

Mobility and Assessment of Canadian and Internationally Educated Registered Psychiatric Nurses

November 08, 2014
European Festival of Psychiatric Nursing - Malta



Registered Psychiatric Nurse Regulators of Canada
ensuring excellence in registered psychiatric nursing regulation

Canada 

OUR OBJECTIVES

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1. Entry-level competencies required of Registered Psychiatric Nurses in Canada
2. Psychiatric Nursing programs addressing the entry-level competencies in Canada
3. Role of the Psychiatric Nurses in Canada
4. Challenges and enablers to mobility of Registered Psychiatric Nurses in Canada

CANADIAN FEDERATION

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RPN - 5,617 (western provinces only)

REGULATORY MODEL FOLLOWS THE FEDERATED MODEL

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- Health and education are provincial responsibilities
- Regulation of health professions at the provincial level
- Three nursing professions with different scopes of practice and competency requirements
- 23 nursing regulators in Canada

ABOUT THE RPN

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- Psychiatric Nursing Education is distinct and apart of other nursing education
- Distinct regulated health care profession in Canada
- Currently regulated separately in MB, SK, AB, BC and YK
- Practices in variety of settings: homes, workplace, education, acute care, correctional facilities and programs, community, and long term care facilities
- Works as: staff nurse, manager, counsellor, clinical specialist, team leader, supervisor, CEO, executive directors, faculty, researcher, case manager and consultant

RPN: ONE OF THREE NURSING PROFESSIONS

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- RPN scope of practice based on integration of knowledge skills and judgement
- Entry level knowledge bases of RPN differs from RN and LPN in depth, breadth, and focus
- RPN basic nursing education programs differ from RN and LPN in focus, core content and depth and breadth of theory
- Psychiatric nursing education programs in Canada are evolving and changing to meet the needs of the population

ABOUT THE PROJECT

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GOAL:

Improve the mobility, assessment and integration of psychiatric nursing in Canada

By:

- 1) Documenting the enablers and barriers to the mobility of RPNs
- 2) Raising the awareness and understanding of the psychiatric nursing profession and competencies
- 3) Establishing options to move forward in the labour market for RPNs

WHY IS THIS IMPORTANT?

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- Canada has adopted its first national mental health strategy and the provinces and territories are following with the development of mental health strategies in their jurisdictions
- The mental health workforce is an important part of these strategies
- Consistency and harmonization in registration processes facilitates workforce mobility and the obligations of the Agreement on Internal Trade (AIT)
- Global nurse migration and Canada's National Nursing Assessment Service (NNAS)

ENTRY-LEVEL COMPETENCIES

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PURPOSE OF ENTRY-LEVEL COMPETENCIES

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- Framework for Psychiatric Nursing program approval
- Facilitate reciprocity of qualifications from within and outside Canada
- Increase movement, flexibility, adaptability and knowledge of RPNs
- Increased public and employer awareness
- Increase National collaboration and communication

STAKEHOLDER RELATIONS

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Objectives:

- raise awareness of the initiative
- engage the stakeholder groups
- facilitate roundtable discussions and confirm options to address the recognition of RPNs
- continue the dialogue with the stakeholder groups

GOAL: engage, inform and educate to recognize and understand the RPN competencies and qualifications and identify steps to improve mobility .

ENABLERS AND BARRIERS TO MOBILITY

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ENABLERS

- Current “tide” in Canada on the heels of the country’s first mental health strategy
- Collaborative initiatives between three nursing professions
- National entry-level competencies
- Raise awareness, educate and inform about the RPN

BARRIERS

- Current legislation
- Current regulatory practices
- Lack of awareness and understanding of the RPN

DELIVERABLES

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- Environmental scan report
- Series of Stakeholders' Roundtables
- Options to move forward in the labour market for RPNs

Funded in part by the Government of Canada's Foreign Credentials Recognition program and the RPNRC.



**Registered Psychiatric Nurse
Entry-Level Competencies**



QUESTIONS?



Thank you



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