

College and Association of Nurses of the Northwest Territories and Nunavut



Registration Policy

POLICY NAME	Practice Hours for Nurses		POLICY NO.	R9	
EFFECTIVE DATE	September 25, 2024	DATE OF LAST REVISION	March, 2024	VERSION NO.	3
APPLIES TO Apply group names to define applicable areas of staff.					
All active members of CANNN					

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
3	Board of Directors	September 25, 2024	New Format, updated to include all designations	Executive Director
2	Board of Directors	March, 2024	Content changes	Executive Director
1	Board of Directors	October, 2004	Creation	Executive Director

PURPOSE

Describe to what and to whom this policy applies.

This policy clarifies what constitutes eligible practice hours required by CANNN as part of continuing competence for registered nurses (RN), licensed practical nurses (LPN), registered psychiatric nurses (RPN) and nurse practitioners (NP).

POLICY

Recognizing that nurses may be employed in a variety of different contexts with varying job descriptions, CANNN considers the following practice hours as eligible:

Employment in a Nursing Position:

- Hours of employment in a position which requires registration as a practicing registered nurse are considered eligible registered nurse practice hours.
- Hours of employment in a position which requires registration as a practising licensed practical nurse are considered eligible licensed practical nurse hours.
- Hours of employment in a position which requires registration as a registered psychiatric nurse are considered eligible registered psychiatric nurse hours.
- Hours of employment in a position which requires registration as a practicing nurse practitioner are considered eligible nurse practitioner practice hours.

Nurses may choose to work in related nursing positions. For example, an NP may work as an RN. It is up to the employer to determine whether it is acceptable for an RN, LPN, RPN or NP to work in another role and within a specific job description. As the nurse regulator, CANNN does not restrict this. Nurses registered with CANNN are accountable for their own conduct and practice regardless of whether they hold a single or dual registration or are working in a nursing related role.

Dual registration refers to nurses who hold registration in more than one category.

- For example, a nurse may be registered as an RPN and as an RN. Dual registration permits a nurse to use both titles.

When a nurse accepts a position in a nursing related role, the nurse is expected to fulfil only the requirements of the position's job description.

- For example, when an RN accepts a position within the role and job description of an LPN. The RN is accountable for: knowing and performing within the limits of the LPN role and recognizing that they are accountable as an RN even though they are employed as an LPN

In unexpected or emergency situations beyond the role they are assigned to, the nurse is accountable to communicate critical information to the most appropriate health care provider, step out of the assigned role and assess the situation using their nursing competence, and respond to the emergency to ensure the client receives the appropriate care using nursing knowledge skills and judgement until another provider is available.

Nurses working in related nursing roles are required to document and identify themselves to clients in a way, that reflects their registration status with CANNN regardless of the related role they are working in.

Employment in a Nursing-Related Position:

The following positions may be considered RN, NP, LPN or RPN nurse hours:

- A. Hours of employment in a position where the requirement of registered nurse or licensed practical nurse, registered psychiatric nurse or nurse practitioner is not in the job description
- B. Hours of self-employed nursing practice
- C. Volunteer nursing hours
- D. Post RN, Post NP, Post LPN or Post RPN Nursing Specific Education Courses

PROCEDURES

To determine eligibility of practice hours in a nursing-related position 2. (A-D), nurses must request to have their hours of practice individually assessed by CANNN by completing an "Assessment of Position as Approved Nurse Practice" package.

This assessment package is submitted by the applicant to the CANNN Registrar. Through the documentation provided, the Registrar will assess eligible practice hours through evidence of combined knowledge, skills and judgment necessary to meet CANNN Standards of Practice.

If the Registrar determines that the hours assessed do not qualify for the required hours of their nursing designation (RN, LPN, RPN, or NP) and registration is refused, the applicant has the option to appeal this decision to the Registration Committee as per Bylaw 26.

TERMS AND DEFINITIONS

Define any acronyms, jargon, or terms that might have multiple meanings.

TERM	DEFINITION
N/A	N/A

CONDITIONS AND EXCEPTIONS

Describe exceptions here.

N/A

AUTHORITY AND ACCOUNTABILITY

List the job titles and business offices directly responsible for the policy.

ROLE	RESPONSIBILITY
Registrants/Members	To evaluate their current position and designation and report to CANNN accordingly.