



CAYMAN ISLANDS NURSING AND MIDWIFERY COUNCIL

Re-entry to Practice (Re-entry to the Registry) Guideline

Standard I:

The nurse carries personal responsibility and accountability for nursing practice, and for maintaining competence by continual learning. (ICN Code, 2012)

Standard II:

The nurse, in providing care, ensures that use of technology and scientific advances are compatible with the safety, dignity and rights of people. (ICN Code, 2012)

Scope

This guideline applies to nurses and midwives who previously held registration with the Cayman Islands Nursing and Midwifery Council as a nurse and/or a midwife and have not maintained their registration or practicing license for a period of five (5) years or longer but remained current by completing continuing nursing education.

Nurses and Midwives recognized

- Registered Nurse
- Registered Midwives
- Nurse Practitioners
- Nurse Anaesthetists
- Registered Nursing Assistant

This guideline does not apply to persons who are graduates from nursing or midwifery programs who are applying for registration and a license to practice for the first time.

This guideline does not apply to nurses or midwives who have completed a formal 'return to practice' program in one of the seven jurisdictions recognized in the Health Practice Law (2017 Revision).

Goals

1. To ensure that nursing skills and knowledge are current.
2. To ensure that the nurse has the knowledge and skills to practice effectively and safely within his/her scope.
3. To streamline the re-entry process for nurses seeking re-licensure with the NMC

Requirements

Previously registered nurses seeking re-entry to the register or reactivation of a practicing license will need to make an application in writing to the NMC.

The application will be assessed on an individual basis by the NMC for the following:

- Qualifications (undergraduate, postgraduate nursing and/or midwifery studies)
- Professional practice history
- Length of time away from practicing in the profession

Previously registered nurses seeking re-entry to the register or reactivation of a practicing license will need to complete the following:

1. 120 hours of supervised clinical practice, guided by the Nursing Re-entry to Practice Evaluation competency checklist, in a registered health care facility approved by the NMC in the Cayman Islands.
2. Supervision must be provided by a Registered Nurse of equal or higher nursing designation registered with the NMC.
3. The NMC reserves the right to dictate core competency requirements for attaining licensure.

The requirement above may be waived if the nurse or midwife can demonstrate one or more of the following:

- a) Practice in their profession within the past 5 years for a period equivalent to a minimum of three months full-time.
- b) Successful completion of a structured nursing program or assessment at an approved institution or facility.

Practice hours are recognized if evidence is provided to demonstrate that the role involved the application of nursing and/or midwifery knowledge and skills or the time was spent undertaking post-graduate education leading to a qualification relevant to the practice of nursing or midwifery.

Assessment of the Nurse or Midwife seeking to reactivate a Practicing License/re-entry to the Registry

1. The nurse/midwife must complete the program of assessment based on the criteria and competencies set out by the NMC.
2. The Nurse or Midwife must provide documented evidence that he/she has attained the required core competencies necessary to function efficiently and safely as a healthcare professional. The competency checklist must be completed and submitted.
3. The Nurse or Midwife must provide documentation to show that he/she has obtained experience in the clinical areas relevant to their specialty and/or the areas mandated by the NMC.

References

Australian Nursing and Midwifery Council: Re-entry to Practice Policy (2012)

International Confederation of Midwives: Essential Competencies for Midwifery Practice: 2018 Update

International Council of Nurses: Code of Ethics (2012)



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Nursing and Midwifery Re-entry to Practice Evaluation

Name:	
Job Title:	
Department	
Appraisal Comment date	
Appraisal Review period	From: _____ To _____

Physical Requirements:

- Demonstrates good oral and written communication skills
- Must be able to assist with movement of patients.
- Must be able to walk and stand for extended periods of time.
- Must be able to distinguish colors.
- Able to care for patients with infectious diseases.
- Able to administer medications.

Definition of Performance Level Ratings:

- 4.0 - Outstanding consistently meets and exceeds expectations
 3.0 - Consistency conforms to standard, meets expectations
 2.0 - Needs improvement, does not consistently meet expectations
 1.0 - Unacceptable, significantly below the standard, unsatisfactory

Competency	Performance Level	Hours in Clinical Area	Supervisor Signature	Comments
Responsiveness				
Anticipates patients' needs				
Teamwork				
a. Takes ownership & responsibility for addressing problems				
b. Co-operates with others				
Nursing Process				
a. Nursing diagnosis/care needs are determined from assessment data				
b. Formulate plan to provide appropriate care based on identified needs				
c. Administer nursing care based on patients plan of care				
d. Respect the importance of collaborating with other clinical disciplines in making decisions regarding each patient need for nursing care				
e. Educate patient based on diagnosis and intervention				
Patient Safety				
a. Assist in providing a safe environment conducive to health recovery				
b. Completes mandatory education program:				
• Fire safety				
• Patient/personal safety				
• Infection control				
• BLS/ACLS/PALS/NALS				
Appropriate Care				
a. Nurse administering medications according to scope of practice appropriately and safely for patient age specific variations				

b. Provides safety measures appropriate to each patient				
Direct Clinical Skills				
Competency	Performance Level	Hours in Clinical Area	Supervisor Signature	Comments
a. Demonstrates age specific airway management				
b. Performs head to toe assessment				
• Adult				
• Child				
• Neonate				
c. Document Nursing Data				
Nutrition				
a. Provides nutritional support related to patient age appropriate needs				
b. Demonstrate nasogastric feeding and care				
c. Demonstrate gastric feeding and care				
d. Demonstrate patient care client receiving total parenteral Nutrition				
e. Demonstrate oral hygiene age appropriate variant consideration				
Pre - Op Care – Adequately demonstrates the following interventions				
• Consent				
• Surgical site prep				
• Patient restrictions				
• Family support				
Post - Op Care				
• Intravenous fluid				
• Analgesia				
• Oxygen Therapy				
• Surgical Post-Operative Assessment				
Wound Care				
• Surgical Wound				
• Chronic Ulcer				
• Diabetic Ulcers				
• Infected wounds				
• Age-specific considerations				
• Drainage Tubes				
Blood Transfusion and Blood Products				
• Safe administration				
• Contraindication				
• Complication of blood transfusion				
Specimen Collection				
• Types of specimen (sterile, unsterile)				
• Collection specification (urine, stool, blood, nasogastric tube aspirate)				
Drug Calculation – Appropriate Cares				
• Adult				
• Child				
• Neonate				
• Geriatric				
Catheter Care				
Foley catheter				
Competency	Performance Level	Hours in Clinical Area	Supervisor Signature	Comments
General Midwifery competencies				
• Assumes responsibilities for own decisions and actions as a midwife				
• Appropriately delegates aspects of care and provides supervision				
• Uses research to inform practice				

• Adheres to Cayman Islands Laws, regulatory requirements and code of conduct for midwives				
• Facilitates normal birth process in the hospital setting				
• Assesses the mother's health status, screens for health risks and promotes general health and wellbeing for women and infants				
• Recognizes conditions outside midwife's scope of practice and refers appropriately				
Pre-pregnancy and antenatal				
• Determines woman's health status and provides pre-pregnancy care				
• Assesses foetal wellbeing				
• Monitors the progression of pregnancy				
• Provides anticipatory guidance regarding:				
o Pregnancy				
o Birth				
o Breast feeding				
o Parenthood				
o Change in the family				
• Detect manage and refer women with complicated pregnancies				
During Labor and Birth				
• Promote physiologic labor and birth				
• Manage spontaneous vaginal birth safely and prevent complications				
• Provide care of the newborn immediately after birth				
Ongoing care of Women and Newborns				
• Provide postnatal care for the healthy woman				
• Provide care to health newborn				
• Promote and support breastfeeding				
• Detect and treat or refer postnatal complications				
• Detect and manage health problems in the newborn				
• Provide family planning services				



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Re-entry to Practice Evaluation

I _____ have completed the requirements for re-entry to practice as set out by the Nursing and Midwifery Council.. I confirm that the information contained in the competency checklist is correct.

Print Name _____

Signed _____ Date _____

Supervisor Designation _____

Print Name _____

Signed _____ Date _____

Employer/ Supervisor _____

Print Name _____

Signed _____ Date _____

Internal Use Only

Notes _____

Signed _____ Approval Date _____

(Chairperson CI Nursing and Midwifery Council)