

Mobility and assessment of Canadian and internationally  
educated Registered Psychiatric Nurses

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PROJECT REPORT



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

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CONTENTS

1.0 INTRODUCTION ..... 2

2.0 BACKGROUND ..... 2

    2.1 The Registered Psychiatric Nurse ..... 3

    2.2 About RPNRC ..... 4

3.0 PROJECT OBJECTIVES..... 4

4.0 PROJECT ACTIVITIES ..... 5

    4.1 Project management ..... 5

    4.2 Project Management Committee and Task Force meetings ..... 5

    4.3 Environmental scan research..... 6

    4.4 Registered Psychiatric Nurse entry level competency development ..... 6

    4.5 Registered Psychiatric Nurse entry level competency – education mapping tool ..... 6

    4.6 Stakeholder relations and communication ..... 6

    4.7 Wrap up..... 7

5.0 IMPLEMENTATION, OUTPUTS, OUTCOMES..... 7

    5.1 Implementation ..... 7

    5.2 Outputs..... 8

    5.3 Outcomes ..... 9

6.0 CONCLUSION..... 11

- APPENDIX A: Project Management Committee Terms of Reference
- APPENDIX B: Ad-Hoc Competency Expert Committee Terms of Reference
- APPENDIX C: News Release, November 2013
- APPENDIX D: News Release, National Entry Level Competencies For Registered Psychiatric Nurses

## 1.0 INTRODUCTION

This is the final report of the activities of the *Mobility and Assessment of the Canadian and Internationally Educated Registered Psychiatric Nurses* project. The level of achievement in meeting the stated objectives and outcomes as specified in the agreement are outlined and the viability of the overall project process is reported. The project was cost-shared by Employment and Social Development Canada (ESDC) and the Registered Psychiatric Nurse Regulators of Canada (RPNRC) (formerly the Registered Psychiatric Nurses of Canada (RPNC)). Substantial in-kind time was provided by a broad range of stakeholder groups who participated on the Project Management Committee, working groups, and in the data collection. Contribution Agreement 011786308 commenced December 11, 2012 and concluded 26 months later on February 28, 2015.

A measurement of the project's level of success in achieving its goal can be assessed by reviewing the activities of the 26 month agreement in relation to the stated objectives and outcomes. The quarterly reports submitted each quarter to ESDC are supporting documents highlighting the achievements of key milestones throughout the 26 months.

## 2.0 BACKGROUND

Registered Psychiatric Nurses were first regulated in Saskatchewan in 1948 in part response to the nurse shortage resulting from World War II. British Columbia followed in 1951, Alberta in 1955 and Manitoba in 1960. Regulation in the Yukon occurred in 1990 under their Health Professions Act resulting in Yukon becoming the first territory to register psychiatric nurses. The last few years have witnessed a trend towards omnibus health professions legislation, resulting in the regulation of psychiatric nurses under the Health Professions Act in British Columbia, Alberta and underway in Manitoba.

While requirements to practice as a Registered Psychiatric Nurse in Canada vary slightly among the jurisdictions, graduating from an approved psychiatric nursing education program, passing the Canadian Registration Examination for Registered Psychiatric Nurses and, registering with a provincial/territorial regulatory body are requirements common to all jurisdictions. Prior to applying to the regulatory authority, Internationally Educated Nurses (IEN) must first submit their application to the newly implemented National Nursing Assessment Service (NNAS). The NNAS evaluates and compares the applicant's education to current Canadian requirements for entry into practice, the applicant's registration/licensing, nursing practice, employment and results of any required language testing. An advisory report of the evaluation and comparison is provided to the regulatory authority the IEN is applying to and is one piece of information used to determine if the IEN is eligible to register, requires additional assessments or needs to take additional courses. It is the regulatory authority that makes the final decision about registration or licensure.

Mobility of Registered Psychiatric Nurses outside of western Canada has been a long-standing issue. Registered Psychiatric Nurses are free to work anywhere in Canada, but not as Registered Psychiatric Nurses. Canadian or internationally educated Registered Psychiatric Nurses in non-regulated jurisdictions are often underemployed working in non-regulated nursing-related roles and are often prevented from applying their full scope of their knowledge and skills in the delivery of healthcare to Canadians. Many Registered Psychiatric Nurses believe that their mobility rights under Canada's Charter of Rights and Freedoms are infringed upon.

In light of this mobility issue and recognizing that Canadian and internationally educated psychiatric nurses are a part of Canada's response to meet the mental health needs of its citizens, the RPNRC launched the *Mobility and Assessment of Canadian and Internationally Educated Registered Psychiatric Nurses* project.

## **2.1 The Registered Psychiatric Nurse**

As one of Canada's three regulated nursing professions and accounting for 1.4% of Canada's regulated nurse workforce in 2013, Registered Psychiatric Nurses are concerned with the health, especially the mental health, of individuals, groups, families and communities. They work side by side with Registered Nurses (RNs) and Licensed Practical Nurses (LPNs) in various practice settings in western Canada and Yukon. While they share some of the same theoretical preparation and basic competencies as RNs and LPNs, there are fundamental differences in the Registered Psychiatric Nurse's educational preparation in terms of the depth and breadth of the focus and core content.

General nursing knowledge is part of the psychiatric nursing curriculum, but the primary emphasis is highly developed skills and knowledge in mental health and addictions and advanced therapeutic relationships and communication. The breadth and depth in these areas distinguishes psychiatric nursing education from the other nursing programs. Currently six academic institutions offer diploma or degree programs that are approved and recognized by the Registered Psychiatric Nurse regulatory authorities who set the standards for psychiatric nursing education in their jurisdictions and jointly establish minimum accepted educational requirements for registered psychiatric nursing. Psychiatric nursing education continues to evolve. The RPNRC (formerly the Registered Psychiatric Nurses of Canada) foresee that a baccalaureate in psychiatric nursing will be the minimum requirement for entry to practice. To date, five academic institutions offer the baccalaureate psychiatric nursing program.

## 2.2 About RPNRC

The RPNRC is an incorporated and is a virtual organization whose members are the formal regulatory bodies for the profession of Registered Psychiatric Nurses in Canada. The members are: the College of Registered Psychiatric Nurses of Alberta; the College of Registered Psychiatric Nurses of British Columbia (CRPNBC); the College of Registered Psychiatric Nurses of Manitoba (CRPNM); and, the Registered Psychiatric Nurses Association of Saskatchewan (RPNAS). The Board of Directors is formed of the Presidents/Chairs and Executive Directors/Registrars of the member organizations.

The RPNRC represents about 5,600 Registered Psychiatric Nurses in Canada. Registered Psychiatric Nurses form the largest single group of professional mental health service providers in Western Canada. They work in collaboration with clients and other health service personnel, providing holistic, client-centered services to individuals, families, groups and communities with a focus on mental health and mental illness within the context of the client's overall health needs.

## 3.0 PROJECT OBJECTIVES

The *Mobility and Assessment of Canadian and Internationally Educated Registered Psychiatric Nurses* project sought to address the assessment and integration of internationally educated psychiatric nurses wishing to practice in Canada and the recognition of Registered Psychiatric Nurse qualifications in Canada by:

- defining the national entry-level competencies;
- mapping the national entry-level competencies to education;
- documenting the challenges and enablers to the recognition and mobility of the Registered Psychiatric Nurse profession in Canada;
- identifying the contributions of the Registered Psychiatric Nurse; and,
- bringing stakeholders together to discuss and establish options for the profession to move forward.

Meeting these objectives begins to reduce the barriers to labour mobility for Registered Psychiatric Nurses practicing in Canada and those internationally educated psychiatric nurses wishing to practice in Canada; lead to greater coordination and collaboration between nursing regulators across Canada; and, increase the availability of tools to support the foreign qualification recognition of internationally educated psychiatric nurses in Canada.

## 4.0 PROJECT ACTIVITIES

The following outlines the activities that were completed for the project.

### 4.1 Project management

- Retained project manager and management team through open and competitive bidding process.
- Established the Project Management Committee (PMC).
  - Terms of Reference drafted and approved by PMC.
  - Guiding Principles drafted and approved by PMC.
- Established competency development ad hoc expert committee.
  - Terms of Reference drafted and approved by PMC.
  - Competency working group consisting of members of the initial working group augmented by new content experts was established to revise the competency profile post validation.
- The roundtable working group consisting of members from the PMC. Responsible to plan and execute the three roundtable sessions.
- Retained consultant to develop the Registered Psychiatric Nurse entry level competency profile and the competency – education mapping tool through open and competitive bidding process.
- Retained editor, translator and desktop publisher.
- Retained facilitator to assist in roundtables.
- Managed financial requirements of project including cash flow and quarterly reports to ESDC.
- Planned and implemented the logistics for three stakeholder roundtables.

### 4.2 Project Management Committee and Task Force meetings

- Convened five in-person and four teleconference Project Management Committee meetings.
- Convened one four day in-person and two teleconference ad hoc expert committee meetings.
- Convened one two day in-person and one teleconference competency working group meetings.
- Convened four teleconference roundtable working group meetings.

#### **4.3 Environmental scan research**

- Completed data and literature review.
- Completed online survey of Registered Psychiatric Nurses.
- Completed three focus groups with Registered Psychiatric Nurses.
- Completed 28 key informant interviews with nurse and other healthcare provider regulatory authorities, education, provincial government, private and federal employers, and Registered Psychiatric Nurses.
- Documented barriers to recognition and mobility, options to consider to improve recognition and mobility and workforce and educational data and information.
- Prepared and approved final internal research report.

#### **4.4 Registered Psychiatric Nurse entry level competency development**

- Conducted ad hoc advisory committee four day workshop to develop draft national entry level competency document.
- Further refined draft competency document through regional focus groups.
- Validated revised entry level competency document through online survey of Registered Psychiatric Nurses and employers of psychiatric nurses.
- Conducted a two day competency working group workshop to revise competencies based on validation survey results.
- Finalized and approved Registered Psychiatric Nurse entry level competency document.
- Translated and desktop published English and French competencies.

#### **4.5 Registered Psychiatric Nurse entry level competency – education mapping tool**

- Prepared two options for tool platform.
- Developed mapping tool platform using fluid survey.
- Populated mapping tool with curriculum of approved psychiatric nursing programs.
- Distributed mapping tool to approved psychiatric nursing programs for completion.
- Collated results of mapping tool completions.

#### **4.6 Stakeholder relations and communication**

- Prepared and issued news release about the project.
- Prepared and issued news release about the Registered Psychiatric Nurse entry level competencies. News release coincided with presentation and release of competency profile at the Third European Festival of Psychiatric Nursing in Malta.
- Posted updates about the study on RPNRC website.

- Created designs for entry level competency profile and desktop published profile in English and French.
- Coordinated printing of competency profile and electronic version.
- Prepared stakeholder roundtable invitee lists and invitations and reminder messages.
- Prepare background document about the project and about the Registered Psychiatric Nurse.
- Prepared English PowerPoint presentation and speaking notes about the project and research findings.
- Coordinated and facilitated three roundtable sessions in Halifax, Nova Scotia, Ottawa, Ontario and Toronto, Ontario.
- Prepared bilingual summary of roundtable proceedings report.

#### 4.7 Wrap up

- Prepared and submitted quarterly reports to ESDC.
- Drafted, finalized and submitted final ESDC project report.

## 5.0 IMPLEMENTATION, OUTPUTS, OUTCOMES

### 5.1 Implementation

A 12 member Project Management Committee (PMC) was formed to direct and support the project's activities and deliverables. Appendix A outlines the terms of reference for the committee and includes a list of the PMC members. The PMC's co-chairs liaised daily with the project management team addressing any issues or changes to the activities and timelines.

Two independent firms were retained through an open and competitive bidding process. Health HR Group (HHR Group) provided the overall project management support to the project being responsible for the achievement of the objectives and outputs and budget and timelines. HHR Group also conducted the research and prepared the internal environmental scan/research findings report. As well, the HHR Group managed the logistics and planning for the three roundtables. Assessment Strategies Inc. (ASI) developed and validated the entry level competencies and also the competency – education mapping tool. An ad-hoc competency expert committee supported ASI and assisted in developing the draft entry level competency profile that was validated. Appendix B provides the terms of reference for the committee.

Working groups and an ad-hoc competency expert committee together with the PMC were engaged to support the planning of the roundtable sessions and the development and validation of the entry level competencies. This process permitted the ongoing consultation with the PMC and their respective organizations. The final documents were approved by PMC. The national

Registered Psychiatric Nurse entry level competencies were approved and adopted by the four Registered Psychiatric Nurse regulatory authorities.

Independent contractors were retained to edit, translate and desktop publish the French and English entry level competencies. Given the small size of the contracts, the contractors were selected based on previous work completed in other projects. This was also the case for the facilitator who was retained to facilitate the three stakeholder roundtables.

Two news releases were issued. The first release was released November, 2013 and coincided with ESDC's Minister's announcement of funding provided for foreign credential recognition projects. Appendix C provides a copy of the announcement. A news release announcing the English and French national Registered Psychiatric Nurse entry level competencies was issued November, 2014 and coincided with the international release of the competency profile at the European Festival of Psychiatric Nursing in Malta. Appendix D provides a copy of the release.

The process throughout the project was monitored and assessed on an ongoing basis. As part of its support and coordinating role, the project management team worked closely with the PMC's co-chairs to report back the results and modify operations and processes as necessary. Regular update reports were sent to the PMC and meetings either by teleconference or in person were scheduled with the four regulatory authorities' Executive Directors. This resulted in identifying early into the project the need to re-consider the stakeholder relations strategy initially proposed. Rather than inviting a broad representation of stakeholder groups to a national forum, the PMC agreed to convene three smaller events represented by key stakeholder groups who were decision/policy makers in their jurisdictions. This change resulted in forming strategic alliances with key stakeholder groups who are in a position to influence change in the respective regions. It also resulted in better communication and information exchange between stakeholders.

## 5.2 Outputs

Completing the activities resulted in the following outputs:

1. RFPs, the selection criteria and copies of contracts for consultants hired for the project
2. Project work plans for research and competency development
3. Communication and stakeholder relations strategy
4. English and French Registered Psychiatric Nurse entry level competency profile
5. Registered Psychiatric Nurse entry level competency – education mapping tool
6. Internal report – Registered Psychiatric Nurses: Exploring the enablers and barriers to labour mobility in Canada
7. Two news releases
8. English and French fact sheet about the project
9. Background material about the project and the Registered Psychiatric Nurse

10. PowerPoint Presentations about the project and findings
11. Summary report of the stakeholder roundtable proceedings
12. Quarterly reports and cash flows
13. Final assessment report

### 5.3 Outcomes

The contribution agreement identifies three outcomes and these were addressed by the project as follows.

**1. *Reduced barriers to labour mobility for Registered Psychiatric Nurses practicing in Canada and those internationally educated psychiatric nurses wishing to practice in Canada.***

Reducing barriers to labour mobility will take time. RPNRC has commenced the process by documenting and validating the existing barriers and initiating dialogue across Canada. Consultative research was completed to document the enablers and barriers. The research combined primary and secondary research methods to collect the information and data. These methods included a literature and data review, online survey, key informant interviews and focus groups. The following enablers and barriers were identified:

- Outside of the western provinces and Yukon, the Registered Psychiatric Nurse profession and scope is not defined in legislation and is a barrier to licensure and regulation of the profession.
  - Changing provincial and/or territorial legislation is a necessary first step to improve recognition and mobility.
  - But changing or adding to current provincial legislation is a lengthy and cumbersome process.
  - Collaborating with RN regulatory authorities seeking their support and alliance will strengthen the approach to government to consider regulation.
  - Building relationships with the provincial government authorities responsible for healthcare delivery such as the Principle Nursing Advisors in each province is also important.
  - Informing and educating about Registered Psychiatric Nurses will help raise the awareness of how the profession complements the nursing and health care team to deliver quality and optimal psychiatric nursing care to the public.
- The lack of understanding of the role of Registered Psychiatric Nurses and how they can complement and support other healthcare providers is the source of misunderstanding and incorrect perceptions.
  - Promoting and communicating the role, scope of practice, education, competencies and practice settings of the Registered Psychiatric Nurse will

improve the general lack of understanding about the profession. Communication and knowledge transfer will inform and educate.

- Seeking opportunities to communicate about Registered Psychiatric Nurses, benefits they bring to nursing care and how they complement the health care team will enable the psychiatric nursing community to address the lack of information, misinformation and misperceptions.
- The lack of regulation outside western Canada and the territories is a barrier to the Registered Psychiatric Nurses' mobility limiting the decision for internationally educated psychiatric nurses to where they can locate if interested in moving to Canada.
  - There are regulatory models that can be considered to enable mobility of Registered Psychiatric Nurses such as: establishing Memorandums of Understanding (MOUs) or agreements with Registered Psychiatric Nurse regulatory authorities to license and regulate Registered Psychiatric Nurses in non-regulated jurisdictions; linking with the Registered Nurse (RN) Colleges to license and recognize the Registered Psychiatric Nurse in their jurisdiction similar to the current regulation of RNs and Registered Practical Nurses in Ontario; and the RN regulatory authority establishing a "restrictive licence" category that would define scope of practice of the Registered Psychiatric Nurse in that jurisdiction.
  - Building on the sparse examples of a federal employer employing Registered Psychiatric Nurses in non-regulated jurisdictions is another enabler to address the regulation barrier.
  - Collaboration and building relationships is the foundation to improving mobility
  - Establishing relationships with provincial and territorial governments and RN regulatory authorities will commence the education process necessary to better understand the Registered Psychiatric Nurses' competencies, role, value to the health care team and impact on the bottom line.
  - Collaboration with other national and provincial/territorial associations will help to increase awareness and educate about Registered Psychiatric Nurses.
  - Seeking partnerships with nursing schools in Canada provides the opportunity to develop psychiatric nursing education programs outside western Canada. Lessons can be learned by collaborating with other health profession groups that face similar issues or that are in the process or are considering establishing regulatory authorities and/or mechanisms, to license their profession.

Providing the right care at the right time by the right provider was a recurrent theme in the stakeholder roundtables. Stakeholders welcomed the opportunity to learn more about the competencies of the Registered Psychiatric Nurse and discuss how best to provide the much needed mental health and addiction services to Canadians.

**2. *Increased availability of tools to support the foreign qualification recognition of internationally educated psychiatric nurses in Canada.***

The national entry level competencies of Registered Psychiatric Nurses developed as part of the project provides new knowledge to educators, regulators, and Canadian and internationally educated Registered Psychiatric Nurses. The national competencies contribute to raising the awareness of the knowledge and skill set Registered Psychiatric Nurses bring to clients and the healthcare team. This was evident across the three roundtables as stakeholder groups learned about psychiatric nurses and the myths about their knowledge and competencies. Stakeholders were interested in learning about the Registered Psychiatric Nurse's education, breadth and depth of knowledge, skills and competencies and how these currently support and complement the requirements of the workforce.

**3. *Greater coordination and collaboration between nursing regulators across Canada.***

Three roundtables were convened in eastern Canada. The first was held in Halifax followed by Ottawa and Toronto. Both the Halifax and Toronto roundtables focused on jurisdictional issues and options while the Ottawa roundtable related to the national level and involved national stakeholder representatives including national employers. A summary of the discussions including the stakeholders groups participating in each session was prepared and posted on the RPNRC's website in English and French. While the state of readiness varied among the three groups, all stakeholders were keen to continue the dialogue and involve others from the health care community. Stakeholder representatives in the Atlantic Canada roundtable recommended establishing an Atlantic Canada Advisory Committee that would be responsible to 1) assist in data collection to build the business case for Registered Psychiatric Nurses in Atlantic Canada (value proposition); 2) review data and information and determine regulatory models for Registered Psychiatric Nurses; and, 3) bring information back to the jurisdiction and move forward within own jurisdiction. Participants across all three roundtables identified the RPNRC as assuming the lead for further action. RPNRC will consider the options and relationships build as part of its next steps in advancing the initiative.

## 6.0 CONCLUSION

The RPNRC successfully completed a critical first step towards improving the recognition and mobility of Canadian and internationally educated Registered Psychiatric Nurses in Canada. Being recognized and able to work to one's full scope of practice anywhere in Canada has been a longstanding challenge for Registered Psychiatric Nurses. The development of national entry level competencies provide the understanding of the knowledge and skills expected of entry level psychiatric nurses and will help inform Canadian and internationally educated psychiatric nurses,

Registered Nurses, Licensed/Registered Practical Nurses, nurse leaders, government authorities, educators and other health care providers about Registered Psychiatric Nurses and the competencies they bring to the care and well-being of clients and that complement the healthcare team.

The barriers and enablers challenging Registered Psychiatric Nurses' recognition and mobility were examined and were validated in the stakeholder roundtable sessions. These sessions commenced the dialogue among stakeholder groups in eastern Canada. Participants at all three roundtable sessions agreed that "the timing of this initiative is right," and that the current mental health and addiction system is not meeting the needs. Providing optimal mental health and addictions access and care to Canadians is the desired future state for all stakeholders.

The outputs of the project served to better inform stakeholders across Canada about the Registered Psychiatric Nurse, develop new relationships and strengthen existing ones with stakeholder groups in eastern Canada, continue dialogue about the current state of mental health and addiction services and develop recognition of the benefits of the skill set that Registered Psychiatric Nurses bring. RPNRC is in the position to build on this work and continue to chip away at the barriers to the profession's recognition and mobility in Canada.



Registered Psychiatric Nurses *of* Canada  
*providing leadership for the profession of psychiatric nursing*

Mobility and Assessment of Canadian and Internationally Educated  
Registered Psychiatric Nurses

PROJECT MANAGEMENT COMMITTEE TERMS OF REFERENCE

Project context

Goal and outcomes

In the past two years, the number of applications by Internationally Educated Psychiatric Nurse (IEPNs) for registration in Canada has equalled, and in some cases has begun to exceed, the total number of applications from psychiatric nurses educated in Canada. While there is some variability between the provinces on how applicant data is collected and tracked, all of the Canadian psychiatric nursing regulatory bodies have noted an increase in the number of both inquiries and applications from internationally educated psychiatric nurses. The demand for the Registered Psychiatric Nurses of Canada Examination (RPNCE), for first-time Internationally Educated Psychiatric Nurse writers, has increased by 127% between 2005 and 2009.

Once internationally educated psychiatric nurses arrive and are registered in Canada, they experience the same restrictions as their Canadian-educated counterparts in terms of practicing in any of the provinces and territories of Canada. The Psychiatric Nursing profession is currently regulated in the provinces of Alberta, British Columbia, Manitoba, Saskatchewan and in the Yukon Territory. Formal regulatory structures do not currently exist in the other provinces and territories in Canada thereby restricting Registered Psychiatric Nurses (RPNs) from practising their profession in other parts of Canada.

The *Mobility and assessment of Canadian and internationally educated Registered Psychiatric Nurses* project seeks to address these challenges. The goal of the project is to advance the RPNs' profession and their qualifications in Canada. Achieving this goal will:

- reduce the barriers to labour mobility for RPNs practicing in Canada and those internationally educated psychiatric nurses wishing to practice in Canada;
- lead to greater coordination and collaboration between nursing regulators across Canada; and,
- increase the availability of tools to support the foreign qualification recognition of internationally educated psychiatric nurses in Canada.

The Registered Psychiatric Nursing profession is seeking financial support to address two significant issues: the assessment and integration of internationally educated psychiatric nurses wishing to practice in Canada and the restrictions on the mobility of Registered Psychiatric Nurses (RPNs) in Canada.

The project recognizes and is aligned with the significant inter-jurisdictional initiatives that are now guiding labour market developments in the area of internationally educated professionals wishing to practice any nursing profession in Canada: the Foreign Credential Recognition (FCR) program; the Pan- Canadian Framework for the Assessment and Recognition of Foreign Qualifications (2009); and the national project Moving Ahead: Assessment of Internationally Educated Nurses (referred to herein as the national nursing assessment services project or NNAS). In addition to supporting these initiatives, this project is designed to facilitate solutions to issues related to key changes in the labour market for RPNs.

### Objectives

The objectives of the project are to:

1. document the barriers and existing regulatory structures related to the recognition of the RPN profession in Canada through an environmental scan;
2. provide stakeholders with a clear understanding of the psychiatric nursing profession by undertaking a competency development exercise; and,
3. establish options to move forward based on the outcomes of discussion at a stakeholder forum.

### Deliverables

The following deliverables are expected:

- RPN entry-level competency matrix (i.e., national RPN entry-level competencies)
- RPN profile
- Entry-level competency – education mapping tool
- Competency development report outlining: approach and method to developing and validating the competency matrix and profile and the mapping tool
- Research tools
- PowerPoint presentation of process and final outputs.
- Stakeholder forum report
- Environmental scan interim and final reports

## Scope

Two components constitute the project. The first involves diagnostic work to clearly document the barriers and potential solutions to the recognition of the RPN profession in Canada. The second component pertains to the development and validation of entry level competencies for RPNs. This also includes the development and validation of the RPN profile and the creation of the educational mapping tool for the national entry-level RPN competencies.

A communication and stakeholder relations strategy will be implemented by the project management team in an effort to engage the nursing community (i.e., RPNs, Licensed Practical Nurses, and the Registered Nurses), regulatory bodies of all three nursing groups, educators, employers, provincial and territorial governments and other healthcare professions to recognize and understand the RPN competencies and qualifications and the roles of RPNs in health care.

A central component of the strategy is the RPN Stakeholder Forum involving 50 stakeholder groups from across Canada to learn about the RPN competencies and profile, discuss the challenges to RPN mobility and assessment and identify options to address these challenges and promote mobility and RPN competencies and qualifications in Canada.

## Project Management Committee

### Mandate

The mandate is to guide the development of the project's deliverables.

### Roles and Responsibilities

- Provide overall guidance to the project, research, development and validation.
- Advise and support the implementation of the communication strategy and the engagement of stakeholders.
- Identify and provide (where possible) available data sources and literature that may support the development of the deliverables.
- Provide direction on the work plans and strategies.
- Participate in or designate a representative to participate in ad-hoc working groups as required.
- Review and provide input on the data/information collection instruments (e.g., interview and focus group guides, surveys).
- Review and provide input on draft and final documents.
- Where feasible, participate in up to five (5) face-to-face meetings and in teleconferences.
- Advise and assist the project manager and Executive Committee address issues and challenges.

### Membership

The Project Management Committee will consist of a diverse group of stakeholders that bring perspectives related to psychiatric nursing regulation, education and practice, employment, health policy and foreign credential recognition. The Committee will be co-chaired by the Executive Directors of the Colleges of Registered Psychiatric Nurses of Alberta and Manitoba. Appendix A lists the Committee members.

Decisions of the Project Management Committee are based on consensus. Consensus is defined as “can live with the decision”.

### Reporting

The Project Management Committee reports to the Executive Committee. The Executive Committee reports to the RPNC Board of Directors and the Board recommends approval of the final documents to the provincial RPN regulatory bodies. Records of all meetings will be kept and circulated to the Project Management Committee members for their approval. The project manager will act as the central point of contact.

### Support

The following groups will support the Project Management Committee:

1. Executive Committee
2. Project management team
3. Independent consultant(s)
4. HRSDC staff

### Length of term

The term of office will be the duration of the project beginning June, 2013 and ending, November 30, 2014. This term may be extended if the contribution agreement with HRSDC is extended and by agreement of the Project Management Committee members.

### Financial Support

The mobility and assessment project is funded by the Government of Canada’s Foreign Credentials Recognition program through the RPNC.

All travel, accommodation and meal expenses incurred by the Project Management Committee will be paid for by the project and are subject to Treasury Board Guidelines.

The RPNC will act as the funding recipient and is financially accountable for the project. On behalf of the RPNC, the College of RPNs of Alberta (CRPNA) will administer the contribution agreement with HRSDC that includes: managing the finances for the project, maintaining original documents, assisting in monitoring visits with HRSDC, assisting in financial audits, administering contracts, and other management responsibilities required to administer the agreement.

Date drafted:	16 May 2013
Revised 1:	19 July 2013
Date Approved:	23 August 2013

## APPENDIX A: PROJECT MANAGEMENT COMMITTEE MEMBERS

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Registered Psychiatric Nurses of Canada  
*providing leadership for the profession of psychiatric nursing*

## Mobility and Assessment of Canadian and Internationally Educated Registered Psychiatric Nurses

### RPN ENTRY LEVEL COMPETENCIES PROFILE AD-HOC EXPERT COMMITTEE TERMS OF REFERENCE

The RPN Competency Profile Ad-Hoc Expert Committee will provide content expertise in the production of the RPN Entry-Level Competencies, RPN Competency Profile and Education Mapping tool to the Project Management Committee.

#### **Mandate**

- a) Provide content expertise throughout the development of the RPN entry-level competencies and RPN competency profile.
- b) Review drafts of the RPN entry level competencies and RPN competency profile as required.
- c) Develop final draft of RPN entry level competencies and competency profile.

#### **Membership**

- a) Composition  
The Ad-Hoc Expert Committee shall be composed of 8 members appointed by the Project Management and Executive Committees with direction from the Competency Development Consultants. Overall, the composition of the Ad-Hoc Expert Committee shall represent (where possible):
  - All provinces involved in the project
  - Education and regulation
  - Psychiatric nurses in various roles in practice environments including community, institutional, correctional, private and public settings
  - Recent graduates (i.e. less than 3 years since entry into practice)
  - Experienced practitioners (i.e., more than 3 years since entry into practice)
- b) Criteria for membership
  - Familiar with commonly accepted standards of practice for the RPN
  - Familiar with competency requirements for the RPN
  - Previous experience in the development of competencies an asset
  - Able to work well in groups
  - Able to think critically
- c) The Project manager shall be the coordinator of the Ad-Hoc Expert Committee and shall act as the liaison between the Project Management Committee, Executive Committee and the Ad-Hoc Expert Committee.

### Term of Office

The term of office shall be until Ad-Hoc Expert Committee has completed its mandate.

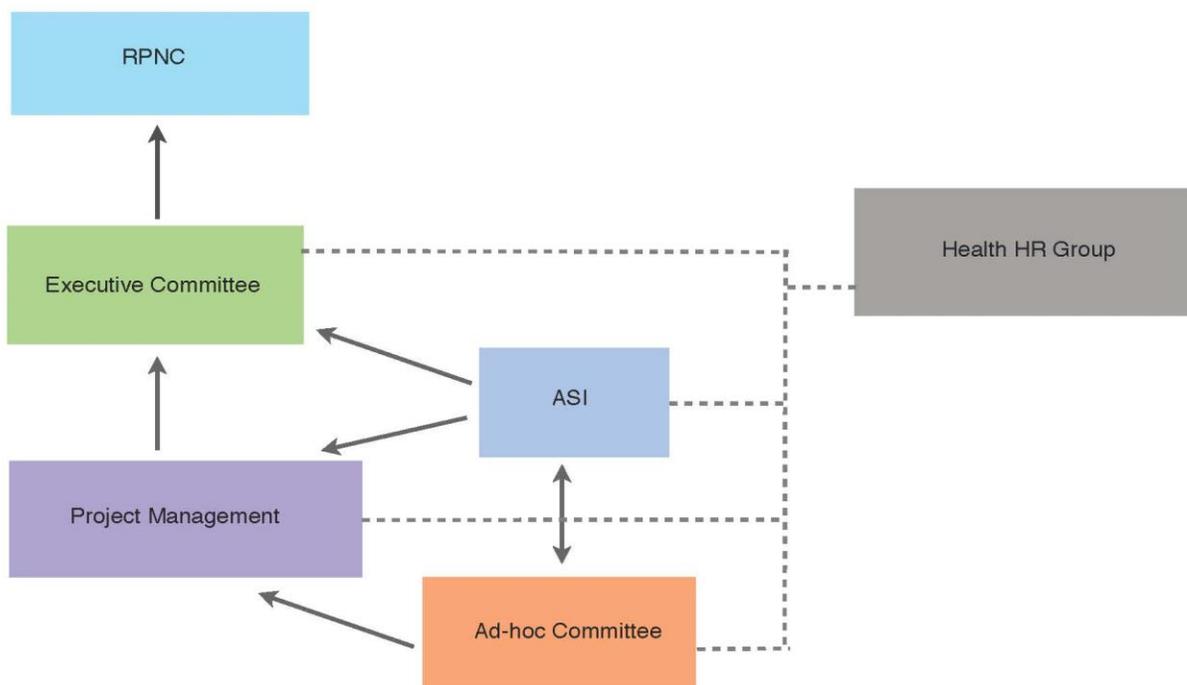
### Meetings

The Ad-Hoc Expert Committee shall meet for a 5-day competency development session December 16-20. Committee members will also be required to attend teleconference calls.

### Reporting Requirements

The Ad-Hoc Expert Committee shall report to the Executive Committee. The diagram below outlines the structure of the project.

Mobility and Assessment of Canadian and Internationally Educated Registered Psychiatric Nurses Project  
Project Structure



### Expenses

Ad-Hoc Expert Committee members' are expected to contribute their time as in-kind to the project. All travel, accommodation, meals and incidental expenses to attend all in-person meetings related to the project will be reimbursed by the project.

## APPENDIX A: PROJECT MANAGEMENT COMMITTEE MEMBERS

### EDUCATION

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FOR IMMEDIATE RELEASE

## Minister announces funding to improve the mobility and assessment of Canadian and internationally educated psychiatric nurses

**Edmonton, November 15, 2013** — The Honourable Jason Kenney, Minister of Employment and Social Development and Minister for Multiculturalism, announced the \$4 million in funding for credential recognition projects designed to attract, retain and help Canadian and internationally-trained nurses get jobs in their field faster anywhere in Canada yesterday in Edmonton. “In addition to helping internationally trained nurses put their skills to use faster, these projects will improve labour mobility within Canada and make it easier for Canadian nurses to work in any province,” said Minister Kenney alongside Barbara Lowe, Board member of the The Registered Psychiatric Nurses of Canada (RPNC).

Funded in part by the Government of Canada’s Foreign Credential Recognitions program and the RPNC, the RPNC will receive \$450,000 to reach out to a broad range of stakeholder groups in Canada’s healthcare to share and gather new knowledge and evidence and to inform stakeholder groups about the competencies and role of the RPN. “The project complements and informs the *National Nursing Assessment Services* project and other nursing initiatives by providing clarity and evidence based information about RPNs and their role in Canada’s healthcare,” commented Barbara, Co-Chair of the project representing the College of Registered Psychiatric Nurses of Alberta. “The continued effort to articulate the competencies and knowledge areas of RPNs advances the opportunities for RPNs to work to their full scope of practice complementing the health care team.”

Under the direction of a 12 member Project Management Committee, Assessment Strategies Inc. is retained to develop national RPN entry-level competencies and profile and to create the Entry-Level Competency – Education Mapping tool. Health Human Resources Group is providing the overall management service and support and is conducting the Environmental Scan to understand the challenges and enablers to the recognition of the profession in Canada. Data collection and validation will be gathered through a variety of consultations with a broad range of stakeholder groups over the next four months. In the fall of 2014, stakeholder groups from all facets of health care in Canada will come together at a Forum to determine the options to recognize the RPN profession across Canada.

“Identifying and understanding the skills, competencies and knowledge necessary for an entry level registered psychiatric nurse commences to address the inequity of the differing regulation in Canada. This will benefit Canadian and Internationally Educated RPNs as we advance towards greater mobility of skills, labour and knowledge across the jurisdictions,” said Laura Panteluk, Co-Chair of the project and Board member of the RPNC representing the College of Registered Psychiatric Nurses of Manitoba. As Barbara commented at the Ministerial release, “As we look across our great nation and we look at the health of all Canadians, we cannot forget to look at the need and the determinants of health, as truly there is no true health in our country, and I would say across our world, without mental health.”

FOR MORE INFORMATION: [www.rpnc.ca](http://www.rpnc.ca)



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

## **November 6, 2014 – New Canadian Entry-Level Competencies for Registered Psychiatric Nurses released**

**Edmonton, AB** –The new national entry-level competencies for Registered Psychiatric Nurses in Canada was released today by the Registered Psychiatric Nurse Regulators of Canada (RPNRC). Formerly known as the Registered Psychiatric Nurses of Canada, RPNRC underwent a governance review resulting in the name change to better reflect its mandate.

“It is exciting to present these national entry-level competencies to the psychiatric nursing and healthcare community. These competencies benefit our Canadian and internationally educated psychiatric nurses and our academic programs as they clearly and succinctly identify the knowledge, skills and abilities expected of entry-level psychiatric nurses,” commented Barbara Lowe, Co-Chair of the *Mobility and Assessment* project and Executive Director and Registrar of the College of Registered Psychiatric Nurses of Alberta. “We are looking forward to sharing these competencies with the international community congregating at the European Festival of Psychiatric Nursing in Malta next week” said Ms. Lowe as she prepares to present the competencies at the Festival.

Funded in part by the Government of Canada’s Foreign Credential Recognitions program and the RPNRC, the *Mobility and Assessment* project reached out to a broad range of stakeholder groups in Canada’s healthcare system to share and gather new knowledge and evidence and to inform stakeholder groups about the competencies and role of the Registered Psychiatric Nurse. “The project complements and informs other nursing initiatives such as the *National Nursing Assessment Service* and informs other health care providers and the general public about Registered Psychiatric Nurses and their role in Canada’s healthcare,” commented Laura Panteluk, Co-Chair of the project and Executive Director and Registrar of the College of Registered Psychiatric Nurses of Manitoba.

“The development of the national entry-level competencies will increase the employer’s awareness of the practice expectations of the entry-level Registered Psychiatric Nurse. Registered Psychiatric Nurses have a valuable role to play in addressing the mental health needs of Canadians and this common understanding of the practice expectations enhances our understanding and our ability to ensure that they are utilized to their fullest in meeting the needs of our population,” added Lori Lamont, Vice-President, Interprofessional Practice and Chief Nursing Officer with the Winnipeg Regional Health Authority and President of the Academy of Canadian Nurse Executives. “National acceptance of these competencies will also improve mobility and enable employers in their recruitment efforts.”

RPNRC looks forward to sharing these competencies with stakeholder representatives of employers, nursing and other healthcare profession regulatory bodies, and provincial and federal governments in a series of roundtable discussions that will be convened in early 2015. The discussions will focus on how the recognition and mobility of Registered Psychiatric Nurses can be improved in Canada. The national entry-level competencies for Registered Psychiatric Nurses are available at [www.rpnrc.ca](http://www.rpnrc.ca).

## **QUICK FACTS ABOUT REGISTERED PSYCHIATRIC NURSES**

- Registered Psychiatric Nurses work in collaboration with clients and other health service personnel, providing holistic, client-centered services to individuals, families, groups and communities with a focus on mental health and mental illness within the context of the client's overall health needs.
- Registered Psychiatric Nurses are educated and regulated separately from other regulated nursing professionals in Manitoba, Saskatchewan, Alberta, and British Columbia. The Yukon government also regulates Registered Psychiatric Nurses.
- Registered Psychiatric Nurses must complete a psychiatric nursing program from one of the eight approved psychiatric nursing education programs in Canada or in the case of the Yukon, from a program that has been deemed equivalent to a psychiatric nursing education program in Canada. They then must pass the Registered Psychiatric Nurses of Canada Examination.
- Psychiatric nursing education programs are evolving and changing to meet the health and mental health needs of the populations they serve. This evolution is not dissimilar to the way in which other health professional education has evolved. Increasingly, baccalaureate education programs are the approved basic psychiatric nursing education programs in Canada and post basic baccalaureate education is now available in all of the regulating jurisdictions except for the Yukon. Since 2011, a Master's in Psychiatric Nursing has also been available.
- Currently, Registered Psychiatric Nurses graduate from a baccalaureate program or a three year equivalent diploma in psychiatric nursing.
- Canada's three regulated nursing professions share some of the same theoretical preparation and basic competencies but there are fundamental differences in their educational preparation in terms of their focus, the core content studies, and the depth and breadth of the theory. Psychiatric nursing education and practice places different demands for specific course requirements and clinical experiences for those entering the profession.

## **ABOUT THE RPNRC**

The RPNRC strives to achieve its mission of excellence in psychiatric nursing regulation in Canada by collaborating provincially, territorially, nationally and globally on regulatory matters affecting Registered Psychiatric Nurses. Through its members who are the regulatory bodies for the profession, the RPNRC represents 5,600 Registered Psychiatric Nurses in Canada. They form the largest single group of professional mental health service providers in Western Canada.

For more information: [www.rpnrc.ca](http://www.rpnrc.ca).

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