



<b>VOLUME 5:NURSING SERVICES</b>	Effective Date: 02/2002
<b>CHAPTER 4</b>	Revision Date: 07/2015
<b>5.4.1 NURSING COMPETENCY PROGRAM POLICY</b>	Attachments: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

## I. POLICY

The California Correctional Health Care Services (CCHCS) Nursing Services Branch maintains a competency program to ensure nursing practice is consistent with the nursing process and practice established by the California state nursing licensing and certification agencies. Licensed and unlicensed CCHCS nursing staff shall demonstrate the knowledge, skills, and abilities required to achieve an appropriate level of competency, and perform within their scope of practice. Nursing staff competency shall promote compliance with CCHCS and California Department of Corrections and Rehabilitation policies and procedures, federal and state laws and regulations, and nationally accepted nursing standards.

The competency program includes:

- Educational programs
- Competency validation
- Tracking

Competency validation occurs on a continuum. This continuum shall include assessment of competencies during the hiring process, during the orientation period, and throughout employment as the requirements of the job and needs of the organization change.

## II. PURPOSE

To ensure the following:

- Competent nursing staff
- Positive patient outcomes
- Patient safety

## III. DEFINITIONS

**Unlicensed Nursing Staff:** Refers to unlicensed assistive personnel or health care workers who are not licensed to perform nursing tasks; it also refers to those health care workers who may be trained and certified, but are not licensed. Examples of unlicensed nursing staff include certified nursing assistants and medical assistants.

## IV. RESPONSIBILITY

The Statewide Chief Nurse Executive (CNE) is responsible for statewide implementation of this policy and the institutional CNEs are responsible for the local implementation of this policy.

## V. REFERENCES

- California Code of Regulations, Title 22, Division 5, Licensing and Certification of Health Facilities, Home Health Agencies, Clinics and Referral Agencies

# **CALIFORNIA CORRECTIONAL HEALTH CARE SERVICES**

- Nursing Practice Act, California Business and Professions Code, Division 2, Chapter 6, Article 1, Section 2700 et seq.
- Vocational Nursing Practice Act, California Business and Professions Code, Division 2, Chapter 6.5, Article 1, Section 2840 et seq.
- Psychiatric Technicians Law, California Business and Professions Code, Division 2, Chapter 10, Article 1, Section 4500 et seq.
- American Nurses Association, Scope and Standards of Practice, Correctional Nursing, 2<sup>nd</sup> Edition