



Employed Student Nurse Program

Principles

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

Visit the Island Health Intranet webpage [Employed Student Nurse \(ESN\)](#)

Contact Professional Practice for more information
on *Employed Student Nurse* supports and resources.