



AIM OF THIS PRESENTATION

- Describe the C4N program.
- Outline the achievements to date.
- Identify opportunities for CNSA and its members in the next phase of C4N.

Five specialty nursing professional organisations are working collaboratively to develop a credentialing program for specialist nurses.

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



A CREDENTIALLED NURSE...

A Credentialed Nurse is a specialist nurse who has demonstrated the Credentialing for Nurses criteria set by their relevant College in relation to:

- education
- practice experience
- professional development, and
- professional integrity.

WHAT IS CREDENTIALING?

- A mechanism for nurses to promote the provision of quality care within a given specialty
- A process of professional validation by which an individual nurse is designated as having met established professional nursing practice standards.
- It validates specialised knowledge, enhances professional credibility, and indicates a level of clinical capability.

WHY CREDENTIAL?

- 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.
- The underlying purposes of credentialing are quality practice, public protection, and professional accountability.

WHY CREDENTIAL?

- 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.
- Credentialing for Nurses is being established by professional organisations and Colleges to ensure the continued governance and development of the profession.
- In the US, where nurse credentialing (alternatively known as certification) is a well-established mechanism, research has linked credentialing to positive professional practice behaviours such as familiarity with clinical practice guidelines.

Development of the Credentialing framework (qualification pathways, policies, online system and evaluation etc) by the five colleges

Build of online credentialing system

C4N Pilot

Each college:

Prior to Mar 16: 5-6 credentialing ambassadors (at no cost)

Mar – June 16: 25 additional ambassadors (at no cost)

Evaluation outcomes

Lessons from pilot process

Scope opportunities for wider dissemination



CREDENTIALING PROCESS

- Credentialing is a verification process.
- Online application – www.c4n.com.au
- Assessment of applications is by peer review.
- The credential is awarded for three years.



Applying for Credentialing

Congratulations

You have taken the first step towards gaining personal recognition in your specialty area of nursing as a Specialist Credentialed Nurse. Please note, you do not have to be a member of the College to apply for credentialing, but you do need to be eligible to apply for one of the following organisations and working in the specialty:

- Australian College of Children and Young Peoples Nurses
- Cancer Nurses Society Australia
- College of Emergency Nurses Australasia
- Palliative Care Nurses Australia

The **Guidelines for Completing the Specialist Nurse Credentialing Application** are designed to assist you with completing the application process. It is very important that you read this document first and then refer back to it as you progress through the application process.

You need to address all the criteria and upload all the necessary documentation to complete your application.

Before you start:

- Read the [Guidelines for Completing the Specialist Nurse Credentialing Application](#);
- Read the [Qualifications Framework](#);
- Read the Qualification Criterion from your specialty nursing organisation;
- Read the Evidence Based Record Guide provided by your specialty nursing organisation;
- Complete your [CPD record](#);
- Obtain an [Employer Statement](#);
- Obtain [Referee reports](#);
- Have any documents necessary copied and certified ready to upload.

CREDENTIALING CRITERIA

1. Hold a current registration as a Registered Nurse (Division 1) with the Nursing and Midwifery Board of Australia.
2. Hold qualifications that meet the criteria set for cancer nursing as per the qualification framework.
3. 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 2 years, or over the preceding 3 years in cancer control)
4. 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 cancer control.
5. Support from two referees who are familiar with the applicant's practice.



Credentialing for Nurses – Employee Statement Template

EMPLOYEE STATEMENT

The purpose of this statement 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) which states the following:



Name of applicant:
Specialty area of practice:
Employer name and contact details:
STATEMENT: I confirm that [FULL NAME] was employed at [ORGANSIATION EMPLOYED] from [DATE] to [DATE].
Title of applicant's position(s):
Applicant's hours of employment:
Please advise any breaks in employment during this period i.e. unpaid leave:
I confirm that this/these position(s) required specialist [NAME OF SPECIALTY] knowledge and skill.
Name of person completing declaration:
Position of person completing declaration:
Signature:
Date:

CPD template



C4N - Evidence Based Record of CPE and CPD

Full Name: _____

Year: _____

Part 1. EDUCATION Related Activities



No.	Activity (e.g. course, conference name) & description	Reflection/outcome relating to the activity	Hrs	Date(s)	Evidence	Relationship to your learning goals	Total CPP Points claimed
1							
2							
3							
4							
5							
					TOTAL =		





OUTCOMES TO DATE

- CNSA have 6 credentialed nurses (ambassador team)
- EOI process to identify potential applicants
- Six online applications have been completed or in progress
- Aiming for 25 Credentialed Cancer Nurses!!!

Evaluation framework

- Online surveys
- Consultation interviews



Surveys

- Nurses attending the Credentialing Ambassadors Training
- Credentialing Ambassadors who applied to be credentialed in the initial round of credentialing
- Nurses who have applied to be credentialed
- Peer reviewers (involved in the first round of credentialing)
- Credentialing Ambassadors (involved in delivering the Credentialing Workshops)

Consultation interviews

- Steering committee members of each of the professional associations
- Senior ACMHN staff (*)
 - Extent to which the policy objectives are being achieved
 - Extent to which good governance of the program is in place
 - Extent to which effective management of the C4N program is in place
 - Common Qualification Framework
 - Specialty specific pathway criterion
 - Marketing of C4N program by ACMHN and professional associations
 - On-line resources and application process (including survey of administrative officer)*
 - Administrative support*
 - Departmental support*







CNSA Ambassador Team

- Raymond Chan
- Kylie Ash
- Maree Bransdon
- Leanne Stone
- Sara Hurren
- Pammie Ellem



WANT TO KNOW MORE?

Visit the C4N website at:

www.c4n.com.au

Contact a CNSA Credentialing Ambassador

C4N@cnsa.org.au