



College of
Registered Nurses
of Manitoba

Is My Practice Considered Registered Nursing Practice?

Purpose

Registered Nurses (RN) and Registered Nurse (Nurse Practitioner)s practice in a variety of settings, sectors, and roles. The diversity of their roles adds complexity to determination of what does and does not constitute registered nursing or RN(NP) practice. Be that as it may, registrants are required to self-reflect about the activities they are engaged in, and accurately record nursing practice hours. The purpose of this document is to support registrants in reflecting on activities they are engaged in to determine if their practice is considered registered nursing practice.

Definition of Scope of RN Practice

The legislative authority for Manitoba RN scope of practice is found in the regulations under the Regulated Health Professions Act (RHPA). To practice as an RN or RN(NP) in Manitoba, an individual's name must appear on the College's current practicing register. The [Practice of Registered Nursing Regulation](#) contains the following definition: *"The practice of registered nursing is the application of registered nursing skill, knowledge, and judgment to:*

- a. *assist individuals, families, groups, communities and populations to achieve, maintain and restore their optimal physical, emotional, mental, spiritual and social health;*
- b. *assess, diagnose, plan and provide treatment and interventions and evaluate their effectiveness and to make referrals;*
- c. *teach, counsel and advocate on behalf of their clients in order to enhance health and well-being;*
- d. *coordinate, supervise, monitor, deliver and evaluate the provision of health care*
- e. *manage, administer and develop systems related to registered nursing and the provision of other health care;*
- f. *teach registered nursing theory and practice; and*
- g. *engage in research related to health or the practice of registered nursing.*

An RN may only accrue hours of RN practice for the purposes of registration renewal if their practice is recognized as RN practice. An RN(NP) may only accrue hours of RN(NP) practice for the purpose of renewal if they can verify that they have engaged in RN(NP) practice that requires application of the RN(NP) entry-level competencies, and this includes the roles of clinician, leader, advocate, educator, and/or scholar.

Meeting Practice Expectations

In determining whether a particular practice is RN or RN(NP) practice, evaluate whether the practice is in keeping with the above definition and also consider whether the practice is grounded in the entry-level competencies gained in registered nurse or nurse practitioner education programs. Furthermore, the registrant must be able to meet Practice Expectations outlined in College Practice Directions including, but not limited to:

- have the legislated authority to perform the activity,
- engage in evidenced-informed practice, and
- have the knowledge, skill, and judgment to practice safely and competently.

It is the responsibility of all RNs to understand all practice expectations and be accountable to apply them to their own nursing practice, regardless of roles or practice settings.

Critical Thinking about Practice Evidence

Developments in technology and health-care research create opportunities for the practice advancements. These opportunities also challenge the scope of RN and RN(NP) practice. While there are new procedures and approaches to health care being explored and implemented as nursing practice, there are also past practices being re-evaluated. Determination of what constitutes registered nursing practice in Manitoba involves evaluating each specific activity in the context of the RHPA and CRNM Practice Directions.

As part of appraisal of one's practice, it is important to consider whether the practice is evidence-informed. The registrant must be able to demonstrate that an intervention is reasonably supported by evidence and science plus is in-keeping with professional, ethical, and legal obligations. If evidence for an intervention is biased, inconsistent, or scarce, the registrant needs to reflect upon whether it is appropriate to incorporate or continue to offer the intervention. This means assessing whether the practice is based on successful strategies that improve client outcomes and are derived from a combination of various sources of evidence, including client perspectives, research, national guidelines, policies, consensus statements, expert opinion, and quality improvement data.

It is not enough to say that because an RN or RN(NP) is employed in a particular position that the work being done is that of registered nursing. For instance, RNs are required to apply critical thinking and judgment before performing an ordered intervention. A prescriber's order does not necessarily indicate that it is safe or appropriate nursing practice, even if it is commonly performed in other jurisdictions or by other professional disciplines.

Practice Hours

RNs require a minimum of 1,125 hours in the five preceding years or 450 hours in two years to renew a certificate of practice. RN(NP)s require at least 900 hours in the previous three years, or 300 hours in the previous year, is required. For information on how to calculate practice hours to renew a certificate of practice, click [here](#).

Questions to Assist in Determining if an Activity is RN Practice

Determination of what constitutes registered nursing practice in Manitoba involves evaluating the specific practice in question in the context of the RHPA, CRNM General Regulation, Practice of Registered Nursing Regulations and College Practice Directions. Consider the following questions.

1. Does this client care activity fit within the definition of the scope of registered nursing practice?
2. Can the expectations set out in College Practice Directions be met?
3. Have I thought through all ethical considerations outlined in the *Code of Ethical Conduct*?

Practice Scenarios

Scenario #1

I am an RN employed in an administrative role that requires no direct client contact. Plus, I know someone who is an RN(NP) who is also in an administrative role. Can either of us continue to maintain our registration with the College? Do we need to maintain registration with the College?

1. Does the role fit within the definition of the scope of registered nursing practice?
2. Can the practice expectations set out in College Practice Directions be met?
3. Have I thought through all ethical considerations outlined in the *Code of Ethical Conduct*?

Further reflection:

- How are you applying the nursing process in your role?
- Does the administrative role include application of the entry-level competencies for your membership class?
- Have I followed up with my employer to determine whether registration with a regulatory body is required for this role?

Scenario #2

I am an RN who is also trained or certified to provide a type of complementary therapy. I am thinking about offering this service to clients. Can I count the hours providing this additional service towards the total minimum number of practice hours for registration renewal?

1. Does provision of the complementary therapy fit within the definition of the scope of registered nursing practice?
2. Can the practice expectations set out in College Practice Directions be met?
3. Have I thought through all ethical considerations outlined in the *Code of Ethical Conduct*?

Further reflection:

- How are you applying the nursing process?
- Is the activity that you would be engaging in authorized through legislation and evidence-informed?

Scenario #3

I am employed in a position that considers other types of health-care providers to be qualified to work in this role. Can I still accrue nursing practice hours?

1. Does the position fit within the definition of the scope of registered nursing practice?
2. Can the practice expectations set out in College Practice Directions be met?
3. Have I thought through all ethical considerations outlined in the *Code of Ethical Conduct*?

Further reflection:

- How are you applying the nursing process?
- Does your role include application of the entry-level competencies for your membership class?

Scenario #4

I retired from direct-care nursing and now have a private contract to provide counselling services. Can I use the RN designation on my business card for counseling services?

1. Does this type of counselling fit within the definition of the scope of registered nursing practice?
2. Can the practice expectations set out in College Practice Directions be met?
3. Have I thought through all ethical considerations outlined in the *Code of Ethical Conduct*?

Further reflection:

- How are you applying the nursing process?
- Does your name appear on the College's current practice register?
- Does your role include application of the entry-level competencies for your membership class?

Scenario #5

I have the opportunity to teach in a course, can I count this in my practice hours?

1. Does the teaching fit within the definition of the scope of registered nursing practice?
2. Can the expectations set out in College Practice Directions be met?
3. Have I thought through all ethical considerations outlined in the *Code of Ethical Conduct*?

Further reflection:

- Is the education that I will be providing based on foundational elements of registered nursing practice?

References

- Government of Manitoba (2017). *College of Registered Nurses of Manitoba General Regulation*.
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Published: 12/2007

Revised: 08/2024

Reviewed: 08/2024

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