



CIRCULAR NO (DHP/2023/105)

From	Department of Healthcare Professions / Ministry of Public Health
To	<ul style="list-style-type: none">• All nursing practitioners in the State of Qatar• All healthcare facilities/focal points in the State of Qatar
Subject	Adding new scope of practice 'Licensed Practical Nurse (LPN)' to the list of Nurse Profession
Date	1 November 2023

“Greetings from the Department of Healthcare Professions.”

With the aim of enhancing its regulatory policies to respond to the diversity of healthcare needs in the State of Qatar, the Department of Healthcare Professions (DHP) is introducing the registration and licensing of “Practical Nurse” for easily manageable medical cases.

This decision comes after a comprehensive study of the subject and reference to similar nursing practices in developed countries. The licensing requirements and scope of practice details, developed aligning with global best practices, are attached with this circular for reference. Modern nursing care necessitates the availability of such a team of nurses to meet the varied requirements of patients across different stages of healthcare.

Attachments:

- Licensed Practical Nurse scope of practice and its Registration / Licensing Requirements.
- References

For further information, kindly contact:

- Registration team / Department of Healthcare Profession - dhpregistration@moph.gov.qa.

We thank you for your cooperation

Criteria for National Registration Requirements – Licensed Practical Nurse (LPN)

Criteria	Licensed Practical Nurse
Definition	<p>With reference to an adapted interpretation of the Canadian Council of Practical Nurse Regulators (2021), Licensed Practical Nurse are defined as</p> <p>Healthcare practitioners responsible for delivering and organizing basic nursing care to individuals, Families and groups within diverse settings collaborating with various healthcare professionals. LPNs Primarily care for those with relatively stable and predictable health conditions. They can also provide care to patients and families with more complex needs in consultation and coordination with other healthcare professionals.</p>
Practice Settings	<ul style="list-style-type: none"> ▪ Long term care facilities for elderly patients, chronically ill and disabled. ▪ Hospitals general wards with low dependency patients with stable conditions provided the presence of head nurse. ▪ Physician Clinics and OPDs
Education	<p>Diploma in Practical Nursing (2 years) after high school or Equivalent</p>
Scope of Practice	<ul style="list-style-type: none"> • Practices autonomously, and ethically along the continuum of care in situations of health and illness across a person’s life course. • Refer the patient to a licensed RN, if the patient’s condition is not stable or changed to critical. • Provide healthcare services for the: <ul style="list-style-type: none"> (a) Promotion, maintenance, and restoration of health, with a focus on patients with low-acuity, stable, and predictable states of health (b) Prevention, treatment, and palliation of illness and injury, with a focus on low-acuity, stable, and predictable disorders and conditions, primarily by: <ul style="list-style-type: none"> ▪ Assessing health status which includes tasks such as checking a patient’s vital signs including the weight, height, temperature, blood pressure, pulse and respiratory rate ▪ Planning, implementing, evaluating, and documenting practical nursing care by maintaining detailed health records for referral purposes and facilitating the exchange of patient information with registered nurses and physicians to collaboratively determine the most appropriate care plans for patients. ▪ Administering basic medical care which includes preparing and giving injections and enemas, monitoring and assisting in the

Criteria	Licensed Practical Nurse
	<p>placement of catheters, changing bandages, dressing wounds and giving alcohols rubs & massages.</p> <ul style="list-style-type: none"> ▪ Providing basic comfort care: This includes tasks such as helping patients with bathing, dressing & personal hygiene, moving in bed, standing, walking, and feeding. ▪ Listening to their patient's concerns and discuss the care they are providing with the patient's family. ▪ Helping a patient's family understand standard procedures and educates them on how best to take care of their loved ones ▪ Collecting samples for testing and performing routine laboratory tests such as measuring Random Blood Sugar (RBS) and records food, fluid intake and output. ▪ Administering prescribed medicines, monitors the patient and reports any adverse reactions to medicines to the Physician or Registered Nurse. ▪ Assisting Physician and Registered Nurses in performing tests and procedures. ▪ Monitoring and cleaning the medical equipment.
Experience	<p>Overseas candidates:</p> <ul style="list-style-type: none"> ▪ Minimum two-years work experience as a Licensed Practical Nurse <p>For Qatari Nationals, offspring of Qatari women, offspring of residents, or graduates of Practical Nursing Program in Qatar,</p> <ul style="list-style-type: none"> ▪ Refer to DHP Circular No.15/2022: https://dhp.moph.gov.qa/en/QCHPCirculars/Circular%20(15-2022)-Eng.pdf ▪ Refer to circular no. 14/2023: https://dhp.moph.gov.qa/en/QCHPCirculars/Circular%20DHP%2014%20english.pdf
Other Requirement for Evaluation & Registration	<ul style="list-style-type: none"> ▪ Refer to the DHP requirements for Registration/Evaluation at this link: https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
Requirement for License renewal	<ul style="list-style-type: none"> ▪ Refer to the DHP requirements for License Registration and Renewal: https://dhp.moph.gov.qa/en/Pages/HowToRegisterToPracticeInQatar.aspx
<p>Note: For applicants with break from practice, please refer to the DHP Break from practice at this link: https://dhp.moph.gov.qa/en/Documents/Policy%20on%20Break%20from%20Practice.pdf</p>	



LICENSE PRACTICAL NURSES (LPN) – SCOPE OF PRACTICE

INTRODUCTION

The Licensed Practical Nurse (LPN) Scope of Practice refers to the activities that LPNs are educated, authorized, and competent to perform under the following five domains of practice:

1. Professional and Ethical Practice
2. Clinical Practice
3. Leadership and Management
4. Education, Learning, and Development
5. Research and Improvement

Each domain is described through competency standards and performance criteria that define the requirements for practice expected of the LPN. This document is to be used as a foundation for all Licensed Practice Nursing roles, professional development, and performance appraisal.

STATEMENT OF PURPOSE

The purpose of this document is to define the scope of practice for LPNs in Qatar and to:

- (a) Define the professional accountability, required competencies, and scope of ethical and legal practice of LPNs in relation to patients, families, other members of the multidisciplinary team, community and society.
- (b) Serve as a reference for license regulating authorities and governing professional healthcare.

DEFINITION OF LICENSED PRACTICAL NURSE

Licensed practical nurses are defined as:

Health professionals who provide and coordinate entry-level nursing care for individuals, families, and groups in a variety of settings and with a variety of health professionals. LPNs primarily care for persons across the life course with low-acuity and with stable or predictable states of health. They may care for patients and families with more complex care needs, if they have additional education and/or training, and in consultation and collaboration with other health care professionals.

COMPETENCY FRAMEWORK

Competency is defined as the knowledge, skills, behaviors, and attributes (values, beliefs, and attitudes) of a practical nurse. The Competency profile for LPNs outlines the Qatar LPN competencies, which define entry-level and post-entry-level areas of the LPN branch of nursing. Individual LPNs are not expected to possess all competencies of the profession. Each individual LPN possesses a set of competencies specific to their own expertise, based on their practice setting and experience. The Competency Profile outlines the competencies for Qatari LPNs. The order of categories and competencies is not an indication of priority or importance.



1. DOMAIN ONE: PROFESSIONAL AND ETHICAL PRACTICE

This domain defines the professional accountability and scope of ethical and legal practice of the licensed practical nurse in relation to patients, families, and other members of the interdisciplinary team, community, and society.

1.1. Competency Standard: Accountability

Accepts accountability for own actions, decision-making, and related outcomes for which one has authority.

Performance Criteria:

- 1.1.1 Demonstrates accountability for own professional judgements, actions, outcomes of care, and continued competence in accordance with Qatari laws and regulations and the Scope of Practice.
- 1.1.2 Practices within the limits of own competence and the boundaries of the Scope of Practice.
- 1.1.3 Provides competent, autonomous care for persons across the life course with low-acuity and with stable or predictable states of health.
- 1.1.4 Displays self-awareness and seeks appropriate assistance and guidance when encountering situations beyond the limits of own competence and the Scope of Practice.
- 1.1.5 Demonstrates fitness to practice.
- 1.1.6 Acknowledges and respects the accountability and responsibilities of other healthcare professionals and personnel.
- 1.1.7 Assumes accountability for improving the quality and effectiveness of healthcare services provided.
- 1.1.8 Demonstrates a professional presence, honesty, integrity, and respect in all interactions, whether on or off-duty.

1.2 Competency Standard: Ethical Practice

Delivers licensed practical nursing care and practices with reference to the National and Institutional Code of Professional Behavior and Ethics for Nurses and Midwives and the ethical and professional framework alongside consideration of the socio-cultural needs of patients, families, communities, and society.

Performance Criteria:

- 1.2.1 Practices according to the Code of Professional Behavior and Ethics for Nurses and Midwives.
- 1.2.2 Engages in ethical decision-making with respect to own professional responsibilities or where ethical issues affect healthcare delivery or clinical decision-making.
- 1.2.3 Establishes and maintains professional boundaries.
- 1.2.4 Acts as an advocate, protecting the person's rights per Qatari law and the healthcare institution's Code of Professional Behavior and Ethics for Nurses and Midwives.
- 1.2.5 Maintains confidentiality and makes every reasonable effort to ensure the security of written, verbal and electronic patient information.



- 1.2.6 Respects the person's (including children and young people and their parents) right to be fully informed establishing a context for self-determination, assent (children), and informed consent.
- 1.2.7 Respects and maintains the person's right to privacy and dignity.
- 1.2.8 Acts sensitively and fairly, giving due consideration to diversity, including cultural and religious beliefs, race, age, gender, physical and mental state, and other relevant factors.
- 1.2.9 Acts to minimize the impact of personal values and beliefs on interactions and decisions.
- 1.2.10 Advocates for equitable accesses, treatment, and allocation of resources, particularly for priority and/or vulnerable patients and populations.
- 1.2.11 Liaises and collaborates with other healthcare professionals and personnel to maintain ethical practice.
- 1.2.12 Questions, when appropriate, healthcare practice where the safety of others is at risk and where the quality-of-care warrants improvement; acts where the safety of care is compromised, and where necessary, reports others who may be risking the safety of patients and their families.
- 1.2.13 Demonstrates professional integrity and ethical conduct in matters where a conflict of interest could be construed, for instance when advising on the use of drugs, products, devices, or services (as per facility-approved policy and Code of Professional Behavior and Ethics for Nurses and Midwives).
- 1.2.14 Discloses the facts of adverse events to the patient and other health professionals, mitigates harm, and reports adverse events to appropriate authorities in keeping with relevant legislation and organizational policy.

1.3 Competency Standard: Legal Practice

Functions at all times in accordance with legislative, regulatory, and policy guidelines relevant to licensed practical nursing practice; licensed practical nurses are able to practice autonomously within their prescribed scope of practice.

Performance Criteria:

- 1.3.1 Practices in accordance with agreed policies and procedures that guide licensed practical nursing practice.
- 1.3.2 Practices in accordance with relevant laws and regulations that govern licensed practical nursing practice.
- 1.3.3 Maintains valid registration and licensure to practice in the State of Qatar.
- 1.3.4 Adheres to duty to report.
- 1.3.5 Recognizes and acts upon breaches of laws and regulations related to the professional role and/or Code of Professional Behavior and Ethics for Nurses and Midwives

2. DOMAIN TWO: CLINICAL PRACTICE

This domain encompasses the key principle of the licensed practical nurse's role in health promotion, illness prevention, and care provision. Undertakes admission, transfer, and discharge planning of persons across the life course with low-acuity and with stable or predictable states of health, including appropriate therapeutic and interpersonal relationships to maximize the delivery of safe care to patients, families, and the wider community, and society.



2.1 Competency Standard: Patient-Centered Care

Provides skilled, safe, holistic, culturally competent, and person-and family-centered practical nursing care for persons across the life course with low-acuity and with stable or predictable states of health, and for, families, communities, and society in collaboration with the multidisciplinary team in diverse settings

Performance Criteria:

- 2.1.1 Undertakes a comprehensive, holistic, systematic practical nursing assessment involving the patient, family, and other healthcare providers, as appropriate, in order to determine the needs, concerns, problems, issues, and/or diagnosis that serve as a basis for care planning for persons across the life course with low-acuity and with stable or predictable states of health Provides comprehensive, holistic, and evidence-based person- and family-centered health care.
- 2.1.2 Participates in activities to optimize patient's access to the full range of services required for effective healthcare.
- 2.1.3 Comprehends, responds to, and reports assessment findings.
- 2.1.4 Researches and responds to relevant clinical data.
- 2.1.5 Provides patient care in a non-judgmental manner.
- 2.1.6 Adapts practice in response to the spiritual and cultural practices of patients.
- 2.1.7 Applies the principles of patient safety.
- 2.1.8 Uses resources effectively and efficiently to promote practical nursing and healthcare.
- 2.1.9 Recognizes when practical nursing resources are insufficient to meet an individual's/ group needs.
- 2.1.10 Demonstrates flexibility in providing care where resources are limited and recognizes the responsibility to report to relevant persons when level of resources risk compromising the quality of care.
- 2.1.11 Develops, implements, evaluates, revises, and provides input to the patients' plan of care with the patient, healthcare team, and others.
- 2.1.12 Defines expected goals and/or outcomes in terms of the individual patient's needs, concerns, culture, values, and priorities.
- 2.1.13 Uses critical thinking, critical inquiry, and clinical judgement for decision-making.
- 2.1.14 Applies best available evidence from credible sources to support clinical judgement, decision-making, and safe practice.
- 2.1.15 Administers medications and therapies in a safe, timely, and effective manner in accordance with institutional policy.
- 2.1.16 Applies strategies to prevent, de-escalate, and manage disruptive, aggressive, or violent behavior.
- 2.1.17 Continuously evaluates the response(s) of patients/groups to practical nursing and where delegated medical interventions documenting observations accurately in a timely manner and taking appropriate action including reporting abnormal or concerning results.
- 2.1.18 Responds to patients' conditions by organizing competing priorities into actions.
- 2.1.19 Evaluates the effectiveness of practical nursing interventions by comparing actual outcomes to expected outcomes.
- 2.1.20 Recognizes and responds immediately when a patient's condition is deteriorating.



- 2.1.21 Documents practical nursing interventions and patient/group responses accurately and in a timely manner.
- 2.1.22 Reviews and revises the plan of care and communicates accordingly.
- 2.1.23 Maintains and demonstrates clinical competence in all aspects of care provided to patients irrespective of unit.
- 2.1.24 Maintains and promotes customer satisfaction through effective customer service.

2.2 Competency Standard: Communication and Teamwork

Uses communication skills to ensure that the patient, family, and other healthcare team members are, and remain, fully informed.

Performance Criteria:

- 2.2.1 Initiates, develops, and terminates therapeutic relationships with individuals, families, and groups through the use of appropriate communication and interpersonal skills.
- 2.2.2 Demonstrates cultural competence and cultural humility across patient groups.
- 2.2.3 Consistently communicates relevant, accurate, and comprehensive information in verbal written, and electronic forms in a timely manner to ensure the delivery of safe, competent, and ethical care.
- 2.2.4 Works with others to affect change and produce positive outcomes through the sharing and questioning of knowledge of the individual and/or the situation.
- 2.2.5 Participates in building consensus and uses conflict resolution strategies to promote healthy relationships and optimal patient outcomes.
- 2.2.6 Demonstrates the ability to work as a team member by engaging in teamwork and the team-building processes.
- 2.2.7 Works in collaboration with other members of the wider multidisciplinary team across patient's pathways.
- 2.2.8 Articulates own role based on legislated scope of practice, individual competence, and care context including employer policies.
- 2.2.9 Participates in emergency preparedness and disaster management.

3. DOMAIN THREE: LEADERSHIP AND MANAGEMENT

Exhibits leadership qualities required to manage licensed practical nursing care safely and effectively for persons across the life course with low-acuity and with stable or predictable states of health.

3.1. Competency Standard: Leadership

Exhibits leadership qualities and implements practical nursing care safely, efficiently and ethically.

Performance Criteria:

- 3.1.1. Applies clinical reasoning, critical thinking, and problem-solving skills to the organization, provision, management, and evaluation of care.
- 3.1.2. Manages self, and where appropriate organizes others, to ensure effective workload prioritization and time management.



- 3.1.3. Provides feedback, offers suggestions for change, and deals effectively with the impact of change on own practice, the team, and/or on the organization.
- 3.1.4. Advocates for, and contributes to, the creation and maintenance of a positive working environment and teamwork.
- 3.1.5. Participates in mentorship and preceptorship of others to maximize the effectiveness of practical nursing interventions, the provision of quality health care, and the profession.
- 3.1.6. Acts as a role model for colleagues, students, and other members of the care team by treating all with respect, trust, and dignity.
- 3.1.7. Seeks ways to advance practical nursing autonomy and accountability.
- 3.1.8. Participates in the investigation of clinical incidence for safety and quality improvement.
- 3.1.9. Promotes and maintains a positive image of practical nursing.
- 3.1.10. Assumes leadership responsibilities, as appropriate, in the delivery of practical nursing and health care.

3.2. _Competency Standard: Quality Improvement and Safety

Ensures licensed practical nursing practice meets organizational quality and safety standards and guidelines and participates in continuous quality improvement

Performance Criteria:

- 3.2.1. Practices in accordance with approved quality standards and guidelines reflecting recognized evidence-informed practices.
- 3.2.2. Seeks evidence from a wide range of credible sources to maintain, extend, and evaluate the quality of practical nursing care.
- 3.2.3. Maintains current knowledge about trends and issues that impact the patient, the licensed practical nurse, the healthcare team and the delivery of health services.
- 3.2.4. Acts immediately and appropriately in accordance with the national and/or institutional disaster plan as needed, assisting the health care team in triage and coordination of care for patients.
- 3.2.5. Ensures a safe environment by identifying actual and potential risks and takes timely action to meet national legislation and workplace health and safety principles.
- 3.2.6. Acknowledges own limitations in knowledge, judgment and/or skills, and functions within those limitations.
- 3.2.7. Recognizes less than optimum or unsafe practice in self and others and intervenes, records and reports, and acts to access and/or provides support to ensure remediation of deficiencies.
- 3.2.8. Participates in ongoing quality improvement and risk management initiatives.
- 3.2.9. Adheres to and implements infection control policies and procedures.
- 3.2.10. Communicates and records safety concerns to the relevant authority and documents response.
- 3.2.11. Collaborates in the analysis, development, implementation, and evaluation of practice and policy.

4. DOMAIN FOUR: EDUCATION, LEARNING, AND DEVELOPMENT

This domain defines the responsibilities of the licensed practical nurse to provide a practical/professional environment that encourages education of patients, practical nurses, as well as personal development and growth.

4.1. Competency Standard: Education and Facilitation



Demonstrates commitment to the development of themselves, other members in the healthcare team, as well as patients, families, community and society.

Performance Criteria:

- 4.1.1. Shares and disseminates professional knowledge and research findings with others.
- 4.1.2. Provides information and access to resources to facilitate health education.
- 4.1.3. Contributes to the formal and informal education and professional development of students and colleagues, facilitating and coordinating learning opportunities where appropriate.
- 4.1.4. Acts as an effective preceptor and/or mentor as assigned, undertaking appropriate preparation and learning to undertake the roles.
- 4.1.5. Takes opportunities to learn together with others in order to contribute to healthcare improvement.

4.2. Competency Standard: Lifelong Learning

Assumes responsibility for own professional development through lifelong learning to ensure continued competence and performance improvement. Licensed practical nurses focus on personal and professional growth.

Performance Criteria:

- 4.2.1. Undertakes regular self-assessment and reviews own practice through reflection, peer review, competency assessment, critical examination, and evaluation.
- 4.2.2. Instigates planned updating knowledge and skills for safe, person-centered, evidence-based practice.
- 4.2.3. Actively engages in ongoing professional development and performance improvement of self and others.
- 4.2.4. Maintains a professional portfolio including evidence of continued competence, professional development, and improvement as required for continuing registration in relevant jurisdiction (CNE/CPD activities/programs).

4.3. Competency Standard: Promotion of Health and Patient Education

Provides education and care to optimize the health of persons across the life course with low-acuity and with stable or predictable states of health and their families, in primary health care settings. Will enable and provide information on maintaining and optimizing health and maximizing self-care.

Performance Criteria:

- 4.3.1. Takes part in health promotion, patient education and illness prevention initiatives and contributes to their evaluation.
- 4.3.2. Assesses patients' health literacy, knowledge, and readiness to learn.
- 4.3.3. Provides relevant health information and patient education to individuals, families, and communities to assist in achieving optimal health, rehabilitation and/or wellbeing.
- 4.3.4. Recognizes the potential for patient education and teaching for health and wellbeing in practical nursing interventions.
- 4.3.5. Applies knowledge of resources available for health promotion and health education.
- 4.3.6. Acts to empower the individual, family and community to adopt healthy lifestyles and concord with self-management of ill-health to promote wellbeing.



- 4.3.7. Demonstrates understanding of traditional healing practices within an individual's, family and/or community's health belief systems and incorporates appropriately and/or provides education if adversely affecting optimum health.
- 4.3.8. Assesses, plans, implements, and evaluates the teaching and learning process.

5. DOMAIN FIVE: RESEARCH AND IMPROVEMENT

This domain articulates the requirement that the licensed practical nurse practice incorporate best available evidence to provide quality health care and contribute to the implementation of knowledge through active participation

5.1. Competency Standard: Evidence-Informed Practice

Integrates evidence and research findings into practice. Licensed practical nurses are expected to utilize and integrate knowledge, critical thinking, critical inquiry, and research to build an evidence-informed practice.

Performance Criteria:

- 5.1.1. Engages in evidence-informed practice by considering a variety of relevant sources of information, including research findings, to guide practical nursing practice.
- 5.1.2. Participates in the formulation of evidence-informed practice based on best available credible research and/or national and international professional consensus, guidance, and audit.
- 5.1.3. Promotes dissemination, use, monitoring and review of professional standards and best practice guidelines.

5.2. Competency Standard: Using Data and Information Systems

Uses data systems to enhance the quality and delivery of care for patients and their families.

Performance Criteria:

- 5.2.1. Acquires the information and communication technology (ICT) skills needed to inform and provide optimum healthcare care and document accurately outcomes of interventions.
- 5.2.2. Understands how to use technology and data to assist in problem identification and identification of deficiencies that can be remediated to enable improvements in patient care.
- 5.2.3. Analyses data accurately and comprehensively leading to appropriate interpretation of findings and development of implementation plans.
- 5.2.4. Demonstrates professional judgement in utilizing information and communication technologies (ICT) and social media.

5.3. Competency Standard: Research Participation

Uses research, evaluation, service improvement, and audit findings to enhance the quality of patient care and protect the rights of those participating.

Performance Criteria:

- 5.3.1. Participates in activities that disseminate research findings such as, publications, journal clubs, grand rounds, and presentations.



5.3.2. Promotes research, evaluation, service improvement initiatives and audit designed to improve healthcare practice and disseminate findings to colleagues, patients, families, communities, and society.



References

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Regis College Website:

<https://www.regiscollege.edu/blog/nursing/rn-vs-lpn#:~:text=MENU-Registered%20Nurse%20vs%20LPN%3A%20Understanding%20the%20Key%20Differences,-Visit%20Regis>