



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



# Tools and tactics for managing practice frameworks for CHNs: Where do the Standards fit?

Tracy Lovett, CHNAC Board [tracywilock@hotmail.com](mailto:tracywilock@hotmail.com)

Ruth Schofield, CHNAC Board [schofir@mcmaster.ca](mailto:schofir@mcmaster.ca)

Katie Dilworth, CHNIG Executive [kdilworth@gmail.com](mailto:kdilworth@gmail.com)



# Presentation Outline

- Structures (standards and competencies), their intent and function
- Relationships
- Suggestions to help CHNs apply



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



## Context

CONFUSION??????

“Which ones should we be following  
CCHN/regulatory standards ??

or

competencies??”



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



## Definitions of Terms

**Standard:** scope of practice or expectations  
(CHNAC, 2003).

**Competency:** knowledge, skills and abilities  
described in behavioural terms (PHAC, 2008).



# Competencies/Standards

Standards are the “**how**”

Competencies are the “**what**”

- Standards provide a structure for developing competencies



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



# Types of Competencies

**Public Health Core Competency**

**Discipline Specific Competency**

**Competencies related to certification exams**

**Program competencies**

**Technical competencies**



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



## National/Provincial/Territorial Standards for Nursing Practice and Specialty Standards (Frameworks)

**Client Standards**

**Program Standards**

**Organizational Standards**

**Specialty Standards**

(e.g. CHN Standards)

**Regulatory Standards**

(e.g., College and Association of Registered Nurses of Alberta)

Adapted from: College of Registered Nurses of Nova Scotia (2003), *Standards for nursing practice (effective Jan. 1, 2004)* (3)



## Why are Standards/competencies Important?

- Promotes, guides and directs
- Aids with understanding & respect
- Informs continuing education, performance management
- Promotes pride and confidence



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



# Regulatory Framework

CNO

NANB

RNANTNU

CRNM

Purpose  
Self Regulation

ARNPEI

SRNA

YRNA

ARNNL

CRNNS

CRNBC

CARNA



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



## Regulatory Colleges

- Safety and Responsibility to the public
- Standards for qualification
- Standards of Practice
- Administer QA programs
- Complaint and investigation



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



## Provincial/Territorial Regulatory Standards

- Apply to all nurses in the province
- Defined and regulated by regulatory body
- Legal requirement to practice
- Begin when you become a registered nurse



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



# Specialty Standards

## (CCHN standards of practice)

- Specific to the practice of CHNs
- Voluntary
- Defined period of practice experience
- ‘Value added’

(CHNAC, 2007)



## CCHN Standards

- Knowledge, Skills, Judgment and Attitudes
- Scope and depth of practice
- Establish criteria or expectations for acceptable practice and safe, ethical care
- Support ongoing development
- Promote CHN as a specialty
- Foundation for certification by CNA
- Inspire excellence in and commitment to CHN practice



# CCHN Standards

## The Five Standards

1. Promoting health
  - a) Health promotion
  - b) Prevention and health protection
  - c) Health maintenance, restoration and palliation
2. Building individual and community capacity
3. Building relationships
4. Facilitating access and equity
5. Demonstrating professional responsibility and accountability





COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



# Competencies for Public Health in Canada

- Knowledge, skills and attitudes
- All disciplines
- Improve the practice of PH
- Support collaboration and partnership development
- Improve recognition and understanding

[www.phac-aspc.gc.ca](http://www.phac-aspc.gc.ca)



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



# Discipline specific competencies

(e.g. PHN competencies)

- Delphi survey method
- Informed by
  - CCPH
  - CCHN Standards
  - Public Health Nursing Practice in Canada: A Review of the Literature (CHNAC, 2008)



## Differences

### Regulatory Standards

- Apply to all nurses
- Defined by regulatory body
- Legal requirement
- Begin when hired
- Acquiring and maintaining responsibility of the nurse

### Specialty Standards

- Apply to just CHNs
- Defined by CHNs
- Voluntary focus
- Sometimes have minimum expectations
- Require a defined period of practice experience
- Acquiring and maintaining a joint responsibility of staff and employers



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



## Relationship

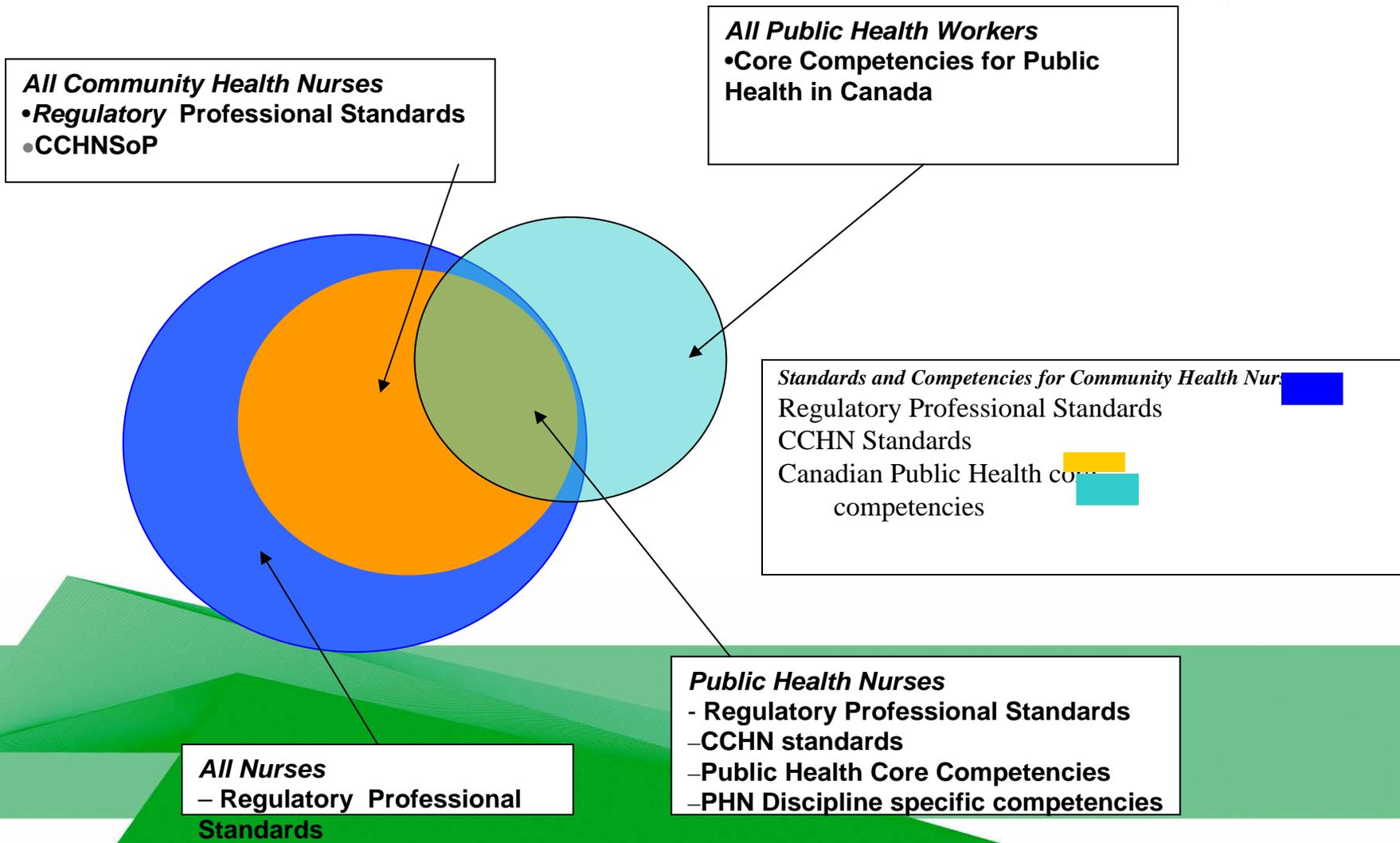
- Historical development
- Build on each other
- Together, enable speciality certification



# COMMUNITY HEALTH NURSES ASSOCIATION OF CANADA



## Relevance of Standards/Competencies to community health nurses in Ontario (Moyer, 2007)



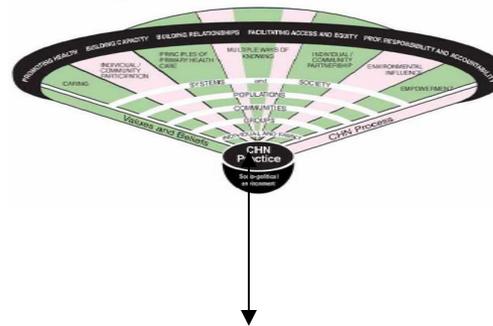


COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



# Convergence opportunities

Regulatory Standards



Core competencies

Discipline specific Standards



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



# PHCC and CCHN Standards

## PHCC

Core Public Health Sciences  
Assessment & Analysis  
Policy Development & Program Planning  
Partnership, Collaboration & Advocacy  
Communication  
Socio-Cultural  
Leadership

## CCHN standards

Promoting Health  
Building Individual/Community Capacity  
Building Relationships  
Facilitating Access and Equity  
Demonstrating Professional Responsibility  
and Accountability





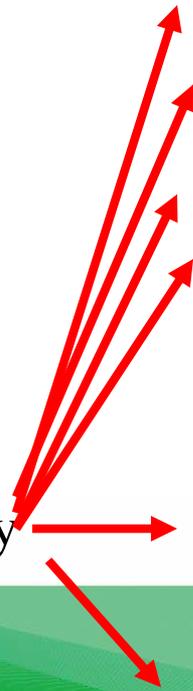
# CCHN and Regulatory Standards

## CCHN Standards

Promoting Health  
Building Individual/Community  
Capacity  
Building Relationships  
Facilitating Access and Equity  
Demonstrating Professional  
Responsibility and Accountability

## Regulatory Standards

Confidentiality and Privacy  
Decisions about procedures and  
authority  
Documentation  
Ethics  
Infection prevention and control  
Medication  
Nurse Practitioners  
Professional Standards  
Restraints  
Resuscitation  
Therapeutic Nurse Client  
relationships





COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



## Overall Analysis: Similarities

- More effective workforce
- Service delivery that is evidence informed, population-focused, ethical, equitable, standardized and client-centred
- More unified workforce
- Explains the nature of public health and public health goals

PHAC, 2007



# Tools and Tactics: Implications for Practice

Tools; the standards themselves

Tactics

1. Recognize overlapping scopes
2. Understand relationships
3. Expand knowledge within specialty areas
4. Accountability as nurses to continually be improving our knowledge



COMMUNITY HEALTH NURSES  
ASSOCIATION OF CANADA



# Q & A