

# 1 COMPETENT, ETHICAL PRACTICE OF REGISTERED NURSING

1. Competence and ethics are rooted in the principles of social justice (primary health care).
2. Saskatchewan RN and RN(NP) expertise contributes to the development of national and international standards for registration.
3. Graduates from Saskatchewan nursing education programs have a broad-based education congruent with a contemporary understanding of nursing.
  - 3.1. *The Baccalaureate nursing degree remains the minimum education level for entry as a RN.*
  - 3.2. *The Masters nursing degree is the minimum education level for entry as a RN(NP).*
  - 3.3. *Competence and credentials of Saskatchewan educated RNs and RN(NP)s are such that they are internationally recognized.*
4. RNs and RN(NP)s maintain competence throughout their careers.
  - 4.1. *RNs and RN(NP)s holistically and effectively manage pain and advocate for appropriate pain management.*
5. RNs and RN(NP)s practice to the full extent of their competencies.
6. RNs and RN(NP)s understand and embrace the Code of Ethics.
  - 6.1. *RNs and RN(NP)s model the respectful treatment of all persons.*
7. RNs and RN(NP)s effectively use patient experience research to inform their practice.

# 2 PROFESSIONAL SELF-REGULATION FOR RNS AND RN(NP)S

1. Legislation supports/mandates professional self-regulation.
2. RNs and RN(NP)s value professional self-regulation.
3. Public has confidence in competence of RNs and RN(NP)s.
4. The public is aware that the SRNA has a process to register a concern regarding a RN or RN(NP), regardless of the care setting.
  - 4.1. *Complaints regarding RN and RN(NP) incompetence and misconduct are resolved in a just, timely, transparent and accountable manner.*



## SRNA exists so there will be:

# 3 PRACTICE ENVIRONMENTS CONDUCIVE TO SAFETY AND QUALITY

1. General public, governing representatives, public policy makers and health decision-makers have compelling evidence about the need for sufficient RNs and RN(NP)s in direct care, administration, education, research and policy, to provide safe, quality, culturally competent care.
2. Nursing students, graduates, RNs and RN(NP)s new to or re-entering the workplace, are successfully integrated into the practice environment.
3. Practice reflects clarity of roles within a collaborative practice environment.
4. Practice environments support RNs and RN(NP)s to practice nursing in accordance with Section 2(k) of *The Registered Nurses Act, 1988, Code of Ethics for Registered Nurses*, the nursing practice standards, and best practice guidelines.
  - 4.1. *RNs and RN(NP)s are partners in emergency preparedness planning.*
  - 4.2. *Organizations provide appropriate technology to support quality practice.*

# 4 SUPPORT FOR THE PRINCIPLES OF PRIMARY HEALTH CARE

1. Public policy makers have compelling evidence of the value of a health system that is universal, accessible, publicly administered, comprehensive, portable and accountable.
2. Public policy makers are aware of the potential health impact of their decisions.

# 5 REGISTERED NURSING AS A LEADERSHIP PROFESSION

1. Individual RNs and RN(NP)s demonstrate leadership.
  - 1.1. *RNs and RN(NP)s are engaged in professional activities and leadership development to meet current and future challenges.*
  - 1.2. *RNs and RN(NP)s mentor and seek mentorship.*
  - 1.3. *RNs and RN(NP)s demonstrate leadership in the use of appropriate communication and information technology.*
  - 1.4. *RNs and RN(NP)s effectively address the risk of fatigue, abuse and other safety issues.*
  - 1.5. *RNs and RN(NP)s demonstrate leadership in environmentally responsible practice.*
2. Individual RNs and RN(NP)s demonstrate professional presence.
  - 2.1. *RNs and RN(NP)s articulate their role to the public.*
  - 2.2. *RNs and RN(NP)s consistently use their first and last name and title for identification to the public.*
3. RN and RN(NP) leadership is demonstrated in the local, provincial, regional, national and international health agenda.
  - 3.1. *RNs and RN(NP)s advocate for healthy public policy that supports the principles of Primary Health Care with emphasis on health issues for Aboriginal, elderly and vulnerable populations.*
  - 3.2. *RNs and RN(NP)s collaborate in interdisciplinary teams that actively engage citizens.*

**VISION:** Registered Nurses as partners in an informed healthy society • **MISSION:** Competent, caring, knowledge-based registered nursing for the people of Saskatchewan



# CNA CODE OF ETHICS

## FOR REGISTERED NURSES 2008

### NURSING VALUES DEFINED

#### Providing Safe, Compassionate, Competent and Ethical Care

Nurses provide safe, compassionate, competent and ethical care.

#### Promoting Health and Well-Being

Nurses work with people to enable them to attain their highest possible level of health and well-being.

#### Promoting and Respecting Informed Decision-Making

Nurses recognize, respect and promote a person's right to be informed and make decisions.

#### Preserving Dignity

Nurses recognize and respect the intrinsic worth of each person.

#### Maintaining Privacy and Confidentiality

Nurses recognize the importance of privacy and confidentiality and safeguard personal, family and community information obtained in the context of a professional relationship.

#### Promoting Justice

Nurses uphold principles of justice by safeguarding human rights, equity and fairness and by promoting the public good.

#### Being Accountable

Nurses are accountable for their actions and answerable for their practice.

### ETHICAL ENDEAVOURS

There are broad aspects of social justice that are associated with health and well-being and that ethical nursing practice addresses. These aspects relate to the need for change in systems and societal structures in order to create greater equity for all. Nurses should endeavor as much as possible, individually and collectively, to advocate for and work toward eliminating social inequities.

# STANDARDS



#### STANDARD I – Professional Responsibility and Accountability

The registered nurse consistently demonstrates professional conduct and competence while practising in accordance with the SRNA standards for registered nursing practice and the code of ethics for registered nurses. Further, the registered nurse demonstrates that the primary duty is to the client to ensure safe, competent, ethical nursing care.

#### STANDARD II – Knowledge-Based Practice

Knowledge-based practice has been subdivided into two parts: Specialized Body of Knowledge and Competent Application of Knowledge.

- II.1 Specialized Body of Knowledge: The registered nurse draws on diverse sources of knowledge and ways of knowing, which includes the integration of nursing knowledge along with knowledge from the sciences, humanities, research, ethics, spirituality, relational practice, critical inquiry and the principle of primary health care.
- II.2 Competent Application of Knowledge: The registered nurse demonstrates competence in the provision of nursing care. The competency statements are grouped into four areas. While the presentation of these competency statements appear linear, the nature of providing nursing care reflects a critical inquiry process that embraces all competency statements.
  - i) On-going holistic assessment
  - ii) Collaborates with clients to develop plans for care
  - iii) Provides registered nursing care
  - iv) On-going evaluation of client care

#### STANDARD III – Ethical Practice

The registered nurse demonstrates competence in professional judgement and practice decisions by adhering to the current Canadian Nurses Association (CNA) code of ethics for registered nurses and by establishing therapeutic, caring, and culturally safe relationships with clients and health care team members.

#### STANDARD IV – Service to the Public

The registered nurse protects the public by providing and improving health care services in collaboration with clients and other members of the health care team.

#### STANDARD V – Self-Regulation

The registered nurse demonstrates an understanding of professional self-regulation by advocating in the public interest, developing and enhancing his/her competence and ensuring safe practice.