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
Category: Standard I	- Profession	al Responsib	ility and Ac	countability	/: (29)																							
01. Is accountable and accepts responsibility for ov actions and decision		*	*	*	*	*	*	*	*	*	*	*	~	*	*	*	*	*	*	*	*	*	*	*	*			*
02. Articulates and enacts the role and responsibilities of a registered nurse as member of the health care team.		×	*	×	×	*	×	×	×.	×	×.		×.	*	×	*	×.	Ť.	*	×.	×.	×.	×.		×	×.	*	*
03. Recognizes the registered nurse scope of practice ar individual competence limitations within th practice setting and seeks guidance as necessary.	e		*	*	*	*	*	*	*	*	*		*	*	*	*	*	*	*	*		*	*		*		*	~
04. Demonstrates professional presence and mode professional behavior.	√ ⊧ls	×	×	*	*	*	*	*	*	*	*		*	×	*	*			*									
05. Consistently identifies self by firs and last name and professional designation to clien and co-workers			*	*	*	*	×	×	×	×	×		×	*	*	*	*	*		*			*		*			*
06. Displays initiativ confidence, self- awareness, and encourages collaborative interactions within the nursing and health care team, with the client as th centre of the health team	e				*	*	*		*	*	*		*	*	*	*	*	*		*		*	*		*			*
07. Advocates for clear and consisten roles and responsibilities with the health care tear	in				×				*	*				*	×	×		*	×	*		*	×		*			*
08. Demonstrates effective collaborative problem solving strategies, including conflict resolution	3				~		×	×	×	×	×		×	*	*	*	*	*	*	×		*	*		×			*
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.	*				×.	*	*		*	*	*		×	*	*	*	*	×	*	*	*		*	*	*			×

Competency 11. Promotes current	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
evidence-informed best practices. 12. Demonstrates	×			*	*			×	×	×		×	*	*	×	×	×		×		*	×		×	×	×	×
leadership in client care by promoting healthy and culturally safe practice environments.																											
 Identifies actual and potentially abusive situations and takes action to protect client, self and others from harm 				*	*			*	×	×		×	*	*	×		*		*		*	*		*			×
14. Advocates and intervenes in the client's best interest.	*	1	*	*	1		*	*	*	*		1	*	*	*		*		*		*	*	*	*	*	*	*
15. Reports unsafe practice or professional misconduct of a health care worker to appropriate authorities.		*		*	*		×.		*			×	*	*	*		*		*		*	*		*			*
16. Identifies, reports, and takes action on actual and potential unsafe practices or situations that have risk to clients, health care team members and/or others.		×.		*	*		×.	×	×	*		*	×	×	×		×.		×.		*	*		×	*		*
17. Challenges and takes action on unclear or questionable orders, decisions, or actions, made by other health care team members.					*	*			*	*		×	*	*	*		*		*		*	*		*	*		×
18. In accordance with agency policy and legislation, and in a timely manner; recognizes and reports near misses and errors (own and others), adverse events and critical incidents, and takes action to stop and minimize harm.		×	Ý		*		*		*			*	*	*	*		*		*		*	*		*	*		*
19. Utilizes a systems approach to patient safety, participates with others in the prevention of near misses, errors and adverse events.		×.	*		*		×		×.				*	*	×		×.		×		*	*		*	*		*
20. Continuously integrates quality improvement principles and activities into registered nursing practice.					*	*		*	*				*	*	*		*		*			*	*	*	*		*
21. Exercises professional judgment when using agency policies and procedures, or when practicing in the absence of agency policies and procedures.					*		*	*	*			*	*	*	*	*	*		*		*	*		*			*
22. Participates in the analysis, development,	1				*			*	1			1	*		1		*	*				*	*	1	*		*

Competency implementation and	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
evaluation of practice and policy that guide delivery of care.																												
 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		×			Č.	*			*	×	×			×		×		*					×	*	*			×
25e. Demonstrates professional leadership by: balancing competing values and priorities		_			*	*			*		*	*	*			*		×				*	*	*	*	*		*
Category: Standard II.1 K 26. Applies a knowledge base	Cnowledge	e Based Prac	tice - Speci	v v	of Knowled	ige: (/)	*	*	*	*	*	*	*	*		*	*	*	*	*	*	*	*	*	*	*	*	*
from nursing and other disciplines in the practice of nursing.																												
 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.	*		*	*		*			*	*	*	*	*	*	*	*	*	*	*	*		*	*	*	*			*
nursing care. 28. Proactively seeks new information and knowledge and utilizes best practice in the provision of registered nursing	× ×	•	× •	*		*			*	*	*	*	*	*	*	× •	*	*	*	*		*	*	*	*	•	*	*

NUR\$200 NUR\$201 NUR\$203 NUR\$203 NUR\$205 NUR\$220 NUR\$220 NUR\$221 NUR\$306 NUR\$306 NUR\$306 NUR\$307 NUR\$308 NUR\$311 NUR\$312 NUR\$321 NUR\$322 NUR\$320 NUR\$330 NUR\$331 NUR\$333 NUR\$422 NUR\$430 NUR\$440 NUR\$440 NUR\$441 NUR\$450

Competency

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 significancefor 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.	*	*			*	*			Ý	*	*	*	*	*	*	*		*	*	*		×		*	*	*	*	•

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.		*	*	*	×			*	Ý	*			~	×	Ť.	*	*	Ť	Ý	*	*	Ť.		*	*
34. Facilitates client engagement in identifying their health needs, strengths, capacities and goals.	*	×.	×.	Ĭ.	×.			~		×.					Ť.	×	Ý	Ť.	×.	*	*	×.	*	*	*
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.		Ť	1		*		Ť.	*	*	*	`		~	*	*	*	*	*	*	*	*		*	*	*
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
40. Uses existing health and nursing information systems to manage nursing and health care data during client care.			×	*		×		×.	×	×	*		×.	*	×					×.	×	*	*	×.	*			×
Category: Standard II.2 ((ii) Compete	nt Applica	tion of Kno	wledge - C	ollaborates	with clients	and familie	es to develo	op plans fo	care: (8)																		
 Uses a critical inquiry process to support professional judgment and decision-making to develop plans of care. 			*	*	*	*		*	*	*	*		×	*	*	*	*	*	*	*	*	*	*	*	*			*
42. Uses principles of primary health care and patient- and family-centered care in developing plans of care.		*	*	*	*	*			×	*	*		×.	*	*	*	*	*	*	×.	×	*	*	×.	*			×
43. Facilitates involvement of patients and family in identifying their preferred health outcomes.		*	*	*	*				*	*	*		×.	*	*	*	*	*	*	*	*	*	*	*	*			*
44. Negotiates priorities of care and desired outcomes with clients while demonstrating an awareness of cultural safety and the influence of existing positional power relationships.		*	*	*	*	*			*	*	*		*	*	*	*		*	*	*	*	*	*	*	*			*
45. Anticipates potential health problems or issues for clients and their consequences and initiates appropriate planning.			*	*		*		*	×	*	*		×	×	*	*		*	~	*	*	*		*	×			*
46. Collaborates with other health care team members to develop health care plans that promote continuity for clients as they receive conventional, complementary and alternative health care.		*							*	*	*		*	*	*	*	*	*		*		*	*		*			*
47. Coordinates the health care team to analyze and organize complex health challenges into manageable components for health care planning.										*	*			*	*	*		*			*	*	*		×			
48. Collaborates with health care team members or health related sectors to assist clients to access resources.		*						×	×	*	*		Ť.	*	*	*	*	*	*	×		*	*	×.	*			×
Category: Standard II.2 ((iii) Compet	ent Applica	ation of Kn	owledge - I	Provides reg	gistered nur	sing care: (9	9)																				
49. Provides registered pursing		×				×		×	×	×	×		×	×	×	×	×	× -	×	×	×	× -	×	×	×			×

49. Provides registered nursing care that is based on evidence-informed practice relevant to primary health care, health and healing.

- · · ·	NULD5200	NUL 10 C 2 0 1	1005202	NU105202	1005304	NURCOOF	1005220		100000	100000	NUID6306 NUID6307	100000				NURS322		NUL 10 C 3 3 0				100000	100000	100000	NURS440 NURS	44 1000400
Competency 50. Establishes and	NUK5200	NUKS2UI	NURS202	NUKS203	NURS204	NURS205	NUR5220	NUKS221	NURS304	VURS305	NURS306 NURS307	NURS308	NURSSII	NURS312	NURS321	NUKS322	NUKS328	NUK5330	VUR5331	VUKS332	NUR5333	VURS422	VURS430	VUR5431	NUKS440 NUKS	41 NUKS450
maintains a caring environment in the provision of safe, competent, compassionate and culturally safe registered nursing care.		Ŷ	Ŷ	Ŷ	Ť	Ŷ		Ť	Ť	Ť	*	Ť	Ŷ	Ŷ	Ť	Ŷ	Ŷ	Ŷ	Ť	Ť	Ť	Ť	Ŷ	Ŷ		v
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								×.	×.	×	*	×.	Ť	*	*		*	×	×	*	Ť	*		*		*
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)		*	Ý	Ť				*	*	*	*	*	Ť	Ť	*	*	*	*	*	*	*		*	*		*
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.		*							×	×	*	Ý	*	*	*	*	*	*	×				*	*		*
57. Implements preventive, therapeutic and safety strategies based on evidence- informed practice, to prevent injury and the development of complications.		*	*	*		*			*	*	*	*	~	*	*		*	*	*	*	*		*	*		*
ategory: Standard II.2	(iv) Compet	tent Applic	ation of Kn	owledge - C	Ongoing ev	aluation 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,			*	*			×	*	×	×	*	×	*	×	×	*	×	*	×		*			×		× .

Competency 61. Advocates for change where	NURS200	NUR5201	NURS202	NURS203	NURS204	NURS205	NUR5220	NURS221	NURS304	NURS305	NURS306	NURS307	NURS308	NURS311	NURS312	NURS321	NURS322	NURS328	NURS330	NURS331	NURS332	NURS333	NURS422	NURS430	NURS431	NURS440	NUR5441	NURS450
optimum client care is impeded.																												
Category: Standard III -	Ethical Pra	ctice: (10)																										
62. Practises in accordance with the current CNA Code of Ethics for Registered Nurses and the accompanying responsibility statements.	*	 (10) 	*	*	*	*	*	*	×	*	*		*	*	*	*	*	*	*	*		*	*	*	*	*		*
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	NURS20	00 NUR5201	NURS202	NURS203	NURS204	NURS205 N	URS220	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.	*		*	*	*	*		*	*	*	*		*	*	*	*	*	*	*	*	*	*	*	*			*
40	72. Articulates the authority and scope	Service 1	to the Public:	(21)			*		*	*	*	*	*	*	*	*	*	*	*			*	*		*		*	*
	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; provincial/territorial level; and national/international level; evel).		*						*	*		*		*		*	*	*	*				*	*	*	*		*
	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.		Ý				*		Ý	*		*		*		*	*	*	*		~	*	*		*		*	*
	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					*				*		*		*			*	*	*			*	Ť		*		*	*
	76b. Participates and contributes to registered nursing and health care team development by building partnerships based on respect for the unique and	i				*	*			*		*		*			*	*	*			*	*		*		*	*

Competency NUR5201 NUR5201 NUR5203 NUR5204 NUR5205 NUR5205 NUR5205 NUR5221 NUR5304 NUR5305 NUR5306 NUR5307 NUR5308 NUR5311 NUR5312 NUR5322 NUR5328 NUR5330 NUR5331 NUR5333 NUR5422 NUR5430 NUR5431 NUR5440 NUR5441 NUR5450 shared competencies of each team

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		*	Ý		*	*	*	~		*	*		*			~	*		*			*
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		Ť	*	×	Ý	*	*	*	Ť	Ý	Ý	*	Ý		~	×	Ý		*	*		×
76h. Participates and contributes to registered nursing and health care team development by demonstrating respect for diversity	*	*	*	*	*	*	*	*	*	*	*	Ý	*	*	*	*	*		*		*	*
77. Collaborates with health care team members to proactively respond to changes in the health care system	*		*	×.	×	*	*	*	×.	Ť	Ť		*				Ý		*			×
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	*		~		*						Ť		Ý			*		*	~			

Competency 80. Manages resources to provide effective and efficient care.	NURS200	NURS201	NURS202	NURS203	NURS204	NURS205	NUR5220	NURS221	NURS304	NURS305	NURS306	NURS307	NURS308	NURS311	NURS312	NURS321	NURS322	NURS328	NURS330	NURS331	NURS332	NURS333	NURS422	NURS430	NURS431	NURS440	NURS441	NURS450
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).		*							*							Ý	×	*						*	*		*	
82. Advocates for and promotes healthy public policy and social justice.		*				*			*		*		*			*		*				*		*	*	*	*	
83. Advocates for and participates in emergency preparedness collaboratively with others to develop and implement plans to facilitate protection of the public.																					*			*	×			×
Category: Standard V - Se	elf Regulati	on: (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						