Article

CMSRNs' Continuing Competence Methods and Perceived Value of Certification: A Descriptive Study.

Images

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Abstract:

Background The Medical-Surgical Nursing Certification Board is reviewing strategies and requirements for demonstrating continuing competence for the Certified Medical-Surgical Registered Nurse (CMSRN®) credential. Aim Determine current methods of continuing competence, facilitators and barriers of continuing competence, and perceptions of the value of certification by CMSRNs. Method A national online survey was disseminated to CMSRNs who were 3-5 years after initial certification or 3-5 years after recertification. Results CMSRNs mainly used continuing education to demonstrate continuing competence. Certificants highly valued intrinsic aspects of certification, such as personal satisfaction and accomplishment. The extrinsic benefit of increased marketability was valued highly as well. Main facilitators of continuing competence and certification were reimbursement of costs and paid time off for continuing education and conferences. Main barriers were costs, lack of paid time off, and tracking education for various recertification requirements. Limitations and Implications A convenience sample and low response rate limit generalizability of results. A combination of intrinsic and extrinsic facilitators is important for certifying organizations and healthcare leaders to use to achieve higher numbers of specialty-certified nurses. In addition, certifying organizations may need to improve mechanisms to assist certificants as continuing competence requirements for recertification change. Conclusion Intrinsic and extrinsic values of certification, as well as the facilitators of and barriers to certification, have remained stable over time and across various types of specialty certifications. Future research should examine specific levels and types of certification needed to achieve optimum outcomes. [ABSTRACT FROM AUTHOR]

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