

Fast Facts for Managers of Registered Nurses (RN)s

RN Practice

- All RNs are held accountable to the current SRNA [Registered Nurse Practice Standards](#) and the [Code of Ethics](#). The [Registered Nurse Entry-Level Competencies \(ELCs\)](#) provide details that assist RNs to understand the actions that demonstrate competence at an entry-level. Therefore, it is essential that all managers of RNs are familiar with these documents. You can find these and other resources on [the SRNA website](#).
- Did you know [The Registered Nurses Act \(1988\)](#) contains a mandatory reporting requirement indicating that if you terminate a GN, RN, RN(AAP), NP or GNP for professional incompetence or misconduct, you must report this to professionalconduct@srna.org.
- [RN Scope of Practice](#) is evolving. There are many exciting initiatives underway such as RN Specialty Practices, RNs with Additional Authorized Practices [RN(AAP)], and others. You can learn more by visiting the [Nursing Practice Resources](#).
- Staffing decisions should be evidence-informed. Using a decision-making framework is essential when implementing or changing staffing models. Building awareness and supporting knowledge development increases the likelihood of achieving desired outcomes. The [Collaborative Decision-Making Framework](#) provides key information to support RNs when assigning and coordinating care.

NP Practice

- The SRNA [Prescription Review Program \(PRP\)](#) monitors prescribing by physicians, pharmacists and nurse practitioners (NP)s in the province. If you are an employer of NPs, an understanding of this program is essential.

Licensing

- RN licence renewal occurs between September and November. RNs must renew each year with the SRNA in order to hold a valid licence effective December 1.
- As a manager, upon initial hire of an RN **and yearly** prior to December 1, you are responsible to verify all RNs working on your unit, in your program and/or department

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hold an active licence with the SRNA. You can do this [here](#) by clicking on the Nurse License Check option.

- New nursing graduates are eligible for a [graduate nursing \(GN\) licence](#) with the SRNA. A GN licence is a four-month temporary licence and it can be renewed for a maximum two four-month periods. When the new graduate successfully completes the NCLEX and meets requirements, they can apply for an RN Licence. The GN licence requires that the individual be supervised by an RN. It is important to know that new graduates cannot work without a GN licence. Managers are sometimes asked to provide documentation and references to support new graduates seeking a GN licence. For more information about this, please [visit the website](#).
- While licenced as a GN, the member must immediately report to the Registrar if they have obtained a conviction or finding of guilt for any criminal offense under the *Criminal Code (Canada)*, the *Controlled Drugs and Substances Act (Canada)* or any similar legislation in any province, territory, state or country, or any offence in relation to the practice of nursing or another profession in any jurisdiction.

Contact:

Email: register@srna.org

Phone: (Regina) 306-359-4200; (Toll free) 1-800-667-9945

Resources

- Managers of RNs are encouraged to read the SRNA News Bulletin in order to keep current regarding RN matters. Keep informed about the most recent business of the SRNA by accessing [the SRNA News Bulletin online](#).
- Managers of RNs (whether they are RNs themselves or non-RNs) are invited to attend the SRNA Annual Meeting. The Annual Meeting occurs at the beginning of May each year and active SRNA members have an opportunity to vote on bylaws as outlined in [the legislation](#).

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- The SRNA has [Workplace Representative](#) and [Workplace Educator](#) programs to foster ongoing communication and engagement between the SRNA and members.
- SRNA members are invited to join the [SRNA Online Community of Practice](#) to connect with other RNs on important nursing topics.
- Nursing Practice Advisors are available as a resource for managers of RNs should they have questions about registered nursing practice. practiceadvice@srna.org

Continuing Competence Program

- Participation in the SRNA [Continuing Competence Program](#) (CCP) is mandatory for all RNs. We encourage you to discuss your RN staff's CCP learning plans. There may be wonderful opportunities for them to share knowledge with peers and others, and to positively impact client outcomes while completing their CCP.