




## Developing a national system to guide the Continued competence assessment of Registered Nurse Prescribers

Thomas Kearns  
Education Officer (Post Registration Education and Standards)  
12<sup>th</sup> October 2009.




## Failte go Baile Átha Cliath


### Background

- Nursing education, practice and regulation in a period of unprecedented change
- Ministerial announcement in relation to nurse prescribing.
- Developing requirements and standards and approving and monitoring education programme
- CPA-governance
- Practice standards




### Methodology

- Action Research Strategy and Method-the focus on Knowledge generation and change implementation.
- Democratic/participative approach congruent with change management theory
- Ethical approval (Regulatory body and university)
- National steering group
- International consultative group




### Data collection Method (Focus Group Interviews)

Stakeholder group	Number of Focus groups	Number of Participants
Patient Representative groups	2	n= 11
Unions	2	n=10
Directors of Nursing	2	n=12
RNPs	5	n=25
<b>Total</b>	<b>11</b>	<b>n=58</b>



### Data Analysis

- Manual Thematic Analysis (Glaser and Strauss, 1967 and Burnard, 1991)
- Computer Qualitative Analysis using NVivo version 8 (Richards, 2002)
- Triangulation of analysis methodology



### Results (major themes)

- Continued competence assessment as a component of responsive self-regulation
- Benefits including trust, confidence, patient safety and risk reduction
- Assessment standards, methods and benchmarks
- A framework for the responsive regulation of continued competence assessment
- A change management strategy to support the implementation of this national framework



### Results

- A responsive approach to regulating continued competence assessment (Ayres and Braithwaite, 1992 and Walshe, 2003)
- Patient safety, public protection,
- Trust and confidence/open transparent/published
- A supportive and supported process.
- National and local management/governance
- A mandatory system linked to continued registration and linked to discipline/FTP

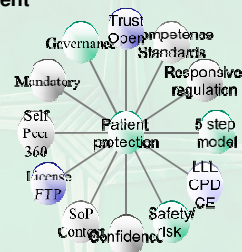


### More results

- National standards/benchmarks governing CCA
- Linked to published competencies
- Portfolio approach context and scope of practice focus.
- Demonstration and peer/mentor verification



### Model for regulating continued competence assessment



### Conclusion

- Research provides unambiguous evidence that supports the development and implementation of a regulatory system to guide CCA among RNPs
- Findings provide the principles, structures and processes necessary for this system.
- Phase 2
- New Legislation
- Implementation of findings with RNPs
- Findings will be used to pilot CCA among the total professional population.



Developing a comprehensive approach to the effective and responsive regulation of continued competence assessment will be challenging



**Getting it right will be a challenge, it will necessitate collaboration, working as partners and a degree of ingenuity**



**Go raibh maith agaibh  
Thank You**

[tkearns@nursingboard.ie](mailto:tkearns@nursingboard.ie)  
[www.nursingboard.ie](http://www.nursingboard.ie)

