
Information Guide for the Supervised Clinical Experience¹

¹ Adapted with permission from the Ordre des infirmières et infirmiers de Québec



Introduction

This information guide has been developed as a tool to support the delivery of the Supervised Clinical Experience (SCE). NANB acknowledges that the delivery of the SCE will vary based on employer and clinical setting.

The NANB **Adaptation** and **Adaptation Plus Program** have been developed to support the Internationally Educated Nurse (IEN) to transition to Registered Nurse (RN) practice in New Brunswick (NB). Before entering an adaptation program the IEN **must have a Temporary Registration Permit (TRP) with NANB**.

The process to obtain a TRP included:

- Document authentication (identification and nursing education) completed by the National Nursing Assessment Service (NNAS)
- Completed application for registration with NANB
- Payment applicable fees
- Proof of language proficiency in either English or French
- Attestation of practice hours in the past 5 years
- Successful completion of the New Brunswick Community College (NBCC) or Collège Communautaire du Nouveau-Brunswick (CCNB) courses:
 - Professional Nursing in Canada
 - Professional Communication
- **Designated countries of education** additional courses include:
 - Medication Administration
 - Health Assessment

Adaptation and Adaptation Plus Program

Completion of the Adaptation or Adaptation Plus Program is required **within one** year from the date the TRP was issued.

Learning Activities

The IEN must demonstrate successful completion of:

- Supervise Clinical Experience (600 hours) offered by an NB Employer
- NANB mandatory learning activities (see page 8)
- **Adaptation Plus Program** additional learning activity includes:
 - Cultural Language Training

Supervised Clinical Experience

A TRP is mandatory prior to the start of an adaptation placement.

The SCE is divided into two phases and three steps. Given the individual nature of the practice environments, the SCE offers flexibility to foster the candidate's progressive adaptation to practice in NB.

PHASE 1

Step 1: *Introduction to practice in NB*

The first step is aimed at allowing the IEN to understand the professional role of an RN in NB by becoming familiar with practice in NB, as well as identifying their individual learning needs. This includes orientation and introduction to the practice environment (approximately 80 hours).

Step 2: *Adaptation of competencies*

The second step is designed to become familiar with nursing practice in NB. This includes using and adapting their existing clinical competencies through the acquisition of knowledge and competencies specific to an NB practice environment (approximately 160-240 hours).

Phase 1 of the SCE is 240 to 320 hours, depending on the candidate's needs, not including time spent on mandatory or additional learning. **Successful completion is confirmed by completing the Competency Assessment Mid-term** (see Competency Assessment form).

PHASE 2

Step 3: *Consolidation of competencies and demonstration of independent practice adapted to NB*

The third step allows the candidate to consolidate learning in the previous steps and to demonstrate capacity to practice as an RN in NB independently, safely, competently, and ethically.

Phase 2 of the SCE starts when Phase 1 has been completed successfully. Phase 2 length varies between 280 and 360 hours (the number of shifts remaining to complete the 600-hour SCE). **Successful completion of Phase 2 is confirmed by completing the Competency Assessment Final** (see Competency Assessment form).

Conditions

The IEN is granted a **TRP with conditions** allowing the candidate to practice as an RN in NB under the following terms and conditions:

- During the entire SCE, the IEN shall be supervised by an RN designated as the *placement supervisor*.
- The placement supervisor is responsible for candidate evaluation and completes mid-term and final assessments.
- The IEN shall manage their own learning using the SCE competency assessments (mid-term and final).
- In Phase 1 of the SCE, the IEN shall be supported by the placement supervisor who contributes to learning and competence development.
- In Phase 2 of the SCE, the IEN shall assume all the responsibilities of an RN in the placement environment. The goal is demonstration the IENs ability to practice independently in the context of practice in NB.
- Throughout the SCE, the IEN shall practice only if there is an RN present in the practice placement environment for rapid intervention or consultation.
- The IEN shall not be in charge of a nursing unit of facility.
- The IEN shall not supervise the provision of nursing care by RNs, graduate nurses, or another adaptation program candidate.
- The IEN shall follow the schedule of the placement supervisor or their designated replacement.
- The IEN shall not perform those functions identified as “delegated medical functions” by the employer.

The SCE shall take place in nursing care units (for example, acute, pediatric, geriatric, or psychiatric care units), ensuring that the care environment can meet the objectives of the adaptation program.

Assessment of the SCE

The SCE is assessed in two phases: a mid-term and final. These correspond to the two phases of the SCE.

Successful completion of the SCE requires submission of the competency assessment mid-term and final indicating a “pass” as the decision of the placement supervisor. The signature and registration number of the placement supervisor and nurse manger or nursing director.