College of Registered Nurses of Alberta

STANDARDS OF PRACTICE

Continuing Competence Standards

Effective as of March 2023

Purpose

The College of Registered Nurses of Alberta (CRNA) is mandated by the *Health Professions Act* (HPA, 2000) to protect the public. Part 1, section 3(1)(c) of the HPA identifies the legislative authority that regulatory colleges establish, maintain, and enforce standards for continuing **COMPETENCE**[1]. The CRNA must establish and administer a Continuing Competence Program (CCP) to enable ~~REGISTRANTS~~ registrants to maintain their competence and enhance the provision of nursing **PROFESSIONAL SERVICES.**

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These standards apply to registrants on the CRNA register in the following categories: the registered nurse (RN), nurse practitioner (NP), or certified graduate nurse category, in all domains of practice. Registrants who have engaged in nursing professional services during the practice year, must meet the minimum expectations set out in these standards. If a registrant does not meet these minimum expectations or has unsatisfactory results on a competence assessment, one or more conditions may be imposed on the registrant's practice permit.

Section 40.1(1) of the HPA (2000) outlines the conditions that may be imposed on a registrant's practice permit:

40.1 (1) Where the registrar, complaints director, registration committee or competence committee imposes conditions on a regulated member's practice permit, the conditions that may be imposed include, but are not limited to, conditions that

(a) the regulated member practise under **SUPERVISION**,

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[1] Words and phrases displayed in BOLD CAPITALS upon first mention are defined in the Glossary.

(b) the regulated member's practice be limited to specified professional services or to specified areas of the practice,

(c) the regulated member refrain from performing specified **RESTRICTED ACTIVITIES**,

(d) the regulated member refrain from engaging in sole practice,

(e) the regulated member submits to additional practice visits or other assessments,

(f) the member report to the registrar on specified matters on specified dates,

(g) the practice permit is valid only for a specified purpose and time,

(h) the member be prohibited from supervising students, other members or other health professionals, and

(i) the member completes the continuing competence requirements within a specified time.

(2) If the registrar, complaints director, registration committee or competence committee imposes conditions on a practice permit, the registrar, complaints director, registration committee or competence committee must provide reasons for that decision.

Continuing Competence Program

The CRNA's CCP is established to support public safety. The CCP must provide for registrants to maintain competence and enhance the provision of nursing professional services. The CCP consists of a self-directed learning plan, required education, audit, and competence assessment. Further details about the CRNA's CCP can be found in the CRNA Continuing Competence Program Manual (2022) and is available upon request

Standards

These standards identify the minimum expectations for registrants participating in the CCP. The criteria describe how registrants must meet each standard and are not listed in order of importance.

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Standard 1: Participation in the CRNA Continuing Competence Program

Registrants who have engaged in the provision of nursing professional services during the practice year must participate in the CRNA Continuing Competence Program.

Criteria

The registrant must

1.1. complete and document a self-assessment of their nursing practice against the CRNA's Practice Standards for Registrants (2023);

1.2. collect and document feedback from a colleague or other stakeholder about their nursing practice;

1.3. develop and document a learning plan based on the feedback they receive and their self-assessment that relates to an indicator in the CRNA's Practice Standards for Registrants (2023);

1.4. complete and document a learning activity to achieve their self-assessed learning need that relates to their chosen practice standard indicator,

1.5. assess and document how the learning activity is implemented into their nursing practice;

1.6. self-reflect and document on how their nursing practice has been changed by the learning activity;

1.7. identify and document any deviations in the learning plan and the reasons for these deviations;

1.8. keep a record of completed learning plans for five years; and

1.9. complete any required education set out by the CRNA

Standard 2: Participation in a CRNA Audit

Registrants must participate in a CRNA audit if selected.

Criteria

The registrant selected for audit must

2.1. Provide evidence of their completed learning plans to date for up to the past five years, upon request.

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Standard 3: Participation in a Competence Assessment

Registrants must participate in a competence assessment if selected.

Registrants may be selected for a competence assessment following an audit if decided by the Competence Committee or by a referral from the registrar, complaints director, or Registration Committee.

Criteria

3.1. participate in and meet any requirements directed by the CRNA to provide proof of competence that may include one or more of the following activities

- **a.** multiple source feedback
- **b.** case studies
- **c.** peer review
- **d.** practice visits
- **e.** examinations
- **f.** any individual assessments of competence including review of CCP documents, interviews, computer-based assessments, or simulation-based assessments
- **g.** any other appropriate method of assessing competence as outlined in the *Continuing Competence Program Manual* (2022); and

3.2. complete any activities required for the competence assessment within the timeframe provided.

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Glossary

COMPETENCE – The integrated knowledge, skills, judgement, and attitudes attributes required of a nurse registrant to practice practise safely and ethically in a designated role and setting.

PROFESSIONAL SERVICE(S) – "means aA service that comes within the practice of a regulated profession" (*Health Professions Act* [HPA], 2000). This refers to activities listed in the legislated scope of practice statement in Schedule 24, section 3 of the HPA (2000).

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~~**REGISTRANT(S)** – Includes registered nurses (RNs), graduate nurses, certified graduate nurses, nurse practitioners (NPs), graduate nurse practitioners, and RN or NP courtesy registrants on the CRNA registry.~~

RESTRICTED ACTIVITIES – High risk activities that require specific competencies and skills to be carried out safely and are listed in the *Health Professions Act* (2000) and the Health Professions Restricted Activity Regulation (Alta Reg 22/2023, s 60) that are part of providing a health service. Restricted activities are not linked to any particular health profession and a number of regulated health practitioners may perform a particular restricted activity.

SUPERVISION – The ~~Consulting~~consultation, ~~guiding~~guidance~~,~~ and ~~overseeing~~ oversight by a registrant or regulated member of another ~~regulated~~ profession in the practice setting. Supervision may be direct, indirect~~,~~ or ~~indirect~~ remote.

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References

College of Registered Nurses of Alberta. (2022). *Continuing competence program manual.*

College of Registered Nurses of Alberta. (2023). *Practice standards for registrants.*

Health Professions Act, RSA, 2000, c H-7.

Health Professions Restricted Activity Regulation, Alta Reg 22/2023, s 60.