



Registered Nurses

Pathway to Registration for Internationally Educated Health Professionals (IEHP)

Registered Nurses (RNs) are regulated health professionals in New Brunswick. This means that you must be registered with the [Nurses Association of New Brunswick](#)—the regulatory authority—to be authorized to practice and to use the titles of “nurse,” “registered nurse” or “N” or “RN” or any other words, letters or figures indicating that you are a nurse and are entitled to practice nursing.

Registered nurses and registered psychiatric nurses provide direct nursing care to patients, deliver health education programs and provide consultative services regarding issues relevant to the practice of nursing. They are employed in a variety of settings including hospitals, nursing homes, extended care facilities, rehabilitation centres, doctors' offices, clinics, community agencies, companies, private homes and public and private organizations or they may be self-employed.¹

For work opportunities and other information, visit [NBHealthJobs.com](#) or [NBjobs.ca](#).



STEPS TO REGISTRATION

NANB employs a pathway process that is governed by five zones of origin: Zone 1 (United States of America); Zone 2 (New Zealand, Australia, United Kingdom, Ireland); Zone 3 (France, Hong Kong, Belgium); Zone 4 (United Arab Emirates (UAE), India, Philippines, Morocco, Lebanon, Switzerland); and Zone 5 (all other countries).

PART 1: COMPETENCY ASSESSMENT

Step 1 – Academic Credentials (applies to all Zones): The minimum educational requirement to practice in New Brunswick is a bachelor’s degree in nursing accredited by [Canadian Association of Schools of Nursing \(CASN\)](#)—or equivalent. Those educated outside Canada must first complete the [National Nursing Assessment Service \(NNAS\)](#) to evaluate their education against Canadian standards. This involves opening an NNAS account, completing the online application, and submitting the required documentation. If you have been licensed as an RN outside of Canada, the NANB will accept the NNAS Expedited Assessment which can reduce the turnaround time from 12 weeks to 5 business days. Details and current NNAS fees can be found in the [Regular Service - National Nursing Assessment Service](#) and [Expedited Service - National Nursing Assessment Service](#) assessment handbooks.

Step 2 – Language Fluency (applies to Zone 5): If your education was provided solely in either English or French², or are able to provide other evidence of language proficiency, you will not require a language proficiency test. All others must provide a language proficiency assessment from one of the [NANB approved language tests](#). Third-party testing fees may apply.

¹ [National Occupational Classification \(NOC\)](#) definition.

² English and French are the official languages of New Brunswick.

Step 3 – NANB Assessment Application (applies to all Zones): You may begin the NANB assessment process once you have received your NNAS Advisory Report³. You must complete the [online application](#), provide the supporting documentation, and [pay the fee](#).

Step 4 – Currency of Practice (applies to all Zones): Candidates must provide evidence of 1125 hours practiced as a Registered Nurse (RN), in the last five (5) years, by submitting a [Currency of Practice Affidavit](#), or by having completed your nursing education program in the last 5 years.⁴

Step 5 – Competency Assessment and Courses (applies to Zones 2, 3, 4 and 5): Zone 5 candidates must undergo the [Inspire Global Assessments](#) competency assessment and complete any courses identified to bridge competency gaps. Zone 2 and 3 candidates must complete two mandatory courses: *Professional Nursing in Canada* and *Professional Communication*. Zone 4 candidates must complete four mandatory courses, the same two as Zones 2 and 3, plus: *Medication Administration and Health Assessment*. Courses are provided by the [New Brunswick Community College](#) or the [Collège Communautaire du Nouveau-Brunswick](#) for a fee.

PART 2: REGISTRATION WITH THE NEW BRUNSWICK REGULATORY BODY

Step 6 – Temporary Registration Permit (TRP) (applies to Zones 2, 3, 4 and 5): A one-year TRP will be issued in two 6-month increments. The TRP for Zone 2 candidates may include restrictions on areas of practice and a condition to complete any identified education gaps. Zone 3 candidates must complete the [NANB Adaptation Program](#). Zone 4: candidates must complete any [NANB Adaptation Plus Program](#). Zone 5 candidates must address their Step 4 outcomes during this period.

Step 7 – Entry-to-Practice Exam (applies to all Zones): Candidates must demonstrate success on the [NCLEX-RN entry-to-practice exam](#). The six-hour exam is delivered by Pearson VUE at one of their test sites (including Fredericton NB). You may extend your TRP at six months intervals for up to 24 months while pursuing the exam. Once you pass, NANB will provide you with instructions on how to complete your registration.

Navigation Services: To obtain assistance through the process, connect with your health professions navigator at NBHealthJobs.com.



REGISTRATION COSTS AND TIMELINE⁵

The total fees to become fully registered can vary considerably depending upon your individual situation, zone of origin, and the number of additional courses required. For example, fees for a Zone 1 candidate with minimal upgrading requirements will be approximately \$1,960 CAD, whereas fees for a Zone 5 candidate requiring significant education upgrading may exceed \$12,000 CAD.

³ A copy of the NNAS report must be sent directly to NANB by NNAS.

⁴ If fewer than 1125 hours, you will be required to complete the NANB Adaptation Program. If you have not practiced in the last 5 years, you will be required to complete the [Inspire Global Assessments](#) competency assessment, or the [IEN Bridging \(NB CRIB\) Program](#).

⁵ Fee and timeline estimates are as of May 2024 and are subject to change. Individual situations may increase costs and timelines—some examples include: document translation into English or French, international couriers, document notarization, travel and living to exam sites, any professional liability insurance requirements, etc.

Processing time for each organization begins when all necessary documentation is received. Your NANB application will be assessed within 6-8 weeks. The length of time from assessment decision to registration, however, can vary considerably. It will depend upon the time required to complete any education upgrades, and the time required to demonstrate success on the NCLEX-RN—including any rewrites if necessary. It is not unreasonable to expect the entire process to take between 12 and 24 months.

Pre-arrival: You may begin your credential assessment with NNAS before you arrive in Canada.



OTHER USEFUL INFORMATION

Working in Canada

To be legally entitled to work in Canada, you must possess documentation showing that you are either a Canadian citizen, a permanent resident of Canada, or hold a valid work permit. For assistance with immigration, please visit [Immigration New Brunswick](#).

Other Professional Organizations (not referenced above)

- [Canadian Nurses Association \(CNA\)](#)

