

Professional Practice Concerns

Steps toward Resolution

Professional Practice

The Registered Psychiatric Nurse is responsible for the provision of safe, competent care and treatment to individuals. A variety of circumstances may potentially interfere with the Registered Psychiatric Nurses ability to provide appropriate care. The Registered Psychiatric Nurse is expected to apply a professional, ethical, and critical thinking approach.

The Registered Psychiatric Nurse is accountable for all aspects of her/his professional practice. This accountability is to the individual; to the employer including communicating when this is not possible; to the profession for maintaining acceptable standards of practice; and to the public to assure a safe accountable and ethical level of psychiatric nursing practice.

It is the employers responsibility to ensure that sufficient nursing staff and other resources are available to meet patient care requirements.

Every Registered Psychiatric Nurse is responsible for ensuring that she/he has done all that is possible to provide safe, competent care. It is the Registered Psychiatric Nurses responsibility to make the employer aware when a lack of resources or a failure to meet standards poses a threat to the delivery of safe care, in a safe environment. By acting on professional practice concerns, the Registered Psychiatric Nurse may protect individuals from harm, and protect the employer and the nurse from litigation.

A professional practice concern is a situation in the workplace that is beyond the ability and attempts of a nurse to resolve individually and that:

- ◇ interferes with a nurses ability to practice according to accepted psychiatric nursing standards
- ◇ has or could have an injurious effect on patients

Professional practice concerns often overlap union and professional jurisdictions. It is important for the Registered Psychiatric Nurse to clarify which route is most appropriate to use for resolution. Both union and professional approaches to resolution can be valid.

Professional Practice Concerns

1. Validation

Identify the practice standards that are not being met
Identify the impact on patients and/or family members

2. Communication

Communicate the concern through the channels of communication established by your agency.

Thoroughly document the concern and all relevant information, ensuring the maintenance of all required confidentiality.

Maintain a copy of all your correspondence for your records.

3. If you do not receive a response

Ask what progress is being made, send the information again to the same person, forwarding a copy to all appropriate levels of administration. Request assurance that the problem will be addressed

4. Resolution

Work toward a resolution at your work site.

Be prepared to discuss your concerns, be open minded, work cooperatively to resolve the situation or reach the best possible solution, while ensuring that patient safety is not jeopardized.

If your concerns are not being addressed, be prepared to carry your concerns further and to state your rationale for doing so.

5. Contact the College of Registered Psychiatric Nurses of Alberta

Contact the College of Registered Psychiatric Nurses of Alberta if your concern has not been satisfactorily resolved and you have exhausted all channels of communication in your agency.

The College of Registered Psychiatric Nurses will work with you towards a positive resolution of your professional practice concern. All appropriate routes will be utilized to achieve a resolution.