College of
Registered Nurses
of Manitoba

Practice Direction:

Criteria for Reserved Acts Requiring Additional Education

The College of Registered Nurses of Manitoba (the College) Council must, by regulation, establish standards of practice to regulate the quality of practice of registrants of the College.

The Council approves practice directions which are written statements to enhance, explain, add, or guide registrants with respect to matters described in the College of Registered Nurses of Manitoba General Regulations or any other matter relevant to registered nursing practice. Compliance with practice directions is required; these expectations also serve as a legal reference to describe reasonable and prudent nursing practice.

It is the responsibility of all registrants 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 of explaining why you did or did not meet these expectations.

The policies of employers do not relieve individual registrants of accountability for their own actions or the primary obligation to meet practice directions. Employer's policies should not require a registrant to practise in a manner that violates practice directions.

NOTE: the use of the word registrant refers to registered nurse, registered nurse (authorized prescriber), registered nurse (nurse practitioner), registered nurse (graduate nurse practitioner), and graduate nurse.

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Purpose

This practice direction communicates the criteria required for additional education. Reserved acts that require additional education have been identified as those reserved acts that:

1. require the application of additional knowledge, skill and judgment beyond the entry-level competencies,
2. require additional theory and technical skills, and
3. pose a higher risk to client safety.

The *College of Registered Nursing General Regulation* identifies which reserved acts require additional education before a registrant may perform that reserved act. The focus of the additional education is to support safe, competent, client-centered practice.

Note that this practice direction only refers to those reserved acts that require additional education (Appendix). Other reserved acts and care provided as part of registrant practice are not referred to in this practice direction although it is noted that a registrant may need to participate in professional development to gain the competency necessary for the client's care. This document does not address professional development.

What is Additional Education?

The CRNM General Regulation defines additional education as a course, program of study, training or other structured process that meets the Council approved criteria and whose purpose is to provide a registrant with the competency to perform a reserved act.

Roles and Responsibilities

The College

For the purpose of this practice direction, the College's role is to monitor employer compliance in maintaining a current record of registrants who successfully completed the additional education according to criteria in this practice direction.

Employer

The role of the employers is to maintain a current record of registrants who successfully completed the additional education required for registrants for the specific reserved act that requires additional education.

Upon request, employers must provide the College with the names of the registrants who successfully completed the additional education required for the specific reserved act. The list includes the registrant's name, registration number, area of practice, and date of education completion.

Note that self-employed registrants are accountable as employers as well as registrants.

Registrants

The role of registrants is to ensure that they have successfully completed additional education that meets the approved criteria, and have the necessary knowledge, skill, and judgment prior to performing reserved acts that require additional education.

Criteria Required for Additional Education

Criterion I: Plan

The plan demonstrates the need for the reserved act to be provided to clients in the practice setting along with the strategy so that registrants can meet the learning objectives to perform the reserved act competently. The plan includes:

1. selection criteria to identify which registrants are eligible to complete the additional education,
2. available resources to support the registrant's completion of the additional education,
3. processes for removing a registrant from the additional education when the registrant does not meet the learning objectives, complete the learning activities or evaluations, or practise safely, and
4. process and expectations for maintenance of competence.

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Criterion II: Curriculum

The curriculum provides the theoretical and practical learning experiences necessary for the registrants to achieve the requisite competency for the reserved act. The curriculum includes:

5. learning objectives to achieve competency in the reserved act,
6. current evidence-informed course content,
7. supervision of clinical and/or simulated learning activities, and
8. method(s) for evaluating registrant competence.

Criterion III: Resources

There are sufficient resources available to implement additional education and sustain competency, so the registrant can apply the knowledge, skill, and judgement to perform the reserved act. This includes:

9. provisions are in place so the registrant can access the necessary theory and practical/clinical materials to achieve competence in the reserved act, and
10. evidence that the educator has the knowledge, skill, and judgment to perform the reserved act and to provide additional education.

Criterion IV: Evaluation

Evaluation of the additional education and the registrant supports the registrant to achieve competence to perform the reserved act including:

11. a process for ongoing and final registrant evaluation of competence to perform the reserved act,
12. participation of educators, students and other key interested parties in timely evaluation of the additional education, and
13. use of evaluation data to inform the plan, curriculum, resources, and evaluation of the education.

Definitions

Additional education: A course, program of study, training or other structured process that meets the approved criteria and whose purpose is to provide a registrant with the competency to perform a reserved act.

Approved: Approved by the CRNM Council.

Competency: The integrated and demonstrated application of knowledge, skills, judgment, attitudes, and values required to perform professional roles safely, effectively, ethically, and consistently within a defined scope of practice and context.

Educator: An individual who delivers a course, program of study, training or other structured process for the reserved acts requiring additional education.

Employer: An organization, company or person that hires registrants, provides them with work, and pays them in exchange for their labour. This includes self-employed registrants.

Evidence-informed: A nursing practice approach that builds on evidence-based practice by incorporating expert opinion, clinical expertise, patient preference, and other resources alongside research evidence. It applies to all registrants in clinical, educational, research, administrative, or policy roles, through an inclusive, interactive decision-making process that accounts for culture, history, and local context.

Practice direction: A document approved by Council with the purpose to enhance, explain, add, or guide registrants. Practice directions set out requirements related to specific aspects of the *Regulated Health Professions Act (RHPA)*, regulations and registrants' practice. They enhance, explain, add or guide registrants with respect to the regulation or any other matter relevant to the practice of registered nursing. Compliance with practice directions is required under section 86 of the RHPA.

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Professional Development: Ongoing processes of learning new skills, gaining knowledge, and advancing one's competence to improve job performance or grow in one's career. There are varying approaches such as theoretical education, clinical education, self-study, workshops, conferences, consultation, coaching, reflective practice, and supervision.

Registrant: A registered nurse, registered nurse (authorized prescriber), nurse practitioner, graduate nurse practitioner, or graduate nurse on the College register with an active certificate of practice.

Reserved Act: Clinical activities that are determined to present a significant risk of harm to the public when performed incompetently and as such, are reserved in legislation to only be performed for qualified and competent health professions. Reserved acts are identified in section 4 of the RHPA.

Supervision: The act of overseeing the performance of specific activities of another individual. It involves providing initial direction, monitoring, periodic inspection, and corrective action when necessary to ensure the safe provision of care. It is the active process of directing, assigning, delegating, and monitoring an individual's performance to influence its outcome.

References

CRNM (2024). Supervised Nursing Practice: RN and RN(NP). Supervised-Nursing-Practice-RN-and-RNNP-May-2024.pdf

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LoBiondo-Wood, G., Haber, J., Singh, M. D., Thirsk, L., Stahlke, S., & Venkatesa Perumal, R. (2022). LoBiondo-Wood and Haber's nursing research in Canada: Methods, critical appraisal, and utilization (5th ed.). Elsevier.

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Appendix: Reserved Acts Requiring Additional Education

Registered Nurses

Reserved Act	Description	Additional Education	Order Required
3(a)	An RN may perform a procedure on tissue below the dermis for the following purposes:	See below	See below
3(a)	sharp wound debridement	Yes	No
3(a)	suturing	Yes	No
3(a)	intraosseous line placement	Yes	No
3(a)	umbilical venous and arterial line placement	Yes	No
3(a)	arterial puncture and line placement	Yes	No
3(a)	peripherally inserted central catheter placement	Yes	No
3(a)	escharotomy	Yes	No
3(a)	needle thoracostomy	Yes	No
3(a)	cricothyroidotomy	Yes	No
3(b)	An RN may perform a procedure on the surface of the cornea	Yes	No
4(c)	An RN may insert or remove an instrument or a device, hand or finger beyond the pharynx for the purpose of establishing an advanced airway	Yes	No
4(e)	An RN may insert or remove an instrument or a device, hand or finger beyond the labia majora, for purposes of:	See below	See below
4(e)	intrauterine device insertion	Yes	No
4(e)	cervical cancer screening or pelvic exam	Yes	No
4(e)	intrauterine insemination	Yes	Yes
5(a)	An RN may administer a substance using a hyperbaric chamber	Yes	Yes
10(a)	An RN may apply ultrasound for fetal assessment	Yes	Yes
10(b)	An RN may apply electricity for the purpose of	See below	See below
10(b)	cardioversion	Yes	Yes
10(b)	defibrillation	Yes	No
10(b)	electrocoagulation	Yes	Yes
10(b)	electroconvulsive shock therapy	Yes	Yes
10(b)	transcutaneous cardiac pacing	Yes	Yes
10(d)	An RN may apply non-ionizing radiation in the form of a laser for the purpose of destroying tissue during a dermatologic procedure	Yes	No
10(e)	An RN may apply x-ray for diagnostic or imaging purposes at a federal nursing station to the chest or a limb of an individual who is more than 24 months old	Yes	No
11	In relation to a therapeutic diet that is administered by parenteral instillation, an RN may select ingredients for a diet	Yes	No
20	An RN may perform a psycho-social intervention with an expectation of modifying a substantial disorder of thought, mood, perception, orientation or memory that grossly impairs judgment, behaviour, the capacity to recognize reality, or the ability to meet the ordinary demands of life, if the RN performs it in collaboration with a person who engages in health care as a practising member of a health professional regulated under the Act or a profession-specific Act listed in schedule 2 of the Act and who is legally permitted and competent to perform it.	Yes	No

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Nurse Practitioners

Reserved Act	Description	Additional Education	Order Required
10(d)	A Nurse Practitioner may apply ultrasound for diagnostic or imaging purposes.	Yes	No
10(e)	A Nurse Practitioner may apply X-rays for diagnostic or imaging purposes at a federal nursing station to the chest or a limb of an individual who is more than 24 months old.	Yes	No
20	A Nurse Practitioner may perform a psycho-social intervention with an expectation of modifying a substantial disorder of thought, mood, perception, orientation or memory that grossly impairs judgment, behaviour, the capacity to recognize reality, or the ability to meet the ordinary demands of life if the Nurse Practitioner: a. has completed additional education, and b. performs it in collaboration with a person who engages in health care as a practising member of a health professional regulated under the Act or a profession-specific Act listed in schedule 2 of the Act and who is legally permitted and competent to perform it.	Yes	No

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