



THE ASSOCIATION OF
REGISTERED NURSES
OF PRINCE EDWARD ISLAND

POLICY REGISTRATION

Continuing Competence

POLICY STATEMENT

DEFINITION

Continuing competence is the ongoing ability of a registered nurse to integrate and apply the knowledge, skills, judgment, and interpersonal attributes required to practice safely and ethically in a designated role and setting.

PURPOSE

An important component of RN registration, licensure and professional practice is continuing competence. Continuing competence promotes good practice, and contributes to the quality of nursing practice and best possible client outcomes. Assessment of continuing competence assures the public that the nurse has the ability to practice safely, ethically and competently.

POLICY

Applicants must meet the continuing competence requirements as set forth by ARNPEI, or by the jurisdiction in which the nurse is currently registered/licensed or was most recently registered. Applicants must not have had conditions placed on their registration or had their registration suspended/cancelled/revoked/terminated for reasons of incompetence, or misconduct or had resigned in other than good standing.

Continuing Competence Requirements

Effective November 1, 2004, the applicant must make a written declaration and indicate whether he/she meets the practice hours requirement and the personal reflective practice review requirements, as stated below:

1. Practice Hours Requirement (in the five years preceding renewal)

In order to satisfy the practice hours requirement, an applicant shall provide satisfactory evidence of having:

- a) engaged in the practice of nursing for at least **1125** hours; or
- b) successfully completed a basic nursing education program at an approved school of nursing; or
- c) successfully completed an approved nursing refresher program.

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2. Personal Reflective Review Requirements (in the 1 year preceding license renewal)

In order to satisfy the reflective practice requirements, an applicant shall provide satisfactory evidence of having:

- a) completed a self-assessment of his/her personal professional practice using the *Standards for Nursing Practice and Code of Ethics*;
- b) sought and received *peer feedback*;
- c) developed and implemented a *learning plan* based upon the self-assessment and peer feedback; and
- d) evaluated the impact of this learning on his/her professional practice.

Applicants who do not meet the Continuing Competence Requirements

An applicant who does not meet the **1125** practice hour requirement will not be issued a license.

An applicant who does not meet the reflective practice requirements will be given three months in which to respond and/or comply. In extenuating circumstances, an additional three months will be given in which the nurse has to comply.

Audit

An audit of a random sample of nurse members shall be conducted each year. ARNPEI members selected for an audit shall complete the ARNPEI Continuing Competence Program (RN or NP) inclusive for the *Verification of Hours Audit Form, Self-assessment Worksheet, and Learning Plan* and return these to ARNPEI by the specified date.

Records and Information

Every member shall maintain and retain a record of practice hours for five years. Information related to meeting the requirements of personal reflective practice shall be maintained for a minimum of one year preceding license renewal. ARNPEI may require members to submit information in order to determine whether or not the continuing competence requirements have been met. This information will be required as part of the audit procedure.

Approved by ARNPEI Council: December 2015