



PERSONAL ASSESSMENT FOR REGISTERED NURSE(NURSE PRACTITIONER)

Continuing Competence RN(NP) Program

Category I Standard — Professional Role, Responsibility and Accountability

This nurse practitioner competency category encompasses the core competencies for the following four categories of advanced nursing practice: clinical practice; collaboration, consultation and referral; research; and leadership. Nurse practitioner practice is characterized by the simultaneous interaction and blending of competencies at a level of complexity that reflects the nurse practitioner’s highly developed critical thinking skills, clinical nursing experience, and advanced education that incorporates a substantial clinical component.

The competencies listed below are fundamental to advanced nursing practice and are integrated into the practice of nurse practitioners. Therefore, the competencies listed in this category also apply to each of the three other competency categories in this framework: Health Assessment and Diagnosis, Therapeutic Management, and Health Promotion and Prevention of Illness and Injury.

| | Not Applicable | Confident | Satisfactory | Needs Developing | Priority for Learning |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Core Competencies: | | | | | |
| Clinical Practice | | | | | |
| Practises in accordance with federal and provincial/territorial legislation, professional and ethical standards, and policy relevant to nurse practitioner practice. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Understands the changes in scope of practice from that of a registered nurse and the ways that these changes affect responsibilities and accountabilities when assuming the reserved title and scope of practice of a nurse practitioner. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Incorporates knowledge of diversity, cultural safety and determinants of health in the assessment, diagnosis and therapeutic management of clients and in the evaluation of outcomes. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Incorporates knowledge of developmental and life stages, pathophysiology, psychopathology, epidemiology, environmental exposure, infectious diseases, behavioural sciences, demographics and family processes when performing health assessments, making diagnoses and providing overall therapeutic management. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Incorporates knowledge of the clinical manifestations of normal health events, acute illness/ injuries, chronic diseases, comorbidities and emergency health needs, including the effects of multiple etiologies in the assessment, diagnosis and therapeutic management of clients and in the evaluation of outcomes. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Not
 Applicable Confident Satisfactory Needs
 Developing Learning

Integrates the principles of resource allocation and cost-effectiveness into clinical decision-making.

Provides client diagnostic information and education that are relevant, theory-based and evidence-informed, using appropriate teaching/learning strategies.

Promotes safe client care by mitigating harm and addressing immediate risks for clients and others affected by adverse events and near misses.

Discloses the facts of adverse events to clients, and reports adverse events to appropriate authorities, in keeping with relevant legislation and organizational policies.

Documents clinical data, assessment findings, diagnoses, plans of care, therapeutic interventions, client responses and clinical rationale in a timely and accurate manner.

Adheres to federal and provincial/territorial legislation, policies and standards related to privacy, documentation and information management (this applies to verbal, written or electronic records).

Engages in ongoing professional development and accepts personal responsibility for maintaining nurse practitioner competence.

Collaboration, Consultation and Referral

Consults with and/or refers clients to other health-care providers at any point in the care continuum when the client's condition is not within the nurse practitioner scope of practice or the individual nurse practitioner's competence.

Acts as a consultant to and/or refers and accepts referrals from health-care providers, community agencies and allied non-health-care professionals.

Advocates for clients in relation to therapeutic intervention, health-care access, the health-care system and policy decisions that affect health and quality of life.

| | Not Applicable | Confident | Satisfactory | Needs Developing | Priority for Learning |
|--|--------------------------|--------------------------|--------------------------|--------------------------|-----------------------------|
| Collaborates with members of the health-care team to provide and promote interprofessional client-centred care at the individual, organizational and systems levels. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Collaborates with members of the health-care team to promote and guide continuous quality improvement initiatives at the individual, organizational and systems levels. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Applies advanced knowledge and skills in communication, negotiation, coalition building, change management and conflict-resolution, including the ability to analyze, manage and negotiate conflict. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Research | | | | | |
| Engages in evidence-informed practice by critically appraising and applying relevant research, best practice guidelines and theory when providing health-care services. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Develops, utilizes and evaluates processes within the practice setting to ensure that clients receive coordinated health services that identify client outcomes and contribute to knowledge development. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Identifies and implements research-based innovations for improving client care at the individual, organizational and systems levels. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Identifies, collects data on, and evaluates the outcomes of, nurse practitioner practice for clients and the health-care system. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Collaborates with other members of the health-care team or the community to identify research opportunities and to conduct and/or support research. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Not Applicable
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 Needs Developing
 Priority for Learning

Acts as a change agent through knowledge translation and dissemination of new knowledge that may include formal presentations, publication, informal discussions and the development of best practice guidelines and policies.

Leadership

Provides leadership in the management of clinical care and is a resource person, educator and role model.

Acts as a preceptor, mentor and coach to nursing colleagues, other members of the health-care team and students.

Articulates and promotes the role of the nurse practitioner to clients, other health-care providers, social and public service sectors, the public, legislators and policy-makers.

Provides leadership in the development and integration of the nurse practitioner role within the health-care system.

Advocates for and participates in creating an organizational environment that supports safe client care, collaborative practice and professional growth.

Guides, initiates and provides leadership in the development and implementation of standards, practice guidelines, quality assurance, and education and research initiatives.

Guides, initiates and provides leadership in policy-related activities to influence practice, health services and public policy.

Summary: (Notes to yourself to explain why you identified the priorities you did.)

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Category II Standard - Health Assessment and Diagnosis

The nurse practitioner integrates a broad knowledge base with critical appraisal to obtain the required information for determining diagnoses and client needs. Throughout the process, the nurse practitioner works collaboratively with clients to identify and mitigate health risks, promote understanding of health issues and support healthy behaviours.

| | Not Applicable | Confident | Satisfactory | Needs Developing | Priority for Learning |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Core Competencies: | | | | | |
| Performs a focused health assessment and/or an advanced comprehensive health assessment, using and adapting assessment tools and techniques based on client needs and relevance to client stage of life. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Performs a complete or focused health history appropriate to the client's situation, including physical, psychosocial, emotional, ethnic, cultural and spiritual dimensions of health. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Performs a complete or focused physical examination, and identifies and interprets normal and abnormal findings as appropriate to client presentation. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Synthesizes health assessment information using critical inquiry and clinical reasoning to diagnose health risks and states of health/illness. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Formulates differential diagnoses through the integration of client information and evidence-informed practice. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Anticipates and diagnoses emergent, urgent and life-threatening situations. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Orders and/or performs screening and diagnostic investigations, interprets results using evidence-informed clinical reasoning and critical inquiry, and assumes responsibility for follow-up. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Diagnoses diseases, disorders, injuries and conditions, and identifies health needs, while considering the client's response to the health/illness experience. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Communicates with clients about health assessment findings and/or diagnosis, including outcomes and prognosis. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Summary: (Notes to yourself to explain why you identified the priorities you did.)

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Category III Standard - Therapeutic Management

Nurse practitioners collaborate with clients to set priorities for the provision and overall coordination of care along the health/illness continuum. The nurse practitioner selects appropriate interventions from a range of non-pharmacological and pharmacological interventions to assist clients in restoring or maintaining functional, physiological and mental stability to achieve optimal health.

Not Applicable Confident Satisfactory Needs Developing Priority for Learning

Core Competencies:

Creates an environment in which effective communication of diagnostic and therapeutic intervention can take place.

Explores therapeutic options, considering implications for clients through the integration of client information and evidence-informed practice.

Determines care options and initiates therapeutic interventions in collaboration with clients, while considering client perspectives, feasibility and best outcomes.

Initiates interventions for the purpose of stabilizing clients in emergent, urgent and life-threatening situations.

Supports, educates, coaches and counsels clients regarding diagnoses, prognoses and self-management, including their personal responses to diseases, disorders, conditions, injuries, risk factors, lifestyle changes and therapeutic interventions.

Promotes client self-efficacy in navigating the health-care system and in identifying and accessing the necessary resources.

Coordinates and facilitates client care with other health-care providers, agencies and community resources.

Performs invasive/non-invasive procedures for the clinical management and/or prevention of disease, injuries, disorders or conditions.

Prescribes pharmacotherapy based on the client's health history, disease, disorder, condition and stage of life, and individual circumstances.

| | Not Applicable | Confident | Satisfactory | Needs Developing | Priority for Learning |
|---|--------------------------|--------------------------|--------------------------|--------------------------|-----------------------------|
| Applies knowledge of pharmacotherapy and evidence-informed practice in prescribing, monitoring and dispensing drugs. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Counsels clients on medication therapy, benefits, potential side effects, interactions, importance of compliance and recommended follow-up. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Demonstrates awareness of, and is mindful of, marketing strategies used to promote health products, medical devices, medications, alternative therapies and health programs. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Intervenes, as appropriate, when potential or actual problematic substance use and/or misuse of drugs, including complementary and alternative therapies, is identified. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Prescribes and/or dispenses drugs in accordance with provincial, territorial and/or federal standards and legislative requirements. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Uses an evidence-informed approach in the selection or consideration of complementary and alternative therapies, and considers the benefits and risks to clients' health and safety. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Collaborates with clients in monitoring their response to therapeutic interventions and in adjusting interventions, as needed. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Monitors, evaluates and revises the plan of care and therapeutic intervention based on current evidence-informed practice and on client goals, preferences, health status and outcomes. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Summary: (Notes to yourself to explain why you identified the priorities you did.)

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Category IV Standard - Health Promotion and Prevention of Illness and Injury

Nurse practitioners in all practice settings focus on improving and restoring health. The nurse practitioner leads or collaborates with other health-care team members, other sectors and/or the community in initiatives that promote health and reduce the risk of complications, illness and injury for their individual clients, client groups and/or the population as a whole.

Not
Needs
Priority
Applicable
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Satisfactory
Developing
Learning

Core Competencies:

Assesses, identifies and critically analyzes information from a variety of sources to determine client and/or population trends and patterns that have health implications.

Initiates or participates in the development of strategies to address identified client and/or population health implications.

Initiates or participates in the design of services /interventions for health promotion, health protection, and the prevention of injury, illness, disease and complications.

Initiates or participates in the development and implementation of evaluation processes, including identification of indicators for ongoing monitoring of strategies, services and interventions.

Summary: (Notes to yourself to explain why you identified the priorities you did

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