



Canadian Council of Registered Nurse Regulators (CCRN)
Suite 302 - 396 Osborne St, PO Box 244, Beaverton ON L0K 1A0
email: info@ccrn.ca/ web: www.ccrnr.ca
phone: 705-426-2777/fax: 1-866-814-6456

February 22, 2016

NP PRACTICE ANALYSIS Q&A

1. What was the purpose of the NP Practice Analysis?

The purpose of the NP Practice Analysis was to provide a comprehensive description of the entry-level knowledge, skills and abilities required in three streams of NP practice: adult, family/all ages and pediatric.

2. Who led the NP Practice Analysis?

The NP Practice Analysis was conducted by the Canadian Council of Registered Nurse Regulators (CCRN) with the support of the 12 nursing regulatory bodies in Canada. From there, a national working group, consisting of representatives from 11 of the 12 Canadian nursing regulatory bodies, coordinated the various phases of the project.

3. Who is the Canadian Council of Registered Nurse Regulators (CCRN)?

CCRN is comprised of the CEOs/Executive Directors from Canada's 12 nursing regulatory bodies. This Council provides a formal mechanism for nurse regulators to work together to promote excellence in professional nursing regulation and serves as a national forum on provincial/territorial, national and global regulatory matters in nursing.

4. What methodology was used for the NP Practice Analysis?

While there is no single correct way to conduct a practice analysis, the use of multiple data collection methods is recommended. The NP Practice Analysis employed a mixed-method approach, using subject-matter expert input, relevant literature and surveys.

Specifically, the NP Practice Analysis included a:

- a) **Research Advisory Committee:** the committee, which included six prominent researchers, educators and administrators, provided research expertise throughout the project.
- b) **Literature Review:** a comprehensive literature review was conducted to inform the development of the competency framework.
- c) **Subject Matter Expert Panels:** three subject-matter expert panels, representative of each of the three streams of practice, were created to bring additional clinical expertise and new perspectives to the project.
- d) **Online Surveys**
 - i. **Online Surveys to Practising NPs:** An online survey was disseminated to all adult, family/all ages and pediatric NPs in Canada in order to validate the entry-level competencies developed through the practice analysis.

- ii. **Online Survey to NP Educators:** An online survey was sent to each of the Canadian NP education programs in order to understand whether there appeared to be any gaps between what was currently taught in NPs programs and the entry-level competencies developed through the practice analysis.

5. Who participated in the NP Practice Analysis survey?

The NP Practice Analysis survey was informed by consultation with nursing researchers, administrators, educators, subject matter experts, and validated by practising NPs from across Canada.

6. Who did not participate in the NP Practice Analysis? Why?

The NP Practice Analysis did not include:

- a) NPs in the neonatal stream because the practice analysis was not going to be used to inform future decisions about a neonatology exam.
- b) New graduates who were not yet licensed, registered or certified as an NP in Canada at the time the online survey was being disseminated.
- c) NPs who had not practiced in an NP clinical role within the 12 months prior to disseminating the online survey.

7. Did NPs from each jurisdiction participate in the NP Practice Analysis?

Yes. NPs from every jurisdiction participated in the NP Practice Analysis; specifically, 22% of NPs in Canada completed the practice analysis survey. The participation rate of NPs in each jurisdiction varied from a 15% participation rate in Saskatchewan to a 30% participation in Prince Edward Island and the Yukon.

8. How does the NP Practice Analysis benefit the public?

The NP Practice Analysis will allow for the development of fair, transparent and accountable regulatory policies and processes that will support the labour market integration of NPs, including internationally educated NPs. This may result in improved mobility of NPs across Canada and reduce barriers to optimal scope of practice which may benefit client care.

9. How does the NP Practice Analysis benefit the nursing profession?

The NP Practice Analysis benefits the profession in many ways, including:

- a) The development of regulatory policies and processes that will support the integration of NPs into the profession, including internationally educated nurses.
- b) The development of comprehensive entry-level knowledge, skills and abilities of NPs that will provide clarity about the role, expectations and accountabilities of NPs to employers, government, nurses, regulators and the public.

10. What were the major findings from the NP Practice Analysis?

The NP Practice Analysis uncovered many key findings and will help inform future regulatory decisions, including:

- a) **Consistent Competencies:** the analysis demonstrates that NP practice is consistent across Canada and that NPs use the same competencies in their practice in all Canadian jurisdictions and across the three streams of practice included in this analysis: family/all ages, adult and pediatrics.

The NP Practice Analysis also indicates that the difference in NP practice lies in the patient population needs and context of practice, including age, developmental stage, health condition and complexity of clients.

- b) **New Entry-Level Competencies for NPs:** the analysis uncovered the entry-level knowledge, skills and abilities required for NP practice in Canada, which were validated by approximately 1,500 NPs across Canada.
- c) **New Development of NP Exams:** given the other findings, the analysis demonstrates that consistent, national NP exams are a real possibility in this country.
- d) **Barriers to Practice:** the analysis uncovers that there are still barriers to optimal scope of NP practice, including federal legislation, jurisdictional legislation, and employment and third-party insurers' policies.

11. When will jurisdictions begin engaging with stakeholders about the entry-level competencies for NPs?

This work will begin in the spring of 2016 and continue into the fall. All jurisdictions are committed to engaging with their stakeholders and are excited to begin this work.

12. Why would NPs in different practice streams have the same entry-level competencies?

Entry-level competencies describe the minimal knowledge, skills and abilities that the public can expect from any practising NP, regardless of his or her stream of practice. For example, it would be reasonable to expect that an NP who works with pediatric clients have the same base of knowledge and skills as an NP who works with adult clients.

13. As a practising NP, what does the NP Practice Analysis mean for my practice? Will it change?

At the present time, no changes are anticipated.

14. As a student enrolled in an NP program, what does the NP Practice Analysis mean for me?

As a future NP applicant, the NP Practice Analysis findings will allow you to better understand what knowledge, skills and abilities are needed in order to become a practising NP. It will help provide you with clarity around the entry-level competencies that are expected from you as a future NP, thus only giving you a better role clarity.

15. Did the NP Practice Analysis uncover findings related to scope of practice?

Yes. One of the unintentional outcomes of the NP Practice Analysis was that it provided a snapshot of the barriers that NPs face in relation to scope of practice, including:

- a) Federal legislation
- b) Jurisdictional legislation and regulation
- c) Employment policies
- d) Third-party insurers

16. Is there any opportunity for me to provide feedback on the findings of the NP Practice Analysis?

Approximately 1,500 NPs from across Canada participated in the NP Practice Analysis and their feedback was instrumental in what has been discovered. Now that the NP Practice Analysis is complete, CCRNR and each jurisdiction will continue to engage with stakeholders.

17. What are the next steps?

The next steps for this project is to begin further consultation and analysis. CCRNR will begin consultation with stakeholders to determine the regulatory implications of the analysis and each jurisdiction will also begin consultation with stakeholders on the NP entry-level competencies identified during the analysis.

18. If I have a question, who should I direct it to?

If you have a question about the NP Practice Analysis, please [contact CCRNR](#).

For more information on the NP Practice Analysis, including access to the full report, please [click here](#).

This project is funded by the Government of Canada's Foreign Credential Recognition Program.

