



College of
Registered Nurses
of Manitoba

Is my practice considered registered nursing practice?

The legal authority for Manitoba RN scope of practice is found in the regulations under *The Regulated Health Professions Act (RHPA)*. Section 3 of the Practice of Registered Nursing Regulation provides the following definition for the practice of nursing: “*The practice of registered nursing is the application of registered nursing skill, knowledge, and judgment:*

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

In determining whether a particular practice may be the practice of registered nursing, part of the assessment includes evaluating whether the practice aligns with the above definition of nursing practice. It must also take into account whether the practice is grounded in the competencies gained in basic nursing education programs.

It is the responsibility of all RNs on the College’s practicing register to understand the practice expectations and apply them to their own nursing practice, regardless of nursing roles or practice settings.

When determining whether a particular practice or type of work is considered to be nursing practice in Manitoba, it is imperative to evaluate whether each of the practice expectations can be met while the RN is engaged in the particular activity or work, and how the RN will demonstrate an ability to meet continuing competence program requirements.

It is also important for an RN to evaluate whether the practice they are engaged in is considered best-practice and evidence-informed. This means assessing whether the practice in question is based on successful strategies that improve client outcomes and are derived from a combination of various sources of evidence, including client perspective, research, national guidelines, policies, consensus statements, expert opinion, and quality improvement data (Canadian Health Service Research Foundation, 2005).

In order for a registrant to engage in an activity, the registrant must:

- Have the authority to perform the activity through legislation,
- Engage in evidenced-informed practice
- Have the knowledge, skill, and judgment to practice safely and competently, and
- Meet Practice Expectations

In determining if an activity could be considered registered nursing practice, work through the next three questions.

Question One:

Do I have the authority to perform the client care activity?

Determination of what constitutes registered nursing practice in Manitoba involves evaluating the specific practice in question in the context of *The Regulated Health Professions Act*, CRNM General Regulation, and the Practice of Registered Nursing Regulation. The CRNM Practice Expectations for [RNs](#), [RN\(AP\)s](#) and [RN\(NPs\)](#) provide registrants with the information to determine what constitutes practice within their specific classification.

Question Two:

Is the client care activity evidence informed?

In order to determine whether the activity is evidence informed, you must objectively assess evidence and consider the benefits to patient health and the health system and determine the most appropriate person to provide care. When reviewing evidence, consider the following:

- Why was the study undertaken? (This includes whether an ethics review occurred)
- Who conducted the study?
- Who funded the research?
- How was the data collected? (Double blinded, anecdotal etc.).
- What was the sample size (Is it sufficient)?
- Does the research make use of secondary data?
- Can the findings be generalized to other populations/ reproduced?

Question Three:

Do I have the knowledge, skill, and judgement to perform the activity safely and competently, meeting all practice expectations?

If you complete a course or program of study, assess whether it includes the foundational elements of registered nursing practice:

- Client centered practice
- Collaboration
- Communication
- Documentation
- Ethical considerations

Does the course or program of study include:

- Course content
- Learning Objectives
- Learning Activities
- Evaluation Methods
- Plan to support maintenance of ongoing competency.

Practice Scenarios

Scenario #1

I am a registered nurse employed in an administrative role that requires no direct client contact.

Do I need to maintain registration on the College's practicing register?

Reflection:

- How are you applying the nursing process?
- Are you able to meet practice expectations?

Scenario #2

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

Reflection:

- How are you applying the nursing process?
- Are you able to meet practice expectations?
- Is the activity that you would be engaging in authorized through legislation and evidence informed?

Scenario #3

I am an RN who holds a position that other types of regulated health care providers are also qualified to hold. I do not have to be an RN to work in this position. Can I still accrue nursing practice hours from my work in this position?

Reflection:

- How are you applying the nursing process ?
- Are you able to meet practice expectations?

Scenario #4

I work part-time as a general duty nurse in a hospital. I also have a private contract with a clinic to provide counseling services. Can I use the RN designation on my business card at the clinic?

Reflection:

- How are you applying the nursing process?
- Are you able to meet practice expectations?
- Does your name appear on the College's current practice register?

To practice as an RN in Manitoba, an individual's name must appear on the College's current practicing register. According to Section 2.39(1&2) of The College of Registered Nurses of Manitoba General Regulation, "While engaged in the practice of registered nursing, a member who is registered in the class listed in the first column of the following table and who holds a valid certificate of practice is entitled to use the title and abbreviation set out opposite in the second column:

Membership class	Title and abbreviation
registered nurse	Registered Nurse RN
registered nurse who also meets the authorized prescriber requirements set out in subsection 2.23(1)	Registered Nurse (Authorized Prescriber) RN(AP)
registered nurse (interim practice)	Registered Nurse (interim) RN (interim)
registered nurse (temporary practice)	Registered Nurse (temporary) RN (temporary)
registered nurse (nurse practitioner)	Registered Nurse (Nurse Practitioner) RN(NP)
registered nurse (nurse practitioner – interim practice)	Registered Nurse (Nurse Practitioner interim) RN (NP interim)
registered nurse (nurse practitioner – temporary practice)	Registered Nurse (Nurse Practitioner temporary) RN (NP temporary)
registered nurse (graduate nurse practitioner)	Registered Nurse (Graduate Nurse Practitioner) RN(GNP)
graduate nurse	Graduate Nurse GN

No person – other than a person who is registered in a membership class listed in the first column of the table in subsection (1) and who holds a valid certificate of practice – shall use any title or abbreviation listed in the second column of the table in subsection (1) or a variation of any of those titles and abbreviations alone or in combination with other words, in a manner that states or implies that the person is a member of that membership class.”

Developments in medical technology and health-care research create opportunities for the advancement of nursing. These opportunities also challenge the scope of registered nursing practice. While there are new procedures and approaches to health care being explored and implemented as nursing practice, there are an equal number of past practices being re-evaluated. Determination of what constitutes registered nursing practice in Manitoba involves evaluating the specific practice in question in the context of the *Regulated Health Professions Act*, the College of Registered Nurses of Manitoba and Practice of Registered Nursing regulations, and the Practice Expectations for RNs. It is not enough to say that because an RN is employed in a particular position that the work being done is that of registered nursing.

Employment of an RN in a particular position does not necessarily mean that the work being performed is registered nursing practice. For registration purposes, an RN or an RN(AP) may only count hours accrued while registered as a practicing member of the College and only for activities recognized as the practice of nursing. In order to successfully renew RNs and RN(AP)s must have a minimum of 1,125 hours in the five preceding years or 450 hours in the two years preceding renewal.

RN(NP)s may only count hours of nursing practice accrued under the same conditions, but must have at least, 900 hours of practice in an extended practice role in the three years preceding renewal, or 300 hours of practice in an extended practice role in the past year preceding renewal.

References

The Regulated Health Professions Act (C.C.S.M. c. R117)
Practice of Registered Nursing Regulation (M.R. 113/2017)
College of Registered Nurses of Manitoba General
Regulation (M.R. 114/2017)
Practice Expectations for RN(AP)s
Practice Expectations for RN(NP)s
Practice Expectations for RNs

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