



All nurses who wish to practice nursing in Newfoundland and Labrador must obtain registration with the College of Registered Nurses of Newfoundland and Labrador (CRNNL) and obtain a practicing licence or interim licence to practice. Interim licenses are issued in accordance with the Registered Nurse Regulations and may be issued to individuals who meet educational requirements and have been granted provisional registration.

An interim licence – Conditions (IL-C) may be granted to an Internationally Educated Nurse (IEN) who has been granted provisional registration but does not meet the currency of practice requirement for licensure. The IL-C may be granted for a six (6) month period and is divided into two components: a minimum of **135 hours** of direct supervised practice with an appointed preceptor, and up to **315 hours** of direct or indirect supervised practice. All applicants must complete a minimum of 450 hours of practice under an IL-C to meet the currency of practice requirement. **Applications for an IL-C will not be processed until the College receives ‘Appendix A’ - Restrictions and Conditions on Interim Licence (“IL-C”)**. The College will notify applicants by email once an IL-C has been granted. Applicants **shall not** commence employment, which includes orientation or any classroom learning, without receiving confirmation that their interim IL-C has been granted.

Section A – PERSONAL INFORMATION

Last Name	First Name	Provisional Registration #	Email (required)
Mailing Address			

Section B – EMPLOYMENT

Employer	Site	Unit or Program	Area of Practice (e.g. Medicine, Mental Health)
City/Town	Start Date (D/M/Y)	Manager’s Name	

Section C – RELATED QUESTIONS

1. Do you have any physical or mental conditions or disorders that may or does currently impair your ability to practice nursing safely and competently? Yes No
2. Have you been convicted of an offence under the Criminal Code (Canada), the Controlled Drugs and Substances Act (Canada) or a similar penal statute in another jurisdiction (province/territory or country)? Yes No
3. Have you been denied registration in another jurisdiction (province/territory/country) within the last five (5) years? Yes No

If answering yes to Question 1 – 3 please attach a letter of explanation. Application will not be reviewed until a letter of explanation is received.

Section D – CONDITIONS/RESTRICTIONS

Review attached Appendix “A” – Restrictions and Conditions on Interim licence - Conditions (“IL-C”). Applicants are required to initial each page of Appendix “A” and return to the College with this Application. Applications received without initialing Appendix “A” will not be processed.



College of **Registered Nurses**
of Newfoundland & Labrador
Section E – CONSENT/DECLARATIONS

I consent for the College to obtain confirmation or verification of the documentation or information submitted as part of this Application.

I declare (initial):

_____ I will adhere to [CRNNL Standards of Practice for Registered Nurses & Nurse Practitioners](#) and Canadian Nurse Association Code of Ethics for Registered Nurses.

_____ That I have read and understand the Conditions and Restrictions placed on an IL-C as set out in Appendix “A” to this Application.

_____ That I acknowledge and agree that upon being granted an IL-C that I am bound by the Conditions and Restrictions placed on my IL-C as set out in Appendix “A” to this Application.

_____ That I acknowledge and agree that I am bound by any Restriction(s) placed on my IL-C by my employer.

_____ That I must complete the Professional Liability Protection (PLP) application process and pay the PLP fee to the Canadian Nurse Protective Society (CNPS).

_____ That the information in this Application is true and correct.

_____ That I acknowledge that my employer may require me to complete more than 135 hours of direct supervised practice based upon feedback from my preceptor or manager.

_____ That I acknowledge that if I have not previously completed the NCLEX-RN examination in another jurisdiction that I will not be granted authorization to test (ATT) until the College receives confirmation of successful completion of 450 hours of supervised practice.

_____ Date

_____ Signature of Applicant

Completed Application forms may be submitted to CRNNL by email (registration@crnnl.ca) or fax (709-753-4940)

Payment will be made through the College’s online portal:

FEE FOR INTERIM LICENSE: \$ 156.40 (includes \$20.40 HST)

Appendix "A"

RESTRICTIONS AND CONDITIONS ON INTERIM LICENCE ("IL-Conditions" – International Educated Nurse)

CRNNL (the "College") is the regulatory body responsible for the licensure of the registered nurses in the Province of Newfoundland and Labrador pursuant to the *Registered Nurses Act (2008)* (the "Act").

The College's primary mandate is to protect the public by ensuring that registered nurses possess the qualifications and competencies to practice nursing.

Section 3(3)(d) of the *Registered Nurses Regulations* (the "Regulations") provides that to be registered as a registered nurse, a person who completed their nursing education program outside of Canada must submit a professional reference satisfactory to council.

Additionally, Section 5(c)(ii) of the Regulations provides that in order to be eligible for a practicing licence an individual must provide proof that they have practiced as an RN for at least 1125 hours in the last 5 years OR 450 hours in the last 2 years.

Section 19(1) & (2) of the Regulations, also provides that Council may attach those conditions and restrictions to a registration, a licence or an interim licence that the Council considers appropriate, and that the individual shall comply.

Council has determined that the Provisional Registrant's issued an interim licence – Conditions (IL-Conditions) shall be subject to the conditions and restrictions as follows:

Conditions for Applying for an IL-II (the "Conditions")

1. Prior to being granted an IL-C the Provisional Registrant shall arrange for the College to receive the following:
 - (i) Confirmation from Newfoundland & Labrador employer that they deem the Provisional Registrant to be eligible for employment.
 - (ii) Written confirmation from the Provisional Registrant's employer as follows:
 - a. That the employer has reviewed the Restrictions on the Provisional Registrant's IL-C and agrees to comply with the Restrictions;
 - b. That the employer agrees to provide supervision to the Provisional Registrant which supervision is defined as:

Supervision

Supervision allows for oversight of the provisional registrant. Supervision involves direct inspection and corrective action when needed. It is the active process of directing, assigning, delegating, guiding, and monitoring an individual's performance. Supervision of the Provisional Registrant who has been granted an IL-C is divided into two components. The initial phase, minimum of 135 hours of practice with an assigned preceptor, must be direct supervision by having the RN physically present or immediately available while a nursing activity is being performed. The second phase, remaining hours to a combined total of 450 hours, supervision may be indirect by providing direction through various means of written and verbal communications such as via telephone.

Employers should reflect on the degree of supervision needed following the completion of the minimum 135-hour mentorship period. A reflection on the Provisional Registrant's abilities, the complexity of the practice environment and supports available to the Provisional Registrant will determine the level of supervision needed for the remaining hours.

Supervision includes a variety of elements to consider in application. Elements to be evaluated for each Provisional Registrant include the Provisional Registrant's competency and proficiency in establishing or performing delegated acts; and initiating medical directives in place in their work settings. It includes their ability to assume any in-charge functions and/or supervise other care providers. It also includes providing a consistent workplace and supervision to aid in continuity of support and assessment.

Resources are available via crnnl.ca and cnps.ca to provide further understanding of expectations for safe practice. CRNNL Practice consultants are also available for support.

- c. That the employer is responsible to determine any additional restrictions/limitations to the Provisional Registrant's scope of practice within the employment setting, as per the employer's authority.
- d. That the employer shall notify the College if the Provisional Registrant is not functioning safely and competently in the provision of client care;
- e. That the College will not grant the Provisional Registrant authority to test (ATT) for the NCLEX-RN examination until confirmation of successful completion of minimum of 450 hours is received.

Restrictions on IL-C (the “Restrictions”)

2. The Provisional Registrant shall:

- (i) Not practice without supervision as defined in paragraph 1(ii)(b) herein;
- (ii) Successfully complete any identified education as required by their employer; and
- (iii) Abide by any restrictions deemed necessary by their employer.

IL-C Revoked

3. The Provisional Registrant’s IL-C shall be revoked, as follows:

- (i) The Provisional Registrant fails to comply with any of the Conditions and Restrictions;
- (ii) The employer notifies the College that the Provisional Registrant is not functioning safely and competently in the provision of client care;
- (iii) The Director of Professional Conduct Review receives an allegation that the Provisional Registrant has engaged in conduct deserving of sanction as defined in section 18(c) of the Act.

4. The Provisional Registrant shall immediately advise their employer that they are no longer eligible to work as a graduate nurse upon receiving their NCLEX results should they not pass the exam.