



Artificial Intelligence in Nursing Practice

Purpose

The Artificial Intelligence (AI) practice guideline is a collaborative document developed by the College of Licensed Practical Nurses of Saskatchewan, the College of Registered Psychiatric Nurses of Saskatchewan and the College of Registered Nurses of Saskatchewan (the colleges).

This guideline provides direction for all regulated nursing professionals in Saskatchewan on the safe, competent, and ethical use of artificial intelligence (AI) in practice. It supports nurses in appropriately integrating AI tools while maintaining professional accountability to clients, colleagues, employers and the public. It is intended to complement employer policies, applicable legislation, and professional Standards of Practice and Codes of Ethics/Conduct.

AI is a **supportive tool** and does not replace professional judgment, critical thinking, critical inquiry, accountability or the human elements of nursing care.

What is Artificial Intelligence

AI is a technology that can analyze and interpret data to identify patterns, make predictions, generate text and images. AI tools rely on diverse sources of data, including information used to “train” the system to recognize patterns.

In nursing practice, AI technologies can potentially support health care through enhanced efficiency and access to information. However, it is a **supportive tool only**. Nurses must continue to use professional judgment, critical thinking and evidence-informed practice when applying AI in client care.

AI use in nursing practice may include, but not limited to:

- Generative AI tools that draft, rewrite, summarize or translate text
- AI can be embedded in clinical systems, such as:
 - clinical decision support
 - risk scoring
 - monitoring alerts

- documentation supports
- medical devices
- diagnostic algorithms
- workflow software

Common nursing-related uses include, but not limited to:

- Client education materials (with nurse review)
- Summarizing public guidelines (with verification)
- Documentation support (only where approved and privacy-compliant)
- Using electronic health record

Core Principles for Nurses using AI

Human Oversight

- Human oversight must be included in any workflow involving AI.
- Any AI-generated outputs that could affect a client's health care, care plan or health record must be reviewed and validated by the nurse before being applied in practice.
- Recommendations generated from AI are only as accurate as the client data available to the AI system, which is why consistent human oversight is essential to interpret outputs, identify potential errors or gaps, and ensure that decisions remain clinically appropriate and individualized to the client.
- Nurses only use AI tools that are approved and supported by the employer.
- Nurses are accountable for knowing when they are using AI and the outcomes of its use
- Nurses remain fully responsible for any clinical decisions, documentation, and actions influenced or generated by AI.
- AI content may be wrong, incomplete and must be closely and thoroughly reviewed for accuracy, completeness, inclusivity, appropriateness and verified against reliable, evidence-based sources.
- Nurses are responsible for identifying inaccuracies, verifying information, and ensuring output meet Standards of Practice and Code of Ethics/Conduct.

Privacy & confidentiality

- Nurses are responsible for protecting client information and confidentiality.
- Nurses follow employer policy, organizational requirements, and promptly report any actual or potential privacy breaches.
- Do not enter personal, confidential, or identifying client information into external or public AI tools.
- Follow Saskatchewan privacy requirements for personal health information (PHI) and HIPA.
- Be aware that web-based or external tools may store or retain information.

Transparency

- Nurses must disclose when AI tools contribute to documentation, education materials, or decisions following employer policy.
- Nurses must be able to explain how AI was used, that the results are verified, and what changes were made, if any.

Example disclosure:

“Draft generated with approved AI documentation tool; reviewed, verified, and edited by the nurse prior to finalization.”

Informed consent

- If AI affects the client encounter (e.g., recording/ambient scribe), nurses must:
 - obtain informed consent before care is initiated
 - explain purpose, benefits or risks and limitations
 - provide the opportunity for clients to ask questions
 - provide alternatives when possible
 - be aware of the client’s right to refuse

Cultural Safety, Bias & Equity

AI systems can reflect and amplify biases if they are trained on unrepresentative or flawed data, potentially leading to inequitable health outcomes. (WHO)

- Nurses must recognize and mitigate potential bias in AI tools by critically evaluating outputs for fairness, cultural safety, and equitable impact on all clients.
- AI may reflect embedded bias from training data or design choices. Review outputs for bias and inequity impacts.
- Use culturally safe, inclusive language and consider accessibility and health equity impacts. Consider the following:
 - Could the language or assumptions harm, marginalize, or misrepresent anyone?
 - Are recommendations realistic within Saskatchewan practice contexts?

AI Literacy

- Nurses must understand the foundations of AI and its terminology.
- Be informed of the benefits, risks, and limitations for practice and patient care.
- Nurses must be competent and proficient in AI tools that have immediate and direct impact on their day-to-day activities.
- Nurses must use safe prompting. In AI literacy, safe prompting refers to intentionally designing and reviewing prompts to reduce bias and improve output quality,

acknowledging that AI-generated responses are influenced by input wording and must not be used without professional judgment and review (Government of Canada, 2025).

- Nurses who are in independent practice or are employers must ensure adequate education and training is in place for both themselves and their employees.
- It is important that organizations have policies and procedures in place to ensure that nurses, including students utilizing digital health or AI technologies in their placements, are compliant with standards of practice and practice advice.
- Nurses use AI only with training appropriate to the task.
- Nurses maintain competence and obtain support as necessary.

Risk Management

Effective risk management in AI for healthcare must address not only technical risks but also human factors, including the potential for overreliance and automatic reliance. Overreliance on AI systems can lead nurses to place undue trust in outputs without sufficient critical evaluation, which may result in errors or missed clinical judgment. It is crucial to maintain human oversight, accountability, and continuous evaluation to ensure AI supports, rather than replaces, professional decision making (WHO, 2021).

Professional nursing depends on and prioritizes human connection and the therapeutic relationship as essential foundations for delivering high-quality care. While AI tools, such as chatbots and client monitoring technologies, can help improve efficiency, their use, especially when intended to replace or minimize direct interaction between providers and clients, may undermine the human-centered nature of care and risk making the client experience less personal (CRNM, 2025).

Lower risk

- Drafting or rewriting non-client-specific documents.
- Summarizing publicly available information (verify accuracy).
- Language improvement: clarity, tone, accessibility.

Medium-risk

- Documentation support tools:
 - Summarizer, transcription, where PHI may be processed.
- Client-facing AI tool integrated into an approved organizational environment.

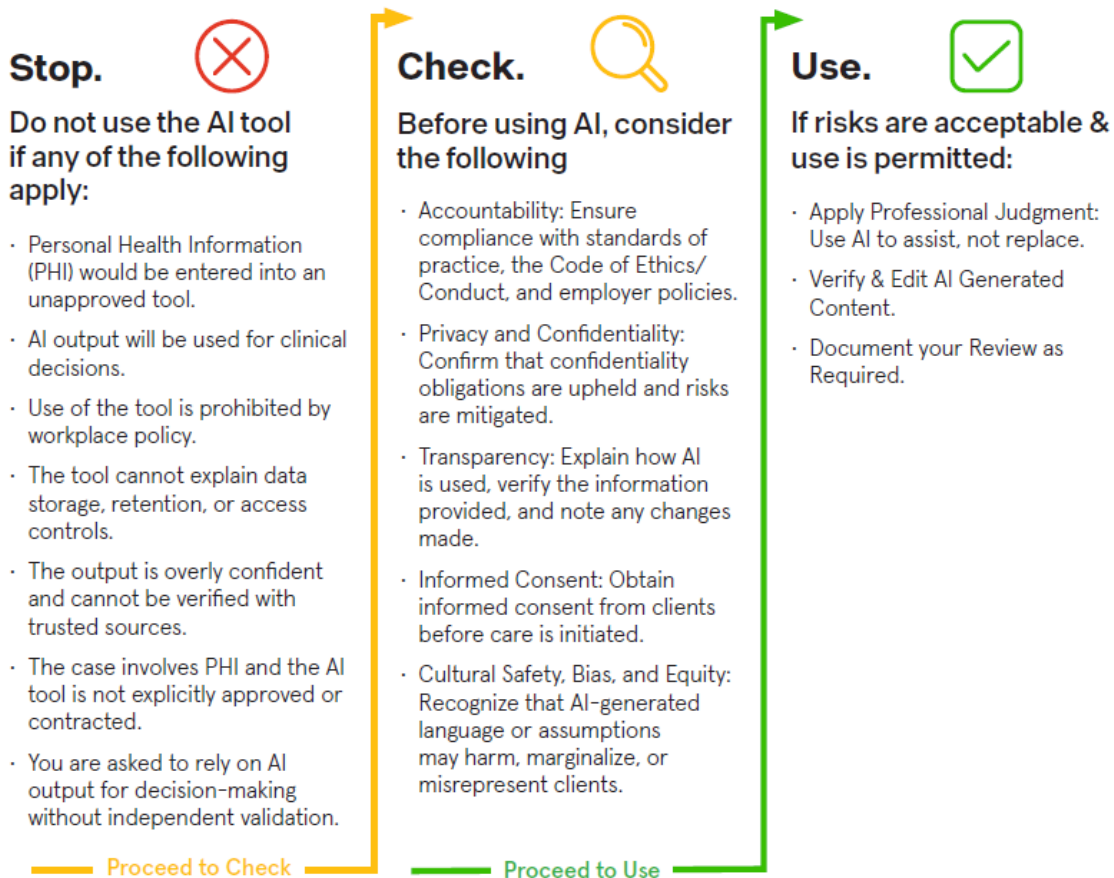
Higher-risk

- AI generated clinical recommendations or risk scores used without human oversight.
- Public or external AI to generate client-specific assessment, decision-making, clinical advice or documentation.

Inappropriate Use

- **Tasks Requiring Human Judgment:** Avoid using AI tools for tasks that require critical thinking, ethical judgment or nuanced understanding that AI cannot provide.
- **Misleading or Inaccurate Information:** AI tools can produce misleading or inaccurate information (i.e., AI hallucinations).
- **Unverified Content:** AI-generated content that has not met the required standards of accuracy and reliability.
- **Plagiarism:** Submitting AI-generated content as your own work without proper attribution is considered plagiarism; always cite AI tools when they contribute to your work.

Stop-Check-Use Decision Pathway for AI Tool Use



Conclusion

Nurses are responsible and accountable for their decisions made during practice, their use of AI, and their impact on the client’s well-being and safety. Nurses must also be aware of their AI tools and protect client information while following applicable legislation, regulations, and employer requirements.

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