CONTINUING COMPETENCY PROGRAM

For
Registered Psychiatric Nurses
# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mission of the College</td>
<td>3</td>
</tr>
<tr>
<td>Continuing Competency Requirements</td>
<td>4</td>
</tr>
<tr>
<td>Standards of Psychiatric Nursing Practice</td>
<td>5</td>
</tr>
<tr>
<td>Common Questions and Answers</td>
<td>6</td>
</tr>
<tr>
<td>Planning Your Professional Development</td>
<td>7</td>
</tr>
<tr>
<td>Sample: Standard 7</td>
<td>9</td>
</tr>
<tr>
<td>Sample: Learning Plan</td>
<td>10</td>
</tr>
<tr>
<td>Supporting Documents</td>
<td>11</td>
</tr>
<tr>
<td>Achieving Standards of Practice</td>
<td>12</td>
</tr>
<tr>
<td>Standard 1 - Assessment</td>
<td>13</td>
</tr>
<tr>
<td>Standard 2 - Planning</td>
<td>14</td>
</tr>
<tr>
<td>Standard 3 - Implementation</td>
<td>15</td>
</tr>
<tr>
<td>Standard 4 - Evaluation</td>
<td>16</td>
</tr>
<tr>
<td>Standard 5 - Legal</td>
<td>17</td>
</tr>
<tr>
<td>Standard 6 - Ethical</td>
<td>18</td>
</tr>
<tr>
<td>Standard 7 - Collaborative</td>
<td>19</td>
</tr>
<tr>
<td>Standard 8 - Professional</td>
<td>20</td>
</tr>
<tr>
<td>Standard 9 - Independent Practice!</td>
<td>21</td>
</tr>
<tr>
<td>Community Mental Health</td>
<td>21</td>
</tr>
<tr>
<td>Standard 10 - Management</td>
<td>22</td>
</tr>
</tbody>
</table>
Continuing Competency Program

MISSION OF THE COLLEGE

The mission of the College of Registered Psychiatric Nurses of British Columbia is to serve and protect the public. The College of Registered Psychiatric Nurses of British Columbia is responsible through self-regulation to assure a safe, accountable and ethical level of psychiatric nursing practice. It is accountable to the public through government regulation under the Health Professions Act.

The Health Professions Act requires the College of Registered Psychiatric Nurses of British Columbia to establish and maintain a continuing competency program to promote high practice standards amongst registrants. Similar legislations exists for all other health professions in British Columbia.

Competence is the judicious application of knowledge, skills, attitudes and judgement to deliver safe care within ones own scope of practice.

Continuing Competence is the ability of practitioners to demonstrate ongoing competence in their current practice.
Continuing Competency Requirements

The requirements of the continuing competency program are:
• self assessment of the nurses individual practice, based on the Standards of Registered Psychiatric Nurses of British Columbia
• the development of a learning plan based on self assessment
• evaluating the outcome/results of the learning plan
• reporting annually regarding participation in the continuing competency program

REQUIREMENTS FOR PRACTICE HOURS

In the immediate five years preceding renewal you must have:
• Practiced as a RPN a total of 1400 hours or
• Completed an approved Refresher Program for RPNs or
• Graduated from a Diploma/Degree Program in Psychiatric Nursing within British Columbia, Alberta, Saskatchewan or Manitoba.

RECORDING PRACTICE HOURS

---------Hours of practice March 1, 2000 — February 28, 2001
---------Hours of practice March 1, 1999— February 29, 2000
---------Hours of practice March 1, 1998— February 28, 1999
---------Hours of practice March 1, 1997— February 28, 1998
---------Hours of practice March 1, 1996— February 28, 1997
---------Hours of practice March 1, 1995— February 29, 1996

• The information you find in this folder is confidential.
• Do not forward assessments or learning plans to the College of Registered Psychiatric Nurses of British Columbia.
• If your practice is selected at random for review, you will be sent a summary form to complete and return to the College.

Participation in the Continuing Competency Program will become a requirement for registration in the College of Registered Psychiatric Nurses on March 1, 2000.
STANDARDS OF PSYCHIATRIC NURSING PRACTICE

1. The Registered Psychiatric Nurse systematically collects, analyses, and synthesizes data about a client’s health status.

2. The Registered Psychiatric Nurse develops a specific psychiatric nursing care plan based on the nursing diagnosis.

3. The Registered Psychiatric Nurse carries out the planned interventions in assisting the client achieve optimal health.

4. The Registered Psychiatric Nurse observes and evaluates client’s health status in accordance with the plan of care designed to assist the client achieve optimal health.

5. The Registered Psychiatric Nurse practices within the limitations established by law.

6. The Registered Psychiatric Nurse practices within the boundaries established by the CRPNBC Code of Ethics.

7. The Registered Psychiatric Nurse functions effectively with other members of the health care team.

8. The Registered Psychiatric Nurse demonstrates responsibility for professional growth and contributes to the professional growth of others.

9. The Registered Psychiatric Nurse in independent practice/community mental health is an advanced level RPN using counseling, psychotherapy or case management interventions to assist clients in improving or regaining their optimal health.

10. The Registered Psychiatric Nurse in management is an advanced level nurse qualified by education and experience.
Common Questions & Answers about the Continuing Competency Program

5. Why do practicing nurses have to do this when the employer already evaluates their competence?

The Health Professions Act requires all health professions to establish and maintain a continuing competency program to promote high practice standards amongst registrants.

6. What happens if nurses refuse to participate?

Participation in the Continuing Competency Program will become a requirement for registration in the College of Registered Psychiatric Nurses of British Columbia on March 01, 2000.

7. Will learning plans be checked to determine if they were implemented?

Yes, a monitoring system will be established to track the continuing competency activities of practicing registrants.

8. What happens when a nurse is audited?

A number of Registered Psychiatric Nurses will be selected on a random basis annually. They will be requested to submit a summary of their personal continuing competency activities. This will include their self-assessment and individual learning plan.

9. How will information be kept confidential?

The College of Registered Psychiatric Nurses of B.C. will develop a procedure, which will ensure the confidentiality of the information.

10. Do I send my materials to the College on an annual basis?

No, the annual renewal form will ask the question regarding participation in the Continuing Competency Program.

11. Where do I get more information?

Contact the College of Registered Psychiatric Nurses of British Columbia at (604) 944-4941 or Toll Free at 1-800-565-2505.
Planning Your Professional Development to Maintain Your Competency

When planning your professional development you may wish to work through the following stages:

1. **Review Your Competence**

   Based on the standards of practice for Registered Psychiatric Nurses in B.C., what are your strengths, and which areas will you focus on for professional development?

2. **Self Assessments**

   There are several methods and tools that can be used for self assessment and to develop learning plans.

3. **Set Your Learning Objectives**

   What do you want to achieve?

4. **Develop a Learning Plan**

   A learning plan will outline the specific learning activities.

   Formal study may include:

   - University courses
   - College courses
   - Accredited self-directed study courses. This type of study provides a credit, diploma, or certificate of achievement or completion.

   Informal study may include:

   - In-service education presentations
   - Internet research
   - Literature searches
   - Books
   - Films/Videotapes
   - Research projects
   - Visit to clinical programs

5. **Implement the Action Plan**

   This can be accomplished individually, with a colleague or with a group. Use other health professionals as resources. Be creative and innovative.
6. **Evaluate the Results**

Did you meet your objectives? Was the outcome valuable to you? Did clients benefit? Are you able to share this learning experience with colleagues?

7. **Professional Records**

Record the learning activities and outcomes. Keep these records for your professional file.

The format of your professional records will also vary with each individual but should allow for change and flexibility.
Sample: Learning Plan Format

<table>
<thead>
<tr>
<th>LEARNING NEEDS</th>
<th>ACTION PLAN</th>
<th>RESOURCES</th>
<th>TARGET DATE</th>
<th>RELEVANCE TO MY PRACTICE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Sample: Self-assessment Using Standards of Psychiatric Nursing Practice

Standard 7

THE REGISTERED PSYCHIATRIC NURSE FUNCTIONS EFFECTIVELY WITH OTHER MEMBERS OF THE HEALTH CARE TEAM

CRITERIA:

1. Functions competently as a member of an interdisciplinary team.
2. Identifies relationship of own role to the health care system.
3. Assumes required leadership roles.

SELF-ASSESSMENT GUIDELINES

• Begin by reviewing your professional performance during the past 3 years.
• Focus on an area where you have special interest or where you want to gain new knowledge or skills.
• Assess objectively your strengths and what you need to learn.

SELF-ASSESSMENT OF PERFORMANCE BASED ON STANDARD 7

Strengths:

Learning Needs:
Supporting Documents

CONFIDENTIALITY

- Your record is for personal use. You do not have to share it with your employer or co-workers. If called by your regulatory body, only the assessors will read your record.

- If your record includes personal or confidential information about clients or colleagues, you must obtain informed consent prior to using the material.

Include documents that will help you demonstrate your achievement.

Examples of what you may want to include:

- transcripts of formal education courses
- education presentations
- performance appraisals
- letters from clients and families
- letters of reference
- certificates and diplomas
- awards
- membership information
- information about future events you would like to participate in
Achieving Standards of Practice

The development of standards for nursing practice is a BEGINNING step toward the attainment of quality nursing care. The adoption of standards helps clarify nurses’ areas of accountability, since the standards provide the nurse, the health agency, other professionals, clients, and the public with a basis for evaluating practice. Standards also define the nursing profession’s accountability to the public.

In addition to the knowledge of standards, each practitioner must have an understanding of the rationale behind the standard and know the criteria expected. As well, the practitioner must know the factors against which performance is measured or evaluated.

Standards are a prerequisite to the evaluation of performance, since they provide a baseline for measurement. However, they must take into account independent, interdependent and dependent functions of nurses, be suited to educational preparation and experience, and respect the freedom of informed choice.

Because standards must be broad enough to apply in any practice setting, the performance factors are given as basic guidelines. They may not be comprehensive for all situations and must lend themselves to further development and refinement by nurses so they are meaningful in the workplace. The psychiatric/mental health nurse’s critical thinking, and fastidious use of theoretical knowledge, research, and nursing models provides a comprehensive nursing assessment and accurate client diagnosis. This allows for analysis of the reciprocal relationship between client, environment, health, and nursing.
Standard 1: Assessment

_The Registered Psychiatric Nurse systematically collects, analyses, and synthesizes data about a client’s health status._

**RATIONALE:**

Systematic collection of data is the first part of the nursing process and is a prerequisite for realistic assessment of a client’s, family’s or community’s needs for the formulation of the entire care plan.

**CRITERIA:**

1. Systematically collects data about the client from all available sources.

2. Organizes and analyses the data using a nursing model.

3. Formulates and organizes by prioritizing actual and potential nursing diagnoses.

4. Identifies health strengths.
Standard 2: Planning

The Registered Psychiatric Nurse develops a specific psychiatric nursing care plan for a client based on the nursing diagnosis.

RATIONALE:

Planning is the second of four steps in the nursing process. A definite plan of care, based on thorough and ongoing assessment, is needed to develop the goals and the interventions required to meet the client’s needs and to provide a specific outline for continuity of care.

CRITERIA:

1. Acknowledges the client’s right to participate in decisions affecting care.

2. Whenever possible incorporates observations and reports by the client and the family in developing and modifying the psychiatric nursing care plan.

3. Incorporates observations and reports of other members of the health care team in developing and modifying the psychiatric nursing care plan.

4. Goals are client-oriented, therapeutically sound, measurable, and achievable behavioural outcomes.

5. Formulates nursing orders in relation to identified goals.
Standard 3: Implementation

*The Registered Psychiatric Nurse carries out the planned interventions in assisting the client achieve optimal health.*

RATIONALE:

Psychiatric/mental health nurses use a wide variety of interventions to prevent mental and physical illness and to promote, maintain and retain health. The Registered Psychiatric Nurse selects interventions according to their level of practice. The basic level nurse may select counseling, case management, self-care activities, group therapy, health teachings, and a variety of other approaches to meet the mental health needs of clients. The advanced level nurse may engage in psychotherapy, and act as a consultant in addition to the basic level interventions.

CRITERIA:

1. Initiates or supervises the initiation of the psychiatric nursing care plan.
2. Implements nursing orders until they are no longer needed, are observed to be ineffective, or need revision.
3. Modifies priorities on an ongoing basis to meet the client's needs.
4. Provides consistent support and reassurance to the client and whenever possible, to the family while implementing the care plan.
5. Encourages the client to maintain active involvement in the ongoing therapeutic program.
6. Whenever possible encourages the family to discuss, question, and explore feelings and concerns about past, present, and projected therapies.
7. Promotes the realization of optimal health in individuals through the use of psychotherapeutic interventions.
8. Promotes the realization of optimal health in clients through health teaching.
9. Provides information regarding referral to available community resources that may assist the client and/or the family to meet identified goals.
10. Performs psychiatric nursing procedures as defined by the employing agency.
Standard 4: Evaluation

The Registered Psychiatric Nurse observes and evaluates the client’s health status in accordance with the plan of care which is designed to assist the client achieve optimal health.

RATIONALE:

Evaluation is the fourth part of the nursing process. The Registered Psychiatric Nurse observes and evaluates the effectiveness of interventions so appropriate changes can be made in the treatment and nursing plans of care, incorporating the contributions of the client, family, and other members of the health care team.

CRITERIA:

1. Observes, evaluates, reports, and records the effects of therapies and nursing interventions on an ongoing basis.

2. Whenever possible, discusses with the client and the family the client’s progress toward goals.

3. Recommends changes in the treatment plan to other members of the health care team.

4. Modifies the plan of care based on the attainment of goals, the effectiveness of the treatment plan, and whether or not a positive change has occurred.
Standard 5: Legal

Registered Psychiatric Nurse practices within the limitations established by law.

RATIONALE:

Knowledge of the legal boundaries governing psychiatric nursing practice is necessary to protect the public, the client, and the Registered Psychiatric Nurse.

CRITERIA:

1. Knows relevant legislation and regulations governing psychiatric nursing.

2. Knows relevant legislation governing rights of clients.

3. Takes appropriate action to ensure that own and others’ practice conforms to acceptable standards.

4. Maintains membership in good standing in the professional regulatory body.
Standard 6: Ethical

The Registered Psychiatric Nurse practices within the boundaries established by the CRPNBC Code of Ethics.

RATIONALE:

A guide to ethical behaviour is required to ensure safety to the public. The psychiatric/mental health nurse engages in therapeutic interactions and relationships that promote and support health. Boundaries must be established to safeguard the client's well being and to prevent the development of intimate or sexual relationships.

CRITERIA:

1. Provides care within the boundaries established by the Code of Ethics.

2. Conducts all professional relationships in accordance with the Code of Ethics.

3. Interprets the Code of Ethics to others.

4. Maintains a therapeutic and professional relationship at all times.
Standard 7: Collaborative

The Registered Psychiatric Nurse functions effectively with other members of the health care team.

RATIONALE:

The delivery of effective health care requires a collaborative effort by all personnel.

1. Functions competently as a member of an interdisciplinary team.
2. Identifies relationship of own role to the health care system.
3. Assumes required leadership roles.
Standard 8: Professional

The Registered Psychiatric Nurse demonstrates responsibility for personal growth and contributes to the professional growth of others.

RATIONALE:

A guide to ethical behaviour is required to ensure safety to the public. The psychiatric/mental health nurse engages in therapeutic interactions and relationships that promote and support health. Boundaries must be established to safeguard the client’s well being and to prevent the development of intimate or sexual relationships.

CRITERIA:

1. Participates in activities of the professional regulatory body.
2. Participates in continuing professional education activities.
3. Promotes and participates in activities designed to improve psychiatric nursing practice and care.
4. Participates, promotes, and utilizes research as an integral part of professional psychiatric nursing.
Standard 9: Independent Practice - Community Mental Health

The Registered Psychiatric Nurse in Independent Practice/Community Mental Health is an advanced level RPN using counseling, psychotherapy or case management interventions to assist clients in improving or regaining their optimal health.

RATIONALE:

A plan of care is used to guide therapeutic interventions in a systematic way to achieve expected client outcomes. Counseling, or psychotherapy may be individual, group or family oriented. Child psychotherapy and other therapeutic treatments may be used by the qualified psychiatric/mental health nurse to assist clients to foster mental health, prevent mental illness and disability, and improve or regain previous health status and functional abilities.

CRITERIA:

1. Interventions are based on the needs of the client and accepted nursing practice.

2. Interventions are selected according to the psychiatric/mental health nurse’s level of practice, education and qualifications.

3. Interventions are performed in a safe, ethical, and appropriate manner.

4. Interventions are implemented within an established nursing care plan.

5. Interventions are documented and evaluated.
Standard 10: Management

The Registered Psychiatric Nurse in management is an advanced level nurse qualified by education and experience. The nurse executive or nurse manager uses communication, motivation, leadership, management, problem solving and decision making skills and functions to promote, develop and maintain an organizational climate conducive to quality nursing practice and effective management of the nursing resource.

RATIONALE:

The delivery of effective health care requires management of the health care team and resources to ensure quality of client care and promotion of psychiatric nursing practice.

CRITERIA:

1. Maintains proficiency in clinical practice as well as able to implement on the unit the operations and goals of the institution.

2. Interacts with clients both directly and indirectly.

3. Contributes to client and staff well being by ensuring quality care is provided by staff members.