



# Credentialing for Children and Young People's Nurses – what are the benefits?

[www.accypn.com.au](http://www.accypn.com.au)

# ACCYPN Commitment to the Credentialing



## Mission

- The Australian College of Children & Young Peoples' Nurses will advocate for and facilitate the continuing development of specialty nursing practices to meet the unique needs of children and young people
- **2011-2014 Strategic Plan**

To influence nursing practice of children and young people's nurses through the

- Review credentialing of paediatric and child health nurses.
- Contribute to the development of a national framework for credentialing of nurses.

# Background in Australia



- In 2009 the Coalition of National Nursing Organisations (CoNNO) agreed on a national framework for Credentialing of Specialist Nurses.
- Australian College of Mental Health Nurses have had a credentialing process in place for the last 10 years

# What is Credentialing?



Credentialing: *The process by which an individual nurse is designated as having met established specialist professional nursing practice standards as determined by the CoNNO member organisation. In Australia this a voluntary process for nurses, and credentialing is governed by professional nursing organisations.*

- Credentialing validates specialised knowledge, enhances professional credibility, and indicates a level of clinical competence.

# The Project



Since July 2014 five national specialist nursing organisations have worked on a project to develop a specialist nursing framework that will be common across the speciality nursing organisations.

- Australian College of Children and Young People's Nurses
- Australian College of Mental Health Nurses
- Cancer Nurses Society of Australia
- College of Emergency Nursing Australasia
- Palliative Care Nurses Australia

# What's in a name?

The five specialist organisations have developed a common framework for the Credentialing process and this is called

**c4n (Credentialing for nurses)**





# The Process

- Apply on line
- Blind peer review by two credentialed CCYPN
- Feedback on process online
- Certificate will be sent on line
- Credential awarded for 3 years
- Your name will be published on the ACCYPN website as a credentialed CCYPN



Getting started - CREDENTIALING PACK [www.c4n.com.au](http://www.c4n.com.au)

- Application Guidelines
- Application Form
- Evidence Based Record Guide
- Evidence Based Record
- Referee Guidelines and pro-forma





## **CRITERION 1: REGISTERED NURSE IN AUSTRALIA**

- The Specialist Nurse Credentialing Program is only available to Registered Nurses, that is, nurses registered (under Division 1) with the Nursing and Midwifery Board of Australia. If you have not undertaken a nursing course leading to registration as a nurse, or if you have never practiced as a registered nurse you are not eligible to become credentialed in the Specialist Nurse Credentialing Program.



## **CRITERION 2: RELEVANT QUALIFICATION**

- An applicant must demonstrate that they have completed qualifications and education that are deemed relevant to the specialty area of practice in accordance with the specific college or organisation and align with the Qualification Framework for the Specialist Nurse Credentialing Program.
- The Qualification Criterion recognises that there have been different pathways over the years by which a registered nurse can undertake educational preparation for specialist nursing practice.
- In order for an applicant to be eligible to apply for specialist nurse they must demonstrate at least 100 points of relevant education in their specialty area of nursing practice, using one of the three available pathways.

# The Qualification Pathway

- **Pathway 1: Holds a Specialty Nursing Qualification**

The applicant must demonstrate that they have completed a specialty nursing qualification at the minimum level of a Graduate Diploma (as per the Australian Qualification Framework [www.aqf.edu.au](http://www.aqf.edu.au)) worth 100 points

# The Qualification Pathway

- **Pathway 2: Holds a combination of qualifications and education related to the speciality**

The applicant must demonstrate they have attained 100 points from Table 2. On this pathway, applicants may combine points from postgraduate qualifications and other education attained in various Categories of Education.

This pathway will be reviewed within 3 years of commencement.

*At this time a Graduate Certificate in Children and Young People's Health qualifies for 100 points. This pathway will be reviewed in 3 years*

# Qualification Framework

## Pathway 3: Nurses who

- **(3A) undertook a specialist post basic hospital course recognised by the speciality organisation / college OR**
- **(3b) were registered as specialist nurses by previous Australian nursing registration authorities.**
- The applicant must demonstrate that they have completed either
- **3A.** A post-basic hospital certificate recognised by the specialty college/ organisation OR
- **3B.** A post-basic hospital certificate or specialist pre-registration course that led to registration, or specialist registration where that existed.
- The continuing need for Pathway 3 will be reviewed 3 years after the commencement of this framework.



## **CRITERION 3: EXPERIENCE AND WORK HISTORY WITHIN CHILDREN AND YOUNG PEOPLES NURSING**

The purpose of this question is to verify the amount of experience you have gained in your area of specialty over the last three years. For most applicants, the easiest way to substantiate your claim is to provide a statement from your employer(s). There is a template available on the C4N website



## **CRITERION 4: RECENCY OF PRACTICE**

- Applicants must provide evidence of working a minimum of 12 weeks full time equivalent over the preceding 12 months or the equivalent length of experience over the preceding two years, or over the preceding three years in the area of specialty.



## **CRITERION 5: CONTINUING PROFESSIONAL DEVELOPMENT**

**Applicants are required to provide evidence of completion of 50 hours of continuing professional development in the previous 12 months, which must incorporate:**

- at least 40 hours relating to the area of specialty
- no more than 30 hours of **education** related activities can be claimed
- no more than 30 hours of **practice** related activities can be claimed
- meeting any specific requirements as detailed by specialist colleges/organisations

### **Education and Practice related activities**

The Specialist Nurse Credentialing Program categorises continuing professional development into two distinct domains. These are:

- education related activities; and
- practice related activities

**There is a template available on the c4n website**





## **CRITERION 6: REFERENCES**

**Support from two referees who are familiar with your practice must be provided to support your application.**

These must be uploaded with the application.

The referees must provide an individual reference not prepared by the applicant.

The referees must be prepared to be contacted by the person assessing your application to clarify or verify details or provide further information



## **APPLICANT DECLARATION**

- The application declaration covers:
  - No current professional, legal or ethical issues
  - Agree to notify your College if any restriction on your nursing practice arises over the life of the credential
  - Authorise your College to seek further information regarding the application
  - Agree to abide by all credentialing policies; relevant standards of practice and other nursing standards.



## Submission of supporting documents

Evidence of your claims will be required as part of the application process. Unless otherwise stated, the preferred approach is to scan the original document and upload at the required places during the online application process. DO NOT send original documents. Copies of original documents must be photocopied and certified by one of the following:

- A Justice of the Peace (JP),
- A health professional registered with AHPRA,
- A practising legal professional,
- An accountant,
- Other responsible professional such as minister of religion, teacher, a serving police officer, a senior public servant.

*The person certifying the document is stating their opinion that the document is a true copy, not that the original document is authentic. Certifying a copy does not in any way 'authenticate' either the copy or the original document. (see website for full details)*

# What people say



- “Opportunities for promotion in Queensland Health have been enhanced by the Credential. The importance of recognition as a specialist in the field cannot be overstated.”
- “There is a sense of being valued and in all job interviews recently the question whether or not I was Credentialed came up - and it gave me great satisfaction to be able to reply yes.”
- “I have always been committed to specialist professional development. What the Credential does, however, is notify peers and patients that I have that commitment to the speciality.”

# The Evidence

## **Competence and certification of registered nurses and safety of patients in intensive care units** D Kendall-Gallagher - 2009 *American Journal of Critical Care. 18 (2). 106 - 113*

This study explores the relationship between the number of certified nurses in intensive care units and reductions in adverse events. The study analysed data using linear modelling of 48 intensive care units to examine the relationships between unit certification rates, organizational nursing characteristics (magnet status, staffing, education, and experience), and rates of medication administration errors, falls, skin breakdown, and 3 types of nosocomial infections. Results indicated that specialty certification and competence of registered nurses are related to patients' safety.

## **Mental health nurses in primary care: quantitative outcomes of the Mental Health Nurse Incentive Program** R Lakeman - 2014 *Journal of Psychiatric and Mental Health Nursing. 21 327 – 335*

The paper describes a study which explored the effectiveness of the Mental Health Nurse Incentive Program – a funding scheme in Australia that enables credentialed mental health nurses to work in primary care settings for as long as necessary to assist patients suffering complex mental health problems. The methodology of the study consisted of reviewing 64 completed case studies in which Health of the Nation Outcomes Scales (HoNOS) scores on admission were compared with the last completed rating to assess clinical outcomes. Whilst the authors identified limitations in the study, they concluded that the research suggests that the MHNIP does contribute positive and significant outcomes for some people – especially those with highly complex needs. The authors refer to other studies of the MHNIP which also support their findings with identified outcomes being reduced hospitalisations, and reduced demand for specialist health services.

# Expected Benefits



## **Key benefits of credentialing for the individual specialist nurse include:**

- achieving formal recognition by peers of their specialist knowledge and skills,
- Being credentialed identifies the nurse as a specialist in a nursing field
- It indicates to employers, professional colleagues, consumers, and other stakeholders achievement of professional standards for practice in their specialty

## **Key benefits of credentialing for the employer and consumer include:**

- Provides confirmation to patients, employers and the profession of an individual nurse's specialist skills and knowledge in a defined area of practice
- The underlying purposes of credentialing are quality practice, public protection, and professional accountability.

# Expected benefits?



- With health reforms demanding greater accountability of health professionals, Credentialing of specialist nurses in Australia has become increasingly recognised as a means to meet the evolving health environment. ACCYPN will have a system in place to recognise specialist nurses
- Credentialing for Nurses is being established by professional organisations and Colleges to ensure the continued governance and development of the profession, by the nursing profession

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## Way Forward – Read More – Talk to your Ambassador – Apply on line

- [www.c4n.com.au](http://www.c4n.com.au)
- <http://www.accypn.org.au/knowledge-centre/>





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## Knowledge Centre

[Learning on Demand](#)

[Standards of Practice](#)

[Position Statements](#)

[Credentialing](#)

[Events](#)

[Education](#)

[Funding Opportunities](#)

# Ambassadors



Health Service	Ambassador/s	Contact Details
Cairns and Hinterland	Wendy Cannon	<a href="mailto:wendy.cannon@health.qld.gov.au">wendy.cannon@health.qld.gov.au</a>
Central Queensland	Bree Walker	<a href="mailto:bree.walker@health.qld.gov.au">bree.walker@health.qld.gov.au</a>
Children's Health Queensland	Karen Berry Lisa Hutchinson Robyn Penny	<a href="mailto:KarenJ.Berry@health.qld.gov.au">KarenJ.Berry@health.qld.gov.au</a> <a href="mailto:lisa.hutchinson@health.qld.gov.au">lisa.hutchinson@health.qld.gov.au</a> <a href="mailto:robyn.penny@hdr.qut.edu.au">robyn.penny@hdr.qut.edu.au</a>
Gold Coast	Renee Clark	<a href="mailto:Renee.clark@health.qld.gov.au">Renee.clark@health.qld.gov.au</a>
Mackay	Helen Alvers	<a href="mailto:helen.alvers@health.qld.gov.au">helen.alvers@health.qld.gov.au</a>
West Moreton	Marie McLaughlin	<a href="mailto:marie.mclaughlin@health.qld.gov.au">marie.mclaughlin@health.qld.gov.au</a>