

## Action Plan: College of Registered Nurses of Manitoba:

In response to the Fairness Commissioner's recommendation in the 2016-17 Registration Review, CRNM proposed the following action:

Progress Opportunities	Action Plan	Anticipated Completion Date	Status as of February 2018	Update
1. A leadership role for CRNM ensuring the development of additional ways for IENs to receive professional orientation and address gaps after CRNM assessment.	<p>With regard to professional orientation in the workplace, the College will work with the regional health authorities to encourage them to have some degree of professional orientation in place for IENs. It is important to note that the College does not have jurisdiction over the regions in this regard.</p> <p>Gap remediation after a clinical competence assessment must take place through an education program that is approved by the College. The College is currently working with Manitoba Health and a variety of stakeholders to ensure that the Bridging Program for Internationally-Educated Nurses (BPIEN) at Red River College uses its capacity in the most efficient way possible. As well, we are looking for more opportunities to offer the BPIEN outside the City of Winnipeg.</p>	Ongoing	Ongoing	CRNM continues to encourage professional orientation for IENs. It participates as an affiliate in the rural IEN project with MB Health and other stakeholders. Two offerings of the program have occurred. The program includes professional orientation for IEN's as well as employer orientation.
		Ongoing	Ongoing	
2. Co-operating and collaborating with stakeholders and partners to improve the IEN licensure process, including: <ul style="list-style-type: none"> <li>• Work with NNAS to provide complete assessment details</li> <li>• Work with the University of</li> </ul>	<p>The College is committed to working with NNAS and stakeholders to provide IENs with the relevant details around their assessment.</p> <p>A more efficient assessment is a very high priority for the College. We continue to</p>	December 2017	Ongoing	CRNM continues to participate on NNAS' Board and NNAS' Quality Control Committee. Review activity includes efforts to clarify and improve harmonization of policies among nursing regulators as well as measure performance and improve efficiencies at NNAS.
		December 2018	Ongoing	CRNM has engaged a psychometrician to review and analyze data from the CCA. A report is expected shortly (Spring 2018); at which

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<p>Manitoba CCA to explore tiered assessment and to provide assessment details</p> <ul style="list-style-type: none"> <li>• Work with Red River College's BPIEN to improve delivery model</li> <li>• Work with CLPNM to reduce inefficiencies and duplications for IENs in the RN and LPN licensure pathways</li> </ul>	<p>work with a psychometrician to collect and analyse data from the current CCA so that it can be re-organized into a better structure.</p> <p>We continue to work with Manitoba Health, Red River College and other stakeholders to find ways to improve and expand the current BPIEN delivery model.</p> <p>While we maintain that Licensed Practical Nurses and Registered Nurses are two distinct professions with distinct scopes of practice, we will work with CLPNM to determine whether opportunities exist for information sharing which would reduce duplication in the licensure pathways.</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>time changes to improve the CCA can be considered. (this is not relevant to this report)</p> <p>Changes have been made to improve capacity for the Bridging Program for Internationally Educated Nurses at Red River College.</p> <p>CRNM continues to share information and documents with CLPNM. No change in practice to report.</p>
<p>3. Research into communication issues in the workplace to ensure the right language proficiency policies and supports are in place.</p>	<p>It is important to note that the College sets its language proficiency requirements in the context of a national working group that is informed by independent experts in the field of language proficiency assessment. All three nursing regulators (registered nurses, registered psychiatric nurses and licensed practical nurses) have adopted the same requirements. The College will work with its counterparts to ensure that the research informing this work is current.</p>	<p>Ongoing</p>	<p>Ongoing</p>	<p>CRNM is participating with a national nursing group reviewing language proficiency policies, tests and score requirements. A national conference is pending that will be reviewing these matters.</p>
<p>4. Ensuring applicants with issues or concerns with assessment decisions:</p> <ul style="list-style-type: none"> <li>• Have opportunity to discuss decisions, be heard and learn</li> </ul>	<p>As set out in The Registered Nurses Act, applicants may appeal an application that has not been approved by the Executive Director to the CRNM Board of Directors. Applicants are advised that, if they have</p>	<p>Completed</p> <p>December 2017</p>	<p>Completed</p>	<p>Outlined in <i>The Registered Nurses Act</i>, CRNM's formal appeal process is unchanged. CRNM now invites applicants with concerns to speak with a Registration Advisor. This provides applicants an opportunity to learn more about their assessment results and about the appeal process.</p>

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<p>about the rationale for policies and decisions</p> <ul style="list-style-type: none"> <li>• Are provided complete appeal and pre-appeal information, including the review process, timelines and fees</li> </ul>	<p>questions about their assessment, they are welcome to make an appointment with registration staff to review the details of their assessment.</p> <p>We are working with legal counsel to determine an appropriate appeal mechanism at relevant points in the registration process.</p>			
<p>5. Work towards developing a robust and comprehensive database of registration process and outcomes to better inform actions.</p>	<p>The College and OMFC have agreed to review the 2011-2015 CRNM data submissions with the goals of providing context around the length of time it takes applicants to achieve registration with the College and finding process efficiencies, where possible.</p>	<p>December 2017</p>	<p>April – June 2018</p>	<p>CRNM continues to work with OMFC to improve data collection and reporting, including a revised data dictionary for 2018 reporting and work with NNAS to obtain information on trends for MB applicants. CRNM will support OMFC in the development of an overall database.</p>

### CRNM'S Comments

The College's mandate is to protect the public from unsafe, unethical and incompetent registered nursing practice. Our standards and requirements are set to allow us to achieve this to the extent possible.

The College is committed to ensuring that its registration requirements are transparent, objective, fair and impartial. Registered nursing practice in Manitoba is autonomous and accountable, and RNs must be able to practise safely in this environment.

All applicants for registration must meet the eligibility requirements stipulated in the Registered Nurses Act and Regulations. Accordingly, internationally educated nurses are assessed in terms of their nursing education programs' equivalency to those in Canada, and their demonstration of their acquired nursing knowledge, skill and judgment through a clinical competence assessment. Most identified gaps can be remediated through a bridging program. We believe this is a fair and reasonable method of assessment.