

FNIHB-OR Nursing Policy and Procedure

Section:	Professional Nursing Practice	Policy Number:	II - 18
Subject:	Nursing Practice Responsibilities	Issued:	March 31, 2015
Distribution:	All Nursing Facilities	Revised:	

1. POLICY:

Nurses have the following responsibilities when providing health care and related services within the First Nations and Inuit Health – Ontario Region (FNIHB-OR):

- 1.1 Nurses must be registered with the College of Nurses' of Ontario (CNO) as prescribed by the Ontario *Nursing Act* (Nursing Act, 1991, SO 1991, c32).
- 1.2 Nurses are responsible for maintaining a safe level of practice and competence. There shall be no policy or statement by First Nations and Inuit Health Branch (FNIHB), or other professional association or organization which will relieve the nurse of their responsibility for their own action.
It is the nurse's responsibility to consult with others when any situation is beyond their competence.
- 1.3 All nurses must practice within the policies, procedures, and protocols set forth by Health Canada while maintaining the CNO's professional standards and code of ethics.
- 1.4 Nurses are responsible for clarifying employer performance expectations and familiarizing themselves with how nursing is practiced within the organization.

2. PRINCIPLES:

- 2.1 Current FNIHB-OR competency documents are the primary references for evaluating the required knowledge, skills and judgment of the Community Health Nurse practicing in FNIHB-OR communities.
- 2.2 The College of Nurses of Ontario (CNO) sets the minimum standards of practice for Registered Nurses (RN) and Nurse Practitioners (NP) and gives guidance to registrants, employers and educators. Registration is a legal requirement.
- 2.3 Nursing practice is governed by the *Nursing Act* and *Regulated Health Professions Act*
- 2.4 Nurses are accountable for their own actions and must exercise judgment in accepting responsibility for any additional nursing function or delegated controlled act.

- 2.5 No nurse is compelled to perform any medical-nursing function for which he/she does not meet the necessary level of competence. Nurses are responsible for maintaining a safe level of practice and must be aware that no statement of policy relieves the individual nurse of responsibility and accountability for his/her own acts.

3. DEFINITIONS:

- 3.1. **Nurse:** Refers to Registered Nurses, Nurse Practitioners and Registered Practical Nurses.
- 3.2. **Competencies:** Statements describing the expected performance or behaviour required in a given nursing role, situation or practice setting.

4. PROCEDURE:

- 4.1 Upon hire, each nurse shall:
- 4.1.1 Review all employer policies, procedures and medical directives;
 - 4.1.2 Be familiar with Ontario legislation (namely, the *Nursing Act*, the *Regulated Health Professions Act*, and the *Pharmacy Act*) and the CNO's practice guidelines.
 - 4.1.3 Complete the FNIHB-OR approved Self-Assessment Tool.
- 4.2 The nurse will identify any gaps in the knowledge and/or skills that are required to safely perform the responsibilities outlined in the job description.
- 4.3 The nurse and his/her Supervisor or Practice Consultant will review the Self Assessment Tool; discuss the identified gap in knowledge and skills; and develop a learning plan to ensure core competencies are met.
- 4.4 The practice consultant should be consulted for assistance with learning opportunities and skill certification.
- 4.5 The nurse and supervisor will arrange on-going review of the learning plan as required.

5. RELATED POLICIES AND PROCUDURES:

FNIHB-OR Policy: Additional Nursing Functions
FNIHB-OR Policy: Delegation of Controlled Acts
FNIHB-OR Policy: Mandatory Registration

6. REFERENCES:

The College of Physicians and Surgeons of Ontario (2007). Policy: Delegation of Controlled Acts. Retrieved from www.cpsso.on.ca/policies/default.aspx?ID=1554

The College of Nurses of Ontario (2011). Practice Guideline: Directives.

The College of Nurses of Ontario (2011). Practice Guideline: Authorizing Mechanisms.

The College of Nurses of Ontario (2011). Practice Guideline: RN and RPN Practice: The client, the nurse and the environment.

The Federation of Health Regulatory Colleges of Ontario. *An Interprofessional Guide on the Use of Orders, Directives and Delegation for Regulated Health Professionals in Ontario*. Retrieved from www.mdguide.regulatedhealthprofessions.on.ca/why/default.asp

Government of Ontario. Nursing Act, 1991, SO 1991, c32

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Director of Nursing, Ontario Region	Date:	
Regional Executive, Ontario Region	Date	