



CRE-Patient Safety Seminar: Credentiailling in Health Care

Nursing Perspectives on Credentiailling

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Introduction

RCNA maintains an interest in
credentialling as a self-regulatory
process

Current status of credentialling for nurses in
Australia

Building blocks for credentialling

International perspectives



Nursing perspectives on credentialling

Credentialling is the process by which an individual nurse is designated as having met established professional competency standards, at a specified time, by an agent or body generally recognised as qualified to do so. In Australia this is a voluntary process for nurses and credentialling is organised by the professional organisation and not nurse regulatory authorities.

(Adopted by the National Nursing Organisations, 2004)



ICN perspectives on credentialling

International Council of Nurses

Credentialling is a means of assuring quality and protecting the public by confirming that individuals, programmes, institutions or products meet agreed standards. Credentialling is becoming increasingly important as health systems strive to address issues of public safety and quality services.

www.icn.ch/matters_credentialing.htm



RCNA perspectives on credentialling

Royal College of Nursing, Australia

The feasibility of a national approach for the credentialling of advanced practice nurses and the accreditation of related educational programs

Final Report July 2001

www.rcna.org.au/content/capf_final_report_word_-aug_2001.pdf



ACMHN perspectives on credentialling

Australian College of Mental Health Nurses

Credentialling articulates standards of practice at individual practitioner level, the object being to:

- improve professional accountability, transparency and autonomy*
- focus on evidence based practice and mental health outcomes*
- commit to ongoing education and practice development*
- safeguard quality of health care delivery*
- uphold standards of the profession and ethical practice*
- protect human rights and choices*
- maintain public trust and confidence.*

www.acmhn.org/cred_about.html



RCNA perspective on credentialling

RCNA considers that:

The functions of accreditation and credentialling are to provide a means by which the nurse can publicly demonstrate to the consumer and the profession competence in a designated nursing specialty and advanced practice, and obtain recognition of this. Participating in this process encourages nurses to be aware of their responsibility to participate in continuing education specifically relating to, but not limited by, their area of practice

Gibson T & Lawson D 1996 *Credentialling advanced nursing practice and accreditation of continuing education programs: An exploration of issues and perspectives* RCNA discussion paper. Access at

www.rcna.org.au



Building blocks

- all entry level to practice education - Bachelor degree
- bridging programs to gain Bachelor degree status
- register for practice with a State/Territory Nursing and Midwifery Regulatory Authority
- competency standards for beginning practice
- competency standards for advanced nursing practice
- competencies for General Practice Nurses
- mutual recognition of registration
- masters programs available in a range of specialty areas



Building blocks cont.

- governance standards for specialist nursing and midwifery organisations
- RCNA's program of life long learning (3LP)
- RCNA's accreditation and endorsement service
- national registration and accreditation (for implementation 2010)
- national standards by the Australian Nursing and Midwifery Council:
 - decision making tools for nursing and midwifery practice
 - demonstration of continuing competence
 - accreditation of nursing and midwifery courses
- random auditing of nurses



Principles of credentialling for nurses

- That credentialling apply to the individual nurse
- that the ICN position on regulation be adopted
- that credentialling be voluntary
- that the titles relating to credentials are not used without evidence of holding recognised credential
- that the educational components of credentialling involve combinations
- that demonstration of appropriate competencies/skills/attributes or attitudes is included
- that credentialling is equitable and accessible to registered nurses

Principles of credentialling for nurses cont.

- professional accountability to consumers
- consistent, equitable and defensible assessment procedures
- all principles apply to re-credentialling
- content and process be determined by the relevant national organisation/s
- collaborate on appropriate combinations for multiple credentials.



Conclusion

- Credentialling of nurses functioning at an advanced practice level an essential component of self-regulation
- demonstration to nursing and health professional colleagues, and to consumers of health and aged care, serious about maintenance of competence to practice and to delivery of safe, quality care
- focus of the health system be consumer focused
- focus on skill sets in health professionals predicated on responding to needs of consumer
- RCNA will continue to advocate for credentialling processes for advanced practice nurses ... as a mechanism for self-regulation.

