



Project News #8



NP entry-level competencies moved forward for jurisdictional approval

Following a rigorous process, CCRNR is pleased to report that the proposed Entry-Level Competencies for Nurse Practitioners were submitted to nursing regulatory bodies across Canada for review, approval and implementation within their own jurisdictions.

Context

Entry-level competencies are revised periodically to reflect evolving population needs, health care system and Nurse Practitioner (NP) practice. This recent work to refresh the NP entry-level competencies is one of the planned activities under the Nurse Practitioner Regulation Framework Implementation Plan Project (NPR-FIPP), which envisions a new model for NP regulation.

The new model for NP regulation is based on a principled approach seeking to create a level of regulation proportionate to the level of public risk. This involves moving towards a graduate-level education program based on core NP entry-level competencies and a single entry-level exam. The goal is that NP entry-level education programs in Canada will prepare students for general NP practice across the life span of clients in all practice settings.

IN THIS ISSUE

Your feedback helped

The proposed NP entry-level competencies were informed by an environmental scan, literature reviews and extensive stakeholder consultation.

Thank you for participating in the consultation activities. Your insights have helped us put forward a set of entry-level competencies that reflect the foundational knowledge, skills, and judgement required of NPs to practice safely, competently, and ethically in today's health system.

NP ENTRY-LEVEL
COMPETENCIES
MOVED FORWARD FOR
JURISDICTIONAL
APPROVAL

Here is a summary of responses and our general findings from each consultation activity:

- **Jurisdiction-specific stakeholder consultations**

Close to 850 individuals participated across the country. National, provincial, and territorial NP stakeholder groups were consulted.

All ten jurisdictions involved in the NPR-FIPP initiative provided a diverse range of feedback. Stakeholder groups were generally positive about the NP entry-level competencies. NP associations gave thorough feedback about areas needing improvement.

- **Survey of NPs to validate the entry-level competencies**

We sent the survey in English and French to all registered NPs through the nursing regulatory bodies who are involved in the NPR-FIPP. The survey was open between June 22 and July 15, and several reminders were sent encouraging NPs to respond before its closing date.

More than 900 NPs participated and submitted over 1,800 comments. Over 80 percent of the performance indicators in the entry-level competencies were considered important or frequently performed in NP practice.

- **Interviews with national organizations**

Nine national organizations were invited to comment on the NP entry-level competencies by email or an interview.

Four organizations provided feedback with comments about opportunities for improvement, such as addressing overlap with RN entry-level competencies, finding the right level of expectation for NPs, and adding missing competencies. They supported many elements such as the role-based framework and the comprehensiveness of the entry-level competencies.

- **Consultation with the public through the website**

We used a form posted to the CCRNR website to collect comments from interested individuals. We received 10 submissions – three nurses; two nurse educators; three NPs; one government nurse consultant, and one from an NP professional organization.

Overall, their impression ranged from fair to excellent with most noting that the competencies were clear, understandable, and appropriate for an entry-level NP.

- **Consultation with the NPR-FIPP Stakeholder Advisory Panel**

The panel met twice to discuss the NP entry-level competencies. They were asked to provide advice on trends that should be included in the competencies, as well as advice on cultural humility and anti-racism.

They shared that it was important to consider the Canadian context for cultural humility and anti-racism content. They mentioned that we should clearly state the relationship between RN and NP entry-level competencies. They also said that NP entry-level competencies should go beyond primary care, reflect the full scope of NP practice, and reflect the needs of today's health care system and diverse client populations.

What's next?

- Each nursing regulatory body will be responsible for reviewing, approving and implementing the proposed NP entry-level competencies within their own jurisdiction – processes and timelines may differ. **Please contact your regulatory body for more information about next steps in your province or territory.**
- We appreciate your response to the consultations and encourage you to keep the same energy for when we start consultations related to Practice Analysis for a new NP examination. Watch the [new NP exam page](#), where we will post any new developments about the project.

Visit the [NPR-FIPP website](#) for more information.