

Who are Re-Entry Nurses?

Re-entry nurses include RNs and NPs who had, for a variety of reasons, let their licence lapse and no longer meet the currency of practice requirements to renew their practicing licence with the College and re-enter the nursing workforce. As previously registered with the College, these nurses are considered “re-entry” to practice.

What is the SPEPP?

The SPEPP is a regulatory program that is employment focused and available to eligible re-entry RNs and NPs in Newfoundland and Labrador (NL). As part of the program, eligible applicants will be granted an Interim License with Conditions (IL-C) to allow them to gain currency of practice hours (450 hours for RNs or 900 hours for NPs) to be eligible for licensure with the College.

What is the SPEPP eligibility criteria for re-entry nurses?

Re-entry RNs with some practice hours within the last 10 years and re-entry NPs with some practice hours within the last six years may be considered for the SPEPP.

Are re-entry nurses with some practice hours more than 10 years ago for RNs or six years for NPs eligible for the SPEPP?

Re-entry RNs 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. This option is not available for re-entry NPs at this time.

RNs who have no practice hours in the last 12 years must complete an RN re-entry program. NPs who have no practice hours in the last six years must complete the Nurse Practitioner Competency Validation Process (NPCVP).

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

An IL-C is a time limited licence with conditions to practice nursing in NL while finalizing the requirements for registration; and may be renewed. The interim licence is issued for six months for re-entry RNs and until the end of the licensure year (up to 12 months) for re-entry NPs. An IL-C can be renewed.

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 for RNs or 900 hours for NPs of supervised practice with an NL employer with a minimum of 135 hours for RNs or 300 hrs for NPs under direct supervision and the additional 315



hours for RNs or 600 hours for NPs can be under indirect supervision.

- submit all required program forms.

Additionally, the SPEPP requires that the licence holder:

- not practise without the supervision of a qualified preceptor (See below 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 for RNs or 900 hours for NPs of attendance.

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

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

What is the eligibility criteria for the condensed SPEPP?

Re-entry RNs or NPs may be eligible for a condensed SPEPP if they hold a practicing licence in the current licensure year and have practised during that year but do not have enough hours to renew. These individuals can complete the remaining practice hours required for licensure through the SPEPP. Re-entry applicants who are deemed eligible for a condensed SPEPP will be notified of the number of practice hours required under direct or indirect supervision.

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 domains of nursing practice are included in the SPEPP?

SPEPP can be used for RNs and NPs in all domains of nursing practice, not only direct clinical practice. However, re-entry NPs must complete the initial 300 hours in a clinical setting under the direct



supervision of a preceptor. The direct supervision of a re-entry NP allows the preceptor to have oversight of the NP's orders as a means to verify their appropriateness.

Who can be a preceptor?

An experienced RN or NP preceptor is required for RNs and an experienced, clinically competent preceptor is required for NPs (e.g. an experienced NP).

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 for RNs or 300 hours for NPs and can be indirect for the additional 315 hours for RNs or 600 hours for NPs.

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 applicant complete under the direct supervision of a preceptor?

The applicant must complete a minimum of 135 hours for RNs and 300 hours for NPs of practice under the direct supervision of a designated preceptor (s). Re-entry NPs must complete the initial 300 hours in a clinical setting under the direct supervision of a preceptor. If required, the participating employer may determine if additional time under direct supervision is required.

How many shifts is 135 hours and 300 hours?

The SPEPP includes 135 hours for RNs (12 shifts using a 11.25-hour rotating schedule or 18 shifts using a 7.5-hour day schedule) or 300 hours for NPs (27 shifts using a 11.25-hour rotating schedule or 40 shifts using a 7.5 hour day schedule).

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

Following the successful completion of a minimum of 135 hours for RNs or 300 hours for NPs, the applicant can transition into a more independent role to complete an additional 315 hours for RNs or 600 hours for NPs in the practice area(s). During this experience, the applicant can be under the indirect supervision of the preceptor(s), who is available for support and questions.

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

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 re-entry RNs and NPs able to complete?

It is up to the applicant 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 applicant 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, applicants 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 have to co-sign the work of the applicant?

The preceptor is accountable for completing their own assessment and documentation. The applicant 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 applicant. The applicant must be informed of the change. Feedback should be provided from all the preceptors throughout the length of the program.

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

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

Can the applicant change practice settings during the additional 315 hours for RNs or 600 hours for NPs?

The applicant may change practice settings as required/available for the additional 315 hours for RNs or 600 hours for NPs. However, the applicant must retain the services of a preceptor and may have more than one preceptor for the additional hours depending on availability and practice setting.

During the additional 315 hours of experience for RNs or 600 hours of experience for NPs, can the applicant be in charge or supervise others?

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

Are the training days for orientation included in the 450 hours for RNs or 900 hours for NPs?

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., computer-based training, medication dispensing system, electronic documentation, etc.).

Should the participating employer choose the 315 hours for RNs or 600 hours for NPs hours for NPs might be considered to be part of the orientation required for new RN or NP employees in the health care setting.



What is the role of the employer/organization?

This program 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 individual to the practice setting including relevant policies, procedures, resource materials, general practice environment, and any required training (i.e., computer-based training, etc.).
- provide a preceptor to provide direct supervision and guide the applicant, to provide feedback and learning opportunities for a minimum of 135 practice experience hours for RNs or 300 practice experience hours for NPs (as per employer identified schedule).
- arrange for an additional 315 hours of practice experience for RNs or 600 hours of practice experience for NPs under indirect supervision.
- contact the College with any concerns or clarifications, as required.
- confirm the applicant has met program hour requirements at the end of the experience using the College's approved SPEPP Completion Form.

Can an applicant 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 applicant 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 completion of SPEPP, re-entry RNs and NPs will have gained the required currency of practice hours making them eligible for licensure with the College and enter practice as an RN or NP. For those applicants who have already passed the NCLEX - RN or NP Licensure exam through another jurisdiction, or those previously registered with the college and thus already passed the identified licensure exam for registration at that time, will be eligible for licensure following successful completion of the SPEPP.

November 2023