

Who are Internationally Educated Nurses (IENs)?

Internationally Educated Nurses (IENs) represent individuals who completed their registered nursing education and practice experience in a country other than Canada.

What is the SPEPP?

The SPEPP is a regulatory program that is employment focused and available to IENs with some practice hours within the last 10 years and residing in the province of Newfoundland and Labrador. As part of the program, eligible IENs will be granted an Interim License with Conditions (IL-C) to allow them to gain currency of practice hours (450 hours) to be eligible for licensure with the College and enter practice as an RN in NL, Canada.

What is an Interim Licence - Conditions (IL-C)

An IL-C is a time limited (6 month) licence with conditions to practise nursing in NL while finalizing the requirements for registration. An IL-C may be renewed.

Who is eligible for an IL-C?

An IEN who has completed an education credential assessment process and the College has determined that their nursing education program meets the requirements for practice in NL, or they have successfully completed bridging education to address gaps and thus, they are eligible for provisional registration; however, they do not meet the legislative currency of practice hours requirement.

Does the College place conditions or restrictions on an IL-C?

Yes. Conditions on an IL-C include that the licence holder must:

- complete 450 hours of supervised practice with an NL employer with a minimum of 135 hours under direct supervision and the remaining hours (315) may be under direct or indirect supervision
- submit all required program forms.

Additionally, the SPEPP requires that the licence holder:

- not practise without the supervision of a Registered Nurse (See below FAQ for definition of Supervision),
- not change practice settings during the portion of practice experience where they are under direct supervision,
- abide by any restrictions deemed necessary by their employer.



Finally, the SPEPP program requires that the employer must:

- agree to provide supervision to the licence holder,
- agree to immediately notify the College if the licence holder is not functioning safely and competently in the provision of patient care; and agree to confirm 450 hours of attendance.

Are IENs with some practice hours more than 10 years ago eligible for the SPEPP?

IENs with no practice hours within 10 years but some practice hours between 10 to 12 years can complete a competency assessment through the Nursing Community Assessment Service (NCAS) to determine if there are any competency gaps in their nursing education. If no competency gaps are identified, these re-entry RNs will also be considered for the SPEPP.

IENs who have no practice hours in the last 12 years must complete an RN re-entry program.

What nursing title is the IL-C holder permitted to use and how is documentation signed?

IENs who hold a valid IL-C should introduce themselves as a 'Graduate Nurse' and should sign their name with the initials 'GN'. IL-C holders are not permitted to use the title Registered Nurse until they have met all requirements for registration and have obtained a practicing licence.

What is direct and indirect supervision?

Direct supervision refers to having the preceptor physically present or immediately available while a nursing activity is being performed. It involves direction, inspection and corrective action when needed. It is the active process of directing, assigning, delegating, guiding, and monitoring the licence holder's performance.

Indirect supervision refers to the preceptor being readily available for consultation and direction (i.e., telephone, etc.) but may not be physically present with the licence holder at all times.

What is the role of the preceptor?

The preceptor provides supervision and acts as a resource, role model, and mentor/coach. Supervision must be direct for the first 135 hours of the program, and indirect for the last 315 hours of the program based on the individual needs of the IEN.

The direct supervision of the preceptor is designed to support the integration of the applicant into the employment setting and provide them the opportunity to update their nursing practices. The direct supervision of the preceptor provides the applicant with a controlled and supportive environment to enhance their knowledge and skills.

How many hours must the IEN complete under the direct supervision of preceptor?

The IEN must complete a minimum of 135 hours of nursing practice under the direct supervision of a designated preceptor. If required, the participating employer may determine if additional time under direct supervision is required.



How many shifts is 135 hours?

The IEN will work the same schedule (i.e., days, evenings, nights, weekends, holidays, etc.) as the preceptor. If the preceptor works 12-hours rotating shifts, then 135 hours equates to 12 shifts. If the preceptor works 8-hour shifts, then the 135 hours equates to 18 shifts. This calculation is based on a 7.5 hour or a 11.25-hour shift.

How many hours must the IEN complete under the indirect supervision of a preceptor?

Following the successful completion of a minimum of 135 hours, the IEN can transition into a more independent role to complete an additional 315 hours in the practice area(s). During this experience, the IEN can be under indirect supervision of the preceptor(s), who is available for support and questions.

Who can be a preceptor?

IENs can be supervised by either a designated RN or NP, licensed with the College, as identified as appropriate by the employer.

Does the preceptor have to complete an evaluation of the IEN?

Using the SPEPP guide, the preceptor will support the applicant and assist the College and the employer to determine the length of time and degree of supervision required to help the applicant demonstrate currency of practice. There is a short evaluation form for the preceptor to complete.

What nursing care are the IENs able to complete?

The SPEPP recognizes that the IEN has completed their nursing education and experience in a country other than Canada. Therefore, it is up to the IEN to clearly articulate what nursing skills/practice they are competent to complete. They must practise within their individual scope of practice (educated, authorized, and competent). The IEN must collaborate with their preceptor to arrange experiences to obtain competence in areas where they may not have had experience, or different from the experiences they have had.

As part of the program, IENs agree to only provide care within their individual competency (have the knowledge, skill, judgement, ability to manage the outcomes) to gain currency of practice.

Does the preceptor need to co-sign the work of the IEN?

The preceptor is accountable for completing their own assessment and documentation. The IEN will also complete their assessment and documentation.

What happens if the preceptor is sick?

If the preceptor knows that they will not be present for a shift due to illness, they can arrange for another qualified preceptor to complete the shift with the IEN. The IEN must be informed of the change. The preceptor should collaborate with the other RNs who supervised the IEN prior to evaluation.



If the preceptor is floated, can the IEN go with the preceptor to another practice area?

Yes. The preceptor will need to be prepared to help the IEN orient to the new unit and that more robust direct supervision may be needed.

Can the IEN change practice settings during the additional 315 hours?

The IEN may change practice settings as required/available for the additional 315 hours. However, the IEN must retain the services of a preceptor and may have more than one preceptor for the 315 hours depending on availability and practice setting.

During the additional 315 hours of experience can the IEN be in charge or supervise others?

This would require reflection by the IEN, the preceptor, and the employer/organization, and dependent upon the knowledge, skills, and judgement of the individual IEN. It is not a restriction imposed by the SPEPP.

Are the training days for orientation included in 450 hours?

As participating partners, employers/organizations agree to:

- Orient the applicant to the practice setting including relevant policies, procedures, resource materials, general practice environment, and any required training (i.e., Meditech, medication dispensing system, electronic documentation, etc.).

Should the participating employer choose, the 315 hours might be considered to be part of the orientation required for new RN employees in the health care setting.

What is the role of the employer/organization?

The SPEPP is employer/organization focused and requires support from an employer willing to participate in the program. The employer must complete and submit to the College the Supervised Practice Experience Partnership Program (SPEPP) form for Employers/Organizations.

As participating partners, employers/organizations agree to:

- orient the applicant to the practice setting including relevant policies, procedures, resource materials, general practice environment, and any required training (e.g., computer-based training, etc.)
- provide a qualified preceptor to provide direct supervision and guide the applicant and provide feedback and learning opportunities for a minimum of 135 practice experience hours (as per employer identified schedule). For those individuals completing a condensed SPEPP for re-entry, provide a qualified preceptor to provide supervision for a specific number of hours identified by the College.
- arrange for an additional 315 hours under indirect supervision
- contact the College with any concerns or clarifications as required
- confirm the IEN has met program requirements and outcomes at the end of the experience using the College's approved SPEPP Completion Form.



Can an IEN fail the program?

Organizations have the right to end the program agreement at any time (e.g., because of lack of progress or for other reasons). In these situations, organizations are required to notify the College and complete the Supervised Practice Experience Partnership Program Completion form documenting the reason for failure to complete.

Will the IEN who fails the program lose their job as another designated health care professional (e.g., personal care attendant, etc.) with the employer/organization?

The SPEPP is a regulatory program and does not have any impact on previous employment.

What happens at the end of the SPEPP?

Upon successful completion of the program, the IEN will have acquired 450 hours of current practice as a nurse in Canada, meeting the currency of practice requirements, and following success completion of the RN licensure exam (NCLEX-RN) will become eligible for registration and licensure with the College.

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