

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 (NL). 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?

Eligible IENs include RNs with some practice hours within the last 10 years who have completed an education credential assessment (ECA), 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 requirement (hours).

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

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

- complete a minimum of 450 hours of supervised practice with an NL employer with a minimum of 135 hours under direct supervision and the remaining 315 hours may be under indirect supervision. The participating employer/organization may determine that additional time under direct supervision is required
- submit all required program forms

Additionally, the SPEPP requires that the IL-C holder:

- not practise without the supervision of a preceptor (See below FAQ for definition of Supervision)



- not change practice settings during the portion of the 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 for the IL-C holder
- agree to immediately notify the College if the IL-C holder is not functioning safely and competently in the provision of patient care
- confirm a minimum of 450 hours of attendance and complete the SPEPP Completion Form for Employers/Organizations

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 Inspire Global Assessments (previously NCAS) to determine if there are any competency gaps in their nursing education. If no competency gaps are identified, these IENs will also be considered for the SPEPP.

IENs with 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 IEN's performance.

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

Who can be a preceptor?

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

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 (minimum) of the program, and indirect for the last 315 hours (minimum) of the program based on the individual needs of the IEN.



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

How many hours must the IEN complete under direct supervision?

The IEN must complete a minimum of 135 hours of nursing practice under the direct supervision of a designated preceptor. The participating employer may determine that 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 indirect supervision?

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.

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

Using the SPEPP guide, the preceptor will support the IEN and assist the College and the employer to determine the length of time and degree of supervision required to help the IEN demonstrate currency of practice. The assigned preceptor completes the SPEPP Initial Assessment Form after the IEN has completed 135 hours and the SPEPP Final Assessment Form for Preceptors upon program completion. These forms should be reviewed with the IEN.

What nursing care is the IEN 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 competencies 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 competence (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 completing the SPEPP Initial and Final Assessment forms.

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?

The participating employer may choose to include the 315 hours under indirect supervision as part of the IEN's orientation 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 agree to:

- orient the IEN to the practice setting including relevant policies, procedures, resource materials, general practice environment, and any required training (e.g., computer-based training, etc.)
- assign a qualified preceptor to provide direct supervision and guide the IEN and provide feedback and learning opportunities for a minimum of 135 practice experience hours (as per employer identified schedule).
- arrange for an additional 315 hours under indirect supervision
- contact the College with any concerns or clarifications as required
- submit the SPEPP Completion Form for Employers/Organizations and confirm the IEN has met program hours requirements and competency requirements at the end of the experience
- submit the SPEPP Initial and Final Assessment Forms for Preceptors if the IEN is unsuccessful



Can the IEN be unsuccessful in the SPEPP?

Unsuccessful IENs are individuals that have:

- completed a minimum of 450 hours but are unable to progress to indirect supervision
- completed the program but have not met all the competency requirements on the SPEPP Final Assessment Form for Preceptors
- had their IL-C revoked

Can employers/organizations end the SPEPP agreement before the IEN completes 450 hours?

Yes. Employers/organizations can choose to end the program agreement at any time. In these situations, employers/organizations are required to notify the College and submit the Supervised Practice Experience Partnership Program Assessment Form(s) for Preceptors and the Supervised Practice Experience Partnership Program Completion Form indicating the reason for failure to complete or unsuccessful completion of the program.

Will the IEN who is unsuccessful with 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 or employment status.

What happens at the end of the SPEPP?

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

Revised July 2024