

# Continuing Competence Program

# CCCP

learning in action

## Section 8

### Additional Continuing Competence Requirements for Nurse Practitioners (Revised July 2010)



Nurses Association of New Brunswick

# ADDITIONAL CONTINUING COMPETENCE REQUIREMENTS FOR NURSE PRACTITIONERS

## Introduction

Nurse practitioners (NPs) are registered nurses (RNs) with additional knowledge, skills and judgement obtained through advanced nursing education and experience. 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 (2005)*. 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).

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

Continuing competence includes an hours-of-nursing-practice requirement of 1 125 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 *Standards of Practice for Primary Health Care Nurse Practitioners (2010)*; 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 standards.

## NP Continuing Competence Requirements

The additional continuing competence requirements for NPs are based on the NANB *Standards of Practice for Primary Health Care Nurse Practitioners*.

Standards are authoritative statements that identify the legal and professional expectations for nursing practice. They describe the desired and achievable level of practice against which actual performance can be measured. Each standard is supported by indicators meant to illustrate how the NP will meet the standards. Indicators are meant to apply across a variety of settings and they may therefore be further refined by the context of practice.

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 Standards of Practice for Primary Health Care Nurse Practitioners*

As an NP you must review and assess your NP practice using those standards set out in the *NANB Standards of Practice for Primary Health Care Nurse Practitioners*. You must 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** indicator 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 standard indicator you have decided to focus on.

**Suggested Learning Activities:** As an NP, you may select from multiple options of possible professional activities to meet the learning requirements of your learning plan. Some options include:

- attending education events, such as conferences, clinical updates or rounds that target clinical treatment, including pharmacotherapy 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
- 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.



# ADDITIONAL CONTINUING COMPETENCE REQUIREMENTS FOR NURSE PRACTITIONERS

## 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. To do so, 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 and document it 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.



2011

Name

Practice Year

Role (position)

Practice Setting

**NANB Standards of Practice for Primary Health Care Nurse Practitioners**

**1) Professional Responsibility and Accountability**

*The Nurse Practitioner is responsible and accountable for own practice and professional conduct.*

How does each nurse practitioner standard indicator apply to my practice?	Am I meeting expectations of this standard indicator consistently?					I will focus on this indicator this year.
	Not at all	Sometimes	Most of the time	Always	Not applicable	
1.1 I practise in accordance with current federal and provincial legislation, professional and ethical standards and policy relevant to NP practice.	1	2	3	4	n/a	<input type="checkbox"/>
1.2 I attain, maintain and enhance competencies within my own area of practice.	1	2	3	4	n/a	<input type="checkbox"/>
1.3 I engage in evidence-informed practice by critically appraising and applying relevant research, best practice guidelines and theory.	1	2	3	4	n/a	<input type="checkbox"/>
1.4 I incorporate knowledge of diversity, cultural safety and the determinants of health in assessment, diagnosis, and therapeutic management of the client.	1	2	3	4	n/a	<input type="checkbox"/>
1.5 I integrate the principles of resource allocation and cost-effectiveness in clinical decision-making.	1	2	3	4	n/a	<input type="checkbox"/>
1.6 I collaborate, consult and/or refer to other health care providers when the diagnosis and/or treatment plan is unclear or is not within the NP scope of practice.	1	2	3	4	n/a	<input type="checkbox"/>
1.7 I provide consultation to and accept referrals from other health care providers for clients whose health conditions are within the NP scope of practice and individual expertise.	1	2	3	4	n/a	<input type="checkbox"/>
1.8 I document clinical data, assessment findings, diagnosis, plan of care, therapeutic intervention, client's response and clinical rationale in a timely and accurate manner.	1	2	3	4	n/a	<input type="checkbox"/>

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## Standards of Practice for Primary Health Care Nurse Practitioners

### 1) Professional Responsibility and Accountability (Continued)

*The Nurse Practitioner is responsible and accountable for own practice and professional conduct.*

How does each nurse practitioner standard indicator apply to my practice?	Am I meeting expectations of this standard indicator consistently?					I will focus on this indicator this year.
	Not at all	Sometimes	Most of the time	Always	Not applicable	
1.9 I maintain and retain client health records according to relevant legislation, professional standards and employer policies.	1	2	3	4	n/a	<input type="checkbox"/>
1.10 I practise within the context of a therapeutic nurse-client relationship and direct friends and family members to seek care from other health care providers.	1	2	3	4	n/a	<input type="checkbox"/>
1.11 I do not become involved in self-care.	1	2	3	4	n/a	<input type="checkbox"/>
1.12 I act as a preceptor, and mentor to nursing colleagues, other members of the health care team and students.	1	2	3	4	n/a	<input type="checkbox"/>
1.13 I contribute to the advancement of evidence-based practice through initiation and/or participation in research activities, presentations, or publications.	1	2	3	4	n/a	<input type="checkbox"/>
1.14 I articulate the role of the nurse practitioner to clients, health care professionals and key stakeholders.	1	2	3	4	n/a	<input type="checkbox"/>
1.15 I maintain a registration as a NP in New Brunswick.	1	2	3	4	n/a	<input type="checkbox"/>

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## NANB Standards of Practice for Primary Health Care Nurse Practitioners

### 2) Health Assessment and Diagnosis

*The Nurse Practitioner integrates a broad knowledge base and critical appraisal in determining diagnosis and client needs.*

How does each nurse practitioner standard indicator apply to my practice?	Am I meeting expectations of this standard indicator consistently?					I will focus on this indicator this year.
	Not at all	Sometimes	Most of the time	Always	Not Applicable	
2.1 I apply advanced assessment techniques, critical thinking and clinical decision making skills when assessing clients.	1	2	3	4	n/a	<input type="checkbox"/>
2.2 I systematically collect and interpret health data by performing a comprehensive and focused health assessment using multiple tools and sources of data.	1	2	3	4	n/a	<input type="checkbox"/>
2.3 I order diagnostic imaging tests, laboratory and other tests when clinically indicated in accordance with <i>Nurse Practitioner Schedules for Ordering: Schedules "A" and "B"</i> .	1	2	3	4	n/a	<input type="checkbox"/>
2.4 I ensure that diagnostic tests are interpreted and results are acted upon in an appropriate and timely manner.	1	2	3	4	n/a	<input type="checkbox"/>
2.5 I make a diagnosis based on the client's health history, findings of health assessment and results of any investigations.	1	2	3	4	n/a	<input type="checkbox"/>
2.6 I document all diagnostic tests ordered and/or discontinued on the client's permanent health record.	1	2	3	4	n/a	<input type="checkbox"/>
2.7 I communicate the diagnosis to clients and to interdisciplinary team members as required.	1	2	3	4	n/a	<input type="checkbox"/>
2.8 I discuss prognosis and treatment options with the client.	1	2	3	4	n/a	<input type="checkbox"/>
2.9 I involve clients in the development, implementation and evaluation of their plan of care.	1	2	3	4	n/a	<input type="checkbox"/>
2.10 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"/>

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## NANB Standards of Practice for Primary Health Care Nurse Practitioners

### 3) Therapeutic Management

*The nurse practitioner utilizes advanced knowledge and judgement in applying pharmacological and non-pharmacological interventions.*

How does each nurse practitioner standard indicator apply to my practice?	Am I meeting expectations of this standard indicator consistently?					I will focus on this indicator this year.
	Not at all	Sometimes	Most of the time	Always	Not Applicable	
3.1 I utilize an authoritative source of evidence-based drug and therapeutic information when prescribing drugs and other interventions.	1	2	3	4	n/a	<input type="checkbox"/>
3.2 I consider the known risks and benefits to the client, the anticipated outcome, and ensure safeguards and resources are available to manage outcomes when initiating interventions.	1	2	3	4	n/a	<input type="checkbox"/>
3.3 I provide client education about interventions including: expected action, importance of compliance, side effects, potential adverse reactions, possible interactions and follow-up plan.	1	2	3	4	n/a	<input type="checkbox"/>
3.4 I obtain and document informed consent from clients prior to performing procedures.	1	2	3	4	n/a	<input type="checkbox"/>
3.5 I perform procedures (non-invasive and invasive) for the clinical management/prevention of disease, injuries, disorders or conditions.	1	2	3	4	n/a	<input type="checkbox"/>
3.6 I prescribe drugs in accordance with the NANB NP Schedules for Ordering: Schedule C.	1	2	3	4	n/a	<input type="checkbox"/>
3.7 I provide specific medications in small quantities in situations where a pharmacist is not available or accessible and/or it is in the best interest of the client.	1	2	3	4	n/a	<input type="checkbox"/>
3.8 I evaluate client outcomes of selected treatments and interventions.	1	2	3	4	n/a	<input type="checkbox"/>
3.9 I document interventions and client's response to interventions in the client's permanent health record.	1	2	3	4	n/a	<input type="checkbox"/>
3.10 I document and report adverse events associated with drugs and other interventions;	1	2	3	4	n/a	<input type="checkbox"/>
3.11 I continue to enhance my knowledge base as required to provide comprehensive, quality, and evidenced-based care.	1	2	3	4	n/a	<input type="checkbox"/>

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## NANB Standards of Practice for Primary Health Care Nurse Practitioners

### 4) Health Promotion and Prevention of Illness and Injury

*The NP promotes health and reduces the risk of complications, illness and injury for clients.*

How does each nurse practitioner standard indicator apply to my practice?	Am I meeting expectations of this standard indicator consistently?					I will focus on this indicator this year
	Not at all	Sometimes	Most of the time	Always	Not Applicable	
4.1 I integrate the five World Health Organization principles of primary health care into clinical decision making: accessibility, public participation, health promotion, appropriate technology and intersectoral collaboration.	1	2	3	4	n/a	<input type="checkbox"/>
4.2 I implement health promotion and prevention strategies for individuals, families and communities, or for specific age and cultural groups.	1	2	3	4	n/a	<input type="checkbox"/>
4.3 I initiate or participate in the evaluation process of health promotion and prevention strategies.	1	2	3	4	n/a	<input type="checkbox"/>
4.4 I advocate for health promotion and prevention strategies at the policy level.	1	2	3	4	n/a	<input type="checkbox"/>

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2011

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

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

**Instructions:** Indicate in the first column below, which NP standard indicator(s) you will focus on. Develop your learning objective(s) which will address the identified indicators 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).

Standard Indicator 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)



