
CASE STUDY DUAL LICENSURE



Jesse has been a paramedic for the past eight years and continued to work part time while he finished his BN program. He recently passed the National Council Licensure Examination (NCLEX) and applied for registration at the Nurses Association of New Brunswick (NANB). This week, he was offered a part-time position as a registered nurse (RN) with the same employer that he currently works for as a paramedic.

Jesse would like to continue working both as a paramedic and an RN but has some questions about how he would do this.

JESSE WONDERS WHAT HE NEEDS TO TAKE INTO ACCOUNT WHEN WORKING IN TWO ROLES AND REGISTERED WITH TWO DIFFERENT REGULATORY BODIES.

Jessie should:

- Contact each regulatory body to verify their requirements for registration.
- Contact his employer's human resources department as well as the managers he will report to, to discuss the factors to consider when working in two different roles for the same employer.
- Obtain the job description for each position so that he can familiarize himself with the responsibilities for each role and the expectations of the employer for that role.

- Be mindful of the role he is practicing in and how the appropriate scope of practice fits within the particular role in the specific setting.
 - Remember that location of practice does not determine his professional accountability, but rather, it is the role he is practising in during that shift and the care that he provides. When practicing as an RN, he must practise within the RN scope of practice and when he is practising as a paramedic, he must practise within that scope of practice.
 - Ensure he is reporting only practice hours worked in an RN role to NANB. He cannot count the same hours for both professions.
 - Use the appropriate authorized title for the specific role. In other words, he cannot call himself an RN when he is practicing in the role as a paramedic or vice versa.
 - Consider practising in a different practice setting for each role to decrease the potential of confusion when coworkers and patients see Jesse practicing as both an RN and paramedic in the same emergency department. (NANB does not support this practice).
 - Understand that the standards of both regulatory bodies apply in situations where a client's condition deteriorates, and he will be held accountable to the highest professional standards for acting or failing to act while a client is in distress. If he fails to meet the standards of the regulatory bodies and a complaint is received by either or both regulatory bodies, this may result in an investigation into allegations of unprofessional conduct.
 - Remember that under the *Nurses Act*, he is required to maintain competency and practice hours. Each regulatory body may have different approaches to the requirements of registration renewal, time frame and reporting format. Jesse must keep up to date on knowledge related to each profession.
 - Familiarize himself with the [Nursing Standards](#) and other documents that are available on the [NANB website](#). Scope of practice includes nursing interventions that regulated members are authorized, educated and competent to perform.
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HOW WILL LIABILITY COVERAGE WORK?

Jesse should determine the details of the liability protection available through his employer as well as any liability coverage available through his regulatory bodies.

After some research Jesse determines that as a practising NANB member, he has liability coverage through his employer and through the Canadian Nurses Protective Society (CNPS). CNPS also offers additional liability coverage for members who require more coverage.

- Jesse needs to ensure he has the appropriate liability protection for each profession he holds a practice permit with.
- Since Jesse is contemplating working two different roles for the same employer, it would be appropriate for him to discuss liability coverage with his employer's human resources department.

To gather the information he needs, Jesse decides to contact the regulatory bodies, CNPS and his employer.

Our case studies are fictional educational resources. While we strive to make the scenarios as realistic as possible, any resemblance to actual people or events is coincidental. Thank you to the [College & Association of Registered Nurses of Alberta](#) for granting permission to adapt their case study.

RESOURCES

[Standards of Practice for Registered Nurses](#)

[Fact Sheet: Applying the Standards of Practice for Registered Nurses in my Practice](#)