



## you need to know

### **Why is the CRPNM doing this?**

Under the *Registered Psychiatric Nurses Act* the College of Registered Psychiatric Nurses of Manitoba is required to develop and implement a Continuing Competence Program for its members.

In order for the profession to have the privilege of self-regulation, the College is required to carry out the statutory functions of the legislation. The Continuing Competence Program is one of the mechanisms that ensures the safe practice of RPNs in Manitoba, thereby ensuring the public protection mandate given in the legislation.

### **Is the CRPNM questioning my competence?**

No. The College is asking RPNs to assess their own competence whether their practice is direct practice, administration, education or research. You are not expected to assess your competence in areas in which you do not practice. You are required to assess and to determine your own needs for continuing competence. You are further required to develop, implement and evaluate a learning plan based on those needs.

### **Do I have to do this every year?**

Yes. Prior to the implementation of the Continuing Competence Program, reporting your hours of practice on the registration renewal form was the only annual requirement. You still need to report your hours of practice and you still require a minimum of 1400 hours of practice, in the 5 year period immediately preceding your application, to maintain eligibility for practising status.

Participation in the Continuing Competence Program is now also an annual requirement for registration renewal. All psychiatric nurses wishing to renew registration to the Practising register must participate in the Continuing Competence Program.

### **What if I am a new graduate?**

As a new graduate you meet the hours of practice requirement based on your participation in a basic psychiatric nursing education program in the 5 year period immediately preceding the application.

All members on the Practising register at the time of the program implementation will receive a Continuing Competence Program package. Thereafter, new graduates will receive the package on initial registration. It is expected that the new graduate will begin the continuing competence process within that membership year in order to meet the requirements for registration renewal.

### **What about RPNs who transfer to Manitoba from another province?**

Applications for registration from another province will be processed under the interprovincial endorsement agreement. New members will receive the Continuing Competence Program package on initial registration. It is expected that the new registrant will begin the continuing competence process within that membership year in order to meet the requirements for registration renewal.

### **What if I did not practice in the past year or more but am preparing to return to work? How will I meet the requirements of the Continuing Competence Program?**

Anyone wishing to return to the Practising register must meet the requirement of 1400 hours of practice in the preceding 5-years to be eligible.

Please contact the CRPNM office to discuss the best time and process to initiate your participation in the Continuing Competence Program

### **If I maintain registration with another regulatory body, do I have to meet the continuing competence requirements for both?**

Yes. The CRPNM is implementing the Continuing Competence Program only slightly ahead of the other nursing regulatory bodies. Please contact the CRPNM office to discuss the best way to do this if you maintain dual registration.

### **Is there a peer review component?**

Peer review is not a mandatory part of the CRPNM Continuing Competence Program. Although it is not required, you may choose to use peer review as part of your self-assessment process.

### **Who is going to "police" this?**

One of the CRPNM's fundamental beliefs is that RPNs are responsible and accountable professionals. Currently, you report your hours of practice on your registration renewal form. Your signature on the form declares that the information that you provide is true and correct. The form is a legal document.

You will also report your participation in the Continuing Competence Program by declaration on the registration renewal form.

**What happens if I do not sign the declaration on the registration renewal form?**

Your registration renewal cannot be processed if all of the requirements are not met. This may cause delays in your registration renewal or may cause you to be ineligible to renew your registration.

Be sure to allow yourself enough time to complete the Continuing Competence Program requirements prior to the registration renewal period.

**What do I send in with my registration renewal?**

Nothing. The worksheets provided in the Continuing Competence Program package and the information you

keep in your portfolio is your property. Do not send any information to the CRPNM unless you are asked to do so.

An auditing process will be implemented in 2005. At that time, you may be asked to send information regarding your participation in the Continuing Competence Program to the CRPNM. If you are asked to submit documents, the CRPNM will look to see if you are following the processes of the Continuing Competence Program.

**NOTE: The terms "individual" and "client" may refer to individuals, families, groups or communities.**