IMPORTANT

As of Sept. 4, 2018, the following nursing colleges amalgamated to become the British Columbia College of Nursing Professionals (BCCNP):

- College of Licensed Practical Nurses of British Columbia (CLPNBC)
- College of Registered Nurses of British Columbia (CRNBC)
- College of Registered Psychiatric Nurses of British Columbia (CRPNBC)

Although the information in the document you are about to access reflects our most current information about this topic, you’ll notice the content refers to the previous nursing college that published this document prior to Sept. 4, 2018.

We appreciate your patience while we work towards updating all of our documents to reflect our new name and brand.
Practice Review Using the CRNBC Professional Standards

Use this form to provide feedback on registered nurse practice and to develop future goals and objectives. This review is based on CRNBC’s Professional Standards for Registered Nurses and Nurse Practitioners (www.crnbc.ca/standards/professionalstandards/Pages/Default.aspx).

Setting Goals

Practice review may include setting goals and objectives to address learning needs. Designing and developing a learning plan is best done using a collaborative process which actively involves the nurse and the manager/supervisor. For assistance with this process, please see Assisting Nurses with Practice Problems (www.crnbc.ca/Standards/Lists/StandardResources/354AssistingNursesPracticeProblems.pdf).

Using this Form

The reviewer (manager/preceptor) is to return this form directly to CRNBC.

Name of Registered Nurse: ________________________________________________________________

CRNBC Registration number: ______________________________________________________________

Position: ____________________________________________________________________________

Practice Area: ________________________________________________________________________

Period Covered: From __________ To: __________ No. of Hours Worked: _________________

month/year month/year

Name of Reviewer: __________________________________ Review Date: _______________________

Position/Title: ______________________________________________________________________

Facility: ____________________________________________________________________________

Reviewer’s Email: ____________________________________________________________________

Reviewer’s Work Telephone: ______________________________________________________________
Standard 1: Professional Responsibility and Accountability
Maintains standards of nursing practice and professional conduct determined by CRNBC.

1. Is accountable and takes responsibility for own nursing actions and professional conduct.
2. Functions within own level of competence, within the legally recognized scope of practice and within all relevant legislation.
3. Assesses own practice and undertakes activities to improve practice and meet identified learning goals on an ongoing basis.
4. Takes action to promote the provision of safe, appropriate and ethical care to clients.
5. Advocates for and/or helps to develop policies and practices consistent with the standards of the profession.
6. Maintains own physical, psychological and emotional fitness to practice.
7. Maintains current registration.
8. Understands the role of the regulatory body and the relationship of the regulatory body to one’s own practice.

☐ Meets
☐ Developmental Opportunity
☐ Does Not Meet

Please provide an example for any one of the indicators listed above:
Indicator#: ________________________________________________________________
Comments: ________________________________________________________________
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Standard 2: Knowledge-Based Practice

Consistently applies knowledge, skills and judgment in nursing practice.

1. Bases practice on current evidence from nursing science and other sciences and humanities.
2. Knows how and where to access information to support the provision of safe, competent and ethical client care.
3. Uses critical thinking when collecting and interpreting data, planning, implementing and evaluating nursing care.
4. Collects information on client status from a variety of sources using assessment skills, including observation, communication, physical assessment and a review of pertinent clinical data.
5. Identifies, analyzes and uses relevant and valid information when making decisions about client status.
6. Communicates client status, using verifiable information, in terminology used in the practice setting.
7. Develops and communicates plans of care that include assessment data, decisions about client status, planned interventions and measurement of client outcomes.
8. Sets client-centred priorities when planning and providing care.
9. Uses decision support tools appropriately to assess and make decisions about client status and plan care.
10. Implements the plan of care, evaluates client’s response and revises the plan as necessary.
11. Documents timely and appropriate reports of assessments, decisions about client status, plans, interventions and client outcomes.
12. Shares nursing knowledge with clients, colleagues, students and others.
13. Communicates appropriately in interactions with clients, colleagues, students and others.

☐ Meets
☐ Developmental Opportunity
☐ Does Not Meet

Please provide an example for any one of the indicators listed above:

Indicator#: __________________________________________________________
Comments: __________________________________________________________
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Standard 3: Client-Focused Provision of Service
Provides nursing services and works with others to provide health care services in the best interest of clients.

1. Communicates, collaborates and consults with clients and other members of the health care team about the client’s care.
2. Coordinates client care in a way that facilitates continuity for the client.
3. Assigns clients and client care activities to other members of the health care team to meet client care needs.
4. Delegates appropriately to other members of the health care team.
5. Provides appropriate regulatory supervision of student activities.
6. Instructs and guides other members of the health care team to meet client care needs.
7. Participates in changes that improve client care and nursing practice.
8. Reports incompetent or impaired practice or unethical conduct to appropriate person or body.
9. Understands and communicates the role of nursing in the health of clients.
10. Assists clients to learn about the health care system and accessing appropriate health care services.

☐ Meets
☐ Developmental Opportunity
☐ Does Not Meet

Please provide an example for any one of the indicators listed above:

Indicator#: ___________________________________________________________

Comments: ___________________________________________________________

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Standard 4: Ethical Practice
Understands, upholds and promotes the ethical standards of the nursing profession.

1. Makes the client the primary concern in providing nursing care.
2. Provides care in a manner that preserves and protects client dignity.
3. Demonstrates honesty and integrity.
4. Clearly and accurately represents self with respect to name, title and role.
5. Protects client privacy and confidentiality.
6. Recognizes, respects and promotes the client's right to be informed and make informed choices.
7. Promotes and maintains respectful communication in all professional interactions.
8. Treats colleagues, students and other health care workers in a respectful manner.
9. Recognizes and respects the contribution of others on the health care team.
10. Makes equitable decisions about the allocation of resources under one's control based on the needs of clients.
11. Identifies the effect of own values, beliefs and experiences in carrying out clinical activities; recognizes potential conflicts and takes action to prevent or resolve.
12. Identifies ethical issues; consults with the appropriate person or body; takes action to resolve and evaluates the effectiveness of actions.
13. Initiates, maintains and terminates nurse-client relationships in an appropriate manner.

☐ Meets
☐ Developmental Opportunity
☐ Does Not Meet

Please provide an example for any one of the indicators listed above:

Indicator#: ________________________________________________________________
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Summary by Reviewer/Manager
Identify any additional achievements/accomplishments or areas for improvement.

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Comments from Nurse
Comment on how you are meeting the CRNBC Professional Standards. Note any goals or plans for future practice development.

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Future Goals and Objectives (reviewer/manager and nurse to complete jointly)

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To be completed at end of the review:

Print Name of Reviewer/Manager

Print Name of RN

Reviewer/Manager Signature

RN Signature

Reviewer/Manager Email

Reviewer/Manager Email

Date

Date

Forward completed form directly to:

CRNBC Registration, Inquiry and Discipline
2855 Arbutus Street
Vancouver, BC
Fax 604.736.3576