

	<b>SUPERVISION POLICY</b>
	Date Effective: December 2019
	Revised: July 2023; Sept 2024; April 2026
	Next Review Due: December 2027

*Purpose*

This policy provides explanation and clarification for the use of the term supervision in the Registered Nurses and Registered Psychiatric Nurses regulations, Licensed Practical Nurses regulations and Midwives regulations and provides expectations about supervision of nurses and midwives entering practice or changing clinical areas.

*1.0 Policy*

- 1.1 A registered nurse registered in the provisional class shall be supervised in practising nursing as a registered nurse by a registered nurse” (Registered Nurses and Registered Psychiatric Nurses Regulations, Section 10(2)) is understood to mean that a registered nurse in the provisional class works alongside a registered nurse, who is available to answer questions and assist the Provisional Class RN whenever the Provisional Class RN requires assistance or the Registered Nurse determines that assistance is required.
- 1.2 A registered nurse who is assigned to supervise a Provisional Class RN shall have a minimum of 2 years experience working as an RN in PEI, preferably in the clinical area or equivalent clinical area where the supervision is occurring.
- 1.3 A registered nurse must be in good standing with PEICNM, including completion of all registration requirements to be eligible to supervise.
- 1.4 A registered nurse who has a complaint against their practice or has conditions on their registration in a discipline process is not eligible to supervise.
- 1.5 A registered nurse must be vetted by the employer for conflict of interest in relation to the Provisional Class RN such as familial relationship, past conflict with the individual, or any other dynamic believed by the employer to create an unhealthy work environment for either party.
- 1.6 For the purpose of the regulation which states that the Provisional Class RN shall be supervised by a registered nurse “approved by the Council”, if the registered

nurse meets the requirements described in 1.3 – 1.5, they are considered acceptable to Council.

- 1.7 “A nurse practitioner in the provisional class shall be supervised in practising nursing by a nurse practitioner” (Registered Nurses and Registered Psychiatric Nurses Regulations, Section 19(3)) is understood to mean that a nurse practitioner in the provisional class works alongside a Nurse Practitioner (NP), who is available to answer questions and assist the Provisional Class NP whenever the Provisional Class NP requires assistance, or the NP determines that assistance is required.
- 1.8 An NP who is assigned to supervise a Provisional Class NP shall have a minimum of 2 years experience as an NP.
- 1.9 An NP must be in good standing with PEICNM, including completion of all registration requirements to be eligible to supervise.
- 1.10 An NP who has a complaint against their practice or has conditions on their registration in a discipline process is not eligible to supervise.
- 1.11 An NP must be vetted by the employer for conflict of interest in relation to the Provisional Class NP such as familial relationship, past conflict between the individuals, or any other dynamic believed by the employer to create an unhealthy work environment for either party.
- 1.12 For the purpose of the regulation which states that the Provisional Class NP shall be supervised by an NP “approved by the Council”, if the NP meets the requirements described in 1.9 – 1.11, they are considered acceptable to Council.
- 1.13 A registered midwife in the provisional class shall be supervised in practising midwifery as a registered midwife by a registered midwife” (Midwives Regulations, Section 11(3)) is understood to mean that a registered midwife in the provisional class works alongside a registered midwife, who is available to answer questions and assist the Provisional Class RN whenever the Provisional Class RN requires assistance or the registered midwife determines that assistance is required.
- 1.14 A registered midwife who is assigned to supervise a Provisional Class RM shall have a minimum of 2 years experience working as an RM in PEI, preferably in the clinical area or equivalent clinical area where the supervision is occurring.
- 1.15 A registered midwife must be in good standing with PEICNM, including completion of all registration requirements to be eligible to supervise.

- 1.16 A registered midwife who has a complaint against their practice or has conditions on their registration in a discipline process is not eligible to supervise.
- 1.17 A registered midwife must be vetted by the employer for conflict of interest in relation to the Provisional Class RM such as familial relationship, past conflict with the individual, or any other dynamic believed by the employer to create an unhealthy work environment for either party.
- 1.18 For the purpose of the regulation which states that the Provisional Class RM shall be supervised by a registered midwife “approved by the Council”, if the registered midwife meets the requirements described in 1.13 – 1.16, they are considered acceptable to Council.
- 1.19 A registered psychiatric nurse registered in the provisional class shall be supervised in practising psychiatric nursing as a registered psychiatric nurse by a registered psychiatric nurse” (Registered Nurses and Registered Psychiatric Nurses Regulations, Section 23.6(3)) is understood to mean that a registered psychiatric nurse in the provisional class works alongside a registered psychiatric nurse, who is available to answer questions and assist the Provisional Class RPN whenever the Provisional Class RPN requires assistance or the Registered Psychiatric Nurse determines that assistance is required.
- 1.20 A registered psychiatric nurse who is assigned to supervise a Provisional Class RPN shall have a minimum of 2 years experience working as an RPN in PEI, preferably in the clinical area or equivalent clinical area where the supervision is occurring.
- 1.21 A registered psychiatric nurse must be in good standing with PEICNM, including completion of all registration requirements to be eligible to supervise.
- 1.22 A registered psychiatric nurse who has a complaint against their practice or has conditions on their registration in a discipline process is not eligible to supervise.
- 1.23 A registered psychiatric nurse must be vetted by the employer for conflict of interest in relation to the Provisional Class RPN such as familial relationship, past conflict with the individual, or any other dynamic believed by the employer to create an unhealthy work environment for either party.
- 1.24 For the purpose of the regulation which states that the Provisional Class RPN shall be supervised by a registered psychiatric nurse “approved by the Council”, if the registered psychiatric nurse meets the requirements described in 1.21 –

- 1.23, they are considered acceptable to Council.
- 1.25 A practical nurse registered in the graduate practical nurse register class shall be supervised in practising practical nursing by a licensed practical nurse” (Licensed Practical Nurses Regulations, Section 11(2)) is understood to mean that a graduate practical nurse works alongside a licensed practical nurse, who is available to answer questions and assist the GPN whenever the GPN requires assistance or the LPN determines that assistance is required.
- 1.26 A licensed practical nurse who is assigned to supervise a graduate practical nurse shall have a minimum of 2 years experience working as an LPN in PEI, preferably in the clinical area or equivalent clinical area where the supervision is occurring.
- 1.27 A licensed practical nurse must be in good standing with PEICNM, including completion of all registration requirements to be eligible to supervise.
- 1.28 A licensed practical nurse who has a complaint against their practice or has conditions on their registration in a discipline process is not eligible to supervise.
- 1.29 A licensed practical nurse must be vetted by the employer for conflict of interest in relation to the graduate practical nurse such as familial relationship, past conflict with the individual, or any other dynamic believed by the employer to create an unhealthy work environment for either party.
- 1.30 For the purpose of the regulation which states that the Graduate Practical Nurse shall be supervised by a licensed practical nurse “approved by the Council”, if the licensed practical nurse meets the requirements described in 1.27-1.29, they are considered acceptable to Council.