



POSITION STATEMENT ÉNONCÉ

Nurses Association of New Brunswick • L'Association des infirmières et infirmiers du Nouveau-Brunswick

EMPLOYMENT OF STUDENT NURSES

Through assent of the *Nurses Act* (1984), the Nurses Association of New Brunswick (NANB) has a responsibility for advancing and maintaining the standards of nursing in the province of New Brunswick, for governing and regulating registered nurses and for providing for the welfare of members of the public and the profession. Although the NANB has no authority with respect to a student nurse employee, it does have the mandate to support nurses when working with student nurse employees.

The *Nurses Act* defines a 'Student Nurse' as *any person enrolled in an approved nursing education program*. The student nurse may perform outside a program of study the tasks, duties and functions constituting part of a course of study, subject to such conditions, limitations and restrictions as may be prescribed by the educational institution. The use of the title 'Student Nurse' must be limited to persons acting within the program. Therefore, when employed outside the program of study, the student nurse will be referred to as a nursing student employee.

During the period that the student nurse is not under the aegis of the university faculty/school of nursing the former may be employed as a nursing student employee.

NANB defines 'Nursing Student Employee' as *a person who is enrolled in a nursing program and is hired on a temporary basis to assist registered nurses by performing selected nursing tasks*.

NANB supports nursing student employment as an opportunity for the student nurse to further consolidate theoretical knowledge and practical skills while building self-confidence to deliver patient care effectively. The experience allows for the acquisition of the values, the norms and accepted modes of behavior of professional nurses.

NANB supports student employment based on the following principles:

- 1) It is the employer's responsibility to provide a supportive environment for nursing student employees. This includes, but is not limited to, the following:
 - a policy statement and job description clearly identifying the role and responsibilities of the nursing student employee in their facility;

- an appropriate orientation period to familiarize the nursing student employee with policies and procedures of the work setting; and
- the constant presence/supervision of a registered nurse.

2) It is the responsibility of the registered nurse to assess the patient's nursing care needs in collaboration with the patient and appropriate others, to formulate a plan of care for which the nurse is responsible, to oversee the implementation of the plan of care, and to evaluate the process and outcome.

3) It is the responsibility of the registered nurse to assign, supervise and evaluate the activities of the nursing student employee. It is the responsibility of the nursing student employees to exercise judgment in accepting an assignment, bearing in mind that they are accountable for their own actions and must identify their limitations.

4) The nursing student employee cannot assume responsibility for a group of patients or a nursing unit. The nursing student employee must be assigned activities according to the knowledge and competencies attained in their educational program and they must not supervise other workers or students. Utilization of the student nurse employee must not jeopardize patient safety/quality of care.

5) The nursing student employee will participate in the nursing process by collecting assessment data, and by planning nursing care and implementing selected treatments/procedures consistent with the competency level acquired in the nursing educational program, the nursing student employee position description/responsibilities identified by the employer for, and the direction provided by the nurse. Scope of practice will vary depending on the student's progress within the nursing program.

6) The nursing student employee documents all patient care provided and may use the initials NSE (Nursing Student Employee) to identify status, consistent with the nursing student employee job description.

May 1988

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References

College of Registered Nurse of British Columbia (2007). *Employed Student Nurses*. Author: Vancouver. www.crnbc.ca/downloads/435.pdf

Nurses Association of New Brunswick (1984). *Nurses Act*. Author: Fredericton. www.nanb.nb.ca/pdf_e/Publications/General_Publications/NursesAct_E&F.pdf