



BERMUDA NURSING COUNCIL

Regulatory Criteria Policy for Registration of Advanced Practice Nurses (Nurse Practitioners)

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PART A: INTRODUCTION

1 INTRODUCTION

This document is the guide used by the Nursing Council (the Council) to determine registration eligibility of Advanced Practice Nurses (APN) under the Nursing Act 1997 as amended (the Act) and Nursing Rules 2010. Accordingly, the Council reserves the right to assess each application on a case-by-case basis and to amend the requirements by jurisdiction when standards change. Both require a written defense to, and ratification by, the Council.

For the purpose of this document and in accordance with the Act, **APNs are defined as:**

A Registered Nurse with a Master's degree in Nursing and Certification as a Nurse Practitioner from a national board or council recognized by BNC that supports an expanded scope of practice to include: diagnosing, prescribing therapeutics and treatments, as well as interpreting diagnostic tests (adapted from ICN, 2013). A Nurse Practitioner is an Advanced Practice Nurse and these terms are used interchangeably.

1.1 Definitions and Glossary

- **Act** means the Nursing Act, 1997 as amended.
- **APN** means Advanced Practice Nurse.
- **Certifying body** means a body approved by the Council to issue certificates to candidates on successful completion of nursing course and or exam.
- **CEU** or **CPD** means Continued Education Units (USA) or Continuing Professional Development (UK)
- **Council** or **BNC** means the Bermuda Nursing Council
- **Prescribing policy** refers to the Council's *Prescribing Restrictions and Requirements for Advanced Practice Nurses*
- **Registered** means a person who is registered under the Act to legally practice nursing
- **Rules** means the Nursing Rules, 2010

1.2 Regulatory documents for APNs

APNs are expected to comply with the following documents. In addition, when pertaining to matters of professionalism and misconduct, the Council shall be guided by the same documents:

- The *Nursing Act* and the *Nursing Rules* as amended from time to time
- *Standards of Practice for Nurses* (2014).- Bermuda Nursing Council
- *Nurses Code of Professional Conduct* (Revised 2018) - Bermuda Nursing Council
- *Registration Guidelines* (2017) -Bermuda Nursing Council
- The Council's *Prescribing Restrictions and Requirements for Advanced Practice Nurses* (2017)
- *Scope of practice for Advanced Practice Nurse (in progress)*

PART B: REQUIREMENTS FOR REGISTRATION

2 APPROVED JURISDICTIONS, LICENSURE, EXAMS AND QUALIFICATIONS- SPECIFIC REQUIREMENTS

The Council registers applicants by endorsement. This means that APN applicants must be registered in another jurisdiction as an APN or Nurse Practitioner in good standing and must have met academic and professional certifications.

3 GENERAL REQUIREMENTS

The Act sets out the general requirements for initial registration and re-registration.

3.1 Initial Registration

For initial registration to the register, the applicant must declare their CEUs and practice hours. Applicants within 9 months of graduating are exempt from this requirement.

3.2 Re-registration Requirements

Maintaining skills and knowledge is achieved through continuing professional development and practicing. Re-registration is required every two years and requires registrants to earn a minimum of 24 CEUs and 100 practice hours prior to re-registering. To remain registered, Nurse Practitioners must achieve Continuing Education Units (CEU) (see table below). Additionally, 50% of the continuing hours must be in their area of specialty or sub-specialty. For example, an APN who is certified as an Adult Nurse Practitioner working in cardiology should have 12 hours of CEUs in the area of Adult Care and/or in the subspecialty of cardiology.

The following table summarizes CEU requirements for APNs:

Table 3: CEUs and Practice Hours (PH) per 2 years

| Nurse profession category | Minimum CEUs | Recommended CEUs | Minimum PH | Recommended PH |
|---------------------------------|--------------|------------------|------------|----------------|
| Advanced Practice Nurse (APN) + | 24* | | 100 | |

*APNs must do 6 hours of the 24 hours in pharmacotherapeutics.

+APNs must have 50% of the CEUs in the area of specialty or practice

PART C: INACTIVE STATUS, UPDATING AND RESTORATION

4 INACTIVE STATUS, UPDATING AND RESTORATION TO THE REGISTER

Restoration to the Register may be required due to a person voluntarily removing themselves or they were removed by the Council due to misconduct. For all cases, the Council must assess if they are eligible for registration based on their:

- Character;
- Professional ability- experience, practice and knowledge so as to ensure competent practice;
- The reason for removal/ suspension and their conduct thereafter; and
- Any other circumstances.

“Professional ability” is, in part, determined by the period of time the person was inactive. The Council will determine specific requirements on a case by case basis; however the table below indicates the general requirements.

Table 4: Restoration Requirements

| No. of years inactive | Requirements | Explanation |
|--------------------------|--|---|
| Up to 2 | <ul style="list-style-type: none"> ▪ 24 hours CEUs ▪ 100 supervised practice hours | The CEUs are required for re-registration (see part C above, and see the <i>Registration Guidelines</i>). Practice hours must be under general supervision and completed <u>before</u> registration. |
| more than 2 - 5 | <ul style="list-style-type: none"> ▪ 70 hours of training ▪ 100 hours of supervised practice | <p>The training can include: study, CPD, NCLEX exam and clinical requirements (see the <i>Registration Guidelines</i>) as required by the Council.</p> <p>A Refresher Course should have practicum component which includes 100 hours of supervised practice.</p> |
| More than 5, less than 8 | <ul style="list-style-type: none"> ▪ 140 hours of training and ▪ 100 hours of supervised practice ▪ Active, un-encumbered APN registration from another jurisdiction | |
| More than 8 | <ul style="list-style-type: none"> ▪ NEW application submission to BNC ▪ Refresher course with practicum component ▪ 100 hours of supervised practice ▪ Active, un-encumbered APN registration from another jurisdiction | |

APPENDIX I: REGISTRATION REQUIREMENTS AND REGULATORY CHANGES

REGULATORY

Statutory General Registration Requirements

The Nursing Act requires applicants to meet the following requirements for initial registration:

- Professional qualifications and good character
- English language proficiency,
- Eligibility to work in Bermuda and
- Registration fee.

The requirements for re-registration are:

- Continuing to meet the conditions for the position; for example meeting the qualifications, maintaining good character and being eligible to work.
- Achieving the minimum practice hours
- Continuing professional education
- Submitting the re-registration fee.

Regulatory Changes impacting Registration Requirements

APN prescribing must be done under the authority of a registered medical practitioner. The conditions of which must be outlined in a *Collaborative Practice Agreement (CPA)* as described in the *Prescribing Policy*. The CPA articulates the professional relationship between APN and medical practitioners and their responsibilities. **A copy of the CPA must be filed with the Council.** Any changes to the APN's practice must be reflected in an updated and signed CPA and submitted to Council.

APPENDIX II: DEFENSE FOR APPROVING JURISDICTIONS

ADDENDUM

In 2010 the Nursing Act was amended (Nursing Amendment Act, 2010), to recognize APNs as a category of nurses allowed to practice in Bermuda. The APN is a registered nurse with an advanced degree and expanded scope of practice beyond the general nurse. The expanded scope includes diagnosing, prescribing and ordering tests. Under the current legislation, APNs must prescribe therapeutics under the authorization of a registered medical practitioner. The conditions of which must be outlined in a *Collaborative Practice Agreement (CPA)* as described in the *Prescribing Restrictions and Requirements for Advanced Practice Nurses (BNC, 2017)*, hereafter the *Prescribing policy*. In December 2013 the *Pharmacy and Poisons Act 1979* was amended to include authorizing APNs to prescribe.

APPENDIX III: REFERENCES

Nursing Act 1997 as amended

BNC Standards of Practice for Nursing

Bermuda Pharmacy & Poisons Act 1979 as amended.

Canadian Nurse Practitioner Initiative (2006a). National exam

Canadian Nurse Practitioner Initiative (2006b). *Practice framework*

Canadian Nurse Practitioner Initiative (2006c). *Framework for education*

Canadian Nurses Association (2010). *Core competency framework* Kleinpell et al., 2014