Registered Nurse
Registration Process

College & Association of Registered Nurses of Alberta (CARNA)
Application
(Assessment fee required)

Assessment of:
✓ Nursing education and nursing registration
✓ Work experience
✓ Good character and fitness to practice
✓ English language competence
(additional cost varies with testing provider)

Additional Assessment
Substantially Equivalent Competency (SEC) assessment

CARN A Decision on Eligibility

Eligible for:
Temporary Registration (up to 18 months) & to write Canadian Registered Nurse Exam (CRNE)

Additional Nursing Education Required
✓ Courses, cost and duration vary

Applicant Not Eligible

Pass CRNE & Provide Satisfactory Employer Reference

Registered Nurse Registration
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Description of Occupation
Registered Nurses (RNs) are members of the health care team and apply nursing knowledge, skill and judgment to prevent or treat injury and assist individuals, families, groups, communities and populations achieve optimal physical, emotional, mental and spiritual health and well-being. RNs teach, counsel and advocate for enhancing health and well-being across the lifespan. They assess, diagnose and provide treatment and interventions and make referrals. RNs teach nursing theory and practice. The RN provides leadership in nursing by coordinating, supervising, monitoring and evaluating the provision of health services and manages and administers the allocation of resources. RNs engage in research related to health and the practice of nursing.

Obtaining Accreditation in Alberta
RNs must be registered with the College & Association of Registered Nurses of Alberta (CARN A) and hold a valid CARN A practice permit.

Internationally educated RNs can—and should—begin the application process before they arrive in Alberta, using the Internationally Educated Nurse Registration Package available on the CARN A website.

Links to the Registration Package and other resources are at the end of this document.

Requirements
To be eligible to practice as a registered nurse in Alberta, you must obtain a practice permit from the College and Association of Registered Nurses of Alberta (CARN A). Obtaining a CARN A practice permit is a three step process. The first step for all internationally educated nurse applicants is to submit an application for assessment of eligibility for registration to CARN A.

Application and Registration Requirements in Alberta
There are three (3) steps in the registration process for an internationally educated nurse (IEN) to become a Registered Nurse in Alberta.

Step One: Apply for assessment of eligibility for registration in Alberta
The assessment looks at whether an IEN applicant possesses the competencies to fulfill the roles and responsibilities of the RN in the Canadian health care system and determines whether the IEN is eligible to proceed with completing registration requirements. Under Alberta legislation and regulations an IEN applicant is assessed for substantially equivalent competence to that expected of the Alberta graduate and the registered nurse in Alberta.

Please refer to the CARN A website for a complete application package, including instructions about how documents must be submitted. The following documentation must be received by CARN A before the assessment process begins:

1. Identity documents
2. Evidence of English language competence if your first language is not English. Acceptable test results must be less than six (6) months old at the time of application, and are considered current for two (2) years from the date of the test. You are advised to check the CARN A website for the most current information regarding acceptable English Language tests.
3. Evidence that you graduated from a generalist registered nursing education program (nursing education transcripts from the educational institute)

4. Evidence of achieving registered nurse registration in the country in which you completed your education and wherever you have held registration (registration verifications from licensing bodies)

5. Evidence of good character and reputation (your registration is in good standing and completed applicant declaration)

6. Evidence of currency of nursing practice (documentation of nursing practice/experience)

7. Evidence of fitness to practice (completed applicant declaration).

Notes:

Do not translate any documents into English. Submit all supporting documents in their original format. If CARNA needs any documents translated, they will advise you how to arrange for an approved translation.

During assessment, you may be required to complete a Substantially Equivalent Competency (SEC) Assessment. This assessment occurs in Alberta at one (1) of the IEN Assessment Centres of Mount Royal University. The SEC Assessment includes written examinations, and clinical lab and patient care situations.

At the end of the assessment process, CARNA will notify you whether:

a) You are eligible to proceed with completing the remaining requirements for registration as a registered nurse in Alberta, or

b) You must successfully complete additional nursing education assigned by CARNA before being eligible to complete the remaining requirements for registration as a registered nurse, or

c) You are not eligible for registration.

Step Two: Successfully completing the remaining requirements for registration as a registered nurse

This step includes:

- Passing the Canadian Registered Nurse Examination (CRNE) in not more than 3 attempts. The CRNE must be written in Canada. The exam is held three (3) times per year in February, June and October.

  AND

- Demonstrating safe, competent, ethical nursing practice by working as a graduate nurse in Alberta with a temporary permit and obtaining satisfactory employer reference(s). Applicants must apply for a temporary permit in order to work as a graduate nurse.

Holding temporary registration is not required to write the CRNE. However, since the CRNE can only be written in Canada, temporary registration allows you to work while preparing for and sitting the examination.

Temporary registration is at the discretion of the Registrar and can be held for not more than a total of 18 months.
Step Three: Applying for RN registration with CARNA

On successfully completing the requirements of Step Two, and if you continue to meet all other CARNA registration requirements, you will be eligible to apply for a full RN practice permit.

Fees

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<tr>
<th>Fee</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Assessment Fee</td>
<td>$210</td>
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<tr>
<td>Temporary Permit Fee</td>
<td>$226.25</td>
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<tr>
<td>Canadian Registered Nurse Examination (CRNE) Fee</td>
<td>$532.35</td>
</tr>
<tr>
<td>Registered Nurse Permit Fee</td>
<td>$472.50</td>
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*Fees are subject to change. See CARNA website for most up-to-date fees.

Contact Information

College & Association of Registered Nurses of Alberta
11620 - 168 Street
Edmonton, Alberta
T5M 4A6
Telephone: (780) 451-0043
Toll free within Canada: 1-800-252-9392
Fax: (780) 452-3276
Email: carna@nurses.ab.ca
Website: www.nurses.ab.ca

Resources

This information is only an overview of the registration process. For the most current and complete information on Registered Nurse registration visit the CARNA website at www.nurses.ab.ca

Application Form:

Internationally Educated Nurse Application for Assessment/Registration Package

English Language:

CELBAN (Canadian English Language Benchmark Assessment for Nurses)
IELTS (International English Language Testing System) Academic Version
Average Earnings

The overall average earnings for all Registered Nurses, according to the Alberta 2009 Wage and Salary survey:

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<tbody>
<tr>
<td>Average hours worked per week</td>
<td>37.8</td>
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<tr>
<td>Average wage per hour</td>
<td>$36.55</td>
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<tr>
<td>Average salary per year</td>
<td>$72,290</td>
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Other Health Care Professions

Although many internationally educated individuals are interested and wonder if they can become a registered nurse in Alberta, only individuals who were educated and registered as Registered Nurses may be considered for registration with CARNA.

Registered Psychiatric Nurses, Licensed Practical Nurses, Midwives and Medical Doctors are regulated and registered as distinct professions in Alberta by their own regulatory authorities.

- College of Registered Psychiatric Nurses of Alberta: [www.crpna.ab.ca](http://www.crpna.ab.ca)
- College of Licensed Practical Nurses of Alberta: [www.clpna.com](http://www.clpna.com)
- College of Physicians and Surgeons of Alberta: [www.cpsa.ab.ca](http://www.cpsa.ab.ca)

A list of health disciplines professional regulatory bodies in Alberta can be found at the following link: [http://www.health.alberta.ca/professionals/regulatory-colleges.html](http://www.health.alberta.ca/professionals/regulatory-colleges.html)

For more information about other health care professions, go to the following website: [Alberta Learning Information Service (ALIS) Occupational Profiles — Registered Nurse (www.alis.gov.ab.ca/occinfo)](http://www.alis.gov.ab.ca/occinfo).