

 <p>Winnipeg Regional Health Authority Office régional de la santé de Winnipeg Caring for Health À l'écoute de notre santé</p> <p>POLICY</p>	Level:	REGIONAL PROGRAM Applicable to all sites and facilities where the intended WRHA program services are delivered		1A
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	Graduate Nurse Scope of Practice	20.30.030 (previously #20.40.180)	1 of 4	
	Approval Signature:	Section:		
<i>Milton Sussman</i>	HUMAN RESOURCES			
Date:	Supercedes:			
Reviewed January 2017	January 2013			

1.0 **PURPOSE:**

- 1.1 To outline the scope of practice for Graduate Nurses, Graduate Psychiatric Nurses and Graduate Practical Nurses practicing in facilities/agencies in the Winnipeg Regional Health Authority.
- 1.2 To identify the responsibilities of employers of all graduate nurses.

2.0 **DEFINITIONS:**

- 2.1 A Graduate Nurse refers to a person whose name is entered on the register of graduate nurses of the College of Registered Nurses of Manitoba (*Registered Nurses Act*). No other person may use the title "Graduate Nurse" or any variation of that title.
- 2.2 A Graduate Psychiatric Nurse refers to a person whose name is entered on the register of graduate psychiatric nurses of the College of Registered Psychiatric Nurses of Manitoba (*Registered Psychiatric Nurses Act*). No other person may use the title "Graduate Psychiatric Nurse" or any variation of that title.
- 2.3 A Graduate Practical Nurse refers to a person whose name is entered on the register of graduate practical nurses of the College of Licensed Practical Nurses of Manitoba (*Licensed Practical Nurses Act*). No other person may use the title "Graduate Practical Nurse" or any variation of that title.
- 2.4 The registers may include three types of Graduate Nurses, Graduate Psychiatric Nurses and Graduate Practical Nurses:

2.4.1 Entry Level Nurse refers to a nurse who has recently graduated from a nursing

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education program approved by the appropriate professional regulatory body. Entry level nurses are new to the practice of nursing and function at a novice level of practice and are on the graduate nurse register.

- 2.4.2 Internationally Educated Nurses refers to a nurse in the process of obtaining Canadian qualifications that includes the evaluation of education equivalency by the regulatory bodies and application by the individual to write the appropriate examination for the intended RN, RPN or LPN designation.
- 2.4.3 Registration By Endorsement a nurse who is currently registered as a Registered Nurse, Registered Psychiatric Nurse or Licensed Practical Nurse in another Canadian province or territory and is waiting for verification of satisfactory compliance with the requirements for registration.

3.0 **POLICY:**

- 3.1 Graduate Nurses, Graduate Psychiatric Nurses and Graduate Practical Nurses may not practice without consultation. Graduate Nurses must have a Registered Nurse available for consultation. Graduate Psychiatric Nurses must have a Registered Nurse or Registered Psychiatric Nurse available. A Licensed Practical Nurse, Registered Nurse or Registered Psychiatric Nurse must supervise a Graduate Practical Nurse.
- 3.2 Internationally Educated Nurses are eligible for Graduate Nurse, Graduate Psychiatric Nurse or Graduate Practical Nurse status following evaluation of education equivalency by the regulatory bodies and approval of the application by the individual to write the appropriate examination for the intended RN, RPN or LPN designation.
- 3.3 Graduate Nurses, Graduate Psychiatric Nurses and Graduate Practical Nurses may not be assigned to be in charge of a clinical practice setting except if they are a GN applying for registration by endorsement.
- 3.4 All facilities and programs that employ Graduate Nurses, Graduate Psychiatric Nurses and Graduate Practical Nurses shall ensure:
 - 3.4.1 That all persons employed to perform the practice of nursing are Registered Nurses or Graduate Nurses registered under The Registered Nurses Act (Manitoba), Registered Psychiatric Nurses or Graduate Psychiatric Nurses registered under The Registered Psychiatric Nurses Act (Manitoba) or Licensed Practical Nurse or Graduate Practical Nurses registered under The Licensed Practical Nurses Act (Manitoba). The length of time that this title is in place is outlined in the respective acts which usually is a period of 4 months, allowing for 2 attempts at the examination, and expires 30 days following a successful pass of the licensing examinations.

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3.4.2 The availability of regulated personnel appropriate for the practice setting, i.e. Registered Nurse, Registered Psychiatric Nurse and/or Licensed Practical Nurse to provide consultation to graduate nurses.

3.4.3 Supports, including resources for new graduates in the form of immediate accessibility either electronically, by phone or in person; education and mentorship and the opportunity to practice in a consistent practice setting are in place for Graduate Nurses, Graduate Psychiatric Nurses and Graduate Practical Nurses in the community setting. In a facility setting, supports must be provided within the four walls.

3.4.4 The patient/client/resident assignment for a graduate nurse must be made by a Registered Nurse or a Registered Psychiatric Nurse familiar with the practice setting and the client population.

3.4.5 That processes are in place to monitor current and ongoing registration for new graduates.

3.5 Graduate Nurses, Graduate Psychiatric Nurses, and Graduate Practical Nurses shall advise their employer(s) of any changes in the status of their registration.

4.0 **PROCEDURE:** N/A

5.0 **REFERENCES:**

5.1 College of Licensed Practical Nurses of Manitoba. (2013). Standards of Practice. Retrieved from <http://www.clpnm.ca/wp-content/uploads/standards.pdf>

5.2 College of Licensed Practical Nurses of Manitoba. (2014). Regulatory Bulletin. Graduate Practical Nurse Practice. Retrieved from <http://www.clpnm.ca/wp-content/uploads/Regulatory-Bulletin-GPN-Practice-Approved-Sept-2014.pdf>

5.3 College of Licensed Practical Nurses. (2005). Licensed Practical Nurses Act. Retrieved from <http://web2.gov.mb.ca/laws/statutes/ccsm/l125e.php>

College of Registered Nurses of Manitoba, (2014). Practice Directions: Graduate Nurse Practice. Retrieved from https://www.crnmb.ca/uploads/document/document_file_195.pdf?t=1442260575

5.4 College of Registered Nurses of Manitoba. (2013). Standards of Practice for Registered Nurses. Retrieved from https://www.crnmb.ca/uploads/document/document_file_89.pdf?t=1442260471

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5.5 College of Registered Nurses of Manitoba. (2013) Nursing Practice Expectations. Entry Level Competencies for Registered Nurses in Manitoba. Retrieved from https://www.crnmb.ca/uploads/document/document_file_92.pdf?t=1438266411

5.6 College of Registered Nurses. Registered Nurses Act (2008) Retrieved from <http://web2.gov.mb.ca/laws/statutes/ccsm/r040e.php>

5.7 College of Registered Psychiatric Nurses. Psychiatric Entry Level Nursing Competencies. (2014) Retrieved from <http://www.crpnm.mb.ca/psychiatric-nursing/entry-level-competencies/>

5.8 College of Registered Psychiatric Nurses. Registered Psychiatric Nurses Act. (2008). Retrieved from <http://web2.gov.mb.ca/laws/statutes/ccsm/r045e.php>

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