



Graduate Nurse Practice

Practice Direction

The Registered Nurses Act defines a graduate nurse as, “a person whose name is entered on the register of graduate nurses.” Section 3(3) of the Act states that, “no person except a graduate nurse may use the title ‘graduate nurse,’ a variation or abbreviation of that title or an equivalent in another language.” Section 65(1) states that, “no person shall knowingly employ or continue to employ a person to perform the practice of nursing unless the person is a registered nurse registered under this act.”

According to Section 7(1) of the Registered Nurses Regulation, “An applicant for registration as a registered nurse may have his or her name entered on the register of graduate nurses if he or she:

- a) Meets all of the requirements for registration as a registered nurse in Section 4, except for passing the examination, and has applied to write and is waiting to write the examination or has written the examination and is awaiting results; or
- b) Is currently registered as a registered nurse in another Canadian province or territory and is waiting for verification of satisfactory compliance with requirements for registration by endorsement under Section 6.”

Section 8 of the Regulation requires that, “A graduate nurse:

- a) Must write the examination at the first scheduled writing following registration as a graduate nurse; and
- b) May write the examination no more than twice while on the graduate nurse register.”

A candidate who fails two writings of the examination is no longer eligible for graduate nurse registration and must successfully complete a course of instruction set by the executive director before applying to write the examination for a third and final time.

Section 9 sets the duration of graduate nurse registration for a period of not more than four months with renewal in accordance with policies established by the College’s Board of Directors. The registration of a graduate nurse under Section 7(1) expires 30 days after the College receives passing examination results.

Scope of practice of graduate nurses

Graduate nurses are expected to practice according to the *College Standards of Practice for Registered Nurses* and the *Canadian Nurses Association Code of Ethics for Registered Nurses (Part I)*.

New graduates who register under Section 7(1) are expected to meet the *Entry Level Competencies for Registered Nurses in Manitoba*.

Entry-level graduate nurses:

- may not be in charge of a unit, and
- may not practice without a registered nurse readily available for guidance and consultation.

Principles to support safe practice of graduate nurses

- 1) Employers must ensure the graduate nurse is registered with the College and authorized to practice. Employers will be notified by the College if the GN is no longer eligible to be on the GN register.
- 2) Employers must ensure that policies are in place to provide support for entry level graduate nurse practice.
- 3) The patient/client assignment for a graduate nurse must be made by a registered nurse familiar with the practice setting and the client population.
- 4) A registered nurse must be available for guidance and consultation at all times to support safe patient care.
- 5) The registered nurse is accountable to assess the graduate nurse's level of competence, to provide assistance in clinical decision-making as needed, and to supervise as necessary (see *Entry Level Competencies for Registered Nurses in Manitoba*).
- 6) The registered nurse is not required to be present directly at the side of the graduate nurse unless warranted by the clinical situation. However, the registered nurse must be readily available within the four walls of the facility to provide guidance and consultation.
- 7) In community health settings the registered nurse must be readily available and readily accessible, either in-person, by phone or through electronic communication. For example, a graduate nurse in the home of a client is concerned about a wound. The graduate nurse contacts the RN by phone and the RN provides direction which may include a joint home visit with the graduate nurse.

This publication is a practice direction. Practice directions set out requirements related to specific aspects of registered nursing practice. They provide more detailed information related to the Registered Nurses Act, Regulations and By-laws of the College; *Standards of Practice for Registered Nurses* and *Standards of Practice for Registered Nurses on the Extended Practice Register*; and the *Code of Ethics for Registered Nurses*. The College of Registered Nurses of Manitoba is the regulatory organization for registered nurses, nurse practitioners and graduate nurses. The College sets the standards for education, registration and practice, supports nurses in meeting the standards and takes action when the standards are not met. The primary purpose of regulation is public protection.

Published: 05/2011

Revised: 09/2014

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This publication is provided for general information. For more specific information see our *Standards of Practice for Registered Nurses*, the Canadian Nurses Association *Code of Ethics for Registered Nurses* and the *Registered Nurses Act and Regulations*.

Our publications are available on our website at www.crnmb.ca

Registered nurses from other Canadian jurisdictions

As per the Registered Nurses Regulation Section 7(1)(b), an applicant for registration as a registered nurse may have his or her name entered on the register of graduate nurses if he or she is currently registered as a registered nurse in another Canadian province or territory and is waiting for verification of satisfactory compliance with requirements for registration by endorsement under section 6.

Individuals who register as graduate nurses under this section are expected to know their own competencies and function within their competence. This means GNs who are RNs from another Canadian jurisdiction may practice without supervision and may be in charge of a unit if they possess the required competencies.

Resources

- The Registered Nurses Act and Regulations
- *Entry Level Competencies for Registered Nurses in Manitoba*

Available at www.crnmb.ca