

**Moving Forward on Continuing Competence**  
*The HPCC Lived Experience*

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**Seven Certifications Offered in Hospice & Palliative Care**

- **ACHPN**® – Advanced Certified Hospice and Palliative Nurse
- **CHPN**® – Certified Hospice and Palliative Nurse
- **CHPPN**® – Certified Hospice and Palliative Pediatric Nurse
- **CHPLN**® – Certified Hospice and Palliative Licensed Nurse
- **CHPNA**® – Certified Hospice and Palliative Nursing Assistant
- **CHPCA**® – Certified Hospice and Palliative Care Administrator
- **CPLC**® – Certified in Perinatal Loss Care

*With sincere gratitude to the HPCC Staff, CEO and Board for all their hard work in operationalizing the 2011 Statement on Continuing Competence!*

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**2010: NBCHPN® Continuing Competence Task Force (CCTF)**

- CCTF charge:
  - Distinguish between competence and competency
  - Define competence
  - Define continuing competence and indicators of continuing competence
- Process
  - Review of existing literature
  - Concept analysis
  - Creation of the *Statement on Continuing Competence*

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**2011: NBCHPN® Statement on Continuing Competence**

“Continuing competence is the ongoing commitment of a registered nurse to integrate and apply the knowledge, skills, and judgment with the attitudes, values, and beliefs required to practice safely, effectively, and ethically in a designated role and setting.”

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**2011: Next Steps for Statement on Continuing Competence**

- Statement shared with other nursing specialty certification organizations for review and eventual endorsement
- Board began discussion re. integration of continuing competence definition into all NBCHPN programs
- Situational Judgment Exercise (SJE) became requirement for ACHPN® recertification, facilitating demonstration of continuing competence via assessment of critical reasoning and clinical judgment in real world situations using case-based scenarios

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**2012: Full Board Continuing Competence Committee (CCC)**

- Established monthly CCC calls with Board & Staff
- Review recertification processes for all programs
- Refine the Hospice and Palliative Accrual for Recertification (recertification through professional development activities)
- Exploration of models for demonstrating continuing competence through recertification
- Consideration of step-wise recertification model for *all* programs requiring new HPAR activities with every recertification cycle

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**2013: Full Board Continuing Competence Committee (CCC)**

- Continue monthly CCC calls with Board & Staff
- March 2013 – Defined practice hour requirements for all programs (both initial certification and recertification)
- Board agreement to discontinue option of retesting for CHPN® and CHPPN® recertification (consistent with the ACHPN®)
- Dropped idea for step-wise recertification model after careful consideration of theoretical vs. practical implications of operationalizing *Statement on Continuing Competence*
- Back to the drawing board!

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**2013: Reaching a decision...**

- July 2013 – Board vote to reorganize professional development activities into 3 overarching categories for earning points towards recertification
  - Continuing Education
  - Scholarship/Scholastic Accomplishments
  - Professional Contributions
- Sept 2013- Continuing Competence Work Group
  - Task to integrate these categories into HPAR for ACHPN®, CHPN® & CHPPN® recertification and present draft to full Board

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**2013: Final Decision**

- Dec 2013 – CCC work officially ended with Board vote to adopt new HPAR format of activities for all programs
- Thoughtful Board discussion re. balancing recertification process change with availability of organizational resources
- Begin formulation of dissemination plan to certificants re. recertification changes

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**2014: Moving Forward**

- Development of online platform for recertification
- Board vote – 2015 to be final year for CHPN® & CHPPN® retesting option for recertification
- Communication of recertification changes via email, US mail, e-newsletters, journal notices, online tutorials, and workshops at Annual Assembly
- Fall, 2014 – Finalized NBCHPN® name change to HPCC

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**Fall 2014: Responding to feedback**

- Online recertification system go-live
- Feedback from certificants and employers re. proposed 2016 recertification requirements *(Issues w/no retest option & required practice hours)*
- Re-circle the wagons!
- Special Board meetings to consider constituent feedback
- Nov, 2014 - Board vote:
  - Maintain no retest option in 2016 for CHPN® & CHPPN®
  - Expand HPAR categories for to reflect current practice/continuing competence opportunities in both community and hospital settings

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**2015: Current state**

- Jan 2015 – Rebuild of online recertification system to accommodate expanded HPAR point categories
- Feb 2015 – Dissemination of news re. expanded 2015 & 2016 HPAR categories
- Continued communication with certificants due for recertification in 2016
- Ongoing Board review of all 7 HPCC programs and consideration of next steps for integrating *Statement of Continuing Competence*

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