



THE COLLEGE OF

REGISTERED PSYCHIATRIC NURSES of
MANITOBA

Code of Ethics

2017

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Table of Contents

The Profession of Psychiatric Nursing.....	1
Psychiatric Nursing in Canada.....	1
Code of Ethics.....	2
THE CODE OF ETHICS.....	3
Glossary.....	6
References.....	9
Contact Information.....	9

The Profession of Psychiatric Nursing

Psychiatric Nursing, as a distinct profession, provides service to individuals, families, groups, communities and populations whose care needs relate to mental, physical, and developmental health. Registered Psychiatric Nurses engage in various roles providing health services to individuals, families, groups, communities and populations. The practice of psychiatric nursing occurs within the domains of direct practice, education, administration, and research.

The core knowledge and skills of psychiatric nursing are derived from the biological, physiological, and psychological health sciences. The competencies acquired from this body of knowledge guide the application of critical thinking and professional judgment. The core of psychiatric nursing practice is the therapeutic relationship. Psychiatric Nursing focuses on various factors that influence physical and mental health and is committed to the promotion of health, the maintenance of optimal health, the prevention of illness, and the care and treatment of persons with mental illness and developmental and intellectual disabilities. Registered Psychiatric Nurses work with people on their personal journeys to recovery.

Psychiatric Nursing values all aspects of health. The profession recognizes the complex relationships between emotional, developmental, physical, and mental health; the influence of social factors on physical and mental health and on illness; and the role of culture and spirituality in health promotion, illness prevention, and recovery. Psychiatric Nursing values equality and equity and believes that persons with mental health and developmental challenges deserve access to high quality health services. As a profession, Psychiatric Nursing strives to respond to and influence a complex and changing health system.

This document provides guidance to Registered Psychiatric Nurses, educators, employers, and the public.

Psychiatric Nursing in Canada

Psychiatric Nursing is regulated as a distinct profession in Canada by the provinces of Alberta, British Columbia, Manitoba, and Saskatchewan and the Yukon Territory. The Registered Psychiatric Nurse Regulators of Canada (RPNRC), made up of the provincial/territorial regulatory authorities, provides a unified provincial, national, and international voice for Registered Psychiatric Nurses in Canada. Registered Psychiatric Nurses of Canada's vision is quality mental health services for all Canadians.

The profession of Psychiatric Nursing assumes the responsibility of self- regulation through provincial/territorial legislation. The regulatory authorities in Alberta, British Columbia, Manitoba, Saskatchewan, and the Yukon Territory regulate the profession of Psychiatric Nursing with a mandate to protect the public and set standards for psychiatric nursing practice and education.

Code of Ethics

The *Code of Ethics* is a set of guidelines that articulates an acceptable set of behaviours for Registered Psychiatric Nurses (RPNs). The *Code of Ethics* articulates the ethical principles and values that guide all members of the Psychiatric Nursing profession. It sets out the framework for professional responsibility and accountability while promoting high ethical standards in practice and providing a benchmark for Registered Psychiatric Nurses to use for self-evaluation.

The *Standards of Psychiatric Nursing Practice* further articulates the legal and professional obligations of the Registered Psychiatric Nurse. The *Code of Ethics* and *Standards of Psychiatric Nursing Practice* support one another and apply to all practice settings, domains of practice, and roles regardless of an individual RPN's educational preparation or professional experience.

Through the Code of Ethics, Registered Psychiatric Nurses uphold the values of:

- 1) Safe, competent, and ethical practice to ensure the protection of the public;
- 2) Respect for the inherent worth, right of choice, and dignity of persons;
- 3) Health, mental health, and well-being; and,
- 4) Quality practice.

The Code of Ethics

Safe, competent, and ethical practice to ensure the protection of the public

The Registered Psychiatric Nurse:

- 1) Knows the difference between personal and professional relationships and assumes responsibility for those relationships.
- 2) Commits to building therapeutic relationships and behaves in a manner that protects the integrity of those relationships.
- 3) Ensures that the vulnerabilities of others are not exploited for one's own interests.
- 4) Practices within one's own level of competence and seeks out additional information or guidance when required.
- 5) Strives to ensure evidence-based practice while ensuring continuing competence throughout one's professional career.
- 6) Strives to maintain an awareness of personal health, mental health, and well-being in order to assess one's ability to provide competent, safe, and ethical care.
- 7) Ensures that one neither initiates nor participates in any practice that is considered harmful to the welfare of others.
- 8) Protects the confidentiality of all information gathered in the context of the professional relationship.
- 9) Practices within relevant legislation that governs privacy, access, use, and disclosure of personal information.
- 10) Conducts one's self in a manner that reflects honesty, integrity, reliability, impartiality, and diligence.
- 11) Recognizes the expertise and limitations of co-workers/ colleagues or students when assigning or delegating responsibilities.
- 12) Uses a process of self-reflection to recognize one's own limitations and uses professional judgment when accepting responsibilities.
- 13) Reports, in good faith, any incompetent or unethical behaviour of health care providers to the appropriate authorities.
- 14) Accepts responsibility and accountability for one's own actions taking all necessary steps to prevent or minimize harm.
- 15) Refrains from permitting one's professional designation to be exploited for personal gain in connection with the endorsement of products or services.
- 16) Conducts one's self in a manner that promotes a positive image of the profession at the local, community, provincial, and national levels.
- 17) Practices according to provincial and federal statutes/acts/regulation/by-laws and the *Standards of Psychiatric Nursing Practice*.
- 18) Understands, promotes, and upholds the ethical values of the profession.

The Code of Ethics

Respect for the inherent worth, right of choice, and dignity of persons

The Registered Psychiatric Nurse:

- 1) Respects people's autonomy and their right to choose.
- 2) Strives to ensure that a person's choices are understood, expressed, and promoted.
- 3) Respects the unique, inherent worth and dignity of all persons and strives to ensure that the rights of individuals are upheld.
- 4) Recognizes and respects diversity and that a person's culture may influence health practices and decision making.
- 5) Upholds the person's legal and moral right to refuse treatment and to choose to live at risk as long as those decisions are in keeping with the law.
- 6) Knows, applies, and upholds the elements of informed consent.
- 7) Ensures psychiatric nursing decisions are consistent with the person's choices or the choices of a substitute decision maker, where applicable.
- 8) Provides opportunities for persons to make choices and decisions to the extent that those persons are capable.
- 9) Recognizes fluctuations of diminished autonomy and empowers the person to act independently in areas of personal strengths.
- 10) Advocates for justice and fairness and stands against stigma and discrimination.

Health, mental health, and well-being

The Registered Psychiatric Nurse:

- 1) Respects the needs and values of each person within the physiological, psychological, and developmental, socio-cultural, and spiritual dimensions.
- 2) Understands that physical health and mental health are interconnected and are dynamic process that fluctuates across the lifespan.
- 3) Recognizes the complex relationships between emotional, developmental, physical, and mental health and the influence of social factors on physical and mental health and on illness.
- 4) Understands that perception, lifestyle, and expectations influence physical and mental health.
- 5) Recognizes the role of culture and spirituality in health promotion, illness prevention, and recovery.
- 6) Understands and is attentive to the interaction of one's own values and culture and how those interact with others.
- 7) Strives to ensure equity in physical and mental health services.
- 8) Recognizes the impact of historical traumas on populations and works to mitigate the impact.

Quality Practice

The Registered Psychiatric Nurse:

- 1) Recognizes that community, socio-economic, and political systems influence all aspects of health.
- 2) Ensures that approaches to physical and mental health are collaborative, holistic, and dynamic and include promoting health, preventing illness, and ensuring interventions that promote rehabilitation and recovery.
- 3) Uses and contributes to research that promotes the ongoing development of Psychiatric Nursing knowledge, evidence-based practice, and improvements in mental health care.
- 4) Contributes to quality practice by promoting positive, healthy, and ethical working environments.
- 5) Contributes to promoting and maintaining safe practice environments.
- 6) Ensures that safe and competent practice is a priority by advocating for human and material resources.
- 7) Advocates for fair and equitable access to services and benefits and for equal treatment and protection of all persons.
- 8) Respects and values the knowledge and contributions of other health care providers and works in collaborative partnerships with others.
- 9) Recognizes the relationship between the environment and determinants of health and is committed to social responsibility and environmental stewardship.

Glossary

Advocacy

The act or process of supporting a cause or proposal. An advocate is defined as one that pleads, defends, or supports a cause or interest of another (Merriam-Webster Collegiate Dictionary, 2009a).

Autonomous Person

An individual capable of deliberation about personal goals and of acting under the direction of their deliberations (National Commission for the Protection of Human Subjects of Biomedical and Behavioral Research, 1979).

Boundaries

Boundaries are limits that protect the space between the professional's power and the client's vulnerability. Boundaries define and separate professional roles from other roles. Boundaries are the limits that allow a safe connection between a professional and a client and are always based on the client's needs (Peterson, 1992).

Competencies

Competencies are the knowledge, skills, judgments, attitudes, and values required for successful functioning as a Registered Psychiatric Nurse.

Continuing Competence

Continuing Competence is the ongoing ability of a Registered Psychiatric Nurse to integrate and apply the knowledge, skills, judgment, and interpersonal attributes required to practice safely and ethically in a designated role and setting.

Cultural Safety

Cultural Safety addresses the diverse mental health needs of people living in Canada by communicating and practicing in a way that respects and takes into account the cultural, social, political, linguistic, and spiritual realities of the people with whom one is working (Toward Recovery and Well-Being, Mental Health Commission of Canada, 2009).

Diminished Autonomy

An individual with restricted capability of deliberation about personal goals and of limited ability to act under the direction of their deliberations (National Commission for the Protection of Human Subjects of Biomedical and Behavioral Research, 1979).

Environmental Stewardship

Refers to the duty practitioners have towards preservation and protection of the natural environment; and to engage in sustainable practices. For example, Registered Psychiatric Nurses work in collaboration to support movement towards an environmentally safe workplace by supporting the education of staff as well as healthy changes in supply and waste practices.

Equality

In the health care context, equality refers to the right of every person to receive the same health care treatment and to be protected against serious health hazards.

Equity

Equity is the absence of avoidable or remediable differences among people or groups of people. Health inequities therefore involve more than inequality with respect to health determinants, access to the resources to improve and maintain health or health outcomes; they also entail a failure to avoid or overcome inequalities that infringe on fairness and human rights (Adapted from WHO, 2017).

Health	Health is a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity (World Health Organization, 2014).
Informed Consent	Refers to permission granted which is given by a client to a health care professional for treatment with full knowledge of the potential risks and benefits.
Mental Health	Mental Health can be conceptualized as a state of well-being in which individuals realize their own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and are able to make a contribution to their community (World Health Organization, 2014).
Mental Health Promotion	Mental Health Promotion is the process of developing positive mental health both for and with the community in general and individuals who experience mental illness. It is linked to relationships with others, environmental, and lifestyle factors, and the degree of power one has over one's life (Canadian Mental Health Association, 2008).
Person	In psychiatric nursing, the person may refer to an individual, family, group, community or population.
Recovery	Recovery is a process in which people living with mental health problems and illnesses are empowered and supported to be actively engaged in their own journey of well-being (Toward Recovery and Well-Being, Mental Health Commission of Canada, 2009)

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Contact Information

College of Registered Psychiatric Nurses of Manitoba

1854 Portage Avenue
Winnipeg, Manitoba R3J 0G9

Phone: (204) 888-4841
E-Mail: crpnm@crpnm.mb.ca
Web: www.crpnm.mb.ca

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