

Nurse Credentialing Policy

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Policy

Registered Nurses will be verified as competent to perform advanced credentialed activities through a nurse credentialing framework, with appropriate qualifications, knowledge, training and experience.

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Purpose

The purpose of this policy is to outline the process for nurse credentialing. Nurse credentialing focuses on a process by which an individual Registered Nurse is granted privileges to perform a particular procedure or clinical service that is outside their identified scope of practice. It does not include credentialing of a department. The policy ensures that the individual practises in response to: The Health Practitioner Competency Assurance Act (2003), and regulatory requirements of professional accountability as outlined by the Nursing Council of New Zealand.

Scope/Audience

This guideline applies to Registered Nurses. Credentials obtained from another country or District Health Board or hospital will involve credentialing in accordance with CDHB requirements. Canterbury District Health Board will not take responsibility for credentialed privileges transferred to other organisations outside CDHB.

Definitions

Credentialing

CDHB accepts the International Council of Nurses definition of credentialing as follows:

“Credentialing is a term applied to processes used to designate that an individual, programme, institution or product have met established standards set by an agent (governmental or non-governmental) recognised as qualified to carry out this task. The standards may be minimal and mandatory or above the minimum and voluntary. Licensure, registration, accreditation, approval, certification, recognition or endorsement may be used to describe different credentialing processes but this terminology is not applied consistently across different settings and countries. Credentials are marks or “stamps” of quality and achievement communicating to employers, payers, and consumers what to expect from a “credentialed” nurse. Credentials may be periodically renewed as a means of assuring continued quality and they may be withdrawn when standards of competence or behaviour are no longer met (Styles and Affara, 1997)”.

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Expanded scope

“Expanding the boundaries of nursing practice occurs as a professional strategy in response to a changing health care need with increased range of autonomy, accountability and responsibility. There is a formal pathway to role expansion that entails further education and credentialing” (NZNC, 2011).

Extended scope

‘The addition of a particular skill or area of nursing practice responsibility usually in response to increased demand or consumer need’ (NZNO, 2009).

Peer review

“An evaluation of the performance of individuals or groups of practitioners by members of the same profession whose status is similar to the status of those delivering care. Peer reviews should also be used in the context of multidisciplinary teams to incorporate feedback from peers of other health professions who are members of the team” (Ministry of Health, 2002).

Certification

Certification is a designation earned by a person to assure qualification to perform a job or task.

Principles

- Credentialed activities/ skills are guided by the area of clinical practice and professional suitability. This is combined with the needs and capability of the organisation to provide clinical practice support. The scope of the credentialed practice will be area specific.
- Credentialing is linked with the Professional Development Recognition Programme.
- Nurses will be required to have a current PDRP portfolio and credentialing certificate.
- The credentialing framework promotes efficient processes to ensure that nurses are competent and adequately supported to provide safe quality care.
- The Nurse Credentialing Committee (NCC) will have a membership of senior nurses from a range of clinical specialities

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and include a DON, with access to other relevant expertise as required.

- The NCC considers patient safety and the potential to improve patient outcomes as key considerations when determining the introduction of new or altered nursing activities.
- The NCC ensures that through management and ongoing review of the committee, they provide the Director of Nursing Committee and senior management with an assurance that the process is safe and effective.
- The primary motivation for any decision about a health activity is to meet the consumer's health needs or to enhance health outcomes. This may be an identified gap in health services which results in the public not having access to a service or a strategic initiative.
- Expansion of the scope of practice is based on appropriate consultation and planning, educational preparation and a formal assessment of the nurse's competence to undertake an expanded scope of practice.
- All nurses are accountable for their decisions about whether an activity is beyond their own capacity or scope of practice and for consulting with or referring to other health professionals.

Roles and responsibilities

DON/Committee Group

Follow the principles of credentialing as outlines in the Credentialing Framework of New Zealand Health Professionals (2010).

Receive applications for credentialed activities.

Identify nursing practice that is beyond the specifications of the scope of normal practice, including that which is outlined by positions descriptions and organisational requirements, which will require a credentialing process. This includes new practices or the reallocation of activities to nurse or clinical support workers.

Appoint an appeal panel when required.

Nurse Credentialing Committee

Identify nursing practice that is beyond the specifications of the scope of normal practice, including that which is outlined by positions descriptions and organisational requirements, which will require a credentialing process. This includes new practices or the reallocation of activities to nurse or clinical support workers.

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Review and evaluate annually all privileges awarded to determine whether the activity is now within normal scope of practice or position description and no longer will require credentialing with annual report to the DoN committee.

Authorise the required components of; knowledge and/or expertise derived through experience, education and competency assessments to ensure that individuals have the required clinical competence thereby minimising risk to patients within CDHB and professional practice requirements.

Endorse appropriate documentation required to determine competence, included, this will be audit requirements, in some cases clinical measures and reporting lines.

Ensure consultation has occurred with other relevant health professionals.

Liaise with Chief MO the process for preparing a standing order to endorse Standing Orders that are presented to the committee for approval and.

Maintain a central register of credentialed of individual's privileges and areas of practice.

Enable applicants to have the right of appeal to an appeals panel appointed by the EDON.

Report to DON group (as per timetable) all approved credentialed activities.

For new staff who will take on a credentialed activity on appointment the group will convene a panel to approve qualifications, experience, previous employer, credentialing, practising certificate, and reference checks.

Review credentialed activity/skill applications and make recommendation to the DON group.

Clinical Nurse Manager or Team leader

Ensure that staff work within credentialed scope.

Annual validation of practising certificate currency.

Maintain credentialed activities on personal file and training database.

Identify nursing practice that is beyond the specifications of the scope of normal practice, including that which is outlined by positions descriptions and organisational requirements, which will require a credentialing process. This includes new practices or the reallocation of activities to nurse or clinical support workers.

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Confirmed in writing the credentialed activities as part of the annual performance review.

Annual validation of credentialing and PDRP portfolio

Service Manager

Identify nursing practice that is beyond the specifications of the scope of normal practice, including that which is outlined by positions descriptions and organisational requirements, which will require a credentialing process. This includes new practices or the reallocation of activities to nurse or clinical support workers.

Work with CNM or nurse leader service team to develop business case for DON approval.

Sign off the written application for credentialed activity.

Director of Nursing

Sign off the written application for credentialed activity.

Evaluate applications to ensure patient safety requirements are covered and that it meets the needs of the population.

Identify nursing practice that is beyond the specifications of the scope of normal practice, including that which is outlined by positions descriptions and organisational requirements, which will require a credentialing process. This includes new practices or the reallocation of activities to nurse or clinical support workers.

Credentialed Practitioner

Actively engages in all aspects of credentialing as a condition of employment

Accepts professional responsibility to report their own and others diminishing competence.

Actively collects quality and audit data as evidence of competent practice.

Actively engages in annual peer review.

Where there are not sufficient practitioners locally the nurse will seek opportunities external to the organisation for peer review.

Demonstrates initial and ongoing knowledge and skills for specific expanded practice/role/ activities.

Participates in the evaluation of the outcomes of expanded practice.

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Integrates and evaluates knowledge and resources from different discipline and health care teams to effectively meet the health care needs of individual and groups.

Provide evidence of initial endorsement and or ongoing maintenance of PDRP proficient/expert level PDRP depending on credentialed activity.

PDU

Work with potential applications ensuring they have a robust education framework and audit process around the skill/activity.

Associated documents

CDHB Credentialing Procedure

Measurement/Evaluation

Each credentialed activity will be audited annually on the measures as set in the application to ensure patient safety and maintenance of practice standards.

References

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