



Questions & Answers

— FAQ for Supervised Practice Experience Applicants—

1. What is Supervised Practice Experience?

- Supervised Practice Experience (SPE) is a pathway for nurses who do not meet the practice hour requirements to register with British Columbia College of Nurses and Midwives (BCCNM) but wish to return to practice.
- Approved SPE applicants receive BCCNM provisional registration with the condition that they must complete 400 hours of supervised practice with a qualified preceptor. Upon successful completion of the SPE hours, the nurse can apply for full practicing registration with BCCNM.

2. Who is eligible to apply for SPE?

- Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Registered Psychiatric Nurses (RPNs) are eligible if they have:
 - At least two years of full time, consolidated practice after graduation.
 - At least two years of nursing practice in Canada within the last ten years.

3. What are the steps an applicant takes to apply for SPE with Interior Health?

- Applicant contacts BCCNM to ensure they are appropriate for SPE.
- If appropriate, submits online application to BCCNM.
- Applicant applies on IH External SPE job posting.
- Applicant is contacted by Centralized External Recruitment (CER) to determine previous practicing experience, appropriate community and practice area to complete SPE.
- CER will match the SPE applicant with the appropriate work site and Manager.
- Applicant will be hired into a permanent vacant position to begin after successful completion of the SPE hours.
- Applicant will complete the 400 SPE hours as a casual employee in their preceptor's rotation.
- Clinical Operations Manager and preceptor sign SPE Agreement form.
- Applicant submits SPE proposal to BCCNM.
- If approved, obtains provisional license to complete 400 hours of SPE within six months.
- Following successful completion of SPE the applicant is eligible to apply for practicing registration with BCCNM.

4. What are the benefits for completing your SPE at Interior Health?

- By completing your SPE with Interior Health applicants will have access to:
 - A streamline recruitment processes which efficiently hires SPE applicants into vacant positions.
 - Assurance that returning nurses receive the adequate supervision, mentorship, and opportunity to meet their professional development goals in a culturally sensitive and supportive environment.

5. Who can I contact at Interior Health if I have questions?

- Questions can be emailed to:
 - StudentPlacement@interiorhealth.ca

6. Where can I learn more about BCCNM’s SPE application process?

- BCCNM’s website: [Supervised Practice Experience](#)

1.0 REFERENCES:

British Columbia College of Nurses and Midwives. (n.d). Supervised Practice Experience. https://www.bccnm.ca/RN/application_registration/leaving_or_returning/spe/Pages/Dafault.aspx

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