

## FAQ: Privatization and Nursing Practice

The Nurses Association of New Brunswick (NANB) recognizes the ongoing discussion around privatization of healthcare and the impact that this may have on registered nurse (RN) and nurse practitioner (NP) practice. The healthcare landscape and delivery of health services continues to evolve; nevertheless, the individual nurse\* must practice in accordance with relevant legislation, standards, regulatory requirement, and employer policies in all work settings. The following information is to ensure that nurses understand their accountabilities no matter where they are employed.



The above figure, found in [The Standards of Practice for Registered Nurses](#) depicts the client needs as central to nursing practice. Clients may be individuals, families, groups, populations, or entire communities who require nursing expertise. The term “client” reflects the range of individuals and/or groups with whom nurses may be interacting. In some settings, other terms may be used such as patient or resident. In education, the client may also be a student; in administration, the client may be an employee; and in research, the client is usually a subject or participant (NANB, 2018). Regardless of client type, their need is the focus of nursing practice whether a nurse is self-employed or working for the public or private sector.

Employer policies, standards, and guidelines, however, differ depending on organizational and practice setting. It is the responsibility of each nurse to be familiar with and practice in accordance with employer policy. Nurses are also accountable to advocate for and contribute to the development and

\* For the purpose of this document, the term “nurse” refers to the graduate nurse, the registered nurse, and the nurse practitioner.

implementation of policies, programs, and practices that improve nursing practice and/or health care services (as per [Standard 1.8](#)).

Standards of practice for [RNs](#) and [NPs](#), [The Code of Ethics for Registered Nurses, legislation, by-laws](#), and rules fall within the purview of NANB. The individual nurse is responsible to work in accordance with these, as depicted in the figure above. Nurses are accountable to recognize and practice within their own level of competency and to seek additional knowledge and assistance when needed (as per [Standard 2.4](#)). These remain steadfast whether a nurse is working in the public or private sector, or if they are self-employed.

Regardless of public or private employment, it is also important to note that recognition of nursing practice is required when a nurse is engaged in a non-clinical role, is planning to work in an emerging field of nursing practice or is self-employed. A nurse may only use the title of Registered Nurse or Nurse Practitioner and count their hours toward registration requirements if engaged in practice recognized as the practice of nursing by NANB and while holding current registration with NANB.

For more information on use of title and recognition of practice, please see the following documents:

- [Fact Sheet: Use of Professional Title](#)
- [Guideline for Recognition of Nursing Practice](#)

Finally, it is important to understand that self-employed nurses are considered independent contractors and may work within the public and/or private sector. Self-employed nurses hold an active practice registration and operate their own economic enterprise to provide nursing services (College of Registered Nurses of Newfoundland and Labrador, 2022). There are additional considerations and accountabilities, which are outlined in NANB's [Guideline for Self-Employed Nurses](#).

If you have additional questions about privatization and nursing practice, please email a nurse consultant at [practiceconsultation@nanb.nb.ca](mailto:practiceconsultation@nanb.nb.ca)

## References

College of Registered Nurses of Newfoundland and Labrador (2022). *Self-employment*.

<https://crnnl.ca/site/uploads/2022/03/self-employment.pdf>

Nurses Association of New Brunswick. (2018). *Standards for the Practice of Primary Health Care Nurse Practitioners*. Fredericton, NB: Author.

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