



General Duty Registered Practical Nurse (RPN)

Professional Practice

- ✓ Current Registration with the College of Nurses of Ontario - or relevant Provincial body
- ✓ Recent (within the last 3 years) experience in Acute Medical nursing or related clinical placement experience for nursing new graduates
- ✓ Must possess the skills and competencies in acute patient care across the lifespan
- ✓ Knows and abides by the **Professional Standards** and follows the **Guidelines for Professional Behaviour** as set out by the College of Nurses of Ontario (CNO Professional Standards Revised 2002)
- ✓ Demonstrates accountability and accepts responsibility for own decision and actions
- ✓ Demonstrates ability to meet the RPN duties to the full scope of practice
- ✓ Practice autonomously and safely within legislated scope of practice as a:
 - ✓ Caregiver
 - ✓ An advocate
 - ✓ A change agent
 - ✓ A co-ordinator
 - ✓ An educator
 - ✓ A discharge planner
- ✓ Maintains active participation in ongoing education and belongs to professional organization to promote the role of the professional nurse
- ✓ Participates in CNO QA program on a yearly basis
- ✓ Provides client care in a non-judgemental manner
- ✓ Demonstrates a professional presence, honesty, integrity and respect in all interactions
- ✓ At all times, demonstrates fitness to practice i.e., free of any drugs or alcohol impairment while on the job

Ethical Practice

- ✓ Establishes and maintains professional boundaries in the workplace i.e., adheres to Workplace Violence, Harassment and Discrimination policy.
- ✓ Willing to work at multiple areas as well as rotating shifts as required to provide client safety



- ✓ Works well as a member of the healthcare team

Legal Practice

- ✓ Practices according to the legislation, practice standards and the organizational policies
- ✓ Aware of Personal Health Information Protection Act 2004 (PHIPA)
- ✓ Protects clients' dignity
- ✓ Provides clinical documentation according to the established practice standards of the institution i.e., hand written/electronic documentation and order entry

Foundation of Practice:

- ✓ Current Basic Cardiac Life Saving certification (Ontario Heart & Stroke guidelines preferred)
- ✓ Completed coursework and proficiency in Medication Administration – All routes including IV, Epidural and PCA pump
- ✓ Subcutaneous injection using subcutaneous injection set i.e., insulin pen, lovenox set
- ✓ Knows the College of Nursing of Ontario's **Medication Administration Standards** and follows them when administering medications. (This acknowledges that you have read, know and use these standards in your practice as a professional nurse)
- ✓ Utilizes the nursing process – assessment, planning, implementation and evaluation
- ✓ Demonstrates organizational, prioritization, critical thinking, problem solving and teachings skills
- ✓ Ability to meet the physical demands of the job required including the ability to stand, stoop, walk, bend, lift, push, pull and reach without any physical discomfort on a continuous basis; transferring patients with appropriate assistance and/or equipment and ability to stand for extended periods of time
- ✓ Demonstrates knowledge, skills and judgement to independently provide care for patients per Provincial practice guidelines for the following skills and competencies (nursing processes) (including but not limited to):
 - Knowledge and experience to perform comprehensive assessment of patients including L.O.C.
 - Proficient in obtaining vital signs manually and with the use of automatic vital signs machine
 - Assessment of capillary refill
 - Assessment for alteration in skin integrity



- Knowledge and experience with performing Capillary Blood Glucose Monitoring (CBGM)
- Knowledge and experience with the management of abnormal blood glucose levels
- Knowledge and experience in maintaining controlled /narcotic records in:
 - Hospitals/clinics
 - Home/community
 - Long term care
- Knowledge and experience in the management of intervention for the preoperative and post-operative client
- Knowledge and experience in the assessment and management of pain related to acute, chronic and palliative
- Knowledge and experience in removing skin sutures and staples
- Knowledge and experience in removing drains (as directed)
- Knowledge and experience of sterile technique/ clean technique
- Knowledge and experience in wound care (simple and complex)
- Knowledge of safe body mechanics (for clients and healthcare provider)
- Knowledge and experience with application of tensor bandage
- Knowledge of the prevention of thrombophlebitis/ DVT
- Knowledge and experience with applying and removing antiembolic stockings
- Knowledge and experience in the care and maintenance of:
 - Peripheral intravenous lines
 - Central intravenous lines (accessing/de-accessing)
 - Hickman catheters
 - Peripheral intravenous central catheters – PICC
 - Multiple lumen catheters
 - Portacath
 - IV patient controlled analgesic pump (PCA)
- Management of clients receiving blood and blood components
- Care of patient utilizing patient controlled IV analgesia (PCA)
- Managing oxygen therapy by mask/nasal prongs
- Use of SaO₂ oximetry
- Insertion of Nasogastric tube
- Maintenance and care of Nasogastric, oral gastric and gastrostomy tubes



- Care and maintenance of enteral feeding – Use of the Kangaroo pump
- Prepare clients for and assist with insertion of drains
- Knowledge and experience with administering Total Parenteral Nutrition (TPN)
- Knowledge of performing bladder Scanning
- Knowledge and experience with Continuous Bladder Irrigation (CBI)
- Management and care of the patient with chest tubes
- Management and care of tracheotomy
- Suctioning – nasal/tracheotomy
- Knowledge and experience with Ostomy care
- Knowledge and experience of urinary Catheter insertion and removal (indwelling & intermittent)
- Knowledge and experience with testing for occult blood in feces
- Knowledge and experience with testing for urinalysis

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