

Purpose

The purpose of this fact sheet is to provide information about clinical competence assessments (CCAs) to individuals who have been directed by the College of Licensed Practical Nurses of Manitoba (CLPNM) to undergo a CCA.

What is a CCA and why is it necessary?

The CCA measures your nursing competence, including your ability to make sound clinical judgments in a variety of clinical situations. The CCA evaluates your knowledge, skills, and judgments against the *Entry Level Competencies for the Licensed Practical Nurse in Manitoba*. These are the minimal competencies required for entry level licensed practical nurses to provide safe, competent, and ethical care in a variety of practice settings to clients of all ages. All licensed practical nurses in Manitoba, including graduates from Manitoba education programs, must have demonstrated that they meet the entry level competencies in order to practice.

There are a number of reasons why you might be directed by the CLPNM to undergo a CCA. Here are just a few examples:

- You are applying to the CLPNM for a credential assessment.
- You are a graduate practical nurse who has not passed the Canadian Practical Nurse Registration Examination after two attempts.
- You are applying to reinstate your active practicing registration with the CLPNM.
- You are a registrant of the CLPNM, and the CLPNM has directed you to undergo a CCA in response to questions or concerns about your nursing competence.

How do I apply for a CCA?

You must be referred by the CLPNM. If the CLPNM has determined that a CCA is necessary, it will send you correspondence. Please review our correspondence promptly, as it will contain specific instructions you must follow in order to schedule your CCA. It will also include information about deadlines that may be imposed.

How is competence assessed during a CCA?

The CCA is conducted in a simulation laboratory environment. The assessment uses different elements to assess competence, including but not limited to: self-assessment, performance-based assessments in the form of objective structured clinical examinations (OSCE), demonstrations of clinical judgements across the lifespan, and nursing care plan development. General nursing skills will also be assessed; this includes but is not limited to: documentation, medication administration, pharmacology, and dosage calculations. You will be expected to demonstrate how you would care holistically for clients based on the information provided to you in each of the scenarios.

What is assessed during a CCA?

Observing how you respond to various clinical scenarios allows the assessor to evaluate your ability to think deliberately and critically through a variety of nursing situations, and to apply essential and relevant nursing knowledge and judgment, while considering all possible options, in order to make reasonable, reflective, and insightful decisions. The knowledge, skill, and judgment

necessary for practice in a number of clinical environments will be assessed. These environments include, but are not limited to:

- acute care nursing
- geriatric/long term care nursing
- maternal and newborn nursing
- child health nursing
- mental health nursing, and
- community nursing.

The areas of knowledge, skill and judgment assessed in the CCA may include, but is not limited to, the following:

- general and/or specialty nursing knowledge
- health assessments
- pharmacology and the principles of safe medication administration
- pathophysiology
- clinical skills, including the use of current technology
- clinical judgment and critical thinking skills, including prioritization and evidence-based practice
- documentation, recording, and reporting
- lifespan considerations
- therapeutic communication
- leadership
- legalities and ethics in nursing
- knowledge of the Canadian health system
- collaborative or interprofessional practice, and
- cultural competence.

How should I prepare for a CCA?

The CCA looks at entry-level competencies; it does not look at expert levels of nursing practice. Even if you have practised in a highly specialized area, your knowledge and practice is being compared to entry-level competencies. You will likely need to refresh your entry-level knowledge before you take the CCA. CLPNM strongly suggests that you review the Entry-Level Competencies and Nursing Competencies for Licensed Practical Nurses in Manitoba, Code of Ethics, Standards of Practice and Practice Directions, all of which are available on the CLPNM's website (www.clpnm.ca). In addition, we suggest you review Canadian nursing textbooks, published within the last five years, such as: the Fundamentals of Nursing, Anatomy and Physiology, Physical Examination & Physical Assessment for Nurses, and Medical/Surgical Nursing.

To prepare for the CCA, the assessors will also ask you to complete several documents in advance and to bring them with you on the day of your assessment. It is important that you arrive prepared with these documents in hand. These completed documents form part of your assessment, and without them, USB will cancel your CCA. If your CCA is cancelled, you will be required to re-book and pay for a new CCA.

What happens after a CCA?

The assessor will send the observations they documented during your CCA to the CLPNM for review. The assessor is unable to provide you with your results; the CLPNM has sole authority to make decisions about the results of your CCA. The CLPNM will send you correspondence notifying you of your results and advising you of any gaps noted in your nursing knowledge, skill, and/or

judgment. If gaps are identified, you will be provided with information on the steps needed to remediate those gaps, which may include completing a prescribed course of study.

Where is the CCA held and how long does it take?

The CCA is conducted through Université de Saint-Boniface (USB) in Winnipeg, Manitoba and is usually completed over an 8-hour period.

Please note that all CCAs are video recorded. Prior to your CCA, you will be asked to sign a waiver authorizing USB to video record your assessment and to share the recording with the CLPNM for validation and quality assurance purposes.

How much does a CCA cost?

The CCA fee reflects cost recovery and is set by the USB. The cost for the CCA is currently \$1425.00; however, this is subject to change without notice. Please contact USB directly for its current fee schedule and to remit payment.

Further Information

Any questions related to the CCA process can be directed to the CLPNM's Registration Department by email at registration@clpnm.ca or by phone at 204-663-1212 or 1-877-663-1212 toll free. If you have been referred for a CCA by the CLPNM's Investigation Committee, please direct your questions to the CLPNM's Conduct Case Manager at conduct@clpnm.ca or at the phone numbers listed above. IENs seeking further information on the credential assessment process are encouraged to contact the CLPNM's Registration Consultant by email at khalligan@clpnm.ca or at the phone numbers listed above.