

Employed Student Nurses (ESNs/ESPNs):	Leaders:
<ul style="list-style-type: none"> • Have successfully completed Year 2 of a British Columbia College of Nurses & Midwives entry-level RN or RPN education program or equivalent nursing program from another jurisdiction. • Meet eligibility criteria for Employed Student registration with British Columbia College of Nurses and Midwives. • Performs activities within the competencies obtained through a recognized education program and within the Island Health ESN Limits and Conditions or Island Health ESPN Limits and Conditions. • Performs activities authorized by the RN, RPN, or NP providing regulatory supervision and seeks help as required. • Creates a learning plan utilizing the ESN/ESPN CAPE Tool and review/update with leadership regularly. 	<ul style="list-style-type: none"> • Support a learning culture in the work environment. • Confirm ESNs/ESPNs has obtained BCCNM registration. • Provide ESNs/ESPNs with site and unit orientation. • Schedule ESNs/ESPNs in supernumerary capacity based on their availability. • Ensure ESNs/ESPNs are not permitted to work overtime hours or STAT holidays. • Assign an ESNs/ESPNs to one RN, RPN, or NP per shift to authorize care activities and provide regulatory supervision in alignment with Island Health ESN Limits and Conditions or Island Health ESPN Limits and Conditions. • Ensure ESNs/ESPNs do not have a position on the same unit as their practicum placement; may lead to role confusion. • Establish a regular process for updating learning plans and utilizing the CAPE Tool with ESNs/ESPNs.

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

Contact employedstudentprogram@islandhealth.ca for more information, supports, and resources regarding *Employed Student Nurses (ESN/ESPN)*
