



College of
Registered Nurses
of Manitoba

Standards of Practice for Registered Nurses

Nursing Practice Expectations

Introduction

The College of Registered Nurses of Manitoba (the College) has the legislated authority through the Registered Nurses Act to establish standards of practice in order to protect the public.

Standards of practice describe how a registered nurse is to practice, at a minimum. This minimum is evidenced by their observable behaviours and actions.

How does this document work?

This document lists each standard, followed by a standard statement and numbered indicators. There are four standards of practice. Each standard statement describes the standard of practice. The indicators that follow illustrate how each standard is met.

Standards

- Articulate the expectations the public can have of a registered nurse in any practice setting, domain and/or role.
- Describe how a registered nurse is to practice, at a minimum.
- Serve as a legal reference to describe reasonable and prudent nursing practice.

Indicators

- Illustrate how standards are met by describing observable behaviours and actions.

Responsibility and accountability are two words often used to describe professional practice. For registered nurses, responsibility means that we accept the various expectations we possess as nurses. Accountability means we must be capable of explaining why we did or did not meet these expectations.

How do I know if I am meeting the standards?

It is the responsibility of all registered nurses in Manitoba to understand these standards and be accountable to apply them to their own nursing practice, regardless of roles or practice settings.

The policies of employers do not relieve individual registered nurses of accountability for their own actions or the primary obligation to meet the *Standards of Practice for Registered Nurses*.

An employer's policies should not require a registered nurse to practice in a manner that violates the *Standards of Practice for Registered Nurses*.

The College provides consultation to assist registered nurses with the application of standards for nursing practice.

Standard I

Client-Centered Practice

Registered nurses are professionals, responsible and accountable in their practice to deliver client-centered care to the public.

1. You identify that the client's needs, language, health literacy, abilities and culture are the focus of client-centered care.
2. You communicate and share the nursing perspective with the client, other professionals and the public and integrate it into team-based client-centered care.
3. You support the client in self-management of their health care by providing information, resources and referrals needed for the client to make informed decisions.
4. You identify and participate in resolving professional practice issues that interfere with the ability to practice according to the *Standards of Practice for Registered Nurses* and the *Code of Ethics* and which could have an injurious effect on the client or others.
5. You must practice in a manner consistent with the *Standards of Practice for Registered Nurses*, the *Code of Ethics*, *Professional Boundaries for Therapeutic Relationships* and other provincial and federal legislation.

Standard II

Professional Practice

Registered nurses are accountable and responsible for nursing practice that is informed by evidence and demonstrates competence.

6. You are responsible to maintain current registration according to the requirements of the College of Registered Nurses of Manitoba.
7. You seek opportunities for developing continuing competence.
8. You demonstrate use of the nursing process and/or critical inquiry in planning for the needs of clients.
9. Your nursing practice demonstrates use of current evidence from nursing science, other disciplines and other pertinent sources to improve and enrich your competence in nursing practice.
10. You acknowledge limitations in knowledge, judgment, and/or skills and function within those limitations.
11. You take personal responsibility for professional conduct and fitness to practice.
12. You report unsafe practice, professional incompetence, professional misconduct and incapacity or unfitness to practice.
13. You demonstrate professional behaviours, attributes and values and act as a mentor, coach, preceptor and resource to students, nursing colleagues and other members of the health-care team.
14. You develop and maintain competence in managing technology in health-care systems.
15. You demonstrate procedures that safeguard the hygiene and sanitation of the work environment including equipment used to provide care.

Standard III

Professional Relationships

Registered nurses establish and maintain professional relationships with clients and team members in order to promote leadership, collaboration and the delivery of safe health-care services.

16. You identify yourself by full name and as a registered nurse.
17. You practice both independently and in collaboration with other team members and respect others' scope of practice.
18. You communicate (in all its forms) and collaborate with the client and other team members in a timely manner to promote continuity and delivery of safe, competent and ethical care.
19. You demonstrate skill in written and/or electronic communication that promotes quality documentation and communication between members of the team.
20. You promote a practice environment that supports responsibility, professional development and a respectful attitude when working with others.
21. You use professional judgment and delegation guidelines when delegating care to unregulated care providers in a manner that promotes client-centered care.
22. You encourage, support, facilitate and/or participate in research relevant to the profession.

Standard IV

Ethical Practice

Registered nurses recognize, promote and uphold the ethical standards of the nursing profession.

23. You practice in accordance with the values outlined in the *Code of Ethics*.
24. You demonstrate professional responsibility in protecting personal health information.
25. You distinguish when digital technology/applications enhance nursing practice and when they breach the *Standards of Practice* or the *Code of Ethics* and use them appropriately (e.g. social media).
26. You establish and maintain appropriate therapeutic nurse-client relationships.

Glossary

Client

The beneficiary of care; may be an individual, family, group, community or population. In some clinical settings, client may be referred to as a patient or a resident. As nursing practice is made of many domains, client may refer to a nursing student, research subject/participant or another registered nurse.

Client-centered

A partnership between a health provider or a team of health providers and a patient where the client retains control over his/her care and is provided access to the knowledge and skills of provider(s) to arrive at a realistic plan of care and access to the resources to achieve the plan.

Collaboration

Collaboration, the cornerstone of multidisciplinary care, involves working with one or more members of the health-care team who each make a unique contribution from within the limits of her or his scope of practice.

Critical inquiry

This term expands on the meaning of critical thinking to encompass critical reflection on actions. Critical inquiry means a process of purposive thinking and reflective reasoning where practitioners examine ideas, assumptions, principles, conclusions, beliefs and actions in the context of nursing practice. The critical inquiry process is associated with a spirit of inquiry, discernment, logical reasoning and application of standards (Brunt, 2005).

Health literacy

In Canada, health literacy is defined as “the ability to access, comprehend, evaluate and communicate information as a way to promote, maintain and improve health in a variety of settings across the life-course.”

Leadership

A process of influencing and inspiring others toward a common goal, whether formally (through a set role) or informally.

References

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For more information please contact one of our nursing practice consultants at

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Nursing Practice Expectations represent achievable levels of performance approved by the College of Registered Nurses of Manitoba Board of Directors. All practicing members of the College are expected to comply with the Nursing Practice Expectations. For additional information, please see the Registered Nurses Act and Regulations.

Our publications are available on our website at www.crnmb.ca