



SRNA Standards and Foundational Competencies

Competency	NURS200	NURS201	NURS202	NURS203	NURS204	NURS205	NURS220	NURS221	NURS304	NURS305	NURS306	NURS307	NURS308	NURS311	NURS312	NURS321	NURS322	NURS328	NURS330	NURS331	NURS332	NURS333	NURS422	NURS430	NURS431	NURS440	NURS441	NURS450
01. Is accountable and accepts responsibility for own actions and decisions	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
02. Articulates and enacts the role and responsibilities of a registered nurse as a member of the health care team.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
03. Recognizes the registered nurse scope of practice and individual competence limitations within the practice setting and seeks guidance as necessary.			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
04. Demonstrates professional presence and models professional behavior.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
05. Consistently identifies self by first and last name and professional designation to clients and co-workers			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
06. Displays initiative, confidence, self-awareness, and encourages collaborative interactions within the nursing and health care team, with the client as the centre of the health team					✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
07. Advocates for clear and consistent roles and responsibilities within the health care team.					✓				✓	✓				✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
08. Demonstrates effective collaborative problem solving strategies, including conflict resolution					✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
09. Advocates and intervenes as needed, to ensure client safety.			✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓
10. Demonstrates critical inquiry in relation to new knowledge and technologies that change, enhance or support registered nursing practice.	✓				✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Category: Standard 1 – Professional Responsibility and Accountability: (29)

Competency	NURS200	NURS201	NURS202	NURS203	NURS204	NURS205	NURS220	NURS221	NURS304	NURS305	NURS306	NURS307	NURS308	NURS311	NURS312	NURS321	NURS322	NURS328	NURS330	NURS331	NURS332	NURS333	NURS422	NURS430	NURS431	NURS440	NURS441	NURS450
implementation and evaluation of practice and policy that guide delivery of care.																												
23. Organizes workload and develops time-management skills for meeting responsibilities.			✓	✓				✓		✓		✓	✓	✓		✓	✓	✓		✓		✓	✓		✓			✓
24. Fulfills the requirements of the SRNA Continuing Competence Program.	✓				✓					✓						✓		✓								✓		✓
25a. Demonstrates professional leadership by: building relationships and trust					✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
25b. Demonstrates professional leadership by: creating an empowering environment					✓	✓			✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓			✓	✓	✓			✓
25c. Demonstrates professional leadership by: supporting knowledge development and integration within the health care team					✓	✓			✓	✓	✓		✓	✓		✓	✓	✓		✓			✓	✓	✓	✓	✓	✓
25d. Demonstrates professional leadership by: leading and sustaining change		✓			✓	✓			✓	✓	✓		✓			✓		✓					✓	✓	✓			✓
25e. Demonstrates professional leadership by: balancing competing values and priorities					✓	✓			✓		✓	✓	✓			✓		✓				✓	✓	✓	✓	✓	✓	✓
4 Category: Standard II.1 Knowledge Based Practice - Specialized Body of Knowledge: (7)																												
26. Applies a knowledge base from nursing and other disciplines in the practice of nursing.		✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
27. Demonstrates and utilizes nursing informatics and other information and communications technology in promoting and providing safe nursing care.	✓	✓	✓	✓		✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
28. Proactively seeks new information and knowledge and utilizes best practice in the provision of registered nursing care.	✓		✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
29. Applies knowledge from nursing and other disciplines concerning current and emerging health care issues.	✓	✓	✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
30. Contributes to a culture that supports involvement in nursing or health	✓	✓			✓	✓			✓	✓	✓	✓	✓	✓	✓	✓		✓		✓			✓		✓			✓

Competency	NURS200	NURS201	NURS202	NURS203	NURS204	NURS205	NURS220	NURS221	NURS304	NURS305	NURS306	NURS307	NURS308	NURS311	NURS312	NURS321	NURS322	NURS328	NURS330	NURS331	NURS332	NURS333	NURS422	NURS430	NURS431	NURS440	NURS441	NURS450
research through collaboration with others in conducting, participating in, and implementing research findings into practice																												
31. Demonstrates knowledge of the role of primary health care in health delivery systems and its significance for population health.	✓	✓							✓	✓	✓			✓		✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓
32. Demonstrates knowledge of the health disparities and inequities in society, how these affect clients, and the way in which registered nursing practice can facilitate positive health outcomes.	✓	✓			✓	✓			✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓		✓	✓	✓	✓	✓
Category: Standard II.2 (I) Competent Application of Knowledge - Ongoing holistic assessment: (8)																												
33. Uses appropriate tools and techniques in consultation with clients and other health care team members.			✓	✓	✓	✓			✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
34. Facilitates client engagement in identifying their health needs, strengths, capacities and goals.		✓	✓	✓	✓	✓			✓		✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
35. In collaboration with the client, performs an assessment of physical, emotional, spiritual, cognitive, developmental, environmental, social, and learning needs, including the client's beliefs about health and wellness.			✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓
36. Collects information on client status using assessment skills such as observation, interview, history taking, interpretation of data, and in direct care environments, physical assessment including inspection, palpation, auscultation and percussion.			✓	✓					✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓		✓
37. Collaborates with clients and other health care team members to identify actual and potential client health care needs, strengths, capacities and goals.	✓	✓	✓		✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓
38. Analyzes and interprets data obtained in client assessments.			✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓
39. Documents assessment data in accordance with evidence-informed practice.			✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓			✓

Competency	NURS200	NURS201	NURS202	NURS203	NURS204	NURS205	NURS220	NURS221	NURS304	NURS305	NURS306	NURS307	NURS308	NURS311	NURS312	NURS321	NURS322	NURS328	NURS330	NURS331	NURS332	NURS333	NURS422	NURS430	NURS431	NURS440	NURS441	NURS450	
50. Establishes and maintains a caring environment in the provision of safe, competent, compassionate and culturally safe registered nursing care.	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	
51. Supports clients through developmental and role transitions across the lifespan.	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓			✓	
52. Coordinates and provides timely registered nursing care for clients with co-morbidities, complex and rapidly changing health status								✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓		✓	
53. Applies principles of population health to implement strategies to promote health as well as prevent illness and injury.	✓								✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓		✓	✓			✓	
54. Assists clients to understand how lifestyle factors impact health (e.g., physical activity and exercise, sleep, nutrition, stress management, personal and community hygiene practices, family planning, high risk behaviors)	✓	✓	✓					✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	
55. Implements learning plans to meet identified client learning needs.								✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓			✓	
56. Works with clients and families to identify and access health and other relevant resources in their communities.	✓								✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓			✓	
57. Implements preventive, therapeutic and safety strategies based on evidence-informed practice, to prevent injury and the development of complications.	✓	✓	✓			✓			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓			✓	
# Category: Standard II.2 (iv) Competent Application of Knowledge - Ongoing evaluation of client care: (4)																													
58. Employs a critical inquiry process to monitor the effectiveness of client care.			✓	✓		✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	
59. Utilizes the results of outcome evaluation to modify and individualize client care.			✓	✓				✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			✓	
60. Reports and documents client care and its ongoing evaluation clearly, concisely and accurately.		✓	✓				✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			✓	

Competency	NURS200	NURS201	NURS202	NURS203	NURS204	NURS205	NURS220	NURS221	NURS304	NURS305	NURS306	NURS307	NURS308	NURS311	NURS312	NURS321	NURS322	NURS328	NURS330	NURS331	NURS332	NURS333	NURS422	NURS430	NURS431	NURS440	NURS441	NURS450	
61. Advocates for change where optimum client care is impeded.		✓	✓	✓		✓		✓	✓	✓	✓		✓	✓	✓			✓	✓	✓		✓	✓		✓			✓	
Category: Standard III - Ethical Practice: (10)																													
62. Practices in accordance with the current CNA Code of Ethics for Registered Nurses and the accompanying responsibility statements.	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
63. Identifies the effect of own values, beliefs and experiences in relationships with clients, recognizes potential conflicts and ensures culturally safe client care.																													
64. Establishes and maintains appropriate professional boundaries with clients and other health care team members, including the distinction between social interaction and therapeutic relationships	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓				✓
65. Provides care for clients respectful of their health/illness status, diagnoses, life experiences, beliefs, health choices and practices.	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓
66. Demonstrates knowledge of the difference between ethical and legal considerations and their relevance when providing registered nursing care.	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	
67. Ensures that informed consent is provided as it applies to multiple contexts (e.g., consent for care; refusal of treatment; release of health information; and consent for participation in research)	✓				✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓				✓
68. Supports clients in making informed decisions about their health care.	✓	✓			✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓
69. Advocates for clients or their representatives, especially when they are unable to advocate for themselves.	✓	✓			✓	✓		✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓				✓
70. Uses an ethical and reasoned decision-making process to address situations of ethical distress and dilemmas.	✓	✓			✓	✓		✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓				✓

Competency	NURS200	NURS201	NURS202	NURS203	NURS204	NURS205	NURS220	NURS221	NURS304	NURS305	NURS306	NURS307	NURS308	NURS311	NURS312	NURS321	NURS322	NURS328	NURS330	NURS331	NURS332	NURS333	NURS422	NURS430	NURS431	NURS440	NURS441	NURS450	
71. Demonstrates ethical and legal responsibilities related to maintaining client privacy and confidentiality in all forms of communication.	✓		✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	
Category: Standard IV - Service to the Public: (21)																													
72. Articulates the authority and scope of practice of the registered nurse.	✓					✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓		✓		✓	✓	
73. Utilizes knowledge of the health care system to improve health care services (practice setting or program level; agency level; regional/municipal level; provincial/territorial level; and national/international level).		✓						✓	✓		✓		✓		✓	✓	✓	✓					✓	✓	✓	✓		✓	
74. Recognizes the impact of organizational culture on the provision of health care and acts to enhance the quality of a professional and safe practice environment.		✓				✓		✓	✓		✓		✓		✓	✓	✓	✓			✓	✓		✓		✓	✓		
75a. Demonstrates leadership in the coordination of health care by assigning client care																✓		✓				✓		✓				✓	
75b. Demonstrates leadership in the coordination of health care by: delegating and monitoring the performance of delegated registered nursing activities by selected health care team members;										✓					✓	✓		✓						✓				✓	
75c. Demonstrates leadership in the coordination of health care by: evaluating staff skill mix.								✓								✓		✓				✓		✓				✓	
76a. Participates and contributes to registered nursing and health care team development by promoting interprofessional collaboration through application of principles of decision-making, problem solving, and conflict resolution				✓					✓		✓	✓	✓		✓	✓	✓					✓	✓		✓		✓	✓	
76b. Participates and contributes to registered nursing and health care team development by building partnerships based on respect for the unique and				✓		✓			✓		✓	✓	✓		✓	✓	✓					✓	✓		✓		✓	✓	

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shared competencies of each team member																												
76c. Participates and contributes to registered nursing and health care team development by recognizing that one's values, assumptions and positional power affects team interactions, and uses this self-awareness to facilitate team interactions				✓	✓				✓	✓	✓		✓		✓	✓		✓				✓	✓		✓			✓
76d. Participates and contributes to registered nursing and health care team development by contributing registered nursing perspectives on issues being addressed by the health care team					✓				✓	✓	✓		✓		✓	✓		✓				✓	✓		✓			✓
76e. Participates and contributes to registered nursing and health care team development by knowing the scope of practice of team members	✓							✓	✓	✓	✓		✓	✓		✓	✓		✓				✓		✓		✓	✓
76f. Participates and contributes to registered nursing and health care team development by using appropriate channels of communications	✓				✓			✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓			✓
76g. Participates and contributes to registered nursing and health care team development by providing and encouraging constructive feedback				✓	✓			✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓
76h. Participates and contributes to registered nursing and health care team development by demonstrating respect for diversity	✓			✓	✓			✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓
77. Collaborates with health care team members to proactively respond to changes in the health care system	✓				✓			✓	✓	✓	✓		✓	✓	✓	✓		✓					✓		✓			✓
78. Uses established communication policies and protocols within and across health care agencies, and with other service sectors.	✓			✓	✓			✓	✓	✓	✓		✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓			✓
79. Advocates for public participation in defining health care needs at all applicable levels of health care delivery to ensure effective policies and actions	✓				✓				✓						✓			✓				✓		✓	✓			

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80. Manages resources to provide effective and efficient care.								✓	✓				✓				✓					✓	✓		✓			✓	
81. Supports professional efforts in registered nursing to achieve a healthier society (e.g., lobbying, conducting health fairs and promoting principles of the Canada Health Act).		✓							✓							✓	✓	✓						✓	✓		✓		
82. Advocates for and promotes healthy public policy and social justice.		✓				✓			✓		✓		✓			✓		✓				✓		✓	✓	✓	✓		
83. Advocates for and participates in emergency preparedness planning and works collaboratively with others to develop and implement plans to facilitate protection of the public.																					✓			✓	✓			✓	
Category: Standard V - Self Regulation: (4)																													
84. Demonstrates knowledge of the registered nursing profession as self-regulating, autonomous, and mandated by provincial legislation.	✓			✓	✓			✓	✓	✓	✓		✓		✓	✓	✓	✓		✓		✓	✓		✓		✓	✓	
85. Practises within the scope of registered nursing practice as defined in The Registered Nurses Act, 1988.	✓				✓				✓	✓		✓		✓	✓	✓	✓					✓	✓		✓			✓	
86. Articulates and differentiates between the mandates of regulatory bodies, professional associations and unions.	✓														✓		✓							✓		✓		✓	
87. Acts as a mentor (formally and informally) to registered nurses, nursing students and colleagues to enhance and support professional growth	✓														✓		✓				✓	✓		✓				✓	