



Fact Sheet: Graduate Nurse Scope of Practice

The Nurses Association of New Brunswick (NANB) is the regulatory body for graduate nurses (GNs), registered nurses (RNs) and nurse practitioners in New Brunswick; and receives its regulatory authority from the [Nurses Act](#). This makes the profession, and nurses as individuals, accountable to the public for the delivery of safe, competent, and ethical nursing care (NANB, 2021). In this document the scope of practice of GNs will be outlined.

A GN is a graduate of an approved Canadian entry-level baccalaureate nursing program or an internationally educated nurse (IEN)¹ who has filed an application to write the entry-to-practice examination, is awaiting examination or is awaiting results and is on NANB's temporary register. The purpose of an entry-to-practice examination is to validate that GNs have acquired the minimal knowledge, skill, and judgement necessary for safe, competent, and ethical nursing practice.

While waiting to write or awaiting the results of the examination, GNs can practice nursing as defined in the NANB rules:

Rule 1.16

A person whose name is entered in the temporary register may provide basic nursing care in accordance with the Association's [Entry-Level Competencies](#) as adopted and amended by the Board from time to time.

Rule 1.17

A person whose name is entered in the temporary register shall not:

- a) Perform those functions identified as "delegated medical functions" by the employer;
- b) Supervise the provision of nursing care by RNs or other GNs;
 - Supervision entails initial direction, periodic inspection and corrective action when needed. It is the active process of directing, assigning, delegating, guiding, or monitoring an individual's performance of an activity to influence its outcome (CNPS, 2012).
- c) Be in charge of a nursing unit or facility;
 - A GN cannot be assigned the responsibility for the operation of a nursing unit or facility or the overall supervision of care for that nursing unit or facility. Thus, GNs cannot be in charge during lunch and health breaks.
- d) Practise without having access to a RN within the facility for direct assistance; and
 - While the GN is responsible and accountable for their own nursing practice, they need to have onsite access to an RN for assistance and consultation or in the event of an emergency.
- e) Accept employment in which it is required to practice contrary to the Act, bylaws or rules.

¹ An IEN is an applicant who has met all the requirements for registration as determined by NANB and is eligible to write the entry-to-practice examination. The IEN can practice as a GN with a temporary registration while waiting to write the entry-to-practice examination or while waiting for the results.

GNs are expected to:

- practice according to [legislation](#), the [nursing standards](#), the *Code of Ethics for Registered Nurses*, and employer policies;
- provide safe, competent, and ethical nursing care in a variety of practice settings;
- initiate and participate in the implementation of the [nursing care plan](#);
- know and respect the limitations on GN practice; and
- function within own level of competence.

GNs are entry-level practitioners whose nursing practice, autonomy, and ability will develop best with collaboration, mentoring, and support. Mentoring will contribute to increasing their knowledge and skill, and ability to independently deliver nursing care with confidence and efficiency.

For any questions in regard to the GN scope of practice, please contact a Nurse Consultant at practiceconsultation@nanb.nb.ca.

Resources

[*Entry-Level Competencies \(ELCs\) for the Practice of Registered Nurses in New Brunswick*](#)

[*Transition to Nursing Practice Toolkit*](#)

[*Fact Sheet - Mentoring*](#)

References

Canadian Nurses Protective Society. (2012). *InfoLAW: Supervision*. <https://cnps.ca/article/supervision/>

Nurses Association of New Brunswick. (2021). *Fact Sheet: Self-regulation*. <https://www.nanb.nb.ca/wp-content/uploads/2022/08/NANB-FactSheet-SelfRegulation-Nov21-E.pdf>