



CONTINUING COMPETENCE PROGRAM

Registered Nurse

May 2017

College of Registered Nurses of Prince Edward Island

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TABLE OF CONTENTS

	Page
Background	4
Beliefs and Guiding Principles	4
Questions and Answers about Continuing Competence Program	5
Continuing Competence Program Components	5
Definitions	6
Self-assessment Worksheet	7
Standards	
#1 Code of Ethics	8
#2 Unique Body of Knowledge	9
#3 Competent Application of Knowledge	10
#4 Responsibility and Accountability	12
#5 Advocacy	14
#6 Continuing Competence	15
Learning Plan Worksheet	17
Record of Continuing Education Experiences	20
Peer Review	21
Evaluation Worksheet	22
Verification of Hours Audit Form	23
References	24

BACKGROUND

Registered nurses and nurse practitioners practice in a variety of settings in clinical, administrative, education and research roles, often overlapping. In the face of evolving technologies, dwindling resources, and increasing expectations, it is critical that registered nurses and nurse practitioners continue to develop professional knowledge and competence throughout their careers. Continuing competence is a necessary element of practice and the public interest is best served when nurses enhance their knowledge, skill and judgment on an ongoing basis.

BELIEFS AND GUIDING PRINCIPLES

Continuing Competence:

1. The nursing profession, through its regulatory organizations, promotes the advancement of nursing practice, identifies standards of practice, and promotes professional development.
2. Registered nurses, as competent professionals, are committed to career-long learning.
3. Continuing competence promotes good nursing practice, assists in preventing poor practice, and contributes to positive client outcomes.
4. Competence is continually acquired and maintained through reflective practice, career-long learning, and integration of learning into nursing practice.
5. The individual registered nurse has a professional obligation and the primary responsibility for acquiring and maintaining competence.
6. Acquiring and maintaining competence requires support from others, including colleagues, employers, professional and regulatory nursing organizations, and government.
7. Continuing competence can be facilitated or hindered by the environment in which individuals practice.
8. Nursing colleagues, through their moral commitment to their profession and to one another, support each other in developing, demonstrating and maintaining competence.

Continuing Competence Programs:

1. The public has the right to expect that registered nurses demonstrate continuing competence throughout their careers. The role of the regulatory body is to establish mechanisms that promote the delivery of safe, ethical, and competent care by registered nurses throughout their careers.
2. Provincial and territorial standards of practice and codes of ethics for registered nurses provide the foundation for continuing competence programs.

QUESTIONS AND ANSWERS ABOUT CRNPEI's CONTINUING COMPETENCE PROGRAM (CCP)

Why do we have a Continuing Competence Program?

1. To support registered nurses and nurse practitioners in their professional commitment to career-long learning and excellence.
2. To identify areas of practice needing enhancement.
3. To demonstrate to the public that nurses are maintaining competence by engaging in career-long learning.
4. To ensure employment mobility across the country.

How do we measure compliance with the CCP?

Five to ten percent (5-10%) of the active practicing membership will be randomly selected in May to participate in an annual audit to determine compliance with the CCP requirements.

What happens if I do not participate in the CCP?

Participation in the CCP is mandatory for registration. If a member applying for registration has not participated in the CCP, or has not complied with an audit request, a temporary registration will be granted (see below).

What happens if I am audited and I do not comply with the request for documentation (ie. proof of having met the CCP requirements)?

The deadline for submission of audit materials is prior to the end of the registration year. If the required documentation is not provided by the registration renewal deadline, a temporary registration will be granted for a 90-day period, provided all other registration requirements are met. A member who is issued a temporary registration will be charged a fee over and above the annual registration fee. The member's employer(s) will be notified of the temporary status of the member's registration. Only after the audited member complies with all audit requirements will a regular registration be issued for the registration year. Any information provided to CRNPEI is confidential and used only for the purposes of determining that the CCP requirements are being met.

CONTINUING COMPETENCE PROGRAM COMPONENTS

The CCP requires registered nurses and nurse practitioners to reflect upon their practice through self-assessment, developing and implementing a learning plan, peer review and evaluating the impact of the learning activities upon their nursing practice.

Self-Assessment:

The CRNPEI Standards for Nursing Practice and the Nurse Practitioner Standards for Practice, characteristic of self-regulation, are based on the values of the profession. To protect the public, the *Regulated Health Professions Act* mandates CRNPEI to set standards of practice. The values of the nursing profession are articulated in the Canadian Nurses Association *Code of Ethics for Registered Nurses 2017*. The CRNPEI Standards document provides the basis for reflection on nursing practice. Reflecting on their practice helps nurses plan professional learning that is

relevant to their nursing practice. Reviewing the Standards and reflecting upon one's experiences in practice, enables nurses to identify both strengths and learning needs.

Peer Feedback:

Registered nurses (formally and informally) seek and receive feedback from colleagues related to their practice. It also includes seeking a knowledgeable and trusted colleague familiar with their practice area, who can respond to and support specific questions related to their professional growth. In the employment setting this occurs during an annual performance appraisal.

Learning Plan:

The learning plan may include both short and long term goals. Short term goals should be attainable within the upcoming registration year; long term goals may be achieved over several years. Continuing education activities are directed toward meeting the goals of the learning plan. Evaluate the effects of learning activities on your practice. Ask yourself if the learning activity was useful. Were you able to integrate it into your practice? If not, seek out a colleague who may know how to find the information you were seeking.

Hours of Practice:

Registered nurses are required to practice 1125 hours over the previous five years as a means to demonstrate and maintain their knowledge, skill and judgment in nursing. Nurse practitioners are required to practice 1800 hours in the previous three years.

DEFINITIONS

Competence

The ability to apply the knowledge, skills, judgment, and personal attributes required to practice safely and ethically in a designated role and setting.

Competencies

The specific knowledge, skills, judgment and personal attributes required for a registered nurse to practice safely and ethically in a designated role and setting.

Continuing Competence

The ongoing ability of a registered nurse to integrate and apply the knowledge, skills, judgment and personal attributes required to practice safely and ethically in a designated role and setting. Maintaining this ongoing ability involves a continual process linking the code of ethics, standards of practice and career-long learning. The registered nurse reflects on his/her practice on an ongoing basis and takes action to continually improve that practice.

Continuing Competence Program

A program that focuses on promoting competence among registered nurses and nurse practitioners throughout their careers.

Competence Assessment

An evaluation of the registered nurse's ability to integrate and apply the knowledge, skills, judgment and personal attributes required to practice safely and ethically in a designated role and setting.

Self-Assessment Worksheet

Instructions:

1. Review the CRNPEI Standards for Nursing Practice and corresponding indicators listed in the following pages.
2. Consider how each indicator relates to your nursing practice role and setting.
3. Rate your practice on a scale of 1 to 4. If there is an aspect of an indicator that you would like to focus on check the box in the last column and continue.
4. Having identified which indicator(s) you may not be meeting consistently, prioritize at least one indicator on which to focus. Record this indicator in the first column of the Learning Plan Worksheet.

Self-Assessment Example:

Rhonda is a staff nurse. During her self-assessment she realizes that she needs to learn more about palliative care. Caring for the dying is an increasing expectation in her area of practice and Rhonda realizes the need to increase her knowledge in the care of the dying. Increasing her knowledge of palliative care will provide her with the tools to advocate for quality care.

During her self-assessment, Rhonda realizes that she meets the expectations of most of the indicators. Indicators 5.1, 3.1 and 2.2 are areas that she could improve upon. She decides to use indicator 2.2 (**I utilize theoretical knowledge as a basis for my nursing practice**) as the focus of her learning plan about palliative care for the upcoming registration year.

Self-Assessment Worksheet: CRNPEI Standards for Nursing Practice

- 1) **Code of Ethics:** The nurse in practice will demonstrate adherence to, understanding and promotion of the ethical standards of the profession as stated in the 2017 Canadian Nurses Association Code of Ethics for Registered Nurses.

How does each standard of practice indicator apply to my practice?	Am I meeting expectations of this indicator consistently?					I will focus on this indicator
Indicators	Not at all		Always			
1.1 I provide safe, compassionate, competent and ethical care.	1	2	3	4	n/a	
1.2 I work with people to enable them to attain their highest possible level of health and well-being.	1	2	3	4	n/a	
1.3 I recognize, respect and promote a person's right to be informed and make decisions.	1	2	3	4	n/a	
1.4 I recognize and respect the intrinsic worth of each person.	1	2	3	4	n/a	
1.5 I recognize the importance of privacy and confidentiality and safeguard personal, family and community information obtained in the context of a professional relationship.	1	2	3	4	n/a	
1.6 I uphold principles of justice by safeguarding human rights, equity and fairness and by promoting the public good.	1	2	3	4	n/a	
1.7 I am accountable for my actions and answerable for my practice.	1	2	3	4	n/a	
1.8 In an ADMINISTRATOR role I:						
a) Promote and initiate measures to create practice environments that support client advocacy, promote collaboration and respect, and enable nurses to meet their ethical obligations.	1	2	3	4	n/a	
(b) Create environments that promote and support ethical practice.	1	2	3	4	n/a	
(c) Uphold and support others to uphold the values contained in the CNA Code of Ethics.	1	2	3	4	n/a	
(d) Consistently practice and support others to practice according to the ethical responsibilities within the CNA Code of Ethics.	1	2	3	4	n/a	
1.9 In an EDUCATOR role I: Encourage and support critical thinking and dialogue about ethical issues.	1	2	3	4	n/a	
1.10 In a RESEARCHER role I:						
(a) Ensure research is based on appropriate ethical codes for the use of human and animal subjects.	1	2	3	4	n/a	
(b) Participate in the ongoing ethical review of research.	1	2	3	4	n/a	

Self-Assessment Worksheet: CRNPEI Standards for Nursing Practice

2) **Unique Body of Knowledge:** Each nurse possesses and continually strives to improve upon the specialized body of knowledge based on nursing science relevant to area of nursing practice.

How does each standard of practice indicator apply to my practice?	Am I meeting expectations of this indicator consistently?					I will focus on this indicator
Indicators	Not at all		Always			
2.1 I use appropriate theoretical knowledge and skills as needed in my area of practice.	1	2	3	4	n/a	
2.2 I utilize theoretical knowledge as a basis for my nursing practice.	1	2	3	4	n/a	
2.3 I know how and where to find needed information.	1	2	3	4	n/a	
2.4 I recognize the various nursing roles and their relationship to one another.	1	2	3	4	n/a	
2.5 I assist clients, colleagues, students, other professionals and the public to acquire new knowledge.	1	2	3	4	n/a	
2.6 I present an informed view of the nursing profession and its relationship to the health care system to clients, colleagues, students, other professionals and the public.	1	2	3	4	n/a	
2.7 In an ADMINISTRATOR role I:						
(a) Create practice environments that support ongoing professional development.	1	2	3	4	n/a	
(b) Know where and how to find needed information to support the provision of safe, appropriate ethical practice.	1	2	3	4	n/a	
(c) Share nursing knowledge with clients, colleagues, students and others.	1	2	3	4	n/a	
(d) Interpret and use current evidence from research and other credible sources to make administrative decisions.	1	2	3	4	n/a	
(e) Create an environment in which cooperation, professional growth and mutual respect can flourish.	1	2	3	4	n/a	
2.8 In an EDUCATOR role I: Provide a learning environment that supports professional development and life-long learning.	1	2	3	4	n/a	
2.9 In a RESEARCHER role I: Promote the identification of current research findings and integration into practice.	1	2	3	4	n/a	

Self-Assessment Worksheet: CRNPEI Standards for Nursing Practice

3) Competent Application of Knowledge: Each nurse demonstrates competency relevant to area of nursing practice.

How does each standard of practice indicator apply to my practice? Indicators	Am I meeting expectations of this indicator consistently?					I will focus on this indicator
	Not at all			Always		
3.1 I use comprehensive assessment, critical inquiry, technology, and research to provide competent nursing services relevant to the area of practice.	1	2	3	4	n/a	
3.2 I use current theoretical knowledge and professional judgment, critical inquiry and reflection in making decisions and implement actions relevant to the needs of the client and area of practice.	1	2	3	4	n/a	
3.3 I use communication processes to establish, maintain and conclude therapeutic and professional relationships.	1	2	3	4	n/a	
3.4 I design and develop action plans to address client's needs in collaboration with the client and relevant others.	1	2	3	4	n/a	
3.5 I coordinate human resources and manage physical resources to promote quality services.	1	2	3	4	n/a	
3.6 I document assessment, nursing activities, and client outcomes in an accurate, timely and thorough manner.	1	2	3	4	n/a	
3.7 I perform planned interventions in accordance with appropriate policies, procedures and service standards.	1	2	3	4	n/a	
3.8 I participate in initiatives that promote quality nursing and health care.	1	2	3	4	n/a	
3.9 I use current literature/research and performance indicators to support direct practice.	1	2	3	4	n/a	
3.10 In an ADMINISTRATOR role I: (a) Collect information about organizational status from a variety of sources using assessment skills including observation and communication.	1	2	3	4	n/a	
(b) Identify, analyze and use relevant and valid information when determining organizational problems.	1	2	3	4	n/a	
(c) Promote and contribute to practice environments that encourage learning, application of nursing knowledge and research, and efficient use of resources.	1	2	3	4	n/a	
(d) Establish and maintain communication to support quality service and research.	1	2	3	4	n/a	

Self-Assessment Worksheet: CRNPEI Standards for Nursing Practice

3) **Competent Application of Knowledge:** Each nurse demonstrates competency relevant to area of nursing practice.

How does each standard of practice indicator apply to my practice?	Am I meeting expectations of this indicator consistently?					I will focus on this indicator
Indicators	Not at all		Always			
3.11 In an EDUCATOR role I:						
(a) Promote and initiate measures to create a learning environment that supports ongoing opportunities to obtain and maintain competencies relevant to the area of practice.	1	2	3	4	n/a	
(b) Promote a learning environment conducive to ongoing demonstration and evaluation of competencies.	1	2	3	4	n/a	
(c) Provide feedback to colleagues and students to encourage professional growth and advance nursing practice.	1	2	3	4	n/a	
(d) Assist colleagues and students in the development of life-long learning skills.	1	2	3	4	n/a	
(e) Integrate evidenced-based theory and best practices into educational activities.	1	2	3	4	n/a	
(f) Critically analyze and evaluate nursing practice and education.	1	2	3	4	n/a	

Self-Assessment Worksheet: CRNPEI Standards for Nursing Practice

- 4) **Responsibility and Accountability:** Each nurse demonstrates responsibility and accountability to the public by providing competent, safe and ethical nursing practice.

How does each standard of practice indicator apply to my practice?	Am I meeting expectations of this indicator consistently?					I will focus on this indicator
Indicators	Not at all		Always			
4.1 I maintain current registration.	1	2	3	4	n/a	
4.2 I practice in accordance with the <i>Regulated Health Professions Act</i> and its Regulations and Bylaws; the <i>CRNPEI Standards for Nursing Practice</i> ; the <i>CNA Code of Ethics</i> ; other relevant CRNPEI position statements, guidelines and documents; other relevant Acts and legislation; and individual competence and ability to evaluate own practice.	1	2	3	4	n/a	
4.3 I have the current knowledge, skill and judgment needed to practice in my setting.	1	2	3	4	n/a	
4.4 I am responsible and accountable for my actions and decisions at all times.	1	2	3	4	n/a	
4.5 I exercise reasonable judgment in decision making.	1	2	3	4	n/a	
4.6 I follow established policies and procedures.	1	2	3	4	n/a	
4.7 I participate in developing health policies and procedures which guide nursing practice.	1	2	3	4	n/a	
4.8 I respond to and report situations which may be adverse for clients and/or health care providers, including incompetence, misconduct and incapacity of registered nurses and/or other health care providers.	1	2	3	4	n/a	
4.9 In an ADMINISTRATOR role I: (a) Maintain a standard of personal health and safety such that the ability to practice is not compromised.	1	2	3	4	n/a	
(b) Participate in the identification and resolution of professional practice issues, conflicts, and ethical dilemmas.	1	2	3	4	n/a	
4.10 In an EDUCATOR role I: (a) Promote learning opportunities for students to enable them to acquire the knowledge, skill and clinical experience to practice competently.	1	2	3	4	n/a	
(b) Promote evaluation and ensure learning outcomes for students.	1	2	3	4	n/a	
(c) Promote and initiate measures to create a learning environment that supports professional accountability.	1	2	3	4	n/a	

Self-Assessment Worksheet: CRNPEI Standards for Nursing Practice

- 4) **Responsibility and Accountability:** Each nurse demonstrates responsibility and accountability to the public by providing competent, safe and ethical nursing practice.

How does each standard of practice indicator apply to my practice?	Am I meeting expectations of this indicator consistently?	I will focus on this indicator
Indicators	Not at all Always	
4.11 In a RESEARCHER role I: (a) Ensure ethical guidelines are followed so that research participants are protected.	1 2 3 4 n/a	

Self-Assessment Worksheet: CRNPEI Standards for Nursing Practice

- 5) **Advocacy:** Each nurse demonstrates advocacy for clients in their relationship with the health system by responding to their needs in a way that supports, protects and safeguards the client’s rights and interests.

How does each standard of practice indicator apply to my practice?	Am I meeting expectations of this indicator consistently?					I will focus on this indicator
Indicators	Not at all			Always		
5.1 I act as an advocate to protect and promote a client’s right to self-determination, autonomy, respect, privacy, dignity and access to information.	1	2	3	4	n/a	
5.2 I assist clients in the expression of individual needs, values and choices (e.g. cultural beliefs, sexual orientation, age and gender) and ensure that the client's perspective is made known so as to provide appropriate services.	1	2	3	4	n/a	
5.3 I share relevant information with clients regarding health and refer the client to other sources for information when appropriate.	1	2	3	4	n/a	
5.4 I support the client to make informed decisions regarding health.	1	2	3	4	n/a	
5.5 I develop and sustain collaborative partnerships with clients, colleagues, health providers and the public, which promote advocacy.	1	2	3	4	n/a	
5.6 I support the development and implementation of policies which ensure the client's rights are respected.	1	2	3	4	n/a	
5.8 In an ADMINISTRATOR role I:						
(a) Promote a practice environment that supports client advocacy.	1	2	3	4	n/a	
(b) Use information to ensure that human and other resources are used efficiently to maintain client safety.	1	2	3	4	n/a	
(c) Advocate and develop policies that clearly outline the responsibility and accountability for all involved in assignment and delegation.	1	2	3	4	n/a	
(d) Support staff and others in the planning and delivery of health care services as appropriate.	1	2	3	4	n/a	
5.9 In an EDUCATOR role I: Promote a learning environment that supports client advocacy.	1	2	3	4	n/a	
5.10 In a RESEARCHER role I:						
(a) Utilize ethical guidelines to ensure the protection of participants.	1	2	3	4	n/a	
(b) Ensure that participants are supported and informed throughout the research process.	1	2	3	4	n/a	

Self-Assessment Worksheet: CRNPEI Standards for Nursing Practice

- 6) **Continuing Competence:** Each nurse demonstrates responsibility for maintaining competence, fitness to practice and integrating new knowledge and skills in own area of practice.

How does each standard of practice indicator apply to my practice?	Am I meeting expectations of this indicator consistently?					I will focus on this indicator
Indicators	Not at all		Always			
6.1 I maintain and enhance current knowledge by investing time, effort, or other resources to attain the knowledge and skills required for practice.	1	2	3	4	n/a	
6.2 I model commitment to continuing competence through life-long learning, reflective practice and integration of learning into practice.	1	2	3	4	n/a	
6.3 I seek out and use feedback from others in assessing my own practice, and provide feedback to others to support their professional development.	1	2	3	4	n/a	
6.4 I use relevant knowledge of changing trends in nursing, health, society, and the environment to advance/improve practice.	1	2	3	4	n/a	
6.5 I demonstrate theoretical knowledge related to my practice area.	1	2	3	4	n/a	
6.6 I apply problem-solving processes in decision-making and evaluate these processes.	1	2	3	4	n/a	
6.7 I demonstrate competence in skills related to my practice area.	1	2	3	4	n/a	
6.8 I assess personal competence and assume responsibility in meeting my professional learning needs, and assume responsibility to acquire knowledge and skills to improve personal practice.	1	2	3	4	n/a	
6.9 I share knowledge with clients, colleagues, health care providers and the public.	1	2	3	4	n/a	
6.10 I have knowledge of changing trends in nursing, health and society that impact on my practice.	1	2	3	4	n/a	
6.11 I practice within my level of competence.	1	2	3	4	n/a	
6.12 In an ADMINISTRATOR role I: (a) Promote a practice environment that supports continuous professional development of competent nursing practice. (b) Actively participate in quality improvement activities and seek input from consumers related to nursing care provided.	1	2	3	4	n/a	
	1	2	3	4	n/a	

Learning Plan Worksheet

The learning plan provides an opportunity to list the standard of practice indicator(s) that you listed in the self-assessment worksheet to identify learning needs, set objectives, plan learning activities and record your target dates for completion.

Identify learning activities that will help you meet your learning objectives. These activities must be related to the work you are doing now in your practice setting or plan to do in the near future. Setting target dates for each learning activity will help you keep on track.

Learning activities may include:

- Workshops, seminars, & conferences
- In-services & rounds
- Participation in specialty practice groups
- Achieving or maintaining CNA specialty certification
- College or university courses
- Independent Internet research or online courses
- Reviewing policies, standards of practice & practice guidelines
- Reading texts, journal articles, or participating in journal clubs
- Webinars or telehealth sessions
- Self-directed learning modules
- Consulting with practice experts
- Precepting or Mentoring

Learning objectives should describe the desired outcome to be demonstrated at the end of your learning process. Learning objectives should be **SMART**: (Specific; Measurable; Acceptable; Realistic; and Timely with a deadline).

Learning objectives can focus on outcomes such as:

- Knowledge
- Critical thinking and problem solving
- Comprehension – the application of knowledge
- Performance outcomes such as tasks or behaviors
- Affective outcomes such as feeling, emotion and attitudes

Learning Plan Example:

Rhonda is a staff nurse. During her self-assessment she realizes that she needs to learn more about palliative care. Caring for the dying is an increasing expectation in her area of practice and Rhonda realizes the need to increase her knowledge in the care of the dying. Increasing her knowledge of palliative care will provide her with the tools to advocate for quality care.

During her self-assessment Rhonda realizes that she meets the expectations of most of the indicators. Indicators 5.1, 3.1 and 2.2 are areas that she could improve upon. She decides to use indicator 2.2 (**I utilize theoretical knowledge as a basis for my nursing practice**) as the focus of her learning plan about palliative care for the upcoming registration year.

Standard of Practice Indicator Number	Learning Objective What am I going to learn?	Learning Activities How am I going to learn?	Dates Target Completed
2.2	Learn more about palliative care: <ul style="list-style-type: none">• Symptom management• Chronic pain issues• Psychosocial issues of family members	I will: <ul style="list-style-type: none">• Compile a literature search online focusing on best practices in palliative care• Read at least two research articles on each of the three objectives• Plan a meeting with the nurse educator in the palliative care centre	January (T) January (C) June (T) August (C) February (T) April (C)

Learning Plan Worksheet

NAME: _____

REGISTRATION YEAR: _____

Create your learning plan for the standard indicator(s) chosen in the Self-Assessment Worksheet to focus on for this registration year. List which indicator(s) in the first column. Develop your learning objective(s) and detail the learning activities you plan to accomplish. Record your target and completion dates for the learning activities. Evaluate your learning plan before beginning to assess your practice for the next registration year.

Standard of Practice Indicator Number	Learning Objective What am I going to learn?	Learning Activities How am I going to learn?	Dates Target Completed

Remember to keep all documentation associated with continuing competence for five (5) years.

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**COLLEGE OF REGISTERED NURSES OF PEI
CONTINUING COMPETENCE PROGRAM**

PEER REVIEW

NAME: _____

REGISTRATION YEAR: _____

Instructions to nurse:

Ask a nurse with whom you work frequently and whose opinion you respect to:

- consider your practice
- complete this form (to list 3 things you do very well and 1 thing that would benefit your practice)
- discuss your practice with you.

THREE STARS (three things you do well as a professional nurse)

1.

2.

3.

ONE WISH (one thing that would benefit your practice)

1.

PEER REVIEWER'S NAME _____

DATE DISCUSSED _____

Remember to keep all documentation associated with continuing competence for five (5) years.

CRNPEI CONTINUING COMPETENCE PROGRAM

Verification of Hours Audit Form

Verification of RN Hours Worked in the Past 5 Years (To Be Released to CRNPEI)

From: _____
RN Surname Given Name(s)

CRNPEI Registration Number:

--	--	--	--	--	--

To: _____
Name of Employer/Agency

Street Address

City/Town Province Postal Code

Consent

I have been randomly selected by the College of Registered Nurses of PEI (CRNPEI) to provide verification that I have practiced as a Registered Nurse. I hereby grant consent and request that Payroll/HR complete the bottom portion of this form providing documentation of my hours worked as a RN and **RETURN TO CRNPEI**.

RN Signature _____
Date

Payroll/HR: Please return to CRNPEI. Do not include leave(s) of absence. Include overtime only as actual time worked. Do not count "on call" hours, only actual RN hours worked.

EMPLOYER NAME _____
TELEPHONE

EMPLOYEE NAME _____
JOB TITLE

The above named RN is: Full-time Part-time Casual Other: _____

AS PER CRNPEI's Membership Year	RN Hours of Work	Comments
2017: Nov 1, 2016 - Oct 31, 2017		
2016: Nov 1, 2015 - Oct 31, 2016		
2015: Nov 1, 2014 - Oct 31, 2015		
2014: Nov 1, 2013 - Oct 31, 2014		
2013: Nov 1, 2012 - Oct 31, 2013		

I confirm that the above employee has been working as a Registered Nurse

Signature, Payroll/ Human Resources _____
Title

Please feel free to attach documentation that will verify practice hours.

Return via email to: CCP Audit, info@crnpei.ca or via regular mail to: CRNPEI, Unit 6 -161 Maypoint Road, Charlottetown, PE C1E 1X6

REFERENCES

Appreciation is extended for permission to use parts of the following documents:

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