

THIS PRACTICE STANDARD IS A BYLAW OF BCCNM

Regulatory supervision of students and employed student licensees

Practice standard for BCCNM licensed NPs, RNs, RPNs and LPNs.

Practice standards set out requirements related to specific aspects of nurses' practice. They link with other standards, policies, and bylaws of the BC College of Nurses and Midwives and all legislation relevant to nursing practice.

Introduction

This practice standard applies to nurses who authorize students or employed student licensees to perform restricted activities and aspects of practice (together referred to as **activities** in this practice standard) under section 32 of the *Health Professions and Occupations Act*. It is divided into two parts:

Part 1: Regulatory supervision of students

This part outlines the responsibilities NPs, RNs, LPNs and RPNs have when they authorize a **student** to perform activities through **regulatory supervision**.

Part 2: Regulatory supervision of employed student licensees

This part outlines the responsibilities NPs, RNs and RPNs have when they authorize an **employed student licensee** to perform activities through regulatory supervision.¹

¹ Licensed practical nurses are not authorized to provide regulatory supervision for employed student licensees, per BCCNM Bylaws.

Standards

Part 1: Regulatory supervision of students

1. Nurses who authorize student activities must have a practising license in good standing with BCCNM.
2. Nurses are responsible and accountable for their decisions associated with authorizing a student to perform activities.
3. Nurses retain overall accountability for client care while a student performs activities that impact their clients.
4. Nurses obtain consent from the client, when possible, about the student's involvement in their care.

Determining Scope of Student Activities

5. Nurses may only authorize student activities:
 - a. within their own scope of practice and individual competence, and
 - b. after determining the student has attained the necessary knowledge, skills, attitudes and judgement through their BCCNM – recognized **education program** (or equivalent).

Setting Conditions for the Performance of Activities

6. Nurses who authorize student activities set the conditions for the student to perform activities, considering:
 - a. the level of knowledge, skill, attitudes, judgement, and experiences of the student,
 - b. the client's condition, needs, and consent,
 - c. the complexity of the activities to be performed,
 - d. potential and actual risks to the client,
 - e. the level of supervision the student requires,
 - f. the practice setting and work environment,
 - g. the involvement of others in overseeing the activities,
 - h. the plan to evaluate care, and
 - i. education institution and/or practice setting policies.

7. Nurses who authorize student activities:

- a. ensure there is an appropriate supervision plan for the student's activities given the conditions they set for the student to perform activities,
 - b. at a minimum, ensure the student can readily access an appropriate regulated health professional for consultation and feedback while the student performs activities,
 - c. review and revise supervision plans on an ongoing basis.
8. Nurses who authorize student activities may decide to involve another regulated health professional to oversee student activities if the involvement of the other regulated health professional supports the student to achieve the competencies of their BCCNM-recognized education program (or equivalent).

Communication

9. Nurses who authorize student activities:
- a. communicate with the student, faculty, and/or other regulated health professionals to ensure clear roles and responsibilities when more than one nurse or another regulated health professional is involved in authorizing or overseeing student activities.
 - b. guide the student on their professional responsibilities and help them address professional practice issues (e.g., racism, discrimination, boundary violations) in a timely and constructive manner.
 - c. create a safe space for the student to communicate client safety risks or incidents (e.g. human error, near misses, injury, racism, discrimination), assist the student to manage safety incidents, and ensure incidents are reported according to practice setting and/or education institution policies.
 - d. ensure the student is made aware of relevant practice setting policies and procedures.
 - e. ensure the student uses the appropriate title when documenting and communicating with the client and health care team.
 - f. use respectful communication with students and take action to create a safe learning environment.
 - g. seek opportunities to self-reflect, attain knowledge and take action to create culturally safe learning experiences for Indigenous students and safe health care experiences for clients in alignment with the *Indigenous Cultural Safety, Cultural Humility and Anti-Racism* practice standard.

Part 2: Regulatory supervision of employed student licensees

1. NPs, RNs and RPNs who authorize employed student licensee activities must have a practising license in good standing with BCCNM.
2. NPs, RNs and RPNs are responsible and accountable for their decisions associated with authorizing an employed student licensee to perform activities.
3. NPs, RNs and RPNs retain overall accountability for client care while an employed student licensee performs activities that impact their clients.
4. NPs, RNs and RPNs obtain consent from the client, when possible, about the employed student licensee's involvement in their care.
5. NPs, RNs and RPNs who authorize employed student licensee activities must know the limits and conditions for employed student licensees outlined in the *Employed student licensee* practice standard.

Determining Scope of Employed Student Licensee Activities

6. NPs, RNs and RPNs may only authorize employed student licensee activities:
 - a. within their own scope of practice and individual competence, and
 - b. after determining the student has attained competency through their BCCNM – recognized **education program** (or equivalent).

Setting Conditions for the Performance of Activities

7. NPs, RNs and RPNs who authorize employed student licensee activities set the conditions for the employed student licensee to perform activities, considering:
 - a. the level of knowledge, skill, attitudes, judgement, and experiences of the employed student licensee,
 - b. the client's condition, needs, and consent,
 - c. the complexity of the activities to be performed,
 - d. potential and actual risks to the client,
 - e. the level of supervision the employed student licensee requires,
 - f. the practice setting and work environment,
 - g. the involvement of others in overseeing the activities,

- h. the plan to evaluate care, and
 - i. employer policies.
8. NPs, RNs and RPNs who authorize employed student licensee activities:
- a. ensure there is an appropriate supervision plan for employed student licensee activities given the conditions they set for the employed student licensee to perform activities,
 - b. at a minimum, ensure a NP, RN or RPN is physically present on the unit and readily available to provide consultation and/or feedback,
 - c. review and revise supervision plans on an ongoing basis.
9. NPs, RNs and RPNs who authorize employed student licensee activities may decide to involve another regulated health professional to oversee employed student licensee activities if the involvement of the other regulated health professional supports safe provision of care while the employed student licensee consolidates competencies attained through their BCCNM-recognized entry- level education program (or equivalent).

Communication

10. NPs, RNs and RPNs who authorize employed student licensee activities:
- a. communicate with the employed student licensee and other regulated health professionals to ensure clear roles and responsibilities when more than one NP, RN, RPN or another regulated health professional is involved in authorizing or overseeing employed student licensee activities.
 - b. guide the employed student licensee on their professional responsibilities and help them address professional practice issues (e.g., racism, discrimination, boundary violations) in a timely and constructive manner.
 - c. create a safe space for the employed student licensee to communicate client safety risks or incidents (e.g. human error, near misses, injury, racism, discrimination), assist the employed student licensee to manage safety incidents, and ensure incidents are reported according to employer policies.
 - d. ensure the employed student licensee is made aware of relevant employer policies and procedures.
 - e. use respectful communication with employed student licensees and take action to create a safe learning environment.

f. seek opportunities to self-reflect, attain knowledge and take action to create culturally safe learning experiences for Indigenous employed student licensees and safe health care experiences for clients in alignment with the *Indigenous Cultural Safety, Cultural Humility and Anti-Racism* practice standard.

Glossary

Activities: an aspect of practice and/or a restricted activity.

Aspect of Practice (HPOA definition): means an activity, other than a restricted activity, that

(a) is part of providing a health service that is within the scope of practice of a designated health profession, and

(b) requires professional knowledge, skills, ability and judgment.

Education Program: means a program or course of academic or technical education offered as qualifying their graduates to meet a condition or requirement established in BCCNM Bylaws for registration with the college to practise one or more of the designated health professions of practical nursing, psychiatric nursing, nursing, or midwifery.

Education programs include:

a. an entry-level education program that prepares graduates for initial registration with BCCNM as a licensed practical nurse, nurse practitioner, registered midwife, registered nurse, or registered psychiatric nurse; or

b. a re-entry or refresher program or a program for internationally educated nurses or midwives that prepares graduates to become eligible to proceed in the BCCNM registration process.

Equivalent programs include entry-level or re-entry/refresher programs from other provinces or territories in Canada, approved by that province or territory's regulator.

Employed student licensee: employed student licensees (employed student nurses (ESNs) or employed student psychiatric nurses (ESPN)) are **students** that are employed in a health care setting during or between terms of their education program, in accordance with the BCCNM Bylaws. Despite being licensed, ESNs and ESPNs do not have a "scope of practice" in regulation, in the same way RNs or RPNs do. Specifically, an ESN or ESPN does not have authority to autonomously perform any activity that impacts clients. They may only perform activities when authorized by a practising NP, RN, or RPN who has accepted the responsibility for regulatory supervision in accordance with the *Regulatory supervision of students* and *Employed student licensees* practice standards.

Regulatory supervision: the authorization mechanism used by nurses and midwives to transfer authority (authorize) to students to perform restricted activities or aspects of practice (together referred to as activities) under section 32 of the *Health Professions and Occupations Act*.

Restricted activity: clinical activities that present a significant risk of harm to the public and are therefore reserved for specified health professions only. The *Nurses and Midwives Regulation* assigns specific restricted activities to registered nurses, nurse practitioners, registered psychiatric nurses, licensed practical nurses and midwives.

Student: a person enrolled in a BCCNM-recognised education program for practical nursing, psychiatric nursing, nursing, nurse practitioner, or midwifery.

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