

	SUPERVISION POLICY	
	Date Effective: December 2019	
	Revised:	
	Next Review Due: December 2022	

Background

Supervision is referred to once in the Regulated Health Professions Act (2013) at Section 87 and twice in the Registered Nurses Regulations (2018), once in relation to graduate nurses, at Section 24(2) and once in relation to graduate nurse practitioners, at Section 26(2).

Purpose

This policy provides explanation and clarification for the use of the term supervision in the RN regulations and provides expectations about supervision of new nurse practitioners entering practice or changing clinical areas.

1.0 Policy

- 1.1 “A graduate nurse shall be supervised in practising nursing by a registered nurse” (RN Regulations, Section 24(2)) is understood to mean that a graduate nurse (GN) works alongside a Registered Nurse, who is available to answer questions and assist the GN whenever the GN requires assistance or the Registered Nurse determines that assistance is required.
- 1.2 A registered nurse who is assigned to supervise a graduate nurse shall have a minimum of 2 years experience working as an RN in PEI, preferably in the clinical area or equivalent clinical area where the supervision is occurring.
- 1.3 A registered nurse must be in good standing with CRNPEI, including completion of all registration requirements in order to be eligible to supervise a graduate nurse.
- 1.4 A registered nurse who has a complaint against their practice or has conditions on their registration in a discipline process is not eligible to supervise a graduate nurse.

- 1.5 A registered nurse must be vetted by the employer for conflict of interest in relation to the graduate nurse such as familial relationship, past conflict between the registered nurse and graduate nurse, or any other dynamic believed by the employer to create an unhealthy work environment for either party.
- 1.6 For the purpose of the regulation which states that the graduate shall be supervised by a registered nurse “approved by the Council”, if the registered nurse meets the requirements described in 1.2 – 1.5, they are considered acceptable to Council.
- 1.7 “A graduate nurse practitioner shall be supervised in practising nursing by a nurse practitioner” (RN Regulations, Section 26(2)) is understood to mean that a graduate nurse practitioner (GNP) works alongside a Nurse Practitioner (NP), who is available to answer questions and assist the GNP whenever the GNP requires assistance or the NP determines that assistance is required.
- 1.8 A nurse practitioner who is assigned to supervise a GNP shall have a minimum of 2 years experience as an NP.
- 1.9 A nurse practitioner must be in good standing with CRNPEI, including completion of all registration requirements in order to be eligible to supervise a GNP.
- 1.10 A nurse practitioner who has a complaint against their practice or has conditions on their registration in a discipline process is not eligible to supervise a GNP.
- 1.11 A nurse practitioner must be vetted by the employer for conflict of interest in relation to the GNP such as familial relationship, past conflict between the nurse practitioner and GNP, or any other dynamic believed by the employer to create an unhealthy work environment for either party.
- 1.12 For the purpose of the regulation which states that the graduate nurse practitioner shall be supervised by a nurse practitioner “approved by the Council”, if the nurse practitioner meets the requirements described in 1.8 – 1.11, they are considered acceptable to Council.
- 1.13 A new nurse practitioner entering practice in PEI or entering a new clinical practice setting shall have a period of direct mentoring (working alongside) for the equivalent of 4 – 6 weeks with an experienced NP, as described in 1.8.
- 1.14 Further, once the new NP has completed one month of direct supervision, the new NP must have reasonable access to an experienced NP for an additional

five months or until such time as the new NP and experienced NP, and the manager, agree that the new NP is confident to work independently.

- 1.15 An NP may work alongside a physician for the purpose of co-management of patients. It is acknowledged that this relationship with the physician will contribute very significantly to the development of clinical expertise for the new NP or an NP entering a new clinical area. This relationship is not considered supervisory under the intention of the RN Regulations.