Mobility and Assessment of Canadian and Internationally Educated Registered Psychiatric Nurses

November 08, 2014
European Festival of Psychiatric Nursing - Malta
 OUR OBJECTIVES

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

RPN - 5,617 (western provinces only)
REGULATORY MODEL Follows THE FEDERATED MODEL

- 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

• 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 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
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?

• 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

1. Therapeutic Relationships & Therapeutic Use of Self
2. Body of Knowledge & Application
3. Collaborative Practice
4. Advocacy
5. Quality Care & Client Safety
6. Health Promotion
7. Ethical, Professional & Legal Responsibilities

Key Competencies

Enabling Competencies
PURPOSE OF ENTRY-LEVEL COMPETENCIES

• 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
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

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

- 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

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