

Appendix A: Standards of Psychiatric Nursing Practice Self-Assessment



College of Registered Psychiatric Nurses of Manitoba
Continuing Competency Program

STANDARDS OF PSYCHIATRIC NURSING PRACTICE SELF-ASSESSMENT				
Standard 1 Therapeutic Relationships	Basic	Intermediate	Advanced	Priority for Professional Enhancement Plan
Continually applies the therapeutic use of self within professional practice.				
Recognizes and addresses power imbalances in therapeutic relationships.				
Ensures client needs remain the focus of the therapeutic relationship.				
Does not exploit the vulnerability of persons encountered through their practice.				
Will not engage in any sexual behaviour while in a therapeutic relationship with a client, with or without consent.				
Will not enter into a close personal or intimate relationship with a client or a former client who has received psychotherapeutic treatment from the Registered Psychiatric Nurse.				
Uses professional judgment, effective communication and interpersonal skills, and practices with integrity to establish, maintain and terminate the therapeutic relationship.				

Recognizes and addresses transference and counter-transference and their impact on the therapeutic relationship.				
Applies critical thinking and professional judgment in therapeutic relationships.				
Establishes and negotiates boundaries in therapeutic relationships.				
Practices according to the principles of informed consent and confidentiality.				
Will make best efforts to find suitable alternatives to treating their own family or friends.				
Develops partnerships using a client-centred, integrated and holistic approach.				

Standard 2 Competent, Evidence-Informed Practice	Basic	Intermediate	Advanced	Priority for Professional Enhancement
Applies evidence-informed knowledge, skill, critical thinking and professional judgment to assess, plan, implement, and evaluate in the practice of psychiatric nursing.				
Incorporates evidence-informed knowledge to promote safety and quality in psychiatric nursing practice.				
Uses communication skills effectively.				
Integrates cultural competence and cultural safety into their practice with diverse clients.				
Recognizes potential risks and hazards and implements interventions to promote a safe environment.				
Integrates infection prevention and control principles in providing psychiatric nursing care.				

Documents the application of the clinical decision-making process in a responsible, accountable and ethical manner.				
Applies documentation principles to ensure effective written/electronic communication.				
Remains current in knowledge relevant to their practice.				
Incorporates knowledge of therapeutic modalities and conceptual models of psychiatric nursing.				
Coordinates client care and/or health services throughout the continuum of care.				
Establishes, maintains and coordinates a plan of care based on a comprehensive psychiatric nursing assessment.				

Standard 3 Professional Responsibility and Accountability	Basic	Intermediate	Advanced	Priority for Professional Enhancement
Maintains current registration/licensure.				
Practises in accordance with all relevant legislation and regulation including the Standards of Psychiatric Nursing Practice.				
Exercises professional judgment when agency policies and procedures are unclear or absent.				
Assumes responsibility and accountability for continuing competence, and for meeting continuing competence requirements.				
Seeks out the necessary resources using skill and professional judgment to address personal and professional limitations.				
Recognizes the competencies and limitations of colleagues and/or students when assigning responsibilities.				

Responds to and/or reports unsafe practice, professional incompetence, professional misconduct, and incapacity or fitness-to-practice issues to the appropriate authority.				
Complies with any legal duty to warn and report, including abuse or potential harm to the public.				
Self-reports to the regulatory body conditions that compromise their fitness to practice.				
Uses technology, electronic communication and social media responsibly and professionally.				

Standard 4 Leadership and Collaboration in Quality Psychiatric Nursing Practice	Basic	Intermediate	Advanced	Priority for Professional Enhancement
Engages in practices that promote physical, environmental and psychological safety.				
Evaluates the effectiveness of interventions in psychiatric nursing practice.				
Participates in quality improvement activities to initiate change in psychiatric nursing practice and in the health care system.				
Collaborates with client, team members, families and other stakeholders to develop comprehensive psychiatric nursing care to achieve the client's health goals.				
Mentors' colleagues and stakeholders for the advancement of psychiatric nursing practice and quality health care.				
Promotes collaborative practice among health care professionals through respectful working				

relationships and appropriate documentation practices.				
Acts as a leader, teacher and role model to students, beginner practitioners and colleagues, supporting, Instructing and/or mentoring them in their professional development.				
Takes action to resolve professional practice issues.				
Collaborates with and advocates for clients.				
Demonstrates professional leadership through: <ul style="list-style-type: none"> i) Building trusting relationships. ii) Creating empowering environments. iii) Supporting knowledge development and integration within the health care team. iv) Advancing psychiatric nursing practice and quality health care. v) Leading and sustaining change and balancing competing values and priorities. 				

Standard 5 Professional Ethical Practice	Basic	Intermediate	Advanced	Priority for Professional Enhancement
Practises with honesty, integrity and respect, demonstrating the ethics, standards, principles, guidelines and values of the profession.				
Applies the Code of Ethics in all areas of their practice.				
Identifies the effect of their own values, beliefs and experiences in relationships with clients, recognizes potential conflicts, and				

takes action to prevent or resolve them				
Applies ethical and legal considerations in maintaining confidentiality in all forms of communication.				
Supports the human, legal and moral rights of clients, including the right to make informed decisions and the right to live at risk.				