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# **Draft competencies for RN Prescribing**

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## Background

These draft competencies will, in the future, apply to RN prescribing. This draft, which is subject-to-change, is provided for information purposes while the College of Nurses of Ontario's (CNO's) regulation is circulating for feedback. Prescribing is not part of entry-level RN education. RNs will be required to complete additional education that is approved by CNO's Council to prescribe medication or communicate diagnoses. The education is not yet established. We are sharing this draft to provide more information about the competencies that will be expected in the future education to assist stakeholders in understanding how the regulation will be implemented.

This document outlines the competencies that the College will require to approve RN prescribing education. The competencies must be embedded and taught in RN prescribing education curriculum. The competencies describe the knowledge, skill, judgement and attributes that an RN requires to diagnose and prescribe safely, effectively and ethically. They are a guide for RN prescribing curriculum development.

## ASSUMPTIONS

The competencies are based on the following assumptions:

1. RN prescribing is grounded in the values, knowledge and theories of professional nursing practice. Prescribing is not part of entry-level RN education; RNs must complete additional education that is approved by the College's Council to prescribe medication or communicate diagnoses.
2. RN prescribing competencies build and expand upon the competencies required of a Registered Nurse.
3. RNs must successfully complete College-approved education to become qualified to prescribe medication and communicate diagnoses for the purpose of prescribing.
4. RNs who prescribe are accountable for complying with laws, College standards and guidelines that apply to nursing practice more broadly. For example, RNs who prescribe medication will also be accountable for expectations related, but not limited, to:
  - documentation
  - ethics
  - consent.
5. RNs work in collaboration with other health-care providers to provide safe, ethical and competent care.

## **PROFESSIONAL RESPONSIBILITIES AND ACCOUNTABILITIES**

1. Demonstrates understanding of the legislated scope of practice of the RN who prescribes, including relevant laws, College standards and guidelines.
2. Demonstrates understanding of professional accountability associated with prescribing and communicating a diagnosis, including awareness that these accountabilities cannot be delegated to another individual.
3. Demonstrates ethical decision-making when prescribing medication.
4. Demonstrates understanding of the roles and responsibility of the RN who prescribes within the healthcare team.
5. Clearly articulates the role of the RN who prescribes when interacting with the client.
6. Recognizes when the client's health care needs - at any point during assessment, diagnosis or treatment – are beyond the scope, skills, knowledge and competencies of the RN who prescribes; and collaborates, consults with, or transfers accountability for care to another health care provider.
7. Manages expectations and pressure to prescribe from multiple sources.
8. Demonstrates understanding of Health Canada reporting requirements for adverse drug reactions
9. Documents relevant aspects of client care in the client record.
10. Contributes in the development, implementation and evaluation of organizational policies and processes approaches for safe prescribing practices.
11. Obtains informed consent explaining the risks and benefits of, and the rationale of proposed therapeutic options, and takes actions when the client is unable to provide informed consent or capable of decision making.
12. Engages the client's or his or her representative's perspective in all aspects of clinical decision-making, including assessment, diagnosis and prescribing decisions.
13. Maintains professional knowledge and competence in relation to prescribing by engaging in self-reflection to determine continuing competence needs.

## **ASSESSMENT AND DIAGNOSIS**

### ***Conducts a relevant history and assessment of the client***

14. Collects information relevant to client encounter, including client status and health needs.

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15. Reviews information relevant to the client encounter including information from other health care providers.
16. Performs a relevant physical examination based on assessment findings and specific client characteristics.
17. Uses critical inquiry and clinical reasoning in decision-making to synthesize and integrate health information, and to ascertain that sufficient information has been obtained about the client's co-existing conditions, current treatments and health history, to identify possible risks and contradictions.
18. Recognizes when information about the client is unclear, incomplete or more information is required to make safe prescribing decisions, and takes the appropriate steps to obtain the relevant information.
19. Uses critical inquiry and diagnostic reasoning to synthesize and integrate health information to establish the probable diagnosis.
20. Uses critical thinking in clinical decision-making by processing and synthesizing health information to determine treatment options (pharmacological and non- pharmacological) in collaboration with the client.
21. Uses critical thinking in clinical decision-making by processing and synthesizing health information to identify pharmacological option(s) within the legal scope of practice.

***Demonstrates effective communication to inform client of diagnosis:***

22. Discusses assessment findings with the client.
23. Communicates diagnoses to clients when the RN is prescribing the medication to treat the condition being diagnosed.
24. Confirms client understanding of information related to findings and diagnoses.

**PHARMACOTHERAPY AND OTHER THERAPEUTIC INTERVENTIONS IN CLIENT CARE**

***Demonstrates an understanding of the principles of safe prescribing by engaging in evidence-informed and best practice in prescribing***

25. Completes a review of the best-possible medication history before prescribing.
26. Applies knowledge of pharmacology and evidence informed practice in prescribing medications.
27. Recognizes personal values, beliefs, cultural influences and experience that may affect prescribing decisions.
28. Demonstrates understanding of drug interactions.

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29. Demonstrates understanding of the potential safety risks when the RN dispenses or administers a medication that s/he has prescribed, and develops strategies to mitigate such risks.
30. Completes accurate prescription(s) in accordance with legal requirements.
31. Monitors and documents the client's response to drug therapy. Where appropriate, based on the client's response, the RN may decide to continue, adjust, withdraw the drug, or to consult.

***Provides education to client about medication, which include:***

32. Educates the client on the rationale for medication selected.
33. Educates the client on the expected action of the drug.
34. Educates the client on the side-effects, contraindications, precautions, and potential interactions.
35. Educates the client on the administration instructions and importance of compliance with prescribed frequency, duration of therapy and how to store the drug.
36. Apply strategies to reduce risk of harm involving medication misuse.
37. Establish a follow up plan where appropriate.