



College of
Registered Nurses
of Manitoba

Practice Direction:

Self-Disclosure

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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Self-Disclosure Requirements

The purpose of this practice direction is to further identify the requirements for registration outlined in *The Regulated Health Professions Act*, the College of Registered Nurses of Manitoba General Regulations and the Practice Direction: Practice Expectations for RNs.

Part 1: Applicants:

1. In this practice direction, “applicant” means a person who applies for initial registration or reinstatement of a certificate of practice.
2. An applicant must make written disclosure of:
 - a. a physical or mental condition, including an addiction, which may impair his or her ability to engage in the practice of registered nursing in a safe and effective manner
 - b. a charge, conviction or a finding of guilt (including a conditional discharge, absolute discharge or suspended sentence) for a criminal offence or careless driving causing death under *The Highway Traffic Act* of Manitoba or other similar legislation,
 - c. their name appearing on a child abuse registry and/ or an adult abuse registry

Part 2: Registrants:

1. In this practice direction, “registrant” means a person who is a member of the College in one of the membership classes and holds a current certificate of practice.
2. A registrant must promptly notify the College, in writing, of:
 - a. a physical or mental condition, including an addiction, which may impair his or her ability to engage in the practice of registered nursing in a safe and effective manner,
 - b. a charge for a criminal offence or careless driving causing death under *The Highway Traffic Act* of Manitoba or other similar legislation,
 - c. their name appearing on a child abuse registry and/ or an adult abuse registry