

Is what I am doing considered practice as a RN or NP?

When practising as an RN or NP in Newfoundland Labrador, ranging from initial orientation to traditional hospital-based practice, to any non-traditional role or domain, you must:

- be registered and hold a current licence with the College.
- use the protected titles RN or NP, as they are reserved for license holders.

Most times RNs and NPs are hired as employees where the job description requires them to perform nursing services in accordance with the College's Scope of Practice Framework. In this employment situation, the types of nursing services being provided are credited as practice hours for licensure with the College. However, a growing number of nurses are working outside the traditional nursing-based roles/ settings, where it is more difficult to determine if the services being provided are within the realm of practice as an RN or NP and if the hours can be used for licensure renewal.

This information is meant to assist nurses who are in non-traditional roles, and/or are employed in a role that does not specifically require an RN or NP, and nurses who are self-employed. The RN or NP must be able to answer yes to the following reflective statements to determine if their individual practice is within the realm of practice as an RN or NP. If unable to answer yes or are uncertain about any statement, the RN or NP must contact the College before commencing employment or self-employment, and prior to the annual submission of hours for licensure renewal.

This form has 3 sections. Section 1 is for all RNs and NPs, the section 2 is for NPs only, and section 3 is the signature block for all RNs and NPs to be signed prior to submission of the document to the College.

For RNs and NPs:

Thinking about your individual employment situation and your everyday nursing practice, answer the following questions.

I introduce myself as an RN or NP.

Yes No

I sign my credentials as an RN or NP (e.g., client chart, business cards, etc.).

Yes No

My employer required me to be licensed as an RN or NP (e.g., the job description requires a licence to practice as an RN or NP).

Yes No



I would direct clients/public to the College website to validate my licence to practice.

Yes No

I am practising under my nursing registration even if I also hold a licence from another discipline(s) (e.g., also registered as an acupuncturist)

Yes No

I have ensured that my practice setting has liability protection for nursing practice.

Yes No

I use nursing philosophical and/or theoretical perspectives to guide my practice, as the recipients of my nursing services expect that I apply nursing knowledge and competencies in my role.

Yes No

I regularly apply my nursing knowledge, competencies, and judgement in the provision of my services (e.g., an RN a non-traditional role such as providing alternative and complementary therapies).

Yes No

I attend professional development opportunities (e.g., conferences, education sessions, etc.) that specifically add to my nursing knowledge to maintain my continuing competency in my role.

Yes No

I have policies and procedures to guide/accomplish my role as RN or NP (e.g., evidence-based guidelines or best practice, collaborative teams, etc.).

Yes No

I reflect on and use the full nursing process as the focus of my employment/practice and I use nursing knowledge, competencies, and judgement if using interventions from another discipline based upon my nursing assessment and as part of my treatment plan (e.g., I am practising as an RN and using acupuncture as an intervention/modality/treatment option).

Yes No

I have reviewed my nursing practice, and I am not aware of any interventions that I use being exclusively recognized to be within the domain of another profession or a restricted activity by another health care profession (e.g., I am not practising within the legal domain of medicine).

Yes No



My practice as an RN or NP has a direct or indirect impact on clients;¹ health care systems or the health of the public (e.g., an RN in an executive position in a health organization will have an indirect impact through their contribution to health system management).

Yes No

The healthcare services I provide require critical thinking, problem solving, professional judgement, and accurate interpretation of information from a variety of sources.

Yes No

Additional Statements for nurse practitioners (NPs):

In addition to the statements provided above for practice as an RN, NPs must also be able to answer yes to the following additional statements to determine if your individual practice is within the realm of practice as an NP.

If you answer no or are uncertain about any statement in this section, you must contact the College before commencing or continuing employment or self-employment.

For NPs:

I apply the advanced **NP competencies** to independently diagnose and communicate a medical diagnosis (i.e., disease, disorder, injury, or condition), order and interpret diagnostic and laboratory tests, prescribe pharmaceuticals, non-pharmaceuticals and perform procedures, in care of the client population consistent within the category of NP licensure that I currently hold,

OR

I apply advanced NP competencies in one of the other domains of nursing practice (e.g., administration, policy, research, education) in which I practice as an NP.

Yes No

I apply advanced clinical knowledge, competencies, and advanced clinical decision-making skills in my NP nursing practice (e.g., primary health collaborative clinic, or occupational health setting).

Yes No

I am employed and practising as an NP (i.e., I am not employed as an RN).

Yes No

¹ Client - Individuals, families, groups, populations, or entire communities who require nursing expertise. The term client reflects the range of individuals and/or groups with whom nurses may be interacting. In some settings, other terms may be used such as patient or resident. In education, the client may also be a student; in administration, the client may also be an employee; and in research, the client is usually a subject or participant.



Attestation

I, _____ have read the most current version of CRNNL's *Standards of Practice for Registered Nurses and Nurse Practitioners, Scope of Practice Framework, and Self-Employment* documents. **Initial**

I understand I must answer yes to all the reflection statements and if I answer no to any question, I must connect with the College. **Initial**

I understand that if my role changes, I must connect with the College to determine if my scope of practice is as an RN or NP (**circle one**). **Initial**

I understand I must self-declare the number of practice hours during licensure renewal as an RN/NP in the non-traditional role or domain in the Alinity Member Portal. **Initial**

I declare that my individual practice is within the realm of an RN or NP and acknowledge that I may be selected for a registration audit. **Initial**

Annually, it is the responsibility of each RN and NP, prior to commencing any practice, to validate that a current practicing licence has been issued in their name by checking CRNNL's Online Register at [Member Search](#)

Signature: _____ Date: _____

Title: _____

Organization: _____

Please forward the completed form to practiceteam@crnnl.ca

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