

# Ontario Colleges Internationally Educated Nurses Competency Upgrade Courses

The [Ontario Colleges Internationally Educated Nurse \(IEN\) Upgrade Courses](#) offers applicants the option to complete one or more of the following courses at colleges across Ontario to address learning needs required to meet CNO's education requirement for registration in the General Class as a Registered Nurse:

<a href="#">Pharmacology</a>
<a href="#">Nursing Informatics</a>
<a href="#">Nursing in Ontario</a>
<a href="#">Research in Nursing</a>
<a href="#">Relational Practice</a>
<a href="#">Health and Transitions</a>
<a href="#">Health Assessment</a>
<a href="#">Clinical Experience</a>
<a href="#">Preceptorship</a>
<a href="#">Healing and Episodic Health Challenges</a>

The IEN Upgrade Courses are offered at several colleges throughout the province. Courses are offered in a flexible, online delivery mode providing students with new starts each month. The tables below list the entry-level competencies met by completing each course. To register, students must meet the eligibility requirements as specified on the course registration pages. You can learn more about the specific courses and the colleges offering each course, by viewing the course descriptions at [Ontario Learn](#).

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

## Course: [Pharmacology](#)

### Clinician

1.7	Anticipates actual and potential health risks and possible unintended outcomes.
1.8	Recognizes and responds immediately when client safety is affected.
1.11	Applies knowledge of pharmacology and principles of safe medication practice.
1.12	Implements evidence-informed practices of pain prevention, manages client's pain, and provides comfort through pharmacological and non-pharmacological interventions.

### Professional

2.1	Demonstrates accountability, accepts responsibility and seeks assistance as necessary for decisions and actions within the legislated scope of practice.
2.13	Recognizes, acts on, and reports, harmful incidences, near misses and no harm incidences.

### **Collaborator**

4.1	Demonstrates collaborative professional relationships.
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### **Advocate**

7.2	Resolves questions about unclear orders, decisions, actions or treatment.
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### **Educator**

8.1	Develops an education plan with the client and team to address learning needs
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### **Scholar**

9.8	Develops an education plan with the client and team to address learning needs
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Course: Nursing Informatics

**Professional**

2.1	Demonstrates accountability, accepts responsibility, and seeks assistance as necessary for decisions and actions within the legislated scope of practice.
2.2	Demonstrates a professional presence, an confidence, honesty, integrity and respect in all interactions.
2.3	Exercises professional judgment when using agency policies and procedures, or when practicing in their absence.
2.4	Maintains client privacy, confidentiality, and security by complying with legislation, practice standards, ethics, and organizational policies.
2.8	Demonstrates professional judgment to ensure social media and information and communication technologies (ICTs) are used in a way that maintains public trust in the profession.

**Communicator**

3.3	Uses evidence-informed communication skills to build trusting, compassionate and therapeutic relationships with clients.
3.6	Uses information and communication technologies (ICTs) to support communication.

**Collaborator**

4.5	Contributes to health care team functioning by applying group communication theory, principles and group process skills.
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**Coordinator**

5.6	Supports clients to navigate health care systems and other service sectors to optimize health and well-being.
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**Leader**

6.2	Integrates continuous quality improvement principles and activities into nursing practice.
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## Advocate

7.4	Advocates for health equity for all, particularly for vulnerable and/or diverse clients and populations.
7.6	Advocates for safe, competent, compassionate and ethical care for clients.
7.14	Uses knowledge of health disparities and inequities to optimize health outcomes for all clients.

## Educator

8.2	Applies strategies to optimize client health literacy.
8.5	Assists clients to access, review and evaluate information they retrieve using information and communication technologies (ICTs).

## Scholar

9.2	Translates knowledge from relevant sources into professional practice.
9.4	Engages in activities to strengthen competence in nursing informatics.
9.5	Identifies and analyzes emerging evidence and technologies that may change, enhance or support health care.
9.6	Uses knowledge about current and emerging community and global health care issues and trends to optimize client health outcomes.

**Course: Nursing in Ontario**

**Clinician**

1.3	Uses principles of trauma-informed care which places priority on trauma survivors' safety, choice and control.
1.15	Incorporates knowledge about ethical, legal and regulatory implications of medical assistance in dying (MAiD) when providing nursing care.
1.23	Uses knowledge of the impact of evidence-informed registered nursing practice on client health outcomes.
1.26	Adapts practice in response to the spiritual beliefs and cultural practices of clients.

**Professional**

2.1	Demonstrates accountability, accepts responsibility and seeks assistance as necessary for decisions and actions within the legislated scope of practice.
2.7	Identifies and addresses ethical (moral) issues using ethical reasoning, seeking support when necessary.
2.8	Demonstrates professional judgment to ensure social media and information and communication technologies (ICTs) are used in a way that maintains public trust in the profession.
2.9	Adheres to the self-regulatory requirements of jurisdictional legislation to protect the public by: a) Assessing own practice and individual competence to identify learning needs b) Developing a learning plan using a variety of sources c) Seeking and using new knowledge that may enhance, support, or influence competence in practice d) Implementing and evaluating the effectiveness of the learning plan and developing future learning plans to maintain and enhance competence as a registered nurse.
2.10	Demonstrates fitness to practice.
2.12	Distinguishing between the mandates of regulatory bodies, professional associations and unions.

**Communicator**

3.2	Engages in active listening to understand and respond to the client's experience, preferences and health goals.
3.3	Uses evidence-informed communication skills to build trusting, compassionate, and therapeutic relationships with clients.

3.4	Uses conflict resolution strategies to promote healthy relationships and optimal client outcomes.
3.5	Incorporates the process of relational practice to adapt communication skills.

### Collaborator

4.1	Demonstrates collaborative professional relationships.
4.4	Applies knowledge about the scopes of practice of each regulated nursing designation to strengthen intraprofessional collaboration that enhances contributions to client health and well-being.

### Coordinator

5.4	Demonstrates knowledge of the delegation process.
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### Leader

6.1	Acquires knowledge of the Calls to Action of the Truth and Reconciliation Commission of Canada.
6.3	Participates in innovative client-centred care models.
6.6	Demonstrates self-awareness through reflective practice and solicitation of feedback.

### Advocate

7.3	Advocates for the use of Indigenous health knowledge and healing practices in collaboration with Indigenous healers and Elders consistent with the Calls to Action of the Truth and Reconciliation Commission of Canada.
7.4	Advocates for health equity for all, particularly for vulnerable and/or diverse clients and populations.
7.7	Supports and empowers clients in making informed decisions about their health care and respects their decisions.
7.13	Demonstrates knowledge of a substitute decision maker's role in providing informed consent and decision-making for client care.
7.14	Uses knowledge of health disparities and inequities to optimize health outcomes for all clients.

### Scholar

9.3	Engages in self-reflection to interact from a place of cultural humility and create culturally safe environments where clients perceive respect for their unique health care practices, preferences, and decisions.
9.8	Engages in practices that contribute to lifelong learning.

Course: Research in Nursing

**Clinician**

1.23	Uses knowledge of the impact of evidence-informed registered nursing practice on client health outcomes.
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**Professional**

2.4	Maintains client privacy, confidentiality and security by complying with legislation, practice standards, ethics and organizational policies.
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**Communicator**

3.6	Uses information and communication technologies (ICTs) to support communication.
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**Leader**

6.1	Acquires knowledge of the <i>Calls to Action of the Truth and Reconciliation Commission of Canada</i> .
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6.2	Integrates continuous quality improvement principles and activities into nursing practice
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6.5	Recognizes the impact of organizational culture and acts to enhance the quality of a professional and safe practice environment.
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6.6	Demonstrates self-awareness through reflective practice and solicitation of feedback.
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6.7	Takes action to support culturally safe practice environments.
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**Advocate**

7.6	Advocates for safe, competent, compassionate and ethical care for clients.
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7.8	Supports healthy public policy and principles of social justice.
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7.10	Advocates for client's rights and ensures informed consent, guided by legislation, practice standards and ethics.
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7.12	Assesses client's understanding of informed consent, and implements actions when client is unable to provide informed consent.
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**Scholar**

9.1	Use best evidence to make informed decisions.
9.2	Translated knowledge from relevant sources into professional practice.
9.5	Identifies and analyzes emerging evidence and technologies that may change, enhance or support health care.
9.6	Uses knowledge about current and emerging community and global health care issues and trends to optimize client health outcomes.
9.7	Supports research activities and develops own research skills.
9.8	Engages in practices that contribute to lifelong learning.

## Course: Relational Practice

### Clinician

1.3	Uses principles of trauma-informed care which places priority on trauma survivors' safety, choice, and control.
1.26	Adapts practice in response to the spiritual beliefs and cultural practices of clients.

### Professional

2.2	Demonstrates a professional presence, and confidence, honesty, integrity and respect in all interactions.
2.5	Identifies the influence of personal values, beliefs and positional power on clients and the health care team and acts to reduce bias and influences.

### Communicator

3.2	Engages in active listening to understand and respond to the client's experience, preferences and health goals.
3.3	Uses evidence-informed communication skills to build trusting, compassionate and therapeutic relationships with clients.
3.4	Uses conflict resolution strategies to promote health relationships and optimal client outcomes.
3.5	Incorporates the process of relational practice to adapt communication skills.

### Collaborator

4.1	Demonstrates collaborative professional relationships.
4.3	Determines their own professional and interprofessional role within the team by considering the roles, responsibilities, and the scope of practice of others.
4.4	Applies knowledge about the scopes of practice of each regulated nursing designation to strengthen intraprofessional collaboration that enhances contributions to client health and well-being.
4.5	Contributes to health care team functioning by applying group communication theory, principles and group process skills.

**Leader**

6.1	Acquires knowledge of the <i>Calls to Action of the Truth and Reconciliation Commission of Canada</i> .
6.5	Recognizes the impact of organizational culture and acts to enhance the quality of a professional and safe practice environment.
6.6	Demonstrates self-awareness through reflective practice and solicitation of feedback.
6.7	Takes action to support culturally safe practice environments.
6.9	Provides constructive feedback to promote professional growth of other members of the health care team.
6.11	Adapts practice to meet client care needs within a continually changing health care system.

**Advocate**

7.1	Recognizes and takes action in situations where client safety is actually or potentially compromised.
7.3	Advocates for the use of Indigenous health knowledge and healing practices in collaboration with Indigenous healers and Elders consistent with the <i>Calls to Action of the Truth and Reconciliation Commission of Canada</i> .
7.6	Advocates for safe, competent, compassionate and ethical care for clients.
7.7	Supports and empowers clients in making informed decisions about their health care and respects their decisions.

**Scholar**

9.3	Engages in self-reflection to interact from a place of cultural humility and create culturally safe environments where clients perceive respect for their unique health care practices, preferences, and decisions.
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## Course: Health and Transitions

### Clinician

1.1	Provides safe, ethical, competent, compassionate, client-centred and evidence-informed nursing care across the lifespan in response to client needs.
1.3	Uses principles of trauma-informed care which places priority on trauma survivors' safety, choice, and control.
1.14	Provides nursing care to meet palliative and end-of-life care needs.
1.15	Incorporates knowledge about ethical, legal, and regulatory implications of medical assistance in dying (MAiD) when providing nursing care.
1.17	Incorporates knowledge of epidemiological principles into plans of care.
1.23	Uses knowledge of the impact of evidence-informed registered nursing practice on client health outcomes.

### Professional

2.2	Demonstrates a professional presence, and confidence, honesty, integrity, and respect in all interactions.
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### Coordinator

5.7	Prepares clients for transitions in care.
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### Leader

6.10	Demonstrates knowledge of the health care system and its impact on client care and professional practice.
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### Advocate

7.6	Advocates for safe, competent, compassionate and ethical care for clients.
7.11	Uses knowledge of population health, determinants of health, primary health care, and health promotion to achieve health equity.

## Educator

8.3	Selects, develops, and uses relevant teaching and learning theories and strategies to address diverse clients and contexts, including lifespan, family, and cultural considerations.
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## Scholar

9.1	Uses best evidence to make informed decisions.
9.2	Translates knowledge from relevant sources into professional practice.
9.6	Uses knowledge about current and emerging community and global health care issues and trends to optimize client health outcomes.

**Course: Health Assessment**

**Clinician**

1.1	Provides safe, ethical, competent, compassionate, client-centred and evidence-informed nursing care across the lifespan in response to client needs.
1.2	Conducts a holistic nursing assessment to collect comprehensive information on client health status.
1.4	Analyses and interprets data obtained in client assessment to inform ongoing decision-making about client health status.
1.7	Anticipates actual and potential health risks and possible unintended outcomes.
1.23	Uses knowledge of the impact of evidence-informed registered nursing practice on client health outcomes.
1.25	Uses strategies to promote wellness, to prevent illness, and to minimize disease and injury in clients, self, and others.
1.27	Implements evidence-informed practices for infection prevention and control.

**Professional**

2.1	Demonstrates accountability, accepts responsibility, and seeks assistance as necessary for decisions and actions within the legislated scope of practice.
2.2	Demonstrates a professional presence, and confidence, honesty, integrity, and respect in all interactions.
2.6	Establishes and maintains professional boundaries with clients and the health care team.

**Communicator**

3.1	Introduces self to clients and health care team members by first and last name, and professional designation (protected title).
3.2	Engages in active listening to understand and respond to the client's experience, preferences, and health goals.
3.3	Uses evidence-informed communication skills to build trusting, compassionate, and therapeutic relationships with clients.
3.8	Documents and reports clearly, concisely, accurately, and in a timely manner.

## Course: Clinical Experience

### Clinician

1.1	Provides safe, ethical, competent, compassionate, client-centred and evidence-informed nursing care across the lifespan in response to client needs.
1.2	Conducts a holistic nursing assessment to collect comprehensive information on client health status.
1.4	Analyses and interprets data obtained in client assessment to inform ongoing decision-making about client health status.
1.5	Develops plans of care using critical inquiry to support professional judgment and reasoned decision-making.
1.7	Anticipates actual and potential health risks and possible unintended outcomes.
1.8	Recognizes and responds immediately when client safety is affected.
1.9	Recognizes and responds immediately when client's condition is deteriorating
1.10	Prepares clients for and performs procedures, treatments, and follow up care.
1.11	Applies knowledge of pharmacology and principles of safe medication practice.
1.13	Implements therapeutic nursing interventions that contribute to the care and needs of the client.
1.23	Uses knowledge of the impact of evidence-informed registered nursing practice on client health outcomes.
1.25	Uses strategies to promote wellness, to prevent illness, and to minimize disease and injury in clients, self, and others.
1.26	Adapts practice in response to the spiritual beliefs and cultural practices of clients.
1.27	Implements evidence-informed practices for infection prevention and control.

### Professional

2.1	Demonstrates accountability, accepts responsibility, and seeks assistance as necessary for decisions and actions within the legislated scope of practice.
2.2	Demonstrates a professional presence, and confidence, honesty, integrity, and respect in all interactions.
2.3	Exercises professional judgment when using agency policies and procedures, or when practising in their absence.

2.4	Maintains client privacy, confidentiality, and security by complying with legislation, practice standards, ethics, and organizational policies.
2.6	Establishes and maintains professional boundaries with clients and the health care team.
2.8	Demonstrates professional judgment to ensure social media and information and communication technologies (ICTs) are used in a way that maintains public trust in the profession.
2.9	Adheres to the self-regulatory requirements of jurisdictional legislation to protect the public by: <ul style="list-style-type: none"> <li>a) Assessing own practice and individual competence to identify learning needs.</li> <li>b) Developing a learning plan using a variety of sources</li> <li>c) Seeking and using new knowledge that may enhance, support, or influence competence in practice</li> <li>d) Implementing and evaluating the effectiveness of the learning plan and developing future learning plans to maintain and enhance competence as a registered nurse.</li> </ul>
2.10	Demonstrates fitness to practice.
2.11	Adheres to the duty to report.
2.12	Distinguishes between the mandates of regulatory bodies, professional associations, and unions.
2.13	Recognizes, acts on, and reports, harmful incidences, near misses, and no harm incidences.
2.14	Recognizes, acts on, and reports actual and potential workplace and occupational safety risks.

### Communicator

3.1	Introduces self to clients and health care team members by first and last name, and professional designation (protected title).
3.3	Uses evidence-informed communication skills to build trusting, compassionate, and therapeutic relationships with clients.
3.5	Incorporates the process of relational practice to adapt communication skills.
3.6	Uses information and communication technologies (ICTs) to support communication.
3.7	Communicates effectively in complex and rapidly changing situations.
3.8	Documents and reports clearly, concisely, accurately, and in a timely manner.



## Collaborator

4.1	Demonstrates collaborative professional relationships.
4.3	Determines their own professional and interprofessional role within the team by considering the roles, responsibilities, and the scope of practice of others.

## Coordinator

5.2	Monitors client care to help ensure needed services happen at the right time and in the correct sequence.
5.3	Organizes own workload, assigns nursing care, sets priorities, and demonstrates effective time management skills
5.7	Prepares clients for transitions in care.
5.8	Prepares clients for discharge.
5.9	Participates in emergency preparedness and disaster management.

## Leader

6.4	Participates in creating and maintaining a healthy, respectful, and psychologically safe workplace.
6.6	Demonstrates self-awareness through reflective practice and solicitation of feedback.

## Advocate

7.5	Supports environmentally responsible practice.
7.7	Supports and empowers clients in making informed decisions about their health care, and respects their decisions.
7.9	Assesses that clients have an understanding and ability to be an active participant in their own care, and facilitates appropriate strategies for clients who are unable to be fully involved.
7.12	Assesses client's understanding of informed consent, and implements actions when client is unable to provide informed consent
7.13	Demonstrates knowledge of a substitute decision maker's role in providing informed consent and decision-making for client care.

## Educator

8.1	Develops an education plan with the client and team to address learning needs.
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## Scholar

9.1	Uses best evidence to make informed decisions.
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9.2	Translates knowledge from relevant sources into professional practice.
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9.4	Engages in activities to strengthen competence in nursing informatics.
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9.8	Engages in practices that contribute to lifelong learning.
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**Course: Preceptorship**

**Clinician**

1.1	Provides safe, ethical, competent, compassionate, client-centred and evidence-informed nursing care across the lifespan in response to client needs.
1.2	Conducts a holistic nursing assessment to collect comprehensive information on client health status.
1.4	Analyses and interprets data obtained in client assessment to inform ongoing decision-making about client health status.
1.5	Develops plans of care using critical inquiry to support professional judgment and reasoned decision-making.
1.6	Evaluates effectiveness of plan of care and modifies accordingly.
1.7	Anticipates actual and potential health risks and possible unintended outcomes.
1.8	Recognizes and responds immediately when client safety is affected.
1.9	Recognizes and responds immediately when client's condition is deteriorating
1.10	Prepares clients for and performs procedures, treatments, and follow up care.
1.11	Applies knowledge of pharmacology and principles of safe medication practice.
1.13	Implements therapeutic nursing interventions that contribute to the care and needs of the client.
1.23	Uses knowledge of the impact of evidence-informed registered nursing practice on client health outcomes.
1.25	Uses strategies to promote wellness, to prevent illness, and to minimize disease and injury in clients, self, and others.
1.26	Adapts practice in response to the spiritual beliefs and cultural practices of clients.
1.27	Implements evidence-informed practices for infection prevention and control.

**Professional**

2.1	Demonstrates accountability, accepts responsibility, and seeks assistance as necessary for decisions and actions within the legislated scope of practice.
2.2	Demonstrates a professional presence, and confidence, honesty, integrity, and respect in all interactions.
2.3	Exercises professional judgment when using agency policies and procedures, or when practising in their

	absence.
2.4	Maintains client privacy, confidentiality, and security by complying with legislation, practice standards, ethics, and organizational policies.
2.6	Establishes and maintains professional boundaries with clients and the health care team.
2.8	Demonstrates professional judgment to ensure social media and information and communication technologies (ICTs) are used in a way that maintains public trust in the profession.
2.9	Adheres to the self-regulatory requirements of jurisdictional legislation to protect the public by: <ul style="list-style-type: none"> <li>a) Assessing own practice and individual competence to identify learning needs.</li> <li>b) Developing a learning plan using a variety of sources</li> <li>c) Seeking and using new knowledge that may enhance, support, or influence competence in practice</li> <li>d) Implementing and evaluating the effectiveness of the learning plan and developing future learning plans to maintain and enhance competence as a registered nurse.</li> </ul>
2.10	Demonstrates fitness to practice.
2.11	Adheres to the duty to report.
2.13	Recognizes, acts on, and reports, harmful incidences, near misses, and no harm incidences.
2.14	Recognizes, acts on, and reports actual and potential workplace and occupational safety risks.

### Communicator

3.1	Introduces self to clients and health care team members by first and last name, and professional designation (protected title).
3.3	Uses evidence-informed communication skills to build trusting, compassionate, and therapeutic relationships with clients.
3.5	Incorporates the process of relational practice to adapt communication skills.
3.6	Uses information and communication technologies (ICTs) to support communication.
3.7	Communicates effectively in complex and rapidly changing situations.
3.8	Documents and reports clearly, concisely, accurately, and in a timely manner.

### Collaborator

4.1	Demonstrates collaborative professional relationships.
4.2	Initiates collaboration to support care planning and safe, continuous transitions from one health care facility to another, or to residential, community or home and self-care.
4.3	Determines their own professional and interprofessional role within the team by considering the roles, responsibilities, and the scope of practice of others.
4.4	Applies knowledge about the scopes of practice of each regulated nursing designation to strengthen intraprofessional collaboration that enhances contributions to client health and well-being.

### Coordinator

5.1	Consults with clients and health care team members to make ongoing adjustments required by changes in the availability of services or client health status.
5.2	Monitors client care to help ensure needed services happen at the right time and in the correct sequence.
5.3	Organizes own workload, assigns nursing care, sets priorities, and demonstrates effective time management skills
5.4	Demonstrates knowledge of the delegation process.
5.7	Prepares clients for transitions in care.
5.8	Prepares clients for discharge.
5.9	Participates in emergency preparedness and disaster management.

### Leader

6.4	Participates in creating and maintaining a healthy, respectful, and psychologically safe workplace.
6.6	Demonstrates self-awareness through reflective practice and solicitation of feedback.

### Advocate

7.1	Recognizes and takes action in situations where client safety is actually or potentially compromised.
7.2	Resolves questions about unclear orders, decisions, actions, or treatment.
7.5	Supports environmentally responsible practice.

7.7	Supports and empowers clients in making informed decisions about their health care, and respects their decisions.
7.9	Assesses that clients have an understanding and ability to be an active participant in their own care, and facilitates appropriate strategies for clients who are unable to be fully involved.
7.11	Uses knowledge of population health, determinants of health, primary health care, and health promotion to achieve health equity.
7.12	Assesses client's understanding of informed consent, and implements actions when client is unable to provide informed consent.
7.13	Demonstrates knowledge of a substitute decision maker's role in providing informed consent and decision-making for client care.

### **Educator**

8.1	Develops an education plan with the client and team to address learning needs.
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### **Scholar**

9.1	Uses best evidence to make informed decisions.
9.2	Translates knowledge from relevant sources into professional practice.
9.4	Engages in activities to strengthen competence in nursing informatics.
9.8	Engages in practices that contribute to lifelong learning.

**Course: Healing and Episodic Health Challenges**

**Clinician**

1.3	Uses principles of trauma-informed care which places priority on trauma survivors' safety, choice, and control.
1.4	Analyses and interprets data obtained in client assessment to inform ongoing decision-making about client health status.
1.5	Develops plans of care using critical inquiry to support professional judgment and reasoned decision-making.
1.11	Applies knowledge of pharmacology and principles of safe medication practice.
1.12	Implements evidence-informed practices of pain prevention, manages client's pain, and provides comfort through pharmacological and non-pharmacological interventions.
1.13	Implements therapeutic nursing interventions that contribute to the care and needs of the client.
1.18	Provides recovery-oriented nursing care in partnership with clients who experience a mental health condition and/or addiction.
1.19	Incorporates mental health promotion when providing nursing care.
1.20	Incorporates suicide prevention approaches when providing nursing care.
1.21	Incorporates knowledge from the health sciences, including anatomy, physiology, pathophysiology, psychopathology, pharmacology, microbiology, epidemiology, genetics, immunology, and nutrition.
1.22	Incorporates knowledge from nursing science, social sciences, humanities, and health-related research into plans of care.
1.23	Uses knowledge of the impact of evidence-informed registered nursing practice on client health outcomes.
1.24	Uses effective strategies to prevent, de-escalate, and manage disruptive, aggressive, or violent behaviour.
1.25	Uses strategies to promote wellness, to prevent illness, and to minimize disease and injury in clients, self, and others.
1.26	Adapts practice in response to the spiritual beliefs and cultural practices of clients.

**Professional**

2.4	Maintains client privacy, confidentiality, and security by complying with legislation, practice standards, ethics, and organizational policies.
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2.5	Identifies the influence of personal values, beliefs, and positional power on clients and the health care team and acts to reduce bias and influences.
2.7	Identifies and addresses ethical (moral) issues using ethical reasoning, seeking support when necessary.
2.11	Adheres to the duty to report.

### Communicator

3.5	Incorporates the process of relational practice to adapt communication skills.
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### Coordinator

5.6	Supports clients to navigate health care systems and other service sectors to optimize health and well-being.
5.7	Prepares clients for transitions in care.
5.8	Prepares clients for discharge.

### Leader

6.1	Acquires knowledge of the <i>Calls to Action of the Truth and Reconciliation Commission of Canada</i> .
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### Advocate

7.1	Recognizes and takes action in situations where client safety is actually or potentially compromised.
7.6	Advocates for safe, competent, compassionate and ethical care for clients.
7.10	Advocates for client's rights and ensures informed consent, guided by legislation, practice standards, and ethics.

### Educator

8.4	Evaluates effectiveness of health teaching and revises education plan if necessary.
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### Scholar



9.2

Translates knowledge from relevant sources into professional practice.