



# Scope of Practice and Enrolled Nurse Supervision in General Practice

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# What is scope of practice?



*“Scope of practice is the full spectrum of roles, functions, responsibilities, activities and decision-making capacity that individuals within that profession are **educated, competent and authorised** to perform”*

NMBA Decision-making framework for nursing and midwifery

[Nursing and Midwifery Board of Australia - Fact sheet: Scope of practice and capabilities of nurses and midwives \(nursingmidwiferyboard.gov.au\)](https://nursingmidwiferyboard.gov.au)

[Nursing and Midwifery Board of Australia - Frameworks \(nursingmidwiferyboard.gov.au\)](https://nursingmidwiferyboard.gov.au)

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## INFLUENCES

- The practice
- Health needs
- Level of competence & **confidence**
- Policy requirements

## PURPOSE

- Consistent
- Safe
- Person – centered
- Evidence-based

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# Scope of Practice

## Professional Practice

Set by legislation and includes core registration standards and professional codes and guidelines (Policies, Professional standards, Guidelines and Frameworks) and may therefore be broader than that of any individual within the profession.

## Individual Practice

The scope of practice of an individual nurse may be described as that which the individual is:

- **Educated**
- **Authorised** (complies with legislation and organisational policies)
- **Competent** and **Confident** to perform

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[Nursing and Midwifery Board of Australia - Professional standards \(nursingmidwiferyboard.gov.au\)](https://www.nursingmidwiferyboard.gov.au)

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# Considerations for scope of practice expansion....

- Is the role/task appropriate for the nurse to perform?
- What training or education will they require?
- How will you ensure they are continuing to perform this role/task safely?
- Professional Indemnity Insurance – are they covered to perform this role/task?
- Organisational policies and procedures – are they in place and reviewed annually?

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# Enrolled Nurse Supervision in General Practice

- ENs upon graduation can manage and complete nursing care under the **supervision** of a Registered Nurse, Nurse Practitioner or midwife. Supervision can be direct or indirect.
- ENs are responsible for their own actions
- ENs are accountable in providing delegated care

[Nursing and Midwifery Board of Australia - Fact sheet: Enrolled nurse standards for practice \(nursingmidwiferyboard.gov.au\)](https://www.nursingmidwiferyboard.gov.au)

[Nursing and Midwifery Board of Australia - Fact sheet: Scope of practice and capabilities of nurses and midwives \(nursingmidwiferyboard.gov.au\)](https://www.nursingmidwiferyboard.gov.au)

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# Direct and Indirect Supervision

## Direct Supervision

*“is when the supervisor is physically present at all times and personally observes, works with, guides and directs the person who is being supervised.”*

## Indirect Supervision

*“is when the supervisor works in the same facility or organisation as the supervised person but does not constantly observe their activities. The supervisor must be available for reasonable access”*

[Nursing and Midwifery Board of Australia - Fact sheet: Enrolled nurses and medicines administration \(nursingmidwiferyboard.gov.au\)](http://nursingmidwiferyboard.gov.au)

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# Indirect Supervision Requirements

- Clearly documented arrangements between the employers of the registered nurse and enrolled nurse **must** be in place
  - Details of all aspects of the supervision arrangements (including insurance, leave cover)
  - Describe how the registered nurse will be available for **reasonable** access
- Ensures the delegated practice is safe and correct
- Maintains public safety





# Cardiovascular Prevention Nurse Clinic

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# Resources

- <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements.aspx>
- <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards.aspx.+3>
- <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Frameworks.aspx#>
- <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/FAQ/Fact-sheet-scope-of-practice-and-capabilities-of-nurses-and-midwives.aspx#>
- <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/Professional-standards/enrolled-nurse-standards-for-practice.aspx#>
- <https://www.nursingmidwiferyboard.gov.au/Codes-Guidelines-Statements/FAQ/Enrolled-nurses-and-medicine-administration.aspx>