



## **Supervised Clinical Experience guide – Employer, Registered Nurse or Nurse Practitioner supervisor’s responsibilities**

### **Introduction**

This information guide has been developed to support the employer and the Registered Nurse (RN) or Nurse Practitioner (NP) in the delivery of the Supervised Clinical Experience (SCE).

### **What is the SCE?**

The SCE is a regulatory, employment-based adaptation program for nurses completing conditions or requirements supporting their eligibility for RN licensure in New Brunswick (NB) with CNNB, in a controlled and supervised setting.

### **Scope of Practice During the SCE**

While completing the SCE, the IEN will practise as a Graduate Nurse (GN) and must comply with the following regulation restrictions:

The GN must **not**:

- Practise without supervision by a CNNB-licensed RN or NP
- Perform delegated medical functions
- Supervise RNs or other GNs
- Be in charge of a unit or facility
- Practise without onsite access to an RN/ NP
- Accept work that violates nursing legislation, bylaws, or rules

The GN must also comply with any additional registration conditions that may apply to them, as identified by [CNNB](#).



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### Employers must:

- Verify nurse licensure status including applicable conditions in the CNNB [Public Directory](#).
- Orient the applicant to the practice setting (eLearning, computer documentation training, etc.).
- Provide a CNNB licenced RN or NP to supervise and guide the GN and to provide feedback and learning opportunities.
- Offer a supervised practice experience for the required hours, where the GN can apply nursing knowledge, skill, judgement and demonstrate an understanding their nursing accountabilities [Standards of Practice - CNNB](#).
- Evaluate applicants using CNNB SCE [evaluation document](#).
- Confirm whether the GN has met program requirements at the end of their experience or report any competence, practice or conduct concerns to CNNB [ien@cnnb-opinb.ca](mailto:ien@cnnb-opinb.ca).

### **SCE Hours, Schedule, and Pay**

- Verify SCE required hours. Hour requirements are a minimum of 140 hours to 320 hours. Additional hours beyond 320 hours may be required based on individual assessment.
- The GN will work the same schedule as the RN/NP supervisor including:
  - Days, evenings, nights
  - Weekends and holidays
- Renumeration for the GN during SCE, if any, is determined by the employer.

### **Supervision and the Role of the RN supervisor**

The RN/NP supervisor plays a critical role in the SCE. The supervisor functions as a resource, role model, mentor/coach, and supervisor to support the GNs learning and competency development.

The RN/NP supervisor must be an experienced RN or NP, licensed with CNNB, approved or designated by the employer.

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The RN/NP supervisor will provide ongoing evaluation and feedback throughout the SCE to support the GN's learning and skill development. Formal evaluations will be completed using the SCE Evaluation Document at both the midpoint and final stages of the SCE.

### Supervision requirements:

- Direct supervision:
  - The RN/NP supervisor is physically present or immediately available for the first 80 hours (minimum) or as required by condition agreement, or by observed competence.
- Indirect supervision:
  - The RN/NP supervisor is readily available for consultation but may not always be physically present.

### **If Issues Arise**

- If the RN/NP supervisor is sick, another qualified RN/NP may supervise temporarily.
- If the RN/NP supervisor is floated to another unit, the GN or RN with a supervised practice condition should remain on the designated “home” unit with an alternate allocated RN/NP supervisor.
- Employers may terminate the SCE at any time.
- CNNB must be notified of any change in SCE by contacting [ien@cnnb-opinb.ca](mailto:ien@cnnb-opinb.ca).
- Mid-term and/or final evaluations must be submitted to [ien@cnnb-opinb.ca](mailto:ien@cnnb-opinb.ca).

### **When providing care, the GN can:**

- Complete their own assessments and documentation and do not require co-signing for charted documentation;
- Sign documentation with their name followed by “GN”.



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### **Evaluations during the SCE**

The [evaluation form](#) for the SCE is structured around the [Entry-Level Competencies \(ELC\)](#) to support supervisors in evaluating applicants completing a SCE.

Within each competency are broad competency statements that reflect the nursing knowledge, skills, and judgment applicants are expected to demonstrate. These statements are aligned with [The CNNB Code of Conduct for Registered Nurses and Nurse Practitioners](#).

The RN/NP supervisor completes:

- The mid-term evaluation after 140 hours or as required by condition agreement.
- The final evaluation at the end of the SCE confirming that the candidate has met RN entry level requirements and is ready to practice independently in a safe, competent, and ethical manner.

Successful completion of the SCE requires submission of the competency evaluation and final indicating a “pass” as the decision of the placement supervisor. The signature and registration number of the placement supervisor and nurse manager or nursing director.

These evaluations:

- Must be reviewed with the GN to aid personal goal- setting and submitted to CNNB.
- The GN or employer or RN/NP supervisor must submit the evaluation to [ien@cnnb-opinb.ca](mailto:ien@cnnb-opinb.ca).
- Once received, the CNNB team will assess, and if required speak with the GN or to the RN/NP supervisor before moving forward with the next steps.

Employer organizations and RN/NP supervisors who have questions or require additional information or support at any time during the SCE are encouraged to contact CNNB at: [ien@cnnb-opinb.ca](mailto:ien@cnnb-opinb.ca).