

## Employed Student Nurse Program

### 2017 Principles

Employed Student Nurses:	Leaders:
<ul style="list-style-type: none"> <li>• Actively enrolled and completed 2nd year of a recognized Registered Nursing (BSN) program.</li> <li>• Are registered with CRNBC as Employed Student Registrants.</li> <li>• Work within the competencies they have attained from learning activities within their educational program.</li> <li>• Responsible for articulating their competencies.</li> <li>• Performs activities authorized by the RN providing regulatory supervision.</li> <li>• Performs activities within Island Health Controls on ESN practice.</li> <li>• Co-create a learning plan and CAPE Tool with clinical leadership, and update it regularly with leadership.</li> </ul>	<ul style="list-style-type: none"> <li>• Support a learning culture in the work environment.</li> <li>• Schedule ESN in a supernumerary capacity.</li> <li>• Provide ESNs with unit and nursing orientation as required.</li> <li>• Assign one RN per shift to provide regulatory supervision of each ESN.</li> <li>• Establish a regular process for updating learning plans and CAPE Tool with ESNs.</li> <li>• Ensure ESNs are not scheduled for overtime or statutory holidays.</li> <li>• Remind ESNs their ESN hours expire March 31st annually.</li> <li>• ESNs should not hold an employment position and a student practicum experience concurrently on the same nursing unit as this lead to role confusion</li> </ul>

Program leaders are welcome to contact Professional Practice for more information on *Employed Student Nurse* supports and resources.