



## Assessment of Registered Nurse or Nurse Practitioner Practice hours

### RNANT/NU Position

RNANT/NU recognizes that registered nurses and Nurse Practitioners are engaged in a variety of roles and activities. As a result, it is impossible to identify all the roles and responsibilities that fall within the definition of the practice of registered nursing. As the mandate of the RNANT/NU is protection of the public, it is imperative to assure that all registered nurses on the public register are maintaining continuing competence as required. This document outlines the process to determine if a registered nurse's practice falls within the definition of registered nursing practice contained in the *NT/NU Nursing Profession Act*.

### Legislative/Regulatory Accountability

The *Nursing Profession Act, Section 2 (1)* states:

A registered nurse is entitled to apply nursing knowledge, skills, and judgment

- a) to promote, maintain, and restore health;
- b) to prevent and alleviate illness, injury, and disability;
- c) to assist in prenatal care, childbirth, and postnatal care;
- d) to care for the terminally ill and the dying;
- e) in the coordination of health care services;
- f) in administration, supervision, education, consultation, teaching, policy development, and research with respect to any of the matters referred to in paragraphs (a) to (e); and
- g) to dispense, compound, and package drugs where the bylaws so permit.



## **Ethical Accountability**

The *CNA Code of Ethics (2017), Entry Level Registered Nurse Competencies Part 1*, states:

Nurses in all contexts and domains of practice and at all levels of decision-making bear the ethical responsibilities identified under each of the seven primary nursing values. These responsibilities apply to nurses' interactions with all persons who have health-care needs or are receiving care as well as with students, colleagues and other health-care providers. The responsibilities are intended to guide nurses in applying the Code to their practice. They also serve to articulate nursing values to employers, other health-care providers and the public. Nurses help their colleagues implement the Code, and they ensure that nursing students are acquainted with it. (p.8).

## **RNANT/NU Assessment of Practice Hours Process**

Each request for recognition of approved registered nursing practice is considered on an individual basis to determine if the roles and activities that the registered nurse is engaged in fits the definition of nursing practice. Please note that some requests may be required to be reviewed yearly.

RNANT/NU requires the following documentation to assess a registered nurse's request for recognition and approval of registered nursing practice hours:

- 1) Evidence of membership in good standing (or eligibility for membership in good standing) with RNANT/NU. A verification letter will be printed by RNANT/NU for your file.
- 2) A written description of the position that outlines how the work reflects the definition of nursing practice according to:
  - The *NT/NU Nursing Profession Act*, and
  - The RNANT/NU Registration Policy R9: Practice Hours for Registered Nurses and Nurse Practitioners.
- 3) A written description of how the *Standards of Practice for Registered Nurses and Nurse Practitioners* are applied in this position.
- 4) A copy of the job description with the required job qualifications included.



- 5) A copy of the job advertisement if available. Please note that advertisements requesting an RN/NP does not automatically constitute approval of nursing practice hours.
- 6) Detailed evidence showing the relationship between the nursing activities involved in the position, the official job description and the domains of nursing.

Registered nurses may consult with RNANT/NU Registrar while compiling their submission. To make an appointment please email your availability to registrar@rnantnu.ca

### **Review of Assessment and Decision Process**

The registered nurse's request will initially be reviewed by the Registrar. The amount of time required to render a decision is impacted by the completeness and thoroughness of the documentation submitted to support the request. You may be asked to provide further documentation or clarification of your submission.

Once the supporting documentation is reviewed, the Registrar may decide to:

1. Approve the request and recognize the position as approved nursing practice either partially or fully, or
2. Request additional information before deciding as to whether the position is approved nursing practice, or
3. Deny recognition of the position as approved nursing practice.

If an assessment of practice hours is not recognized as registered nurse practice hours, the applicant is provided an opportunity to appeal the Registrar's decision as per the *NT/NU Nursing Profession* and RNANT/NU Bylaw 2 which states:

Where an applicant for registration has been refused, the applicant may, in accordance with the Act, submit a written request for review to the Registration Committee outlining the reasons for the request for review and provide any new information to be considered.



## Application for Recognition of Position as Approved Registered Nursing Practice hours

### Part 1: General Information

Applicant's Name: \_\_\_\_\_

Date of Submission: \_\_\_\_\_ RNANT/NU #: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Telephone: (H/C) \_\_\_\_\_ (W) \_\_\_\_\_

Job Title: \_\_\_\_\_

Employer: \_\_\_\_\_

How many hours/week do you work? \_\_\_\_\_

### Part 2: Describe your position and how the work you do does or does not reflect the definition of registered nursing practice. Include a description of:

- the activity in your practice that you believe clearly falls/does not fall within the scope of registered nursing practice. Include the percentage of time you spend on each.
- How registered nursing knowledge, skill, judgment, and expertise must be utilized in this position.
- How the activities involve all the elements of the nursing process.
- How the activities are evidenced-based and directly relevant to registered nursing practice.
- How you are competent to perform these activities. Have you obtained the necessary education and/or training to attain and maintain competence? Please provide copies of certification/courses completed.



## Standards of Practice

Standards are broad and principle-based statements. They are authoritative statements that articulate conduct or performance required of RNs. They serve to further define responsibilities set out in legislation, by-laws and policies. The primary purpose of standards is to identify the level of professional practice expected of RNs in their practice, against which actual performance can be measured. All RNs are responsible for understanding the standards and applying them to their practice. The standards are interrelated and intended to define safe, competent, compassionate and ethical practice across all settings and domains.

### Principles Guiding the Standards of Practice for Registered Nurses

The standards:

- apply to all RNs in all practice roles, including nurse practitioners;
- inform the public and others about what they can expect from practicing RNs;
- protect the public by supporting safe, competent, compassionate and ethical practice;
- provide guidance to assist RNs in their self-assessment as part of their continuing competence;
- are the foundation for the development of standards specific to various practice environments;
- may be used in conjunction with other resources to guide nursing practice (e.g. entry-level competencies, scope of practice, position statements, guidelines, employer policies);
- guide decision-making for practice and when addressing professional practice issues;
- are used as a legal reference for reasonable and prudent practice;
- guide curriculum development and approval of baccalaureate nursing education programs; and
- may be used to develop position descriptions, performance appraisals and quality improvement tools

**Part 3: Provide a written description of how RNANT/NU Standards of Practice for Registered Nurses and Nurse Practitioners are applied in the position for the following Standards. Please provide detailed information.**

**Please provide, with each standard, the percentage of hours per day you meet the nursing practice standard. For example: Standard 4: (4.1) = 25% Standard 4 (4.2) 5%**



### **Standard 1: Responsibility and Accountability**

The RN is responsible for practicing safely, competently, compassionately, ethically and is accountable to the client, public, employer and profession.

### **Standard 2: Knowledge-Based Practice**

The RN practises using evidence-informed knowledge, skill and judgement.

### **Standard 3: Client-Centered Service**

The RN contributes to and promotes measures that optimize positive client health outcomes at the individual, organizational and system level.

### **Standard 4: Professional Relationships and Leadership**

The RN establishes professional relationships and demonstrates leadership to deliver quality nursing and health care services.

### **You may also refer to the following documents to assess your practice:**

- Code of Ethics (CNA, 2017)
- Competencies in the Context of Entry-Level Registered Nurse Practice (RNANT/NU)
- Canadian Community Health Nursing: Standards of Practice (website)
- Clinical Practice Guidelines for Nurses in Primary Care (FNIHB, Government of Canada Website)
- Requisite Skills and Abilities (RNANT/NU)
- Practice and Prescriptive Guidelines for Nurse Practitioners (RNANT/NU)
- Framework for the practice of Registered Nurses in Canada (CNA)



REGISTERED NURSES ASSOCIATION  
OF THE NORTHWEST TERRITORIES AND NUNAVUT

**Please include any further information/documentation.**

**Please return completed documentation to:**

Registered Nurses Association of the Northwest Territories and Nunavut

867-873-2745 ext. 22

[registrar@rnanntnu.ca](mailto:registrar@rnanntnu.ca)

Visit our website at [www.rnanntnu.ca](http://www.rnanntnu.ca)