



College of
Registered Nurses
of Manitoba

Standards of Practice for Registered Nurses on the Extended Practice Register

Nursing Practice Expectations

*Please note that all references to RN(NP) in this document also apply to RN(EP), NP and nurse practitioner.

A registered nurse on the extended practice register or RN(NP) has successfully demonstrated the competencies identified in the *Competencies for Nurse Practitioners in Manitoba* and has provided evidence of meeting the application requirements in accordance with the Extended Practice Regulation of The Registered Nurses Act. In addition to upholding the *Standards of Practice for Registered Nurses* and the *Code of Ethics for Registered Nurses*, RN(NP)s are expected to meet the following nursing practice expectations.



Purpose

The purpose of this practice direction is to communicate practice expectations for all RN(NP)s. These practice expectations apply in addition to the *Standards of Practice for Registered Nurses*.

Standards of Practice for Registered Nurses on the Extended Practice Register are the expectations the public, employers and RNs can have of the professional conduct of an RN(NP) in any domain of practice. These expectations also serve as a legal reference to describe reasonable and prudent nursing practice.

Practice Expectations

It is the responsibility of all RN(NP)s in Manitoba to understand these practice expectations and be accountable to apply them to their own nursing practice, regardless of roles or practice settings. Responsibility and accountability are two words often used to describe professional practice. For RN(NP)s, 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.

The policies of employers do not relieve individual RN(NP)s of accountability for their own actions or the primary obligation to meet the expectations in this practice direction. An employer's policies should not require an RN(NP) to practise in a manner that violates the expectations of professional RN practice. This document lists each expectation followed by a set of numbered indicators. There are four practice expectations with measurable indicators that illustrate how each expectation is met.

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

Practice Expectation #1

Use of Knowledge, Skill and Judgment

As an RN(NP), you apply your additional knowledge, skill and judgment to address the health needs of clients. As an RN(NP), you must:

- 1) Synthesize relevant knowledge with use of critical inquiry (e.g. developmental and life stages, pathophysiology, psychopathology, pharmacology,

epidemiology, environmental exposure, infectious diseases, behavioural sciences, demographics and family processes).

- 2) Conduct thorough and accurate assessment, history taking and consultation with clients.
- 3) Ensure an appropriate plan of care is developed in consultation with the client, family and other health-care professionals as needed, including a plan for follow-up/evaluation.
- 4) Use current evidence to support safe practice.

Practice Expectation #2

Consultation and Collaboration

As an RN(NP), you consult and collaborate with other health-care professionals as appropriate and in accordance with competencies for RN(NP)s to ensure that the overall health-care needs of your clients are met. As an RN(NP), you must:

- 5) Collaborate to facilitate critical inquiry in practice.
- 6) Establish consultative relationships with other health-care professionals appropriate to the clients you are providing care for.
- 7) Consult with other health-care providers according to your practice setting and client needs (e.g. request for ongoing consultation from a health-care professional for client conditions that the RN(NP) does not typically address).
- 8) Consult with other health-care professionals at any stage in the care of a client from initial assessment to evaluation of treatment effectiveness (e.g. request for a single-visit consultation by a health-care provider).
- 9) Fulfill consultation expectations in a timely manner.
- 10) During consultation with another health-care professional, jointly decide whether to transfer care to that health-care professional or remain as the primary health-care professional for that client.
- 11) Indicate the role and responsibilities of an RN(NP) as a member of the health-care team.
- 12) Establish appropriate methods for keeping health-care professionals informed about mutual clients' health conditions and/or treatment decisions.
- 13) Maintain accurate information about your current employer and work contact information in your member profile with the College and other relevant health-care partners (e.g. Diagnostic Services of Manitoba).

Practice Expectation #3

Prescribing Drugs and Devices

As an RN(NP), you prescribe drugs and devices relevant to your client population in accordance with relevant provincial and federal legislation and standards, as well as evidence informed decision-making. As an RN(NP), you must:

- 14) Prescribe drugs for clients for whom the RN(NP) has relevant knowledge of the client's health history based on assessment obtained through direct client contact. In exceptional circumstances where direct client contact by the RN(NP) is not feasible for the client, you may facilitate access to care based on a timely assessment and recommendation of another regulated health-care professional. In these circumstances, you must:
 - a) be satisfied that the prescription is appropriate for the client,
 - b) document provision of client care, and
 - c) provide timely access for the client to follow-up.
- 15) Prescribe any device listed in the *Specified Drugs Regulation, M.R. 6/95*.
- 16) Complete prescriptions accurately, completely and legibly including:
 - a) date of issue,
 - b) name and address of the person for whom the drug is prescribed,
 - c) weight of client if client is a child or weight has bearing on the dosage of the prescribed drug,
 - d) age of the client if age has bearing on the dosage of the prescribed drug,
 - e) name, strength and quantity of the prescribed drug,
 - f) directions for use, including the dosage, frequency, route of administration, duration of drug therapy, and special instructions,
 - g) direction for number of allowable refills and interval between refills, where applicable. If a prescription includes more than one drug, clearly identify the number of allowable refills for each drug,
 - h) prescriber's name, regulated title, address, telephone number and fax number,
 - i) the treatment goal and/or diagnosis and/or clinical indication, and
 - j) the prescriber's signature in one of the following formats:
 - i) hand-written signature

- ii) electronic image of the prescriber's signature if:
 - the prescription is sent directly to a single pharmacy of the client's choice through an approved electronic medical record, and
 - there is no hard copy of the prescription.
- 17) Educate clients about prescription and non-prescription drugs, including:
 - a) expected action of the drug,
 - b) importance of compliance with prescribed frequency and duration of the drug therapy,
 - c) potential side effects,
 - d) signs and symptoms of adverse effects and actions to take if they occur (e.g. allergic reactions),
 - e) potential interactions between the drug and certain foods, other drugs or substances such as natural health products or herbal remedies,
 - f) specific precautions to take or instructions to follow, and
 - g) recommended follow-up.
- 18) Monitor the client's response to drug therapy. Based on the client's response, you must decide to continue, adjust, withdraw the drug, or to consult with another health professional.
- 19) Document client's response to drug therapy including a record of all prescriptions and refills.
- 20) Securely store blank prescriptions (e.g. store blank prescriptions in a non-public and locked drawer).
- 21) Not provide any person with a blank, signed prescription.
- 22) Not prescribe for yourself or family members.
- 23) Send a prescription to a pharmacy in one of the following ways:
 - a) Provide the client with a written prescription to bring to a pharmacy of his or her choice.
 - b) Provide all verbal prescriptions (new and refills) directly to the pharmacist.
 - c) Facsimile to a pharmacy when the prescription is in compliance with the joint statement *Facsimile Transmission of Prescriptions*.
 - d) Send an electronic transmission to pharmacy when the prescription is in compliance with the joint statement *Electronic Transmission of Prescriptions*.
- 24) Monitor adverse drug reactions and report in accordance with Health Canada reporting requirements.

Practice Expectation #4

Ordering Screening and Diagnostic Tests

As an RN(NP), you order specific screening and diagnostic tests relevant to your client population in accordance with relevant provincial and federal legislation and standards, as well as evidence informed decision-making. As an RN(NP), you must:

- 25) Order screening and diagnostic tests to:
 - a) confirm a diagnosis as suggested by the client's history and/or physical findings,
 - b) assess/monitor ongoing conditions of clients with chronic illnesses, and
 - c) carry out screening activities.
- 26) Develop efficient processes for receiving and tracking the results of screening and diagnostic tests.
- 27) Consider best practice evidence on appropriateness, contraindications, safety and cost-effectiveness when ordering screening and diagnostic tests.
- 28) Explain to clients the reasons for ordering specific screening and diagnostic tests and the associated risks and benefits.
- 29) Adhere to provincial or agency standards for ordering, documenting and reporting results of screening and diagnostic tests.
- 30) Seek information to ensure understanding of test results and diagnostic interpretation by specialist(s) and follow-up as necessary.

Glossary

Registered Nurse (Nurse Practitioner) or RN(NP)

A registered nurse on the extended practice register who has successfully demonstrated the competencies identified for the *Competencies for Nurse Practitioners in Manitoba* and has provided evidence of meeting the application requirements in accordance with the Extended Practice Regulation of The Registered Nurses Act, in addition to upholding the *Standards of Practice for Registered Nurses* and the *Code of Ethics for Registered Nurses*.

Accountability

An obligation to acknowledge the professional, ethical and legal aspects of one's activities and duties, and to answer for the consequences and outcomes of one's actions. Accountability resides in a role and can never be shared or delegated.

Collaboration

A partnership between a team of health providers and a client in a participatory, collaborative and coordinated approach to shared decision-making around health and social issues.

Consultation

An explicit request by an RN(NP) for another health professional to become involved in a client's care in which the RN(NP) has primary responsibility for care at the time of the request. Consultation can occur in a variety of ways including face-to-face discussion, by telephone and in writing.

Critical inquiry

This term expands on the meaning of critical thinking to include a critical reflection on actions. Critical inquiry happens when we examine our ideas, assumptions, principles, conclusions, beliefs and actions in nursing practice. The critical inquiry process involves a spirit of inquiry, discernment, logical reasoning and application of standards.

Evidence informed decision-making

A continuous interactive process involving the explicit, conscientious and judicious consideration of the best available evidence to provide care.

Pharmacology

The science concerned with drugs and their sources, appearance, chemistry, actions and uses.

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For more information please contact a College practice and standards consultant at
204-774-3477
800-665-2027 (Manitoba toll-free)

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.

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