



## Employed Student Nurse Program

### Principles

Employed Student Nurses:	Leaders:
<ul style="list-style-type: none"><li>• Actively enrolled and completed 2nd year of a recognized Registered Nursing (BSN) program.</li><li>• Are registered with BCCNP as Employed Student Registrants.</li><li>• Work within the competencies they have attained from learning activities within their educational program.</li><li>• Responsible for articulating their competencies.</li><li>• Performs activities authorized by the RN providing regulatory supervision.</li><li>• Performs activities within Island Health Controls on ESN practice.</li><li>• Co-create a learning plan and CAPE Tool with clinical leadership, and update it regularly with leadership.</li></ul>	<ul style="list-style-type: none"><li>• Support a learning culture in the work environment.</li><li>• Schedule ESN in a supernumerary capacity.</li><li>• Provide ESNs with unit and nursing orientation as required.</li><li>• Assign one RN per shift to provide regulatory supervision of each ESN.</li><li>• Establish a regular process for updating learning plans and CAPE Tool with ESNs.</li><li>• Ensure ESNs are not scheduled for overtime or statutory holidays.</li><li>• Remind ESNs their ESN hours expire March 31st annually.</li><li>• ESNs should not hold an employment position and a student practicum experience concurrently on the same nursing unit as this lead to role confusion</li></ul>

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

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Contact Professional Practice for more information  
on *Employed Student Nurse* supports and resources.