

## **LICENSED PRACTICAL NURSE (LPN) - JOB PROFILES**

**October 2016 – revised December 14, 2017**

### **LEVEL 1 LPN:**

The main purpose of jobs at this level is to provide licensed practical nursing services and interventions in accordance with established regulations to patients/residents/clients within an acute and/or community healthcare setting. Licensed Practical Nurses coordinate health services and provide support in activities of daily living such as administering medications and providing safety and health information to individuals and their families.

Licensed Practical Nurses at this level are accountable for the client/patient/resident within their care, but are not accountable for the work performed by others. The Licensed Practical Nurse reports observed problems to the immediate supervisor. Licensed Practical Nurses may provide direction to other staff, such as:

- The collegial sharing of information
- Demonstrating and/or providing guidance on clinical tasks or health related tasks
- Providing incidental or ad hoc input into staff performance
- Ensuring staff are aware of assignments developed by the Employer
- Reassigning clinical/health related tasks if necessary

Work is frequently performed under a variety of working conditions which may include exposure to hazards, disease and inclement weather.

### **LEVEL 2A LPN:**

In addition to performing duties outlined in the Level 1 LPN profile, the main purpose of jobs at this level is to provide first line supervisory duties to Licensed Practical Nurses or other designated staff.

First-line supervisory duties include:

- Ongoing responsibility for making or adjusting client/patient/resident assignments;
- Scheduling and coordinating the use of staff, equipment and other resources;
- Assigning the responsibility for care of patients/residents/clients to a subordinate where the staff member cannot refuse the assignment;
- Coordinating the care given by others in an area or unit. The LPN is responsible for the active and ongoing monitoring and follow-up of the work of others and accountable for the outcomes of the care given by others;
- Responsibility for the ongoing evaluation of the work of others;
- Identifying and recommending training/skill enhancement for subordinate staff.

Work is performed under a variety working conditions which may include exposure to hazards, disease and inclement weather; however, it may also be performed in an office environment.

## **LICENSED PRACTICAL NURSE 2 - EDUCATOR**

### **LEVEL 2B - LPN Educator:**

**Effective December 20, 2017**

The main purpose of jobs at this level is to provide structured training and education to licensed practical nurses and/or other health care aides/assistants and/or support workers in accordance with established training programs/materials in a variety of learning environments and healthcare settings.

The LPN Educator has assigned accountability for delivering training in accordance with established learning objectives and includes participation in the development, implementation and assessment of education, training programs and individual learning plans.

LPN Educator duties include:

- Utilize education technology and established training materials such as visual presentations and training resource guides to conduct formal/informal presentations, in-service sessions and demonstration of work methods and procedures, either in groups or individually; assess training participants, to determine if they achieved learning objectives.
- Utilize knowledge and experience as a Licensed Practical Nurse, and demonstrated communication/facilitation skills to facilitate learning objectives and activities; attend to questions from training participants to support the transfer of knowledge and/or skill enhancement.
- Participate in the development, implementation and evaluation of training materials in collaboration with others; identify and recommend changes to learning content, collect and interpret course evaluation and post training assessment information.

Requires current registration with the College of Licensed Practical Nurses of British Columbia. Work is frequently performed under a variety of working conditions which may include exposure to hazards, disease and inclement weather.