



Guiding Principles for Determining the Appropriate Nurse

We all want the best possible care for Manitobans. In order to achieve this, we need to ensure the right type of nurse is used in every position. Using the appropriate nurse¹ ensures safe and effective care.

Here are some guiding principles to use to make effective decisions about the use of nurses:

- 1) The nurse, the client and the environment – all three factors – should guide decisions about which nurse is appropriate.
- 2) When determining the appropriate nurse, the main focus should be centered on the needs of the client.
- 3) The practice of all nurses is based on the integration of knowledge, skill, judgment and personal attributes. It cannot be reduced to a list of tasks.
- 4) The knowledge base of entry-level nurses varies among the three nursing professions. While there are some common core elements, the education for each nursing profession is not the same in breadth, depth and focus.
- 5) There is some overlap in the scope of practice of the nursing professions. This means that, in some situations, all three may have the knowledge, skill, judgment and personal attributes to provide care. In other situations, the knowledge, skill, judgment and personal attributes required may be unique to one of the nursing professions.
- 6) Members of the three nursing professions are not interchangeable. This is because there are differences in the basic education, scope of practice, knowledge, skills, judgment and personal attributes of each.
- 7) Members of all three nursing professions are responsible, accountable and legally liable for the services they provide. A member of one nursing profession cannot assume responsibility for the care provided by a member of another nursing profession.
- 8) Employers must ensure there are mechanisms (e.g. policies, procedures, guidelines, resources) to support:
 - Continuity of client care;
 - Staffing decisions that take into account client, nurse and environmental factors and are evidence-informed;
 - Collaboration and consultation;
 - Role descriptions that reflect scope of practice for the three nursing professions;
 - Standards of practice and the code of ethics of the three nursing professions.

¹ For the purposes of this document, the term “nurse” is used to denote all three regulated nursing bodies.