

Vocational Training Program

5787

Health, Assistance and Nursing

Training Sector

19

Health Services

Reach for
your **Dreams**

Québec 



Vocational Training Program

5787

Health, Assistance and Nursing

Training Sector

19

Health Services

Formation professionnelle et technique
et formation continue

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- Association des enseignantes et enseignants en soins infirmiers des collèges du Québec (AEESICQ)
- Association des hôpitaux du Québec (AHQ)
- Association des centres locaux de services communautaires (CLSC) et des centres hospitaliers de soins de longue durée (CHSLD)
- Association des établissements privés conventionnés (AEPC)
- Association québécoise des professeurs de santé (AQPS)
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- Fédération des affaires sociales (FAS-CSN)
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- Fédération des travailleurs du Québec (FTQ)
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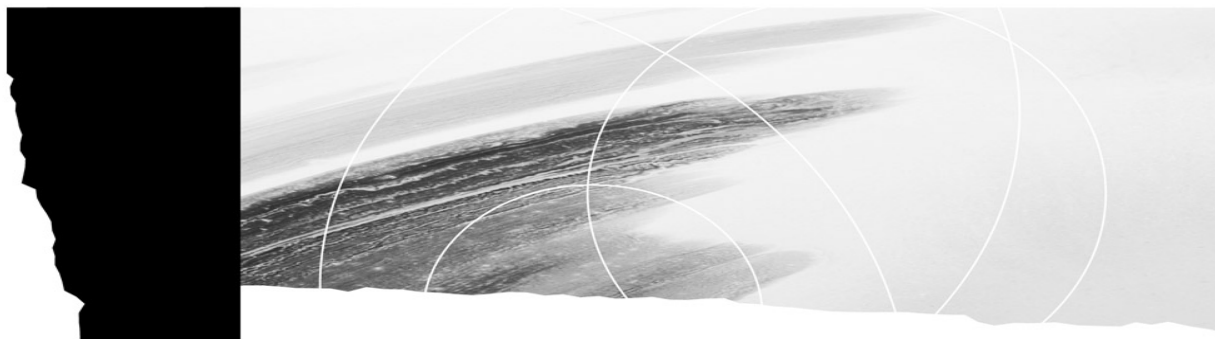
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5787

Health, Assistance and Nursing

Year of approval: 2003

Certification:	Diploma of Vocational Studies
Number of credits:	120
Number of modules:	30
Total duration:	1 800 hours

To be admitted to the *Health, Assistance and Nursing* program, students must meet one of the following conditions:

- Persons holding a Secondary School Diploma or its recognized equivalent are not subject to any additional admission requirements.

OR

- Persons who are at least 16 years of age on September 30 of the school year in which their training is to begin must meet the following additional requirement: to have earned Secondary V credits in language of instruction and Secondary IV credits in second language and mathematics in the programs of study established by the Minister, or to have been granted recognition of equivalent learning.

OR

- Persons who are at least 18 years of age upon entry into the program must have the following functional prerequisites: the successful completion of the general development test and Secondary V credits in language of instruction in a program of study established by the Minister, or recognition of equivalent learning.

OR

- Persons having earned Secondary III credits in language of instruction, second language and mathematics in the programs of study established by the Minister must continue their general education courses concurrently with their vocational training in order to obtain the credits they are missing in the following areas: Secondary V credits in language of instruction and Secondary IV credits in second language and mathematics in the programs of study established by the Minister.

Introduction to the Program

The vocational training curriculum, from which this program of study derives, is the responsibility of both the Minister of Education, which develops programs and their teaching guides, and the educational institutions, which implement the programs and the evaluation process. The objectives contained in the programs are compulsory.

Programs of study provide teachers with a frame of reference for planning teaching activities. They define the scope of teaching strategies by identifying the broad educational orientations to be favoured and the objectives to be attained. By successfully completing a program, students acquire not only the entry-level competencies required by the workplace in order to practise a trade or occupation, but also learning that provides students with a certain degree of versatility.

The duration of the program is 1 800 hours, which includes 885 hours spent on the specific competencies required to practise the trade and 915 hours on general, work-related competencies. The program of study is divided into 30 modules, which vary in length from 30 to 150 hours. The total hours allocated to the program include time devoted to evaluation for certification purposes and to remedial work.

Special Features of the Program

Graduates of the *Health, Assistance and Nursing* program may continue their training by enrolling in the *Nursing* program at the college level. The learning acquired in the *Health, Assistance and Nursing* program will allow them to develop in a shorter period of time the competencies of the program-specific component leading to a Diploma of College Studies (DEC) in *Nursing-180.B0*.

There are 1 515 hours allotted to the program-specific component of the *Nursing-180.B0* program. As 660 hours are allotted to the general education components, the total duration of the *Nursing-180.B0* program is 2 175 hours.

Information regarding the bridge established between the *Health, Assistance and Nursing* program (leading to a DVS) and the *Nursing-180.B0* program (leading to a DEC) is contained in the document "Analyse comparative des compétences du programme d'études *Santé, assistance et soins infirmiers* (5235 et 5287), conduisant au diplôme d'études professionnelles (DEP), et du programme d'études *Soins infirmiers* (version de 2004), conduisant au diplôme d'études collégiales (DEC)."

Title of Module	Code	Module	Hours	Credits
The Profession and the Training Process	754612	1	30	2
Comprehensive Approach to Health	754622	2	30	2
Communication at Work	754634	3	60	4
Basic Care Procedures	754927	4	105	7
Establishing a Helping Relationship	754652	5	30	2
Ethical and Legal Aspects of the Profession	754682	6	30	2
Musculoskeletal System	754723	7	45	3
Infection Control	754664	8	60	4
Drug Therapy	754714	9	60	4
Basic Care	754934	10	60	4

Nutrition	754672	11	30	2
Nervous and Sensory Systems	754734	12	60	4
Endocrine System	754742	13	30	2
Cardiovascular and Respiratory Systems	754865	14	75	5
Digestive System	754774	15	60	4
Urinary and Reproductive Systems	754784	16	60	4
Specific Care	754795	17	75	5
Approach to Patients with Cognitive Deficits	754873	18	45	3
Approach to Palliative Care	754632	19	30	2
Approach to Patients with Mental Health Problems	754883	20	45	3
Geronto-Geriatric Care	754628	21	120	8
First Aid	754842	22	30	2
Care of patients with Mental Health Problems	754894	23	60	4
Option I ¹				
Medical Care	754828	24	120	8
Physical Rehabilitation Care	754806	25	120	8
Pre- and Postoperative Care	754836	26	90	6
Option II				
Medical Care	754829	24	150	10
Physical Rehabilitation Care	754806	25	90	6
Pre- and Postoperative Care	754836	26	90	6
Option III				
Medical Care	754828	24	120	8
Physical Rehabilitation Care	754806	25	90	6
Pre- and Postoperative Care	754836	26	120	6
Approach to Patients with Intellectual Impairments	754902	27	30	2
Care of Patients with Physical or Intellectual Impairments	754914	28	60	4
Care of Patients with a Loss of Autonomy, Living in Family or Intermediate-type Establishments	754654	29	60	4
Integration into the Work Environment	754856	30	90	2

¹ * In options II and III, 30 hours may be transferred from Module 25 to Module 24 or Module 26. Options I, II and III must be completed in full.

Glossary

Program

A vocational training program is a coherent set of competencies to be acquired. It is formulated in terms of objectives and divided up into modules for administrative purposes. It describes the learning expected of students in accordance with a given performance level. Published as an official pedagogical document, the program leads to the recognition of training qualifying students to practise a trade or occupation.

Competency

A competency is the ability to act successfully and evolve in order to adequately perform work-related tasks or activities, based on an organized body of knowledge and skills from a variety of fields, perceptions, attitudes, etc.

Objectives

Objectives refer to the operational aspect of a competency to be acquired. They are expressed in terms of specific requirements and serve as the practical basis for teaching, learning and evaluation. Objectives are either behavioural or situational.

Objectives also provide indicators for learning, related knowledge, skills, attitudes and perceptions, and associated guidelines. These indicators are grouped according to elements of the competency (in the case of behavioural objectives), and according to phases of the learning context (in the case of situational objectives).

1. Behavioural Objective

A behavioural objective is a relatively closed objective that describes the actions and results expected of the student. Behavioural objectives consist of the following components:

- The *statement of the competency*, which is the result of the job analysis, the general goals of the program and other determinants.
- The *elements of the competency*, which correspond to essential details that are necessary in order to understand the competency and are expressed in terms of specific behaviours. They refer to the major steps involved in performing a task or the main components of the competency.
- The *achievement context*, which corresponds to the situation in which the competency is exercised at entry-level on the job market. The achievement context does not specify the context for learning or evaluation.
- The *performance criteria*, which define the requirements by which to judge the attainment of the competency. They may refer to each element of the competency, to several elements or to the competency as a whole. Those associated with a specific element correspond to the requirements for performing a task or activity; those associated with several elements indicate the expected level of performance or the overall quality of a product or service.

Evaluation is based on expected results.

2. Situational Objective

A situational objective is a relatively open-ended objective that outlines the major phases of a learning situation in which a student is placed. It allows for output and results to vary from one student to another. Situational objectives consist of the following components:

- The *statement of the competency*, which is the result of the job analysis, the general goals of the program and other determinants.
- The *elements of the competency*, which outline the essential aspects of the competency and ensure a better understanding of the expected outcome.
- The *learning context*, which provides a broad outline of the learning situation designed to help the students develop the required competency. It is normally divided into three phases of learning:
 - information
 - participation
 - synthesis
- The *instructional guidelines*, which provide guidelines and means to ensure that learning takes place and that the context in which it occurs is always the same. These guidelines may include general principles or specific procedures.
- The *participation criteria*, which describe requirements the students must fulfill when participating in the learning activities. They focus on how the students take part in the activities rather than on the results obtained. Participation criteria are normally provided for each phase of the learning context.

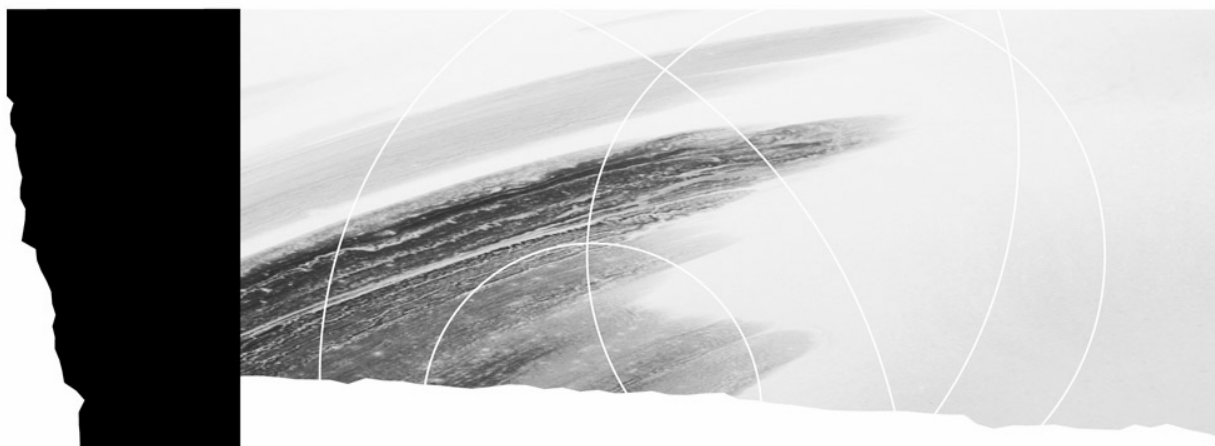
Evaluation is based on the student's participation in the activities suggested in the learning context.

Module

A module is a component of a program of study comprising a prescriptive objective and suggestions for competency-related knowledge, skills, attitudes and perceptions.

Credit

A credit is a unit used for expressing quantitatively the value of the modules in a program of study. One credit corresponds to 15 hours of training. Students must accumulate a set number of credits to obtain a diploma or attestation.



Part I

**Program Goals and General
Objectives**

**Program Competencies and
Grid of Competencies**

Harmonization

Program Goals and General Objectives

The *Health, Assistance and Nursing* program prepares students to practice the profession of Nursing Assistant.

The program goals of the *Health, Assistance and Nursing* program are based on the general goals of vocational training. These goals are:

To help students develop effectiveness in the practice of the profession

- To teach students to perform assistant nursing tasks and activities correctly, at an acceptable level of competence for entry into the job market.
- To prepare students to perform satisfactorily on the job by fostering:
 - a constant concern for a patient's needs
 - the ability to establish a helping relationship with those who have health needs
 - the ability to communicate with those who have health needs, as well as their families and other members of the health care team
 - the ability to solve problems and to adapt to unexpected and difficult situations
 - vigilance and the observance of occupational health and safety rules
 - self-confidence
 - the acquisition of the technical skills required to practise the profession
 - the acquisition of the basic skills required by the profession
 - the development of a professional conscience
 - the acquisition of habits ensuring hygiene and asepsis

To help students integrate into the work force

- To familiarize students with the health and social services system, as well as the laws and regulations governing the profession.
- To familiarize students with the rights and responsibilities associated with the practice of the profession, as well as the rights of patients with health needs.
- To foster a sense of pride in the nursing assistant's role within the health care team.

To foster students' personal development and acquisition of occupational knowledge, skills, perceptions and attitudes

- To help students understand the principles underlying the care provided.
- To help students acquire work methods and a sense of discipline.
- To help students look at their work critically.
- To foster initiative, the ability to work independently and a sense of responsibility.

To promote job mobility

- To help students develop a positive attitude to change and new situations.
- To help students develop their ability to learn and find information.

The general objectives of the *Health, Assistance and Nursing* program are presented below, along with the statements of the competency belonging to each corresponding operational objective.

To develop in the students the competencies required to integrate harmoniously into the school and work environments

- To familiarize themselves with the profession and the training.
- To establish professional relationships.
- To familiarize themselves with the ethical and legal aspects of the practice of the profession.
- To become integrated into the work environment.

To develop in the students the competencies required to apply theoretical concepts to providing care

- To apply basic care procedures.
- To prevent and control infection.
- To help the patient meet his or her nutritional needs.
- To participate in drug therapy.
- To refer to their knowledge of the musculoskeletal system when providing care.
- To refer to their knowledge of the nervous and sensory systems when providing care.
- To refer to their knowledge of the endocrine system when providing care.
- To refer to their knowledge of the cardiovascular and respiratory systems when providing care.
- To refer to their knowledge of the digestive system when providing care.
- To refer to their knowledge of the urinary and reproductive systems when providing care.
- To intervene in an emergency situation.
- To intervene with patients with cognitive deficits.
- To intervene with patients with mental health problems.
- To intervene with patients with intellectual impairments.

To develop in the students the competencies necessary for the humanization of care

- To intervene using a comprehensive approach to health.
- To establish a helping relationship.
- To use a palliative care approach.

To develop in the students the competencies necessary to provide care

- To provide basic care to patients with a loss of autonomy.
- To provide specific care.
- To provide geronto-geriatric care.
- To provide care in a medical unit.
- To provide care to patients undergoing physical rehabilitation.
- To provide pre- and postoperative care to adults.
- To provide care to patients with mental health problems.
- To provide care to patients with physical or intellectual impairments.
- To provide care to patients affected by a loss of autonomy in family or intermediate-type establishments.

Program Competencies and Grid of Competencies

List of Competencies

- To familiarize themselves with the profession and the training.
- To intervene using a comprehensive approach to health.
- To establish professional relationships.
- To apply basic care procedures.
- To establish a helping relationship.
- To familiarize themselves with the ethical and legal aspects of the practice of the profession.
- To refer to their knowledge of the musculoskeletal system when providing care.
- To prevent and control infection.
- To participate in drug therapy.
- To provide basic care to patients with a loss of autonomy.
- To help the patient meet his or her nutritional needs.
- To refer to their knowledge of the nervous and sensory systems when providing care.
- To refer to their knowledge of the endocrine system when providing care.
- To refer to their knowledge of the cardiovascular and respiratory systems when providing care.
- To refer to their knowledge of the digestive system when providing care.
- To refer to their knowledge of the urinary and reproductive systems when providing care.
- To provide specific care.
- To intervene with patients with cognitive deficits.
- To use a palliative care approach.
- To intervene with patients with mental health problems.
- To provide geronto-geriatric care.
- To intervene in an emergency situation.
- To provide care to patients with mental health problems.
- To provide care in a medical unit.
- To provide care to patients undergoing physical rehabilitation.
- To provide pre- and postoperative care to adults.
- To intervene with patients with mental health problems.
- To provide care to patients with physical or intellectual impairments.
- To provide care to patients with a loss of autonomy, living in family or intermediate-type establishments.
- To become integrated into the work environment.

Grid of Competencies

The grid of competencies shows the relationship between general competencies, which correspond to work-related activities, and specific competencies, which are required to practise the particular trade, as well as the major steps in the work process.

The general competencies appear on the horizontal axis and the specific competencies, on the vertical axis. The symbol (Δ) indicates a correlation between a specific competency and a step in the work process. The symbol (\bigcirc) indicates a correlation between a general and a specific competency. Shaded symbols indicate that these relationships have been taken into account in the formulation of objectives related to specific competencies.

The logic used in constructing the grid influences the course sequence. Generally speaking, this sequence follows a logical progression in terms of the complexity of the learning involved and the development of the students' autonomy. The vertical axis presents the specific competencies in the order

in which they should be acquired. The modules on the horizontal axis should be taught in relation to those on the vertical axis. This means that some modules are prerequisite to others, while other modules are taught concurrently.

GRID OF COMPETENCIES

SPECIAL COMPETENCIES	Competency number		GENERAL COMPETENCIES																				WORK PROCESS				
	Objective	Duration (in hours)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
Health, Assistance and Nursing	Objective	Duration (in hours)	Intervene using a comprehensive approach to health	Establish professional relationships	Apply basic care procedures	Establish a helping relationship	Familiarize themselves with the ethical and legal aspects of the practice of the profession	Refer to their knowledge of the musculoskeletal system when providing care	Prevent and control infection	Participate in drug therapy	Help the patient meet his or her nutritional needs	Refer to their knowledge of the nervous and sensory systems when providing care	Refer to their knowledge of the endocrine system when providing care	Refer to their knowledge of the cardiovascular and respiratory systems when providing care	Refer to their knowledge of the digestive system when providing care	Refer to their knowledge of the urinary and reproductive systems when providing care	Intervene with patients with cognitive deficits	Use a palliative care approach	Intervene with patients with mental health problems	Intervene in an emergency situation	Intervene with patients with intellectual impairments	Learn about the patient's condition	Plan work	Observe the patient's condition	Intervene based on the patient's condition	Provide information on the patient's condition	
Competency number	Objective	Duration (in hours)	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23			
			B	B	B	S	S	B	B	B	B	B	B	B	B	B	B	S	B	B	B						
			30	60	105	30	30	45	60	60	30	60	30	75	60	60	45	30	45	30	30						
Familiarize themselves with the profession and the training	1	S	30	O	O	O		O																		Δ	
Provide basic care to patients with a loss of autonomy	10	B	60	●	●	●	●	●	●														Δ	Δ	▲	▲	▲
Provide specific care	17	B	75	●	●	●	●	●	●	●	●	●	●	●	●	●							▲	▲	▲	▲	▲
Provide geronto geriatric care	21	B	120	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●				▲	▲	▲	▲	▲
Provide care to patients with mental health problems	23	B	60	●	●	●	●	●	●	●	●	●	●	●	●	●	●	O	●	O			▲	▲	▲	▲	▲
Provide care in a medical unit	24	B	120	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	O			▲	▲	▲	▲	▲
Provide care to patients undergoing physical rehabilitation	25	B	120	●	●	●	●	●	●	●	●	●	●	●	●	●	●	O	●	O			▲	▲	▲	▲	▲
Provide pre- and postoperative care to adults	26	B	30	●	●	●	●	●	●	●	●	●	●	●	●	●	●	O	●	O			▲	▲	▲	▲	▲
Provide care to patients with physical or intellectual impairments	28	B	60	●	●	●	●	●	●	●	●	●	●	●	●	●	●	O	●	O	●		▲	▲	▲	▲	▲
Provide care to patients with a loss of autonomy, living in family or intermediate-type establishments	29	B	60	●	●	●	●	●	●	●	●	●	●	●	●	●	●	O	●	O	O		▲	▲	▲	▲	▲
Become integrated into the work environment	30	B	90	●	●	●	●	●	●	●	●	●	●	●	●	●	●	O	●	O	O		▲	▲	▲	▲	▲

Harmonization

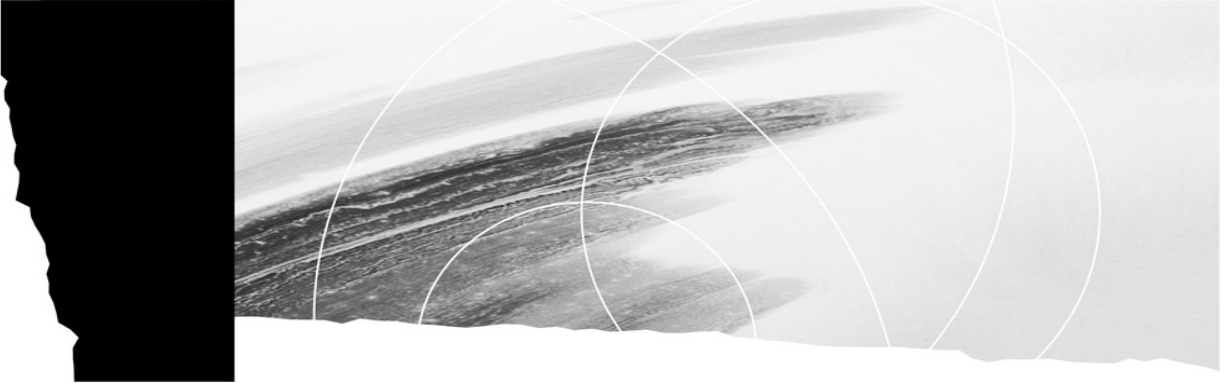
The Ministère de l'Éducation harmonizes its vocational and technical programs by establishing similarities and continuity between secondary- and college-level programs within a particular sector or between sectors, in order to avoid overlap in program offerings, recognize prior learning and facilitate the students' progress.

Harmonization establishes consistency between training programs and is especially important in ensuring that the tasks of a trade or occupation are clearly identified and described. Harmonization makes it possible to identify tasks requiring competencies that are common to more than one program. Even if there are no common competencies, training programs are still harmonized.

Harmonization is said to be “inter-level” when it focuses on training programs at different levels, “intra-level” when it focuses on programs within the same educational level, and “inter-sector” when carried out between programs in various sectors.

An important aspect of harmonization is that it allows the common features of competencies to be identified and updated as needed. Common competencies are those that are shared by more than one program; once acquired in one program, they can be recognized as having been acquired in another. Competencies with exactly the same statement and elements are said to be identical. Common competencies that are not identical but have enough similarities to be of equal value are said to be equivalent.

The *Health, Assistance and Nursing* program does not share any competencies with other programs at this time.



Part II

Objectives

Module 1 Duration: 30 hours

Situational Objective

Statement of the Competency

To familiarize themselves with the profession and the training.

Elements of the Competency

- Be familiar with the nature of the profession.
- Understand the training program.
- Confirm their career choice.

Field of Application

Within the legal framework governing the profession of nursing assistant.

Learning Context

Information Phase: The profession

- Learning about the structure and operation of the health and social services sector: historical background, shift to ambulatory care, de-institutionalization, organizational chart of the sector and of various health care institutions.
- Learning about the evolution of the profession of nursing assistant.
- Learning about the job market within the health care sector.
- Learning about the conditions and requirements of the profession: permit to practise, the role of nursing assistants within the health care team, workers' rights and responsibilities, tasks, work schedule, work environment.
- Discussing the requirements of the profession: skills, abilities, aptitudes, knowledge, and performance criteria.
- Learning about continuing education in the health care and social services sector.
- Discussing their views of the profession.

Participation Phase: The training program

- Learning about the rules governing group discussions.
- Learning how to take notes and write essays.
- Learning about the training: programs of study, training program, evaluation methods and certification.
- Discuss the relationship between the profession and the program of study.

Synthesis Phase: Assessing their career choice

- Writing an evaluation report on their career choice, relating the requirements of the profession to their personal preferences, aptitudes and interests.

Instructional Guidelines

- Create a climate that promotes students' personal growth and integration into the job market.
- Encourage the students to engage in discussions and express their opinions.
- Motivate students to take part in the suggested activities.
- Help the students form an accurate, objective view of the profession.
- Provide students with the means to assess their career choice honestly and objectively.
- Organize visits to health care institutions.
- Ensure access to documentation.
- Organize meetings with nursing assistants.

Participation Criteria

Information Phase

- Gather information on most of the topics discussed.
- Participate in organized activities.
- Articulate their views on the profession and its requirements.
- Make relevant connections with the information gathered.

Participation Phase

- Use available documents correctly.
- Listen closely to explanations.
- Summarize reading.
- Articulate their views of the training process.

Synthesis Phase

- Write an evaluation report on career choice.

Module 2 Duration: 30 hours

Behavioural Objective**Statement of the Competency**

To intervene using a comprehensive approach to health.

Achievement Context

- Based on case studies and health-related learning situations
- Using reference materials

Field of Application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Understand the concept of health in its overall context.

- Correct interpretation of the definitions of health
- Accurate identification of the health-illness continuum
- Accurate relationship between health and lifestyle
- Accurate identification of the various components of health
- Relevant examples of determining health factors
- Awareness of the philosophy underlying primary health care

2. Identify the attitudes that reflect the humanization of care.

- Accurate identification of human values essential to the practice of the profession
- Correct application of a holistic approach when considering patients
- Accurate identification of attitudes suitable to providing care
- Appropriate relationship between their own skills and aptitudes and the attitudes advocated by the profession

3. Identify the patient's needs.

- Awareness of the multidimensional character of the patient
- Appropriate association of patient's needs and multidimensional character
- Awareness of alternative approaches
- Accurate identification of the factors that cause needs to vary
- Accurate identification of a patient's needs in carrying out daily activities
- Accurate identification of the factors that encourage the patient to take charge of his or her own needs

4. Draw on a model of a care plan.

- Accurate identification of the main nursing models or theories
- Accurate identification of the concepts underlying the nursing models or theories
- Accurate identification of the stages in the care procedure

5. Explain the role of nursing assistants in the nursing process.

- Correct understanding of their role in the nursing process
- Write up of a full worksheet based on the care plan

For the competency as a whole

- Use of appropriate terminology
- Effective use of reference materials
- Use of a comprehensive concept of health

Module 3 Duration: 60 hours

Situational Objective

Statement of the Competency

To establish professional relationships.

Elements of the Competency

- Know the basic principles and main techniques of interpersonal communication.
- Recognize the importance of communication in nursing.
- Adopt attitudes and behaviour that facilitate clear communication with colleagues.
- Apply the techniques and principles of teamwork.
- Apply the techniques and principles of written communication.
- Be aware of their own strengths and weaknesses when communicating.

Field of application

Within the legal framework governing the profession of nursing assistant

Learning Context

Information Phase: General principles of communication

- Learning about the communication process: sender, message, receiver and response.
- Identifying possible barriers to communication.
- Learning about the factors that affect communication.

Participation Phase: Applying verbal and nonverbal communication techniques, applying techniques of written communication in the workplace, becoming familiar with the principles and techniques of teamwork

- Identifying the criteria for effective verbal communication.
- Using various verbal communication techniques.
- Using nonverbal communication techniques (body language).
- Identifying the factors that affect nonverbal communication.
- Using medical terminology.
- Writing nursing notes.
- Using nursing software.
- Discussing the legal aspects of documenting nursing notes in a patient's chart, as well as the use of medical charts and computers in nursing.
- Becoming informed about the essentials of group dynamics.
- Becoming aware of the factors that affect group dynamics.
- Discussing the attitudes and behaviours conducive to the optimum functioning of a group.
- Learning about the factors that affect cooperation within a team.
- Learning about the role of a health care team.

Synthesis Phase: Evaluating their ability to communicate and work in a team

- Reflecting on their own attitudes and behaviour within a team.
- Writing a report.

Instructional Guidelines

- Use learning situations and role-playing.
- Encourage each student to participate fully in the group exercises and in writing their reports.
- Develop learning situations that are representative of the work environment.
- Encourage the use of communication techniques within the group.
- Plan the duration of each activity and adhere to it.
- Stress the importance of submitting quality work.
- Encourage and support students who have difficulty understanding the subject.

Participation Criteria

Information Phase

- Participate in activities.
- Gather information on the factors that affect communication.

Participation Phase

- Participate actively in discussions.
- Identify verbal communication techniques.
- Identify nonverbal communication techniques.
- Identify the characteristics of effective communication.
- Collect information on the various topics.
- Recognize the basic elements of medical terminology.
- Participate actively in discussions.
- Write notes in the chart.
- Use nursing software.
- Participate in discussions on the legal aspects of written communication in nursing.

Synthesis Phase

- Analyze learning situations.
- Write a report.

Module 4 Duration: 105 hours

Behavioural Objective

Statement of the Competency

To apply basic care procedures.

Achievement Context

- Working alone
- Based on case studies, simulations using dummies, or role-playing
- Using appropriate materials

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Move a patient.

- Appropriate choice of procedure, based on the patient's condition and needs
- Appropriate choice of procedure, based on the space available and the action to be carried out
- Appropriate choice and preparation of materials, based on the move to be made
- Safe movement
- Appropriate choice of techniques to promote comfort
- Appropriate position for the clinical situation

2. Remake a bed.

- Appropriate use of materials
- Correct application of procedures

3. Provide hygiene care.

- Safety measures adapted to the patient's condition
- Appropriate choice of measures to ensure patient's privacy
- Appropriate choice of methods to prevent bedsores
- Correct application of hygiene procedures when a catheter is in place
- Correct application of each procedure

4. Apply the care procedures associated with elimination.

- Accurate identification of measures designed to promote elimination
- Appropriate positioning of the patient
- Correct adjustment of condom catheter and incontinence briefs
- Appropriate choice of measures to ensure patient's privacy

5. Help the patient with eating and hydration.
 - Appropriate method of creating an atmosphere conducive to eating
 - Correct positioning of the patient
 - Appropriate assistance to the patient while eating

6. Take vital signs.
 - Appropriate use of materials
 - Correct application of procedures for taking vital signs
 - Accurate identification of the factors that can cause variations in vital signs
 - Accurate identification of contraindications to taking oral or rectal temperature
 - Correct interpretation of results, based on normal ranges
 - Accurate, appropriate recording of results in the chart

7. Immobilize a patient.
 - Observance of rules for using restraints
 - Appropriate positioning of the patient and restraint
 - Accurate identification of risks associated with the use of restraints

8. Implement the necessary postmortem procedures.
 - Appropriate use of materials
 - Accurate identification of each step

For the competency as a whole

 - Observance of occupational health and safety principles
 - Correct use of techniques for moving patients safely
 - Maintenance of decorum
 - Observance of hygiene and safety measures
 - Observance of care procedures
 - Compliance with information and instructions given
 - Appropriate assistance to the patient concerned
 - Efficient use of time and energy in organizing work
 - Clearly expressed instructions
 - Cleanliness and orderliness of work area and materials used

Situational Objective

Statement of the Competency

To establish a helping relationship.

Elements of the Competency

- Establish a relationship of trust with a patient.
- Observe signs of emotional state.
- Adopt a helping attitude.
- Communicate with respect and understanding.

Field of application

Within the legal framework governing the profession of nursing assistant

Learning Context

Information Phase: Human behaviour and characteristics of a helping relationship

- Acquiring an overall knowledge of the patient's life cycles.
- Learning about the factors affecting human functioning.
- Defining a helping relationship.
- Identifying the role of the nursing assistant.
- Identifying the patient's needs.
- Learning about the factors affecting the emotional state of the patient being helped.
- Learning about the factors affecting the patient's ability to meet his or her needs.
- Learning about the factors affecting the emotional reactions surrounding a significant loss.

Participation Phase: Commitment to the establishment of a helping relationship

- Undertaking to become more self-aware.
- Examining their reactions with regard to life and work experiences.
- Identifying the skills required to establish helping relationships.
- Identifying the attitudes to adopt.
- Observing the patient's emotional state.
- Using verbal and nonverbal communication techniques in order to establish a helping relationship.
- Writing about an interaction.

Synthesis Phase: Evaluating their ability to establish helping relationships

- Writing a report on:
 - their own skills and aptitudes in establishing helping relationships
 - ways to improve their ability to establish helping relationships
- Discussing their ability to establish a helping relationship.

Instructional Guidelines

- Use learning situations and role-playing.
- Encourage each student to participate fully in the group exercises and in writing their reports.
- Encourage the students to look at themselves critically.
- Provide the necessary support for students to intervene in the learning situations.
- Bring students to express themselves on their personal skills and the attitudes to focus on.
- Stress the importance of submitting quality work.
- Help students explore their motivation.

Participation Criteria

Information phase

- Gather information on the patient's life cycles.
- Gather information on the factors affecting human behaviour.
- Define a helping relationship.
- Identify the role of the nursing assistant.
- Identify the needs of the patient being helped.
- Gather information on the factors affecting the emotional state of the patient being helped.
- Gather information on the factors affecting the patient's ability to satisfy his or her needs.
- Gather information on the factors affecting emotional reactions surrounding a significant loss.

Participation phase

- Undertake a self-awareness process.
- Examine their reactions with regard to life and work experiences.
- Identify the skills required to establish a helping relationship.
- Identify the attitudes to adopt.
- Observe the patient's emotional state.
- Use verbal and nonverbal communication techniques in order to establish a helping relationship.
- Write a report on an interaction.

Synthesis phase

- Write a report on their ability to establish a helping relationship.
- Discuss their ability to establish a helping relationship.

Module 6 Duration: 30 hours

Situational Objective

Statement of the Competency

To familiarize themselves with the ethical and legal aspects of the practice of the profession.

Elements of the Competency

- Be familiar with the legislation governing the profession of nursing assistant.
- Be familiar with ethical and professional standards.
- Be aware of the moral and religious problems raised by bioethical interventions.

Field of application

Within the legal framework governing the profession of nursing assistant

Learning Context

Information Phase: Legal documents related to the practice of the profession and professional conduct

- Learning about the changes brought about by the reform of health services since 1970, and the resulting legislation.
- Learning about the provisions of the *Professional Code*, such as the functions and responsibilities of the Office des professions, the constitution of professional orders, professional inspection and the disciplinary committee.
- Learning about the field of practice and activities reserved for registered nurses.
- Learning about the field of practice and activities reserved for nursing assistants.
- Becoming familiar with the *Code of ethics of nursing assistants* and, more particularly, with their duties and obligations to the public, patients and the profession.
- Discussing the consequences of any failure to comply with the duties and obligations contained in the *Code of Ethics*.
- Learning about the definitions of the main terms used in ethics.
- Learning about a patient's rights, in particular, the right to respect, dignity, autonomy, inviolability, information, truth, informed consent and confidentiality.
- Identifying the references in a scale of values.
- Identifying the professional qualities that nursing assistants should demonstrate.

Participation Phase: Consideration of ethical questions

- Discussing ethical issues, such as euthanasia, aggressive treatment, suicide in the elderly, the sterilization of persons with cognitive impairments, and human cloning.
- Discussing ethical dilemmas that nursing assistants may face: preservation of life versus death, right to dissent, respect for personal dignity, absence of prejudice, power of attorney, living wills.

Synthesis Phase: Evaluating their ability to comply with rules of ethics and legislation

- Discuss their values concerning the practice of the profession.
- Analyze a professional situation presenting an ethical dilemma.

Instructional Guidelines

- Create a climate that promotes student motivation.
- Ensure the availability of documentation.
- Encourage discussion and freedom of expression.
- Direct students in their search for information in legal documents.
- Provide simple examples to facilitate understanding.
- Focus on learning situations and case studies.
- Lead activities, using diplomacy and respect.

Participation Criteria

Information phase

- Participate in gathering information.
- Examine documents carefully.
- Listen closely to explanations.
- Participate in discussions.
- Complete the search for information.
- Express views clearly on the professional qualities required of nursing assistants.

Participation phase

- Participate in discussions.
- Respect the opinion of others and keep an open mind.

Synthesis phase

- Assess their own values and beliefs regarding ethics.
- Discuss their own values.
- Analyze an ethical dilemma.

Module 7 Duration: 45 hours

Behavioural Objective**Statement of the Competency**

To refer to their knowledge of the musculoskeletal system when providing care.

Achievement Context

- Based on case studies, simulations using dummies or role-playing
- Using anatomical drawings, transparencies or anatomical and physiological software

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

- | | |
|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1. Discern the structural organization of the human body.</p> | <ul style="list-style-type: none"> • Accurate identification of the body's various levels of structural organization • Accurate identification of the divisions of the human body • Correct interpretation of the role of the body's systems in maintaining homeostasis |
| <p>2. Discern the anatomical structures of the musculoskeletal system.</p> | <ul style="list-style-type: none"> • Accurate location of skeletal divisions • Accurate location of the bones, joints and muscles in each body region • Accurate identification of the composition of the bones, joints and muscles |
| <p>3. Describe the role of the components of the musculoskeletal system.</p> | <ul style="list-style-type: none"> • Accurate identification of the role of components of the musculoskeletal system • Accurate identification of factors that affect bone repair • Accurate identification of interactions between the nervous and endocrine systems and the musculoskeletal system |

4. Describe the clinical signs associated with alterations in the musculoskeletal system.
 - Consideration of the normal functioning of the musculoskeletal system
 - Consideration of skeletal alterations that occur with aging
 - Accurate relationship between clinical signs and alterations
 - Correct differentiation between objective and subjective symptoms
 - Accurate determination of the causes and risk factors associated with alterations in the musculoskeletal system

5. Provide basic care associated with alterations in the musculoskeletal system.
 - Consideration of vital signs
 - Correct determination of unmet needs
 - Consideration of musculoskeletal deficits
 - Appropriate use of positions to enhance patient comfort
 - Accurate relationship between diet and the patient's condition

6. Provide specific care associated with alterations in the musculoskeletal system.
 - Observance of care procedures
 - Correct verification of neurovascular signs
 - Observance of the rules of hygiene
 - Observance of safety measures
 - Appropriate transmission of care-related information
 - Accurate documentation of nursing notes in the patient's chart

For the competency as a whole

 - Use of appropriate terminology
 - Effective use of reference materials
 - Accurate relationship between anatomy/physiology and alterations in them

Module 8 Duration: 60 hours

Behavioural Objective**Statement of the Competency**

Prevent and control infection.

Achievement Context

- Using anatomical drawings, transparencies, or anatomical and physiological software
- Based on case studies, simulations using dummies, or role-playing

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Detect signs of inflammation and infection.

- Accurate identification of the components of defence mechanisms
- Accurate identification of the body's defence mechanisms
- Accurate identification of the factors that decrease the body's resistance
- Correct association of alterations with disrupted defence mechanisms
- Correct differentiation between local and systemic signs and symptoms of inflammation and infection

2. Describe the methods of controlling infection.

- Accurate description of the infection process
- Accurate identification of the mode of transmission of infectious agents
- Accurate identification of preventive measures
- Accurate identification of standard precautions for preventing infection

3. Wash hands.

- Accurate relationship between hand-washing and preventing infection
- Appropriate time to wash hands
- Correct use of hand-washing procedure

4. Wear gloves.

- Accurate relationship between wearing gloves and preventing infection
- Correct way of putting on sterile gloves
- Correct way of removing gloves
- Appropriate times to wear gloves

5. Handle contaminated equipment and body fluids.
 - Accurate identification of methods of reducing infection
 - Accurate identification of the risk of infection at work.
6. Use antimicrobial agents.
 - Consideration of methods of controlling infectious agents
 - Accurate identification of the role of antimicrobial agents in interrupting the chain of infection
 - Correct use of antimicrobial agents
7. Provide wound care.
 - Appropriate verification that care conforms with the prescription or nursing treatment plan, if applicable
 - Concern for the patient's comfort
 - Observance of care procedures
 - Observance of hygiene and asepsis measures
 - Observance of safety measures
 - Accurate assessment of the condition of the wound
 - Accurate identification of methods to reduce infection
 - Accurate identification of the usefulness of taking specimens in fighting infection
 - Appropriate transmission of information concerning the appearance of the wound
 - Accurate documentation of nursing notes in the patient's chart
8. Take isolation precautions.
 - Accurate identification of isolation precautions
 - Compliance with the rules governing isolation precautions
9. Stay abreast of the latest methods of infection control.
 - Relevant information on the nature of infections
 - Accurate identification of ways to combat the spread of new infectious agents
 - Relevant information on ways to promote the body's normal repair process
 - Relevant information on immunization programs

For the competency as a whole

 - Use of appropriate terminology
 - Effective use of reference materials
 - Accurate relationship between anatomy/physiology and alterations in them
 - Observance of standard precautions

Module 9 Duration: 60 hours

Behavioural Objective**Statement of the Competency**

To participate in drug therapy.

Achievement Context

- Based on case studies, simulations using dummies, or role-playing
- Using a variety of placebos or illustrations of the main pharmaceutical formulas used

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Comply with the laws governing drug therapy.

- Accurate identification of legislation related to drug therapy
- Identification of their role and professional responsibilities in relation to drug therapy
- Respect for the role and responsibilities of other health care professionals
- Accuracy in relating the legal aspect of drug therapy and the prescription, preparation and administration of medication or other substances
- Relevant relationship between drug therapy and the patient's rights

2. Establish links between medication or other substances and their effects on the body.

- Accurate recognition of principal drug classes
- Accurate identification of the effect of medication and other substances on the body
- Accurate identification of adverse side effects of medication and other substances on the body
- Accurate identification of the factors affecting the action of drugs and other substances

3. Calculate the dosage of a drug or substance.

- Correct interpretation of pharmaceutical abbreviations
- Accurate identification of pharmaceutical forms
- Correct use of ratios and proportions when calculating the dosage of medication and other substances
- Accurate conversion of measurement systems

4. Prepare medication or other substances.
 - Accurate identification of the main routes for administering medication and other substances
 - Accurate identification of the advantages and disadvantages of each administration route
 - Correct verification of medical prescription or nursing treatment plan
 - Appropriate choice of syringe and needle for injections, depending on the drug or other substance to be injected
 - Correct preparation of medication or other substance
 - Observance of hygiene and asepsis measures
 - Observance of safety measures
5. Administer medication or other substances.
 - Accurate identification of nursing measures associated with administering medication or other substances
 - Accurate identification of the precautions to take for each administration route for medication or other substances
 - Observance of hygiene and asepsis measures
 - Observance of safety measures
 - Observance of procedures associated with administering medication or other substances
 - Appropriate transmission of information concerning the administration of medication or other substances
 - Prompt, accurate documentation of nursing notes in the patient's chart
 - Consideration of the effect on the patient of the medication or other substance
 - Respect for patient's rights
6. Monitor patient self-medication.
 - Consideration of the patient's functional abilities
 - Consideration of the effect of the medication on the patient
 - Relevant information given to the patient
 - Accurate transmission of information to the health care team
 - Respect for patient's rights

For the competency as a whole

 - Use of appropriate terminology
 - Effective use of reference materials

Behavioural Objective

Statement of the Competency

To provide basic care to patients with a loss of autonomy.

Achievement Context

- Working alone
- With persons who need help carrying out their daily activities
- Based on a care plan
- Using appropriate materials
- Under direct or indirect supervision, depending on the type of care provided

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency

1. Plan the work.

- Consideration of how work is organized in the care unit
- Consideration of information received at report time
- Consideration of information contained in the nursing treatment plan
- Preparation of an accurate patient worksheet covering daily activities
- Concern for efficiency in organizing work

2. Observe the patient.

- Close attention to the patient's reactions
- Concern for the patient's comfort
- Monitoring of the effect of the care provided
- Close monitoring of warning signs of bedsores
- Relevance of information received during conversations with the patient or his or her family

3. Help the patient with hygiene, comfort, dressing and mobilization.

- Appropriate preparation and use of materials
- Appropriate mobilization and positioning of the patient
- Respect for the patient's pace
- Stimulation of the patient's autonomy

4. Help the patient with eating and hydration.
 - Appropriate positioning of the patient
 - Verification of diet's conformity with the care plan
 - Stimulation of the patient's autonomy
 - Appropriate means of promoting eating and hydration
 - Respect for the patient's pace
5. Help the patient with elimination.
 - Appropriate preparation and use of materials
 - Stimulation of the patient's autonomy
 - Appropriate positioning of the patient
 - Respect for the patient's pace
6. Tidy up room.
 - Functional arrangement of the patient's possessions
 - Safe placement of materials
7. Provide information on the care provided.
 - Prompt communication of any significant alteration in the patient's condition
 - Appropriate transmission of information concerning activities of daily living
 - Use of appropriate vocabulary

For the competency as a whole

 - Maintenance of decorum
 - Compliance with the *Code of ethics of nursing assistants*
 - Observance of hygiene, asepsis and safety measures
 - Observance of care procedures
 - Demonstration of attitudes that promote communication
 - Demonstration of a sense of responsibility, willingness to cooperate and self-criticism
 - Consideration of the patient's biological, psychosocial, cultural and spiritual characteristics

Behavioural Objective

Statement of the Competency

To help the patient meet his or her nutritional needs.

Achievement Context

- Based on case studies and learning situations
- Using reference materials on the basic principles of sound nutrition
- Using a table showing the nutritional values of food

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency

1. Explain the patient's nutritional needs.

- Accurate identification of:
 - source of nutrients
 - end products of carbohydrate, protein and fat metabolism
 - sites where nutrients are stored
 - the importance of nutrients in maintaining health
 - factors that affect energy needs
 - role of nutrients

2. Help the patient select his or her food.

- Correct association of foods with each food group
- Accurate relationship between the nutritional value of foods and energy needs
- Observance of recommendations in the *Canada Food Guide*
- Observance of alternative food patterns
- Consideration of sociocultural aspects associated with eating habits
- Accurate identification of rules for preserving foods and their nutritional value
- Correct application of the basic nutritional principles
- Correct means used to motivate a patient to eat

3. Relate diets to their therapeutic objective.
 - Accurate identification of therapeutic diets associated with the most common health problems
 - Accurate assessment of situations requiring an alteration in the consistency of foods
 - Verification of the appropriateness of foods and the main therapeutic diets
4. Cooperate in preventing food-related problems.
 - Accurate identification of factors affecting feeding, hydration and absorption
 - Accurate identification of nutritional problems
 - Correct screening for signs of dehydration and malnutrition
 - Relevant information obtained on the patient's eating habits
 - Relevant advice given to the patient concerning healthy eating habits

For the competency as a whole

- Use of appropriate terminology
- Effective use of reference materials

Module 12 Duration: 60 hours

Behavioural Objective**Statement of the Competency**

To refer to their knowledge of the nervous and sensory systems when providing care.

Achievement Context

- Based on case studies, simulations using dummies or role-playing
- Using anatomical drawings, transparencies or anatomical and physiological software

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

- | | |
|---------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>1. Discern the anatomical structures of the nervous system.</p> | <ul style="list-style-type: none"> • Accurate location of the main anatomical structures of the central and peripheral nervous systems • Accurate identification of nerve tissue composition • Accurate identification of the functional divisions of the autonomic and somatic nervous systems |
| <p>2. Describe the role of the anatomical structures of the nervous system.</p> | <ul style="list-style-type: none"> • Correct association of the role of nerve impulses on the functioning of the human body • Accurate description of the role of the anatomical structures of the nervous system • Correct association of the anatomical structures of the nervous system with their principal functions (e.g. sensory, connectory and motor) • Accurate identification of the functional areas of the cerebral cortex • Accurate identification of the sympathetic and parasympathetic systems' effect on the body |
| <p>3. Discern the anatomical structures of the sensory system.</p> | <ul style="list-style-type: none"> • Accurate location of the anatomical structures of the sensory system • Accurate identification of the composition of the eye, ear, nose, tongue, skin and appendages |
| <p>4. Describe the role of the organs of the sensory system.</p> | <ul style="list-style-type: none"> • Correct association of organs of the sensory system with the nervous system • Correct association of different receptors with the body's internal and external sensations • Accurate identification of mechanisms involved in sight, hearing, balance, smell, taste and touch |

- | | |
|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. Describe the clinical signs of pain. | <ul style="list-style-type: none"> • Accurate identification of the pain perception mechanism • Accurate identification of the factors that can affect how pain is perceived • Correct association of clinical signs with various types of pain • Correct use of a pain perception scale |
| 6. Describe the clinical signs associated with alterations in the nervous and sensory systems. | <ul style="list-style-type: none"> • Consideration of the normal functioning of the nervous and sensory systems • Accurate relationship between clinical signs and alterations • Accurate identification of the causes and risk factors associated with the most common alterations • Accurate identification of the main neurological deficits • Correct differentiation between objective and subjective symptoms • Accurate explanation of the wound-healing process |
| 7. Provide basic care associated with alterations in the nervous and sensory systems. | <ul style="list-style-type: none"> • Consideration of vital signs • Accurate identification of unmet needs • Accurate identification of measures used to prevent bedsores • Appropriate use of positions in case of neurological deficits • Accurate relationship between diet and the patient's condition |
| 8. Provide specific care associated with alterations in the nervous and sensory systems. | <ul style="list-style-type: none"> • Observance of care procedures • Accurate observation of level of consciousness • Accurate assessment of neurological signs • Observance of hygiene and asepsis measures • Observance of safety measures • Correct transmission of care-related information • Accurate documentation of nursing notes in the patient's chart <p style="text-align: center;"><i>For the competency as a whole</i></p> <ul style="list-style-type: none"> • Use of appropriate terminology • Effective use of reference materials • Accurate relationship between anatomy/physiology and alterations in them |

Module 13 Duration: 30 hours

Behavioural Objective**Statement of the Competency**

To refer to their knowledge of the endocrine system when providing care.

Achievement Context

- Based on case studies, simulations using dummies, or role-playing
- Using anatomical drawings, transparencies or anatomical and physiological software

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Discern the anatomical structures of the endocrine system.
2. Describe the role of hormones in the functioning of the human body.
3. Describe the clinical signs associated with alterations in the endocrine system.

- Accurate location of endocrine glands
- Accurate location of organs associated with the endocrine system
- Accurate identification of the composition of endocrine system glands and organs
- Accurate identification of the characteristics of a hormone
- Correct association of hormones with their respective secretory glands
- Accurate identification of the regulation of hormone secretion
- Accurate identification of the factors affecting hormone secretion
- Accurate identification of interactions between hormones and the nervous system
- Consideration of the normal functioning of the endocrine system
- Accurate relationship between clinical signs and alterations
- Correct differentiation between objective and subjective symptoms
- Accurate determination of the causes and risk factors associated with alterations in the endocrine system
- Accurate identification of the signs associated with diabetes

4. Provide basic care to patient with diabetes.
- Consideration of vital signs
 - Accurate verification of body mass
 - Accurate identification of unmet needs
 - Appropriate use of positions to enhance patient comfort
 - Accurate relationship between diet and the patient's condition
 - Appropriate choice of basic nursing care for patient with diabetes
5. Provide specific care to a patient with diabetes.
- Compliance with the procedure for preparing a subcutaneous injection of insulin
 - Observance of hygiene and asepsis measures
 - Observance of safety measures
 - Correct administration of subcutaneous injection of insulin
 - Accurate identification of factors causing variation in blood sugar levels
 - Appropriate comparison of blood sugar levels with normal values
 - Appropriate transmission of information concerning the control of diabetes
 - Accurate documentation of nursing notes in the patient's chart
- For the competency as a whole*
- Use of appropriate terminology
 - Effective use of reference materials
 - Accurate relationship between anatomy/physiology and alterations in them

Module 14 Duration: 75 hours

Behavioural Objective**Statement of the Competency**

To refer to their knowledge of the cardiovascular and respiratory systems when providing care.

Achievement Context

- Based on case studies, simulations using dummies, or role-playing
- Using anatomical drawings, transparencies or anatomical and physiological software

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Discern the anatomical structures of the heart and its vessels.

- Accurate location of the structures of the heart and its vessels
- Accurate identification of the composition of the heart structures
- Accurate identification of vessels providing coronary circulation

2. Describe the role of the heart and its anatomical structures.

- Accurate definition of the role of the heart's structures and vessels
- Accurate identification of the phases of the heart cycle
- Accurate identification of the intrinsic conduction system of the heart
- Accurate identification of nervous system mechanisms regulating the cardiovascular system
- Accurate identification of the factors affecting heart rate

3. Discern the anatomical structures of the circulatory system.

- Accurate location of the body's main arteries and veins
- Accurate identification of the anatomy and histology of arteries, veins and capillaries

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| 4. Describe the role of the anatomical structures of the circulatory system. | <ul style="list-style-type: none">• Correct association of anatomical structures with the mechanisms regulating pulmonary and systemic circulation• Correct association of the various networks and their respective functions• Accurate identification of the factors affecting blood pressure• Accurate identification of the factors affecting venous return |
| 5. Describe the role of blood components. | <ul style="list-style-type: none">• Accurate identification of the composition of formed elements and plasma• Correct association of blood components with the body's defence, transport and regulatory mechanisms• Accurate identification of the stages of hemostasis• Accurate identification of the factors affecting coagulation |
| 6. Discern the anatomical structures of the respiratory system. | <ul style="list-style-type: none">• Accurate location of the structures of the respiratory system• Accurate identification of the composition of organs of the respiratory system |
| 7. Describe the role of the organs of the respiratory system. | <ul style="list-style-type: none">• Correct association of organs of the respiratory system with their respective roles• Accurate identification of the physiological mechanisms of breathing• Accurate identification of the factors affecting the regulation of breathing• Accurate identification of interactions between the nervous and cardiovascular systems and the respiratory system |
| 8. Describe the clinical signs associated with alterations in the cardiovascular and respiratory systems. | <ul style="list-style-type: none">• Consideration of the normal functioning of the cardiovascular and respiratory systems• Accurate relationship between clinical signs and alterations• Accurate identification of types of breathing• Correct differentiation between objective and subjective symptoms• Accurate determination of the causes and risk factors associated with alterations• Accurate identification of the effects of smoking |

9. Provide basic care associated with alterations in the cardiovascular and respiratory systems.
- Consideration of vital signs
 - Accurate determination of unmet needs
 - Appropriate intervention in case of retrosternal pain
 - Accurate verification of body mass
 - Appropriate use of positions to enhance patient comfort
 - Accurate relationship between diet and the patient's condition
 - Appropriate choice of basic nursing care for patient
10. Provide specific care associated with alterations in the cardiovascular and respiratory systems.
- Observance of care procedures
 - Observance of hygiene and asepsis measures
 - Observance of safety measures
 - Accurate verification of orthostatic hypotension
 - Appropriate transmission of care-related information
 - Accurate documentation of nursing notes in the patient's chart
- For the competency as a whole*
- Use of appropriate terminology
 - Effective use of reference materials
 - Accurate relationship between anatomy/physiology and alterations in them

Module 15 Duration: 60 hours

Behavioural Objective

Statement of the Competency

To refer to their knowledge of the digestive system when providing care.

Achievement Context

- Based on case studies, simulations using dummies, or role-playing
- Using anatomical drawings, transparencies or anatomical and physiological software

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency

Performance Criteria

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| 1. Discern the anatomical structures of the digestive system. | <ul style="list-style-type: none"> • Accurate location of the organs of the digestive system • Accurate identification of the composition of the organs of the digestive system |
| 2. Describe the role of the organs of the digestive system. | <ul style="list-style-type: none"> • Accurate identification of the mechanical and chemical processes involved in digestion • Correct association of organs of the digestive system with metabolic stages • Correct association of organs and digestive enzymes with their respective roles • Accurate identification of interactions between the nervous and endocrine systems and the digestion • Accurate identification of the factors affecting the digestive system |
| 3. Describe the clinical signs associated with alterations in the digestive system. | <ul style="list-style-type: none"> • Consideration of the normal functioning of the digestive system • Accurate relationship between clinical signs and alterations • Accurate determination of the causes and risk factors associated with the most common alterations • Correct differentiation between objective and subjective symptoms |

4. Provide basic care associated with alterations in the digestive system.
 - Consideration of vital signs
 - Accurate identification of unmet needs
 - Proper verification of signs of dehydration
 - Accurate verification of body mass
 - Appropriate choice of basic nursing care
 - Appropriate use of positions to enhance patient comfort
 - Accurate relationship between diet and the patient's condition
 - Appropriate information provided to prevent constipation

5. Provide specific care associated with alterations in the digestive system.
 - Observance of care procedures
 - Observance of hygiene and asepsis measures
 - Observance of safety measures.
 - Appropriate transmission of care-related information.
 - Accurate documentation of nursing notes in the patient's chart

6. Provide pre- and postoperative care.
 - Appropriate transmission of information on physical and mental preparation
 - Strict application of pre- and postoperative care procedures
 - Appropriate use of materials

For the competency as a whole

 - Use of appropriate terminology
 - Effective use of reference materials
 - Accurate relationship between anatomy/physiology and alterations in them

Module 16 Duration: 60 hours

Behavioural Objective**Statement of the Competency**

To refer to their knowledge of the urinary and reproductive systems when providing care.

Achievement Context

- Based on case studies, simulations using dummies or role-playing
- Using anatomical drawings, transparencies or anatomical and physiological software

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

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| 1. Discern the anatomical structures of the urinary system. | <ul style="list-style-type: none"> • Accurate location of organs of the urinary system • Accurate identification of the composition of the organs of the urinary system |
| 2. Describe the role of the organs of the urinary system. | <ul style="list-style-type: none"> • Correct association of the organs with stages in urine production • Accurate identification of the composition of urine • Accurate identification of factors causing variations in urine concentration and volume • Accurate identification of interactions between the endocrine, cardiovascular and nervous systems with the functioning of the urinary system |
| 3. Discern the anatomical structures of the male and female reproductive systems. | <ul style="list-style-type: none"> • Accurate location of organs of the male and female reproductive systems • Accurate identification of the composition of the organs of the male and female reproductive systems |
| 4. Describe the role of the organs of the male and female reproductive systems. | <ul style="list-style-type: none"> • Correct association of the organs with their respective roles • Accurate identification of the factors affecting the functioning of the male and female reproductive systems • Accurate identification of interactions between the endocrine system and the male and female reproductive systems • Accurate identification of the factors affecting sexuality |

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| <p>5. Describe the clinical signs associated with alterations in the urinary and reproductive systems.</p> | <ul style="list-style-type: none"> • Consideration of the normal functioning of the urinary and reproductive systems • Accurate relationship between clinical signs and alterations • Correct differentiation between objective and subjective symptoms • Accurate determination of the causes and risk factors associated with alterations in the urinary and reproductive systems |
| <p>6. Provide basic care associated with alterations in the urinary and reproductive systems.</p> | <ul style="list-style-type: none"> • Consideration of vital signs • Observance of care procedures associated with bladder reeducation • Accurate identification of unmet needs • Accurate verification of body mass • Accurate relationship between diet and the patient's condition • Appropriate choice of basic nursing care. • Appropriate use of positions to enhance patient comfort |
| <p>7. Provide specific care associated with alterations in the urinary system.</p> | <ul style="list-style-type: none"> • Observance of care procedures • Observance of hygiene and asepsis measures • Observance of safety measures • Appropriate transmission of care-related information • Accurate documentation of nursing notes in the patient's chart <p style="text-align: center;"><i>For the competency as a whole</i></p> <ul style="list-style-type: none"> • Use of appropriate terminology • Effective use of reference materials • Accurate relationship between anatomy/physiology and alterations in them |

Module 17 Duration: 75 hours

Behavioural Objective

Statement of the Competency

To provide specific care.

Achievement Context

- Working alone
- With patients affected by a variety of illnesses
- Based on the care plan
- Using appropriate materials
- Under direct or indirect supervision, depending on the type of care provided

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Plan the work.

- Consideration of how work is organized in the unit
- Consideration of information received at report time
- Appropriate consideration of information contained in the chart and the nursing care plan
- Complete entry of information in the patient's worksheet
- Priorities established based on the patient's condition and needs

2. Detect clinical signs associated with various problems.

- Accurate consideration of vital signs
- Close observation of respiratory function
- Close attention to the patient's ability to feed and hydrate himself or herself and to move
- Observation of bladder and bowel elimination
- Close attention to the integrity of skin and mucous membranes
- Appropriate observation of signs of discomfort or pain
- Relevance of selected information obtained during conversations with the patient or his or her family

Specific Care	Code : 754795
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3. Provide basic and specific care.
 - Appropriate verification that care conforms with the prescription or nursing treatment plan, if applicable
 - Observance of care procedures
 - Relevance of information given to the patient
 - Appropriate choice of basic nursing care
4. Administer medication or other substances.
 - Close verification of information on card detailing medication or other substances
 - Accuracy in preparing medication or other substances
 - Nursing care adapted to the administration of medication or other substances
 - Appropriate verification of the patient's identity
 - Relevance of information given to the patient concerning the effect of the medication or other substances
 - Necessary precautions taken in handling materials
 - Prompt, accurate charting of medication or other substances
 - Appropriate monitoring of effects following the administration of medication or other substances
5. Provide information on the care provided.
 - Prompt communication of any significant alteration in the patient's condition
 - Accurate documentation of nursing notes and care provided in the chart
 - Consideration of legal aspects of nursing notes in the patient's chart
 - Appropriate transmission of information on the patient's condition at the end of the shift

For the competency as a whole

 - Maintenance of decorum
 - Compliance with the *Code of ethics of nursing assistants*
 - Observance of hygiene, asepsis and safety measures
 - Demonstration of sense of responsibility, willingness to cooperate and self-criticism
 - Demonstration of initiative
 - Demonstration of ability to adjust to different situations
 - Adoption of attitudes conducive to appropriate communication
 - Consideration of the patient's biological, psychosocial, cultural and spiritual characteristics
 - Use of appropriate terminology

Module 18 Duration: 45 hours

Behavioural Objective**Statement of the Competency**

To intervene with patients with cognitive deficits.

Achievement Context

- Based on case studies and learning situations

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Explain the normal aging process.

- Accurate identification of the sociocultural consequences of aging
- Accurate identification of the biological alterations associated with aging
- Accurate identification of the alterations in cognitive and emotional functions associated with aging
- Accurate identification of the relationships between a patient's needs and aging

2. Describe the clinical signs of dementia.

- Accurate identification of the characteristics of the main types of dementia
- Accurate identification of the causes and risk factors associated with dementia
- Accurate identification of the factors affecting the behaviour of patients with cognitive deficits

3. Support patients presenting cognitive deficits.

- Accurate determination of the patient's functional abilities
- Accurate identification of measures ensuring the patient's autonomy
- Accurate identification of ways of stimulating a patient with cognitive deficit
- Appropriate helping relationship with the patient with cognitive deficits.

4. Intervene in cases of disruptive behaviour.

- Accurate identification of disruptive behaviour
- Accurate identification of the factors that can provoke disruptive behaviour
- Accurate identification of ways of reducing the effect of disruptive behaviour
- Consideration of the patient's background, and of the role played by his or her family and those close to him or her
- Consideration of the patient's rights
- Close cooperation with the patient, his or her family and the health care team

For the competency as a whole

- Use of appropriate terminology
- Effective use of reference materials
- Consideration of ethical aspects

Module 19 Duration: 30 hours

Situational Objective

Statement of the Competency

To use a palliative care approach.

Elements of the Competency

- Communicate with the patient.
- Show compassion.
- Ensure relief of total pain.
- Cooperate with the interdisciplinary team.
- Support the family.

Field of application

Within the legal framework governing the profession of nursing assistant.

Learning Context

Information Phase: The palliative approach

- Familiarizing themselves with the definition and philosophy of palliative care.
- Learning about the effects of terminal illness on a patient and his or her family.
- Learning about the needs of the dying patient and his or her family.
- Recognizing alterations in systems in the terminally ill.
- Identifying the physiological signs of approaching death.
- Learning about care procedures.
- Learning about ways of relieving total pain.
- Identifying the stages in the grieving process.
- Learning about the factors involved in dealing with grief: perception, coping mechanisms, quality of support network, family stability and circumstances surrounding the death.
- Identifying funeral rites.

Participation Phase: Committing to the palliative care process

- Considering ways of meeting the patient's needs and wishes.
- Defining the role of nursing assistants within the multidisciplinary team.
- Learning about the interpersonal skills to be developed to support the dying patient and his or her family.

Synthesis Phase: Evaluating their attitude to palliative care

- Identifying their own reactions to death.
- Evaluating their aptitudes with regard to palliative care.
- Writing a report on:
 - their own strengths and limitations with respect to their role as caregivers
 - their interpersonal skills in providing palliative care
 - ways of developing their own abilities

Instructional Guidelines

- Create a climate of trust, openness, warmth and mutual respect from which all students can benefit.
- Recognize each student's contribution during group discussions.
- Lead group discussions and provide further information, if required.
- Provide the support and supervision necessary for the students to evaluate their own learning activities.
- Prepare checklists to help the students assess their own efforts.
- Ensure that the students' journals are kept up to date.
- Stress the importance of well-written work.
- Provide the support and supervision necessary for students to analyze their own reactions in various situations.
- Organize meetings with palliative care resource persons.
- Use exercises, simulations and role-playing to integrate the palliative approach.
- Plan the duration of each activity and adhere to it.
- Make sure that the teaching materials required for organizing activities are available.

Participation Criteria

Information phase

- Gather information on the palliative care approach.
- Express their opinions on:
 - the philosophy of palliative care
 - the grieving process
 - the needs of the dying patient
 - pain relief
 - funeral rites

Participation phase

- Suggest ways of ensuring the patient is comfortable.
- Express their views on the role played by nursing assistants.
- Express their views on their interpersonal skills as caregivers.

Synthesis phase

- Keep a journal describing their own reactions to death.
- Write a report.

Module 20 Duration: 45 hours

Behavioural Objective**Statement of the Competency**

To intervene with patients with mental health problems.

Achievement Context

- Based on case studies and learning situations

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Define mental health.

- Accurate interpretation of the current definition of mental health
- Accurate identification of:
 - the criteria of mental health
 - the factors that influence mental health
- Accurate relationship between mental health and family dynamics
- Accurate identification of the role of the various parties involved in mental health

2. Recognize signs of anxiety.

- Accurate differentiation of signs of anxiety
- Accurate identification of adjustment difficulties as the cause of anxiety
- Accurate identification of the main defence mechanisms
- Accurate identification of strategies used to alleviate anxiety

3. Describe the signs associated with mental health problems.

- Consideration of the prevalence of mental health problems in Québec
- Accurate identification of signs of mental distress
- Accurate identification of signs associated with behavioural, mood and personality disorders

4. Describe various intervention techniques for dealing with patients with mental health problems.

- Accurate identification of the effect of medication
- Accurate association between behavioural, affective, spiritual and sociocultural factors and reactions to illness
- Accurate identification of the consequences of illness on a patient and his or her environment
- Appropriate assistance in carrying out activities of daily living
- Appropriate action to integrate the patient into the activities of his or her environment
- Accurate identification of rules of conduct and safety measures appropriate to the environment
- Accurate identification of interpersonal skills required for the intervention
- Awareness of their own reactions to the patient with mental health problems

5. Describe crisis intervention techniques.

- Accurate identification of warning signs
- Accurate identification of at-risk behaviour, signs of violence and suicidal state
- Accurate identification of ways to prevent a crisis
- Accurate identification of the role of the various parties associated with cases of family violence and the prevention of suicide

For the competency as a whole

- Use of appropriate terminology
- Effective use of reference materials
- Establishment of relationships between approaches to mental health and the *Code of ethics of nursing assistants*
- Respect for the rights of patients with mental health problems

Module 21 Duration: 120 hours

Behavioural Objective

Statement of the Competency

To provide geronto-geriatric care.

Achievement Context

- Working alone
- With patients affected by a loss of autonomy
- Based on the care plan
- Using appropriate materials
- Under direct or indirect supervision, depending on the type of care provided

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency

Performance Criteria

1. Plan the work.

- Accurate identification of how work is organized in the unit
- Consideration of information received at report time
- Consideration of information contained in the care plan and chart
- Complete preparation of the patient worksheet
- Judicious establishment of care priorities

2. Observe the patient's condition.

- Close observation of the patient's functional abilities and needs
- Close observation of the patient's emotional state
- Monitoring of the effect of medication or other substances
- Close attention to the condition of the skin
- Consideration of information received from the patient or his or her family
- Determination of environmental factors that can affect a patient's behaviour

3. Choose intervention strategies appropriate to the cognitive deficits.
 - Consideration of the patient's disruptive behaviour
 - Consideration of the patient's emotional state
 - Appropriate establishment of a helping relationship with the person
 - Respect for the patient's pace
 - Accurate identification of ways of decreasing sensory stimulation that might disturb the patient
 - Accurate identification of ways of promoting spatial/temporal orientation
4. Support a dying patient and his or her family.
 - Availability and respect for the patient's needs
 - Consideration of clinical signs of pain
 - Appropriate basic nursing care to promote comfort
 - Appropriate use of medication or other substances
5. Provide basic and specific care.
 - Observance of care procedures
 - Basic nursing care appropriate to activities of daily living
 - Respect for the patient's pace and functional abilities
 - Appropriate verification that the care provided complies with the prescription or nursing treatment plan, if applicable
 - Care delivered according to needs
 - Relevant information given to the patient
6. Provide information on the patient's condition.
 - Relevance and accuracy of information concerning activities of daily living
 - Accurate transmission of information on clinical signs of cognitive deficits
 - Appropriate communication of information on the patient's condition
 - Concise, accurate documentation of nursing notes in the patient's chart
 - Consideration of legal aspects of nursing notes

For the competency as a whole

- Maintenance of decorum
- Compliance with the *Code of ethics of nursing assistants*
- Observance of hygiene, asepsis and safety measures
- Sense of responsibility, willingness to cooperate and self-criticism
- Ability to use judgment and be open-minded
- Demonstration of initiative
- Ability to adjust to various situations
- Empathetic communication with the patient and his or her family
- Consideration of the patient's biological, psychosocial, cultural and spiritual characteristics
- Use of appropriate terminology

Module 22 Duration: 30 hours

Behavioural Objective**Statement of the Competency**

To intervene in an emergency situation.

Achievement Context

- Using appropriate materials
- Based on learning situations, simulations using dummies, or role-playing

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

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| 1. Apply the general emergency intervention strategy. | <ul style="list-style-type: none"> • Accurate assessment of the situation • Observance of steps in the intervention plan • Appropriate establishment of priorities, if there is more than one victim |
| 2. Administer first aid in case of an alteration in the level of consciousness. | <ul style="list-style-type: none"> • Accurate assessment of the patient's level of consciousness • Consideration of the patient's condition |
| 3. Administer first aid in cases of respiratory distress, obstruction or arrest. | <ul style="list-style-type: none"> • Accurate identification of signs of respiratory distress, obstruction or arrest • Consideration of the patient's condition • Appropriate measures to open the airway • Appropriate measures to ensure ventilation |
| 4. Administer first aid in cases of cardiac discomfort or arrest. | <ul style="list-style-type: none"> • Accurate identification of signs of cardiac discomfort or arrest • Consideration of the patient's condition • Appropriate performance of cardiopulmonary resuscitation manoeuvres |
| 5. Administer first aid in cases of soft tissue injury. | <ul style="list-style-type: none"> • Accurate identification of signs, based on the type of injury • Consideration of the patient's condition |
| 6. Administer first aid in cases of hemorrhage and shock. | <ul style="list-style-type: none"> • Accurate identification of types of hemorrhage • Accurate identification of signs of shock • Consideration of the patient's condition |

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| 7. Administer first aid in cases of muscle, bone or joint injury. | <ul style="list-style-type: none">• Accurate identification of signs of muscle, bone and joint injury• Consideration of the patient's condition• Accurate identification of various means of emergency transportation |
| 8. Administer first aid in cases of poisoning or allergy. | <ul style="list-style-type: none">• Accurate identification of signs of poisoning• Accurate identification of signs of allergy• Consideration of the patient's condition |
| 9. Administer first aid in cases of problems caused by heat or cold. | <ul style="list-style-type: none">• Accurate identification of problems due to heat or cold• Consideration of the patient's condition |
- For the competency as a whole*
- Concern for comforting the person
 - Compliance with *Code of ethics of nursing assistants*
 - Observance of hygiene and safety measures
 - Observance of any contraindication relating to the administration of first aid
 - Correct use of first-aid techniques

Module 23 Duration: 60 hours

Behavioural Objective**Statement of the Competency**

To provide care to patients with mental health problems.

Achievement Context

- Working alone
- With patients affected by mental health problems
- Using necessary materials
- Based on the care plan
- Under direct or indirect supervision, depending on the type of care provided

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Plan the work.

- Accurate identification of how the work is organized in the unit
- Consideration of information received when preparing the report
- Consideration of information contained in the nursing care plan and chart
- Complete preparation of a daily patient worksheet
- Judicious establishment of care priorities

2. Observe the patient's condition.

- Supervised observation of clinical signs according to mental health problems
- Accurate identification of emotional state
- Accurate perception of signs of anxiety
- Correct identification of the patient's behaviour in daily, therapeutic and recreational activities
- Monitoring of the desirable and secondary effects of medication associated with mental health problems

3. Communicate with the patient.

- Use of means to establish a climate of trust
- Well-informed use of means of communication
- Interactions adapted to the clinical situation
- Consideration of information received from the patient and his or her family
- Clear, accurate transmission of information on the care provided

4. Provide support to the patient.

- Appropriate determination, with the patient, of the ways to satisfy his or her basic needs
- Appropriate choice of intervention methods according to the clinical situation
- Appropriate support given to the patient in performing therapeutic and recreational activities
- Appropriate basic nursing care
- Observance of care procedures

5. Cooperate with the interdisciplinary team.

- Relevance and accuracy of information concerning the patient
- Active participation in team meetings, as required
- Concise, accurate documentation of nursing notes in the patient's chart
- Consideration of legal aspects of nursing notes in the patient's chart
- Cooperation in implementing and updating nursing care plan
- Appropriate transmission of information on the patient's condition at the end of the shift

For the competency as a whole:

- Maintenance of decorum
- Compliance with the *Code of ethics of nursing assistants*
- Observance of hygiene, asepsis and safety measures
- Empathetic attitude towards the patient and his or her family
- Sense of responsibility and judgment
- Willingness to cooperate, self-criticism and open-mindedness
- Demonstration of initiative
- Ability to adjust to different situations
- Consideration of the patient's biological, psychosocial, cultural and spiritual characteristics
- Use of appropriate terminology

Module	24	Duration:	120 hours	754828
		Duration:	150 hours	754829

Behavioural Objective

Statement of the Competency

To provide care in a medical unit.

Achievement Context

- Working alone
- With adults affected by a variety of illnesses
- Based on the care plan
- Using necessary materials
- Under direct or indirect supervision, depending on the type of care provided

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency

Performance Criteria

1. Plan the work.

- Accurate identification of how the work is organized in the care unit
- Consideration of information received at report time
- Consideration of information contained in the nursing care plan and chart
- Complete preparation of the patient worksheet
- Judicious establishment of care priorities

2. Observe the patient's condition.

- Accurate observation of clinical signs associated with alterations
- Correct interpretation of vital signs
- Monitoring of the effect of medication or other substances
- Close observation of the patient's emotional state regarding his or her illness
- Accurate identification of the effect of care provided
- Consideration of information received from the patient or his or her family

3. Provide support to the patient.
 - Close attention paid to needs
 - Appropriate choice of basic nursing care
 - Clear, accurate transmission of information on the care provided
 - Appropriate application of palliative care
 - Appropriate assistance upon admission or discharge
4. Provide specific care.
 - Appropriate verification that care conforms with the prescription or nursing treatment plan, if applicable
 - Observance of care procedures
 - Care adapted to unmet needs
5. Provide information on the patient's condition.
 - Prompt communication of any significant alteration in the patient's condition
 - Concise, accurate documentation of nursing notes in the patient's chart
 - Consideration of legal aspects of nursing notes in the patient's chart
 - Cooperation during health care team meetings
 - Appropriate transmission of information on the patient's condition at the end of the shift

For the competency as a whole:

- Maintenance of decorum
- Compliance with the *Code of ethics of nursing assistants*
- Observance of hygiene, asepsis and safety measures
- Sense of responsibility, judgment, willingness to cooperate and self-criticism
- Respect for and listening to patients and their families
- Ability to adjust to various situations
- Demonstration of autonomy and initiative
- Consideration of the patient's biological, psychosocial, cultural and spiritual characteristics
- Use of appropriate terminology

Module 25 Duration: 90 hours 754806

Duration: 120 hours 754808

Behavioural Objective**Statement of the Competency**

To provide care to patients undergoing physical rehabilitation.

Achievement Context

- Working alone
- With patients undergoing physical rehabilitation
- Using rehabilitation materials
- Based on the care plan
- Under direct or indirect supervision, depending on the type of care provided

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Plan the work.

- Accurate identification of how the work is organized in the unit
- Complete preparation of a daily patient worksheet
- Information taken at report time documented in the patient worksheet
- Consideration of information in the care plan and rehabilitation treatment schedule
- Judicious establishment of care priorities

2. Observe the patient's condition.

- Accurate identification of clinical signs associated with neurological or musculoskeletal deficits
- Relevant observation of limitations and adaptation in carrying out activities of daily living
- Accurate identification of the effect limitations have on a patient's emotional state

3. Provide patient with moral support.

- Close attention paid to the patient's expressed needs
- Demonstration of interest in the patient's progress during activities
- Respect for the patient's functional abilities
- Appropriate attitude, based on the patient's emotional state

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| 4. Provide basic care associated with physical rehabilitation. | <ul style="list-style-type: none"> • Appropriate use of equipment to mobilize the patient • Appropriate assistance in carrying out activities of daily living • Clear, accurate transmission of information on the care provided • Respect for the patient's pace • Appropriate arrangement of patient's possessions to promote his or her autonomy • Appropriate assistance during muscle exercises • Appropriate use of means to prevent possible complications • Care provided in accordance with patient worksheet |
| 5. Provide information on the patient's condition. | <ul style="list-style-type: none"> • Prompt communication of any significant alteration in the patient's condition • Concise, accurate documentation of nursing notes in the patient's chart • Consideration of legal aspects of nursing notes |
| 6. Cooperate during interdisciplinary team meetings. | <ul style="list-style-type: none"> • Relevance and accuracy of observations with respect to daily activities • Cooperation in updating and implementing nursing care plan <p style="margin-left: 40px;"><i>For the competency as a whole:</i></p> <ul style="list-style-type: none"> • Maintenance of decorum • Compliance with the <i>Code of ethics of nursing assistants</i> • Observance of hygiene, asepsis and safety measures • Empathetic attitude towards the patient and his or her family • Sense of responsibility, judgment, willingness to cooperate and self-criticism • Demonstration of autonomy and initiative • Ability to deal with the unexpected • Consideration of the patient's biological, psychosocial, cultural and spiritual characteristics • Use of appropriate terminology |

Module 26 Duration: 90 hours 754836

Duration: 120 hours 754838

Behavioural Objective

Statement of the Competency

To provide pre- and postoperative care to adults.

Achievement Context

- Working alone
- With patients requiring pre- and postoperative care
- Based on the nursing care plan
- Using appropriate materials
- Under direct or indirect supervision, depending on the type of care provided

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Plan the work.

- Accurate identification of how work is organized in the unit
- Consideration of information received at report time
- Consideration of information contained in the care plan and chart
- Complete preparation of a patient worksheet
- Judicious establishment of priorities, based on the patient's condition and the time of surgery

2. Provide preoperative care.

- Consideration of the patient's emotional state
- Accuracy of information given regarding preparation for surgery and follow-up
- Physical preparation of the patient appropriate to the type of surgery
- Room preparation appropriate to the type of surgery

3. Provide postoperative care.
 - Correct verification of vital signs
 - Consideration of patient's level of consciousness
 - Consideration of information provided by the patient
 - Appropriate use of a pain perception scale
 - Care in accordance with prescription or nursing care plan when required
 - Appropriate use of means to enhance the patient's comfort
 - Appropriate use of means to prevent postoperative complications
 - Accurate identification of warning signs of postoperative complications
4. Provide information on the care provided and the patient's condition.
 - Prompt communication of information on any significant alteration in the patient's condition
 - Concise, accurate documentation of nursing notes in the patient's chart
 - Appropriate transmission of information on the patient's condition at the end of the shift

For the competency as a whole:

- Maintenance of decorum
- Compliance with the *Code of ethics of nursing assistants*
- Observance of hygiene, asepsis and safety measures
- Communicate with the patient and his or her family in an empathetic manner
- Sense of responsibility, judgment, willingness to cooperate and self-criticism
- Sense of observation
- Ability to show autonomy and initiative
- Ability to adapt to the unexpected
- Consideration of the patient's biological, psychosocial, cultural and spiritual characteristics
- Use of appropriate terminology

Module 27 Duration: 30 hours

Behavioural Objective**Statement of the Competency**

To intervene with patients with intellectual impairments.

Achievement Context

- Based on case studies and learning situations

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Refer to the normal development of children and adolescents.

- Accurate identification of the main aspects of the biological, psychological, cognitive, moral, adaptational and social development of children and adolescents
- Appropriate association of children's and adolescents' needs with normal development periods

2. Determine the presence of intellectual impairment in a patient.

- Appropriate recourse to a current definition of intellectual impairment
- Accurate identification of the causes of intellectual impairment and contributory factors
- Correct identification of signs of intellectual impairment in a patient
- Accurate identification of the consequences of intellectual impairment on the patient and his or her environment
- Relevant relationship between the patient's needs and the presence of intellectual impairment

3. Support an intellectually impaired patient in developing his or her autonomy.

- Relevant relationship between the type of intervention planned in the individualized service plan and:
 - the patient's functional ability
 - the development of his or her autonomy
- Appropriate assistance to the patient in carrying out activities of daily living
- Establishment of a helping relationship with the patient
- Examination of student's own reactions concerning intellectually impaired patients

4. Use intervention methods to foster the integration of intellectually impaired patients into the community.
- Consideration of the difficulties associated with social integration and participation for intellectually impaired patients
 - Observance of rules of conduct and safety appropriate to the patient's environment
 - Appropriate recourse to methods for stimulating the patient
 - Use of intervention methods suited to the patient and the situation
 - Accurate identification of the role of the various parties involved in the patient's social integration and participation

For the competency as a whole:

- Use of appropriate terminology
- Effective use of reference materials
- Consideration of the prevalence of intellectual impairment in Québec
- Respect for the rights of intellectually impaired patients
- Consideration of the ethical aspects of professional practice

Module 28 Duration: 60 hours

Behavioural Objective**Statement of the Competency**

To provide care to patients with physical or intellectual impairments.

Achievement Context

- Working alone
- With patients with physical or intellectual impairments
- Using necessary materials
- Based on an individualized service plan
- Under direct or indirect supervision, depending on the type of care provided

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Plan the work.

- Accurate identification of the organization of the patient's environment
- Accurate identification of individuals' roles
- Interventions planned based on information gathered
- Accurate determination of the consequences of physical and intellectual impairments on a patient's needs
- Judicious establishment of intervention priorities

2. Observe the patient's condition.

- Accurate identification of emotional state
- Monitoring of the effect of medication or other substances on the patient
- Accurate identification of factors that can affect the patient's behaviour

3. Communicate with the patient and those close to him or her.

- Appropriate use of means of communication
- Establishment of mutual cooperation suited to the situation
- Establishment of a climate of trust

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| 4. Help the patient in his or her activities of daily living. | <ul style="list-style-type: none"> • Consideration of routines and rituals • Close monitoring of skin integrity • Observance of care procedures • Respect for the patient's functional abilities • Appropriate method of enhancing sensory, physical and intellectual stimulation • Appropriate use of technical aids • Appropriate arrangement of patient's possessions in order to promote his or her autonomy |
| 5. Help the patient take part in organizing social activities. | <ul style="list-style-type: none"> • Accurate identification of activities that interest the patient • Respect for the patient's physical and intellectual limitations • Consideration of restrictions • Appropriate use of sociocultural and community resources |
| 6. Cooperate with the multidisciplinary team. | <ul style="list-style-type: none"> • Transmission of relevant information on the patient's experiences • Active participation in updating the individualized service plan |

For the competency as a whole:

- Maintenance of decorum
- Compliance with the *Code of ethics of nursing assistants*
- Observance of hygiene, asepsis and safety measures
- Sense of responsibility, judgment, willingness to cooperate and self-criticism
- Ability to adjust to various situations
- Autonomy and initiative when organizing care
- Attentiveness, availability, understanding and comforting attitude
- Consideration of the patient's biological, psychosocial, cultural and spiritual characteristics
- Use of appropriate terminology

Behavioural Objective

Statement of the Competency

To provide care to patients with a loss of autonomy, living in family or intermediate-type establishments.

Achievement Context

- Working alone
- With patients affected by a loss of autonomy
- Using necessary materials
- Under direct or indirect supervision, depending on the type of care provided

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency

1. Plan the work.
2. Detect the patient's needs.
3. Support the patient in his or her daily activities.

Performance Criteria

- Accurate identification of the organization of the patient's environment
- Accurate identification of the role of each member of the health care team
- Appropriate planning of activities based on the establishment's schedule
- Judicious establishment of intervention priorities
- Accurate assessment of the patient's level of autonomy
- Accurate determination of signs related to cognitive deficits
- Accurate determination of signs related to the patient's emotional state
- Consideration of the patient's sociocultural and spiritual needs
- Respect for the patient's functional abilities
- Appropriate assistance in carrying out activities of daily living
- Appropriate delivery of care
- Clear, accurate transmission of information regarding activities
- Availability to meet the patient's needs and accompany him or her

4. Apply safety measures suited to the patient's environment.
 - Accurate identification of the patient's condition and needs
 - Consideration of the patient's environment
 - Appropriate participation in evaluating the risk of falling
 - Appropriate use of available materials
 - Observance of principles for safely moving a patient

5. Intervene with respect to drug therapy.
 - Accurate identification of own responsibilities.
 - Nursing care appropriate to administration of medication and other substances.
 - Appropriate monitoring of self-medication.
 - Application of safety measures associated with the administration of medication and other substances.
 - Appropriate verification of the effect of medication or other substances.

6. Help the patient remain socially integrated.
 - Accurate identification of community resources.
 - Identification of patient's needs and interests.
 - Appropriate means of encouraging the patient to take part in the establishment's activities.
 - Appropriate screening for patient's difficulty in adjusting to his or her environment.

For the competency as a whole:

- Maintenance of decorum
- Compliance with the *Code of ethics of nursing assistants*
- Observance of hygiene, asepsis and safety measures
- Sense of responsibility, willingness to cooperate and self-criticism
- Ability to adjust to various situations
- Ability to show judgment and open-mindedness
- Autonomy and initiative when organizing activities and care
- Attentiveness, availability, understanding and comforting attitude towards the patient and his or her family
- Concern for improving the patient's well-being
- Consideration of the patient's biological, psychosocial, cultural and spiritual characteristics
- Use of appropriate terminology

Module 30 Duration: 90 hours

Behavioural Objective

Statement of the Competency

To become integrated into the work environment.

Achievement Context

- Working alone
- With patients affected by a variety of illnesses
- Based on the care plan
- Using appropriate materials
- Under direct or indirect supervision, depending on the type of care provided

Field of application

Within the legal framework governing the profession of nursing assistant

Elements of the Competency**Performance Criteria**

1. Establish care priorities.

- Accurate identification of how the work is organized in the unit
- Preparation of full patient worksheet based on report, care plan and chart
- Consideration of the treatment schedule and diagnostic tests
- Consideration of clinical signs
- Appropriate nursing treatment plan

2. Provide care.

- Demonstration of professional autonomy
- Accurate identification of unmet needs
- Accurate identification of the effect of care provided
- Consideration of the results of vital sign assessment
- Appropriate care provided
- Observance of care procedures
- Dexterity and efficiency in providing care
- Appropriate administration of medication or other substances

3. Communicate with the patient.

- Consideration of information received from the patient and his or her family
- Relevance of explanations given
- Clear, accurate explanation of care to be given to the patient
- Availability to meet the patient's needs

4. Cooperate with the multidisciplinary team.

- Appropriate transmission of observations on the patient's condition and reactions
- Concise, accurate documentation of nursing notes in the patient's chart
- Active participation in team meetings
- Appropriate participation in updating and implementing the care plan
- Concern for ensuring continuity of care

For the competency as a whole:

- Maintenance of decorum
- Compliance with the *Code of ethics of nursing assistants*
- Observance of hygiene, asepsis and safety measures
- Sense of responsibility, willingness to cooperate and self-criticism
- Well-developed sense of observation and initiative
- Ability to adjust to various situations
- Judgment and open-mindedness
- Autonomy when planning and providing care
- Attentiveness, availability, understanding and comforting attitude towards the patient and his or her family
- Consideration of the patient's biological, psychosocial, cultural and spiritual characteristics
- Use of appropriate terminology

