



College of
Registered Nurses
of Manitoba

Practice Direction:

Practice Expectations for RNs

The College of Registered Nurses of Manitoba (the College) Council must, by regulation, establish standards of practice to regulate the quality of practice of registered nurses (RNs).

The Council approves practice directions which are written statements to enhance, explain, add or guide RNs with respect to matters described in the College of Registered Nurses General Regulations or any other matter relevant to registered nursing practice. Compliance with practice directions are required; these expectations also serve as a legal reference to describe reasonable and prudent nursing practice.

It is the responsibility of all registered nurses or RNs in Manitoba to understand all practice expectations and be accountable to apply them to their own nursing practice, regardless of roles or practice settings. Responsibility is the duty to satisfactorily complete your obligations. Accountability means being capable to explain why you did or did not meet these expectations.

The policies of employers do not relieve individual RNs of accountability for their own actions or the primary obligation to meet practice directions. An employer's policies should not require an RN to practise in a manner that violates practice directions.

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An asterisk* indicates a standard of practice from the *College General Regulations* Part 4.

Professional Practice

Registered nurses are accountable and responsible for nursing practice that is informed by evidence and demonstrates competence. As an RN, you must:

1. Demonstrate understanding of legislation governing the practice of registered nursing and your practice of registered nursing.
2. Demonstrate professional behaviours, attributes and values.
3. Demonstrate use of current evidence from nursing science, other disciplines and other pertinent sources to improve and enrich your competence in nursing practice.
4. Promote a practice environment that supports responsibility, professional development and a respectful attitude.
5. Establish and maintain appropriate therapeutic nurse-client relationships.
6. Take personal responsibility for professional conduct and fitness to practice.
7. Act as a mentor, coach, preceptor and/or resource to students, nursing colleagues and other members of the health-care team.
8. Demonstrate critical inquiry in planning for client care needs and evaluating care provided.
9. Identify issues which could have an injurious effect on clients or others and participate in resolving professional practice issues that interfere with your ability to practise according to the College regulations, practice expectations, practice directions, *Code of Ethics* and other provincial and federal legislation.
10. Take part in development of your continuing competence to maintain and enhance your nursing knowledge, skill and judgment so your practice is both safe and relevant to your clients' health-care needs.

11. Report unsafe practice, professional incompetence, professional misconduct and incapacity or unfitness to practice.
12. Develop and maintain competence in managing technology in health-care systems.
13. Demonstrate professional responsibility in protecting personal health information.
14. Encourage, support, facilitate and/or participate in research relevant to the profession.

Professional Communication

Registered nurses are accountable and responsible to use professional communication. As an RN, you must:

15. Communicate and share the nursing perspective with the client, other health-care providers and the public and integrate the nursing perspective into team-based client-centered care.
16. Communicate and collaborate with the client and other team members in a timely manner to promote continuity and delivery of safe, competent and ethical care.
17. Identify barriers to clear communication (e.g. language) and take steps to manage them.
18. Demonstrate skill in written and/or electronic communication that promotes quality documentation and communication between team members.

Ethical Practice

Registered nurses recognize, promote and uphold the ethical standards of the nursing profession. As an RN, you must:

19. Practise in accordance with the values outlined in the *Code of Ethics*.
20. Distinguish digital technology/applications that enhance nursing practice from those that breach practice expectations, practice directions or the *Code of Ethics* in order to only appropriately use technology/applications (e.g. social media).

*Client-centered Practice

As an RN,

21. You may engage in the practice of registered nursing only if you are legally permitted, competent and fit to do so. You must acknowledge your limitations in skill, knowledge and judgment and must ensure that you practice registered nursing within those limitations.
22. The practice of registered nursing encompasses a number of domains, such as clinical practice, education, administration and research. Your client may be an individual, a family, a group of people, a community, or a population. Depending on the your domain(s) of practice, a client may be a patient, a nursing student, a research participant, another member or other health-care provider.
23. When engaging in the practice of registered nursing, you must apply, as a framework, the nursing process, which is the systematic approach to the practice that encompasses all steps taken by RNs in planning for the needs of your client, including assessment, diagnosis or determination, planning, implementation and evaluation.
24. The principles of client-centered practice in a clinical practice setting also apply to the practice of registered nursing in the other domains, such as education, administration and research.
25. When engaging in the practice of registered nursing in a clinical practice setting, you must provide nursing care that includes:
 - a) an assessment to determine the needs and circumstances of the client;
 - b) a care or treatment plan with the client or their representative and any other person who the client wishes to involve, which takes into account the client's needs, circumstances, preferences, values, abilities and culture;
 - c) an evaluation of the outcomes of the care or treatment plan and the modification or discontinuance of the care or treatment plan as required and as discussed with the client or their representative;
 - d) sufficient and timely communication with the client or their representative that takes into account the client's needs, circumstances, understanding and use of health information and enables the client or their representative to make informed decisions about their health care;
 - e) a referral of the client to another RN or health-care professional when appropriate; and
 - f) support for the client in self-management of their health care by way of the provision of information, resources and referrals to enable informed decision making by the client or their representative.

*Collaborative care

26. As an RN, when involved in providing for the health care of a client you must:
 - a) work collaboratively and cooperatively with clients, families and other health-care providers in providing for the health care of the client and communicate effectively and appropriately with them;
 - b) ensure that you understand your role and the role of other health-care providers in providing for the health care of the client;
 - c) explain to the client or their representative your role and responsibility;
 - d) comply with any collaborative care decision tool in place at the practice setting where you and other health-care providers are providing for the health care of the client;
 - e) give your full name and designation of membership class to the client, their representative and any other person involved in the client's health care;
 - f) treat other health-care providers with respect; and
 - g) recognize the skill, knowledge, judgment and roles of others involved in the client's care.
27. As an RN, you must document on the client's record the nursing care you provided with enough information for another health-care professional to be sufficiently informed of the care provided.

*Follow-up to diagnosis and test results

As a RN who orders a diagnostic test or makes a referral, you must:

28. Have a system in place to review the test results and the results of referrals and have reasonable arrangements in place to follow-up with the client.
29. Remain responsible for any follow-up care required if you direct a copy of the result to another health-care professional, unless the health-care professional to whom the copy of the result is directed has agreed to accept responsibility for the client's follow-up care.

*Practice environment

30. As an RN, in providing nursing care you must demonstrate procedures that safeguard the hygiene and sanitation of the practice environment and the hygiene and sanitation of the equipment used in that nursing care.

*Client records

As an RN, you must appropriately document the nursing care you provided:

31. In a record specific to each client.
32. In the client's record as the nursing care is provided or as soon as possible after the care is provided.

Glossary

***Client:** Clients include the individual, family, group of people, community, or population. Depending on the RN's domain or domains of practice, a client may be a patient, a nursing student, a research participant, another member or other health-care provider.

Client-centered: A partnership between a health provider or a team of health providers and a patient where the client retains control over their care and is provided access to the knowledge and skills of provider(s) to arrive at a realistic plan of care and access to resources to achieve the plan.

Client record: A record of client information and care provided.

Council: The governing body of the College. Formerly known as the Board of Directors.

Critical inquiry: This term expands on the meaning of critical thinking to encompass critical reflection on actions.

Critical thinking: A cognitive skill which involves analysis, logical reasoning and clinical judgment, geared towards the resolution of problems, and standing out in the training and practice of the nurse with a view to accurate clinical decision-making and the achieving of effective results.

Domain: Specified area of practice, activity or knowledge.

***Health-care professional:** A person who engages in health care as a practising member of a health profession under *The Regulated Health Professions Act* or a profession-specific Act listed in Schedule 2 of the Act.

***Nursing care:** The health care that a member provides in the course of his or her practice of registered nursing.

***Representative:** A person referred to in section 60 of the *Personal Health Information Act*.

Register of Regulated Members

Subregister	Membership Class
Registered Nurses	registered nurse
	registered nurse (interim practice)
	registered nurse (temporary practice)
Graduate Nurses	graduate nurse
Extended Practice	registered nurse (nurse practitioner)
	registered nurse (nurse practitioner – interim practice)
	registered nurse (nurse practitioner – temporary practice)
Graduate Extended Practice	registered nurse (graduate nurse practitioner)

A registered nurse (authorized prescriber) or RN(AP) is part of the registered nurse membership class.

References

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