Employed Student Nurses (ESN) Policy for BSN Program

1. UBC Nursing Students are eligible to be employed by Health Authorities in ESN positions only when they have successfully completed Term 3 of the UBC Nursing Program and are currently actively enrolled as a student in the BSN Program (e.g., the student cannot be on a leave). The former are the UBC School of Nursing conditions of ‘good standing’. Students are considered to have a sufficient baseline of clinical practice experience and theory to practice as ESN’s by the end of Term 3 in our curriculum, and they must be actively enrolled in their nursing studies, so that they are current in their practice learning. Students are reminded that due to the accelerated nature of the UBC Program, they must limit their employed work hours to prevent fatigue and challenges to their safe practice and academic progress.

2. After achievement of ‘good standing’ as above in #1, students who have applied to be hired as ESN’s will be provided a letter for the employing agency/health authority indicating that they are in ‘good standing’ in the Program. A specific reference letter will not be provided, and clinical evaluations from instructors must not be used as references. The student must sign consent for the release of information to the agency/health authority about their student status before the letter of ‘good standing’ is issued.

3. Students must complete a CRNBC ESN registration application when they apply to be hired as ESN’s. Once completed, students need to submit the application to Student Services for signature by the AD, Undergraduate Programs or the Clinical Practice Faculty Lead or AD-assigned designate prior to sending to CRNBC to attest to their enrollment in the School. “Once students become CRNBC registrants, they are regulated under CRNBC in both their ESN role and their student role” (CRNBC Employed Student Registrants (2012) Practice Standard).

4. Students who practice as ESN’s must observe the following:
   i. School of Nursing Policy for Employed Student Nurses
   ii. CRNBC Employed Student Registrants (2012) Practice Standard
   iii. CRNBC Regulatory Supervision of Nursing Student Activities Practice Standard (2012)
   iv. Agency/Health Authority-specific Employed Student Nurse guidelines

5. Students who are ESN’s must inform the Clinical Placement Coordinator at the UBC School of Nursing of the location and duration of all ESN experiences while in the UBC School of Nursing BSN Program. The Clinical Placement Coordinator will inform clinical course and practice leaders which UBC E#SN’s are in their placement areas during clinical practice courses.

6. If a student’s ‘good standing’ status in the program changes while they are employed as an ESN, the student is expected to notify the agency/health authority immediately. If students fail to do this, they face possible discipline from the School of Nursing and/or the CRNBC.

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7. Students will not normally be placed for School of Nursing clinical practice experiences on a unit where they are working as an ESN. Therefore, when students self-select placements through HSPnet, they may not select their ESN site of practice.

8. It is expected that students working as ESN’s will not miss any time from their academic nursing program (clinical, theory, or lab) as a result of ESN-related activities.

9. Students who are employed as ESN’s are encouraged to review their competencies with each registered nurse who is responsible for their assignment within the practice setting. As they progress in their program, the student is responsible for providing updates of their changing competencies to the health agency/institution in which working as an ESN.

10. Students who are employed as ESN’s must not supervise any agency staff or students from any program.

11. UBC School of Nursing uniforms (bearing the UBC Crest) must not be worn by students when employed as ESN at any time.

**Note:** Failure of students to comply with this policy may result in disciplinary action by the School of Nursing and/or CRNBC, and affect a student’s progression through the BSN program.