



Registered Nurses Association of the Northwest Territories  
and Nunavut

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## Assessment of Work Hours as Approved Registered Nursing Practice Hours

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### **RNANT/NU Position:**

The RNANT/NU recognizes that registered nurses are engaged in a variety of roles and activities. As a result, it is impossible to identify all the roles and responsibilities that fall within the definition of the practice of registered nursing. As the mandate of the RNANT/NU is protection of the public, it is imperative to assure that all registered nurses on the public register are maintaining continuing competence as required. This document outlines the process to determine if a registered nurse's practice falls within the definition of registered nursing practice contained in the *NT Nursing Profession Act, 2003*.

### **Legislative/Regulatory Accountability:**

The *NT Nursing Profession Act, 2003, Section 2 (1)* states:

A registered nurse is entitled to apply nursing knowledge, skills, and judgment

- a) to promote, maintain, and restore health;
- b) to prevent and alleviate illness, injury, and disability;
- c) to assist in prenatal care, childbirth, and postnatal care;
- d) to care for the terminally ill and the dying;
- e) in the coordination of health care services;
- f) in administration, supervision, education, consultation, teaching, policy development, and research with respect to any of the matters referred to in paragraphs (a) to (e); and
- g) to dispense, compound, and package drugs where the bylaws so permit.

### **Ethical Accountability:**

The *CNA Code of Ethics (2008), Part 1(G)*, states:

Nurses, as members of a self-regulating profession, practise according to the values and responsibilities in the *Code of Ethics for Registered Nurses* and in keeping with the professional standards, laws and regulations supporting ethical practice (p.18).

### **RNANT/NU Assessment of Practice Hours Process:**

Each request for recognition of approved registered nursing practice is considered on an individual basis to determine if the roles and activities that the registered nurse is engaged in fits the definition of nursing practice.

The RNANT/NU requires the following documentation to assess a registered nurse's request for recognition and approval of registered nursing practice:

1. Evidence of membership in good standing (or eligibility for membership in good standing) with the RNANT/NU.
2. A written description of the position that outlines how the work reflects the definition of nursing practice according to:
  - The *NT Nursing Profession Act, 2003*,
  - The RNANT/NU Registration Policy R8: Definition of Nursing, and
  - The RNANT/NU Registration Policy R9: Practice Hours for Registered Nurses and Nurse Practitioners.
3. A written description of how the *Standards of Practice for Registered Nurses and Nurse Practitioners (April 2014)* are applied in this position.
4. A copy of the job description.

Registered nurses may consult with the RNANT/NU Registrar while compiling their submission.

### **RNANT/NU Review and Decision Process:**

The registered nurse's request will be reviewed by the RNANT/NU Registrar. The amount of time required to render a decision is impacted by the completeness and thoroughness of the documentation submitted to support the request.

Once the supporting documentation is reviewed, the Registrar may decide to:

1. Approve the request and recognize the position as approved nursing practice either partially or fully, or
2. Request additional information before making a determination as to whether the position is approved nursing practice, or
3. Deny recognition of the position as approved nursing practice.

If an assessment of practice hours is not recognized as registered nurse practice hours, the applicant is provided an opportunity to appeal the Registrar's decision as per the *NT Nursing Profession Act (2003)* s11(1)(zh) and 29 (5)(b); and the RNANT/NU Bylaw 2, Section 7, which states:

Where an applicant for registration has been refused, the applicant may, in accordance with the Act, submit a written request for review to the Registration Committee outlining the reasons for the request for review.

## **Request for Recognition of Position as Approved Registered Nursing Practice**

### **Part 1: General Information**

**Applicant's Name:** \_\_\_\_\_

**Date of Submission:** \_\_\_\_\_ **RNANT/NU #:** \_\_\_\_\_

**Mailing Address:** \_\_\_\_\_

**Telephone: (H)** \_\_\_\_\_ **(W)** \_\_\_\_\_

**Job Title:** \_\_\_\_\_

**Employer:** \_\_\_\_\_

### **Part 2: Describe your position and how the work you do reflects the definition of registered nursing practice. Include a description of:**

- the activity in your practice that you believe clearly falls/does not fall within the scope of registered nursing practice. Include the percentage of time you spend on each.
- How registered nursing knowledge, skill, judgment, and expertise must be utilized in this position.
- How the activities involve all the elements of the nursing process.
- How the activities are evidenced-based and directly relevant to registered nursing practice.
- How you are competent to perform these activities. Have you obtained the necessary education and/or training to attain and maintain competence?

**Part 3: Provide a written description of how the *RNANT/NU Standards of Practice for Registered Nurses and Nurse Practitioners (April 2014)* are applied in the position.**

**Standard 1: Responsibility and Accountability**

The registered nurse is responsible for practicing safely, competently, and ethically and is accountable to the client, employer, profession, and the public.

**Standard 2: Knowledge-Based Practice**

The registered nurse practices using evidenced-informed knowledge, skill, and judgment.

**Standard 3: Client-Centered Service**

The registered nurse contributes to and promotes measures that optimize positive health outcomes at the individual, organizational, and system level.

**Standard 4: Public Trust**

The registered nurse upholds the public's trust in the profession.

**You may also refer to the following documents to assess your practice:**

- Code of Ethics (CNA, 2008)
- Competencies in the Context of Entry-Level Registered Nurse Practice (RNANT/NU, 2014)
- Canadian Community Health Nursing: Standards of Practice (CCHN, 2008)
- Clinical Practice Guidelines for Nurses in Primary Care (FNIHB, 2015)

**How many hours/week do you work?** \_\_\_\_\_

**# of nursing hours** \_\_\_\_\_ **# of non-nursing hours** \_\_\_\_\_

**Any further information you wish to add:**

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**Please return completed documentation to:**  
Registered Nurses Association of the Northwest Territories and Nunavut  
[www.rnantnu.ca](http://www.rnantnu.ca)