



College of  
Registered Nurses  
of Manitoba

# Standards for RN Clinical Competence Assessment

The College of Registered Nurses of Manitoba is legally mandated to protect the public. This means that the College must ensure that only those individuals who are able to practise as safe, competent registered nurses (RNs) are eligible for registration. One of the ways that the College determines eligibility for RN registration is by referring an applicant or member for a Clinical Competence Assessment (CCA). The CCA provides an opportunity for the individual to demonstrate that they possess the required registered nursing knowledge, skill and judgment.

Given the significance of the CCA in the process used to determine eligibility for registration as an RN in Manitoba, the College's board of directors approved the following Standards for the Registered Nurse Clinical Competence Assessment. These Standards specify the requirements that an RN CCA provider in Manitoba must meet in order to be eligible for approval by the College to perform RN CCAs for the purpose of RN registration.

## Overall Approach

1. The candidate's ability to meet the *Entry-Level Competencies for Registered Nurses in Manitoba* is assessed
2. The use of the competence assessment is part of an evaluation process and requires:
  - a) a recording tool that captures the period in which the assessment was conducted to identify the stage in professional development and educational needs,

- b) linkage with appropriate opportunities for professional development to assist the nurse to acquire the required areas of competence.
3. The requirement for evaluation in different domains of competence requires the development and utilization of different methods of assessment.
4. The assessment centre ensures adequate staffing and availability of CCA appointments to facilitate timely assessments.

## Tools

5. Two or more types of assessment/methods of assessment are utilized.
6. CCA tools possess a high level of reliability.
7. CCA tools possess a high level of validity.

## Environment

8. The assessment tools are stored in a secure location.
9. Every effort is made to recognize and minimize bias in the assessment process.
10. The assessment environment simulates common clinical settings and is as close to actual RN practice as possible.

## Assessors

11. Those involved in the assessment of competence are registered nurses skilled in the field of competence assessment and methodologies related to ensuring valid and reliable competency assessment processes.

12. Assessors have ample opportunity to maintain their own competence related to administering the CCA.
13. Assessors recognize and attempt to avoid any real or perceived conflict of interest in performing assessments.
14. Assessors provide a written report to the College outlining the candidate's assessment results including both standardized and narrative descriptions of the candidate's abilities and/or deficits.

## Evidence-Informed

15. The CCA is responsive to and reflects current trends in health and wellness, legal and ethical considerations, diversity in client populations, evidence-based nursing practice, education and research, health service delivery and society.
16. The competence assessment undergoes systemic and continuous evaluation.
17. Revisions are made that allow the assessment to keep current with changes in health-care and health-care economics, trends in health care delivery systems, trends in education.

## College Requirements

18. Current practicing members of the College who have been referred for CCAs will be given priority when booking CCA appointments in order for them to be assessed as soon as possible.
19. The CCA provider submits a letter of intent to the College prior to offering a new assessment tool or implementing substantial changes to existing assessments.
20. The CCA provider submits an annual report to the College by September 1 of each year outlining the following activities:
  - a) Assessment program/staff achievements
  - b) Goals/strategic initiatives for the future of the assessment
  - c) Content or delivery changes which reflect current trends
  - d) General data/statistics collected regarding numbers of referrals received, numbers of assessments completed, number of staff, wait lists for assessment appointments and trends analyzed
  - e) Information outlining how reliability and validity of the assessment have been maintained
  - f) Any other information deemed important or requested by the College in response to issues that arise

**Board Approved: 03/2013**

**Board Approved: 10/2013**

For more information please contact  
one of our nursing practice consultants at

**204-774-3477**

**800-665-2027 (Manitoba toll-free)**

This publication is provided for general information. For more specific information see our *Standards of Practice for Registered Nurses*, the Canadian Nurses Association *Code of Ethics for Registered Nurses* and the *Registered Nurses Act and Regulations*.

Our publications are available on our website at [www.crnmb.ca](http://www.crnmb.ca)