



Saskatchewan Registered
Nurses' Association
2066 Retallack Street
Regina, Saskatchewan
S4T 7X5

RN(NP) Practice & SRNA Continuing Competence Program (CCP)

Completing a personal assessment is a mandatory component of the SRNA CCP. It allows an RN(NP) to strategically reflect on their professional practice, determine their practice strengths, and select the specific competencies to focus on learning interests for the upcoming year.

According to the current SRNA Bylaws, Bylaw V.1, a RN(NP) must complete a personal assessment utilizing the following documents:

- *SRNA Registered Nurse (Nurse Practitioner) Entry-level Competencies (2016)*
- *SRNA Registered Nurse (Nurse Practitioner) Practice Standards (2016)*

Both documents are available at www.srna.org.

To successfully complete requirements for RN(NP) Continuing Competence Program RN(NP)s are required to complete the RN & RN(NP) Personal Assessments for 2019.

RN Personal Assessment Form

To begin reviewing the personal assessment, you should consider your current RN practice skills, experiences, and strengths as they pertain to each competency listed below. Once you have read and reviewed each standard and competency, place a check mark (✓) to indicate you have thoughtfully considered each competency.

As you are reading and reflecting, keep in mind the specific competencies you would like to focus on and learn more about this year. Include the competencies you would like to focus on in the space provided at the end of each of the five Standard sections.

Standard I – Professional Responsibility and Accountability

The registered nurse consistently demonstrates professional conduct and competence while practicing in accordance with the SRNA standards for registered nursing practice and CNA's Code of Ethics for Registered Nurses.

I have thoughtfully considered
this competency
(√)

1. Is accountable and accepts responsibility for own actions and decisions.
2. Articulates and enacts the role and responsibilities of a registered nurse as a member of the health care team.
3. Recognizes the registered nurse scope of practice and individual competence limitations within the practice setting and seeks guidance as necessary.
4. Demonstrates professional presence and model's professional behavior.
5. Consistently identifies self by first and last name and professional designation to clients and co-workers.
6. Displays initiative, confidence, self-awareness, and encourages collaborative interactions within the nursing and health care team, with the client as the centre of the health care team.
7. Advocates for clear and consistent roles and responsibilities within the health care team.
8. Demonstrates effective collaborative problem-solving strategies, including conflict resolution.
9. Advocates and intervenes as needed to ensure client safety.
10. Demonstrates critical inquiry in relation to new knowledge and technologies that change, enhance or support registered nursing practice.
11. Promotes current evidence-informed best practices.
12. Demonstrates leadership in client care by promoting healthy and culturally safe practice environments.

13. Identifies actual and potentially abusive situations and takes action to protect client, self and others from harm.	
14. Advocates and intervenes in the client's best interest.	
15. Reports unsafe practice or professional misconduct of a health care worker to appropriate authorities.	
16. Identifies, reports, and takes action on actual and potential unsafe practices or situations that have risk to clients, health care team members and/or others.	
17. Challenges and takes action on unclear or questionable orders, decisions, or actions, made by other health care team members.	
18. In accordance with agency policy and legislation, and in a timely manner; recognizes and reports near misses and errors (own and others), adverse events and critical incidents, takes action to stop & minimize harm.	
19. Utilizes a systems approach to patient safety, participates with others in the prevention of near misses, errors and adverse events.	
20. Continuously integrates quality improvement principles and activities into registered nursing practice.	
21. Exercises professional judgment when using agency policies and procedures, or when practicing in the absence of agency policies and procedures.	
22. Participates in the analysis, development, implementation & evaluation of practice & policy that guide delivery of care	
23. Organizes workload and develops time-management skills for meeting responsibilities.	
24. Fulfills the requirements of the SRNA Continuing Competence Program.	

25. Demonstrates professional leadership by:
- building relationships and trust;
 - creating an empowering environment;
 - supporting knowledge development and integration within the health care team;
 - leading and sustaining change; and
 - balancing competing values and priorities.

If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:

Standard II – Knowledge Based Practice – Part 1

II.1 Specialized Body of Knowledge

Specialized Body of Knowledge: The registered nurse draws on diverse sources of knowledge and ways of knowing, which includes the integration of nursing knowledge from the sciences, humanities, research, ethics, spirituality, relational practice, critical inquiry and the principles of primary health care.

	I have thoughtfully considered this competency (√)
26. Applies a knowledge base from nursing and other disciplines in the practice of registered nursing.	
27. Demonstrates and utilizes nursing informatics and other information and communications technology in promoting and providing safe registered nursing care.	
28. Proactively seeks new information and knowledge and utilizes best practice in the provision of registered nursing care.	
29. Applies knowledge from nursing and other disciplines concerning current and emerging health care issues.	
30. Contributes to a culture that supports involvement in nursing or health research through collaboration with others in conducting, participating in, and implementing research findings into practice (e.g., implementing best practice in daily activities; participating in workplace and professional association surveys).	
31. Demonstrates knowledge of the role of primary health care in health delivery systems and its significance for population health.	
32. Demonstrates knowledge of the health disparities and inequities in society, how these affect clients, and the way in which registered nursing practice can facilitate positive health outcomes.	

If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and priority for my learning is:

Standard II – Knowledge Based Practice – Part II

II.2 Competent Application of Knowledge Competent Application of Knowledge: The registered nurse demonstrates competence in the provision of registered nursing care. The competency statements in this section apply to the four components of registered nursing care; Assessment, Health Care Planning, Providing Care, and Evaluation. The provision of registered nursing care is an iterative process of critical inquiry and is not linear in nature.

I have thoughtfully considered
this competency
(√)

33. Uses appropriate assessment tools and techniques in consultation with clients and other health care team members.

34. Facilitates client engagement in identifying their health needs, strengths, capacities and goals.

35. In collaboration with the client, performs an assessment of physical, emotional, spiritual, cognitive, developmental, environmental, social, and learning needs, including the client's beliefs about health and wellness.

36. Collects information on client status using assessment skills such as observation, interview, history taking, interpretation of data, and in direct care environments, physical assessment including inspection, palpation, auscultation and percussion.

37. Collaborates with clients and other health care team members to identify actual and potential client health care needs, strengths, capacities and goals.

38. Analyzes and interprets data obtained in client assessments.

39. Documents assessment data in accordance with evidence-informed practice.

40. Uses existing health and nursing information systems to manage nursing and health care data during client care.

41. Uses a critical inquiry process to support professional judgment and decision-making to develop plans of care.

42. Uses principles of primary health care and patient & family-centered care in developing plans of care.	
43. Facilitates involvement of patients and family in identifying their preferred health outcomes.	
44. Negotiates priorities of care and desired outcomes with clients while demonstrating an awareness of cultural safety and the influence of existing positional power relationships.	
45. Anticipates potential health problems or issues for clients and their consequences and initiates appropriate planning.	
46. Collaborates with other health care team members to develop health care plans that promote continuity for clients as they receive conventional, complementary & alternative health care.	
47. Coordinates the health care team to analyze and organize complex health challenges into manageable components for health care planning.	
48. Collaborates with health care team members or health related sectors to assist clients to access resources.	
49. Provides registered nursing care that is based on evidence-informed practice relevant to primary health care, health and healing.	
50. Establishes and maintains a caring environment in the provision of safe, competent, compassionate and culturally safe registered nursing care.	
51. Supports clients through developmental and role transitions across the lifespan.	
52. Coordinates and provides timely registered nursing care for clients with co-morbidities, complex and rapidly changing health status.	
53. Applies principles of population health to implement strategies to promote health as well as prevent illness and injury.	
54. Assists clients to understand how lifestyle factors impact health (e.g., physical activity and exercise, sleep, nutrition, stress management, personal and community hygiene practices, family planning, high risk behaviors).	

55. Implements learning plans to meet identified client learning needs.	
56. Works with clients and families to identify and access health and other relevant resources in their communities.	
57. Implements preventive, therapeutic and safety strategies based on evidence-informed practice, to prevent injury and the development of complications.	
58. Employs a critical inquiry process to monitor the effectiveness of client care.	
59. Utilizes the results of outcome evaluation to modify and individualize client care.	
60. Reports and documents client care and its ongoing evaluation clearly, concisely and accurately.	
61. Advocates for change where optimum client care is impeded.	
<p>If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	

Standard III – Ethical Practice

The registered nurse demonstrates competence in professional judgment and practice decisions by applying the principles in the current CNA *Code of Ethics for Registered Nurses*. The registered nurse engages in critical inquiry to inform clinical decision-making, establishes therapeutic, caring, and culturally safe relationships with clients and the health care team.

	I have thoughtfully considered this competency (√)
62. Practises in accordance with the current CNA <i>Code of Ethics for Registered Nurses</i> and the accompanying responsibility statements.	
63. Identifies the effect of own values, beliefs and experiences in relationships with clients, recognizes potential conflicts and ensures culturally safe client care.	
64. Establishes and maintains appropriate professional boundaries with clients and other health care team members, including the distinction between social interaction and therapeutic relationships.	
65. Provides care for clients respectful of their health/illness status, diagnoses, life experiences, beliefs, health choices and practices.	
66. Demonstrates knowledge of the difference between ethical and legal considerations and their relevance when providing registered nursing care.	
67. Ensures that informed consent is provided as it applies to multiple contexts (e.g., consent for care; refusal of treatment; release of health information; and consent for participation in research).	
68. Supports clients in making informed decisions about their health care.	
69. Advocates for clients or their representatives, especially when they are unable to advocate for themselves.	
70. Uses an ethical and reasoned decision-making process to address situations of ethical distress and dilemmas.	
71. Demonstrates ethical and legal responsibilities related to maintaining client privacy and confidentiality in all forms of communication.	

If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:

Standard IV – Service to the Public The registered nurse protects the public by providing and improving health care services in collaboration with clients, other members of the health care team, stakeholders, and policy makers.	
	I have thoughtfully considered this competency (√)
72. Articulates the authority and scope of practice of the registered nurse.	
73. Utilizes knowledge of the health care system to improve health care services (practice setting or program level; agency level; regional/municipal level; provincial/territorial level; and national/international level)	
74. Recognizes the impact of organizational culture on the provision of health care and acts to enhance the quality of a professional and safe practice environment.	
75. Demonstrates leadership in the coordination of health care by: assigning client care; delegating and monitoring the performance of delegated registered nursing activities by selected health care team members; and evaluating staff skill mix.	
76. Participates and contributes to registered nursing and health care team development by: <ul style="list-style-type: none"> - promoting inter-professional collaboration through application of principles of decision-making, problem solving and conflict resolution; - building partnerships based on respect for the unique and shared competencies of each team member; - recognizing that one’s values, assumptions and positional power affects team interactions, and uses this self-awareness to facilitate team interactions; - contributing registered nursing perspectives on issues being addressed by the health care team; - knowing the scope of practice of team members; - using appropriate channels of communication; - providing and encouraging constructive feedback ; and - demonstrating respect for diversity. 	

77. Collaborates with health care team members to proactively respond to changes in the health care system.	
78. Uses established communication policies and protocols within and across health care agencies, and with other service sectors.	
79. Advocates for public participation in defining health care needs at all applicable levels of health care delivery to ensure effective policies and actions.	
80. Manages resources to provide effective and efficient care.	
81. Supports professional efforts in registered nursing to achieve a healthier society (e.g. lobbying, conducting health fairs and promoting principles of the Canada Health Act).	
82. Advocates for and promotes healthy public policy and social justice.	
83. Advocates for and participates in emergency preparedness planning and works collaboratively with others to develop and implement plans to facilitate protection of the public.	
<p>If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	

Standard V – Self-Regulation

The registered nurse demonstrates an understanding of professional self-regulation by advocating in the public interest, developing and enhancing own competence, and ensuring safe practice.

I have thoughtfully considered
this competency
(√)

84. Demonstrates knowledge of the registered nursing profession as self-regulating, autonomous, and mandated by provincial legislation.

85. Practises within the scope of registered nursing practice as defined in *The Registered Nurses Act, 1988*.

86. Articulates and differentiates between the mandates of regulatory bodies, professional associations and unions.

87. Acts as a mentor (formally and informally) to registered nurses, nursing students and colleagues to enhance and support professional growth.

If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is: _____

Selecting competencies

Once the review of the RN personal assessment form is completed, the results will then be used to choose the competencies to learn this year. Ensure that the competencies you choose are professionally meaningful and will enhance your RN practice.

From my review of all the standards and competencies in my personal assessment, I have chosen the following to focus on for this year: (write out the full competency and include the number from the personal assessment; choose a minimum of 1-2). For example, “#58: *Employs a critical inquiry process to monitor the effectiveness of client care.*”

- 1. _____

- 2. _____

- 3. _____

Date Personal Assessment Completed _____

Signature _____

RN(NP) PERSONAL ASSESSMENT

Standard 1 - Professional Responsibility and Accountability The RN(NP) is responsible for professional conduct and accountability in all areas of practice. The RN(NP) will:	
	I have thoughtfully considered this competency (√)
1. Maintain a current SRNA licence to practise as an RN(NP) in Saskatchewan.	
2. Demonstrate professional conduct and competence while practising in accordance with the current SRNA <i>Standards and Foundation Competencies for the Practice of Registered Nurses</i> and the Canadian Nurses Association (CNA) <i>Code of Ethics for Registered Nurses</i> .	
3. Practise safely and competently in accordance with the SRNA <i>RN(NP) Entry-Level Competencies</i> and SRNA <i>RN(NP) Practice Standards</i> .	
4. Practise in accordance with federal and provincial legislation relevant to RN(NP) practice. (See Appendix A for some of the federal and provincial legislation).	
5. Practise in accordance with agency policy that pertains to RN(NP) practice.	
6. Practise in accordance to SRNA guidelines.	
7. Maintain competence in clinical RN(NP) practice through independent and continuing education opportunities.	
8. Assist in developing medical directives for RN specialty practices.	
9. Demonstrate professional judgment and clinical reasoning.	

If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 2 - Knowledge-based Practice

RN(NP)s are knowledgeable of advanced practice clinical judgment and clinical reasoning and practise safely, competently, and ethically. The RN(NP) will:

10. Understand the full legislated scope of practice for RN(NP)s and apply that knowledge to practise.	
11. Understand the role and scope of other team members as it relates to safe, quality patient care.	
12. Demonstrate clinical decisions and treatments based on best available evidence and evidence-informed knowledge.	
13. Demonstrate the use of evidence-informed practice, evidence from experiential practice and bases decision-making on the client's condition and context of care.	
14. Perform client-centered care and collaborate with interprofessional health care providers for optimal patient outcomes.	

If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 3 - Ethical Practice

The RN(NP) utilizes the principles in the current CNA Code of Ethics for Registered Nurses for professional judgment and practice decisions. The RN(NP) “engages in critical inquiry to inform clinical decision-making, establishes therapeutic, caring, and culturally safe relationships with clients and the health care team” (SRNA, 2013, p. 15). The RN(NP) will:

15. Practise in accordance with the federal and provincial privacy legislation.	
16. Demonstrate culturally appropriate individual, family, and community-centered care.	
17. Recognize and manage potential or actual breaches of confidentiality or conflict of interest.	
18. Utilize mechanisms in place to prevent prescription fraud or diversion.	
19. Not obtain any personal reward or benefit from prescribing or dispensing medication.	
20. Not diagnose, treat or prescribe for oneself, friends, co-workers, or family members that the RN(NP) determines is not under their authority to treat and when other physicians or RN(NP)s are available.	

If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 4 - Service to the Public

The RN(NP) ensures all care is comprehensive and in the interest of the clients. The RN(NP) “protects the public by providing and improving health care services in collaboration with clients, other members of the health care team, stakeholders, and policy makers” (SRNA, 2013, p. 16). The RN(NP) will:

- | | |
|---|--|
| 21. Protect the public by providing and improving safe health care services. | |
| 22. Work with agencies/organizations to improve standards of care when they do not meet the needs of the client, or do not reflect best practice. | |
| 23. Collaborate with clients to coordinate care and set priorities for the overall coordination of care. | |
| 24. Collaborate with interprofessional health care providers for optimal client outcomes. | |
| 25. Make every effort to ensure processes are in place for follow up of care needs in a timely manner. | |
| 26. Not use their professional designation to endorse or advertise products. | |

If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:

Standard 5 - Self-Regulation

The RN(NP) “demonstrates an understanding of professional self-regulation by advocating in the public interest, developing and enhancing own competence and ensuring safe practice” (SRNA, 2013, p. 17). The RN(NP) will:

- | | |
|--|--|
| 27. Understand the difference between the RN and RN(NP) scope of practice and assume accountability for the additional competencies required to practise as an RN(NP). | |
|--|--|

28. Perform skills and activities that are within the scope of practice of the RN(NP) and that the individual RN(NP) is competent to perform.	
29. Restrict practice activities to the RN(NP) specialty in which the RN(NP) is licensed.	
30. Practise in accordance with SRNA standards and guidelines, and agency policies to maintain safe record keeping of client health records.	
31. Contribute to the development and revision of RN(NP) competencies, standards, guidelines and other documents relevant to RN(NP) practice.	
32. Engage in ongoing professional development.	
33. Complete the continuing competence requirements as outlined by the SRNA.	
<p>If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	
<p>Standard 6 - Therapeutic Management</p> <p>The RN(NP) integrates evidence-informed knowledge to synthesize assessments and diagnostic findings in order to determine appropriate therapeutic management for clients. The RN(NP) will:</p>	
34. Perform a comprehensive and focused health assessment appropriate to the client's situation and condition.	
35. Synthesize health assessment information utilizing appropriate assessment tools and critical inquiry.	

36. Order, perform, receive and interpret screening and diagnostic tests in accordance with SRNA <i>Bylaws</i> when providing evidence-informed client care.	
37. Make an accurate diagnosis based on appropriate differential diagnosis, analysis and interpretation of all relevant findings.	
38. Formulate a plan of care based on client preferences, assessments, diagnosis and evidence-informed practice.	
39. Prescribe and dispense medications in accordance with the SRNA <i>Bylaws</i> in consultation with the client.	
40. Prescribe medications utilizing best practice information systems such as the Saskatchewan Pharmaceutical Information Program.	
41. Participate in the <i>Saskatchewan Prescription Review Program</i> in accordance with the SRNA <i>Bylaws</i> based on diagnostic results, dialogue with the client, and assessment outcomes.	
42. Proactively review medication profiles and make appropriate adjustments to medication to ensure optimal patient outcomes.	
43. Participate in ongoing communication of health assessment findings, diagnoses, and therapeutic management.	
44. Perform minor surgical and invasive procedures in accordance with the SRNA <i>Bylaws</i> that are relevant to client needs.	
45. Monitor, evaluate, and revise therapeutic interventions in collaboration with client goals, preferences, health status and outcomes.	
46. Document all pertinent findings and patient outcomes.	

47. Consult with a collaborating physician and other health care professionals when client care needs are beyond the legal scope of RN(NP) practice or beyond individual RN(NP) competence.	
48. Question agency standards of care when standards or policies do not reflect the needs of the client or best practice.	
49. Discuss with clients and families any concerns that may impact the RN(NP)-client relationship.	
50. Advocate for processes to be in place for critical and non-critical laboratory and diagnostic test results to facilitate follow up in a timely manner.	
<p>If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>	

Selecting competencies

Once the review of the personal assessment form is completed, the results will then be used to choose the competencies to learn this year. Ensure that the competencies you choose are professionally meaningful and will enhance your RN(NP) practice.

From my review of all the standards and competencies in my personal assessment, I have chosen the following to focus on for this year: (write out the full competency and include the number from the personal assessment; choose a minimum of 1-2).

- 1. _____

- 2. _____

- 3. _____

Date Personal Assessment Completed _____

Signature _____