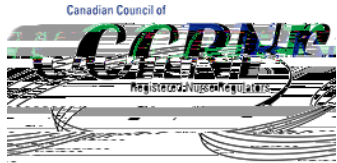


Entry-Level Competencies (ELCs) for the Practice of Registered Nurses (2018)

Background

In 2017 the Canadian Council of Registered Nurse Regulators (CCRNR) initiated the revisions of the ELCs of Registered Nurses in Canada (the “ELCs”). This initiative was led by a working group comprised of 11 jurisdictions representing registered nurse regulators in Canada. The ELCs are revised every five years to ensure interjurisdictional consistency and practice relevance.

RN practice is dynamic and evolving. The ELCs establish the foundation for RN practice. Further development of RN practice is facilitated through



care have a shared responsibility to create and maintain practice environments that support RNs in providing safe, ethical, and quality health care. The practice environment influences the transition and consolidation of practice and the development of further competence.

Overarching Principles

These competencies are expected not only of entry-level RNs, all RNs are ultimately accountable to meet these competencies

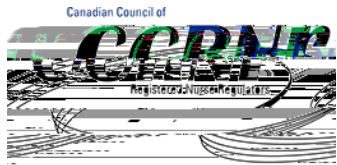


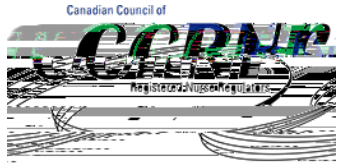
CCRNR Competencies Nov 25 2018

1. Clinician

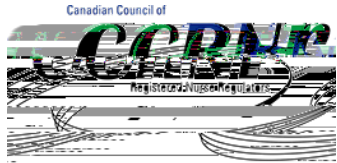
Registered nurses are clinicians who provide safe, competent, ethical, compassionate, and evidence-informed care across the lifespan in response to client needs. Registered nurses integrate knowledge, skills, judgment and professional values from nursing and other diverse sources into their practice.

Number	Competency
1.1	Provides safe, ethical, competent, compassionate, client-centred and evidence-informed nursing care across the lifespan in response to client needs.
1.2	Conducts a holistic nursing assessment to collect comprehensive information on client health status
1.3	Uses principles of trauma-informed care which places priority on trauma survivors' safety, choice and control
1.4	Analyses and interprets data obtained in client assessment to inform ongoing decision-making about client health status.
1.5	Develops plans of care using critical inquiry to support professional judgment and reasoned decision-making
1.6	Evaluates effectiveness of plan of care and modifies accordingly.
1.7	Anticipates actual and potential health risks and possible unintended outcomes.
1.8	Recognizes and responds immediately when client safety is affected.
1.9	Recognizes and responds immediately when client's condition is deteriorating
1.10	Prepares clients for and performs procedures, treatments, and follow up care.
1.11	Applies knowledge of pharmacology and principles of safe medication practice.
1.12	Implements evidence-informed practices of pain prevention, management of client's pain, and provides comfort through pharmacological and non-pharmacological interventions.
1.13	Implements therapeutic nursing interventions that contribute to the care and needs of the client
1.14	Provides nursing care to meet palliative and end-of-life care needs
1.15	Incorporates knowledge about ethical, legal, and regulatory implications of medical assistance in dying (MAiD) when providing nursing care
1.16	Incorporates principles of harm reduction with respect to substance use and misuse into plans of care
1.17	Incorporates knowledge of epidemiological principles into plans of care
1.18	Provides recovery-oriented nursing care in partnership with clients who experience a mental health condition and/or addiction
1.19	Incorporates mental health promotion when providing nursing care.
1.20	Incorporates suicide prevention approaches when providing nursing care.
1.21	Incorporates knowledge from the health sciences, including anatomy, physiology, pathophysiology, psychopathology, pharmacology, microbiology, epidemiology, genetics, immunology, and nutrition.
1.22	Incorporates knowledge from nursing science, social sciences, humanities, and health-related research into plans of care





Number	Competency
4.4	Applies knowledge about the scopes of practice of each regulated nursing designation to strengthen professional collaboration that enhances contributions to client



Number	Competency
6.8	Uses and allocates resources wisely.
6.9	Provides constructive feedback to promote professional growth for members of the health care team
6.10	



8. Educator

Registered nurses are educators who identify learning needs with clients and apply a broad range of educational strategies towards achieving optimal health outcomes.

Number	Competency
8.1	Develops an education plan with the client and team to address learning needs.
8.2	Applies strategies to optimize client health literacy.
8.3	Selects, develops, and uses relevant teaching and learning theories and strategies to address diverse clients and contexts, including lifespan, family, and cultural considerations.
8.4	Evaluates effectiveness of health teaching and revises education plan if necessary
8.5	Assists clients to access, review, and evaluate information they retrieve using information and communication technologies (ICTs).

9. Scholar

Registered nurses are scholars who demonstrate a lifelong commitment to excellence in practice through critical inquiry, continuous learning, application of evidence to practice, and support of research activities

Number	Competency
9.1	Uses best evidence to make informed decisions.
9.2	Translates knowledge from relevant sources into professional practice.
9.3	Engages in self-reflection to interact from a place of cultural humility and create culturally safe environments where clients perceive respect for their unique health care practices, preferences, and decisions.
9.4	Engages in activities to strengthen competencies in nursing informatics
9.5	Identifies and analyzes emerging evidence and technologies that may change, enhance, or support care.
9.6	Uses knowledge about current and emerging community and global health care issues and trends to optimize client health outcomes
9.7	Supports research activities and develops own research skills
9.8	Engages in practices that contribute to lifelong learning.