



By: Virgil Guitard, RN

## You asked a Practice Advisor: "As an RN, can I be self-employed?"

**R**egistered nurses can be self-employed and provide safe, competent and ethical nursing care to clients in a variety of settings. Thus, to support nurses who wish to establish and maintain an independent nursing practice, the Nurses Association of New Brunswick (NANB) has developed two documents to provide them direction and information on professional and business requirements. They are: *Minding your business: A guide for establishing an independent nursing practice* (2008) and the Position Statement *Self-employed Nurses* (2008).

The same as for all registered nurses, nurses in independent practice must maintain a current registration with the NANB. They are expected to maintain their competence to practice through participation in continuing education sessions and professional development activities. Furthermore, they must continuously and systematically evaluate their practice and fulfill the requirements of the NANB mandatory Continuing Competence Program (CCP). The CCP requires all registered nurses to annually reflect on their nursing practice through self-assessment, to develop and implement a learning plan, and to evaluate the impact of their learning activities.

Nurses in independent practice can offer professional nursing care themselves, in partnership with other health care professionals or they may employ others to do so. Regardless of the nursing care delivery model chosen, nurses in independent practice are responsible for the quality and safety of the services they deliver and must uphold the professional standards established by NANB. They must also meet the standards of the nurse-client relationship and be accountable to the client to whom, or on behalf of whom, nursing services are provided.

Nurses who plan to offer independent nursing services must identify the services they propose to provide

and determine their qualifications and competence to deliver them. Following this reflection they should seek an assessment of the proposed service by contacting NANB. This assessment will determine if the proposed service falls within the scope of nursing practice and meets the NANB standards. Until an assessment of the proposed service has been completed, the hours of work will not be recognized towards registration and the title "RN" cannot be used. □

### Additional Resources

NANB offers other resources to assist nurses who are considering independent practice. These documents can be found on the NANB website at [www.nanb.nb.ca/publications](http://www.nanb.nb.ca/publications) or by contacting the Communication Department at 1 800 442-4417 or by email at [nanb@nanb.nb.ca](mailto:nanb@nanb.nb.ca)

- Code of Ethics (2008) [www.nanb.nb.ca/pdf\\_e/Publications/General\\_Publications/CNA%20Code%20of%20Ethics.pdf](http://www.nanb.nb.ca/pdf_e/Publications/General_Publications/CNA%20Code%20of%20Ethics.pdf)
- *Minding your business: A guide for establishing an independent nursing practice* (2008) [www.nanb.nb.ca/pdf\\_e/Publications/General\\_Publications/MindingYourBusinessE2k8.pdf](http://www.nanb.nb.ca/pdf_e/Publications/General_Publications/MindingYourBusinessE2k8.pdf)
- *Nurses Act* (1984) [www.nanb.nb.ca/pdf\\_e/Publications/General\\_Publications/NursesAct\\_E&F.pdf](http://www.nanb.nb.ca/pdf_e/Publications/General_Publications/NursesAct_E&F.pdf)
- *Standards of Practice for Registered Nurses* (2005) [www.nanb.nb.ca/pdf\\_e/Publications/General\\_Publications/StandardsofRegisteredNursesE.pdf](http://www.nanb.nb.ca/pdf_e/Publications/General_Publications/StandardsofRegisteredNursesE.pdf)

If you have any questions regarding self-employed nurses or other nursing issues, please contact the NANB's Practice Advisor at 1 800 442-4417 or by email at [nanb@nanb.nb.ca](mailto:nanb@nanb.nb.ca).

Nurses Association of New Brunswick (2008). *Self-Employed Nurses*. Fredericton: Author. [www.nanb.nb.ca/pdf\\_e/Publications/Position\\_Statements/POSITION\\_STATEMENTS\\_pdf/SELF-EMPLOYED\\_NURSES\\_E\\_2k8.pdf](http://www.nanb.nb.ca/pdf_e/Publications/Position_Statements/POSITION_STATEMENTS_pdf/SELF-EMPLOYED_NURSES_E_2k8.pdf)

### NANB Consultation Services

Did you know that NANB offers individual, one-on-one, consultation services?

This confidential service is offered to support New Brunswick nurses and to encourage safe, ethical, and competent practice.

Consultation is offered on a wide variety of issues such as the interpretation of Association documents and government legislation, scope of practice issues, ethical behaviours and standards, issues of safety and appropriate action, conflict resolution, and the management of procedural and practice issues.

If you would like to access NANB Consultation Services, please contact Virgil Guitard, Nursing Practice Advisor, tel.: (506) 783-8745, toll free 1 800 442-4417 or email: [vguitard@nanb.nb.ca](mailto:vguitard@nanb.nb.ca).