

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

Completing a personal assessment of the nurse's practice category is a mandatory component of the SRNA CCP. It allows an RN with Additional Authorized Practice [RN(AAP)] to strategically reflect on their professional practice, determine their practice strengths, and select the specific practice standards indicators or competencies to focus their learning interests for the upcoming year.

According to the SRNA Bylaw V.1 and Bylaw VI section 2(5)(c), an RN(AAP) **must complete a personal assessment for both the current RN and RN(AAP)** standards and competencies in the following documents:

- *Registered Nurse Practice Standards*
- *Standards and Competencies for the RN with Additional Authorized Practice*

A practice standard is a desired and achievable level of performance against which actual performance can be compared. The following practice standards for RNs serve as the foundation for RN practice and those who practice as an RN(AAP).

A competency is the demonstration by an RN of the knowledge, skill and judgment derived from the nursing roles and functions, within a specific context. The RN(AAP) is accountable for possessing and practicing according to the entry-level competencies of RN practice, contained within the current SRNA *Registered Nurse Entry-Level Competencies*. The RN practice standards and entry-level competencies are the minimum levels of expected RN performance. Additional standards and competencies are outlined within the *Standards and Competencies for the RN with Additional Authorized Practice* to address the specific role of the RN(AAP).

Note:

1. Complete a personal assessment for both the current RN practice standards and RN(AAP) standards and competencies.
2. Feedback must be linked to a practice standards indicator or competency as identified in the personal assessment of your RN(AAP) practice.
3. An RN(AAP) must include at least one learning need related to a competency in the current Standards and Competencies for the RN with Additional Authorized Practice.

RN(AAP) PERSONAL ASSESSMENT

To begin your CCP, you will first reflect on your RN practice skills, experiences and strengths as they pertain to each competency, and complete the RN(AAP) Personal Assessment.

To begin reviewing the personal assessment, you should consider your current RN(AAP) 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.

These are some cues that can be used to help you reflect on your RN(AAP) practice as you review each of the following competencies:

- I have a beginning understanding and application of this competency;
- I am continuing to learn and advance/integrate this competency;
- I am reasonably confident in applying this competency; or
- I am highly confident and comfortable consistently integrating this competency.

Standard I – Professional Responsibility and Accountability

The RN(AAP) 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*. Further, the Registered Nurse demonstrates that the primary duty is to the client to ensure safe, competent, ethical registered nursing care.

The RN(AAP):	I have thoughtfully considered this competency (√)
1. Practices in accordance with common law, federal and provincial legislation, professional and ethical standards, SRNA and government regulations and guidelines specific to the RN(AAP), as well as employer policies and descriptions of the RN(AAP) role and responsibilities.	<input type="checkbox"/>
2. Understands the scope of practice of the RN(AAP) and how it differs from that of an RN and NP.	<input type="checkbox"/>
3. Understands the scope and roles of other health care team members as they relate to collaboration and consultation.	<input type="checkbox"/>

4.	Collaborates with members of the health care team using appropriate communication, conflict resolution and negotiation skills, to provide and promote interprofessional client and family-centred care at the individual, organizational and systems levels.	<input type="checkbox"/>
5.	Knows the appropriate circumstances, diseases, disorders or conditions under which to consult, as determined by the CDTs.	<input type="checkbox"/>
6.	Appropriately utilizes the CDTs in addressing the limited common medical disorders for the client.	<input type="checkbox"/>
7.	Demonstrates accountability for client care decisions made within RN(AAP) practice.	<input type="checkbox"/>
8.	Coordinates and facilitates client care, as well as ensuring continuity of care and communication with other health care providers, agencies and community resources.	<input type="checkbox"/>

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

This standard has two sections: Specialized Body of Knowledge and Competent Application of Knowledge.

II.1 Specialized Body of Knowledge

The RN(AAP) 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.

II.2 Competent Application of Knowledge

The RN(AAP) 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.

9.	Applies knowledge of the etiology, pathophysiology, risk factors, predisposing factors, clinical manifestations, communicability, complications, diagnostic findings, epidemiology, evidence-informed research, differential diagnosis and diagnosis and management of the limited common medical disorders as identified in the CDT.	<input type="checkbox"/>
10.	Applies knowledge of education and counselling techniques ensuring cultural competence and cultural safety.	<input type="checkbox"/>

If applicable, a competency (or competencies) from this Standard that is a priority for enhancing my practice and a priority for my learning is:	
<u>Area i) Ongoing holistic assessment</u>	
The RN(AAP) incorporates critical inquiry and therapeutic interpersonal skills to conduct an organized and comprehensive assessment that emphasizes client input and the determinants of health.	
11. Performs a complete or focused:	<input type="checkbox"/>
11.1. Health history, appropriate to the client’s situation, including physical, psychosocial, emotional, ethnic, cultural and spiritual dimensions of health, specific to the presenting health issues.	<input type="checkbox"/>
11.2. Health assessment, with attention to: <ul style="list-style-type: none"> • engaging the client with the intent of establishing a trusting relationship, using a relational, respectful demeanor; • listening to the client and family; • recognizing and incorporating cultural wisdom and practices; and • assessing the client’s knowledge and community support systems. 	<input type="checkbox"/>
11.3. Physical examination, identifying and interpreting normal and abnormal findings as appropriate to the client’s presentation.	<input type="checkbox"/>
<u>Area ii) Collaborates with clients and families to develop plans of care</u>	
The RN(AAP) plans registered nursing care appropriate for clients which integrates knowledge from nursing, health sciences and other related disciplines as well as knowledge from practice experiences; clients’ knowledge and preferences; and factors within the health care setting.	
12. Works collaboratively with the client to identify and mitigate health risks, promote understanding of health issues and support healthy behaviours.	<input type="checkbox"/>
13. Selects appropriate treatment regimen from the CDTs.	<input type="checkbox"/>

Area iii) Provides registered nursing care

The RN(AAP) provides holistic, individualized registered nursing care for clients and families across the lifespan along the continuum of care.

14.	Diagnoses limited common medical disorders as identified by a CDT, through the integration of client information and evidence-informed practice and develops and implements the appropriate care plan in consultation with the client, family and other health care professionals.	<input type="checkbox"/>
15.	Communicates with the client about health assessment findings and/or diagnosis, including outcomes and prognosis.	<input type="checkbox"/>
16.	Collects specimens, orders specific limited diagnostic tests, interprets results, takes appropriate action and assumes responsibility for timely follow-up and referral (see Appendix B).	<input type="checkbox"/>
17.	Dispenses and/or prescribes specific limited pharmacotherapy in accordance with: <ul style="list-style-type: none">• the CDT for a limited common medical disorder;• provincial, territorial and/or federal standards, legislative requirements; and• the SRNA Interpretation of Competencies for the RN(AAP) (see Appendix B).	<input type="checkbox"/>
18.	Engages in evidence-informed and best practice in prescribing, monitoring and dispensing drugs according to the CDT for a limited common medical disorder.	<input type="checkbox"/>
19.	Counsels the client on medication therapy, benefits, potential side effects, interactions, importance of compliance and recommended follow-up as it relates to the limited common medical disorder.	<input type="checkbox"/>
20.	Utilizes best practices in pain management.	<input type="checkbox"/>
21.	Documents clinical data, assessment findings, diagnoses, care plans, therapeutic interventions, client's responses and clinical rationale accurately, comprehensively and according to agency policy.	<input type="checkbox"/>
22.	Uses clinical reasoning to determine appropriate tests.	<input type="checkbox"/>
23.	Utilizes critical thinking for the purpose of delivering care within the context of the applicable clinical setting.	<input type="checkbox"/>

Area iv) Ongoing evaluation of client care

The RN(AAP) collaborates with clients, families and members of the health care team while conducting an ongoing comprehensive evaluation to inform current and future care planning.

24.	Consults the physician, NP, other members of the health care team (e.g., dentists, pharmacists, social workers, etc.) and other relevant resources to meet client needs in the continuum of care.	<input type="checkbox"/>
25.	Recognizes adverse effects of pharmacological or non-pharmacological treatment and takes appropriate action to manage adverse effects.	<input type="checkbox"/>
26.	Participates in quality assurance/client safety programs [e.g., the Canadian Adverse Drug Reaction Monitoring Program (CADRMP)].	<input type="checkbox"/>
27.	Participates in client prescribing information systems [e.g., the Pharmaceutical Information Program (PIP)].	<input type="checkbox"/>
28.	Obtains consultation if the client's needs are beyond the scope of practice of the RN(AAP), the condition is not resolved, or there is a need to deviate from the CDT.	<input type="checkbox"/>

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 III – Ethical Practice

The RN(AAP) 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.

29.	Practices in accordance with the values of the current CNA <i>Code of Ethics for Registered Nurses</i> .	<input type="checkbox"/>
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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 RN(AAP) 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.

30. Articulates the authority and scope of practice of the RN(AAP).	<input type="checkbox"/>
31. Recognizes socio-economic determinants of health and risk factors as it relates to the practice setting.	<input type="checkbox"/>
<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>	
<p><u>Standard V – Self-Regulation</u></p> <p>The RN(AAP) demonstrates an understanding of professional self-regulation by advocating in the public interest, developing and enhancing own competence and ensuring safe practice.</p>	
32. Practices in accordance with the current SRNA <i>Standards and Competencies for the Registered Nurse with Additional Authorized Practice</i> and current SRNA Bylaws.	<input type="checkbox"/>
<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>	

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 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 one to two).

1.

2.

3.

Date Personal Assessment Completed _____

Signature : _____