



Effective Date: April 25th, 2015

Signature

Review Date: April 2018

New Policy _____

Revision: Partial **Complete** _____

Applies To: All Active RN and NP Members of the RNANT/NU.

Purpose: This policy describes what constitutes a Continuing Competence Plan acceptable to the RNANT/NU as part of its continuing competence program requirement for registered nurses, nurse practitioners, and temporary certificate holders.

Definition:

Competence - means the combined knowledge, skills and judgment necessary to meet acceptable standards in the practice of nursing (NT Nursing Profession Act, 2004).

Policy:

The RNANT/NU Continuing Competence Program (CCP) is grounded in the understanding that all registered nurses and nurse practitioners are competent and committed to lifelong learning.

1. Each registered nurse and nurse practitioner is required to develop and complete a Continuing Competence Plan annually, and must identify that they have done so on the renewal application form. If requested by RNANT/NU, nurses must submit their Continuing Competence Plan (CCP) to the Registration Committee for review.

The Continuing Competence Plan must include:

- a) Self-Assessment Tool - completion of the Self-Assessment questions utilizes the guidelines in the RNANT/NU Standards of Practice (2014). The purpose of the Self-Assessment Tool is to assist the person to identify areas for further learning and development in their nursing practice.
- b) Identification of Two Learning Needs – these two identified learning needs should be grounded in the professional expectations in the Code of Ethics (CNA, 2008) and Standards of Practice for Registered Nurses and Nurse Practitioners (2014).
The two learning needs should demonstrate specific, measurable, achievable, realistic and timely actions that will assist the nurse to maintain competence through further learning and development in their nursing practice.
- c) Specific Activities - two or more specific activities that have been undertaken to meet the learning needs identified in 1(b).
- d) Evidence of Evaluation - effectiveness of the activities identified in 1(c) in assisting the nurse to meet the learning needs identified in 1(a).



Conditions and Exceptions:

Failure to complete the following will result in the nurse's application for registration /reinstatement being denied:

- a) Failure to identify Continuing Competence Plan completion on the renewal application form
- b) Failure to submit a Continuing Competence Plan when requested that meets the requirements in 1 (a-d).

Audited members who are required to resubmit their CCP may request assistance from the Registrar and/or a member of the Registration Committee.

Authority and Accountability:

This policy is issued under the authority of the RNANT/NU Board of Directors and as governed by the NU Nursing Act (2004), Section 2; NT Nursing Profession Act (2004), Section 29; RNANT/NU Bylaw 2, Section 5 (4) (c) and Bylaw 4. The Board of Directors has the authority to revise this policy as required.

The Director of Regulatory Services and Policy and the Registration Committee are accountable to the Board of Directors, and ultimately to the membership for the implementation of this policy and may delegate any related administrative tasks.

History:

This policy replaces the former policy:

R11: Professional Development Plan, last revised in May 2010.