

SRNA Continuing Competence Program (CCP)

Registered Nurses are lifelong learners. Like the work environment, nursing professional practice is continuously changing and evolving.

The SRNA's mandate is to assure the public that "RN" equals competent, caring, knowledge-based registered nursing. In *The Registered Nurses Act, 1988*, one of the requirements of the Regulatory Body (SRNA) is to have a process by which members continue to learn and grow throughout their career. This is supported by the implementation of a continuing competence requirement for registered nurses.

Continuing Competence is the ongoing ability to integrate and apply knowledge, skills, judgment and personal attributes required to practice safely and ethically in a designated role and setting. Yearly participation is **mandatory** however the program is flexible and allows each member to reflect and focus on what is important to their practice.

Completion of the four components of the CCP, personal assessment, feedback, learning plan and evaluation and linking the four components to achieve a specific goal demonstrates the registered nurse's commitment to ongoing education and maintaining competency.

Each year the SRNA conducts a random audit of the CCP. Auditors consider the four components of CCP: personal assessment, learning plan, feedback and evaluation.

A random sample of practising RNs and RN(NP)s are selected annually to participate in the CCP audit.

Selected members are advised by mail and requested to forward information which will include a continuing competence audit survey form and/or specific CCP documents (self-assessment; feedback; learning plan; and evaluation of learning).

Submitted documents will be blinded to ensure confidentiality is maintained.

Once blinded, all submitted documents will be reviewed by a panel of RNs or RN(NP)s appointed by the SRNA Registration and Membership Committee.

Criteria for the auditing process include:

1. Evidence of participation in the CCP for each practice year.
2. Linkages between personal assessment, feedback, priorities selected, and learning plans goal(s) and learning activities.
3. Evidence of completion of learning activities and evaluation of the impact of learning on nursing practice.
4. Indication of relevance of learning plans to practice and role.

The auditors provide written feedback to the audited members upon review of the submitted CCP documents.

Members must maintain their CCP documents for the past five years in the event that previous years may be audited.

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Questions and Answers

1. What resources are available regarding CCP?
 - The SRNA online module provides step-by-step directions, forms and examples on how to complete the CCP.
 - [Continuing Competence Presentation 2014](#)
 - **Videos**
[A Member's Perspective of Continuing Competence](#)
 - Practice advisors are available to respond to questions: practiceadvice@srna.org
2. How many competencies should I choose for my learning plan?
 - The number of competencies chosen is a personal decision. Caution should be exercised when choosing the number to ensure that the learning plan goals can be accomplished in the time frame. Goals should be **S**pecific, **M**easurable, **A**ttainable, **R**elevant and **T**imely (SMART). Goals that are too broad and not relevant to your practice do not meet the requirements of CCP. One to three goals are suggested.
3. What is the responsibility of my employer with CCP?
 - CCP is the **professional responsibility** of all registered nurses. The employer is not obligated to provide resources (paid registration, time off) to support CCP activities unless they wish to do so.
4. I have been on LOA from work for an extended period (Mat LOA, disability, etc.). What do I need to complete to be eligible for registration?
 - Complete a personal assessment and learning plan prior to registration renewal.
5. I am a RN in my first year of practice, what do I have to complete?
 - You need to complete a personal assessment and develop a learning plan to be eligible to register.
6. I am a practising RN, working outside of Saskatchewan, what do I need to complete?
 - You need to complete a personal assessment and develop a learning plan.
7. Does the requirement to complete CCP include RNs practicing in education, administration or research?
 - Yes RNS practicing in all domains must complete CCP including education, administration and research.
8. What happens if I am audited and do not submit the documents?
 - You will not be able to register until the documents are received and approved.

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9. Are annual mandatory requirements (CPR, WHIMIS, PART, FIRE SAFETY) considered a part of CCP?
- These can be included upon **initial completion** of the course. Learning requirements identified as part of your job description e.g. renewing CPR are not included unless there is new knowledge/change in practice, then it would be appropriate.
10. What is the timeline for completing the CCP?
- CCP is ongoing throughout the registration year beginning in Sept/Oct before the registration year (2018 – begins Sept/Oct,2017) ends Sept/Oct of the registration year (2018).
11. How do I know if/when I will be audited?
- You will not know. Audits are done on a **random** sample of practising RN, RN(NP)s. Those selected are notified and requested to submit specific documents related to their CCP.
12. Who selects the auditors?
- The Registration and Membership Committee of the SRNA appoints the panel of RN, RN(NP)s from a list of volunteers.
13. Why do I have to obtain feedback as asking for it makes me uncomfortable?
- Written feedback is a mandatory component of CCP. One example of must be obtained each year. Feedback helps to evaluate your performance and will help achieve your goals and ongoing professional development.
14. What resources can I use to meet my learning goals?
Learning activities that are **specifically related** to the learning plan/goals.
- Page 29 of the CCP module provides **examples** of resources.
 - continuing education courses;
 - post-secondary training or classes;
 - online courses;
 - in-facility education events;
 - participation in simulation sessions;
 - participation in group peer review processes;
 - reading a textbook chapter or journal article on a relevant topic;
 - blog or use of social media to share information on a relevant clinical topic;
 - journaling about a relevant learning experience;
 - workshop attendance and participation;
 - certification course participation;
 - professional discussions with a mentor about your professional growth;
 - teaching educational seminars, courses or in-services;
 - preceptorship or mentoring of others;
 - participation in clinical research initiatives;

 - participation in quality improvement groups and strategic activities;
 - reading a journal article on a relevant topic;
 - submitting an article for publication;

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- participation in web-based forums or other online, Telehealth, or teleconference interactive learning sessions.

15. What current issues/trends might affect my practice and could be pursued for CCP?

Page 13 of the CCP “Getting Started” discusses “other possible influences” to practice

- something new in the practice environment that is requiring further learning (e.g., new patient treatments, technology, medical interventions, or a streamlined care delivery methods);
- a new or modified approach to enhance patient and family-centred care or improve client quality of care;
- a new model of client care impacting the nursing profession;
- new standards or guidelines for RN practice from the regulatory association;
- an issue in nursing practice that is rapidly developing or changing (e.g., best-practices for early discharge following surgery);
- more traditional approaches to clinical interventions, teaching, management or research that may warrant exploration of newer best practices;
- recent changes in the regulations and/or health law that may impact your practice; and other items that may be applicable to your RN practice
- Medical Assistance in Dying (MAID)
- Opioid Crisis
- Medical Cannabis – the role of RNs and RN(NP)s
- Revised Code of Ethics
- RNs Leading change

Take the CCP Challenge

Do you look at CCP as another thing that needs to be done or do you look at it as an opportunity to take time to care for your professional well being?

We challenge you to think differently about your CCP:

- What learning opportunities foster meaningful and professional growth for you?
- Take time to network with other colleagues on continuing competence ideas.
- Think about who can support you with your learning. What resources can support you – manager colleagues, primary health care teams, committee members?
- Find someone who has similar interests to you and work together.
- Include evidence as part of your plan. How is the practice area you are learning about improving patient outcome?

After you learn something:

- What are you going to do differently?
- Will you change/improve your practice?

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- Who can you transfer this new knowledge to?

What's in it for you?

- Job satisfaction
- Confidence in your practice
- Safe, competent, ethical care.