



Continuing Competence FAQ

Q: What is a continuing competence program? (CCP)

A: The ANBLPN Continuing Competence Program (CCP) is a formal system of assessing the ongoing knowledge, skills, and judgment of practical nurses in New Brunswick. It is a quality assurance program implemented to make sure practical nurses are competent in their practice. We are mandated by legislation to participate in life long learning as a professional.

Q: Why do I have to do continuing competence?

A: ANBLPN is requiring every actively practicing LPN in New Brunswick to participate in CCP to keep their license. Lifelong learning is what keeps us current in our practice and safe to practice nursing. LPNs across Canada are required to participate in a continuing competence program.

Q: What do I do to meet this requirement?

A: Take a minute to think about what you are currently doing in your job as an LPN and see if you can identify an area that you can improve on, this is called “self-reflection”. Then brainstorm some ideas on how you can accomplish these goals. Work with mentors, your manager, practice consultant at ANBLPN to come up with ideas to meet these goals that you have set for yourself. Learning can be formal or informal and met through various means. You do not need to spend money to meet your learning goals! Here are some examples:

- You decide you want to improve on your assessment skills, so you mentor with a colleague who has excellent assessment skills.
- You attend a lunch and learn about “harm reduction” because you work on a floor where you are caring for people with addictions.
- You have a patient with a diagnosis of muscular dystrophy and are not well informed about this diagnosis, so you research the disease and learn more about measures you can take to impact the wellness of your client and that enable you to care for the patient more effectively.
- You work in an emergency room and have the option to be educated in applying casts, you take this course in your workplace and it allows you to increase your skills.
- There is a mandatory requirement for IV insertion in your workplace and you take this skill. Having the ability to start IVs makes a positive impact on your patient care because you don’t have to wait for another provider to do it for you.

- Lung sounds have always been a mystery to you, you know when something is abnormal, but are not sure what to call them when you document. You ask your manager to allow you to mentor with a respiratory therapist for a shift to improve on these skills.
- You work with palliative care patients on the medical floor that you and want to better care for them and understand their needs. Mentor with a colleague, read articles from credible sites about palliative care... dust off your text book from school and review the information that you were educated in or take a trip to the library in your workplace and ask for resources to review.
- You attend the annual education day for ANBLPN!

Q: I have met my two learning goals. What do I do now?

A: You need to fill out your “Record of Learning” that you can find on our website under the tab that says continuing competence on the left side of the page. Once you fill that out, keep it in a file for 2017. Do NOT send it to us unless you are audited! It is as simple as that.

Q: What is a CCP audit and when does it happen?

A: An audit for compliance for CCP happens the year after, just like income taxes! Our first audit will be in 2019 and we will be auditing approximately 7% of our membership. If you are selected for an audit, you will be notified in writing in January 2019. At that time, you go to your file where you kept your record of learning documentation and send it in to our practice department. An audit committee will review your documentation and we will let you know if you need to provide us more information. Failure to participate in the audit will result in suspension of license.

Q: Where can I find more information about what I am required to do?

A: Follow the suggestions below.

1. Watch our webinar on Continuing Competence found on our website under the “webinar” tab.
2. Read the instruction booklet found on our website under the “practice resource” section to the left.
3. Call and speak to a practice consultant at our office at 1-800-942-0222

December 19th, 2017