**Professional Standards Article Summary**

**Our Mission:** is to protect the public’s right to quality nursing services by providing leadership to the nursing profession in self-regulation

**Our Vision:** is excellence in nursing practice everywhere in Ontario

**Introduction**

* Provides overall framework for the practice of nursing, guidelines and competencies developed by the College of Nurses of Ontario
* Describes in broad terms the professional expectations of nurses in every area of practice
* Professional standards include 7 broad standard statements
* There are indicators for all nurses that help apply the different practice standards
* The 7 standards are interrelated, one standard may demonstrate the application of other standards
* It is expectation that all nurses meet the expectations of the professional standards and how they demonstrate these standards in their practice

**Guiding Principles**

* In Ontario nursing falls into 2 categories: RN and RPN, these roles differ because of the difference in education
* All nurses are accountable for their own decisions and actions and maintaining competence in their career
* Clients are the central focus, and a goal of professional practice is to obtain the best possible outcome for clients
* Nurses continually enhance their knowledge and can become experts in their field of study
* Standard – Authoritative statement that sets a legal and professional basis
* Standards of practice provide a guide to the knowledge, skills, judgment, and attitudes that are needed to practice safely
* Standards of practice describe what each nurse is accountable for and represent performance criteria specific to the scope of practice
* Standards can also be used for feedback, encouraging research and generating research questions

**Accountability**

* Nurse identifies themselves to clients
* Provide, facilitate, advocate, and promote the best care for clients
* Seeks assistance in a timely manner and shares knowledge with others
* Ensuring practice is consistent with the CNO’s standards of practice
* Taking action in situations when client safety is compromised
* Refraining from performing activities that the nurse is not competent in , and taking responsibility for errors that occur
* Reporting peers whose actions are unsafe towards clients (ex. physically, verbally, sexually, emotionally being abused)

**Continuing Competence**

* Competence is the nurse’s ability to use their knowledge, skill, judgment, attitudes, values and beliefs to perform a given role or in a situation
* Nurse assumes responsibility for their own professional development
* Nurse invests time and effort to improve knowledge, skills and judgment
* Engages in a learning process the enhance their process
* Participates in the College’s QA Program, participation includes: performing self-assessment, seeking peer input, developing, implementing, and evaluating plans, keeping records, providing feedback, advocating for quality practice improvement
* Working together to create quality practice and promote continuing competence
* Encouraging nurses to take part in ongoing learning, and seeking opportunities to enhance knowledge
* Seeking opportunities to incorporate reflective practice into professional development
* Supporting student and nurses in becoming reflective practitioners
* Developing, implementing, and facilitating learning activities that improve nursing practice
* Encouraging evaluation through research and communicating best practices

**Ethics**

* Ethical nursing care means promoting the values of client well-being, respecting client choice, and assuring privacy and confidentiality
* The nurse:
  + Identifies ethical issues and communicates to the health care team
  + Evaluating the effectiveness of the actions taken to resolve ethical issues
  + Identifying personal values and ensuring they do not conflict with professional practice
  + Creating environments that promote and support safe, effective, ethical practice
  + Advocating for resources and mechanisms to assist nurses
  + Encouraging and supporting critical thinking about ethical issues
  + Assisting nurses to identify resources to improve ethical issues
  + Ensuring that the client has all of the information
  + Advocating and participating in ethical reviews
  + Guidelines are followed to protect research participants

**Knowledge**

* A nurse demonstrates the knowledge standard by:
  + Providing evidence based rationale for decisions
  + Being informed about various nursing roles and their relationships
  + Understanding nursing legislation and standards relevant to nursing
  + Understanding the knowledge required to meet the needs of complex patients
  + Knowing how and where to access learning resources
  + Seeking and reviewing research in nursing
  + Using research to inform practice and professional services
  + Contributing to the generation of new professional knowledge through research
  + Seeking and critiquing philosophical, theoretical, and research-based literature in nursing and health care services
  + Uses philosophy, theory and research to inform practice
  + Understands how environments can foster growth and improvement
  + Facilitating nurses to continually seek new knowledge
  + Knowing how to access resources to enable nurses to provide the best care
  + Uses relevant leadership and management principles
  + Understands and promotes nursing as a knowledge based profession
  + Identifying and evaluating information that is relevant, promoting and environment that facilitates questioning and learning
  + Identifies research methods relevant to the nursing profession

**Knowledge Application**

* Nurses apply:
  + Ensuring that practice meets all relevant standards and guidelines
  + Describing the client situation using a theory, or evidence based tool
  + Recognizing abnormal or unexpected client responses and taking action
  + Recognizing limits or practice and consulting appropriately
  + Creating care plans that address client needs and managing multiple nursing interventions at the same time
  + Anticipating and preparing for possible outcome that may occur
  + Facilitating the involvement of others in the research process
  + Securing resources to explore nursing research

**Leadership**

* Role-modelling professional values, beliefs and attributes
* Collaborating with clients and the health care team
* Providing direction to, collaborating with, and sharing knowledge and expertise with novices
* Participating in nursing associations, committees and interest groups
* Taking actions to resolve conflict and innovating solutions to issues
* Coordinating care for complex clients
* Identifying goals that reflect the CNO’s mission and values
* Providing feedback to support staff and making decisions that affect their practice
* Enabling others to develop expertise and confidence in their abilities
* Providing professional and educational advice to committees and teams
* Educating staff about the research process and promoting the validation of professional practice research

**Relationships**

* Maintaining boundaries between professional and therapeutic relationships and non-professional personal relationships
* Ensuring client needs remain the focus of the nurse-client relationship
* Preventing abuse and collaborating with clients families to respect their wishes
* Role-modelling therapeutic nurse-client relationships
* Communicating knowledge of evidence based best-practice guidelines

**Professional Relationships**

* Role-modelling positive relationships
* Uses a wide range of techniques to communicate and maintain relationships
* Sharing, demonstrating, and respecting knowledge of others
* Demonstrating conflict-resolution skills
* Promoting an environment where trust and respect are expected
* Supporting nurses to take action and skills to address unethical behaviour with peers
* Development of conflict-resolution skills
* Supporting nurses in participating in research

**References**

College of Nurses of Ontario. (2015, May). *Professional Standards Revised 2002*[PDF]. Toronto: College of Nurses of Ontario.