

Attaining and Maintaining Practice Competence

DEFINITIONS

Practice Competence: is a combination of knowledge, skills, abilities and judgments that are necessary to practice a profession, within a defined scope of practice. Practice competence is based on the core competencies of the profession and the application of the competencies is transferable across diverse practice settings and for various clinical populations. (Adapted from CRNBC). Competence varies with a registrant's level of experience as well as the complexity of the clinical work (e.g. entry level practice, and advanced practice). A registrant's competence may be at risk in certain situations (e.g. practice transition to a new area of practice, long absences from practice). It is recognized that safe, competent, compassionate and ethical practice requires the integration and performance of many competencies at the same time.

SCOPE

All Active Registrants and Inactive Registrants of the College of Speech and Hearing Health Professionals of BC

STANDARD

Active registrants are responsible for attaining the entry level registration requirements in order to be granted active status in the CSHHPBC, according to registration-related bylaws (Parts 7-9) and the registration and quality assurance policies.

It is incumbent on active registrants to ensure that they continue to be competent in their practice over time and during times of risk such as during practice transition (e.g. changing from one practice environment to another).

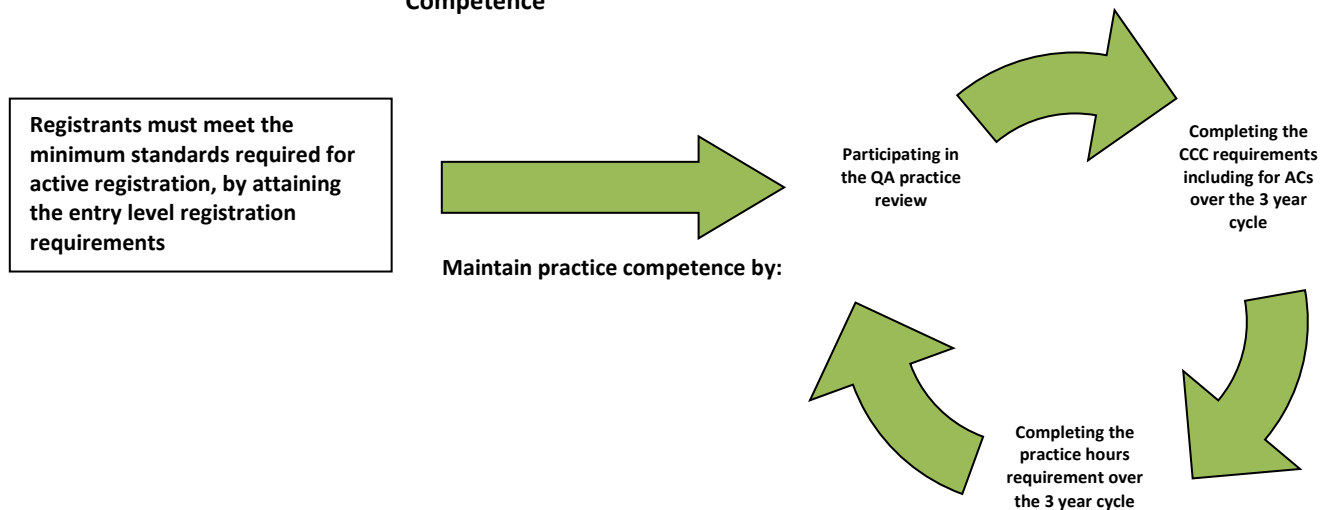
There are several requirements which pertain to maintaining practice competence over time. These include:

- Completion and submission of acceptable Clinical Competency Credits (CCCs) for a 3 year cycle and participation in the random CCC audit as required. ([Policy R-07](#) Failure to meet conditions of Continuing Competency Credits; Continuing Competence Credit Reporting Requirements) (B1-QA-02)
- Completion and submission of CCCs, for a 3 year cycle, pertaining to any advanced certifications (ACs) which a registrant may hold and signing declarations related to competence at the time of an AC renewal (Policy QA-04 Acceptable Programs of Study for Advanced Certifications)
- Completion of the practice hours requirement required in a 3 year cycle (Practice Hours Requirement - POL-QA-03)
- Participation in the Quality Assurance Practice Review program as required (Bylaw 160, Policy Practice Review Requirements – POL-QA-12)

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The components for attaining and maintaining practice competence are shown in Figure 1.

Figure 1: Attaining and Maintaining Practice Competence



Continuing Competency Credit (CCC) Requirement:

The standard for CCCs is 45 credits over 3 years, including a minimum of 4 credits for each Advanced Certificate (AC) that a registrant holds. The requirements, eligible CCC categories and limits as well as the consequences for noncompliance can be found in the CCC Reporting Procedures and Categories (QA Procedure-01) and the registration policy entitled Failure to Meet Conditions of CCCs (RC Policy-07). For AC holders they must also complete competency declarations on renewal (Form 11 AC Renewals).

Practice Hours Requirement:

The standard for practice hours is 750 hours over a prescribed 3 year cycle for every active registration which a registrant holds. Requirements and failure to comply information can be found in the policy on Practice Hours Requirement (QA Policy -12).

Quality Assurance Practice Review Requirement:

The Quality Assurance Practice Review program is a requirement of CSHHPBC to ensure ongoing practice competence and to demonstrate performance if required. A practice review may be conducted by random audit and in cases where a review of practice competence is warranted such as: after a long absence from practice; notification of practice risk factors such as practice transition; registrant requests; referrals from the Inquiry Committee.

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RELATED CSHHPBC DOCUMENTS

Acceptable Programs of Study for Advanced Certifications (POL-QA-04)
Advanced Practice (SOP-PROF-06)
Continuing Competency Credit Program Requirements (POL-QA-02)
Coursework Programs for Registration (POL-R-01)
Failure to Meet CCCs (POL-R-07)
HIP Examination Requirements (POL-R-04)
HIP Practicum Requirements (POL-R-02)
HIP Program Requirements (POL-R-03)
Language Proficiency Requirements (POL-R-08)
Practice Hours Requirement (POL-R-09)

REFERENCES

Professional Standards, CRNBC, retrieved from crnbc.ca/Standards