

IOWA DEPARTMENT OF ADMINISTRATIVE SERVICES ▼
HUMAN RESOURCES ENTERPRISE
LICENSED PRACTICAL NURSE

DEFINITION

Under general supervision of a registered nurse or physician, performs practical nursing work; performs related work as required.

The Work Examples and Competencies listed are for illustrative purposes only and not intended to be the primary basis for position classification decisions.

WORK EXAMPLES

Provides direct patient care and performs nursing procedures including administration of medication and inter-muscular and subcutaneous injections and provision of prescribed emergency care; applies nursing knowledge and skills.

Participates as a member of the interdisciplinary team.

Documents clients' condition and progress in appropriate records.

Guides assistive nursing personnel in the provision of patient care and nursing procedures; participates in performance reviews and quality improvement programs.

Participates in continuing education.

COMPETENCIES REQUIRED

Knowledge of practical nursing techniques, procedures, practices and theory.

Knowledge of physical illnesses, symptoms, treatment, and associated medical terminology.

Knowledge of current medications, their actions and uses.

Knowledge of general practices applied to the care and safe operation of medical equipment.

Knowledge of leadership principles as applied to practical nursing.

Knowledge of current literature, trends, and developments in the field of practical nursing.

Ability to plan, direct, and coordinate the work of assistive personnel.

Ability to follow oral and written directions.

Ability to establish and maintain rapport with clients.

Ability to keep own emotions under control and restrain negative behaviors when provoked or when working under conditions of stress.

Ability to document care and observations in the medical record.

Displays high standards of ethical conduct. Exhibits honesty and integrity. Refrains from theft-related, dishonest and unethical behavior.

Works and communicates with internal and external clients and customers to meet their needs in a polite, courteous, and cooperative manner. Committed to quality service.

Displays a high level of initiative, effort and commitment towards completing assignments efficiently. Works with minimal supervision. Demonstrates responsible behavior and attention to detail.

Responds appropriately to supervision. Follows policy and cooperates with supervisors.

Aligns behavior with the needs, priorities and goals of the organization.

Encourages and facilitates cooperation, pride, trust and group identity. Fosters commitment and team spirit.

Expresses information to individuals or groups effectively, taking into account the audience and nature of the information. Listens to others and responds appropriately.

EDUCATION, EXPERIENCE, AND SPECIAL REQUIREMENTS

Licensure as a Licensed Practical Nurse by the Iowa Board of Nursing or licensure as a Licensed Practical Nurse in accordance with the Nurse Licensure Compact Administrator's Agreement of the National Council of State Boards of Nursing.

NOTE

More information regarding the Nurse Licensure Compact Administrators agreement of the National Council of State Boards of Nursing is available at: [Nurse Licensure Compact](#)

Review the provisions of the statute that authorized the creation of the Nurse Licensure Compact at: [Chapter 152E, Iowa Code](#)

Effective Date: 06/09 DDF