



IMPORTANT considerations for private or self-employment practice

No matter where nurses are employed or the nursing services being provided, all nurses have the same professional responsibilities and are held to the same accountabilities. Practising without direct supervision of an employer, or under the supervision of an employer that is not a nursing professional, may lead to less oversight and pose a risk to client safety.

As self-regulated professionals, nurses employed in the private sector or that are self-employed must be vigilant to ensure that they are practising in accordance with relevant legislation, standards, regulatory requirements, and employer policies. The following questions should always be at the forefront to determine if their practice is safe and authorized:

- Is the activity consistent with relevant legislation and nursing standards?
- Is the activity supported through employer policy?
- Do I have the competencies for this practice or to perform a specific procedure or activity?
- Should I preform the activity with this specific client?

It is of the utmost importance that nurses who are privately or self-employed are knowledgeable of, and understand their accountabilities to ensure safe, competent and ethical nursing practice in these contexts of employment. The following resources support safe, competent and ethical nursing practice in self or private employment:

- [Privatization and Nursing Practice](#)
- [The Role of the Nurse and Scope of Practice Toolkit](#)
- [Guidelines for Self-Employed Practice](#)
- [Practice Guideline Beyond Entry-Level Competencies](#)
- [Practice Support](#)
- [InfoLAW: Nurses in Independent Practice: An Overview](#)