

# Continuing Competence Program

# CCCP

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learning in action

## Section 8

### Additional Continuing Competence Requirements for Nurse Practitioners



# ADDITIONAL CONTINUING COMPETENCE REQUIREMENTS FOR NURSE PRACTITIONERS

## Introduction

Nurse practitioners (NPs) are registered nurses (RNs) with advanced knowledge and skills. Their practice includes diagnosing and treating health problems, ordering diagnostic tests and prescribing drugs.

All RNs in New Brunswick are obliged to meet the Nurses Association of New Brunswick (NANB's) Continuing Competence Program requirements. As an RN, you must review and assess your own practice using the NANB *Standards of Practice for Registered Nurses*. You must identify how you are consistently meeting each standard of practice indicator and determine priority area(s) to focus on (refer to NANB's continuing competence materials for RNs which include self-assessment and learning plan worksheets).

NPs must meet additional continuing competence requirements. These additional requirements stem from the legislated scope of NP practice, the NP competencies and NP standards, which are beyond those required for RN practice.

Continuing competence includes an hours-of-nursing-practice requirement of 1125 hours during the preceding five years, 600 of which must be nurse practitioner practice in the previous two years.

The three steps of meeting the additional NP continuing competence requirements are: 1) completing a self-assessment based on the NANB *Competencies and Standards of Practice for Nurse Practitioners in Primary Health Care*; 2) developing and implementing a learning plan based on the self-assessment; and 3) evaluating the impact of learning on practice.

## Principles

NPs must comply with the NANB Continuing Competence Program requirements for registered nurses. There are additional continuing competence requirements for NPs related to NP competencies.

## NP Continuing Competence Requirements

The additional continuing competence requirements for NPs are based on the NANB *Competencies and Standards of Practice for Nurse Practitioners in Primary Health Care*. The NP competencies are statements about the knowledge, skills, judgement and attitudes required to perform safely within the scope of NP practice as set out by NANB.

The NP continuing competence requirements, outlined below, are in addition to meeting the continuing competence requirements for RNs.



# ADDITIONAL CONTINUING COMPETENCE REQUIREMENTS FOR NURSE PRACTITIONERS

## Step 1 – Self-Assessment

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### *Assessing your practice based on NANB Competencies and Standards of Practice for Nurse Practitioners in Primary Health Care*

As an NP you must review and assess your NP practice using those competencies set out in the NANB *Competencies and Standards of Practice for Nurse Practitioners in Primary Health Care*. Conduct your self-assessment within your context of practice.

From your NP self-assessment, determine the **most important** area(s) to focus on for the upcoming practice year. You must select **at least one** competency to focus on.

The *Nurse Practitioner Self-Assessment Worksheet* is available to help you document your progress through this self-assessment step.

## Step 2 – Learning Plan

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### *Developing and implementing your learning plan*

Subsequent to your self-assessment, you must develop a learning plan for each NP competency you have decided to focus on.

## Suggested Learning Activities

NPs may select from multiple options of possible professional activities to meet the learning requirements of their learning plan. Some options include:

- attending education events, such as conferences, clinical updates or rounds that target clinical treatment, including pharmacotherapeutics or other aspects relevant to practice (for example, ethics);
- critically reviewing relevant literature, such as reading and critiquing related professional journals at the NP level or participating in a journal club that targets clinical treatment, including prescribing;
- enrolling in accredited or academic programs at the level of nurse practitioner/advanced practice nursing or taking academic credits applicable to the context of practice or scope of the NP's practice;
- teaching, such as providing an educational seminar/presentation or lecture. (Acceptable teaching might include participating in a lecture or presentation at a professional conference or preceptoring at the NP level);
- writing for publication, such as writing an article in a journal or a chapter in a text that facilitates the integration of evidence-based knowledge into practice,
- developing and implementing clinical tools; and



## ADDITIONAL CONTINUING COMPETENCE REQUIREMENTS FOR NURSE PRACTITIONERS

### Step 2 – Learning Plan Continued

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#### *Developing and implementing your learning plan*

- researching, such as undertaking relevant clinical research activities or participating in a clinical research collaborative project that contributes to the understanding and development of evidence-based nursing knowledge

As you complete each learning activity, document its completion on your learning plan. Even learning plans that do not turn out as you anticipated can be valuable as you move to the evaluation step.

### Step 3 – Evaluation

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#### *Evaluating the impact of your learning on your NP practice*

You must evaluate any impact your learning made on your NP practice. Did this learning make a difference? If yes, what is the difference in your NP practice?

Complete your learning activities and take the time to consider if you have benefited from these activities. It is important to identify what impact your learning objectives and the completion of your learning activities have had on your NP practice. Document the impact of your learning on the NP *Learning Plan Worksheet*.

## Reporting Requirements

Each year, NANB requires members to report continuing competence information on the registration renewal form. You will answer questions on your renewal form indicating whether you have met the CCP requirements.



Name	Practice Year
Role (position)	Practice Setting

**NANB Nurse Practitioner Competencies**

**1) Health Assessment and Diagnosis**

How does each nurse practitioner competency apply to my practice?	Am I meeting expectations of this competency consistently?					I will focus on this competency this year
	Not at all	Sometimes	Most of the time	Always	Not applicable	
1.1 I complete a comprehensive health assessment, including an appropriate health history and physical examination.	1	2	3	4	n/a	<input type="checkbox"/>
1.2 I demonstrate sound clinical judgement and diagnostic reasoning abilities in synthesizing health information in order to identify a health condition and make a diagnosis.	1	2	3	4	n/a	<input type="checkbox"/>
1.3 I modify assessment techniques according to the client’s condition, culture, and stage of development.	1	2	3	4	n/a	<input type="checkbox"/>
1.4 I synthesize information from individual clients to identify broader implications for health within the family or community.	1	2	3	4	n/a	<input type="checkbox"/>
1.5 I apply the principles of physiology, pathophysiology and pathogenesis, including clinical manifestations of commonly encountered health conditions in order to make a diagnosis.	1	2	3	4	n/a	<input type="checkbox"/>
1.6 I determine the need for, order and interpret the results of relevant screening and diagnostic laboratory tests; and/or interprets reports of x-rays and diagnostic ultrasounds, as per Schedules “A” and “B” in the NANB <i>Rules Respecting Nurse Practitioners</i> to: <ul style="list-style-type: none"> <li>• diagnose a health condition,</li> <li>• monitor clients who have a previously diagnosed health condition, or</li> <li>• alter/adjust therapy previously established.</li> </ul>	1	2	3	4	n/a	<input type="checkbox"/>
1.7 I effectively communicate health findings and/or the diagnosis of a health condition to the client and discuss the prognosis and options for treatment for those conditions.	1	2	3	4	n/a	<input type="checkbox"/>

**Notes:**

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Name \_\_\_\_\_ Practice Year \_\_\_\_\_

Role (position) \_\_\_\_\_ Practice Setting \_\_\_\_\_

**NANB Nurse Practitioner Competencies**

**2) Health Management of Acute and Chronic Health Conditions**

How does each nurse practitioner competency apply to my practice?	Am I meeting expectations of this competency consistently?					I will focus on this competency this year
	Not at all	Sometimes	Most of the time	Always	Not applicable	
2.1 I provide effective pharmacological, counseling, or other interventions.	1	2	3	4	n/a	<input type="checkbox"/>
2.2 I assist/support clients to design and follow the plan of treatment and care.	1	2	3	4	n/a	<input type="checkbox"/>
2.3 I select/prescribe the appropriate treatment/intervention according to current best-practice guidelines.	1	2	3	4	n/a	<input type="checkbox"/>
2.4 I apply knowledge of pharmacology, including pharmacokinetics and pharmacodynamics when selecting/prescribing drugs as per Schedule "C" of the NANB <i>Rules Respecting Nurse Practitioners</i> to treat health conditions.	1	2	3	4	n/a	<input type="checkbox"/>
2.5 I monitor the effect of the chosen therapy, including pharmacological and non-pharmacological treatment modalities.	1	2	3	4	n/a	<input type="checkbox"/>
2.6 I evaluate the effect of selected treatments and interventions using sound diagnostic reasoning skills.	1	2	3	4	n/a	<input type="checkbox"/>
2.7 I alter therapy and make necessary adjustments when indicated.	1	2	3	4	n/a	<input type="checkbox"/>
2.8 I ensure reasonable access to a physician for the purposes of consultation and referral or transfer of any client to a physician for care.	1	2	3	4	n/a	<input type="checkbox"/>

**Notes:**

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Name \_\_\_\_\_ Practice Year \_\_\_\_\_

Role (position) \_\_\_\_\_ Practice Setting \_\_\_\_\_

**NANB Nurse Practitioner Competencies**

**3) Health Promotion and Disease Prevention**

How does each nurse practitioner competency apply to my practice?	Am I meeting expectations of this competency consistently?					I will focus on this competency this year
	Not at all	Sometimes	Most of the time	Always	Not applicable	
3.1 I determine the need for and provide health promotion services to clients who are healthy or who have acute or chronic conditions.	1	2	3	4	n/a	<input type="checkbox"/>
3.2 I implement primary, secondary and tertiary prevention strategies for individuals, families and communities, or for specific age and culture groups, in accordance with population health principles.	1	2	3	4	n/a	<input type="checkbox"/>
3.3 I provide anticipatory guidance and counseling to reduce risk factors and prevent disease and disabilities.	1	2	3	4	n/a	<input type="checkbox"/>

**Notes:**

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Name \_\_\_\_\_ Practice Year \_\_\_\_\_

Role (position) \_\_\_\_\_ Practice Setting \_\_\_\_\_

**NANB Nurse Practitioner Competencies**

**4) Professional Role and Responsibilities**

How does each nurse practitioner competency apply to my practice?	Am I meeting expectations of this competency consistently?					I will focus on this competency this year
	Not at all	Sometimes	Most of the time	Always	Not applicable	
4.1 I practice both autonomously and collaboratively, offering the full scope of nurse practitioner practice.	1	2	3	4	n/a	<input type="checkbox"/>
4.2 I demonstrate knowledge of relevant professional, ethical and legal standards for nurse practitioner practice and incorporates such standards in practice.	1	2	3	4	n/a	<input type="checkbox"/>
4.3 I participate as a member of the health care team in the provision of health care by interacting with professional colleagues to provide comprehensive care.	1	2	3	4	n/a	<input type="checkbox"/>
4.4 I recognize the importance of maintaining nurse practitioner competencies by actively seeking learning opportunities and continuing education programs.	1	2	3	4	n/a	<input type="checkbox"/>
4.5 I participate in quality assurance review including systematic review of records and treatment plans.	1	2	3	4	n/a	<input type="checkbox"/>

**Notes:**

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Name \_\_\_\_\_ Practice Year \_\_\_\_\_

Role (position) \_\_\_\_\_ Practice Setting \_\_\_\_\_

**Instructions:** Indicate in the first column below, which NP competency you will focus on. Develop your learning objective(s) which will address the identified competency and list the learning activities you plan to accomplish. Record target dates (T) for each learning activity, and the date which indicates that the learning activity is completed (C).

NP Competency number from Step 1	Learning Objective What am I going to learn?	Learning Activities How am I going to learn?	Dates Targeted (T) Completed (C)



