



VOLUME 5:NURSING SERVICES	Effective Date: 02/2002
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5.4.2 NURSING COMPETENCY PROGRAM PROCEDURE	Attachments: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

I. PROCEDURE OVERVIEW

The California Correctional Health Care Services (CCHCS) Nursing Services Branch shall maintain a competency program to include educational programs, competency validation, and tracking to ensure competent nursing staff, positive patient outcomes, and patient safety.

II. DEFINITIONS

Exemplar: Examples of best practices.

Quality Improvement Monitors: Internal and external audits and reviews (i.e., Office of the Inspector General, court monitors, and Medication Administration Process Improvement Process).

III. RESPONSIBILITY

The institutional Chief Nurse Executives are responsible for implementation of this procedure.

IV. PROCEDURE

A. Educational Trainings and Competencies Development

Educational trainings and competencies shall be developed by CCHCS Headquarters (HQ) Nursing Services based upon internal and/or external requirements. Nursing Leadership shall review and update all nursing educational training and competencies developed by Nursing Services, as needed.

B. Education and Competency Validation Components

1. Registered Nurses (RNs)

The Nursing Practice Act sets forth the duties that all RNs, regardless of role, population, or specialty, are expected to perform competently. The components include but are not limited to:

- a. Assessment – The correctional RN collects comprehensive data pertinent to the patient’s health and/or the situation.
- b. Diagnosis – The correctional RN analyzes the assessment data to determine the diagnoses, health concerns, or organizational issues.
- c. Outcomes Identification – The correctional RN identifies expected outcomes for a plan individualized to the patient or the situation.
- d. Planning – The correctional RN develops a plan that prescribes strategies and alternatives to attain expected outcomes.
- e. Implementation – The correctional RN implements the identified plan.
- f. Coordination of Care – The correctional RN coordinates care delivery.
- g. Health Teaching and Health Promotion – The correctional RN employs strategies to promote health and a safe environment.

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E. Competency Validation Methods

1. Competency validation methods used to measure the abilities of an individual for a specific competency standard include but are not limited to:
 - a. Tests
 - b. Skills validation
 - c. Observation
 - d. Case Studies
 - e. Exemplars
 - f. Peer Reviews by Nursing Professional Practice Council
 - g. Mock Events
 - h. Quality Improvement Monitors
2. Some competencies may require a combination of validation methods. The Nursing Leadership shall determine the validation methods for each competency developed by HQ Nursing Services.

F. Education and Competency Validation: Documentation and Tracking

Nursing staff's competency shall be documented in the:

1. Supervisory File
2. Nurse Educator File
3. Education and Competency Tracking Database

V. REFERENCES

- California Code of Regulations, Title 22, Division 5
- Nursing Practice Act, California Business and Professions Code, Division 2, Chapter 6, Article 1, Section 2700 et seq.
- Vocational Nursing Practice Act, California Business and Professions Code, Division 2, Chapter 6.5, Article 1, Section 2840 et seq.
- Psychiatric Technicians Law, California Business and Professions Code, Division 2, Chapter 10, Article 1, Section 4500 et seq.
- American Nurses Association, Scope and Standards of Practice, Correctional Nursing, 2nd Edition