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<b>Effective Date: September 2020</b> <b>Signature:</b>  <b>Review Date: September 2023</b>		<b>New Policy</b> _____ <b>Revision: Partial</b> <u>  X  </u> <b>Complete</b> _____
<b>Applies to:</b> All applicants for registration as a Nurse Practitioner (NP) with the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU).		
<b>Purpose:</b> This policy outlines the requirements for registration as a nurse practitioner in the Northwest Territories and Nunavut. These requirements are in addition to, or in clarification of, those found in the Nursing Profession Act (2003), Consolidation of the Nursing Act (1998), and RNANT/NU Bylaws.		

**Definitions:**

**Good Character** – refers to the moral and ethical qualities expected by the general public of a professional nurse. Examples of such qualities include: integrity, trustworthiness, commitment to caring for others, honesty, accountability, reliability, ability to distinguish right and wrong, avoidance of aggression to self and others, and taking responsibility for one’s own actions (Commonwealth of Massachusetts, 2016).

**Good Standing** - Per Bylaw 2, s3(1)(f)(ii), an individual is in good standing if deemed to be in good standing by all current or former regulatory authorities where registration was held. Additionally, the individual is not currently the subject of any investigations, undertakings, conditions or consensual agreements related to continuing competence requirements or discipline.

**Fitness to Practice** - all the qualities and capabilities of an individual relevant to their capacity to practice as a nurse practitioner, including but not limited to, freedom from any:


- i. cognitive;
- ii. physical;
- iii. psychological;
- iv. emotional condition; or
- v. dependence on alcohol or drugs impairing her or his ability to practice nursing (CNA, 2017).

**English Fluency** – defined as the primary language used to read, write, listen and speak.

**Policy:**

The following items are required for registration as a nurse practitioner with RNANT/NU:

- (1) The applicant must pay the fee as outlined in Policy R16.

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(2) The applicant must provide:

- a) **A copy of one of the following for proof of identification. All documentation must be government-issued, in colour, contain a signature, and be current:**
- i. passport or another government-issued photo ID (for example, Driver's License); or
  - ii. notarized statutory declaration of identity.


**Note:** Where there has been a name change, one of the following is required:

- a marriage certificate; or
- divorce decree; or
- notarized statutory declaration of legal name change.

**b) Evidence of fluency in English**

Upon application to RNANT/NU for registration, all applicants must demonstrate proficiency in the English language by meeting **one** of the following requirements:

- 1) Graduation from an approved Canadian nursing program where theory and clinical instruction was in English. Online or distance education programs are not acceptable for evidence of fluency; or
- 2) Successful completion of the national nursing examination in English; or
- 3) Employer reference(s) showing evidence of safe practice and where the primary language, practice setting and services are in an English speaking and writing environment for the previous two years as a Registered Nurse in Canada; or
- 4) Applicant met the English language proficiency test requirement at the time of registration with another Canadian jurisdiction and has continued to work in an English-speaking and writing environment since that time; or
- 5) Demonstration of English language competence through successful completion of one of the following tests of English within the last 2 years:
  - Canadian English Language Benchmark Assessment for Nurses (CELBAN)
  - International English Language System (IELTS) Academic Version.

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The scores on these tests used to determine proficiency in the English language are:

Test	CELBAN	IELTS Academic
Writing	7	7
Speaking	8	7
Listening	10	7.5
Reading	8	6.5
Total	N/A	7

- i. The applicant cannot mix and match various tests or test components to achieve a passing score.
- ii. An official copy of test results must be submitted with the registration application. If your examination results do not meet the above requirements, you will be required to retake one of the accepted English proficiency examinations.
- iii. The registration applicant is financially responsible for all costs related to English testing.

Note: All registration documentation provided to RNANT/NU should be provided in English. It is the financial responsibility of the registration applicant for any English translation costs.

**c) Evidence of sufficient nursing hours of practice**


The applicant must either:

- i. provide one or more Employer Reference Form(s) completed by previous employers of the applicant. This will certify the applicant engaged in the practice of nursing as a nurse practitioner for a minimum of 1125 hours in the last four years immediately preceding the application; or
- ii. satisfy RNANT/NU they have completed a suitable equivalency to 1125 hours of nursing practice as a nurse practitioner in the four years immediately preceding the application as defined in RNANT/NU Policy R09, Practice Hours for RNs and NPs.

**d) Satisfactory references:**

(1) In this sub-paragraph (d):

- i. "Form A1" means the Employer Reference Form attached to this policy
- ii. "Form A2" means the Verification of Hours Form attached to this policy
- iii. "Form B" means the Colleague Reference Form attached to this policy

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iv. “Form C” means the Instructor Reference Form attached to this policy

(2) Satisfactory references of both character and fitness to practice in the described form from one of the following is required:


- i. The most recent employer in Form A1 where the nurse was employed as an NP by one employer for the preceding five years and had worked for a minimum of 300 hours as an NP for that employer;
- ii. The most recent employer in Form A1 where the nurse was employed as an NP in the preceding five years for a minimum of 300 hours but the period of employment was less than five years, and the most recent employer in Form A1 where the nurse was employed as an RN in the preceding five years for a minimum of 300 hours (prior to their practice as an NP);
- iii. The two most recent employers both in Form A1 where the nurse was employed as an NP by more than one employer in the preceding five years and had worked for each employer for a minimum of 300 hours;

**Note:** The Form A2, Verification of Hours, is required from **all** employers in the preceding five years and from each employer where the applicant worked a minimum of 300 hours.

- iv. If an employer is prevented by policy to provide an A1 Form and an A2 Form where a nurse was employed as a NP in the preceding 5 years, the applicant may provide a colleague references, in Form B, whom they have worked with for a minimum of 2 years;
- v. If a nurse was self-employed in the preceding 5 years, two colleagues in a similar practice, each who had worked with the nurse, may submit a colleague reference, both in Form B;
- vi. An instructor in Form C where the applicant has not been employed since successfully completing an approved NP Program or equivalent.

**e) Evidence of completion of an advanced nursing education program that prepares nurses to practice as a nurse practitioner and has been:**

- i. approved by RNANT/NU; or
- ii. approved by the applicant’s original Canadian jurisdiction and verification of eligibility for registration as a nurse practitioner in a Canadian jurisdiction; or
- iii. approved by another Canadian jurisdiction and the member is registered in good standing in the Canadian jurisdiction in which he or she most recently practised nursing as a nurse practitioner; or

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- iv. approved by RNANT/NU as equivalent following completion of a prior learning assessment/examination challenge process leading to registration as a nurse practitioner in a Canadian jurisdiction.

**f) Evidence of successfully passing the Canadian Nurse Practitioner Examination: Family/All Ages (CNPE: F/AA) as the Entry-to-Practice Exam or one of the approved equivalent exams as outlined:**

- a) Canadian Nurse Practitioner Examination: Family/All Ages (CNPE: F/AA); or
- b) Family Nurse Practitioner Examination offered by the American Nurse Credentialing Center (ANCC Family); or
- c) College of Nurses of Ontario Extended Class Registration Examination (ECRE).

**g) Evidence of successful completion of a course on prescribing controlled drugs and substances**


**Note:** All NPs in the Northwest Territories and Nunavut must provide evidence of successful completion of a course on prescribing controlled drugs and substances.

The following education programs are accepted:

- a) “RNANT/NU Education Package for Nurse Practitioners Prescribing Controlled Drugs and Substances” (prior to January 1, 2015); or
- b) Athabasca University – Prescription and Management of Controlled Drugs and Substances; or
- c) University of Ottawa/Council of Ontario University Programs in Nursing (COUPN) - Continuing Education for Nurse Practitioners Prescribing Narcotics and Controlled Substances; or
- d) Saskatchewan Polytechnic (Formerly SIAST) – PHAR 1604 – CDSA Module for RN (NP).
- e) After January 1, 2017 - A controlled drugs and substances course included in the core curriculum of an approved NP program and equivalent in content to the courses described in sub-paragraphs a, b, and c.

Evidence of completion for all NP applications:

**Note:** NPs who have completed the “RNANT/NU Education Package for Nurse Practitioners Prescribing Controlled Drugs and Substances” prior to January 1, 2016, and who remain registered as active practicing NPs with RNANT/NU, will have this recognized. NPs who are applying for reinstatement with RNANT/NU will have to complete one of the above specified courses.

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### Conditions and Exceptions:

- (1) Nurse Practitioner applicants from another Canadian jurisdiction will not be required to write the CNPE: F/AA to be registered in the Northwest Territories and Nunavut if they were required to write an equivalent competency based examination to be registered as a NP in another Canadian jurisdiction. This exception is in accordance with the terms and conditions outlined in the Agreement on Internal Trade, Article 707.
- (2) As of January 1, 2010, a Nurse Practitioner working in a Community Health Nurse position will no longer have those hours counted as Nurse Practitioner practice hours.
- (3) Nurse Practitioners registered with RNANT/NU will be entered in the Registered Nurse Register and Nurse Practitioner Register and may work in the capacity of an RN or NP.
- (4) An applicant that has disclosed a criminal conviction for an offense under the Criminal Code (Canada), the Controlled Drugs and Substances Act (Canada), or the Food and Drugs Act (Canada) must provide sufficient evidence about the conviction to the Director of Regulatory Services and Policy as outlined in Policy 1.1: Criminal Convictions.
- (5) If an applicant has not disclosed on the registration application a previous or current investigation, undertaking, conditions, suspension or revocation of their licence/registration in all jurisdictions where they have been employed, the application may be denied by the Registrar. The applicant could choose to appeal this decision and have their application reviewed by the Registration Committee.
- (6) Registration Update  
Applications for registration will be valid for a six-month period. After six months, the applicant will be required to provide updated application documents.

### Authority and Accountability:

This policy is issued under the authority of RNANT/NU Board of Directors and as governed by the Consolidation of the Nursing Act (1988); Nursing Profession Act (2003), section 24; and RNANT/NU Bylaw 2, s(2) and s(3). The Board of Directors has the authority to revise this Policy as required.

The Director of Regulatory Services and Policy and Registration Committee are accountable to the Board of Directors, and ultimately to the members, for the implementation of this policy and may delegate any related administrative tasks. The Director or Regulatory Services and Policy/Registration Committee must respond to an application for a certificate of registration within six weeks of receipt of all required documentation.

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**History:**

This policy replaces former policies:

1.10 Nurse Practitioner Registration

1.11 Eligibility for Registration – Nurse Practitioner, both issued in December 2002.

Revisions: May 2010; July 2013; September 2013; November 2014; August 2020.

**References:**

Commonwealth of Massachusetts. (2016). *Determination of good moral character- Policy No. NH-09-01*. Retrieved from: <https://www.mass.gov/files/documents/2016/07/wv/nursing-good-moral-policy.pdf>

Canadian Nurses Association. (2017). *Code of ethics for registered nurses*. Ottawa, ON: Author. Retrieved from <https://www.cna-aiic.ca/~media/cna/page-content/pdf-en/code-of-ethics-2017-edition-secure-interactive>