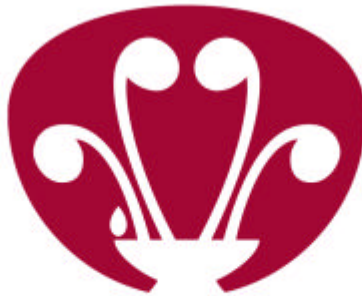


Practice Guideline:
**PROFESSIONAL ACCOUNTABILITY
DURING A JOB ACTION**



**Nurses Association
OF NEW BRUNSWICK**



MANDATE

The Nurses Association of New Brunswick is a professional organization that exists to protect the public and to support nurses by promoting and maintaining standards for nursing education and practice, and by advocating for healthy public policy

The Nurses Association of New Brunswick endorses the principles of self-regulation, that is, promoting good practice, preventing poor practice and intervening when practice is unacceptable.

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**Nurses Association
OF NEW BRUNSWICK**

Background

The Nurses Association of New Brunswick (NANB) is a professional regulatory organization that exists to protect the public and support registered nurses. Through the *Nurses Act* (1984), the nursing profession is granted the authority to set standards for education and practice of its members, with an obligation to protect the public and serve the public interest. This practice guideline will help registered nurses understand their accountability and responsibilities during a job action and support safe and effective decision making regarding nursing care.

Principles

- Registered nurses are responsible for providing safe, competent and ethical nursing care that meets practice and ethical standards.
- Registered nurses are accountable for decisions made about their practice at all times and in all circumstances including a legal or illegal job action.
- The NANB supports the right of registered nurses under the law to be active participants in the collective bargaining process which may include a job action.
- Client safety is the primary concern when planning or implementing any job action. The Code of Ethics for Registered Nurses (CNA, 2008) states that when job action occurs, registered nurses take steps to safeguard the health and safety of clients during the course of the action. Registered nurses are responsible for exercising professional nursing judgement in all decisions that impact client care.
- During a job action, if registered nurses have any concern about their ability to maintain practice and ethical standards and/or their ability to ensure client safety, they are responsible for communicating this concern following the established lines of communication in the workplace so that corrective actions can be implemented.

References

Canadian Nurses Association (2008) Code of Ethics for Registered Nurses. Ottawa: Author.
<http://www.nanb.nb.ca/PDF/practice/CNA%20Code%20of%20Ethics.pdf>

International Council of Nurses (2004) Guidelines on Essential Services During Labour Conflict.
Geneva: Author

Nurses Association of New Brunswick (2005) Standards of Practice for Registered Nurses. Fredericton:
Author. <http://www.nanb.nb.ca/PDF/practice/StandardsofRegisteredNursesE.pdf>

Additional Resource

Nurses Association of New Brunswick (2009). A Framework for Managing Professional Practice Problems. Fredericton: Author
<http://www.nanb.nb.ca/PDF/practice/A%20Framework%20for%20Managing%20Professional%20Practice%20Problems-E%20-Feb%20'09.pdf>

NOTE: The enforcement of labor laws is the responsibility of the courts and not the regulatory body. During an illegal strike action, sanctions may be imposed on registered nurses by their employer and/or government.

