



## COLLEGE OF REGISTERED PSYCHIATRIC NURSES OF MANITOBA

**TITLE:** Maintaining Hours of Practice through Employment

**Policy #**

**Date in Effect:** October 17, 2019

**Date approved:** October 17, 2019

**Date reviewed:**

**Policy Type:** Board- Registration

**Subtype:**

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**POLICY:** A minimum of 1400 hours of practice in the immediately preceding five-year period is required to maintain eligibility for registration as a Registered Psychiatric Nurse.

Employment hours may be approved as practice hours if the member is on the Practising register and can demonstrate that the position is consistent with the definition of the practice of psychiatric nursing in *The Registered Psychiatric Nurses Act* (the "Act").

The determination of work or employment that constitutes Registered Psychiatric Nursing practice rests with the College.

### **APPLICATION OF POLICY:**

- 1) If the Executive Director/Registrar identifies an employment position where registration as a Registered Psychiatric Nurse is not explicitly required, additional information will be required to determine:
  - a. if the practice or services being provided are consistent with the definition of the practice of psychiatric nursing in the Act; and;
  - b. if the member can meet the practice expectations (*Code of Ethics, Standards of Psychiatric Nursing Practice and Practice Directions*) while engaged in this employment.
- 2) To make the determination of whether an employed position will be approved, the Executive Director/Registrar will assess:
  - a. A description of the terms, responsibilities and conditions of the employment or position;
  - b. The position description;
  - c. Evidence that the position requires or benefits from psychiatric nursing knowledge, skill and judgement to execute the work or the role; and,
  - d. A record of hours spent by the individual in the position.
- 3) When approved, the employment hours will be counted as practice hours. Only actual hours of practice are to be included.
- 4) Where only a portion or a percentage of the employment would be considered psychiatric nursing practice, the calculation of practice hours will be adjusted accordingly.
- 5) Employment hours will not be counted as practice hours where it has been determined that the position is not consistent with the definition of the practice of psychiatric nursing.

## **REFERENCE(S)**

Registered Psychiatric Nurses Act

Registered Psychiatric Nurses Regulation (2002, c. 1).

Registered Psychiatric Nurses Regulation (2002, c. 5-1).

Registered Psychiatric Nurses Regulation (2002, c. 25-2).

Board Motion: 19:47