

Humber College: RPN Refresher Program

The table below lists the entry-level competencies taught by the [RPN Refresher Program](#) offered at Humber College. Competencies are organized under categories that apply to the practice of a Registered Practical Nurse.

Applicants must successfully complete the full program (all program courses) to meet CNO's education requirement. To enroll, applicants must meet the school's [admission requirements](#) and confirm with the school program coordinator that the program fulfills the applicant's competency gaps. It is up to the school to determine if the applicant is accepted into the program.

Please refer to CNO's [website](#) for more information on the process to complete additional education.

Professional practice	
1	Demonstrates accountability and accepts responsibility for own decisions and actions.
2	Practices autonomously within legislated scope of practice.
3	Displays self-awareness and recognizes when to seek assistance and guidance.
4	Adheres to regulatory requirements of jurisdictional legislation.
5	Practices within own level of competence.
6	Initiates, maintains and terminates the therapeutic nurse-client relationship.
7	Provides client care in a non-judgmental manner.
8	Adapts practice in response to the spiritual beliefs and cultural practices of clients.
9	Supports clients in making informed decisions about their health care, and respects their decisions.
10	Engages in self-reflection and continuous learning to maintain and enhance competence.
11	Integrates relevant evidence into practice.
14	Demonstrates a professional presence, honesty, integrity and respect in all interactions.
15	Demonstrates fitness to practice.
16	Maintains current knowledge about trends and issues that impact the client, the RPN, the health care team and the delivery of health services.
17	Identifies and responds to inappropriate behaviour and incidents of professional misconduct.
19	Distinguishes between the mandates of regulatory bodies, professional associations and unions.

Ethical practice

20	Establishes and maintains professional boundaries.
22	Demonstrates respect for the values, opinions, needs and beliefs of others.
23	Applies ethical frameworks and reasoning to identify and respond to situations involving moral and ethical conflict, dilemma or distress.
24	Obtains knowledge of and responds to the Calls to Action of the Truth and Reconciliation Commission of Canada.
25	Preserves the dignity of clients in all personal and professional contexts.
26	Advocates for equitable access, treatment and allocation of resources, particularly for vulnerable and/or diverse clients and populations.
27	Advocates for clients, especially when they are unable to advocate for themselves.
28	Adheres to the duty to provide care.

Legal practice

29	Practices according to legislation, practice standards, ethics and organizational policies.
30	Practices according to relevant mandatory reporting legislation.
32	Adheres to the duty to report.
33	Protects clients' rights by maintaining confidentiality and privacy in all personal and professional contexts.
35	Documents according to established legislation, practice standards, ethics and organizational policies.
36	Obtains informed consent to support the client's informed decision-making.

Foundations of practice

37	Completes comprehensive health assessments of clients across the lifespan.
38	Selects and uses information and communication technologies (ICTs) in the delivery of client care.
39	Researches and responds to relevant clinical data.

40	Engages in evidence-informed practice by considering a variety of relevant sources of information.
41	Comprehends, responds to and reports assessment findings.
42	Formulates clinical decisions consistent with client needs and priorities.
43	Identifies nursing diagnoses.
44	Develops the care plan with the client, health care team and others.
45	Implements nursing interventions based on assessment findings, client preferences and desired outcomes.
46	Responds to clients' conditions by organizing competing priorities into actions.
47	Assesses clients' health literacy, knowledge and readiness to learn.
48	Assesses, plans, implements and evaluates the teaching and learning process.
49	Provides information and access to resources to facilitate health education.
50	Evaluates the effectiveness of health education.
51	Applies principles of client safety.
53	Evaluates the effectiveness of nursing interventions by comparing actual outcomes to expected outcomes.
54	Reviews and revises the plan of care and communicates accordingly.
55	Assesses implications of own decisions.
56	Uses critical thinking, critical inquiry and clinical judgment for decision-making.
59	Applies strategies to prevent, de-escalate and manage disruptive, aggressive or violent behaviour.
60	Recognizes and responds immediately when a client's condition is deteriorating.
61	Demonstrates knowledge of nursing theory, pharmacology, health sciences, humanities and ethics.
62	Applies knowledge of pharmacology and principles of safe medication practice.

Collaborative practice

63	Engages clients in identifying their health needs, strengths, capacities and goals.
64	Communicates collaboratively with the client and the health care team.

65	Provides essential client information to the client and the health care team.
66	Promotes effective interpersonal interaction.
67	Uses conflict resolution strategies to promote healthy relationships and optimal client outcomes.
68	Articulates own role based on legislated scope of practice, individual competence and care context, including employer policies.
69	Determines their own professional and interprofessional role within the team by considering the roles, responsibilities and the scope of practice of others.
70	Advocates for the use of Indigenous health knowledge and healing practices in collaboration with the client.
71	Demonstrates leadership, direction and supervision to unregulated health workers and others.
72	Participates in emergency preparedness and disaster management.
74	Fosters an environment that encourages questioning and exchange of information.
76	Applies the principles of team dynamics and group processes in interprofessional team collaboration.
77	Demonstrates formal and informal leadership in practice.
78	Organizes workload, assigns/coordinates nursing care, sets priorities and demonstrates effective time-management skills.
79	Prepares client and collaborates with health care team in transition and transfer of responsibility of care.