
      - singular
      - observable
      - measurable
      - time limited
      - realistic
      - jointly developed and evaluated
- determining appropriate interventions
- establishing criteria by which to evaluate psychiatric nursing interventions
- including transition and discharge planning in choosing interventions
- developing plan of care
  - drawing on knowledge, experience and critical thinking skills
  - in collaboration with client and other members of the health care team
  - written in terms of specific psychiatric nursing interventions and client behaviour
  - clear and concise
Application of the Nursing Process in Psychiatric Nursing Practice

Major Competency Area: **H**
Psychiatric Nursing Planning

Competency: **H-1**
Knowledge and Ability to Complete the Planning Phase of the Nursing Process

A Registered Psychiatric Nurse will:

**H-1-1**(cont.)

- consistent with client's natural support systems
  - communicating plan to all persons involved in care
  - planning for evaluation
  - planning for ongoing assessment, treatment and evaluation
## Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: I</th>
<th>Competency: I-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Implementation</td>
<td>Knowledge of the Implementation Phase of the Nursing Process</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

### I-1-1 Demonstrate knowledge and ability to complete the implementation stage of the nursing process including:

- that the plan for care is organized and carried out within the context of a therapeutic relationship and in a therapeutic environment
- that the tasks include
  - identifying knowledge and skills required to implement desired interventions
  - designating responsibility for implementation
    - discovering if individual has necessary competence
    - teaching or allowing time for development of skills
    - determining if individual supports interventions
    - make referral when necessary
  - recognizing impediments to implementation
  - communicating plan to others
  - providing an environment conducive to implementation
    - providing necessary resources
    - providing for physical and psychological comfort
    - providing for safety
  - continuously examining psychiatric nursing interventions and changing according to individual needs and stages of illness
  - anticipating and intervening to prevent complications
  - providing for systematic reporting and documentation
Major Competency Area: 1  
Psychiatric Nursing Implementation

I-2  Safety/Emergency Interventions  
Competency:  I-2-1  
Knowledge and Ability to Respond to Emergencies

A Registered Psychiatric Nurse will:

I-2-1-1 Maintain current safety/emergency intervention certification in accordance with requirements of current practice setting.

I-2-1-2 Demonstrate knowledge and ability to identify and to respond to emergency situations.

I-2-1-3 Demonstrate knowledge and ability to initiate safety and emergency interventions, such as, but not limited to:
  ▪ responding to medical emergencies including, but not limited to:
    • cardiac arrest
    • obstructed airway
    • seizures
    • suicide attempts
  ▪ responding to facility/community emergencies:
    • fire
    • bomb threats
    • disasters
  ▪ removing persons from immediate danger
  ▪ responding to the emotional needs of individuals impacted by the emergency
    • support
    • debriefings
    • critical incident stress debriefings
    • community post-vention

I-2-1-4 Demonstrate knowledge and ability to report and to document the emergency and the psychiatric nursing interventions.
A Registered Psychiatric Nurse will:

I-2-2-1 Demonstrate knowledge and understanding of organizational policies and procedures regarding aggressive behaviour.

I-2-2-2 Demonstrate knowledge and ability to apply techniques for the prevention of aggressive incidents.

I-2-2-3 Demonstrate knowledge and ability to recognize and respond to factors, triggers and behaviours associated with aggression.

I-2-2-4 Demonstrate knowledge and ability to manage an aggressive situation effectively through:
   - crisis intervention techniques
   - verbal interventions including:
     - redirection
     - diffusion
     - distraction
     - validation of feelings
   - pharmaceutical interventions
   - coordinated response teams
   - physical restraint techniques

I-2-2-5 Demonstrate ability to document and to communicate observations related to aggressive behaviour.

I-2-2-6 Demonstrate knowledge and ability to facilitate the debriefing process.
Application of the Nursing Process in Psychiatric Nursing Practice

Major Competency Area: I
Psychiatric Nursing Implementation

I-2 Safety/Emergency Interventions
Competency: I-2-3
Ability to Recognize and Report Abuse

A Registered Psychiatric Nurse will:

I-2-3-1 Demonstrate knowledge of the responsibilities to recognize the following types of abuse:
  - physical
  - verbal
  - emotional
  - sexual
  - financial
  - neglect

I-2-3-2 Demonstrate knowledge and understanding of emergency and long term interventions to prevent abuse.

I-2-3-3 Demonstrate knowledge and understanding of reporting and documenting abuse.

I-2-3-4 Demonstrate knowledge and understanding of appropriate resources for client referrals.

I-2-3-5 Demonstrate knowledge and understanding of the significance of power in the psychiatric nurse client relationship.

I-2-3-6 Demonstrate knowledge and understanding of effective therapeutic relationships.

I-2-3-7 Demonstrate knowledge and understanding of the mandate of the professional/regulatory body to prevent professional misconduct.
Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: I</th>
<th>I-2 Safety/Emergency Interventions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Implementation</td>
<td>Competency: I-2-4</td>
</tr>
<tr>
<td></td>
<td>Knowledge of the Therapeutic Use of Restraints</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

I-2-4-1 Demonstrate knowledge and understanding of organizational policies, procedures and legal implications related to the use of restraints.

I-2-4-2 Demonstrate knowledge and ability to identify clinical indications for restraints.

I-2-4-3 Demonstrate knowledge and ability to use psychiatric nursing interventions as alternatives to physical restraints such as:
   - use of appropriate staff to remain with client
   - use of family to stay with client
   - behavioural tracking
   - education of staff and family
   - moving client closer to nursing station
   - close observation
   - constant observation
   - seclusion
   - reality orientation
   - rearrangement of environment
   - recreational diversion
   - removal of other stimuli
   - emotional defusing
   - medication

I-2-4-4 Demonstrate knowledge and ability to discuss restraints and alternative options with client and family.

I-2-4-5 Demonstrate knowledge and ability to document and report all actions and observations related to the use of restraints.

I-2-4-6 Demonstrate knowledge and ability to perform ongoing assessment and monitoring of patient's physical and mental state related to the use of restraints.
### A Registered Psychiatric Nurse will:

<table>
<thead>
<tr>
<th>I-2-5-1</th>
<th>Demonstrate an understanding that a psychiatric emergency is defined by:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- individuals in immediate danger to self</td>
</tr>
<tr>
<td></td>
<td>- individuals in immediate danger to others</td>
</tr>
<tr>
<td></td>
<td>- individuals at immediate risk for significant mental and/or physical deterioration</td>
</tr>
</tbody>
</table>

| I-2-5-2 | Demonstrate knowledge and ability to respond to psychiatric emergencies in diverse settings. |

| I-2-5-3 | Demonstrate knowledge and understanding of the applicable legislation in effect and the criteria for emergency interventions as contained in this legislation. |

<table>
<thead>
<tr>
<th>I-2-5-4</th>
<th>Demonstrate awareness and understanding of factors that may contribute to the potential for a psychiatric emergency such as, but not limited to:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- interpersonal/emotional/social crisis</td>
</tr>
<tr>
<td></td>
<td>- loss</td>
</tr>
<tr>
<td></td>
<td>- psychosis</td>
</tr>
<tr>
<td></td>
<td>- hallucinations</td>
</tr>
<tr>
<td></td>
<td>- delusions</td>
</tr>
<tr>
<td></td>
<td>- alcohol/drug effects and withdrawal</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>I-2-5-5</th>
<th>Demonstrate knowledge and ability to provide psychiatric nursing intervention in psychiatric emergencies by:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- facilitating the removal of persons from immediate danger</td>
</tr>
<tr>
<td></td>
<td>- ensuring a safe environment</td>
</tr>
<tr>
<td></td>
<td>- initiating emergency/medical/psychiatric interventions when indicated</td>
</tr>
<tr>
<td></td>
<td>- activating duty-to-warn procedures for homicidal concerns</td>
</tr>
<tr>
<td></td>
<td>- promoting collaborative crisis intervention strategies</td>
</tr>
<tr>
<td></td>
<td>- using coordinated team responses within the diverse settings</td>
</tr>
<tr>
<td></td>
<td>- responding to the needs of individuals impacted by the emergency</td>
</tr>
<tr>
<td></td>
<td>- support</td>
</tr>
<tr>
<td></td>
<td>- debriefings</td>
</tr>
<tr>
<td></td>
<td>- critical incident stress debriefing</td>
</tr>
<tr>
<td></td>
<td>- community post-vention</td>
</tr>
<tr>
<td>Major Competency Area: I</td>
<td>I-2 Safety/Emergency Interventions</td>
</tr>
<tr>
<td>--------------------------</td>
<td>------------------------------------</td>
</tr>
<tr>
<td>Psychiatric Nursing Implementation</td>
<td>Competency: I-2-5</td>
</tr>
<tr>
<td></td>
<td>Knowledge and Ability to Respond to Psychiatric Emergencies</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

I-2-5-6 Demonstrate knowledge and ability to report and document the emergency and the psychiatric nursing interventions.
## Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area:</th>
<th>I-3 Procedural Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Implementation</td>
<td>Competency: I-3-1</td>
</tr>
<tr>
<td>Knowledge of Admission/Entry to the System Procedures</td>
<td></td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

I-3-1-1 Determine eligibility for service as per agency policy.

I-3-1-2 Demonstrate knowledge and ability to facilitate client entry/admission into the service by:
  - accepting referrals
  - observing employer/agency procedures/protocol
  - establishing rapport
    - ensuring client/family/significant other is introduced to facility/agency/service
    - providing teaching to client/family/significant other
  - obtaining history and initiating psychiatric nursing assessment and client care plan
  - completing documentation
## Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: I</th>
<th>Psychiatric Nursing Implementation</th>
<th>I-3</th>
<th>Procedural Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Competency: I-3-2</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Knowledge of Discharge/Exit from the System Procedures</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**I-3-2-1 Demonstrate ability to facilitate discharge from a service by:**
- ensuring client's participation in discharge planning
- coordinating discharge planning
- identifying when expected outcomes are met
- ensuring follow-up plans are appropriate
- acquiring appropriate consent for release of information prior to disclosure to other agencies
- providing health teaching as required to client/family/significant others
- observing all employer/agency procedures/protocols
- liaising with resources and referring to other services when needed
- initiating actual discharge, including provision for medications, follow-up and referrals
- ensuring that documentation is complete
Major Competency Area: I
Psychiatric Nursing Implementation

I-4 Fundamental Skill Implementation

Competency: I-4-1
Knowledge and Ability to Assess and Manage Nutrition and Hydration Needs

A Registered Psychiatric Nurse will:

I-4-1-1 Demonstrate knowledge and ability to assess nutritional and hydration needs:
- basic nutrition according to life cycle
- therapeutic diets
- social/cultural/religious variations
- adequate hydration
- supplementary nutrition
- SAMM (swallowing and meal management)
- ability to feed self

I-4-1-2 Demonstrate knowledge and ability to provide nasogastric tube feedings:
- insertion and testing of nasogastric tube
- assess patency of the tube
- calculation rates: gravity vs electronic
- initiating tube feeding
- monitoring
- care of site
- flushing tubing
- discontinuing tube feeding
- cleaning and rinsing tubing and equipment

I-4-1-3 Demonstrate knowledge and ability to provide care of gastrostomy tube feeds.

I-4-1-4 Demonstrate knowledge and ability to operate and maintain an intravenous line.

I-4-1-5 Demonstrate the ability to assess the effects of intravenous nutrition.

I-4-1-6 Demonstrate knowledge and ability to care for gastrostomy tubes.

I-4-1-7 Demonstrate knowledge and ability to insert and initiate an I.V.

I-4-1-8 Demonstrate knowledge regarding care of a central line.
A Registered Psychiatric Nurse will:

I-4-2-1 Demonstrate knowledge and ability to assess and provide patient elimination needs:
- **bladder - assessment**
  - colour, odour, amount, consistency of urine
  - continence/incontinence
  - distension
- **bladder - care**
  - retraining
  - catheterization
  - irrigation
  - urostomy care
  - residual urine
  - ileoconduit care
- **bowel - assessment**
  - assessment of feces
  - continence/incontinence
  - elimination difficulties (for example, gas, diarrhea)
  - fecal impaction
  - auscultation of bowel sounds
- **bowel - intervention**
  - suppositories
  - oral laxatives
  - enemas
  - ostomy care
  - rectal tubes
  - digital stimulation
  - digital disimpaction
  - teaching of non-medical interventions to prevent and treat bowel irregularities

I-4-2-2 Demonstrate knowledge and ability to utilize and maintain devices and equipment related to elimination needs:
- bedpans/urinals
- urinary drainage systems
- incontinent products
- commode and toilet
- ostomy equipment
A Registered Psychiatric Nurse will:

I-4-2-3 **Demonstrate ability to insert urinary catheter and establish drainage system:**
- assess client need for catheterization
- check and follow physician's order
- select appropriate catheter type and size for client
- maintain aseptic technique
- identify and apply the procedure and protocol for straight, foley and three-way catheter insertion
- establish appropriate urinary drainage system
- monitor intake and output
- document and record procedure, client response and findings

I-4-2-4 **Demonstrate knowledge and ability to teach client and family regarding self care of elimination procedures.**

I-4-2-5 **Demonstrate ability to perform procedures for the care of clients with urological disorders and surgical interventions:**
- urethral catheter
- intermittent bladder irrigation
- continuous bladder irrigation
- suprapubic catheter
A Registered Psychiatric Nurse will:

I-4-3-1  **Demonstrate knowledge and ability to perform a dressing change:**
- check and adhere to physician’s order and/or protocol
- assess need for dressing change
- remove and safely dispose of soiled dressing
- establish a clean or sterile field using appropriate equipment and supplies
- cleanse and assess wound
- apply dressing as ordered
  - simple
  - complex
  - simple with drain
  - simple with packing
  - pressure
  - occlusive
- document and report procedure, client response and findings

I-4-3-2  **Demonstrate knowledge and ability to administer compresses:**
- hot compresses
- cold compresses
- other types of compresses
## Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: I</th>
<th>I-4 Fundamental Skill Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Implementation</td>
<td>Competency: I-4-4</td>
</tr>
<tr>
<td></td>
<td>Knowledge and Ability to Perform</td>
</tr>
<tr>
<td></td>
<td>Specimen Collection and Testing</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

### I-4-4-1
**Demonstrate knowledge and ability to collect specimens:**
- urine
- stool
- sputum
- swabs
- glucose monitoring
- blood collections
- specimen storage and transport
- veni puncture

### I-4-4-2
**Demonstrate knowledge and ability to adhere to agency policy in the collection, labelling, storage and transporting of specimens.**
Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: 1</th>
<th>I-4 Fundamental Skill Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Implementation</td>
<td>Competency: I-4-5 Ability to Perform <em>Post Mortem</em> Care</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

I-4-5-1 Demonstrate knowledge and ability to care for the body after death using universal precautions.

I-4-5-2 Demonstrate knowledge and ability to care for the body after death:
- respect cultural and religious beliefs
- adherence to protocols related to expected and unexpected deaths:
  - organ donations
  - personal directives
- care of the body after death according to agency policy

I-4-5-3 Demonstrate knowledge and ability to document store, and return valuables properly.

I-4-5-4 Demonstrate knowledge and ability to provide emotional support to family and significant others in an appropriate manner.
Application of the Nursing Process in Psychiatric Nursing Practice

Major Competency Area: I
Psychiatric Nursing Implementation

I-5 Treatment Modalities
Competency: I-5-1
Knowledge and Application of Therapeutic Milieu Therapy

A Registered Psychiatric Nurse will:

I-5-1-1 **Demonstrate knowledge of therapeutic milieu:**
- historical development of milieu therapy
- functions of therapeutic milieu:
  - containment
  - support
  - structure
  - involvement
  - validation
- basic assumptions
- current application
- goals of therapeutic milieu
- components of therapeutic milieu
  - provide for basic needs
  - provide for safety, support and structure
  - promote interpersonal interaction and involvement
  - provide for validation needs
  - provide for treatment in least restrictive setting

I-5-1-2 **Demonstrate knowledge and ability to provide for therapeutic environment in diverse practice settings:**
- conducive surroundings
- privacy needs
- comfort
  - noise levels
  - safety (furniture, sharps, alarm system)
  - lighting
  - temperature
  - location (that is, appropriate to client and conditions)
  - physical comfort
- reasonable and flexible environment
- advocate for appropriate levels of staffing
- least restrictive environment
- positive atmosphere that is affirming and accepting

I-5-1-3 **Demonstrate knowledge and ability to facilitate:**
- interpersonal and interactional skills
- expected level of involvement with the individual ability
A Registered Psychiatric Nurse will:

**I-5-1-3 (cont.)**
- coping behaviours
- therapeutic modalities such as:
  - self-help
  - free expression (for example, music, drawing)
  - free social time
  - volunteer work
  - work experience
  - individual therapy
  - role play
  - group therapy
  - community meetings

**I-5-1-4** Demonstrate knowledge and ability to provide for safety, support and structure by:
- providing individuals with protection if suicidal, homicidal or self-mutilating
- providing various levels of observation as necessary
- providing a supportive environment
- facilitating interpersonal growth and trust

**I-5-1-5** Demonstrate knowledge and ability to provide interventions in the least restrictive environment, ensuring the safety of the client and others:
- teaching of appropriate containment strategies to clients
- providing timely and appropriate interventions:
  - verbal interventions
  - limit setting
  - time out
  - medication
  - seclusion/restraints

**I-5-1-6** Demonstrate knowledge and ability to participate in a therapeutic community including:
- use of therapeutic milieu
- group decision-making
- flattening of hierarchy
- empowerment
## Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: I</th>
<th>I-5</th>
<th>Treatment Modalities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Implementation</td>
<td>Competency: I-5-1</td>
<td>Knowledge and Application of Therapeutic Milieu Therapy</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

I-5-1-6 (cont.)

- reality confrontation
- social context as curative factor
- mutual self-help
- open communication
A Registered Psychiatric Nurse will:

I-5-2-1 **Demonstrate knowledge and understanding of the theoretical basis of individual psychotherapies and knowledge of various approaches in individual therapy such as:**
- similarities and differences
- focus of treatment
- therapist techniques
- client activity
- goals of treatment
- long and short term approaches

I-5-2-2 **Demonstrate attitudes and skills necessary to provide individual therapy including assessment, planning, implementation and evaluation:**
- ability to assess the need for individual therapy
- ability to identify the problem, gather pertinent history and select the appropriate therapy
- ability to identify goals and determine length and frequency of sessions with the individual
- ability to manage issues of transference and counter transference
- ability to provide ongoing evaluation of individual therapy
- ability to terminate individual therapy effectively

I-5-2-3 **Demonstrate knowledge and application of individual therapeutic modalities including, but not limited to:**
- narrative
- solution-focused
- supportive
- psycho-educational
- behavioural
- psychotherapeutic
- cognitive
- relaxation
- art
- journalling
- reality
- affirmation
- grief
- stress management
### Major Competency Area: 1
**Psychiatric Nursing Implementation**

<table>
<thead>
<tr>
<th>I-5</th>
<th>Treatment Modalities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competency: I-5-2</td>
<td></td>
</tr>
<tr>
<td>Knowledge and Application of Techniques of Individual Therapy</td>
<td></td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

I-5-2-3 (cont.)
- anger management
- reminiscence
- brief
- play
- hypnosis
- dialectical behavioural

I-5-2-4  **Demonstrate knowledge and understanding of the ethical, legal and professional issues concerning individual therapy such as:**
- professional boundaries
- confidentiality, and limitations to confidentiality
- informed consent
Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: I</th>
<th>I-5 Treatment Modalities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychiatric Nursing Implementation</td>
<td>Competency: I-5-3 Knowledge of Group Processes</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

I-5-3-1 Demonstrate knowledge and understanding of the ethical issues in group process including, but not limited to:
- group facilitation competence derived through experience and theoretical preparation
- group preparation
- group norms
- utilization of recognized techniques
- cultural and personal safety
- maintenance of confidentiality

I-5-3-2 Demonstrate knowledge and application of professional issues in group process including, but not limited to:
- self-awareness/deliberate consciousness
- modelling to group participants

I-5-3-3 Demonstrate knowledge and application of the theoretical basis of group processes:
- history, evolution and theoretical foundations of group process
- basic principles of group dynamics including:
  - structural components of group processes
  - stages of group development
    - initial
    - transition
    - working
    - final
  - effects of behaviours and roles of group members
- leader and co-leader's role in each phase of group development
- advantages and disadvantages of group work

I-5-3-4 Demonstrate knowledge of and ability to facilitate groups effectively:
- create effective milieu for group process
- establish groups
- recruit, screen and select members
- establish group goals and guidelines
- work collaboratively with co-facilitators
- focus participants
- establish trust
A Registered Psychiatric Nurse will:

**I-5-3-4(cont.)**
- begin and end groups
- participant- and self-evaluation
- recognize defensive roles and behaviours
- deal with conflict, resistance and intense emotional responses
- recognize and explore emerging themes
- terminate the group process
- evaluate and follow-up with members

**I-5-3-5** Demonstrate knowledge and ability to participate, facilitate or co-facilitate in diverse group processes including, but not limited to:
- support
- self-help
- therapy
- education
- learning circles
# Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area:  I</th>
<th>Psychiatric Nursing Implementation</th>
</tr>
</thead>
<tbody>
<tr>
<td>I-5 Treatment Modalities</td>
<td>Competency: I-5-4</td>
</tr>
<tr>
<td>Knowledge and Application of Pharmacological Therapies</td>
<td></td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**I-5-4-1** Demonstrate knowledge and ability to use appropriate resources for information on medication, for example:
- *The Compendium of Pharmaceuticals and Specialties (CPS)*
- *The Psychotropic Agents Handbook*
- a pharmacist
- other print and electronic media

**I-5-4-2** Demonstrate knowledge and ability to identify all required information prior to administration, such as:
- action of medication
- recommended safe dosage range
- routes
- side effects and adverse effects of medication
- special precautions and examinations required pre/post administration
- identification of allergies
- toxic signs and interactions
- interactions with other medications
- contraindications with other medications

**I-5-4-3** Demonstrate knowledge and ability to utilize critical thinking in determining the use of medication in treatment:
- drug actions, interactions and side effects
- drug protocols
- symptom management
- routes of administration
- discretionary use of medications

**I-5-4-4** Demonstrate knowledge of psychopharmacologic principles of medications prescribed for clients including:
- drug classification
- intended and unintended effects and interactions
- related psychiatric nursing implications
- health teaching
## Application of the Nursing Process in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: I</th>
<th>Psychiatric Nursing Implementation</th>
<th>I-5 Treatment Modalities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competency: I-5-4</td>
<td>Knowledge and Application of</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Pharmacological Therapies</td>
<td></td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**I-5-4-5** Integrate current knowledge and apply principles from the neurosciences and psychopharmacology to provide safe and effective management of individuals being treated with psychopharmacologic agents:

- demonstrate knowledge, skills and ability to conduct and interpret assessments in relation to the medications, including physical, neuropsychiatric, psychosocial and drug-related parameters
- demonstrate knowledge, skills and ability to utilize appropriate psychiatric nursing, and psychiatric and medical diagnostic systems to guide medication management of individuals
- take an active role in the treatment of individuals and integrate prescribed medication interventions into cohesive, multidimensional plans of care

**I-5-4-6** Demonstrate knowledge and ability to educate clients/family/caregiver effectively regarding medications and their effects in areas such as:

- purpose of the medication
- classification of medication
- trade and generic names
- importance of compliance
- adverse side effects
- monitoring for improvement/deterioration of symptoms
- conditions or actions for optimal efficacy
- monitoring drug efficacy
- actions and desired effects
- drug interactions with:
  - prescribed drugs
  - over-the-counter drugs
  - street drugs
  - alcohol
  - food, herbal remedies
  - environmental factors (for example, sunlight)
- home storage procedures
- self-administration procedures and medication systems
- where to go for help if there is a problem
A Registered Psychiatric Nurse will:

I-5-5-1 **Demonstrate knowledge and understanding of Electroconvulsive Therapy (ECT):**
- legal/ethical issues
  - consent
- indications and contra-indications
- side effects and associated risks
- education of client/family/support network

I-5-5-2 **Demonstrate ability to assist in Electroconvulsive Therapy:**
- pre-ECT care
- assist with procedure
- post-ECT care
- recovery
- provide proper documentation
- provide emotional support throughout process
A Registered Psychiatric Nurse will:

**J-1-1 Demonstrate knowledge and ability to complete the evaluation phase of the nursing process:**

- collect, analyze and synthesize data to evaluate the outcome of interventions and the process used to implement them
- validate the data collection with the client and, whenever appropriate, with significant others
- measure the client's response to psychiatric nursing actions
- evaluate the effect of the client's response, both anticipated and unanticipated
- measure the client's progress toward achieving goals
- evaluate the relevance and effectiveness of psychiatric nursing care and interventions
- measure the quality of psychiatric nursing care provided
- compare the results with outcome criteria
- provide further assessment
- add to or revise psychiatric nursing diagnostic impression
- revise goals, expected outcomes and psychiatric nursing interventions
- modify and document changes to psychiatric nursing care plan as indicated
- provide an ongoing evaluation of the plan
- identify measurement tools and variables to utilize in the evaluation process
INTEGRATION OF CRITICAL THINKING AND CLINICAL JUDGEMENT IN PSYCHIATRIC NURSING PRACTICE
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

Major Competency Area: K
Problem Solving, Collaboration and Leadership

Competency: K-1
Knowledge and Application of Problem-Solving/Decision-Making

A Registered Psychiatric Nurse will:

K-1-1 Demonstrate knowledge and application of ethical and professional concepts in problem-solving/decision-making by adhering to:
- Code of Ethics
- Standards of Practice
- Scope of Practice
- relevant legislation

K-1-2 Demonstrate knowledge and application of problem-solving/decision-making:
- gather all relevant data
- analyze the data
- clearly identify the problem
- develop possible solutions
- identify impact of solutions
- choose best and safest solutions
- formulate the plan
- implement the plan
- evaluate the plan
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area:</th>
<th>Competency:</th>
</tr>
</thead>
<tbody>
<tr>
<td>K</td>
<td>K-2</td>
</tr>
<tr>
<td>Problem Solving,</td>
<td>Knowledge</td>
</tr>
<tr>
<td>Collaboration and</td>
<td>Application</td>
</tr>
<tr>
<td>Leadership</td>
<td>of Time</td>
</tr>
<tr>
<td></td>
<td>Management</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

K-2-1 Demonstrate knowledge and ability to organize time effectively.

K-2-2 Demonstrate knowledge and ability to establish priorities in psychiatric nursing practice.

K-2-3 Demonstrate flexibility, creativity and adaptability in meeting the unexpected demands of the practice setting.

K-2-4 Demonstrate knowledge and ability to ensure that documentation is completed in a timely manner.

K-2-5 Demonstrate knowledge and ability to delegate tasks as appropriate.
### Major Competency Area: K
**Problem Solving, Collaboration and Leadership**

### Competency: K-3
**Knowledge and Application of Conflict Management and Resolution**

A Registered Psychiatric Nurse will:

**K-3-1** Demonstrate knowledge and ability to identify emotions and behaviours including, but not limited to:
- frustration
- anger
- confusion
- emotional liability
- active/passive aggression
- avoidance
- manipulation

**K-3-2** Demonstrate knowledge and ability to recognize potential sources of conflict including, but not limited to:
- beliefs, values and biases
- individual differences
  - age
  - gender
  - culture
- differing expectations
- professional roles and beliefs
- limited resources
- insensitivity
- intolerance

**K-3-3** Demonstrate knowledge and application of recognized approaches to prevent/manage conflict.

**K-3-4** Demonstrate knowledge and ability to manage conflict effectively by using recognized conflict resolution techniques:
- including all involved in conflict
- establishing priorities
- providing for safety needs
- seeking suggestions and ideas for resolution
## Integration of Critical Thinking and ClinicalJudgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: K</th>
<th>Competency: K-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Problem Solving, Collaboration and Leadership</td>
<td>Knowledge and Application of Conflict Management and Resolution</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**K-3-5** Demonstrate knowledge and ability to implement conflict resolution processes effectively:
- use consensus decision-making
- identify substantive, psychological and process issues
- identify needs
- brainstorm solutions
- select realistic solutions
- develop plan for implementation
- implement
- evaluate

**K-3-6** Demonstrate knowledge and ability to document the event accurately.
A Registered Psychiatric Nurse will:

K-4-1 Demonstrate knowledge and application of the role of the psychiatric nurse as advocate at these levels:
- individual
- family
- group
- community
- local
- provincial
- federal
- international

K-4-2 Demonstrate knowledge and understanding of demographic and political changes relevant to the role of psychiatric nurse as advocate.

K-4-3 Demonstrate knowledge and ability to advocate with individuals, groups, families and communities by:
- protecting legal rights
- educating
- working to promote appropriate health care services
- working to improve determinants of mental health including:
  - social support and relationships
  - social status
  - personal health practices
  - health services and medication use
  - environmental conditions
- basing decisions on sound legal and ethical issues
- working to reduce stigma attached to mental illness

K-4-4 Demonstrate knowledge and ability to advocate for excellence in health and human services by:
- influencing policies and standards
- promoting quality of health and human services
- addressing health human resource issues
- promoting healthy workplaces
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: K</th>
<th>Competency: K-4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Problem Solving, Collaboration and Leadership</td>
<td>Knowledge and Ability to Advocate</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

K-4-4(cont.)

- promoting safe and effective psychiatric nursing practices
- promoting the following principles in the provision of health services:
  - public administration
  - comprehensiveness
  - accessibility
  - portability
  - universality
A Registered Psychiatric Nurse will:

K-5-1 Demonstrate knowledge and application of recognized theories of leadership.

K-5-2 Demonstrate knowledge and understanding of the characteristics and attributes of effective leadership.

K-5-3 Demonstrate knowledge and understanding of leadership styles.

K-5-4 Demonstrate ability to recognize own strengths and limitations as leader.

K-5-5 Demonstrate knowledge and application of the role of the psychiatric nurse as leader and team member.
A Registered Psychiatric Nurse will:

**L-0-1** Demonstrate knowledge of and ability to work with individuals affected by initial, acute, cyclic and persistent mental illnesses.

Refer to competency areas:
- E-2 Knowledge of Cognitive Disorders
- E-3 Knowledge of Substance-Related Disorders
- E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
- E-5 Knowledge of Mood Disorders
- E-6 Knowledge of Anxiety Disorders
- E-7 Knowledge of Personality Disorders
- E-8 Knowledge of Other Psychiatric Disorders

**L-0-2** Demonstrate knowledge and understanding of the relationship between concurring disorders including, but not limited to:
- dual diagnoses
- multi-axial diagnoses

**L-0-3** Demonstrate knowledge and application of the therapeutic use of self.

Refer to competency areas:
- A-2 Knowledge and Application of Self in the Therapeutic Process
- R-1 Knowledge and Application of Deliberate Self-Care

**L-0-4** Demonstrate knowledge and application of counselling and effective interpersonal communication skills.

Refer to competency areas:
- A-1 Knowledge and Application of Interpersonal Communication Skills
- A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship

**L-0-5** Demonstrate knowledge and application of teaching skills.

Refer to competency areas:
- A-4 Knowledge and Application of Teaching Skills
A Registered Psychiatric Nurse will:

**L-0-6** Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of clients.

Refer to competency areas:
- D-1 Medication Administration (D-1-1 to D-1-6 inclusive)
- I-5-4 Knowledge and Application of Pharmacological Therapies

**L-0-7** Demonstrate knowledge and ability to conduct a comprehensive and ongoing mental status assessment.

Refer to competency areas:
- G-4 Knowledge and Ability to Complete a Mental Status Examination

**L-0-8** Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history.

Refer to competency areas:
- C Knowledge of Human Growth and Development
- F Knowledge of Social and Family Systems
- G-2 Knowledge of Assessment Skills
- G-3 Knowledge and Application of Psychiatric Nursing Assessment Skills
- I-3-1 Knowledge of Admission/Entry to the System Procedures

**L-0-9** Demonstrate knowledge and ability to conduct physical assessments and provide physical support to clients.

Refer to competency areas:
- B Knowledge of Biological Systems
- D-2-1 Knowledge of Activities of Daily Living
- D-2-2 Knowledge of Monitoring of Vital Signs
- D-2-5 Knowledge and Ability to Perform Treatments and Procedures
- G-5 Knowledge of Physical Assessment Skills
- I-4-2 Ability to Assess and Manage Elimination Needs
- I-4-4 Knowledge and Ability to Perform Specimen Collection and Testing
A Registered Psychiatric Nurse will:

**L-0-10**  
Demonstrate knowledge and ability to use specialized equipment including, but not limited to:
- adaptive equipment
- lifts
- mobility aides
- monitoring aides

Refer to competency areas:
D-2-3 Knowledge and Application of Positioning and Mobility

**L-0-11**  
Demonstrate knowledge and ability to develop and implement a client plan of care.

Refer to competency areas:
G-1 Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice  
G-6 Knowledge of Psychiatric Nursing Diagnosis  
H-1 Knowledge and Ability to Complete the Planning Phase of the Nursing Process  
I-1 Knowledge of the Implementation Phase of the Nursing Process  
J-1 Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

**L-0-12**  
Demonstrate knowledge and ability to participate in therapeutic modalities including, but not limited to:
- individual therapies
- crisis intervention
- behaviour therapies
- somatic therapies (for example, electroconvulsive therapy, phototherapy)
- family therapies
- milieu therapy
- group therapies
- recreation therapies
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Core Clinical Focus Competencies</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-0-12 (cont.)

Refer to competency areas:
- I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
- I-5-2 Knowledge and Application of Techniques of Individual Therapy
- I-5-3 Knowledge of Group Processes

L-0-13

Demonstrate knowledge and ability to facilitate a safe therapeutic milieu.

Refer to competency areas:
- D-3 General Safety
- I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
- K-3 Knowledge and Application of Conflict Management and Resolution

L-0-14

Demonstrate knowledge and ability to conduct a comprehensive risk assessment and to respond to psychiatric emergencies.

Refer to competency areas:
- I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
- I-2-3 Ability to Recognize and Report Abuse
- I-2-4 Knowledge of the Therapeutic Use of Restraints
- I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies

L-0-15

Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client's well-being including, but not limited to the:
- physical
- mental
- emotional
- spiritual
- cultural
- social

Refer to competency areas:
- S Cultural Awareness and Cultural Safety in Psychiatric Nursing
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Core Clinical Focus Competencies</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-0-16 Demonstrate knowledge and ability to provide for advocacy with individuals, families, groups and communities.

Refer to competency areas:
K-4  Ability to Advocate

L-0-17 Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:

- addictions services
- domestic violence services
- sexual assault services
- crisis services
- acute psychiatric care resources
- tertiary care services
- culturally appropriate crisis and counselling services
- developmental disability services
- age-appropriate crisis and counselling services
- housing resources
- income/financial resources
- HIV/AIDS and STD services

L-0-18 Demonstrate knowledge and ability to provide consultation services to individuals, groups and communities by:

- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources

L-0-19 Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation to psychiatric nursing practice.

Refer to competency areas:
Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
Q-2 Knowledge and Application of the Principles of Consent and Confidentiality
### Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Core Clinical Focus Competencies</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-0-20** Demonstrate knowledge and application of communication and team-building skills to facilitate collaboration.

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
K-3 Knowledge and Application of Conflict Management and Resolution
K-5 Knowledge and Application of Effective Leadership Practices

**L-0-21** Demonstrate knowledge and ability to provide orientation and supervision of volunteers, professionals, paraprofessionals and students by:
- being a role model
- providing orientation
- participating in ongoing development of co-workers and students from various disciplines
- sharing knowledge and techniques

**L-0-22** Demonstrate knowledge and application of documentation and reporting skills.

Refer to competency areas:
D-4-1 Knowledge and Application of Documentation and Reporting Skills

**L-0-23** Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.

**L-0-24** Demonstrate accountability to the client, the public and the professional/regulatory body by:
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus
A Registered Psychiatric Nurse will:

**L-0-25** Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.

Refer to competency areas:
- R-2 Knowledge of Professional Issues in Psychiatric Nursing Practice
- R-3 Knowledge and Application of Standards of Psychiatric Nursing Practice
- R-4 Knowledge and Application of Professional Ethics
- R-5 Ability to Identify and Incorporate Best Practices
A Registered Psychiatric Nurse will:

**L-1-1** Demonstrate knowledge and understanding of addictions including, but not limited to:
- identification of a continuum of substance use, abuse and dependence
  - terminology related to harmful use, hazardous use and dependence
  - various substances of abuse
  - Fetal Alcohol Effects (FAE) and Fetal Alcohol Syndrome (FAS)
  - assessment of the stage of use (early, middle, late)
  - intervention strategies appropriate to the stage on the continuum
- identification of the full range of the problem gambling continuum
  - activities commonly viewed as gambling
  - terminology related to problem gambling, compulsive gambling, and pathological gambling
- understanding of various models of understanding addiction including developmental models

**L-1-2** Demonstrate knowledge of and ability to work with individuals in addiction services who may be affected by initial, acute, cyclic and persistent mental illnesses including, but not limited to:
- dual diagnosis
- multi-axial diagnosis

Refer to competency areas:
E-2 Knowledge of Cognitive Disorders
E-3 Knowledge of Substance-Related Disorders
E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
E-5 Knowledge of Mood Disorders
E-6 Knowledge of Anxiety Disorders
E-7 Knowledge of Personality Disorders
E-8 Knowledge of Other Psychiatric Disorders

**L-1-3** Demonstrate knowledge and understanding of the relationship between concurring disorders including, but not limited to:
- disorders occurring most frequently with substance dependence (both medical and psychiatric)
A Registered Psychiatric Nurse will:

**L-1-3 (cont.)**
- disorders occurring most frequently with gambling problems
  - impulse control disorder features and the addictive features of problem gambling
  - high risk for depression and suicide for people with problem gambling
- understanding of increased relapse risks
- awareness of issues which require specialized treatment and services/resources

**L-1-4** *Demonstrate knowledge and application of the therapeutic use of self.*

Refer to competency areas:
- A-2 Knowledge and Application of Self in the Therapeutic Process
- R-1 Knowledge and Application of Deliberate Self-Care

**L-1-5** *Demonstrate knowledge and application of counselling and effective interpersonal communication skills when working with individuals in addiction services.*

Refer to competency areas:
- A-1 Knowledge and Application of Interpersonal Communication Skills
- A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship

**L-1-6** *Demonstrate knowledge and application of teaching skills.*

Refer to competency areas:
- A-4 Knowledge and Application of Teaching Skills

**L-1-7** *Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of individuals in addiction services.*

Refer to competency areas:
- D-1 Medication Administration (D-1-1 to D-1-6 inclusive)
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Addiction Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-1-7(cont.)

I-5-4 Knowledge and Application of Pharmacological Therapies

L-1-8 Demonstrate knowledge and ability to conduct a comprehensive and ongoing mental status assessment.

Refer to competency areas:
G-4 Knowledge and Ability to Complete a Mental Status Examination

L-1-9 Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history when working individuals in addiction services including, but not limited to:
- history of or vulnerability to other dependencies/addictions
- family history
- genetics
- environment
- co-existing disorders
- cultural values

Refer to competency areas:
C Knowledge of Human Growth and Development
F Knowledge of Social and Family Systems
G-2 Knowledge of Assessment Skills
G-3 Knowledge and Ability to Apply Psychiatric Nursing Assessment Skills
I-3-1 Knowledge of Admission/Entry to the System Procedures

L-1-10 Demonstrate knowledge and ability to conduct physical assessments and provide withdrawal management including, but not limited to:
- physiological aspects of acute withdrawal as related to specific substances
- ability to assess degree of risk and appropriate resources
- recognition and understanding of post-acute withdrawal
A Registered Psychiatric Nurse will:

L-1-10 (cont.)

- management of acute and post-acute withdrawal including, but not limited to:
  - nutrition
  - exercise
  - sleep hygiene
  - stress management

Refer to competency areas:
B Knowledge of Biological Systems
D-2-1 Knowledge of Activities of Daily Living
D-2-2 Knowledge of Monitoring of Vital Signs
D-2-5 Knowledge and Ability to Perform Treatments and Procedures
G-5 Knowledge of Physical Assessment Skills
I-4-2 Ability to Assess and Manage Elimination Needs
I-4-4 Knowledge and Ability to Perform Specimen Collection and Testing

L-1-11 Demonstrate knowledge and understanding of the similarities and differences between features associated with problem gambling and other addictions including, but not limited to:

- withdrawal
- tolerance
- overdose potential
- reward aspects
- cognitive effects
- physical damage
- key elements
- abstinence issues
- general treatment approaches

L-1-12 Demonstrate knowledge and ability to develop and implement a client plan of care.

Refer to competency areas:
G-1 Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice
A Registered Psychiatric Nurse will:

**L-1-12(cont.)**
- G-6 Knowledge of Psychiatric Nursing Diagnosis
- H-1 Knowledge and Ability to Complete the Planning Phase of the Nursing Process
- I-1 Knowledge of the Implementation Phase of the Nursing Process
- J-1 Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

**L-1-13** Demonstrate knowledge and understanding of the unique needs of specific groups including, but not limited to:
- women
- pregnant women
- men
- youth
- gays and lesbians
- seniors
- aboriginal/First Nations people
- transgenders

**L-1-14** Demonstrate knowledge and understanding of the recovery process and the ability to facilitate/promote recovery planning on an ongoing basis including, but not limited to:
- various theories including developmental models and models of integrated and parallel treatment
- ongoing assessment of recovery needs and resources based on bio-psycho-social spiritual assessment
- individualized recovery plans
- client’s stage in the change process and in the context of the client’s goals

**L-1-15** Demonstrate knowledge and understanding of the relapse process including, but not limited to:
- various theories including developmental theories
- relapse as a natural part of the recovery change process
- relapse prevention strategies
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Addiction Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-1-16 Demonstrate knowledge and understanding of harm reduction within the context of addictions including, but not limited to:
- primary prevention as it relates to substance use
  - needle exchange
  - methadone maintenance
- safer gambling practices
- current substance use and problem gambling screening and diagnostic tools
- teaching clients health and mental health promotion strategies
- recognizing harm reduction as only one part of the continuum of recovery goals

Refer to competency areas:
M-1 Knowledge of Primary, Secondary and Tertiary Prevention
M-2 Knowledge and Application of Mental Health Promotions

L-1-17 Demonstrate knowledge and ability to participate in therapeutic modalities including, but not limited to:
- individual therapies
- crisis intervention
- behaviour therapies
- somatic therapies (for example, electroconvulsive therapy, phototherapy)
- family/systems therapies
- milieu therapy
- group therapies
- recreation therapies

Refer to competency areas:
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
I-5-2 Knowledge and Application of Techniques of Individual Therapy
I-5-3 Knowledge of Group Processes
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Addiction Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-1-18** Demonstrate knowledge and ability to facilitate a safe therapeutic milieu.

Refer to competency areas:
- D-3 General Safety
- I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
- K-3 Knowledge and Application of Conflict Management and Resolution

**L-1-19** Demonstrate knowledge and ability to conduct a comprehensive risk assessment and to respond to psychiatric emergencies.

Refer to competency areas:
- I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
- I-2-3 Ability to Recognize and Report Abuse
- I-2-4 Knowledge of the Therapeutic Use of Restraints
- I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies

**L-1-20** Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:
- physical
- mental
- emotional
- spiritual
- cultural
- social

Refer to competency areas:
- S Cultural Awareness and Cultural Safety in Psychiatric Nursing

**L-1-21** Demonstrate knowledge and ability to provide for advocacy with individuals, families, groups and communities.

Refer to competency areas:
- K-4 Ability to Advocate
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Addiction Services</td>
</tr>
</tbody>
</table>

The Registered Psychiatric Nurse will:

**L-1-22** Demonstrate knowledge and understanding of co-dependency issues when working with individuals, families, and communities in addiction services.

**L-1-23** Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:

- addictions services
  - substance and gambling specific treatment options
    - community-based
    - residential
    - out-patient
  - substance detoxification resources
    - community-based
    - residential
  - self-help and other recovery programs for substance and gambling addictions
  - services appropriate to client's stage of change, recovery and dependence
- domestic violence services
- sexual assault services
- crisis services
- acute psychiatric care resources
- tertiary care services
- culturally-appropriate crisis and counselling services
- developmental disability services
- age-appropriate crisis and counselling services
- housing resources
- income/financial resources
- HIV/AIDS and STD services

**L-1-24** Demonstrate knowledge and ability to provide consultation/information services to individuals, groups and communities by:

- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

The Registered Psychiatric Nurse will:

**L-1-25** Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation in psychiatric nursing practice.

Refer to competency areas:
- Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
- Q-2 Knowledge and Application of the Principles of Consent and Confidentiality

**L-1-26** Demonstrate knowledge and application of communication and team-building skills to facilitate collaboration.

Refer to competency areas:
- A-1 Knowledge and Application of Interpersonal Communication Skills
- K-3 Knowledge and Application of Conflict Management and Resolution
- K-5 Knowledge and Application of Effective Leadership Practices

**L-1-27** Demonstrate knowledge and ability to provide orientation and supervision of volunteers, professionals, paraprofessionals and students by:
- being a role model
- providing orientation
- participating in ongoing development of co-workers and students from various disciplines
- sharing knowledge and techniques

**L-1-28** Demonstrate knowledge and application of documentation and reporting skills.

Refer to competency areas:
- D-4-1 Knowledge and Application of Documentation and Reporting Skills
The Registered Psychiatric Nurse will:

**L-1-29** Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.

**L-1-30** Demonstrate accountability to the client, the public and the professional/regulatory body by:
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

**L-1-31** Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.

Refer to competency areas:
- R-2 Knowledge of Professional Issues in Psychiatric Nursing Practice
- R-3 Knowledge and Application of Standards of Psychiatric Nursing Practice
- R-4 Knowledge and Application of Professional Ethics
- R-5 Ability to Identify and Incorporate Best Practices

**L-1-32** Demonstrate awareness and understanding of ethical issues pertinent to the addictions field (substance abuse/dependency and problem gambling).
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Adults Requiring Acute Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-2-1 **Demonstrate knowledge and ability to work with adults affected by initial, acute, cyclic and persistent mental illnesses.**

Refer to competency areas:
- E-2 Knowledge of Cognitive Disorders
- E-3 Knowledge of Substance-Related Disorders
- E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
- E-5 Knowledge of Mood Disorders
- E-6 Knowledge of Anxiety Disorders
- E-7 Knowledge of Personality Disorders
- E-8 Knowledge of Other Psychiatric Disorders

L-2-2 **Demonstrate knowledge and understanding of the relationship between concurring disorders when working with adults requiring acute services including, but not limited to:**
- dual diagnoses
- multi-axial diagnoses

L-2-3 **Demonstrate knowledge and application of the therapeutic use of self when working with adults requiring acute services.**

Refer to competency areas:
- A-2 Knowledge and Application of Self in the Therapeutic Process
- R-1 Knowledge and Application of Deliberate Self-Care

L-2-4 **Demonstrate knowledge and application of counselling and effective interpersonal communication skills when working with adults requiring acute services.**

Refer to competency areas:
- A-1 Knowledge and Application of Interpersonal Communication Skills
- A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship
A Registered Psychiatric Nurse will:

L-2-5 Demonstrate knowledge and application of teaching skills.

Refer to competency areas:
A-4 Knowledge and Application of Teaching Skills

L-2-6 Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of adults.

Refer to competency areas:
D-1 Medication Administration (D-1-1 to D-1-6 inclusive)
I-5-4 Knowledge and Application of Pharmacological Therapies

L-2-7 Demonstrate knowledge and ability to conduct comprehensive and ongoing mental status assessment.

Refer to competency areas:
G-4 Knowledge and Ability to Complete a Mental Status Examination

L-2-8 Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history.

Refer to competency areas:
C Knowledge of Human Growth and Development
F Knowledge of Social and Family Systems
G-2 Knowledge of Assessment Skills
G-3 Knowledge and Application of Psychiatric Nursing Assessment Skills
I-3-1 Knowledge of Admission/Entry to the System Procedures

L-2-9 Demonstrate knowledge and ability to conduct physical assessments and provide physical support to clients.

Refer to competency areas:
B Knowledge of Biological Systems
D-2-1 Knowledge of Activities of Daily Living
D-2-2 Knowledge of Monitoring of Vital Signs
D-2-5 Knowledge and Ability to Perform Treatments and Procedures
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Adults Requiring Acute Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-2-9(cont.)

G-5  Knowledge of Physical Assessment Skills
I-4-2  Ability to Assess and Manage Elimination Needs
I-4-4  Knowledge and Ability to Perform Specimen Collection and Testing

L-2-10  **Demonstrate knowledge and ability to use specialized equipment including, but not limited to:**
- adaptive equipment
- lifts
- mobility aides

Refer to competency areas:
D-2-3  Knowledge and Application of Positioning and Mobility

L-2-11  **Demonstrate knowledge and ability to develop and implement a client plan of care.**

Refer to competency areas:
G-1  Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice
G-6  Knowledge of Psychiatric Nursing Diagnosis
H-1  Knowledge and Ability to Complete the Planning Phase of the Nursing Process
I-1  Knowledge of the Implementation Phase of the Nursing Process
J-1  Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

L-2-12  **Demonstrate knowledge and ability to participate in therapeutic modalities including, but not limited to:**
- individual therapies
- crisis intervention
- behaviour therapies
- somatic therapies (for example, electroconvulsive therapy, phototherapy)
Major Competency Area: L

Clinical Focus

Competency: L-2

Psychiatric Nursing with Adults Requiring Acute Services

A Registered Psychiatric Nurse will:

L-2-12(cont.)

- family therapies
- milieu therapies
- group therapies
- recreation therapies

Refer to competency areas:
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
I-5-2 Knowledge and Application of Techniques of Individual Therapy
I-5-3 Knowledge of Group Processes
I-5-5 Knowledge of Electroconvulsive Therapy and Ability to Assist in Electro-convulsive Therapy

L-2-13 Demonstrate knowledge and ability to facilitate a safe therapeutic milieu.

Refer to competency areas:
D-3 General Safety
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
K-3 Knowledge and Application of Conflict Management and Resolution

L-2-14 Demonstrate knowledge and ability to conduct comprehensive risk assessment and to respond to psychiatric emergencies when working with adults requiring acute services.

Refer to competency areas:
I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
I-2-3 Ability to Recognize and Report Abuse
I-2-4 Knowledge of the Therapeutic Use of Restraints
I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies

L-2-15 Demonstrate knowledge and ability to utilize and monitor the therapeutic use of restraints by:

- ensuring client safety
- extensive monitoring and assessment of physical and mental status
- providing for client needs of hydration, nutrition, elimination, hygiene and social contacts
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Adults Requiring Acute Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:
L-2-15(cont.)
- providing the least restrictive alternatives
- maintaining client’s dignity

Refer to competency areas:
I-2-4 Knowledge of the Therapeutic Use of Restraints

L-2-16 Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:
- physical
- mental
- emotional
- spiritual
- cultural
- social

Refer to competency areas:
S Cultural Awareness and Cultural Safety in Psychiatric Nursing

L-2-17 Demonstrate knowledge and ability to provide for advocacy with individuals, families, groups and communities.

Refer to competency areas:
K-4 Ability to Advocate

L-2-18 Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:
- addictions services
- domestic violence services
- sexual assault services
- acute psychiatric care resources
- tertiary care services
- culturally-appropriate crisis and counselling services
- developmental disability services
- age-appropriate crisis and counselling services
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Adults Requiring Acute Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-2-18(cont.)
- housing resources
- income/financial resources
- HIV/AIDS and STD services

L-2-19 **Demonstrate knowledge and ability to provide consultation services to individuals, groups and communities by:**
- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources

L-2-20 **Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation in psychiatric nursing practice.**

Refer to competency areas:
- Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
- Q-2 Knowledge and Application of the Principles of Consent and Confidentiality

L-2-21 **Demonstrate knowledge and application of communication and team-building skills to facilitate collaboration.**

Refer to competency areas:
- A-1 Knowledge and Application of Interpersonal Communication Skills
- K-3 Knowledge and Application of Conflict Management and Resolution
- K-5 Knowledge and Application of Effective Leadership Practices

L-2-22 **Demonstrate knowledge and ability to provide orientation and supervision of volunteers, professionals, paraprofessionals and students by:**
- being a role model
- providing orientation
- participating in ongoing development of co-workers and students from various disciplines
- sharing knowledge and techniques
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Adults Requiring Acute Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-2-23 **Demonstrate knowledge and application of documentation and reporting skills.**

Refer to competency areas:
D-4-1 Knowledge and Application of Documentation and Reporting Skills

L-2-24 **Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.**

L-2-25 **Demonstrate accountability to the client, the public and the professional/regulatory body by:**
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

L-2-26 **Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.**

Refer to competency areas:
R-2 Knowledge of Professional Issues in Psychiatric Nursing Practice
R-3 Knowledge and Application of Standards of Psychiatric Nursing Practice
R-4 Knowledge and Application of Professional Ethics
R-5 Ability to Identify and Incorporate Best Practices
## Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

### Major Competency Area: L  
**Clinical Focus**  
Psychiatric Nursing with Adults Requiring Rehabilitative Services

<table>
<thead>
<tr>
<th>Competency: L-3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Psychiatric Nursing with Adults Requiring Rehabilitative Services</strong></td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-3-1** Demonstrate knowledge and ability to work with adults affected by acute, cyclic and persistent mental illnesses.

Refer to competency areas:

- **E-2** Knowledge of Cognitive Disorders
- **E-3** Knowledge of Substance-Related Disorders
- **E-4** Knowledge of Schizophrenia and Other Psychotic Disorders
- **E-5** Knowledge of Mood Disorders
- **E-6** Knowledge of Anxiety Disorders
- **E-7** Knowledge of Personality Disorders
- **E-8** Knowledge of Other Psychiatric Disorders

**L-3-2** Demonstrate knowledge and understanding of the relationship between concurring disorders when working with adults requiring rehabilitative services including, but not limited to:

- dual diagnoses
- multi-axial diagnoses

**L-3-3** Demonstrate knowledge and application of the therapeutic use of self when working with adults requiring rehabilitative services.

Refer to competency areas:

- **A-2** Knowledge and Application of Self in the Therapeutic Process
- **R-1** Knowledge and Application of Deliberate Self-Care

**L-3-4** Demonstrate knowledge and application of counselling and effective interpersonal communication skills when working with adults requiring rehabilitative services.

Refer to competency areas:

- **A-1** Knowledge and Application of Interpersonal Communication Skills
- **A-3** Knowledge and Application of the Characteristics of the Therapeutic Relationship

**L-3-5** Demonstrate knowledge and understanding of the history, development and theoretical foundations of psychiatric rehabilitation.
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area:</th>
<th>Competency:</th>
</tr>
</thead>
<tbody>
<tr>
<td>L</td>
<td>L-3</td>
</tr>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Adults Requiring Rehabilitative Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-3-6  **Demonstrate knowledge and application of teaching skills.**

Refer to competency areas:
A-4  Knowledge and Application of Teaching Skills

L-3-7  **Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of adults requiring rehabilitative services.**

Refer to competency areas:
D-1  Medication Administration (D-1-1 to D-1-6 inclusive)
I-5-4  Knowledge and Application of Pharmacological Therapies

L-3-8  **Demonstrate knowledge and ability to conduct a comprehensive and ongoing mental status assessment.**

Refer to competency areas:
G-4  Knowledge and Ability to Complete a Mental Status Examination

L-3-9  **Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history.**

Refer to competency areas:
C  Knowledge of Human Growth and Development
F  Knowledge of Social and Family Systems
G-2  Knowledge of Assessment Skills
G-3  Knowledge and Application of Psychiatric Nursing Assessment Skills
I-3-1  Knowledge of Admission/Entry to the System Procedures

L-3-10  **Demonstrate knowledge and ability to conduct physical assessments and provide physical support to clients.**

Refer to competency areas:
B  Knowledge of Biological Systems
D-2-1  Knowledge of Activities of Daily Living
D-2-2  Knowledge of Monitoring of Vital Signs
A Registered Psychiatric Nurse will:

**L-3-110 (cont.)**

D-2-5 Knowledge and Ability to Perform Treatments and Procedures
G-5 Knowledge of Physical Assessment Skills
I-4-4 Knowledge and Ability to Perform Specimen Collection and Testing
I-4-2 Ability to Assess and Manage Elimination Needs

**L-3-11** Demonstrate knowledge and ability to use specialized equipment including, but not limited to:
- adaptive equipment
- lifts
- mobility aides
- monitoring aides

Refer to competency areas:
D-2-3 Knowledge and Application of Positioning and Mobility

**L-3-12** Demonstrate knowledge and ability to develop and implement a client plan of care.

Refer to competency areas:
G-1 Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice
G-6 Knowledge of Psychiatric Nursing Diagnosis
H-1 Knowledge and Ability to Complete the Planning Phase of the Nursing Process
I-1 Knowledge of the Implementation Phase of the Nursing Process
J-1 Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

**L-3-13** Demonstrate knowledge and application of current approaches used in the psychiatric rehabilitation of individuals affected by long-term and recurring mental illness including, but not limited to:
- psychosocial rehabilitation
- assertive community treatment
- cognitive approaches
- validation therapy
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Adults Requiring Rehabilitative Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-3-14 Demonstrate knowledge and ability to participate in therapeutic modalities including, but not limited to:
- individual therapies
- crisis intervention
- behaviour therapies
- somatic therapies (for example, electroconvulsive therapy, phototherapy)
- family therapies
- milieu therapy
- group therapies
- recreation therapies

Refer to competency areas:
- I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
- I-5-2 Knowledge and Application of Techniques of Individual Therapy
- I-5-3 Knowledge of Group Processes

L-3-15 Demonstrate knowledge and ability to facilitate a safe therapeutic milieu.

Refer to competency areas:
- D-3 General Safety
- I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
- K-3 Knowledge and Application of Conflict Management and Resolution

L-3-16 Demonstrate knowledge and ability to conduct a comprehensive risk assessment and to respond to psychiatric emergencies when working with adults requiring rehabilitative services.

Refer to competency areas:
- I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
- I-2-3 Ability to Recognize and Report Abuse
- I-2-4 Knowledge of the Therapeutic Use of Restraints
- I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Adults Requiring Rehabilitative Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-3-17 **Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:**
- physical
- mental
- emotional
- spiritual
- cultural
- social

Refer to competency areas:
S Cultural Awareness and Cultural Safety in Psychiatric Nursing

L-3-18 **Demonstrate knowledge and application of psychiatric rehabilitation practice guidelines including, but not limited to:**
- assessment and planning
- psychosocial interventions
- management for recovery
- cognitive interventions
- co-occurring disorders

L-3-19 **Demonstrate knowledge and ability to provide for advocacy with individuals, families, groups and communities.**

Refer to competency areas:
K-4 Ability to Advocate

L-3-20 **Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:**
- addictions services
- domestic violence services
- sexual assault services
- crisis services
- acute psychiatric care resources
- tertiary care services
- culturally-appropriate crisis and counselling services
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Adults Requiring Rehabilitative Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:
L-3-20(cont.)
- developmental disability services
- age-appropriate crisis and counselling services
- housing resources
- income/financial resources
- HIV/AIDS and STD services

L-3-21 **Demonstrate knowledge and ability to provide consultation services to individuals, groups and communities by:**
- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources

L-3-22 **Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation in psychiatric nursing practice.**

Refer to competency areas:
Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
Q-2 Knowledge and Application of the Principles of Consent and Confidentiality

L-3-23 **Demonstrate knowledge and application of communication and team-building skills to facilitate collaboration.**

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
K-3 Knowledge and Application of Conflict Management and Resolution
K-5 Knowledge and Application of Effective Leadership Practices

L-3-24 **Demonstrate knowledge and ability to provide orientation and supervision of volunteers, professionals, paraprofessionals and students by:**
- being a role model
- providing orientation
## Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Adults Requiring Rehabilitative Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-3-24(cont.)**
- participating in ongoing development of co-workers and students from various disciplines
- sharing knowledge and techniques

**L-3-25** Demonstrate knowledge and application of documentation and reporting skills.

Refer to competency areas:
D-4-1 Knowledge and Application of Documentation and Reporting Skills

**L-3-26** Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.

**L-3-27** Demonstrate accountability to the client, the public and the professional/regulatory body by:
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

**L-3-28** Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.

Refer to competency areas:
R-2 Knowledge of Professional Issues in Psychiatric Nursing Practice
R-3 Knowledge and Application of Standards of Psychiatric Nursing Practice
R-4 Knowledge and Application of Professional Ethics
R-5 Ability to Identify and Incorporate Best Practices
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

A Registered Psychiatric Nurse will:

L-4-1 **Demonstrate knowledge and understanding of human growth and development in children and adolescents.**

Refer to competency areas:

B-1 Knowledge of Anatomy and Physiology
C-1 Knowledge of Prenatal and Genetic Influences on Development
C-2 Knowledge of Developmental Theories

L-4-2 **Demonstrate knowledge of and ability to work with children and adolescents affected by initial, acute, cyclic and persistent mental illnesses including, but not limited to:**

- eating disorders
- Oppositional Defiant Disorder
- Conduct Disorder
- Pervasive Developmental Disorders
- Obsessive Compulsive Disorders (OCD)
- Attention Deficit Disorder/Attention Deficit Disorder- Hyperactivity (ADD/ADHD)
- Fetal Alcohol Syndrome/Fetal Alcohol Effects (FAS/FAE)
- Adjustment Disorders related to abuse and neglect
- Post-Traumatic Stress Disorder (PTSD)
- self-harm behaviours
- suicidal behaviours

Refer to competency areas:

E-1 Knowledge of Disorders in Infancy, Childhood and Adolescence
E-2 Knowledge of Cognitive Disorders
E-3 Knowledge of Substance-Related Disorders
E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
E-5 Knowledge of Mood Disorders
E-6 Knowledge of Anxiety Disorders
E-7 Knowledge of Personality Disorders
E-8 Knowledge of Other Psychiatric Disorders

L-4-3 **Demonstrate knowledge and understanding of the relationship between concurring disorders including, but not limited to:**
A Registered Psychiatric Nurse will:
L-4-3(cont.)
- dual diagnoses
- multi-axial diagnoses

L-4-4 Demonstrate knowledge and application of the therapeutic use of self when working with children and adolescents.

Refer to competency areas:
A-2 Knowledge and Application of Self in the Therapeutic Process
R-1 Knowledge and Application of Deliberate Self-Care

L-4-5 Demonstrate knowledge and application of counselling and effective interpersonal communication skills when working with children and adolescents.

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship

L-4-6 Demonstrate knowledge and application of teaching skills in areas including, but not limited to:
- change process
- mediation
- conflict resolution
- parenting effectiveness
- self-esteem/self-awareness
- adolescent sexuality
- cultural programming

Refer to competency areas:
A-4 Knowledge and Application of Teaching Skills

L-4-7 Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of children and adolescents.
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Children and Adolescents</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-4-7**(cont.)

Refer to competency areas:

- D-1 Medication Administration (D-1-1 to D-1-6 inclusive)
- I-5-4 Knowledge and Application of Pharmacological Therapies

**L-4-8**

Demonstrate knowledge and understanding of social and family systems.

Refer to competency areas:

- F-1 Knowledge of Sociocultural Influences
- F-2 Knowledge of Family Systems
- F-3 Knowledge of Socioeconomic Factors and Social Systems
- F-4 Knowledge of Loss, Transition and Change

**L-4-9**

Demonstrate knowledge and ability to conduct a comprehensive mental health assessment of children, adolescents, family and social systems.

**L-4-10**

Demonstrate knowledge and ability to conduct a comprehensive and ongoing mental status assessment.

Refer to competency areas:

- G-4 Knowledge and Ability to Complete a Mental Status Examination

**L-4-11**

Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history.

Refer to competency areas:

- C Knowledge of Human Growth and Development
- F Knowledge of Social and Family Systems
- G-2 Knowledge of Assessment Skills
- G-3 Knowledge and Ability to Apply Psychiatric Nursing Assessment Skills
- I-3-1 Knowledge of Admission/Entry to the System Procedures

**L-4-12**

Demonstrate knowledge and ability to conduct physical assessments and provide physical support to children and adolescents.

Refer to competency areas:
## Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Children and Adolescents</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

### L-4-12 (cont.)

<table>
<thead>
<tr>
<th>Code</th>
<th>Competency</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>B</td>
<td>Knowledge of Biological Systems</td>
<td></td>
</tr>
<tr>
<td>D-2-1</td>
<td>Knowledge of Activities of Daily Living</td>
<td></td>
</tr>
<tr>
<td>D-2-2</td>
<td>Knowledge of Monitoring of Vital Signs</td>
<td></td>
</tr>
<tr>
<td>D-2-5</td>
<td>Knowledge and Ability to Perform Treatments and Procedures</td>
<td></td>
</tr>
<tr>
<td>G-5</td>
<td>Knowledge of Physical Assessment Skills</td>
<td></td>
</tr>
<tr>
<td>I-4-2</td>
<td>Ability to Assess and Manage Elimination Needs</td>
<td></td>
</tr>
<tr>
<td>I-4-4</td>
<td>Knowledge and Ability to Perform Specimen Collection and Testing</td>
<td></td>
</tr>
</tbody>
</table>

### L-4-13

**Demonstrate knowledge and ability to use specialized equipment including, but not limited to:**

- adaptive equipment
- lifts
- mobility aides
- monitoring aides

Refer to competency areas:

D-2-3 Knowledge and Application of Positioning and Mobility

### L-4-14

**Demonstrate knowledge and ability to develop and implement a client plan of care.**

Refer to competency areas:

G-1 Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice
G-6 Knowledge of Psychiatric Nursing Diagnosis
H-1 Knowledge and Ability to Complete the Planning Phase of the Nursing Process
I-1 Knowledge of the Implementation Phase of the Nursing Process
J-1 Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

### L-4-15

**Demonstrate knowledge and ability to participate in therapeutic modalities including, but not limited to:**

- individual therapies
- crisis intervention
A Registered Psychiatric Nurse will:

L-4-15 (cont.)

- behaviour therapies
- somatic therapies (for example, electroconvulsive therapy, phototherapy)
- family therapies
- milieu therapy
- group therapies
- recreation therapies

Refer to competency areas:
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
I-5-2 Knowledge and Application of Techniques of Individual Therapy
I-5-3 Knowledge of Group Processes

L-4-16 Demonstrate knowledge and ability to facilitate a safe therapeutic milieu.

Refer to competency areas:
D-3 General Safety
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
K-3 Knowledge and Application of Conflict Management and Resolution

L-4-17 Demonstrate knowledge and ability to conduct a comprehensive risk assessment and to respond to psychiatric emergencies including, but not limited to:

- suicide lethality assessments
- self-harm risk assessments
- aggression risk assessments
- physical abuse
- substance abuse

Refer to competency areas:
I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
I-2-3 Ability to Recognize and Report Abuse
I-2-4 Knowledge of the Therapeutic Use of Restraints
I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies
# Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Children and Adolescents</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-4-18** Demonstrate knowledge and ability to utilize and monitor the therapeutic use of restraints by:
- ensuring client safety
- extensive monitoring and assessment of physical and mental status
- providing for client needs of hydration, nutrition, elimination, hygiene and social contacts
- providing the least restrictive alternatives
- maintaining the client’s dignity

Refer to competency areas:
I-2-4 Knowledge of the Therapeutic Use of Restraints

**L-4-19** Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:
- physical
- mental
- emotional
- spiritual
- cultural
- social

Refer to competency areas:
S Cultural Awareness and Cultural Safety in Psychiatric Nursing

**L-4-20** Demonstrate knowledge and ability to provide for advocacy with individuals, families, groups and communities.

Refer to competency areas:
K-4 Ability to Advocate

**L-4-21** Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:
- addictions services
- domestic violence services
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Children and Adolescents</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:
L-4-21 (cont.)
- sexual assault services
- crisis services
- acute psychiatric care resources
- tertiary care services
- culturally-appropriate crisis and counselling services
- developmental disability services
- age-appropriate crisis and counselling services
- housing resources
- income/financial resources
- HIV/AIDS and STD services

L-4-22 Demonstrate knowledge and ability to provide consultation services to individuals, groups and communities by:
- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources

L-4-23 Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation in psychiatric nursing practice.

Refer to competency areas:
Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
Q-2 Knowledge and Application of the Principles of Consent and Confidentiality

L-4-24 Demonstrate knowledge and ability to provide psychiatric nursing care to children, adolescents, groups, families and communities when working in the child welfare system by:
- following the standards and protocols of the applicable child welfare legislation
- recognizing the effects of abuse and neglect on child development
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice:

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Children and Adolescents</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-4-24 (cont.)

- working collaboratively with other agencies and law enforcement on abuse investigations to ensure the most suitable services to clients and their families
- conducting comprehensive child and family assessments and providing interventions to ensure child protection
- recognizing the effects of separation, placement and reunification on children, adolescents, families and communities
- providing psychotherapeutic interventions and education to individuals, families, groups and communities where physical abuse, sexual abuse and/or family violence are major issues, for example:
  - sexual abuse groups
  - parent support groups
  - offender groups
  - public education and awareness campaigns
  - training of para-professional care providers
- providing testimony in provincial and federal courts on assessments and recommendations to ensure child protection and care

L-4-25  Demonstrate knowledge and ability to consider the special needs and psychiatric nursing practice requirements when working with the child or adolescent in forensic services.

Refer to competency areas:

- L-8 Psychiatric Nursing in Forensic Services

L-4-26  Demonstrate knowledge and application of communication and team-building skills to facilitate collaboration.

Refer to competency areas:

- A-1 Knowledge and Application of Interpersonal Communication Skills
- K-3 Knowledge and Application of Conflict Management and Resolution
- K-5 Knowledge and Application of Effective Leadership Practices

L-4-27  Demonstrate knowledge and ability to provide orientation and supervision of volunteers, professionals, paraprofessionals and students by:
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Children and Adolescents</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:
L-4-27(cont.)
- being a role model
- providing orientation
- participating in ongoing development of co-workers and students from various disciplines
- sharing knowledge and techniques

L-4-28 Demonstrate knowledge and application of documentation and reporting skills.

Refer to competency areas:
D-4-1 Knowledge and Application of Documentation and Reporting Skills

L-4-29 Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.

L-4-30 Demonstrate accountability to the client, the public and the professional/regulatory body by:
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

L-4-31 Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.

Refer to competency areas:
R-2 Knowledge of Professional Issues in Psychiatric Nursing Practice
R-3 Knowledge and Application of Standards of Psychiatric Nursing Practice
R-4 Knowledge and Application of Professional Ethics
R-5 Ability to Identify and Incorporate Best Practices
A Registered Psychiatric Nurse will:

L-5-1 Demonstrate knowledge of and ability to work with individuals affected by initial, acute, cyclic and persistent mental illnesses.

Refer to competency areas:
E-2 Knowledge of Cognitive Disorders
E-3 Knowledge of Substance-Related Disorders
E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
E-5 Knowledge of Mood Disorders
E-6 Knowledge of Anxiety Disorders
E-7 Knowledge of Personality Disorders
E-8 Knowledge of Other Psychiatric Disorders

L-5-2 Demonstrate knowledge and understanding of the relationship between concurring disorders including, but not limited to:

- dual diagnoses
- multi-axial diagnoses

L-5-3 Demonstrate knowledge and application of the therapeutic use of self when working with clients requiring services in the community.

Refer to competency areas:
A-2 Knowledge and Application of Self in the Therapeutic Process
R-1 Knowledge and Application of Deliberate Self-Care

L-5-4 Demonstrate knowledge and application of counselling and effective interpersonal communication skills.

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship

L-5-5 Demonstrate knowledge and application of teaching skills.

Refer to competency areas:
A-4 Knowledge and Application of Teaching Skills
A Registered Psychiatric Nurse will:

L-5-6 **Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of individuals in the community.**

Refer to competency areas:
D-1 Medication Administration (D-1-1 to D-1-6 inclusive)
I-5-4 Knowledge and Application of Pharmacological Therapies

L-5-7 **Demonstrate knowledge and ability to conduct a comprehensive and ongoing mental status assessment.**

Refer to competency areas:
G-4 Knowledge and Ability to Complete a Mental Status Examination

L-5-8 **Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history.**

Refer to competency areas:
C Knowledge of Human Growth and Development
F Knowledge of Social and Family Systems
G-2 Knowledge of Assessment Skills
G-3 Knowledge and Ability to Apply Psychiatric Nursing Assessment Skills
I-3-1 Knowledge of Admission/Entry to the System Procedures

L-5-9 **Demonstrate knowledge and ability to conduct physical assessments.**

Refer to competency areas:
B Knowledge of Biological Systems
D-2-1 Knowledge of Activities of Daily Living
D-2-2 Knowledge of Monitoring of Vital Signs
G-5 Knowledge of Physical Assessment Skills
I-4-2 Ability to Assess and Manage Elimination Needs

L-5-10 **Demonstrate knowledge and ability to address complex mental health issues autonomously in the community through:**
- intake, screening and referral
# Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in the Community</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-5-10 (cont.)

- assessment and treatment planning
- resource coordination
- case management
- consultation
- long-term psychosocial counselling
- crisis intervention
- program promotion
- individual and community education
- program implementation and evaluation
- administrative functions
  - team coordination/facilitation
  - promotion of intersectoral partnerships
    - people
    - systems
  - community trauma post-vention

L-5-11 **Demonstrate knowledge and ability to develop and implement a client plan of care by:**

- involving the client, the family/significant others, related professionals and para-professionals
- planning care that promotes independence, dignity and a healthy lifestyle
- planning interventions to assist individuals, families, groups and community to adjust to changes
- incorporating preventative, promotive, restorative, rehabilitative and supportive approaches and techniques

Refer to competency areas:

- **G-1** Knowledge and Application of the Nursing Process in Psychiatric Nursing Practice
- **G-6** Knowledge of Psychiatric Nursing Diagnosis
- **H-1** Knowledge and Ability to Complete the Planning Phase of the Nursing Process
- **I-1** Knowledge of the Implementation Phase of the Nursing Process
### Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in the Community</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-5-11 (cont.)**

- **J-1** Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process
- **M-1** Knowledge of Primary, Secondary and Tertiary Prevention
- **M-2** Knowledge and Application of Mental Health Promotions

**L-5-12** Demonstrate knowledge and ability to participate in psychotherapeutic modalities including, but not limited to:

- individual therapies
- crisis intervention
- behaviour therapies
- family therapies
- milieu therapy
- group therapies
- recreation therapies

Refer to competency areas:

- I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
- I-5-2 Knowledge and Application of Techniques of Individual Therapy
- I-5-3 Knowledge of Group Processes

**L-5-13** Demonstrate the knowledge and ability to conduct an initial and ongoing comprehensive risk assessment and to respond to psychiatric emergencies in the community by:

- evaluating new referrals and continuing clients for the presence and/or development of risk factors
- responding appropriately to resolve or reduce risk
- timely and appropriate interventions to prevent high risk situations for individuals, families, groups and communities

Refer to competency areas:

- I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
- I-2-3 Ability to Recognize and Report Abuse
- I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies
- K-3 Knowledge and Application of Conflict Management and Resolution
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in the Community</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-5-14 Provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:
- physical
- mental
- emotional
- spiritual
- cultural
- social

Refer to competency areas:
S Cultural Awareness and Cultural Safety in Psychiatric Nursing

L-5-15 Demonstrate knowledge and ability to provide for advocacy with individuals, families, groups and communities by:
- facilitating client involvement
- engaging the treatment team
- providing liaison with significant others and the community
- assisting the client with the mobilization of resources

Refer to competency areas:
K-4 Ability to Advocate

L-5-16 Demonstrate knowledge and ability to provide case management services through:
- client engagement
- assessment planning
- knowledge of community resources
- planning and treatment
- interventions and referrals
- outcome evaluation
- termination and closure

L-5-17 Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:
- addictions services
- domestic violence services
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in the Community</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:
L-5-17(cont.)
- sexual assault services
- crisis services
- acute psychiatric care resources
- tertiary care services
- culturally-appropriate crisis and counselling services
- developmental disability services
- age-appropriate crisis and counselling services
- public health services
- housing resources
- income/financial resources
- HIV/AIDS and STD services

L-5-18 Demonstrate knowledge and ability to choose the appropriate service delivery model by reviewing:
- clinical efficacy
- risks
- ethics
- requirements of informed consent
- professional knowledge and skills to use the model

L-5-19 Demonstrate knowledge and ability to provide consultation services to individuals, groups and communities by:
- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources

L-5-20 Demonstrate knowledge and ability to provide consultative services to individuals, families, groups and communities.

L-5-21 Demonstrate knowledge and ability to utilize mental health promotion strategies and population health approaches.

Refer to competency areas:
M-2 Knowledge and Application of Mental Health Promotions
A Registered Psychiatric Nurse will:

**L-5-22** Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation in psychiatric nursing practice.

Refer to competency areas:
Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
Q-2 Knowledge and Application of the Principles of Consent and Confidentiality

**L-5-23** Demonstrate knowledge and ability to provide orientation and supervision of other professionals, paraprofessionals and students by:
- being a role model
- providing orientation
- participating in ongoing development of co-workers and students from various disciplines
- sharing knowledge and techniques

**L-5-24** Demonstrate knowledge and ability to participate in administrative functions effectively including, but not limited to:
- policy review and development
- quality assurance processes
  - maintaining accurate and current clinical and administrative records
  - adhering to professional, program, regional and provincial standards

Refer to competency areas:
K Problem-Solving, Collaboration and Leadership

**L-5-25** Demonstrate knowledge and ability to maintain timely and appropriate documentation by:
- ensuring complete documentation following every significant client contact
A Registered Psychiatric Nurse will:

L-5-25(continued)
- completing and recording formal assessments following a maximum of four contacts with the client
- providing reports, with the client’s consent, to appropriate agents and employers

Refer to competency areas:
D-4-1 Knowledge and Application of Documentation and Reporting Skills

L-5-26 Demonstrate knowledge and ability to monitor appropriateness and effectiveness of community resources including, but not limited to:
- housing
- paraprofessional supports
- vocational rehabilitation services
- income security system

L-5-27 Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.

L-5-28 Demonstrate accountability to the client, the public and the professional/regulatory body by:
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

L-5-29 Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.

Refer to competency areas:
R-2 Knowledge of Professional Issues in Psychiatric Nursing Practice
R-3 Knowledge and Application of Standards of Psychiatric Nursing Practice
R-4 Knowledge and Application of Professional Ethics
R-5 Ability to Identify and Incorporate Best Practices
### Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in the Community</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-5-30** Demonstrate knowledge and ability to participate in community development by:
- participating in community needs assessments
- keeping informed on changes in community resources

Refer to competency areas:
M-3 Community Development

**L-5-31** Demonstrate knowledge and ability to participate in a community needs assessment by:
- using the determinants of health and mental health
- identifying and evaluating existing resources
- identifying gaps in resources

**L-5-32** Demonstrate knowledge and ability to lead a community assessment by identifying and evaluating:
- spatial variables
- biologic variables
- sociocultural variables
- economic variables
- political variables

**L-5-33** Demonstrate knowledge and ability to establish and implement a plan of action related to the analysis of a community assessment.
<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-6</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with the Elderly</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-6-1** Demonstrate knowledge and understanding of the aging process and the impact of the aging process on the mental health of older persons.

**L-6-2** Demonstrate knowledge and ability to work with older persons affected by initial, acute, cyclic and persistent mental illnesses.

Refer to competency areas:
- E-2 Knowledge of Cognitive Disorders
- E-3 Knowledge of Substance-Related Disorders
- E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
- E-5 Knowledge of Mood Disorders
- E-6 Knowledge of Anxiety Disorders
- E-7 Knowledge of Personality Disorders
- E-8 Knowledge of Other Psychiatric Disorders

**L-6-3** Demonstrate knowledge and understanding of the relationship between concurring disorders including, but not limited to:
- dual diagnoses
- multi-axial diagnoses
- multi-system diagnoses

**L-6-4** Demonstrate knowledge and application of the therapeutic use of self when working with the elderly.

Refer to competency areas:
- A-2 Knowledge and Application of Self in the Therapeutic Process
- R-1 Knowledge and Application of Deliberate Self-Care

**L-6-5** Demonstrate knowledge and application of counselling and effective interpersonal communication skills when working with the elderly including, but not limited to:
- adapting to sensory, motor and cognitive impairments
- recognizing generational and cultural influences
- providing time to reminisce
- considering life experiences
A Registered Psychiatric Nurse will:

L-6-5(cont.)

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship

L-6-6 Demonstrate knowledge and application of teaching skills adapting to sensory, motor and cognitive impairments including, but not limited to:
- visual impairments
- hearing impairments
- speech impairments
- reading impairments
- comprehension impairments

Refer to competency areas:
A-4 Knowledge and Application of Teaching Skills

L-6-7 Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of the elderly including, but not limited to:
- psychiatric manifestations of adverse drug reactions and/or toxicity
- behavioural manifestations of adverse drug reactions and/or toxicity
- physical manifestations of adverse drug reactions and/or toxicity
- poly-pharmacy

Refer to competency areas:
D-1 Medication Administration (D-1-1 to D-1-6 inclusive)
I-5-4 Knowledge and Application of Pharmacological Therapies

L-6-8 Demonstrate knowledge and ability to conduct a comprehensive and ongoing mental status assessment.

Refer to competency areas:
G-4 Knowledge and Ability to Complete a Mental Status Examination
A Registered Psychiatric Nurse will:

**L-6-9** Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history assessment including, but not limited to:
- caregiver and family roles
- competency and capacity
- age-related tasks
- loss and grief/transition and change
- transition, change and transformation

Refer to competency areas:
- C Knowledge of Human Growth and Development
- F Knowledge of Social and Family Systems
- G-2 Knowledge of Assessment Skills
- G-3 Knowledge and Ability to Apply Psychiatric Nursing Assessment Skills
- I-3-1 Knowledge of Admission/Entry to the System Procedures

**L-6-10** Demonstrate knowledge and ability to conduct physical assessments and provide physical support to the elderly, recognizing:
- the behavioural manifestations of physiological disorders
- the psychiatric manifestations of physiological disorders
- the presentation of signs and symptoms of physical disorders in the elderly

Refer to competency areas:
- B Knowledge of Biological Systems
- D-2-1 Knowledge of Activities of Daily Living
- D-2-2 Knowledge of Monitoring of Vital Signs
- D-2-5 Knowledge and Ability to Perform Treatments and Procedures
- G-5 Knowledge of Physical Assessment Skills
- I-4-2 Ability to Assess and Manage Elimination Needs
- I-4-4 Knowledge and Ability to Perform Specimen Collection and Testing

**L-6-11** Demonstrate knowledge and ability to use specialized equipment including, but not limited to:
- adaptive equipment
- lifts
- mobility aids
- monitoring aids
A Registered Psychiatric Nurse will:

L-6-11(cont.)
Refer to competency areas:
D-2-3 Knowledge and Application of Positioning and Mobility

L-6-12 Demonstrate knowledge and ability to develop and implement a client plan of care promoting the optimal level of independence and functioning.

Refer to competency areas:
G-1 Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice
G-6 Knowledge of Psychiatric Nursing Diagnosis
H-1 Knowledge and Ability to Complete the Planning Phase of the Nursing Process
I-1 Knowledge of the Implementation Phase of the Nursing Process
J-1 Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

L-6-13 Demonstrate knowledge and ability to participate in therapeutic modalities including, but not limited to:
- group therapies
- recreation therapies
- individual therapies
- family therapies
- milieu therapy
- crisis intervention
- behaviour therapies
- somatic therapies (for example, electroconvulsive therapy, phototherapy)

Refer to competency areas:
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
I-5-2 Knowledge and Application of Techniques of Individual Therapy
I-5-3 Knowledge of Group Processes
A Registered Psychiatric Nurse will:

**L-6-14** Demonstrate knowledge and ability to facilitate a safe therapeutic milieu.

Refer to competency areas:
- D-3 General Safety
- I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
- K-3 Knowledge and Application of Conflict Management and Resolution

**L-6-15** Demonstrate knowledge and ability to conduct a comprehensive risk assessment and to respond to psychiatric emergencies including, but not limited to:

- suicide/lethality assessments
- aggression/risk assessments
- elder abuse/neglect
- risk assessments for
  - falls
  - inadequate nutrition
  - medication management
  - substance misuse/abuse

Refer to competency areas:
- I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
- I-2-3 Ability to Recognize and Report Abuse
- I-2-4 Knowledge of the Therapeutic Use of Restraints
- I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies

**L-6-16** Demonstrate knowledge and ability to utilize and monitor the therapeutic use of restraints by:

- ensuring client safety
- extensive monitoring and assessment of physical and mental status
- providing for clients needs of hydration, nutrition, elimination, hygiene and social contacts
- providing the least restrictive alternatives
- maintaining the client’s dignity

Refer to competency areas:
- I-2-4 Knowledge of the Therapeutic Use of Restraints
A Registered Psychiatric Nurse will:

**L-6-17** Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:
- physical
- mental
- emotional
- spiritual
- cultural
- social

Refer to competency areas:
S Cultural Awareness and Cultural Safety in Psychiatric Nursing

**L-6-18** Demonstrate knowledge and ability to provide for advocacy with individuals, families, groups and communities.

Refer to competency areas:
K-4 Ability to Advocate

**L-6-19** Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:
- addictions services
- domestic violence services
- sexual assault services
- crisis services
- acute psychiatric care resources
- tertiary care services
- culturally-appropriate crisis and counselling services
- developmental disability services
- age-appropriate crisis and counselling services
- housing resources
- income/financial resources
- public health resources
A Registered Psychiatric Nurse will:

**L-6-20** Demonstrate knowledge and ability to provide consultation services to individuals, groups and communities by:
- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources

**L-6-21** Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation in psychiatric nursing practice.

Refer to competency areas:
- Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
- Q-2 Knowledge and Application of the Principles of Consent and Confidentiality

**L-6-22** Demonstrate knowledge and application of communication and team-building skills to facilitate collaboration.

Refer to competency areas:
- A-1 Knowledge and Application of Interpersonal Communication Skills
- K-3 Knowledge and Application of Conflict Management and Resolution
- K-5 Knowledge and Application of Effective Leadership Practices

**L-6-23** Demonstrate knowledge and ability to provide orientation and supervision of volunteers, professionals, paraprofessionals and students by:
- being a role model
- providing orientation
- participating in ongoing development of co-workers and students from various disciplines
- sharing knowledge and techniques

**L-6-24** Demonstrate knowledge and application of documentation and reporting skills.

Refer to competency areas:
- D-4-1 Knowledge and Application of Documentation and Reporting Skills
A Registered Psychiatric Nurse will:

L-6-25 **Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.**

L-6-26 **Demonstrate accountability to the client, the public and the professional/regulatory body by:**
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

L-6-27 **Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.**

Refer to competency areas:
- R-2 Knowledge of Professional Issues in Psychiatric Nursing Practice
- R-3 Knowledge and Application of Standards of Psychiatric Nursing Practice
- R-4 Knowledge and Application of Professional Ethics
- R-5 Ability to Identify and Incorporate Best Practices
A Registered Psychiatric Nurse will:

L-7-1 Demonstrate knowledge of and ability to work with individuals affected by initial, acute, cyclic and persistent mental illnesses.

Refer to competency areas:
E-2 Knowledge of Cognitive Disorders
E-3 Knowledge of Substance-Related Disorders
E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
E-5 Knowledge of Mood Disorders
E-6 Knowledge of Anxiety Disorders
E-7 Knowledge of Personality Disorders
E-8 Knowledge of Other Psychiatric Disorders

L-7-2 Demonstrate knowledge and understanding of the relationship between concurring disorders including, but not limited to:
- dual diagnoses
- multi-axial diagnoses

L-7-3 Demonstrate knowledge and application of the therapeutic use of self.

Refer to competency areas:
A-2 Knowledge and Application of Self in the Therapeutic Process
R-1 Knowledge and Application of Deliberate Self-Care

L-7-4 Demonstrate knowledge and application of counselling and effective interpersonal communication skills.

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship

L-7-5 Demonstrate knowledge and ability to triage individuals in crisis and to prioritize client’s needs for assessment and intervention.

Refer to competency areas:
K-1 Knowledge and Application of Problem-Solving/Decision-Making
A Registered Psychiatric Nurse will:

L-7-5(cont.)

K-2 Knowledge and Application of Time Management

L-7-6 Demonstrate knowledge and application of teaching skills.

Refer to competency areas:
A-4 Knowledge and Application of Teaching Skills

L-7-7 Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment of individuals requiring emergency and crisis services including, but not limited to:

- current pharmacological treatment (including, but not limited to, psychotropic medications)
  - the effects of medications and/or indications of side effects and/or toxicity
- current use of over-the-counter and non prescription medications
- current use of alcohol and/or illicit drugs
  - the effect of active drug or alcohol use and/or indications of withdrawal

Refer to competency areas:
I-5-4 Knowledge and Application of Pharmacological Therapies

L-7-8 Demonstrate knowledge and ability to conduct a comprehensive mental status assessment.

Refer to competency areas:
G-4 Knowledge and Ability to Complete a Mental Status Examination

L-7-9 Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history including, but not limited to:

- a comprehensive psychosocial assessment
- a collateral history
  - family/significant others/care providers
  - treating physicians/other professionals
  - other facilities
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Emergency and Crisis Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:
L-7-9(cont.)
• existing documentation

Refer to competency areas:
C Knowledge of Human Growth and Development
F Knowledge of Social and Family Systems
G-2 Knowledge of Assessment Skills
G-3 Knowledge and Application of Psychiatric Nursing Assessment Skills
I-3-1 Knowledge of Admission/Entry to the System Procedures

L-7-10 Demonstrate knowledge and ability to conduct physical assessments including, but not limited to:
• a physical systems review
• appropriate referral for a comprehensive medical physical assessment

Refer to competency areas:
B Knowledge of Biological Systems
D-2-1 Knowledge of Activities of Daily Living
D-2-2 Knowledge of Monitoring of Vital Signs
D-2-5 Knowledge and Ability to Perform Treatments and Procedures
G-5 Knowledge of Physical Assessment Skills
I-4-2 Ability to Assess and Manage Elimination Needs
I-4-4 Knowledge and Ability to Perform Specimen Collection and Testing

L-7-11 Demonstrate knowledge and ability to conduct a comprehensive risk assessment and to respond to psychiatric emergencies for individuals requiring emergency and crisis services.

Refer to competency areas:
I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
I-2-3 Ability to Recognize and Report Abuse
I-2-4 Knowledge of the Therapeutic Use of Restraints
I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Emergency and Crisis Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-7-12** Demonstrate extensive knowledge and application of crisis assessment, intervention and management skills including, but not limited to:
- identification and reduction of environmental risks
- assessment and reporting of any suspicions of abuse
- initiating prevention and promotion strategies
- utilization of least restrictive practices

Refer to competency areas:
I-2-3 Ability to Recognize and Report Abuse
M-2 Knowledge and Application of Mental Health Promotions

**L-7-13** Demonstrate knowledge and ability to facilitate a safe therapeutic milieu.

Refer to competency areas:
D-3 General Safety
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
K-3 Knowledge and Application of Conflict Management and Resolution

**L-7-14** Demonstrate extensive awareness of community resources in the planning and implementation of a crisis stabilization plan including, but not limited to:
- addictions
  - residential services
  - counselling resources
- domestic violence
  - crisis placements
  - counselling resources
- sexual assault services
  - police services
  - medical examinations
  - victims services
- crisis services
  - crisis lines
  - police services
  - victims services
  - mobile crisis services
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Emergency and Crisis Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:
L-7-14(cont.)
- crisis stabilization services
  - acute care psychiatric resources
  - facility
  - community
  - culturally-appropriate crisis and counselling services
  - developmental disabilities services
    - crisis services
    - respite services
  - age-appropriate crisis and counselling services
    - child and adolescent
    - adults
    - geriatrics
  - tertiary care services
  - residential services
    - emergency housing/placements
    - shelters
  - income/financial resources
    - income assistance
    - after hours resources
  - HIV/AIDS and STD services
    - education
    - testing
    - counselling resources

L-7-15 **Demonstrate knowledge and ability to develop and implement a client plan of care in collaboration and consultation with including, but not limited to:**
- the client
- the family/significant other/care provider
- the attending or treating physician/other professionals
- appropriate community agencies

Refer to competency areas:
G-1 Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice
G-6 Knowledge of Psychiatric Nursing Diagnosis
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

Major Competency Area: L
Clinical Focus

Psychiatric Nursing in Emergency and Crisis Services

Competency: L-7

A Registered Psychiatric Nurse will:
L-7-15(cont.)
H-1 Knowledge and Ability to Complete the Planning Phase of the Nursing Process
I-1 Knowledge of the Implementation Phase of the Nursing Process
J-1 Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

L-7-16 Demonstrate knowledge and understanding of therapeutic modalities to facilitate appropriate referrals including, but not limited to:
- individual therapies
- crisis intervention
- behaviour therapies
- somatic therapies (for example, electroconvulsive therapy, phototherapy)
- family therapies
- milieu therapy
- group therapies
- recreation therapies

Refer to competency areas:
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
I-5-2 Knowledge and Application of Techniques of Individual Therapy
I-5-3 Knowledge of Group Processes

L-7-17 Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:
- physical
- mental
- emotional
- spiritual
- cultural
- social
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Emergency and Crisis Services</td>
</tr>
</tbody>
</table>

The Registered Psychiatric Nurse will:

L-7-17 (cont.)

Refer to competency areas:
S Cultural Awareness and Cultural Safety in Psychiatric Nursing

L-7-18 Demonstrates knowledge and ability to measure outcomes in order to determine the effectiveness of emergency or crisis services by:
- maintaining statistics as directed by agency policy
- following up with clients to ensure effectiveness of interventions planned by emergency or crisis services

Refer to competency areas:
J Psychiatric Nursing Evaluation

L-7-19 Demonstrates knowledge and ability to provide advocacy with individuals, families, groups and communities.

Refer to competency areas:
K-4 Ability to Advocate

L-7-20 Demonstrates knowledge and ability to provide consultation services to individuals, groups and communities by:
- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources

L-7-21 Demonstrates knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation in psychiatric nursing practice.

Refer to competency areas:
Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
Q-2 Knowledge and Application of the Principles of Consent and Confidentiality
# Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Emergency and Crisis Services</td>
</tr>
</tbody>
</table>

The Registered Psychiatric Nurse will:

**L-7-22** Demonstrate knowledge and application of communication and team-building skills to facilitate collaboration.

Refer to competency areas:
- A-1 Knowledge and Application of Interpersonal Communication Skills
- K-3 Knowledge and Application of Conflict Management and Resolution
- K-5 Knowledge and Application of Effective Leadership Practices

**L-7-23** Demonstrate knowledge and ability to provide orientation and supervision of volunteers, professionals, paraprofessionals and students by:
- being a role model
- providing orientation
- participating in ongoing development of co-workers and students from various disciplines
- sharing knowledge and techniques

**L-7-24** Demonstrate knowledge and application of documentation and reporting skills.

Refer to competency areas:
- D-4-1 Knowledge and Application of Documentation and Reporting Skills

**L-7-25** Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.

**L-7-26** Demonstrate accountability to the client, the public and the professional/regulatory body by:
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

**L-7-27** Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Emergency and Crisis Services</td>
</tr>
</tbody>
</table>

The Registered Psychiatric Nurse will:

L-7-27(cont.)

Refer to competency areas:

- **R-2** Knowledge of Professional Issues in Psychiatric Nursing Practice
- **R-3** Knowledge and Application of Standards of Psychiatric Nursing Practice
- **R-4** Knowledge and Application of Professional Ethics
- **R-5** Ability to Identify and Incorporate Best Practices
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Forensic Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-8-1** Demonstrate knowledge of and ability to work with offenders affected by initial, acute, cyclic and persistent mental illnesses.

Refer to competency areas:
- E-2 Knowledge of Cognitive Disorders
- E-3 Knowledge of Substance-Related Disorders
- E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
- E-5 Knowledge of Mood Disorders
- E-6 Knowledge of Anxiety Disorders
- E-7 Knowledge of Personality Disorders
- E-8 Knowledge of Other Psychiatric Disorders

**L-8-2** Demonstrate knowledge of and ability to work with offenders who feign initial, acute and cyclic mental illnesses.

**L-8-3** Demonstrate knowledge and understanding of the relationship between concurring disorders including, but not limited to:
- dual diagnoses
- multi-axial diagnoses

**L-8-4** Demonstrate knowledge and application of the therapeutic use of self when working with offenders including, but not limited to:
- determining appropriate personal and professional boundaries
- awareness of static and dynamic security
- avoiding application of self-disclosure and use of touch

Refer to competency areas:
- A-2 Knowledge and Application of Self in the Therapeutic Process
- R-1 Knowledge and Application of Deliberate Self-Care

**L-8-5** Demonstrate knowledge and application of counselling and effective interpersonal communication skills when working with offenders including, but not limited to:
- awareness of the increased risk for manipulative behaviours within secure, semi-secure, open and closed custody settings
- understanding of the unique context of loss and grief for offenders
A Registered Psychiatric Nurse will:

L-8-5(cont.)
- understanding the impact for offenders affected by Residential Schools

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship

L-8-6 Demonstrate knowledge and application of teaching skills.

Refer to competency areas:
A-4 Knowledge and Application of Teaching Skills

L-8-7 Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of offenders, considering issues such as:
- substance use or abuse
  - alcohol
  - illicit drugs
- prescription medication use or abuse

Refer to competency areas:
D-1 Medication Administration (D-1-1 to D-1-6 inclusive)
I-5-4 Knowledge and Application of Pharmacological Therapies

L-8-8 Demonstrate knowledge and ability to conduct a comprehensive and ongoing mental status assessment.

Refer to competency areas:
G-4 Knowledge and Ability to Complete a Mental Status Examination

L-8-9 Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history.

Refer to competency areas:
C Knowledge of Human Growth and Development
## Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Forensic Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-8-9(cont.)

- **F** Knowledge of Social and Family Systems
- **G-2** Knowledge of Assessment Skills
- **G-3** Knowledge and Application of Psychiatric Nursing Assessment Skills
- **I-3-1** Knowledge of Admission/Entry to the System Procedures

### L-8-10

Demonstrate knowledge and ability to conduct physical assessments and provide physical support to clients.

Refer to competency areas:
- **B** Knowledge of Biological Systems
- **D-2-1** Knowledge of Activities of Daily Living
- **D-2-2** Knowledge of Monitoring of Vital Signs
- **D-2-5** Knowledge and Ability to Perform Treatments and Procedures
- **G-5** Knowledge of Physical Assessment Skills
- **I-4-2** Ability to Assess and Manage Elimination Needs
- **I-4-4** Knowledge and Ability to Perform Specimen Collection and Testing

### L-8-11

Demonstrate knowledge and ability to use specialized equipment including, but not limited to:
- adaptive equipment
- lifts
- mobility aides
- monitoring aides
- security equipment

Refer to competency areas:
- **D-2-3** Knowledge and Application of Positioning and Mobility

### L-8-12

Demonstrate knowledge and ability to develop and implement a client plan of care for the offender including, but not limited to:
- knowledge of risk scales that apply to specific offender populations
- knowledge and the ability to correlate the client psychiatric nursing care plan with the correctional system plan of care
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Forensic Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-8-12(cont.)**

Refer to competency areas:

- **G-1** Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice
- **G-6** Knowledge of Psychiatric Nursing Diagnosis
- **H-1** Knowledge and Ability to Complete the Planning Phase of the Nursing Process
- **I-1** Knowledge of the Implementation Phase of the Nursing Process
- **J-1** Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

**L-8-13** Demonstrate knowledge and ability to participate in therapeutic modalities including, but not limited to:

- individual therapies
- crisis intervention
- behaviour therapies
- somatic therapies (for example, electroconvulsive therapy, phototherapy)
- family therapies
- milieu therapy
- group therapies
- recreation therapies

Refer to competency areas:

- **I-5-1** Knowledge and Application of Therapeutic Milieu Therapy
- **I-5-2** Knowledge and Application of Techniques of Individual Therapy
- **I-5-3** Knowledge of Group Processes

**L-8-14** Demonstrate knowledge and ability to facilitate a safe therapeutic milieu within a secure environment including, but not limited to:

- intensive psychiatric nursing care
- constant observation
- individual sessions
- group processes
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Forensic Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:
L-8-14(cont.)

Refer to competency areas:
D-3 General Safety
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
K-3 Knowledge and Application of Conflict Management and Resolution

L-8-15 Demonstrate knowledge and ability to conduct a comprehensive risk assessment and to respond to psychiatric and security emergencies.

Refer to competency areas:
I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
I-2-3 Ability to Recognize and Report Abuse
I-2-4 Knowledge of the Therapeutic Use of Restraints
I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies

L-8-16 Demonstrate knowledge and ability to utilize and monitor the therapeutic use of restraints including, but not limited to:
- ensuring client safety
- providing for client needs of hydration, nutrition, elimination, social contacts, hygiene and/or effective decontamination
- providing the least restrictive alternatives
- maintaining client’s dignity
- application of appropriate agency policy
- extensive monitoring of physical and mental status including the effects of the offender system on the individual

Refer to competency area:
I-2-4 Knowledge of the Therapeutic Use of Restraints

L-8-17 Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:
- physical
- mental
- emotional
- spiritual
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-8</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Forensic Services</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:
L-8-17 (cont.)
- cultural
- social

Refer to competency areas:
S Cultural Awareness and Cultural Safety in Psychiatric Nursing

L-8-18 Demonstrate knowledge and ability to advocate with individuals, families, groups and communities:
- written reports for internal or external agencies
- oral presentations

Refer to competency areas:
K-4 Ability to Advocate

L-8-19 Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:
- addictions services
- domestic violence services
- sexual assault services
- crisis services
- acute psychiatric care resources
- tertiary care services
- culturally-appropriate crisis and counselling services
- developmental disability services
- age-appropriate crisis and counselling services
- housing resources
- income/financial resources
- HIV/AIDS and STD services
- probation services
- parole services

L-8-20 Demonstrate knowledge and ability to provide consultation services to individuals, groups and communities by:
- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
A Registered Psychiatric Nurse will:

**L-8-20(cont.)**
- sharing information about resources

**L-8-21** Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation related to the client.

Refer to competency areas:
- Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
- Q-2 Knowledge and Application of the Principles of Consent and Confidentiality

**L-8-22** Demonstrate knowledge and application of communication and team-building skills to facilitate collaboration in secure, semi-secure, and open and closed custody environments.

Refer to competency areas:
- A-1 Knowledge and Application of Interpersonal Communication Skills
- K-3 Knowledge and Application of Conflict Management and Resolution
- K-5 Knowledge and Application of Effective Leadership Practices

**L-8-23** Demonstrate knowledge and ability to provide orientation and supervision of volunteers, professionals, paraprofessionals and students by:
- being a role model
- providing orientation
- participating in ongoing development of co-workers and students from various disciplines
- sharing knowledge and techniques

**L-8-24** Demonstrate knowledge and application of documentation and reporting skills.

Refer to competency areas:
- D-4-1 Knowledge and Application of Documentation and Reporting Skills
A Registered Psychiatric Nurse will:

**L-8-25** Demonstrate knowledge and application of the offender systems including, but not limited to:
- judicial and/or correctional system(s) language
- acronyms common to forensic/correctional systems
- prison subculture
- offenders’ slang

**L-8-26** Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.

**L-8-27** Demonstrate accountability to the client, the public and the professional/regulatory body by:
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

**L-8-28** Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.

Refer to competency areas:
- **R-2** Knowledge of Professional Issues in Psychiatric Nursing Practice
- **R-3** Knowledge and Application of Standards of Psychiatric Nursing Practice
- **R-4** Knowledge and Application of Professional Ethics
- **R-5** Ability to Identify and Incorporate Best Practices
A Registered Psychiatric Nurse will:

L-9-1 Demonstrate knowledge of and ability to work with individuals affected by initial, acute, cyclic and persistent mental illnesses.

Refer to competency areas:
E-2 Knowledge of Cognitive Disorders
E-3 Knowledge of Substance-Related Disorders
E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
E-5 Knowledge of Mood Disorders
E-6 Knowledge of Anxiety Disorders
E-7 Knowledge of Personality Disorders
E-8 Knowledge of Other Psychiatric Disorders

L-9-2 Demonstrate knowledge and understanding of the relationship between concurring disorders including, but not limited to:
- dual diagnoses
- multi-axial diagnoses

L-9-3 Demonstrate knowledge and application of the therapeutic use of self.

Refer to competency areas:
A-2 Knowledge and Application of Self in the Therapeutic Process
R-1 Knowledge and Application of Deliberate Self-Care

L-9-4 Demonstrate knowledge and application of counselling and effective interpersonal communication skills.

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship

L-9-5 Demonstrate knowledge and application of teaching skills.

Refer to competency areas:
A-4 Knowledge and Application of Teaching Skills
**Major Competency Area:** L  
**Clinical Focus**  
**Psychiatric Nursing in Independent Practice**

A Registered Psychiatric Nurse will:

**L-9-6** Demonstrate awareness of own level of practice based on education, qualifications and experience.

**L-9-7** Demonstrate knowledge and ability to develop a business plan outlining clinical focus and services offered.

**L-9-8** Demonstrate knowledge and ability to develop a service agreement or contract structured to include, but not limit to:
- purpose, goals and expected outcomes
- time, location and frequency of therapy
- mutual expectations
- fees and payment schedules
- confidentiality
- individuals involved in therapy
- limits to the service
- definition of the scope of the service

**L-9-9** Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of individuals.

Refer to competency areas:
- I-5-4 Knowledge and Application of Pharmacological Therapies

**L-9-10** Demonstrate knowledge and ability to conduct a comprehensive and ongoing mental status assessment.

Refer to competency areas:
- G-4 Knowledge and Ability to Complete a Mental Status Examination

**L-9-11** Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing assessment.

Refer to competency areas:
- C Knowledge of Human Growth and Development
- F Knowledge of Social and Family Systems
- G-2 Knowledge of Assessment Skills
A Registered Psychiatric Nurse will:

L-9-11(cont.)

G-3  Knowledge and Application of Psychiatric Nursing Assessment Skills
I-3-1  Knowledge of Admission/Entry to the System Procedures

L-9-12  Demonstrate knowledge and ability to conduct physical assessments.

Refer to competency areas:
B  Knowledge of Biological Systems
D-2-1  Knowledge of Activities of Daily Living
D-2-2  Knowledge of Monitoring Vital Signs
G-5  Knowledge of Physical Assessment Skills
I-4-2  Ability to Assess and Manage Elimination Needs

L-9-13  Demonstrate knowledge and ability to develop and implement a therapeutic plan based on the needs of the client and accepted psychiatric nursing practice.

Refer to competency areas:
G-1  Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice
G-6  Knowledge of Psychiatric Nursing Diagnosis
H-1  Knowledge and Ability to Complete the Planning Phase of the Nursing Process
I-1  Knowledge of the Implementation Phase of the Nursing Process
J-1  Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

L-9-14  Demonstrate a recognition that decisions affecting the therapeutic plan are made in collaboration with the client.

Refer to competency areas:
K  Problem-Solving, Collaboration and Leadership

L-9-15  Demonstrate knowledge and ability to participate in and/or educate the client about therapeutic modalities including, but not limited to:
  - group therapies
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing in Independent Practice</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-9-15 (cont.)

- recreation therapies
- individual therapies
- family therapies
- milieu therapy
- crisis intervention
- behaviour therapies
- somatic therapies (for example, electroconvulsive therapy, phototherapy)

Refer to competency areas:
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
I-5-2 Knowledge and Application of Techniques of Individual Therapy
I-5-3 Knowledge of Group Processes

L-9-16 Demonstrate knowledge and ability to conduct a comprehensive risk assessment and to respond to psychiatric emergencies.

Refer to competency areas:
I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
I-2-3 Ability to Recognize and Report Abuse
I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies

L-9-17 Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:

- physical
- mental
- emotional
- spiritual
- cultural
- social

Refer to competency areas:
M-1 Knowledge of Primary, Secondary and Tertiary Prevention
M-2 Knowledge and Application of Mental Health Promotions
A Registered Psychiatric Nurse will:

L-9-17 (cont.)
S Cultural Awareness and Cultural Safety in Psychiatric Nursing

L-9-18 Demonstrate knowledge and ability to provide for advocacy with individuals, families, groups and communities.

Refer to competency areas:
K-4 Ability to Advocate

L-9-19 Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:
- addictions services
- domestic violence services
- sexual assault services
- crisis services
- acute psychiatric care resources
- tertiary care services
- culturally-appropriate crisis and counselling services
- developmental disability services
- age-appropriate crisis and counselling services
- housing resources
- income/financial resources
- HIV/AIDS and STD services

L-9-20 Demonstrate knowledge and ability to provide consultation services to individuals, groups and communities by:
- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources

L-9-21 Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation in psychiatric nursing practice.
A Registered Psychiatric Nurse will:

L-9-21 (cont.)
Refer to competency areas:
Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
Q-2 Knowledge and Application of the Principles of Consent and Confidentiality

L-9-22 **Demonstrate knowledge and ability to measure outcomes in order to determine the effectiveness of services.**

Refer to competency areas:
J-1 Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

L-9-23 **Demonstrate knowledge and ability to develop clear and consistent documentation practices in the independent practice environment including, but not limited to:**
- consents
- service agreements or contracts
- consents to release information
- charting
- reports to external agencies

Refer to competency areas:
D-4-1 Knowledge and Application of Documentation and Reporting Skills

L-9-24 **Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.**

L-9-25 **Demonstrate accountability to the client, the public and the professional/regulatory body by:**
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area:</th>
<th>L</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td></td>
</tr>
<tr>
<td>Competency:</td>
<td>L-9</td>
</tr>
<tr>
<td>Psychiatric Nursing in Independent Practice</td>
<td></td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-9-25 (cont.)**
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

**L-9-26** Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.

Refer to competency areas:
- **R-2** Knowledge of Professional Issues in Psychiatric Nursing Practice
- **R-3** Knowledge and Application of Standards of Psychiatric Nursing Practice
- **R-4** Knowledge and Application of Professional Ethics
- **R-5** Ability to Identify and Incorporate Best Practices
A Registered Psychiatric Nurse will:

L-10-1 **Demonstrate knowledge and comprehensive understanding of the normal functions of the brain.**

Refer to competency areas:
B-1 Knowledge of Anatomy and Physiology

L-10-2 **Demonstrate knowledge and understanding of the causes of brain injury including, but not limited to:**

- falls
- disease
- anoxia
- toxins
- motor vehicle accidents (MVA)

Refer to competency areas:
B-3 Knowledge of Pathophysiology

L-10-3 **Demonstrate knowledge and ability to work with individuals with brain injuries who are affected by initial, acute, cyclic and persistent mental illnesses.**

Refer to competency areas:
E-2 Knowledge of Cognitive Disorders
E-3 Knowledge of Substance-Related Disorders
E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
E-5 Knowledge of Mood Disorders
E-6 Knowledge of Anxiety Disorders
E-7 Knowledge of Personality Disorders
E-8 Knowledge of Other Psychiatric Disorders

L-10-4 **Demonstrate knowledge and understanding of the relationship between concurring disorders including, but not limited to:**

- mental illness and acquired brain injury
- mental illness and addictions
- mental illness and developmental disabilities
- mental illness and personality disorder
A Registered Psychiatric Nurse will:

L-10-5 Demonstrate knowledge and application of the therapeutic use of self when working with individuals with brain injuries.

Refer to competency areas:
A-2 Knowledge and Application of Self in the Therapeutic Process
R-1 Knowledge and Application of Deliberate Self-Care

L-10-6 Demonstrate knowledge and application of counselling and effective interpersonal communication skills.

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship

L-10-7 Demonstrate knowledge and application of teaching skills.

Refer to competency areas:
A-4 Knowledge and Application of Teaching Skills

L-10-8 Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of individuals with brain injuries.

Refer to competency areas:
D-1 Medication Administration (D-1-1 to D-1-6 inclusive)
I-5-4 Knowledge and Application of Pharmacological Therapies

L-10-9 Demonstrate knowledge and ability to conduct a comprehensive and ongoing mental status assessment.

Refer to competency areas:
G-4 Knowledge and Ability to Complete a Mental Status Examination

L-10-10 Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history.
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area:  L</th>
<th>Competency:  L-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Affected by Brain Injuries</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-10-10(cont.)**

Refer to competency areas:

**C** Knowledge of Human Growth and Development  
**F** Knowledge of Social and Family Systems  
**G-2** Knowledge of Assessment Skills  
**G-3** Knowledge and Application of Psychiatric Nursing Assessment Skills  
**I-3-1** Knowledge of Admission/Entry to the System Procedures

**L-10-11** Demonstrate knowledge and ability to conduct physical assessments including basic neurological assessments using recognized tools.

Refer to competency areas:

**B** Knowledge of Biological Systems  
**D-2-2** Knowledge of Monitoring of Vital Signs  
**D-2-5** Knowledge and Ability to Perform Treatments and Procedures  
**G-5** Knowledge of Physical Assessment Skills  
**I-4-2** Ability to Assess and Manage Elimination Needs  
**I-4-4** Knowledge and Ability to Perform Specimen Collection and Testing

**L-10-12** Demonstrate knowledge and ability to provide physical supports to clients with brain injuries and to assist the individual in activities of daily living.

Refer to competency areas:

**D-2-1** Knowledge of Activities of Daily Living

**L-10-13** Demonstrate knowledge and ability to participate in providing physical rehabilitation for individuals with brain injury.

**L-10-14** Demonstrate knowledge and ability to use specialized equipment including, but not limited to:

- adaptive equipment
- lifts
- mobility aides
- monitoring aides
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Affected by Brain Injuries</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-10-14 (cont.)

Refer to competency areas:
D-2-3 Knowledge and Application of Positioning and Mobility

L-10-15 **Demonstrate knowledge and ability to provide care for individuals with communication deficits using such as the following:**
- signing
- communication aids and devices

L-10-16 **Demonstrate knowledge and ability to develop and implement a client plan of care for individuals affected by brain injuries.**

Refer to competency areas:
G-1 Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice
G-6 Knowledge of Psychiatric Nursing Diagnosis
H-1 Knowledge and Ability to Complete the Planning Phase of the Nursing Process
I-1 Knowledge of the Implementation Phase of the Nursing Process
J-1 Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

L-10-17 **Demonstrate knowledge and ability to participate in therapeutic modalities including, but not limited to:**
- group therapies
- recreation therapies
- individual therapies
- family therapies
- milieu therapy
- crisis intervention
- behaviour therapies
- somatic therapies
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Affected by Brain Injuries</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:
L-10-17 (cont.)

Refer to competency areas:
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
I-5-2 Knowledge and Application of Techniques of Individual Therapy
I-5-3 Knowledge of Group Processes

L-10-18 Demonstrate knowledge and ability to facilitate a safe therapeutic milieu.

Refer to competency areas:
D-3 General Safety
K-3 Knowledge and Application of Conflict Management and Resolution
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy

L-10-19 Demonstrate knowledge and ability to conduct a comprehensive risk assessment and to respond to psychiatric emergencies.

Refer to competency areas:
I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
I-2-3 Ability to Recognize and Report Abuse
I-2-4 Knowledge of the Therapeutic Use of Restraints
I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies

L-10-20 Demonstrate knowledge and understanding of recognized interventions for preventing and decreasing problematic behaviours including, but not limited to:
- anger management
- stress management
- conflict resolution

L-10-21 Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:
- physical
- mental
- emotional
- spiritual
A Registered Psychiatric Nurse will:

L-10-21 (cont.)
- cultural
- social

Refer to competency areas:
S Cultural Awareness and Cultural Safety in Psychiatric Nursing

L-10-22 Demonstrate knowledge and ability to provide advocacy with individuals, families, groups and communities.

Refer to competency areas:
K-4 Ability to Advocate

L-10-23 Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:
- addictions services
- domestic violence services
- sexual assault services
- crisis services
- acute psychiatric care resources
- tertiary care services
- culturally-appropriate crisis and counselling services
- developmental disability services
- age-appropriate crisis and counselling services
- housing resources
- income/financial resources
- HIV/AIDS and STD services

L-10-24 Demonstrate knowledge and ability to provide consultation services to individuals, groups and communities by:
- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Affected by Brain Injuries</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-10-25 **Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation in psychiatric nursing practice.**

Refer to competency areas:
Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
Q-2 Knowledge and Application of the Principles of Consent and Confidentiality

L-10-26 **Demonstrate knowledge and application of communication and team-building skills to facilitate collaboration.**

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
K-3 Knowledge and Application of Conflict Management and Resolution
K-5 Knowledge and Application of Effective Leadership Practices

L-10-27 **Demonstrate knowledge and ability to provide orientation and supervision of volunteers, professionals, paraprofessionals and students by:**
- being a role model
- providing orientation
- participating in ongoing development of co-workers and students from various disciplines
- sharing knowledge and techniques

L-10-28 **Demonstrate knowledge and application of documentation and reporting skills.**

Refer to competency areas:
D-4-1 Knowledge and Application of Documentation and Reporting Skills

L-10-29 **Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.**
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Affected by Brain Injuries</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-10-30** Demonstrate accountability to the client, the public and the professional/regulatory body by:
- recognizing personal and professional boundaries and limitations
- making appropriate referrals when necessary
- seeking out appropriate personal and professional resources when necessary
- assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

**L-10-31** Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.

Refer to competency areas:
- R-2 Knowledge of Professional Issues in Psychiatric Nursing Practice
- R-3 Knowledge and Application of Standards of Psychiatric Nursing Practice
- R-4 Knowledge and Application of Professional Ethics
- R-5 Ability to Identify and Incorporate Best Practices
### Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Living with Developmental Disabilities</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-11-1** Demonstrate knowledge and understanding of developmental disabilities including, but not limited to:
- genetics
- child growth and development
- chromosomal abnormalities and syndromes causing developmental disabilities
- developmental disabilities with both known and unknown genetic abnormalities
- external factors and their relationship to the causes of developmental disabilities

**L-11-2** Demonstrate knowledge and understanding of the diagnostic criteria for developmental disabilities including, but not limited to:
- IQ of approximately 70 or below on an individually-administered IQ test
- concurrent deficits or impairments in present adaptive functioning (the person’s effectiveness in meeting standards expected of his/her age by his or her cultural group) in at least two of the following areas:
  - communication
  - self-care
  - home living
  - social/interpersonal skills
  - use of community resources
  - self-direction
  - functional academic skills
  - work
  - leisure
  - health
  - safety
- onset is before the age of 18

**L-11-3** Demonstrate knowledge of and ability to work with individuals affected by developmental disabilities including, but not limited to:
- autism spectrum disorders
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

A Registered Psychiatric Nurse will:

L-11-3 (cont.)
- Down syndrome
- Turner’s Syndrome
- Hunter Syndrome
- Hurter Syndrome
- Klinefelter’s Syndrome
- Phenylketonuria (P.K.U.)
- Sturge-Weber Syndrome
- Trisomy 13
- Trisomy 18
- Tuberous Sclerosis

L-11-4 Demonstrate knowledge and understanding of the relationship between concurring disorders including, but not limited to:
- dual diagnoses
- multi-axial diagnoses
- multi-system disorders
- multiple disabilities

Refer to competency areas:
E-2 Knowledge of Cognitive Disorders
E-3 Knowledge of Substance-Related Disorders
E-4 Knowledge of Schizophrenia and Other Psychotic Disorders
E-5 Knowledge of Mood Disorders
E-6 Knowledge of Anxiety Disorders
E-7 Knowledge of Personality Disorders
E-8 Knowledge of Other Psychiatric Disorders

L-11-5 Demonstrate knowledge and application of the therapeutic use of self when working with individuals living with developmental disabilities.

Refer to competency areas:
A-2 Knowledge and Application of Self in the Therapeutic Process
R-1 Knowledge and Application of Deliberate Self-Care
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Living with Developmental Disabilities</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-11-6** Demonstrate knowledge and application of counselling and effective interpersonal communication skills when working with individuals living with developmental disabilities including, but not limited to:

- recognizing cognitive range
  - borderline
  - mild
  - moderate
  - severe
  - profound
- adapting to sensory, motor and cognitive impairments
- recognizing ethnic diversity
- facilitating self-determination

Refer to competency areas:

A-1 Knowledge and Application of Interpersonal Communication Skills
A-3 Knowledge and Application of the Characteristics of the Therapeutic Relationship

**L-11-7** Demonstrate knowledge and application of teaching skills adapting to sensory, motor and cognitive impairments including, but not limited to:

- visual impairments
- hearing impairments
- speech impairments
- reading impairments
- comprehension impairments

Refer to competency areas:

A-4 Knowledge and Application of Teaching Skills
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Living with Developmental Disabilities</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-11-8** Demonstrate knowledge and ability to integrate clinical thinking and clinical judgement in the pharmacological assessment and treatment of individuals living with a developmental disability including, but not limited to:
- psychiatric manifestations of adverse drug reactions and/or toxicity
- behavioural manifestations of adverse drug reactions and/or toxicity
- physical manifestations of adverse drug reaction and/or toxicity
- poly-pharmacy

Refer to competency areas:
D-1 Medication Administration (D-1-1 to D-1-6 inclusive)
I-5-4 Knowledge and Application of Pharmacological Therapies

**L-11-9** Demonstrate knowledge and ability to conduct a comprehensive and ongoing mental status assessment.

Refer to competency areas:
G-4 Knowledge and Ability to Complete a Mental Status Examination

**L-11-10** Demonstrate knowledge and ability to conduct a comprehensive psychiatric nursing history and assessment including, but not limited to:
- a developmental history
- age-related tasks
- care-giver and family roles
- competency and capacity

Refer to competency areas:
C Knowledge of Human Growth and Development
F Knowledge of Social and Family Systems
G-2 Knowledge of Assessment Skills
G-3 Knowledge and Ability to Apply Psychiatric Nursing Assessment Skills
I-3-1 Knowledge of Admission/Entry to the System Procedures
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Living with Developmental Disabilities</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-11-11**  
Demonstrate knowledge and ability to conduct physical assessments and provide physical support to individuals living with a developmental disability understanding:
- the effect of hormonal and nutritional deficiencies
- the behavioural manifestations of physiological disorders
- the psychiatric manifestations of physiological disorders
- the presentation of signs and symptoms of physical disorders in individuals living with a developmental disability

Refer to competency areas:
- B Knowledge of Biological Systems
- D-2-1 Knowledge of Activities of Daily Living
- D-2-2 Knowledge of Monitoring of Vital Signs
- D-2-5 Knowledge and Ability to Perform Treatments and Procedures
- G-5 Knowledge of Physical Assessment Skills
- I-4-1 Knowledge and Ability to Assess and Manage Nutrition and Hydration Needs
- I-4-2 Ability to Assess and Manage Elimination Needs
- I-4-4 Knowledge and Ability to Perform Specimen Collection and Testing

**L-11-12**  
Demonstrate knowledge and ability to use specialized equipment including, but not limited to:
- adaptive equipment
- lifts
- mobility aides
- monitoring aides
- ambulatory aides
- augmentative devices
- communication systems
  - calendar systems
  - picture exchange systems
  - sign language
  - task analysis
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Living with Developmental Disabilities</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-11-12(cont.)

Refer to competency areas:
D-2-3 Knowledge and Application of Positioning and Mobility

L-11-13 Demonstrate knowledge and ability to develop and implement an individual plan of care promoting the optimal level of personal independence and functioning based on:
- abilities and strengths
- needs and desires
- physical, emotional and intellectual functioning levels

Refer to competency areas:
G-1 Knowledge and Ability to Apply the Nursing Process in Psychiatric Nursing Practice
G-6 Knowledge of Psychiatric Nursing Diagnosis
H-1 Knowledge and Ability to Complete the Planning Phase of the Nursing Process
I-1 Knowledge of the Implementation Phase of the Nursing Process
J-1 Knowledge and Ability to Complete the Evaluation Phase of the Nursing Process

L-11-14 Demonstrate knowledge and ability to participate in therapeutic modalities including, but not limited to:
- group therapies
- recreation therapies
- individual therapies
- family therapies
- milieu therapy
- crisis intervention
- behaviour therapies
- somatic therapies
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Living with Developmental Disabilities</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

L-11-14(cont.)
Refer to competency areas:
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
I-5-2 Knowledge and Application of Techniques of Individual Therapy
I-5-3 Knowledge of Group Processes

L-11-15 Demonstrate knowledge and ability to facilitate a safe therapeutic milieu.

Refer to competency areas:
D-3 General Safety
I-5-1 Knowledge and Application of Therapeutic Milieu Therapy
K-3 Knowledge and Application of Conflict Management and Resolution

L-11-16 Demonstrate knowledge and ability to conduct a comprehensive risk assessment and to respond to psychiatric emergencies including, but not limited to:
- aggression risk assessments
- suicide/lethality assessments
- abuse or neglect
- risk assessments for:
  - falls
  - dysphagia
  - inadequate nutrition
  - medication management
  - substance use/misuse
  - medical crises (seizures)

Refer to competency areas:
I-2-2 Ability to Recognize, Manage and Document Aggressive Behaviour
I-2-3 Ability to Recognize and Report Abuse
I-2-4 Knowledge of the Therapeutic Use of Restraints
I-2-5 Knowledge and Ability to Respond to Psychiatric Emergencies
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Living with Developmental Disabilities</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-11-17** Demonstrate knowledge and ability to utilize and monitor the therapeutic use of restraints by:
- ensuring client safety
- extensive monitoring of physical and mental status
- providing for client needs of hydration, nutrition, elimination, hygiene and social contacts
- providing the least restrictive alternatives
- maintaining the individual’s dignity

Refer to competency areas:
I-2-4 Knowledge of the Therapeutic Use of Restraints

**L-11-18** Demonstrate knowledge and ability to provide psychiatric nursing care based on a comprehensive approach to the client’s well-being including, but not limited to:
- physical
- mental
- emotional
- spiritual
- cultural
- social

Refer to competency areas:
S Cultural Awareness and Cultural Safety in Psychiatric Nursing

**L-11-19** Demonstrate knowledge and ability to provide for advocacy with individuals, families, groups and communities.

Refer to competency areas:
K-4 Knowledge and Ability to Advocate

**L-11-20** Demonstrate knowledge and ability to identify and access relevant community resources including, but not limited to:
- addictions services
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

Major Competency Area:  L
Clinical Focus
Psychiatric Nursing with Individuals Living with Developmental Disabilities

A Registered Psychiatric Nurse will:
L-11-20(cont.)
- domestic violence services
- sexual assault services
- crisis services
- acute psychiatric care resources
- tertiary care services
- culturally-appropriate crisis and counselling services
- developmental disability services
- age-appropriate crisis and counselling services
- housing resources
- income/financial resources
- HIV/AIDS and STD services

L-11-21 Demonstrate knowledge and ability to provide consultation services to individuals, groups and communities by:
- delineating the role of the psychiatric nurse
- sharing psychiatric nursing assessment skills
- sharing information about resources

L-11-22 Demonstrate knowledge and ability to apply relevant aspects of the current federal and/or provincial/territorial legislation in psychiatric nursing practice.

Refer to competency areas:
Q-1 Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice
Q-2 Knowledge and Application of the Principles of Consent and Confidentiality

L-11-23 Demonstrate knowledge and application of communication and team-building skills to facilitate collaboration.

Refer to competency areas:
A-1 Knowledge and Application of Interpersonal Communication Skills
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Living with Developmental Disabilities</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-11-23(cont.)**

- K-3 Knowledge and Application of Conflict Management and Resolution
- K-5 Knowledge and Application of Effective Leadership Practices

**L-11-24** Demonstrate knowledge and ability to provide orientation and supervision of volunteers, professionals, paraprofessionals and students by:
  - being a role model
  - providing orientation
  - participating in ongoing development of co-workers and students from various disciplines
  - sharing knowledge and techniques

**L-11-25** Demonstrate knowledge and application of documentation and reporting skills.

Refer to competency areas:
- D-4-1 Knowledge and Application of Documentation and Reporting Skills

**L-11-26** Demonstrate knowledge and understanding of research and its implications in psychiatric nursing practice.

**L-11-27** Demonstrate accountability to the client, the public and the professional/regulatory body by:
  - recognizing personal and professional boundaries and limitations
  - making appropriate referrals when necessary
  - seeking out appropriate personal and professional resources when necessary
  - assuming responsibility for maintaining and upgrading level of skills and education in clinical area of focus

**L-11-28** Demonstrate knowledge and application of the concepts of accountability, responsibility and continuing competence.

Refer to competency areas:
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: L</th>
<th>Competency: L-11</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Focus</td>
<td>Psychiatric Nursing with Individuals Living with Developmental Disabilities</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**L-11-28(cont.)**

R-2 Knowledge of Professional Issues in Psychiatric Nursing Practice
R-3 Knowledge and Application of Standards of Psychiatric Nursing Practice
R-4 Knowledge and Application of Professional Ethics
R-5 Ability to Identify and Incorporate Best Practices
## Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: M Mental Health Promotion</th>
<th>Competency: M-1 Knowledge of Primary, Secondary and Tertiary Prevention</th>
</tr>
</thead>
</table>

A Registered Psychiatric Nurse will:

**M-1-1** Demonstrate knowledge and ability to utilize mental health promotion strategies and population health approaches including, but not limited to:
- stress management
- workplace wellness
- suicide prevention

**M-1-2** Demonstrate knowledge and ability to implement secondary prevention strategies including, but not limited to:
- support groups
- screening
- referrals
- critical incident stress debriefing

**M-1-3** Demonstrate knowledge and ability to implement tertiary prevention strategies including, but not limited to:
- follow-up care
- medication supervision
- crisis intervention
- teaching
- case management
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: M</th>
<th>Competency: M-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health Promotion</td>
<td>Knowledge and Application of Mental Health Promotion</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**M-2-1** Demonstrate knowledge and application of the triple standard of mental health (employment, leisure, relationships) by:
- reflecting upon personal and professional practices
- modelling to consumers, the public and peers
- appropriate and timely referrals for individual, families, groups, communities and professional peers

**M-2-2** Demonstrate knowledge and application of mental health promotion relevant to self, general and unique populations by:
- fostering personal mental health
- fostering positive health practices to enhance coping

**M-2-3** Demonstrate knowledge and application of the determinants of mental health status by:
- professional reflection
- comprehensive assessments and interventions
  - social support and relationships
  - social status
  - personal health practices
  - health services and medication use
  - physical health
  - environmental conditions
  - addressing determinants in planning interventions and evaluation process

**M-2-4** Demonstrate knowledge and application of the essential elements of mental health promotion by:
- fostering resiliency, empowerment, self-efficacy and coping
- fostering sense of being, belonging and becoming
- demonstrating ethical and professional practice
- reflecting upon professional practice
- seeking consumer, public and peer feedback

**M-2-5** Demonstrate knowledge and application of the principles that guide mental health promotion:
- reflection on professional practice
- life-context
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: M</th>
<th>Competency: M-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health Promotion</td>
<td>Knowledge and Application of Mental Health Promotion</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

M-2-5(cont.)
- competencies, strengths and capacities
- cultural safety
- participant control, participation and empowerment
- dignity
- a holistic approach to health

M-2-6 Demonstrate knowledge and application of the goals that guide mental health promotion by:
- reflecting on professional practice
- enhancing protective factors
- decreasing risk factors
- reducing inequities

M-2-7 Demonstrate knowledge and application of mental health promotion strategies including, but not limited to:
- professional reflection
- education and awareness
- skill-building
- strengthening community partnerships
- fostering supportive environments
- reorientating/reallocation of services
- professional development

M-2-8 Demonstrate knowledge and ability to synthesize and disseminate mental health promotion elements, principles and goals through:
- reflection upon professional mental health promotion practices
- sharing professional practices with individual, families, groups, communities and professional peers
- building broad partnerships within communities
- participating within transdisciplinary teams

M-2-9 Demonstrate knowledge and application of mental health promotion evaluation by:
- reflecting upon professional practice
- recognizing the value of research based practice
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area:</th>
<th>Competency:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>M</strong></td>
<td><strong>M-2</strong></td>
</tr>
<tr>
<td>Mental Health Promotion</td>
<td>Knowledge and Application of Mental Health Promotion</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**M-2-9(cont.)**

- recognizing the value of the unique contributions of individual, families, groups, communities and professional peers
- providing rationale for initiating, expanding or revising mental health promotion practices
- integrating relevant evaluation recommendations into professional practice
A Registered Psychiatric Nurse will:

M-3-1 Demonstrate knowledge and understanding of the principles of community development by:
- respecting people
- improving the quality of living
- appreciating and supporting cultural differences
- being good stewards of the land, water and wildlife

M-3-2 Demonstrate knowledge and understanding of the basics of community development:
- a long-term endeavour
- well planned
- inclusive and equitable
- holistic and integrated into the bigger picture
- initiated and supported by the community
- grounded in experience that leads to best practice

M-3-3 Demonstrate knowledge and understanding of the community development process as one by which communities:
- become more responsible
- organize and plan together
- develop healthy options
- empower themselves
- reduce ignorance, poverty and suffering
- create employment and economic opportunities
- achieve social, economic, cultural and environmental goals

M-3-4 Demonstrate knowledge and ability to participate in the community development process by understanding:
- the connection between social, cultural, environmental and economic matters
- the diversity of interest within a community
- the relationship between community development and building capacity

M-3-5 Demonstrate knowledge and ability to initiate the community development process by:
- bringing people in the community together
Integration of Critical Thinking and Clinical Judgement in Psychiatric Nursing Practice

<table>
<thead>
<tr>
<th>Major Competency Area: M</th>
<th>Competency: M-3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health Promotion</td>
<td>Community Development</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

M-3-5(cont.)
- creating an interest in community development
- leading a visionary process
- drawing upon a number of tools and techniques that can assist community members to develop a community plan

M-3-6 Demonstrate knowledge and ability to develop a community development process by:
- building support
- making a plan
- implementing and adjusting a plan
- maintaining momentum
PSYCHIATRIC NURSING

EDUCATION
A Registered Psychiatric Nurse will:

N-1 Demonstrate accountability and responsibility for own professional conduct based on codes of ethics and standards of psychiatric nursing practice.

N-2 Demonstrate knowledge and application of legal and ethical principles guiding psychiatric nursing practice.

N-3 Demonstrate knowledge and ability to utilize teaching strategies which facilitate cooperative and group learning including, but not limited to:
   - lectures
   - case study
   - group process
   - learning circles
   - group projects, papers and presentations

N-4 Demonstrate knowledge and ability to adhere to and/or to develop faculty, departmental or agency policies and standards.

N-5 Demonstrate application of a life-long learning philosophy and ongoing professional development through formal and informal continuing education initiatives.

N-6 Demonstrate knowledge and ability to facilitate professional growth of students and colleagues by modelling professional conduct.

N-7 Demonstrate knowledge and ability to advocate for developments in psychiatric nursing education, best practices/evidence-based psychiatric nursing practice and mental health care.

N-8 Demonstrate knowledge and application of teaching and learning principles associated with adult education and recognition of a variety of learning styles and ways of knowing.

N-9 Demonstrate knowledge and application of theoretical approaches related to adult education and learning.

N-10 Demonstrate knowledge and ability to provide psychiatric nursing education in diverse settings including, but not limited to:
   - classroom/labs
   - clinical practice settings
Psychiatric Nursing Education

Major Competency Area: N
Education

Competency: N
Psychiatric Nursing Education

A Registered Psychiatric Nurse will:

N-10(cont.)

- conferences
- seminars
- virtual class/conference spaces

N-11 Demonstrate knowledge and ability to facilitate the exchange of ideas and diverse perspectives by methods such as the following:
  - classroom settings
  - group discussions
  - clinical practice settings
  - virtual class/conference spaces

N-12 Demonstrate clinical competence in psychiatric nursing practice relevant to clinical teaching responsibilities.

N-13 Demonstrate evidence of participation in professional development activities and application of knowledge to enhance clinical competence related to teaching responsibilities.

N-14 Demonstrates knowledge and expertise in facilitating the development of critical thinking and clinical judgement with learners through:
  - clinical supervision
  - evaluation of the learner's knowledge, skills and application to clinical psychiatric nursing practice

N-15 Demonstrate knowledge and application of communication theory in psychiatric nursing education.

N-16 Demonstrate knowledge and ability to teach theoretical foundations and concepts associated with holistic health assessment including, but not limited to:
  - cultural
  - developmental
  - physiological
  - psychosocial
  - spiritual
Psychiatric Nursing Education

Major Competency Area: N
Education

Competency: N
Psychiatric Nursing Education

The Registered Psychiatric Nurse will:

N-17 Demonstrate knowledge and ability to teach the nursing process in planning collaborative psychiatric nursing care for individuals, families, groups and communities across the life-span.

N-18 Demonstrate knowledge and ability to teach the psychiatric nursing sciences related to psychiatric nursing practice including, but not limited to:
- pharmacology
- pathophysiology

N-19 Demonstrate knowledge and ability to teach treatment modalities associated with psychiatric nursing practice.

N-20 Demonstrate knowledge and ability to teach application of theoretical concepts and psychiatric nursing principles associated with, but not limited to:
- primary care/health promotion
- secondary and tertiary levels of care
- psycho-social rehabilitation
- case management

N-21 Demonstrate knowledge and ability to perform summative and formative evaluations in relation to quizzes, examinations, courses and programs.

N-22 Demonstrate knowledge and understanding of conceptual models relevant to psychiatric nursing education, practice and research.

N-23 Demonstrate knowledge and application of conceptual frameworks guiding psychiatric nursing education and practice.

N-24 Demonstrate knowledge and application of theoretical frameworks and group processes in psychiatric nursing education.

N-25 Demonstrate knowledge and application of the principles and processes associated with curriculum design, development, implementation, evaluation and change.
A Registered Psychiatric Nurse will:

N-26 Demonstrate knowledge and application of orientations to psychiatric nursing curriculum by:
  - transmission (emphasis is on direct instructional techniques)
  - transaction (emphasis is on cognitive-process orientation)
  - transformation (emphasis is on humanism, self-actualization, self-transcendence and social involvement)

N-27 Demonstrate knowledge and ability to utilize educational technologies which support psychiatric nursing education innovations, course and program development and delivery including, but not limited to:
  - web-based tools
  - print
  - electronic media
  - data bases

N-28 Demonstrate knowledge and ability to interpret, disseminate and utilize research findings in psychiatric nursing education which guide clinical psychiatric nursing practice for areas of clinical teaching responsibilities.
PSYCHIATRIC NURSING

ADMINISTRATION
A Registered Psychiatric Nurse will:

O-1 **Demonstrate knowledge of theories about models and functioning of teams:**
- various types and configurations of teams
- stages of development of teams
- role contribution of team members

O-2 **Demonstrate ability to contribute to positive team functioning including, but not limited to:**
- recognizing team members as equals
- acknowledging and recognizing positive work efforts and accomplishments of team members
- facilitating an atmosphere conducive to open discussion and trust within the team
- applying communication and interpersonal skills toward team members
- engaging in team-planning and problem-solving processes
- using appropriate skills to resolve potential conflicts within the team
- emphasizing the benefits of synergy and positive group dynamics within the team
- understanding the limitations and parameters of team functions and intervening when necessary

O-3 **Demonstrate knowledge and ability to mentor actively by:**
- employing positive motivational techniques
- utilizing deliberate personal and professional consciousness and self-awareness
- influencing the practice of others through positive attitude and constructive feedback
- effectively leading by example
- including staff in decision-making processes when appropriate
- encouraging mentoring opportunities

O-4 **Demonstrate knowledge and ability to establish a mentoring plan by:**
- acknowledging strengths and identifying areas for further development
- negotiating a development plan with measurable objectives
- supporting, evaluating and providing feedback in the implementation of that plan
A Registered Psychiatric Nurse will:

O-5 Demonstrate knowledge and ability to plan, lead and evaluate a meeting effectively by:
- determining purpose and objectives of the meeting
- understanding the role of the facilitator and establishing rules of conduct and procedure
  - interpersonal dynamics
  - decisions and consensus decision-making
  - following the agenda and time limits
- adjourning the meeting
- evaluating whether objectives were met
- assessing the effectiveness in keeping the meeting and participants on agenda topics
- identifying own strengths, weaknesses and opportunities for growth as meeting facilitator

O-6 Demonstrate knowledge and understanding of change theories and the impact of change on individuals, groups, organizations and communities.

O-7 Demonstrate ability to implement change process including, but not limited to:
- identifying need for change
- articulating measurable outcomes
- delegating to affect change
- providing rationale for change consistent with the direction planned
- communicating plan, staff/client expectations and anticipated outcomes
- addressing driving forces and barriers to change
- monitoring all stages of the change process
- evaluating results of change

O-8 Demonstrate knowledge and ability to establish standards and expectations of performance using objective criteria while understanding:
- the value of performance reviews
- current literature and practices regarding performance reviews

O-9 Demonstrate knowledge and ability to communicate and document expected performance standards to subordinates, peers and management.
Psychiatric Nursing Administration

The Registered Psychiatric Nurse will:

O-10 Demonstrate knowledge and ability to develop performance review plans that include objectives, ongoing feedback and mentoring.

O-11 Demonstrate knowledge and ability to conduct formal and informal performance reviews that include both written and verbal feedback mechanisms.

O-12 Demonstrate knowledge and understanding of applicable labour legislation, standards and union contracts.

O-13 Demonstrate knowledge and ability to implement performance improvement techniques including, but not limited to:
- appraising performance
- counselling
- coaching and training

O-14 Demonstrate knowledge and understanding of the progressive discipline process including, but not limited to:
- verbal reprimand
- outline expectations
- support for change
- written reprimand
- suspension
- disciplinary demotion
- dismissal

O-15 Demonstrate knowledge and ability to document performance issues and disciplinary action as required by organizational policy including, but not limited to:
- date of action
- specific rule, policy and expectation violated
- result of violation
- reference to previous communication about performance problems
- statement in the specific change expected in employee’s performance and behaviour
- record of comments made by employee in relation to performance issue
A Registered Psychiatric Nurse will:

O-15 (cont.)

- statement indicating manager’s confidence in the employee’s ability to perform to expectations in the future
- communication that, should the employee’s performance and/or behaviour not return to the expected standard, he/she may be liable to further disciplinary action
- appropriate reports of discipline action to the regulatory body

O-16 Demonstrate ability to follow-up after disciplinary action should performance improve or not improve.

O-17 Demonstrate knowledge and ability to manage fiscal resources effectively by:

- financial budgeting and reporting
- resource allocation

O-18 Demonstrate knowledge and understanding of human resource management including, but not limited to:

- scheduling
- recruitment
- selection
- orientation
- work-load management
  - staff numbers and staff mix required to deliver services
  - deployment of resources in efficient, responsible and effective manner
  - processes for effective feedback

O-19 Demonstrate knowledge and application of the planning process:

- determining needs of client/target audience
- analyzing needs
- establishing measurable goals, objectives and expected outcomes
- developing implementation strategies
- assigning appropriate resources for implementation
- determining means to evaluate goals, objectives, outcomes and strategies
- creating plan for change/corrections to strategies as necessary
Psychiatric Nursing Administration:

<table>
<thead>
<tr>
<th>Major Competency Area:</th>
<th>Competency:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management and Administration</td>
<td>Psychiatric Nursing Management and Administration</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**O-20** **Demonstrate knowledge of issues important to the planning process:**
- creation and implementation of communication plans
- appropriate maintenance of confidentiality and information
- roles of individuals in the planning process
- distinction between strategic management process and general planning received

**O-21** **Demonstrate ability to adhere to professional codes of ethics and standards of management, and to adapt to changing realities in the organizational environment.**

**O-22** **Demonstrate understanding and application of the strategic management process:**
- determining mission and vision of an organization
- conducting an environmental scan, including:
  - external opportunities and threats
  - internal strengths and weaknesses
- developing short- and long-term objectives
- creating strategies to accomplish short- and long-term objectives
- allocating resources to implement strategies
- implementing strategies to accomplish short- and long-term objectives
- monitoring and adjusting activities in strategies to meet objectives on a regular basis
- evaluating strategic management process
Psychiatric Nursing Research

A Registered Psychiatric Nurse will:

P-1 Demonstrate knowledge and understanding of assumptions with qualitative and quantitative research paradigms.

P-2 Demonstrate knowledge and understanding of qualitative and quantitative research methods.

P-3 Demonstrate knowledge and application of the principles related to the research process including, but not limited to:

- principle of beneficence
  - freedom from harm
  - freedom from exploitation
  - benefits from research
  - risk/benefit ratio
- principle of respect for human rights
  - right to self-determination
  - right to full disclosure
  - right to privacy
  - right to anonymity and confidentiality
  - right to fair treatment
  - right to protection from discomfort and harm
- principle of justice
  - informed consent
    - content of informed consent
    - comprehension of informed consent
    - competency to give consent
    - voluntary consent
    - documentation of informed consent
  - vulnerable subjects (experiencing episodic/ongoing health challenges)
    - children
    - adolescents
    - adults
    - elderly
  - reviewing the protection of human rights
    - institutional review boards
    - other external review
Psychiatric Nursing Research

Major Competency Area: P Research

Competency: P Psychiatric Nursing Research

A Registered Psychiatric Nurse will:

P-4  Demonstrate knowledge and understanding of the evolution of research in psychiatric and general nursing.

P-5  Demonstrate knowledge and application of basic and applied research.

P-6  Demonstrate knowledge and application of rigor in quantitative research.

P-7  Demonstrate knowledge and application of the steps associated with quantitative research processes:

- **conceptual phase**
  - formulating and delineating the research problem and purpose to be studied
  - reviewing the literature relevant to the problem
  - developing a theoretical framework in order to place the problem within a broader context
  - formulating research questions and hypotheses to be tested
  - design and planning phase

- **defining research variables**
  - making assumptions explicit
  - identifying limitations
  - selecting the measures for the research variables to be studied
  - selecting appropriate research design for the study of the problem
  - specifying the population in order to focus the study
  - designing the plan for selecting and recruiting the sample
  - finalizing and reviewing the research plan
  - conducting a pilot study and making revisions

- **empirical phase**
  - collecting research data
  - preparing data for analysis through coding and computer preparation

- **analytic phase**
  - analyzing the research data for analysis through appropriate methods
  - interpreting results of the analysis
Psychiatric Nursing Research

A Registered Psychiatric Nurse will:

P-7(cont.)

- dissemination phase
  - communicating research findings through oral or written presentation
  - undertaking steps to utilize the findings or promote their utilization

P-8  Demonstrate knowledge and application of the types of quantitative research including, but not limited to:

- descriptive
- correlational
- quasi-experimental
- experimental

P-9  Demonstrate knowledge and application of the philosophy associated with qualitative research.

P-10 Demonstrate knowledge and application of approaches to evaluate rigor in qualitative research methods.

P-11 Demonstrate knowledge and application of qualitative research methods including, but not limited to:

- case study
- critical social theory
- ethnography
- ethnomethodology
- ethnoscience
- focus groups
- grounded theory
- historical research
- phenomenology
- philosophic inquiry

P-12  Demonstrate knowledge and application of outcomes research including, but not limited to:

- clinical
- functional
The Registered Psychiatric Nurse will:

P-12(cont.)
- financial
- perceptual

P-13 Demonstrate knowledge and ability to interpret quantitative research outcomes.

P-14 Demonstrate knowledge and ability to communicate quantitative research findings.

P-15 Demonstrate knowledge and ability to utilize strategies for disseminating research findings for psychiatric nursing practice, education and administration.

P-16 Demonstrate utilization of research in psychiatric nursing:
- practice
- education
- administration

P-17 Demonstrate knowledge and ability to utilize strategies for seeking support for psychiatric nursing research projects.

P-18 Demonstrate ability to adhere to and/or to develop faculty, departmental or agency research policies and standards.

P-19 Demonstrate ability to advocate for ongoing development of psychiatric nursing research, practice, education and mental health care.

P-20 Demonstrate accountability and responsibility for own professional conduct based on codes of ethics and standards for research.
A Registered Psychiatric Nurse will:

**Q-1-1** Demonstrate a working knowledge of current federal legislation related to his/her psychiatric nursing practice including, but not limited to:
- The Controlled Substances Act (Canada)
- The Young Offenders Act (Canada)
- The Criminal Code of Canada
- The Food and Drug Act (Canada)
- The Canada Health Act (Canada)
- The Charter of Rights and Freedoms (Canada)
- The Corrections and Conditional Release Act (Canada)
- The Access to Information Act (Canada)
- The Privacy Act (Canada)

**Q-1-2** Demonstrate working knowledge of provincial legislation related to psychiatric nursing practice including, but not limited to:

**MANITOBA:**
- The Registered Psychiatric Nurses Act
- The Mental Health Act
- The Vulnerable Persons Living With a Mental Disability Act
- The Personal Health Information Act
- The Freedom of Information and the Protection of Privacy Act
- The Child and Family Services Act
- The Hospitals Act
- The Protection of Persons in Care Act
- The Health Care Directives Act
- The Correctional Services Act

**SASKATCHEWAN:**
- The Registered Psychiatric Nurses Act (1993)
- The Mental Health Act
- The Hospital Standards Act
- The Health Care Directives and Substitute Decision Makers Act
- The Child and Family Services Act
- The Indian Child and Family Services Act
- The Health Districts Act
- The Dependent Adults Act
- The Mentally Disordered Persons Act
A Registered Psychiatric Nurse will:

Q-1-2(cont.)

- The Health Information Privacy Act
- The Public Health Act
- The Special Care Homes Act
- The Residential Services Act
- The Coroners Act

ALBERTA:

- The Health Professions Act
- The Mental Health Act
- The Protection for Persons in Care Act
- The Child Welfare Act
- The Nursing Homes Act
- The Hospitals Act
- The Dependent Adults Act
- The Public Health Act
- The Freedom of Information and Protection of Privacy Act
- The Occupational Health and Safety Act
- The Health Information Act

BRITISH COLUMBIA:

- The Mental Health Act, (November 15, 1999)
- The Health Professions Act, (1996)
- The Public Guardian & Trustee Act, (February 28, 2000)
- The Freedom of Information and Protection of Privacy Act
- The Child and Family Services Act

Q-1-3 Demonstrate ability to apply relevant aspects of the current legislation to psychiatric nursing practice.

Q-1-4 Demonstrate knowledge and understanding of RPN's responsibilities and limitations under the relevant legislation.

Q-1-5 Demonstrate ability to educate individuals, families, groups and communities regarding relevant aspects of legislation.
## Professionalism in Psychiatric Nursing

<table>
<thead>
<tr>
<th>Major Competency Area: Q</th>
<th>Competency: Q-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal Issues in Psychiatric Nursing Practice</td>
<td>Knowledge and Application of Federal and Provincial Legislation in Psychiatric Nursing Practice</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**Q-1-6** Demonstrate ability to consider applicable legislation when planning care with individuals, families, groups and communities.

**Q-1-7** Demonstrate ability to make appropriate reports under the provisions of relevant legislation.

**Q-1-8** Demonstrate knowledge and ability to activate duty-to-warn procedures for homicidal concerns as directed by federal and/or provincial/territorial legislation.

**Q-1-9** Demonstrate knowledge and understanding of psychiatric nursing practice issues that may be legally deemed as negligence including, but not limited to:

- failure to obtain informed consent
- failure to maintain confidentiality
- failure to provide accurate documentation
- failure to notify physician, without delay, of changes in client's condition
- failure to provide accurate supervision of inexperienced health care providers
- failure to activate duty-to-warn procedures
- failure to comply with *Standards of Psychiatric Nursing Practice* and professional Code of Ethics
- failure to maintain professional competence
### Professionalism in Psychiatric Nursing

<table>
<thead>
<tr>
<th>Major Competency Area:</th>
<th>Competency:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q Legal Issues in Psychiatric Nursing Practice</td>
<td>Q-2 Knowledge and Application of the Principles of Consent and Confidentiality</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**Q-2-1** Demonstrate knowledge and understanding that the issues of competency/capacity and consent arise in numerous contexts including, but not limited to:

- consent and competency/capacity to consent to admission/entry to:
  - hospital/facility
  - agency/service
  - psychiatric nursing care
- consent and competency/capacity to consent to:
  - treatment
  - psychiatric nursing interventions
  - tests and procedures
  - research
- consent and competency/capacity to consent to release of information

**Q-2-2** Demonstrate an understanding that the legal principles governing competency/capacity to consent vary depending on the context:

- age of consent identified under federal and provincial/territorial legislation
- client’s ability to understand the nature of the treatment or procedure, the benefits and the risks
- client’s intellectual capacity to understand what is proposed
- client’s cognitive capacity to understand and comprehend what is being proposed
- client’s mental status

**Q-2-3** Demonstrate knowledge and application of the principles of consent as it applies to psychiatric nursing practice including, but not limited to:

- consent may be implicit or explicit
- consent is considered valid only when given “voluntarily” (client’s decision is the product of the conscious mind)
- consent is considered to be valid only if client is competent
- consent of next-of-kin is only relevant if client is incapable of consenting
- consent is to be obtained prior to initiation of any test, procedure or psychiatric nursing intervention
- consent must relate to specific treatment or psychiatric nursing intervention(s) undertaken
Professionalism in Psychiatric Nursing

<table>
<thead>
<tr>
<th>Major Competency Area: Q</th>
<th>Competency: Q-2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal Issues in Psychiatric Nursing Practice</td>
<td>Knowledge and Application of the Principles of Consent and Confidentiality</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

Q-2-3(cont.)

- consent is to be obtained in advance and will cover related issues regarding record-keeping, reporting and other disclosures of information
- consent must be based on full and frank disclosure of the nature of the intervention(s), the risks and the alternatives
- consent may be limited in its scope (client may access treatment but expressly limit the scope of the treatment and own consent)
  - client’s expressed prohibitions may not be ignored or overridden
  - client’s limitations on consent must be assessed in relation to the effectiveness of the treatment

Q-2-4 Demonstrates knowledge and the application of the exceptions to the principles of consent:

- emergency treatment under provincial or federal law
  - imminent and serious risk to self
  - imminent and serious risk to others

Q-2-5 Demonstrates knowledge and application of the federal and/or provincial/territorial legislation in relation to consent alternatives.

Q-2-6 Demonstrate ability to document that valid consent has been obtained.

Q-2-7 Demonstrate knowledge and application of confidentiality in the therapeutic relationship.

Q-2-8 Demonstrate knowledge and ability to define those circumstances where confidentiality can and will be legally breached:

- imminent and serious risk to self
- imminent and serious risk to others
- imminent risk for substantial mental or physical deterioration
- court subpoena
## Professionalism in Psychiatric Nursing

<table>
<thead>
<tr>
<th>Major Competency Area: R</th>
<th>Competency: R-1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Practice</td>
<td>Knowledge and Application of Deliberate Self-Care</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

**R-1-1** Demonstrate knowledge and understanding of deliberate personal self-care including:
- determinants of mental health
- predisposing perspectives
  - physical
  - emotional
  - social
  - spirituality
- precipitating indications/stressors
  - nature
  - origin
  - timing
  - number
- appraisal of perspectives and indicators
- personal capacity, self-efficacy, resiliency
- strategies to move from “being” to “becoming”
  - adaptive
  - maladaptive

**R-1-2** Demonstrate knowledge and understanding of deliberate professional self-care including:
- professional self-awareness/deliberate professional consciousness
- role strain/burnout
- role transition
  - developmental
  - situational
  - health/illness
- continuous self-evaluation
- realistic career planning
- commitment to move from “being” to “becoming”

**R-1-3** Demonstrate effective application of deliberate personal self-care through strengthening:
- personal capacity and limits
- self-efficacy
- resiliency
- realistic self
<table>
<thead>
<tr>
<th>Major Competency Area: R Professional Practice</th>
<th>Competency: R-1 Knowledge and Application of Deliberate Self-Care</th>
</tr>
</thead>
</table>

A Registered Psychiatric Nurse will:

R-1-4 Demonstrate effective application of deliberate professional self-care through strengthening:
- professional capacity and limits
- professional identity
- professional belonging
- meaning through psychiatric nursing practice
- autonomy
### Professionalism in Psychiatric Nursing

<table>
<thead>
<tr>
<th>Major Competency Area: R Professional Practice</th>
<th>Competency: R-2 Knowledge of Professional Issues in Psychiatric Nursing Practice</th>
</tr>
</thead>
</table>

A Registered Psychiatric Nurse will:

**R-2-1** Demonstrate knowledge and understanding of the evolution of psychiatric nursing and other nursing professions including history, role, function and professionalism.

**R-2-2** Demonstrate knowledge and understanding of the basic elements of psychiatric nursing, and nursing theories and models, including definitions of:
- psychiatric nursing
- the individual/client/patient
- health and mental health
- the relationship between the psychiatric nurse and the client

**R-2-3** Demonstrate knowledge and understanding of trends and issues in the psychiatric nursing profession.

**R-2-4** Demonstrate knowledge and understanding of the legal and ethical aspects of psychiatric nursing.

**R-2-5** Demonstrate knowledge and understanding of the role of the psychiatric nurse in the health-care system in terms of:
- contributions
- responsibilities
- accountability
- scope of practice
- prevention of illness and promotion of health
- relationship with other disciplines

**R-2-6** Demonstrate knowledge and understanding of the concepts of accountability, responsibility and continuing competence.
A Registered Psychiatric Nurse will:

R-3-1 Demonstrate knowledge of and adherence to the Standards of Psychiatric Nursing Practice:
- identify philosophy of psychiatric nursing practice
- accept accountability for own psychiatric nursing practice
- be accountable to the client, the employer and the public for own psychiatric nursing practice

R-3-2 Demonstrate ability to use Standards of Psychiatric Nursing Practice to guide professional practice by:
- assuming responsibility for current knowledge and practice
  - self-assessment: identifying learning needs
  - self-education: formal and informal
- evaluating own psychiatric nursing practice and recognizing limitations
- seeking out supervision and appropriate resources
- participating in activities of the regulatory body
A Registered Psychiatric Nurse will:

R-4-1 Demonstrate knowledge and understanding of the theoretical basis for a Professional Code of Ethics.

R-4-2 Demonstrate knowledge and understanding of ethical principles including:
- autonomy
- beneficence
- non-malfeasance
- justice

R-4-3 Demonstrate knowledge and understanding of ethical values in psychiatric nursing practice including:
- professional respect
- accountability
- responsible caring
- integrity in relationships
- professional responsibility
- responsibility to individual, families, groups and communities

R-4-4 Demonstrate knowledge and understanding of ethical practice in psychiatric nursing including:
- professional respect
- practical problems of professional conduct
- a process for ethical decision-making

R-4-5 Demonstrate knowledge and understanding and adherence to the Registered Psychiatric Nurse’s Code of Ethics of appropriate regulatory body.
A Registered Psychiatric Nurse will:

**R-5-1 Actively seek out current research and information in order to enhance quality of care by:**
- participating in the assessment, planning, implementation and evaluation relevant to psychiatric nursing practice
- participating in quality improvement programs
- communicating new developments to individual, families, groups and communities

**R-5-2 Identify and participate in changes in the health and human services systems by:**
- recognizing changes that affect professional and client care
- analyzing changes that affect professional and client care
- implementing changes
- developing strategies to manage changes that affect professional practices and client care
- evaluating care
A Registered Psychiatric Nurse will:

S-1 Demonstrate knowledge and understanding of the cultural context of the community in which one practices.

S-2 Demonstrate knowledge and understanding of factors which define cultural differences between populations including, but not limited to:
- history
- traditions
- values
- belief systems
- acculturation and migration patterns
- reasons for immigration/migration
- dialect and language fluency

S-3 Demonstrate knowledge and understanding of the psychosocial stresses and their meaning for clients from different cultural populations including, but not limited to:
- culturally-based belief systems
- discrimination
- prejudice
- racism
- trauma
- violence
- migration
- unique aspects of cultural survival and maintenance
- socioeconomic status
- residential schools
- political unrest
- war

S-4 Demonstrate knowledge and understanding of how ethnicity, social status and racism influence the mental health of clients from diverse cultural populations.

S-5 Demonstrate knowledge and understanding of the sociocultural risk factors related to psychiatric disorders including, but not limited to:
- age
- ethnicity
### Professionalism in Psychiatric Nursing

<table>
<thead>
<tr>
<th>Major Competency Area: S</th>
<th>Competency: S</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cultural Awareness and Cultural Safety</td>
<td>Cultural Awareness and Cultural Safety in Psychiatric Nursing</td>
</tr>
</tbody>
</table>

A Registered Psychiatric Nurse will:

#### S-5(cont.)
- gender
- education
- income
- belief systems
- sexual behaviour

#### S-6
Demonstrate knowledge and understanding of sociocultural influences that may hinder the delivery of psychiatric nursing care to clients from diverse cultural populations including, but not limited to:
- personal and cultural biases of care providers
- disadvantagement
- intolerance
- stereotype
- values conflicts
- social service policies
- historical barriers
- racism
- gender bias

#### S-7
Demonstrate knowledge and ability to conduct a culturally competent psychiatric nursing assessment while taking into account aspects of the client's experience including, but not limited to:
- psychological
- social
- biological
- cultural
- political
- spiritual
- environmental

#### S-8
Demonstrate knowledge and understanding of the clinical issues when providing psychiatric nursing care to different cultural populations including, but not limited to:
- differences in symptom expression, symptom language and symptom patterns
S-8(cont.)

- differences in thresholds of psychiatric or emotional distress
- differences in the tolerance of symptomatology
- differences in the attribution of mental illness (religious, supernatural, etc.) and issues of stigma
- differences between “culturally acceptable” behaviours and psychopathology
- differences in help-seeking behaviours
- differences in the role and manifestation of spirituality, tradition, values and practice beliefs, and their integration into treatment
- differences in the biological and physiological responses to pharmacological treatment
- differences in the acceptability and effectiveness of various treatment modalities

S-9

**Demonstrate knowledge and ability to integrate critical thinking and clinical judgement in the pharmacological assessment and treatment of individuals from diverse cultural populations, recognizing:**

- the varying effects of commonly-used medication
- the different biological and physiological responses to medications based on physical, cultural and racial/ethnic differences
- the use of cultural healing practices and their relationship to medications

S-10

**Demonstrate ability to recognize and understand the influence of familiar folk remedies/magico-religious folk medicines and of the role of belief systems (religion and spirituality) as treatment methods used by specific cultural groups including, but not limited to:**

- herbs
- plants
- charms
- ceremonies/rituals
  - holy words/holy actions
  - sweat lodges

S-11

**Demonstrate knowledge and ability to develop and implement multi-dimensional psychiatric nursing care plans that include culture, family and community.**
## Professionalism in Psychiatric Nursing

<table>
<thead>
<tr>
<th>Major Competency Area: S Cultural Awareness and Cultural Safety</th>
<th>Competency: S Cultural Awareness and Cultural Safety in Psychiatric Nursing Practice</th>
</tr>
</thead>
</table>

The Registered Psychiatric Nurse will:

**S-12** Demonstrate knowledge and ability to identify and access culturally-appropriate community resources including, but not limited to:
- family
- clans/tribes/nations
- societies
- church
- community members
- other groups
- culturally informed and qualified interpreters
- recognized leaders, elders and healers

**S-13** Demonstrate awareness and understanding of self, the degree of one’s cultural, ethnic and racial similarities and differences to the client, and the influence of these on the therapeutic relationship.

**S-14** Demonstrate ability to recognize and integrate cultural safety in psychiatric nursing practice.

**S-15** Demonstrate awareness of cultural research and its implications in psychiatric nursing practice.
GLOSSARY
<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abilities</td>
<td>application of knowledge and skill in performing activities with judgement, reasoning, comprehension, <em>etc.</em></td>
</tr>
<tr>
<td>Advocate</td>
<td>to plead for, defend, recommend and/or support.</td>
</tr>
<tr>
<td>Advocacy</td>
<td>the function of an advocate.</td>
</tr>
<tr>
<td>Accountability</td>
<td>being answerable for one’s own actions.</td>
</tr>
<tr>
<td>Accompaniment</td>
<td>an interpersonal process that supports capacity building, empowerment, self-efficacy and self-determination while providing an effective professional presence and guidance.</td>
</tr>
<tr>
<td>Arenas of Deliberate</td>
<td>the parts of an individual that compromise the whole self including physical, emotional, social and spiritual.</td>
</tr>
<tr>
<td>Consciousness</td>
<td></td>
</tr>
<tr>
<td>Assessment of Self</td>
<td>a critical and reflective evaluation of one’s own performance.</td>
</tr>
<tr>
<td>Baseline</td>
<td>the starting point.</td>
</tr>
<tr>
<td>Boundaries</td>
<td>the limits or margins that support and maintain therapeutic relationships.</td>
</tr>
<tr>
<td>Capacities</td>
<td>maximum internal or external power or resources.</td>
</tr>
<tr>
<td>Client</td>
<td>anyone to whom a Registered Psychiatric Nurse provides service. An individual, family, group or community that participates with Registered Psychiatric Nurses through promotion, prevention or rehabilitation. A client may be more than someone receiving direct “patient” care, for example, an educator’s clients may include students; a researcher’s clients may include the research subjects; an administrator’s clients may include the staff.</td>
</tr>
<tr>
<td>Collaboration</td>
<td>the process of co-operation or joint effort that embraces respect and shared responsibility. The focus is on problem solving.</td>
</tr>
<tr>
<td>Community</td>
<td>a body of people united by common needs and interests.</td>
</tr>
<tr>
<td>Competency</td>
<td>the knowledge, skills, judgements, attitudes and values required for successful functioning of the Registered Psychiatric Nurse.</td>
</tr>
<tr>
<td>Continuing Competency</td>
<td>maintaining competence throughout one’s career.</td>
</tr>
</tbody>
</table>
**Counselling**
the process of developing authentic partnerships with clients that are time-limited and goal-directed. The Registered Psychiatric Nurse strives to instill hope while promoting the sharing of responsibility, accountability and decision-making.

**Consultation**
interactional or communication process between two or more persons; the one is the consultant, the other(s) the consultee.

**Critical Self-Reflection**
a process intentionally originated to examine or re-examine one’s beliefs, practices or behaviours.

**Current**
prevalent at the moment.

**Deliberate Consciousness**
an intentional and continual process which involves critical self-examination at the personal and professional levels.

**Determinant of Mental Health**
social variables that influence mental health as identified by Health Canada, Mental Health Promotion Unit (1998).

**Egalitarian Relationships**
relationships that support equal rights and opportunities of consumers.

**Empowerment**
a process that creates the realization of internal and external resources that foster mental health.

**Evaluation**
the planned systematic comparison with the stated outcomes, objectives or standards.

**Family**
a group of persons united by ancestry or choice.

**Group Healing Arenas**
a number of persons who share common characteristics three arenas identified by Kleinman (1978) where individuals seek support to promote mental health prior to and/or during a mental illness:

1. **folk arena**: non-professional healing specialists,
2. **professional arena**: Western medicine, indigenous or other cultural healing traditions, and
3. **popular arena**: individual, family and community.

**Individual**
a singular, distinct and unique person.

**Intersectoral**
an integrated system where the emphasis is on maintaining the health of individuals, groups and communities. An interdisciplinary team of providers from various sectors may work collaboratively and in a coordinated manner in the delivery of services.

**Judgement**
to form an opinion about, to estimate, to appraise.
<table>
<thead>
<tr>
<th>Leadership</th>
<th>the use of one’s own skill to influence others to perform to the best of their abilities. A process of influencing the activities of an organized group toward goal-setting and goal-achievement.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental Health</td>
<td>a state which supports affective, cognitive and relational capacity to experience the triple standard of employment, leisure and relationships.</td>
</tr>
<tr>
<td>Mental Health Promotion</td>
<td>an emerging distinct discipline that supports health promotion through directing action upon the determinants of mental health across all populations. Mental health promotion strives to contribute to developing healthy public mental health policy through fostering mental, social, emotional and spiritual health/wellness in diverse environments. Mental health promotion aims to establish conditions that foster positive states and optimum levels of functioning.</td>
</tr>
<tr>
<td>Mental Illness</td>
<td>an imprecise term that classifies or groups conditions which create imbalances in a person's holistic health.</td>
</tr>
<tr>
<td>Primary Mental Health Care</td>
<td>focuses on improving the mental health state through partnerships created with clients within the context of promotion prevention, cure, rehabilitation or support.</td>
</tr>
<tr>
<td>Resiliency</td>
<td>the ability to recover and re-discover internal strengths that support mental health.</td>
</tr>
<tr>
<td>Scope of Practice</td>
<td>area(s) covered by an individual’s professional practice.</td>
</tr>
<tr>
<td>Self-Efficacy</td>
<td>a state of self-confidence that promotes consumers’ ability to enhance mental health.</td>
</tr>
<tr>
<td>Therapeutic Milieu</td>
<td>creation of growth-producing environments or settings.</td>
</tr>
<tr>
<td>Transdisciplinary Team</td>
<td>a multi-sectoral team that affords consumers meaningful participation by reducing the professional disciplines’ controls through sharing of professional information, roles and consensus decision-making. Transdisciplinary teams maximize communication to reduce limitations often posed by the multidisciplinary team.</td>
</tr>
<tr>
<td>Triple Standard of Mental Health</td>
<td>three major life areas (working well, playing well and loving well) that provide a litmus test to measure mental health in a broad manner.</td>
</tr>
</tbody>
</table>
BIBLIOGRAPHY
Bibliography


Contacts

College of Registered Psychiatric Nurses of British Columbia
251-3041 Anson Avenue
Coquitlam, BC V3B 2H6

Phone: (604) 944-4941
Fax: (604) 944-4945
E-mail: info@crpnbc.bc.ca
Website: www.crpnbnc.bc.ca

College of Registered Psychiatric Nurses' of Manitoba
1854 Portage Avenue
Winnipeg, MB R3J 0G9

Phone: (204) 888-4841
Fax: (204) 888-8638
E-mail: crpnm@crpnm.mb.ca
Website: www.psychiatricnurse.mb.ca

Registered Psychiatric Nurses' Association of Alberta
#201, 9711-45th Avenue
Edmonton, AB T6E 5V8

Phone: (780) 434-7666
Fax: (780) 436-4165
E-mail: rpnaa@rpnaa.ab.ca
Website: www.rpnaa.ab.ca

Registered Psychiatric Nurses' Association of Saskatchewan
2055 Lorne Street
Regina, SK S4P 2M4

Phone: (306) 586-4617
Fax: (306) 586-6000
E-mail: rpnas@rpnas.com
Website: www.rpnas.com
ACKNOWLEDGEMENTS
Acknowledgements

Alberta Health and Wellness developed the project *Registered Psychiatric Nurses: Competency Profile for the Profession in Canada*, which consisted of a comprehensive inventory of competencies for Registered Psychiatric Nurses in Alberta.

In co-operation with Alberta Health and Wellness, the regulatory bodies for RPNs in Canada and the Registered Psychiatric Nurses of Canada adapted and further developed the competency profile for use across the four Western provinces.

Alberta Health and Wellness and Registered Psychiatric Nurses of Canada are grateful for the contribution of all Registered Psychiatric Nurses who participated in the focus groups and in the development of content for specialized areas of psychiatric nursing.

Registered Psychiatric Nurses in all four western provinces provided feedback in the ongoing development of the content of this document and their front-line and expert perspective and input ensured reliability and validity of content. Alberta Health and Wellness and Registered Psychiatric Nurses of Canada thank them for their patience in reviewing and providing feedback on the various drafts.

A special thanks is extended to Dr. Michael Blanar for editing this document and to Michel Tarko, R.P.N., Ph D (candidate) for his review of this document. Their participation was invaluable and ensured the quality of this document.

Special recognition is due to:

- **Alberta Minister of Health and Wellness** and **Dr. Bill DuPerron**, Principal Consultant, Health Workforce and Planning for initiating this project and for facilitating the participation of Registered Psychiatric Nurses in Canada;
- **Anthony Brannen**, former Executive Director of the Registered Psychiatric Nurses Association of Alberta, for providing the initial leadership in this joint document and ensuring that all of the regulatory bodies could participate; and,
- **Laura Panteluk**, R.P.N., Professional Practice Consultant for the College of Registered Psychiatric Nurses of Manitoba, for taking up the leadership for the project and ensuring its completion.

Alberta Health and Wellness and Registered Psychiatric Nurses of Canada also express appreciation to the four regulatory bodies for the profession: The College of Registered Psychiatric Nurses of British Columbia (CRPNBC), The College of Registered Psychiatric Nurses of Manitoba (CRPNM), The Registered Psychiatric Nurses Association of Alberta (RPNAA) and The Registered Psychiatric Nurses Association of Saskatchewan (RPNAS).
Alberta Health and Wellness and Registered Psychiatric Nurses of Canada also thank the inter-provincial committee members for the time, resources, hard work and dedication they brought to the project.

**Donna Higenbottam**, Executive Director/Registrar, CRPNBC  
**Mary McGinnes**, Assistant Registrar, CRPNBC  
**Annette Osted**, Executive Director/Registrar, CRPNM  
**Laura Panteluk**, Professional Practice Consultant, CRPNM  
**Anthony Brannen**, former Executive Director, RPNAA  
**Judy Dahl**, Past-President, RPNAA  
**Robert Lockhart**, Psychiatric Nursing Education Program, Grant McEwan College, Alberta  
**Joy Johnson**, Executive Director, RPNAS  
**Linda Rabyj**, President, RPNAS  
**Barbara Lowe**, Executive Director/Registrar, RPNAA  
**Terry Baker**, Manager of Operations and Communications, RPNAA