



College of
Registered Nurses
of Manitoba

Practice Direction:

Graduate Nurse Practice

Purpose

The public expects safe, competent, ethical care from Graduate Nurses (GN). This is as distinct role as the GN has completed their undergraduate nursing degree, acquired the entry-level competencies for RNs and are a beginning practitioner. The purpose of this document is to provide information regarding eligibility, scope of practice, conditions and principles for supporting GN practice.

Eligibility

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 up to four-months 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 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. 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*. 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 practice limits as they consolidate their knowledge.

Conditions on Graduate Nurse Certificate of Practice

The following conditions apply to the GN Certificate of Practice:

- 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 an RN or RN(NP) who is legally permitted and competent to perform the reserved act and is readily available and accessible for guidance and consultation, including by telephone. Refer to the Scope of Practice for RNs.
- GNs are expected to engage/participate in inter-professional collaborative practice.

Principles to support safe practice of Graduate Nurse

1. While GNs have completed their undergraduate nursing degree it is unrealistic to expect the GN to function at the level of practice of an experienced RN.
2. Employers must ensure the GN holds a valid certificate of practice with the College.
3. 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.
4. RNs 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.
5. In community health settings the RN must be readily available and readily accessible, either in-person, by phone or through electronic communications. For example, a GN in the home of a client is concerned about a wound. The GN contacts the registered nurse by phone and the RN provides directions which may include a joint home visit with the graduate nurse.

Definition

Graduate Nurse (GN): a person who is registered in the graduate nurse membership class and who holds a valid certificate of practice.

Resources

- College of Registered Nurses of Manitoba (2024). AA-13 Eligibility for Graduate Membership Classes. [College Policies www.crnmb.ca](http://www.crnmb.ca).
- College of Registered Nurses of Manitoba (2019). *Entry-level Competencies (ELCs) for the Practice of Registered Nursing*. www.crnmb.ca.
- College of Registered Nurses of Manitoba (2022). *Practice Expectations for RNs*. www.crnmb.ca.
- College of Registered Nurses of Manitoba (2023). *Scope of Practice for RNs*. www.crnmb.ca.
- Government of Manitoba (2009). *The Regulated Health Professions Act S.M. 2009, c. 15*. [Policies and Legislation www.crnmb.ca](http://www.crnmb.ca).
- Government of Manitoba (2017). *College of Registered Nurses of Manitoba General Regulation*. [Policies and Legislation www.crnmb.ca](http://www.crnmb.ca).

Published: 05/2011

Revised: 05/2019

Reviewed: 12/2024

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