

## Continuing Competency

<b>Policy Section:</b> Administration of the Act	<b>Policy Number:</b> AA-5	<b>Approved By:</b> CEO/Registrar
<b>Regular Policy Review Frequency:</b> Every five years	<b>Date Approved:</b> September 29, 2004	<b>Date Reviewed/Revised:</b> August 11, 2023

### Purpose:

To state the continuing competency requirements for initial registration, reinstatement, and renewal of a certificate of practice, and the continuing competency program review in accordance with s.2.7(1)(g), s. 2.25(1)(b)(c) and s. 2.26 to 2.31 of the General Regulation.

### Continuing Competency Requirements:

- 1) For initial registration and reinstatement of a certificate of practice, applicants must complete the foundational jurisprudence modules:
  - a) *Introduction to RHPA* including the evaluation component (unless modules have been completed previously),
  - b) *2022 Scope in your Practice* including the evaluation component,
  - c) *Ethics in Practice* including the evaluation component (unless modules have been completed previously),
  - d) Current years' module
  
- 2) For renewal of a certificate of practice, registrants will provide a declaration on the renewal application that confirms:
  - a) Completion of a self-assessment
    - i. For Registered Nurses (RNs) this will be based on the Standards of Practice in the General Regulation and the *Practice Direction: Practice Expectations for Registered Nurses*
    - ii. For RNs who hold the authorized prescriber notation this will be based on the Standards of Practice in the General Regulation, *Practice Direction: Practice Expectations for RNs and the Practice Direction: Practice Expectations for RN(AP)s*
    - iii. For Registered Nurse (Nurse Practitioners) (RN(NP)s) this will be based on the Standards of Practice in the General Regulation, *Practice Direction: Practice Expectations for Registered Nurses* and *Practice Direction: Practice Expectations for RN(NP)s*
  
  - b) Completion of a self-development plan that includes at a minimum
    - i. Goal setting
    - ii. Identification and implementation of learning activities
    - iii. Discussion of the impact of learning on the registrant's practice



- c) Jurisprudence requirement of the current year's jurisprudence module identified in the renewal communication.
- 3) Registrants who obtained initial registration or reinstated a certificate of practice in the RN or RN (NP) membership class during the last quarter of the current year are exempt from the completion of 2a) and b), for that year.
- 4) Registrants on the RN register who obtained RN (AP) notation during the last quarter of the current year are exempt from the completion of 2a) ii) as it pertains to the RN (AP) requirements for that year, however, must fulfill the 2 a) i) CCP requirements.
- 5) Registrants on the RN register who obtained registration in the RN (NP) membership class during the last quarter of the current year are exempt from the completion of 2a) iii. as it pertains to the RN (NP) CCP requirements for that year, however, must fulfill the 2 a) i) CCP requirements.
- 6) Evidence of continuing competency submitted by registrants will not be used in matters related to complaints arising outside the College, shall not be released to the College's Complaints Investigation Committee, investigators, practice auditors, a panel of the College's Inquiry Committee, or at an appeal arising under *The Regulated Health Professions Act*.

### Continuing Competency Review:

- 1) Evidence of selected registrants' compliance with the continuing competency requirements to promote high standards of knowledge and skill will be obtained through an annual review.
- 2) The continuing competency requirements for registrants selected for the continuing competency program review are to:
  - a) Declare completion of self-assessment related to 2 a)
  - b) Submit evidence of meeting requirements related to 2 b) and
  - c) Participate in multi-source feedback
- 3) Registrants unable to successfully complete any components in the annual review will be required to complete remediation or competency-based interviews as directed.
- 4) After completing the review, the continuing competency committee may:
  - (a) Decide that no further action is required,
  - (b) Direct the registrant to take any action it considers necessary to address any issue identified in the review, or
  - (c) Refer the registrant to the registrar if the committee considers it necessary to address any issue identified in the review.
- 5) Reinstating registrants who had previously been directed to complete remediation by the Continuing



Competency Committee must complete any remedial activities that do not require the registrant to be working prior to their reinstatement. Remedial activities that require the registrant to be working must be completed within three months after returning to practice.