

IL - II FREQUENTLY ASKED QUESTIONS

1. What is an Interim License-II (IL-II)?

A time-limited license with restrictions that *may* be issued to an applicant on the provisional register (i.e. Provisional Registrant¹) who was unsuccessful on his/her first writing of the RN registration examination (i.e. NCLEX-RN). In September 2015, amendments to the *Registered Nurses Regulations* (2013) took effect to allow the IL-II to be issued subject to the conditions and restrictions approved by Council.

2. What requirements must be met to be issued an IL-II ?

There are conditions for applying for this license that require information to be provided as part of the IL-II application by both the Provisional Registrant and their nursing employer(s) as follows:

Provisional Registrant (new graduate nurse or IEN)

- Complete an application and submit to CRNNL;
- Confirm that he/she has reviewed the Restrictions and Conditions applied to an IL-II;
- Declares that he/she will abide by the Conditions and Restrictions upon being granted an IL-II;
- Confirm that he/she has applied to rewrite the exam

Employer

- Provides a satisfactory employer reference, confirming the Provisional Registrant is practicing at a safe and competent level for a graduate nurse;
- Confirms agreement to comply with restrictions placed on the IL-II holder's license;
- Confirms agreement to provide supervision to the Provisional Registrant;

¹ Provisional Registrant – an applicant for RN registration who has met all requirements for registration with the exception of successful completion of the NCLEX-RN (registration examination or professional reference requirement. (may be a new graduate or an Internationally Educated Nurse (IEN)

- Confirms the Provisional Registrant has provided the employer with a copy of his/her NCLEX Candidate Performance Report Card (CPR)² and provides a listing of identified Remedial Courses (if any), and confirms to notify the CRNNL if the Provisional Registrant fails to complete the Remedial courses;
- Confirm agreement to immediately notify the CRNNL if the Provisional Registrant is not functioning safely and competently in the provision of patient care.

3. Can the Provisional Registrant work while the IL-II application is being processed at CRNNL?

No, the Provisional registrant's nursing practice/employment cannot resume until an IL-II has been issued.

4. What are the conditions on the IL-II ?

The conditions for applying for an IL-II are listed in #2 above; one of the key requirements is the satisfactory employer reference verifying the Provisional Registrant is practicing at a safe and competent level for a graduate nurse. The restrictions on an IL-II are:

The Provisional Registrant shall:

- Not practice without the supervision of a registered nurse;
- Abide by any restrictions deemed necessary by her/his employer.
- Successfully complete any remedial courses as required by his/her employer.

5. How is supervision defined?

Supervision allows for oversight and a direct connection to a Registered Nurse for the graduate nurse. Supervision involves direct, periodic inspection and corrective action when needed. It is the active process of directing, assigning, delegating, guiding, and monitoring an individual's performance. Supervision can be direct by having the RN physically present or immediately available while a nursing activity is being performed or indirect by providing direction through various means of written and verbal communications such as via telephone.

Supervision may limit the ability of a Provisional Registrant to make decisions and implement nursing activities independently. Employers must consider the degree of supervision needed with a reflection on the Provisional Registrant's abilities, the complexity of the practice environment and supports available to the Provisional Registrant.

² CPR – an individual, two page document that provides the exam candidate information regarding his/her performance on the 8 content areas of the NCLEX Test Plan. The content areas are grouped by the quality of the candidate's performance and these descriptions can be used to determine in which areas of the Test Plan the candidate has shown greatest weakness and as a guide to prepare them to retake the exam. For more information on the CPR see <https://www.ncsbn.org/1223.htm>

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 her/his ability to assume any in-charge functions and/or supervise other care providers. It also includes providing a consistent work place 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.

6. I am participating in supervision of a graduate nurse with an IL-II, does this mean he/she is practicing on my license?

No, the Provisional Registrant with an IL-II is accountable for his/her practice and is also required to practice in accordance with the requirements in the *Registered Nurses Act*, the *Registered Nurses Regulations*, *Standards of Practice for Registered Nurses* and *The Code of Ethics for Registered Nurses*. The level of supervision required will be determined collaboratively with your employer/nursing manager as the individual Provisional Registrant's abilities/nursing competencies, the complexity of the practice environment and the supports available to this Registrant are considered. A RN who provide supervision to a Provincial Registrant is accountable to know/understand what is expected in the role as this is part of maintaining requirements of their nursing practice. Providing supervision and/or assistance to colleagues is part of an RN's role and this activity is carried out under their own license.

7. Who can complete the employer portion of the IL-II application (i.e. "Appendix B" of the application ?)

The Provisional Registrant's manager (or his or her designate), must complete page 1 of Appendix B. This portion of the application confirms the employer's agreement to comply with specified restrictions and other requirements for the named individual. Page 2 of Appendix B requires an evaluation of the Provisional Registrant's nursing practice, therefore an RN having direct knowledge of the applicant's practice or his/her direct clinical manager (providing that the manager has knowledge of the scope of practice and standards of practice for RNs in Newfoundland and Labrador).

8. Is an employer required to participate in the IL-II process?

CRNNL regulates RN and NPs and has the authority under the RN Regulations to issue an IL or IL-II to eligible applicants. To issue an IL-II, the applicant must obtain an employer reference confirming that he/she is practicing safely and completely. The employer is also required to confirm other information. The decision to participate in the IL-II process is within the employer's authority and will be based on a number of considerations, including organizational matters and the nursing performance of the Provisional Registrant.