



Becoming a Registered Psychiatric Nurse in Manitoba

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To practice as a psychiatric nurse in Manitoba, you must be registered by the **College of Registered Psychiatric Nurses of Manitoba** (CRPNM). The College protects the public by setting standards for education and practice, and by making sure that those who practice as RPNs are qualified to do so safely. The Government of Manitoba and the *Registered Psychiatric Nurses Act* give the College the legal authority to regulate the RPN profession in our province.

This document identifies the skills and abilities you need to practice as an RPN, and the requirements you must meet to register with the College. If you're thinking about enrolling in a psychiatric nursing program, you should understand that being accepted into, or graduating from, such a program *does not automatically guarantee* that you will meet the requirements to register as a psychiatric nurse.

SKILLS & ABILITIES

You will need the following basic skills and abilities to progress through the psychiatric nursing education program, and to qualify for safe, competent and ethical practice of the profession at the entry level.



We've provided examples to illustrate typical activities performed by students and Registered Psychiatric Nurses in clinical practice environments – but they're not all-inclusive. For more information, please visit <http://crpnm.mb.ca/psychiatric-nursing/entry-level-competencies/>.

1. Cognitive

Cognitive abilities and mental processes are key to helping you apply theoretical learning and carry out complex tasks. Students in the psychiatric nursing education program and RPNs in practice must possess skills related to attention, memory, language processing, learning, reasoning, problem solving and decision making. Specific abilities we require include:

1. Remembering and recalling information over a brief period of time (short-term memory);
2. Remembering and recalling information over an extended period of time (long-term memory);
3. Problem-solving and reasoning;
4. Thinking critically;
5. Using complex computation skills in order to add, subtract, multiply and divide; calculate ratios and percentages; and apply algebraic equations; and
6. Making complex decisions in order to prioritize and administer care





You recall clinical skills, or signs, symptoms and diagnoses from previous clients. You use past experiences to inform current decisions. You perceive when situations require further inquiry. You're able to recall written, oral or taped information. You can accurately calculate and verify medication dosages. You critically analyze patient assessment data, and appraise research.

2. Communication

Communication refers to the act or process of using words, sounds, signs, or behaviours to express or exchange information, ideas, thoughts and feelings to someone else. Students in the psychiatric nursing education program and RPNs in practice must be able to:

1. Use communication skills effectively in complex situations;
2. Deliver complex information effectively;
3. Identify and address potential and actual constraints to communication;
4. Evaluate the effectiveness of communication in complicated situations;
5. Use information technology;
6. Lead and/or facilitate group discussions;
7. Provide and receive feedback for performance improvement; and
8. Use and understand medical terminology



You elicit and attend to information from a client during an assessment (both verbal and nonverbal) and communicate findings both verbally and in writing to other health-care providers. You identify and apply communication strategies and techniques appropriate to a range of complex situations.

RPNs also understand the factors which influence the communication process, such as:

- Age, culture, ethnicity, education level, environment, gender, language, lifestyle, sexual orientation, physical, psychological, religion/spirituality, social, socioeconomic status, special needs, timing, etc.



3. Interpersonal

Interpersonal refers to the ability to create and maintain positive working relationships between oneself and other people. Students in the psychiatric nursing education program and RPNs in practice are required to:

1. Develop professional therapeutic relationships and rapport with individuals and groups;
2. Recognize the needs of clients and colleagues;
3. Maintain interpersonal boundaries;
4. Understand personal and professional boundaries and limitations; and
5. Address factors that inhibit therapeutic or working relationships



You understand that others have needs and perspectives that might be different from your own. You educate and support clients to make appropriate choices. You recognize and validate client perspectives and feelings.

4. Behavioural

Behavioural refers to the ability to conduct oneself in a professional manner. Students in the psychiatric nursing education program and RPNs in practice are required to:

1. Manage their own behaviour well enough to provide safe, competent and ethical psychiatric nursing care;
2. Engage themselves and others to create a safe environment;
3. Engage in self-reflection to understand their own responses to situations;
4. Accept individual differences;
5. Take and provide direction;
6. Respond appropriately in situations that are stressful or involve conflict;
7. Practice in a manner consistent with established patient safety policies and procedures;
8. React appropriately to giving and receiving physical touch and working in close proximity with a full range of clients;
9. Provide care in an unpredictable environment;
10. Fulfill responsibility as part of a team; and
11. Manage time appropriately





You set priorities in the face of multiple demands. You use interpersonal and conflict resolution skills to settle disputes. You respond appropriately to conflict.

5. Physical

Physical refers to the ability to perform specific tasks to provide client care and participate in educational activities. Students in the psychiatric nursing education program and RPNs in practice are required to:

1. Stand and maintain balance;
2. Manipulate manual dexterity;
3. Move within limited spaces;
4. Push and pull;
5. Perform repetitive movements;
6. Perform complex sequences of hand-eye coordination;
7. Bend;
8. Reach;
9. Lift;
10. Walk;
11. Climb; and
12. Carry objects



You can change a sterile dressing, climb stairs to do a home visit, help a person in and out of bed, and help lift, turn or transfer clients. You can prepare and administer injections. You're able to move in small spaces between a patient's bed and equipment or in a patient's bathroom.

6. Sensory-Perceptual

Sensory-perceptual refers to the ability to perceive with each of the following senses well enough to provide care and participate in educational activities:



1. Sight;
2. Hearing;
3. Touch; and
4. Smell

7. Environmental

Environmental refers to the ability to function in the presence of commonly encountered and unavoidable environmental factors. Students in the psychiatric nursing education program and RPNs in practice are required to accommodate for the following factors:

1. Noxious smells;
2. Disease agents;
3. Distractions;
4. Noise;
5. Chemicals; and
6. Unpredictable behaviour of others



You recognize dangers in the client environment, including potential exposure to infectious diseases, chemicals and allergens. You tolerate disposing of body waste (urine, feces, vomit), and unpleasant and foul odours. You can deal with unpredictable behaviours in others.

8. Ethical and Legal

Ethical and legal refers to the ability to operate within the frameworks of federal and provincial laws, and the ethical frameworks outlined by the College. Students in the psychiatric nursing education program and RPNs in practice are required to:

1. Demonstrate honesty, truthfulness, integrity and good character;
2. Understand clients' rights and the importance of:
 - a. Fairness;
 - b. Equality;
 - c. Respect;
 - d. Disclosure;
 - e. Informed Consent;
 - f. Equity; and
 - g. Apology
3. Uphold client confidentiality and the right to personal information;
4. Uphold the laws, codes and principles that guide the profession of psychiatric nursing; and
5. Conduct behaviour in a manner consistent with provincial and federal laws





You recognize unethical treatment of clients and report same to appropriate persons. You maintain client confidentiality. You advocate for your client's rights.

Important Note

If you feel you lack skills and abilities required for admission to, or progression through, the psychiatric nursing education program, contact the program in which you intend to apply. You may be able to negotiate reasonable accommodations with your educational institution that help you complete the program. ***However, meeting the requirements of your program, with or without accommodations, does not automatically guarantee that you will meet the CRPNM's requirements to register and practice as an RPN.***



REGISTRATION REQUIREMENTS

If you decide to pursue a career as a Registered Psychiatric Nurse, you must meet certain requirements for registration with the College of Registered Psychiatric Nurses of Manitoba (CRPNM). These include:

1. Successful completion of an approved psychiatric nursing program

The approved program in Manitoba is the *Bachelor of Science in Psychiatric Nursing (B.Sc.P.N.)* offered by the Brandon University. This four-year baccalaureate program is delivered in both Winnipeg and Brandon.

2. English language proficiency

RPNs must be able to speak, listen to, read, and write the English language. Your psychiatric nursing education program may require you to demonstrate proficiency in the English language prior to admission into the program. If English is not your first language, the CRPNM requires you to achieve a passing score on one of two language proficiency tests (CELBAN

or IELTS) for you to be eligible to practice as an RPN. **Please note:** If you are fluent in French, you must still be able to demonstrate English language proficiency, as services in Manitoba are delivered in English.

3. Fitness to practice and proof of good character

The *Registered Psychiatric Nurses Act* (the Act) and its regulations outline the requirements for demonstrating that you are of good character and fit to practice as an RPN.

For example, you are required to disclose any criminal records, and whether you suffer from a physical or mental condition, disorder, or addiction to alcohol or drugs. Having a criminal record or suffering from a condition, disorder or addiction does not automatically exclude you from being registered as an RPN, but the College must make the safety of the public the top priority when evaluating fitness to practice and good character.

Your psychiatric nursing education program may require you to provide a criminal record check with a Vulnerable Sector Search and child and adult abuse registry check. The CRPNM will also require this prior to registration.

If you have concerns about whether or not you would meet the fitness to practice and good character requirements, contact the CRPNM. A copy of the Act and regulations can be found at <http://crpnm.mb.ca/about/legislation-regulation-and-by-laws/>.

4. Successful completion of the Registered Psychiatric Nurses of Canada Examination (RPNCE)

The RPNCE is a multiple-choice, paper and pencil exam that has been designed to test the entry-level competence and safety to practice of new graduates and internationally educated applicants seeking registration as a Registered Psychiatric Nurse in Manitoba. The RPNCE is offered three times a year in January, May and October. For more information, visit crpnm.mb.ca.



QUESTIONS?

If you have questions or concerns about whether you have the required skills and abilities for admission or progression through the psychiatric nursing education program, contact Brandon University www.brandonu.ca

If you have any questions or concerns about whether you have the required skills and abilities to be registered as a psychiatric nurse by the CRPNM, visit the College's website at www.crpnm.mb.ca or call 1-204-888-4841.



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