



College of
Registered Nurses
of Manitoba

Graduate Nurse Practice

The College of Registered Nurses of Manitoba defines a graduate nurse (GN) as, “a person who is registered in the graduate nurse membership class and who holds a valid certificate of practice”.

To be eligible for a GN certificate of practice:

- You must be scheduled to write the registered nurse entry to practice examination; or
- Have written the registered nurse entry to practice examination and are awaiting the results.

A certificate of practice in the GN membership class is valid for a four-month period and expires the earlier of either:

- 30 days after the College receives notice of the results of the RN entry to practice exam; or
- The four-month membership period ends.

You may renew your GN certificate of practice; however, if you are unsuccessful on your 2nd attempt of the RN entry to practice examination, your certificate of practice will be cancelled 24 hours after the college receives notice of the unsuccessful writing and you are no longer eligible for GN registration.

Scope of practice of Graduate Nurses

GNs are expected to practice according to the *Practice Direction: Practice Expectations for RNs* and the Canadian Nurses Association *Code of Ethics for Registered Nurses*, 2017 Edition. Graduates who hold a certificate of practice in the GN

membership class must meet the *Entry Level Competencies of Registered Nurses of Manitoba*. GNs must function within their limits as they consolidate their knowledge.

Conditions on Graduate Nurse Certificate of Practice

The following are conditions of the certificate of practice for a member registered in the graduate nurse membership class.

- A GN is not permitted to engage in the practice of registered nursing as the nurse in charge of a unit in a health care facility (College of Registered Nurses of Manitoba General Regulation 2.33(2)).
- A GN is not permitted to engage in the practice of registered nursing without a registered nurse being readily available for guidance and consultation (College of Registered Nurses of Manitoba General Regulation 2.33(2)).
- A GN may perform a reserved act as set out in section 3.4 if the graduate nurse has the knowledge, skill and judgment or is supervised by a registered nurse or registered nurse (nurse practitioner) who is legally permitted and competent to perform the reserved act and is readily available and accessible for guidance and consultation, including by telephone.
- GNs are expected to engage/participate in inter-professional collaborative practice.

Principles to support safe practice of Graduate Nurse

1. Employers must ensure the GN holds a valid certificate of practice with the College. Employers will be notified by the College if the GN is no longer eligible to hold a certificate of practice in the GN membership class.
2. Registered nurses are required to act as a mentor, coach, preceptor and/or resource to students, graduate nurses, nursing colleagues and other members of the health care team.
3. In community health settings the registered nurse must be readily available and readily accessible, either in-person, by phone or through electronic communications. For example, a graduate nurse in the home of a client is concerned about a wound. The graduate nurse contacts the registered nurse by phone and the registered nurse provides direction which may include a joint home visit with the graduate nurse.

Resources

- The Regulated Health Professions Act
- College of Registered Nurses of Manitoba General Regulation
- Entry Level Competencies for Registered Nurses in Manitoba

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