



College of
Registered Nurses
of Manitoba

Requisite Skills and Abilities

Certain basic skills and abilities are required for a student to attain the *Entry-Level Competencies for Registered Nurses in Manitoba*. The College, in partnership with all nursing education programs in Manitoba, identified these requirements. They are called the requisite skills and abilities for registered nurses in Manitoba and are set out in this document.

The requisite skills and abilities provide both the public and potential nursing students with information about the types of activities that nursing students need to perform and the general demands of a registered nurse education. This information may be used by potential nursing students to identify their personal fit with the requirements for registered nursing as a career choice. Counsellors, parents, friends and others may find the requisite skills and abilities informative.

Manitobans expect their health-care system to provide safe, competent and ethical service. This includes ensuring that RNs demonstrate the application of knowledge, skills, judgment and personal attributes required for the delivery of safe, competent and ethical registered nursing care.

RNs facilitate individuals, families and groups to determine and achieve their physical, mental and social potential, and to do so within the challenging context of the environment in which they live, work, play and are educated. This requires an understanding and application of specific knowledge, skill and judgment and it draws on experience, research and education derived from nursing, the humanities and the physical, social and biological sciences.

By the completion of their education programs, all student

nurses must demonstrate the capacity to meet the College's *Entry-Level Competencies for Registered Nurses in Manitoba* set by the College and be able to practise within the context of the College's *Practice Expectations for RNs*.

Anyone who has concerns about whether or not they have the required skills and abilities for admission to or progression through a RN education program should contact the education program to which they intend to apply. The applicant may disclose and provide evidence of their needs to explore the kinds of supports they may require. In accordance with Manitoba human rights legislation, if there is a human rights case based on grounds of race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex or sexual orientation, the education institution would then engage with students in an attempt to negotiate reasonable accommodation of their needs such that they may be able to meet the requisite skills and abilities.

Individuals who decide to pursue a career as an RN need to meet certain formal requirements for registration with the College, including:

- Successful completion of a recognized RN education program;
- Passing the entry-to-practice exam; and
- Consent to a criminal record check.

The complete list of the College's registration requirements can be found in the application information packages available in the applicant section of the College website www.crnmb.ca.

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For more information please contact one of our practice and standards consultants at

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Our publications are available on our website at www.crnmb.ca

Examples

The requisite skills and abilities are organized in five categories with examples of entry-level registered nursing activities to illustrate the requisite. The examples do not constitute the requisite skills and abilities in their entirety. They are included to provide a snapshot of

the nature and kinds of activities involved in typical entrylevel registered nursing practice. Note: The examples are intended to mean “including, but not limited to” the particular examples provided.

Requisite Skill And Ability	Examples
<p>Cognitive</p> <p>Ability to perform skills which demonstrate thinking capacity:</p> <ul style="list-style-type: none"> • Recall information over time • Demonstrate complex computation skills • Demonstrate critical inquiry skills • Prioritize tasks • Demonstrate concentration skills • Demonstrate problem-solving skills 	<p>In administering a pain medication, critically analyzes patient assessment data (observation of the patient, recall from the past, recalls information from colleagues), chooses from possible interventions (amount of pain medication), calculates correct dosage, safely administers the medication, recognizes untoward effects and intervenes as necessary. Manage university level courses in nursing, the humanities, the physical, social, biological sciences and mathematics.</p>
<p>Communication</p> <p>Ability to express and receive written, verbal or non-verbal information and the ability to interact with others in a clear, respectful and professional manner. This includes:</p> <ul style="list-style-type: none"> • English language proficiency (reading, writing, listening and speaking) • Recognizing own non-verbal communication and the ability to interpret non-verbal communication of others • Ability to document and understand information, in writing as well as electronically, in the patient’s chart/health record 	<p>Able to elicit and attend to information from a client during an assessment (both verbal and nonverbal communication) and communicate findings both verbally and in writing to other health-care providers.</p>
<p>Behavioural</p> <p>Ability to conduct oneself in a professional manner:</p> <ul style="list-style-type: none"> • Accept individual differences • Take direction • Behave in a professional manner • Practise in a manner consistent with established client safety policies and procedures • Provide care in an unpredictable environment • Manage time and establishes timelines 	<p>Sets priorities in the face of multiple demands. Maintains a calm presence with clients regardless of the clients’ behaviour. Behaviour demonstrates understanding of professional boundaries.</p>

<p>Sensory</p> <p>Ability to perceive with each of the following senses well enough to provide care and participate in educational activities:</p> <ul style="list-style-type: none"> • Sight • Touch • Hearing • Smell • Hand-eye coordination (manual dexterity) 	<p>See well enough to read numbers and lines of demarcation on a syringe. Feel a pulse. Perceive differences in temperature with hand touch. Hear alarms on equipment, client call systems, hear through a stethoscope to note heart rate and breath sounds. Able to hear client's voice without looking directly at them. Able to recognize abnormal odours. Able to prepare and administer a medication for injection.</p>
<p>Physical</p> <p>Ability to perform each of the following requisites well enough to provide client care and participate in educational activities:</p> <ul style="list-style-type: none"> • Lift • Carry • Stand and maintain balance • Perform repetitive actions • Push and pull • Climb • Bend • Reach • Walk • Move within confined spaces 	<p>Able to provide CPR to a client. Able to carry a baby scale up a flight of stairs for a post-natal home visit. Able to reposition a patient in bed. Able to move between a client's bed and equipment or in a small space such as a client's bathroom.</p>