

# Supervision: Standards for Registered Nurses and Nurse Practitioners

(Not in effect until approved)

## Purpose

This standard applies to registered nurses (RNs) and nurse practitioners (NPs), herein referred to as **REGISTRANTS**<sup>1</sup>. The purpose of this document is to outline the **SUPERVISION** authorizations and expectations for registrants.

Registrants are authorized through this standard to supervise **NURSING STUDENTS**, **UNDERGRADUATE NURSING EMPLOYEES** (UNE), students from other health services programs of study, **NP STUDENTS** and registrants on the provisional register, such as **GRADUATE NURSES** (GN) and **GRADUATE NURSE PRACTITIONERS** (GNP).

Nursing students and UNEs are not registrants of the College of Registered Nurses of Alberta (CRNA). However, nursing students, NP students and UNEs are permitted to perform the **RESTRICTED ACTIVITIES** set out in the *Health Professions Restricted Activity Regulation* (Alta Reg 22/2023, s 60), under the supervision of a registrant who is authorized to perform those restricted activities and has consented to supervise the restricted activities.

This standard outlines the criteria for determining the scope of care that those under the registrant's supervision may provide to **PATIENTS**.

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## Criteria

To meet this standard, registrants must meet the following criteria.

The registrant must

1. Follow legislation, regulation and standards relevant to their practice.
2. Only supervise the restricted activities they are authorized and competent to perform.

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<sup>1</sup> Words and phrases displayed in BOLD CAPITALS upon first mention are defined in the Glossary.

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3. When supervising a nursing student, NP student, UNE or student from other health services program of studies performing a restricted activity, follow the CRNA restricted activities standard.
  4. Use their critical judgement to decide the **TYPE OF SUPERVISION** required for supervising any individual based on
    - 4.1. collaboration with the faculty member or other regulated health-care provider,
    - 4.2. assessment of patient health-care needs,
    - 4.3. current competencies of the individual being supervised,
    - 4.4. **HEALTH SERVICE** or **PROFESSIONAL SERVICES** required,
    - 4.5. restricted activity to be performed,
    - 4.6. practice setting, and
    - 4.7. level of risk to the patient from the individual performing the restricted activity.
  5. When supervising a student performing a restricted activity
    - 5.1. collaborate with the faculty member, and
    - 5.2. manage any competence issues of the student in the performance of the restricted activities.
  6. When supervising NP students
    - 6.1. ensure the NP student can verify that they
      - a. are a registrant on the RN register or the courtesy register, and
      - b. are currently enrolled in an **APPROVED** NP education program leading to initial entry-to-practice as an NP,
    - 6.2. ensure the NP student is supervised by an NP or other regulated health-care professional who is authorized to perform the restricted activities,
    - 6.3. determine the type of supervision required for the student based on the components listed in criterion 5, and
    - 6.4. ensure the student is only performing restricted activities that NP students are authorized to perform in the *Health Professions Restricted Activity Regulation*.
  7. If they are a registrant on the provisional register
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- 7.1.** have, at minimum, indirect remote supervision in all practice settings,
- 7.2.** be supervised by a registrant or a person who is authorized by a regulation under the *Health Professions Act* (HPA, 2000) to perform that restricted activity,
- 7.3.** NOT supervise students, UNEs or other regulated or unregulated health-care providers,
- 7.4.** only perform restricted activities they are authorized and competent to perform,
- 7.5.** collaborate with the registrant supervising them at the point of care to confirm the type of supervision they require, in accordance with the condition on their practice permit, and
- 7.6.** only perform a restricted activity that is appropriate to the practice setting.

### Glossary

**APPROVED (NURSING PROGRAM)** – A nursing education program in Alberta approved by the Nursing Education Program Approval Committee in accordance with nursing education standards and criteria approved by the Council.

**GRADUATE NURSE(S)** – A graduate of an approved or recognized entry-level nursing education program or an internationally educated nurse applicant who is on the provisional register and is in the process of meeting the CRNA's RN registration requirements.

**GRADUATE NURSE PRACTITIONER** – A graduate of an approved NP program who is on the provisional register and is in the process of meeting the CRNA's NP registration requirements. These individuals may be graduates from an approved NP program leading to initial NP registration or internationally educated NPs.

**HEALTH SERVICE(S)** – "A service provided to people

(i) to protect, promote or maintain their health,

(ii) to prevent illness,

(iii) to diagnose, treat, rehabilitate, or

(iv) to take care of health needs of the ill, disabled, injured or dying" (HPA, 2000).

**NURSE PRACTITIONER STUDENT** – An RN who is currently enrolled in an approved nursing program leading to initial entry-to-practice as an NP.

**NURSING STUDENT** – A person enrolled in an approved nursing education program leading to initial entry-to-practice as an RN, or re-entry-to-practice as an RN.

**PATIENT(S)** – The term patients can refer to patients, residents, families, groups, communities and populations.

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**PROFESSIONAL SERVICE** – “A service that comes within the practice of a regulated profession” (*Health Professions Act*, 2000).

**REGISTRANT(S)** – Includes registered nurses (RNs), graduate nurses, certified graduate nurses, nurse practitioners (NPs), graduate nurse practitioners and RN or NP courtesy registrants on the CRNA registry.

**RESTRICTED ACTIVITY** – High risk activity that requires specific competencies and skills to be carried out safely and are listed in the HPA (2000) and the *Health Professions Restricted Activity Regulation* (Alta Reg 22/2023, s 60) that are part of providing a health service. Restricted activities are not linked to any particular health profession and a number of regulated health practitioners may perform a particular restricted activity.

**SUPERVISION** – The consultation, guidance and oversight by a registrant in the practice setting. Supervision may be direct, indirect or indirect remote.

**TYPE OF SUPERVISION** – Direct, indirect and indirect remote:

**Direct Supervision:** The registrant providing supervision must be present in the practice setting where care is being provided; they are at the side of the person being supervised.

**Indirect Supervision:** The registrant providing supervision must be available for guidance, consultation, and oversight but is not required directly at the side of the person being supervised. This means they are readily available on the unit or in the same location where the care is being provided and must have the opportunity to observe the nursing practice as required. In community health settings, being readily available in the same location where the care is being provided means that the registrant providing supervision is physically present in the practice setting (for example, at an influenza immunization clinic the RN or NP would be present in the same room where the nursing student or UNE would be immunizing patients).

**Indirect Remote Supervision:** The registrant providing supervision must be available for consultation, guidance, and oversight, is not physically present where the care is being provided and is able to be contacted through the use of technology. The registrant providing supervision may be available in a nearby unit, within the building, or by phone, pager or other information communication technology methods when the person being supervised needs support or guidance.

**UNDERGRADUATE NURSING EMPLOYEE** – A nursing student who has the competencies attained in their approved nursing program, required for the role of UNE as outlined in the employer job description and has been employed to provide nursing care.

## References

*Health Professions Act*, RSA 2000, c H-7. <https://kings-printer.alberta.ca/documents/Acts/H07.pdf>

*Health Professions Restricted Activity Regulation*, Alta Reg 22/2023, s 60. [https://kings-printer.alberta.ca/documents/Regs/2023\\_022.pdf](https://kings-printer.alberta.ca/documents/Regs/2023_022.pdf)