2017 Registration Review Report

College of Registered Psychiatric Nurses of Manitoba

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Executive Summary

The 2017 Registration Review Report for the College of Registered Psychiatric Nurses of Manitoba (CRPNM) examines their state of progress with regard to the fair consideration of individuals educated outside of Canada. The Fairness Commissioner identifies progress opportunities and CRPNM responds with an action plan.

Many aspects of CRPNM's licensure process for internationally educated psychiatric nurses (IEPNs) are progressive. This includes the provision of strong personal support, complete, applicant-friendly registration information, progressive documentation policies and review opportunities. Gap training and professional orientation are possible through online coursework as well as select supervised clinical placement opportunities.

Progress in this profession since the 2013 registration review includes expanded, more flexible academic gap training opportunities, improved registration information, a new dedicated third party credential assessment, the National Nursing Assessment Service (NNAS), and nationally approved entry-level competencies and a revised, shortened and more relevant, national exam.

The Fairness Commissioner identifies the need for a strategy to assess professional work experience and the opportunity to demonstrate competence as key substantive progress opportunities. The Fairness Commissioner also calls for research into communication needs and challenges in the workplace for IEPNs as well as continued work to improve registration data collection.

In response to the progress opportunities identified by the Fairness Commissioner, CRPNM commits to:

- Exploring possibilities over the long term to develop better assessment strategies to assess competence and professional work experience, mindful of the resource limitations and the need for partnerships with other stakeholders.

- Where possible, collaborating with the OMFC and others to support research into communication and language proficiency issues.

- Work with the NNAS and other provincial regulatory bodies to develop a comprehensive applicant database.

The Fairness Commissioner sees CRPNM's Action Plan as a positive response to the progress opportunities identified.

Introduction

Registration reviews are conducted as part of the Fairness Commissioner's mandate to review the registration practices of regulatory bodies subject to *The Fair Registration Practices in Regulated Professions Act* (Act).

The purpose of a registration review is to enable the Fairness Commissioner to determine a regulator's compliance to the Act and to make recommendations for improvement. Compliance to the legislation refers both to the fairness of assessment and registration practice, with particular attention to the fair consideration of internationally educated applicants, as well as the co-operation of the regulator with the Fairness Commissioner.

The Act stipulates that registration reviews are to be undertaken at times specified by the Fairness Commissioner. It also stipulates that the content of a registration review is to include an analysis of the relevance and necessity of registration requirements, the timeliness of decision making, the reasonableness of fees and the registration of internationally educated individuals. This may involve the review of any third parties employed in the assessment and registration process.

The 2017 Registration Review focuses on a few critical issues the Fairness Commissioner has identified as key for Manitoba regulators to make progress; the need for timely registration, the recognition of professional work experience and supervised practice opportunities.

In this report, the College of Registered Psychiatric Nurses of Manitoba (CRPNM) assessment and registration practice is evaluated in terms of its overall state of fair practice and for the purpose of identifying progress opportunities. This includes an analysis of CRPNM's activities to improve practice to date and practices regarding the critical areas of timely registration, the recognition of professional work experience and supervised practice opportunities.

This report is a public document and will be posted on the OMFC's website, submitted to the Minister of Education and Training and the Minister of Health, Seniors and Active Living.

Context of the Profession in Manitoba

Registered psychiatric nurses (RPNs) provide mental health services and focus on the mental and developmental health of people within the context of their overall health and life situations. RPNs are employed in a wide variety of settings, including programs for individuals across the life span in communities and in facilities such as acute care hospitals; addiction and substance abuse programs; assertive community treatment programs; clinics; community mental health programs; crisis teams and suicide prevention programs; forensic and correctional programs; geriatric and long-term care programs; home care programs; occupational health programs; outreach programs; palliative care programs; programs for people with developmental disabilities; psycho-social rehabilitation programs; and school programs.

RPNs work in collaboration with psychiatrists, psychologists, registered nurses, occupational therapists, social workers, pharmacists, managers, community agencies, law enforcement professionals and social service providers.

Registered psychiatric nursing is one of Manitoba's three regulated nursing professions that also includes licensed practical nursing and registered nursing. There are differences in the basic educational programs for each of the regulated nursing groups. Although smaller in number than these other groups, registered psychiatric nurses form the largest single group of mental health practitioners in Manitoba. In 2016, there were approximately 1,035 RPNs practising in Manitoba.

The practice of psychiatric nursing in Manitoba and Western Canada is based on the model developed in the United Kingdom. Practitioners receive training through dedicated undergraduate psychiatric nursing programs. This differs from the model in Eastern Canada, United States and other countries where practitioners are initially trained in registered nursing programs and then move on to specialize typically with a graduate program in psychiatric nursing. Most internationally educated psychiatric nurses (IEPNs) emigrate from Commonwealth countries with a training and practice model similar to Manitoba and Western Canada.

Currently in Manitoba, the need for psychiatric nurses is strong. Particularly in the cultural-sensitive field of mental health, growing the body of culturally diverse practitioners will enrich the services available for Manitoba's increasingly diverse population.

Overview of Assessment and Registration Process

The College of Registered Psychiatric Nurses of Manitoba (CRPNM) currently operates under the authority of the *Registered Psychiatric Nurses Act* (C.C.S.M. c. R45), the Registered Psychiatric Nurses Regulation, and College of Registered Psychiatric Nurses of Manitoba By-Laws. In Manitoba, all nurses practicing and using the title of Registered Psychiatric Nurse or Graduate Psychiatric Nurse designation, or any abbreviation or variation thereof, must be registered with the CRPNM.

Qualifications

Principal qualifications required for registration as a psychiatric nurse include graduation from a psychiatric nursing education program that meets the CRPNM criteria for classroom and clinical hours. Applicants must also successfully write the Registered Psychiatric Nurses of Canada Examination (RPNC Exam).

Assessment and Registration

Application

For internationally educated psychiatric nurses (IEPNs) applicants, the first step in the application process involves opening a file with the National Nursing Assessment Service (NNAS) to acquire an Advisory Report. This involves submitting required documents – education, previous licensure, professional work history, language proficiency – and paying a $650 US application fee.

Upon completed application to NNAS, applicants receive an Advisory Report in 8 to 12 weeks.

Once an Advisory Report is available and the IEPN has completed an application to the CRPNM, CRPNM evaluates the applicant's Advisory Report against its Guidelines for Education Assessment document. There is a $200 CRPNM assessment and administration fee. Applicants are either assessed as meeting standard and so eligible to write the RPNC Exam or gaps are identified and they are informed of the academic coursework required to meet standard. Remedial training may range from involving a few select bridging courses to the need to complete an entire program.

RPNC Exam and Graduate Registration

Upon being deemed eligible, the next step is for applicants to successfully write the Registered Psychiatric Nurses of Canada Examination (RPNC Exam).

Applicants that apply to write the exam are eligible to apply for Graduate Registration with the CRPNM. Graduate Registration allows the applicant to work with limitations or conditions on practice for the interim period before they write the exam at the next available sitting. Graduate Registration fee is $100.

The RPNC Exam is a multiple-choice exam that tests entry level competence and practitioner knowledge appropriate for a new graduate. The exam is offered three times a year in January, May and October. It takes four hours to write and is available in Winnipeg. For the May sitting, the exam is also offered in Brandon. The exam fee is $661.50 tax included.

Three attempts to pass the exam are permitted. Applicants that fail the exam twice may be required to undertake remedial coursework as determined by the CRPNM prior to the third writing. Graduate Registration is revoked upon a second failure.

A pass or fail exam score is provided to candidates. Those who fail are provided a report that provides exam results by subject matter area. Borderline or near pass mark exams are automatically re-scored by hand.

Full Registration

Upon passing the RPNC Exam, the final step is to register with the CRPNM. Applicants must complete a registration form and pay a $551.25 tax included registration fee. The registration process is usually completed within a week. CRPNM enters the person on its Practising Register and issues a registration certificate which legally entitles the person to practice.

Appeal Process

CRPNM offers a "Reconsideration" process. Applicants with unfavourable initial application assessments are able to provide additional evidence in support of qualification.

In addition, all of CRPNM's assessment and registration decisions are subject to formal appeal. Appeals are heard by the CRPNM'S Board of Directors. The board is independent of the original decision makers and provides written reasons for unfavourable appeal decisions.

Time and Cost

Time and costs for IEPNs to complete the registration process vary according to the circumstance of the individual.

Upon completed application, those academically qualified, practice current and first-write, exam-successful applicants can complete the entire process in as little as five months and face direct costs totalling just under $2,400. Additional time and associated costs may be involved in supplying documents, securing translations and preparing for the RPNC Exam. Exam re-writes will also add to the cost and length of time required.

Those applicants that require gap training coursework can now access individual online courses as determined by the CRPNM. This has decreased the overall time and costs associated with gap training.

A list of direct costs can be seen below:

NNAS Advisory Report	$869 ($650 US)
CRPNM Application & Administration Fee	$200
Graduate Registration (optional)	$100
RPNC Exam Fee	$661.50
Practicing Registration Fee (2017)	$551.25

State of Progress

The College of Registered Psychiatric Nurses of Manitoba (CRPNM) has a demonstrated commitment to the fair assessment and recognition of internationally educated psychiatric nurses (IEPNs).

Many aspects of CRPNM's registration practice for IEPNs are progressive and procedural fairness is strong:

- CRPNM's website and registration information for IEPNs is user-friendly, with a step-by-step description of the assessment and registration process. This includes a variety of helpful links to third parties and useful immigration and financial support information.

- CRPNM's staff provide strong personal support and assistance to applicants and communication is proactive throughout the application process.

- Record checks are required from an applicant's home jurisdiction only in the circumstance that they have not yet immigrated to Canada. Applicants with landed status have had security checks conducted by the federal government and only need to supply checks for their time in Canada.

- English language proficiency retesting is not necessarily required by CRPNM in the circumstance of an expired test result, unless there is reason to suggest it is necessary.

- Alternative documentation is possible. For applicants that cannot provide documentation with good reason, CRPNM considers each application on a case-by-case basis.

- Written reasons accompany CRPNM's assessment result letters and where applicable, letters identify remedial and gap training opportunities. Applicants may be advised about the possibility of licensure in the licensed practical nursing and registered nursing professions.

- CRPNM and other Canadian psychiatric regulators have done significant work improving the RPNC Exam. The RPNC Exam has been twice shortened and each time made more relevant. In 2016, the exam blueprint was revised based the Registered Psychiatric Nurse Regulators of Canada's "Registered Psychiatric Entry-Level Competencies". An online prep guide and practice test is in development.

- An appeal and progressive pre-appeal or "reconsideration process" is in place for CRPNM's assessment decisions.

- Graduate registration, where academically qualified psychiatric nurses can practice under conditions until the first available sitting of the RPNC Exam, supports timely entry to practice.

- Registration and assessment fees appear reasonable and do not exceed cost recovery. Assessment timelines are prompt.

Subsequent to its 2013 registration review, CRPNM took a variety of steps to further improve its licensure process for IEPNs.

CRPNM:

- Updated a variety of information items on its website and introduced user-friendly information about its education standard, the possibility of Graduate Registration and appeals.

- In 2014 and in partnership with other provincial regulators, the Registered Psychiatric Nurse Regulators of Canada approved "Registered Psychiatric Entry-Level Competencies".

New National Nursing Assessment Service

In 2014, CRPNM's registration process for IEPNs underwent a significant change with the introduction of the National Nursing Assessment Service (NNAS).

The NNAS is the first-step, national application body for the nursing professions in Canada. For registered psychiatric, licensed practical and registered nurses, the NNAS verifies IEPN documents and credentials, evaluates IEPN academic qualifications for comparability to Canadian education standards and provides a secure, centralized electronic repository for credentials and registration documents.

With its large, consolidated database of international nursing programs, NNAS can provide a more informed assessment of academic programs than was previously possible by CRPNM. The assessment of academic credentials is one of the principal means by which CRPNM determines qualification.

Substantive Progress Opportunity

Critical limitations faced by CRPNM's current assessment model lie in the absence of a strategy to recognize qualifications acquired through professional work experience and a lack of opportunity for IEPNs to demonstrate competence through a competence assessment.

In this respect, the newly established "Registered Psychiatric Entry-Level Competencies" are promising as they lay the foundation for the development of competency assessment and prior learning tools.

Fair Practice Analysis

The Fairness Commissioner has identified the need for timely and effective registration, the recognition of qualifications acquired through professional work experience and the need for supervised practice opportunities as key substantive issues critical to realize progress among Manitoba regulators.

Following the Manitoba Fairness Standard, the Fairness Commissioner has the following commendations, comments and concerns about CRPNM's state of progress concerning these key fairness issues:

Timely Registration

The assessment and registration process is structured efficiently (Manitoba Fairness Standard, 7.1).

CRPNM's licensure process is straightforward and structured efficiently. Applicants start with the NNAS credential assessment followed by CRPNM application, if needed academic upgrading and possibly a clinical placement, optional graduate registration, and then finally the RPNC Exam.

The assessment and registration process is periodically reviewed to ensure timeliness for internationally educated applicants (Manitoba Fairness Standard, 7.2).

CRPNM subjects its assessment and registration process to review.

Recent review work includes its participation with NNAS implementing a national credential assessment for psychiatric nurses as well as its activity working with the Registered Psychiatric Nurse Regulators of Canada on new Entry to Practice Competencies.

Communication with applicants is timely and systematic (Manitoba Fairness Standard, 7.3).

NNAS provides a helpful online application portal that allows applicants to see the current status of their applications, including any outstanding documents from third parties.

CRPNM's staff provide strong personal support and assistance to applicants and communication is proactive throughout the application process.

The registration process is such that qualified internationally educated applicants have an opportunity to practice in some capacity within a year of application (Manitoba Fairness Standard, 7.4).

Licensure within six months is possible for qualified IEPN applicants assessed as meeting CRPNM's education standard.

In its first year of operation in 2015-2016, NNAS Advisory Reports took an average of five months to be completed. The OMFC understands NNAS timelines have subsequently improved and currently take approximately 10 to 12 weeks.

The OMFC understands CRPNM did not see any IEPN applications through the NNAS until about 18 months after its introduction in August 2014. Factors that account for this drop off in applications include an increase in applications just prior to the implementation of the NNAS process as well as CRPNM's extension policy that allowed some applicants to apply directly after the August start date.

CRPNM's application assessment usually takes less than a month. Graduate registration allows applicants timely entry to practice with some restrictions until they write the RPNC Exam.

IEPNs assessed as needing academic or bridge coursework, depending on the availability of courses and the circumstance of the applicant, may take longer than a year into practice. Douglas College in British Columbia has recently expanded its offerings of online psychiatric nursing courses. Applicants no longer need to complete the whole refresher program, but can complete only coursework as needed. CRPNM reports this has been a real benefit for Manitoba IEPNs, as now most can complete their assigned remedial coursework online and in a timelier way.

Recognition of Professional Work Experience

Professional work experience is considered to determine qualification (Manitoba Fairness Standard, 5.10).

CRPNM determines qualification based on an assessment of academic training, currency of practice and a written test of knowledge.

Work experience is assessed with regard to currency of practice and on a case-by-case basis, to supplement the consideration of academic programs in areas where the clinical component of an applicant's academic program may be lacking the required hours. CRPNM's consideration of an applicant's professional experience in circumstances where their academic program does not fully align with the Canadian standard is a best practice.

Regulator has objective standards and criteria to assess knowledge and competencies acquired through work experience (Manitoba Fairness Standard, 5.11).

CRPNM does not have objective standards and criteria to assess professional work experience.

In 2014, the Registered Psychiatric Nurse Regulators of Canada (national body) approved "Registered Psychiatric Entry-Level Competencies". The competencies provide "specific and measurable descriptions" of the entry-level knowledge, skills, judgements and attitudes needed for practice.

This document is an important achievement in the registered psychiatric nursing profession. Well-defined competencies lay the groundwork for rational regulation and relevant assessment of qualification. This document could support the development of work experience and competency assessment strategies and tools.

If Canadian work experience is a mandatory requirement, it is clearly justified (Manitoba Fairness Standard, 5.12).

There is no mandatory Canadian work experience requirement in the registered psychiatric nursing profession.

Supervised Practice Opportunities

Supervised practice opportunities are available for the purpose of assessment and gap training (Manitoba Fairness Standard, 5.13).

CRPNM offers Graduate Registration that allows applicants to work with practice restrictions until they successfully write the RPNC Exam. Graduate registration is progressive as it supports timely entry to practice.

IEPN's also have an opportunity to for supervised clinical placements in Manitoba arranged through CRPNM and either Douglas College or John Collins Consulting, both located in British Columbia. Exposure to Canadian practice under supervision can be a timely, effective way to address gaps and promotes safe practice.

Additional Fairness Concerns

Applicants are provided clear, complete, accurate and easy to find information about: access to records (Manitoba Fairness Standard, 1.13).

IEPNs receive a shortened version of their Advisory Report from NNAS that compares their academic qualifications for comparability to Canadian standards. A more detailed report is sent to the regulatory body. It is not clear if information is provided to applicants by NNAS regarding the differences between the report they receive and the report the regulator receives. Nor is it clear how these further assessment details are disclosed to applicants.

Applicants have a right to access their records and need to be informed about how to access their full Advisory Report. They should be able to see the complete details about how their academic qualifications have been assessed against the Canadian standard.

The OMFC understands NNAS has a concern that disclosing full reports may compromise the integrity of their assessments. In this case, the concern is that educational institutions may inappropriately use NNAS detailed assessment criteria to misrepresent the character of their programs based on their interest in having their students recognized.

Required Qualifications are relevant and necessary for competent professional practice (Manitoba Fairness Standard, Element 3).

CRPNM requires all IEPN applicants show evidence of previous registration or evidence of eligibility for registration in the applicant's jurisdiction of academic training. For recent graduates and recent graduates only, this requirement can pose an unfair barrier, if they immigrate without having registered in their home jurisdiction and then need to return home to register or to be deemed eligible for registration before applying to NNAS.

CRPNM reports they have not had any recent graduate IEPN applicants and that if this situation arose, they would review the matter on a case-by –case basis to determine if this documentation would be required.

English and French language proficiency policies are fair (Manitoba Fairness Standard, Element 6).

With the introduction of the NNAS in August 2014, all applicants are required to supply language proficiency test results. Exemptions are in place for first language applicants whose primary language, where they live and studied, is English or French, or where they have practiced safely in an English or French environment within the last two years. Moreover, language test results need to be dated within six months of application to NNAS. This means applicants in possession of valid language tests results, may have to start the process by taking a second test. Undergoing repeated language tests after having met the standard raises a fairness concern.

The OMFC understands CRPNM will only ask applicants with expired test results for a new language test in circumstances where it appears warranted. This is progressive practice.

Since 2013, the Fairness Commissioner has called for a better understanding of the communication challenges in Manitoba's nursing professions. Improved IEN training about the role and communicative responsibilities of nurses is the most effective strategy to ensure people have the right skills in practice.

Progress Opportunities

The Fairness Commissioner sees the following opportunities for progress regarding the College of Registered Psychiatric Nurses of Manitoba's assessment and registration practice:

1. Explore the feasibility of developing assessment strategies to better assess competence and recognize qualifications evident in professional work experience.

2. Research into communication issues in the workplace to ensure the right language proficiency policies and supports are in place.

3. Work towards developing a robust and comprehensive data base of registration process and outcomes to better inform actions.

Fairness Commissioner's Recommendation

To ensure compliance to *The Fair Registration Practices in Regulated Professions Act*, the Fairness Commissioner recommends that the College of Registered Psychiatric Nurses of Manitoba take action regarding the above progress opportunities.

College of Registered Psychiatric Nurses of Manitoba – Action Plan

In response to the Fairness Commissioner's recommendation, the College of Registered Psychiatric Nurses of Manitoba (CRPNM) proposed the following Action Plan as of May 9, 2017.

CRPNM's Action Plan will form the basis of its relationship with the OMFC moving forward. Follow-up meetings will be held annually after the 2017 Registration Review to discuss implementation of activities and updates to the Action Plan. Action Plan updates will be posted on the OMFC's website on an annual basis, following these meetings allowing any interested party to see the progress to date.

Progress Opportunity	Action(s)	Completion Date
1. Explore the feasibility of developing assessment strategies to better assess competence and recognize qualifications evident in professional work experience.	The CRPNM recognizes that there might be occasions where an assessment of the applicant's academic preparation is insufficient or impossible. The CRPNM further recognizes that clinical competence assessments compliment the assessment of academic preparation. The psychiatric nursing profession does not currently have standardized and validated clinical competence assessment tool and, given the size of our profession and the relatively low number of applicants in Manitoba, the development of such tools could only be achieved in partnerships with other regulatory organizations or educational institutions locally or nationally. The recently updated, and national, entry level competencies are an enabler to this type of development and the CRPNM has been exploring some potential options. There have only been preliminary discussions to date. Longer term discussions need to consider, among many other things, the sustainability of such a model. The CRPNM will continue to examine the issues and to explore possible options over the long-term.	Long-term

Progress Opportunity	Action(s)	Completion Date
2. Research into communication issues in the workplace to ensure the right language proficiency policies and supports are in place.	The CRPNM recognizes that language proficiency as foundational to workplace communication. Research needs to be completed at the workplace to determine the communication issues that exist. To that end, the CRPNM has initiated discussions with the OMFC as to where opportunities might exist for collaboration with other organizations and about who might provide the expertise required for this type of research project. The CRPNM continues to work with the National Nursing Assessment Service (NNAS) and the other Canadian nursing regulatory bodies, to ensure the language proficiency requirements and processes are appropriately communicated to the applicants.	Long-term
3. Work towards developing a robust and comprehensive data base of registration process and outcomes to better inform actions.	The CRPNM is working with the National Nursing Assessment Service (NNAS) and the other Canadian nursing regulatory bodies to identify the data elements required to develop a comprehensive applicant database.	Medium-term

Statement of Compliance

The College of Registered Psychiatric Nurses of Manitoba's (CRPNM) Action Plan is a positive response to the progress opportunities identified in this review.

These actions support fair practice and align with the intent of *The Fair Registration Practices in Regulated Professions Act* to improve licensure processes for internationally educated applicants in Manitoba.

CRPNM's perspective and approach to further evolve its assessment practice when relevant and feasible and its willingness to support research into communication issues in the field are encouraging. Continued work improving data collection will help improve our understanding of the experience of international educated psychiatric nurses seeking licensure in Manitoba.

CRPNM's commitment to ensure qualified, successful health care practitioners is clear in their assessment approach and the help and support provided to applicants throughout their licensure process. Their commitment to fair practice, leadership and a willingness to engage stakeholders will be keys to further progress.

I look forward to our future work and engagement.

Ximena Munoz
Manitoba Fairness Commissioner

Appendix I: 2011-2015 Registration Data

The College of Registered Psychiatric Nurses (CRPNM) reports annually to OMFC on the registration of internationally educated nurses to Manitoba.

CRPNM received 312 total applications from 2011-2015. Among these applications, 20% were internationally educated applicants (IEAs).

The top country of education was predominantly Nigeria representing 87% (55/63) of IEAs. The remaining 7.9% of IEAs were educated in the United Kingdom.

With regard to licensure outcomes, one IEA obtained full registrations by the end of 2015. The remaining applicants were still in process or had withdrawn or been refused. In this period many IEAs initiated application from abroad, but did not complete the process as a matter of lacking the appropriate immigration status.
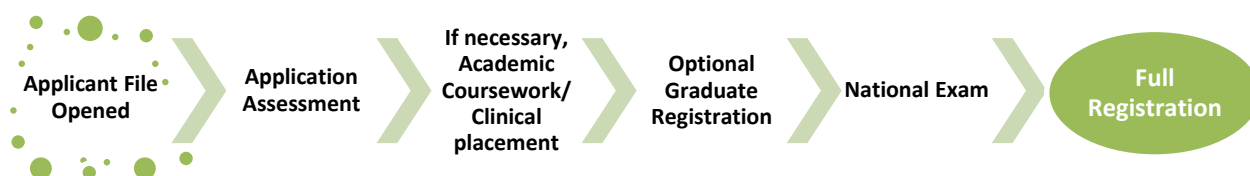
This analysis of 2011–2015 of CRPNM applicant registration data was provided by the Manitoba Bureau of Statistics.

For additional context, immigrant landings for the profession in the 2011-2015 period could be helpful. However, there is no specific occupational code tracked for registered psychiatric nurses. In the 2011-2015 period, registered psychiatric nurses were included under the occupational code for registered nurses.

Appendix II: 2017 Registration Review Process

The OMFC's 2017 review process has several key steps: meeting to discuss the focus and process of the review, agreeing to a review schedule, documenting, evaluating and preparing a progress report, and achieving an action plan to move things forward. The process is designed to support regulators to further evolve registration practice and realize progressive change.

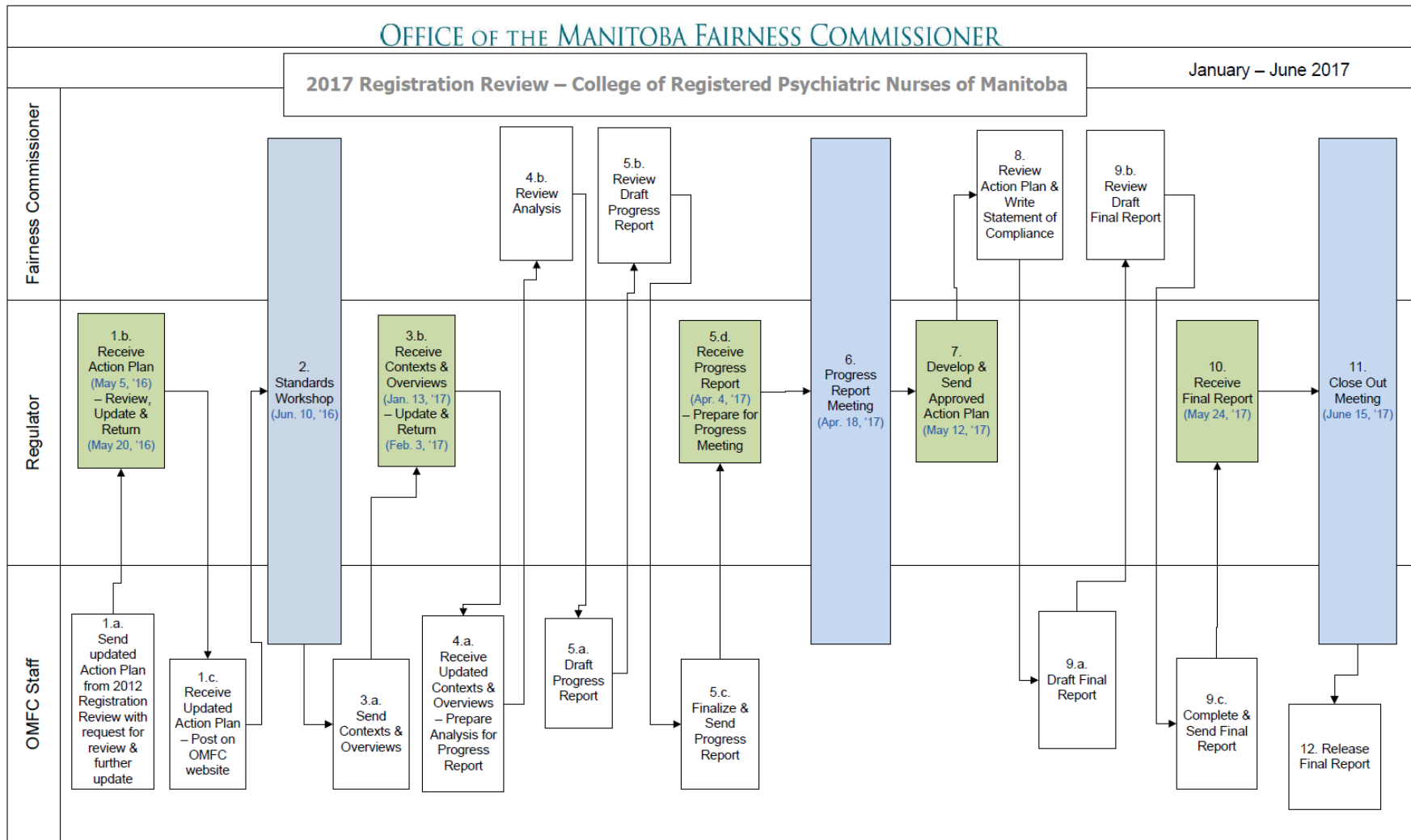| Activity	Description	Date
Registration Review Workshop	• Group meeting between OMFC and regulators • Latest data and research presented • Fairness Standard, review focus and process presented • Review schedule provided	June 10, 2016
Progress Report	• Report on CRPNM's fair practice progress • Includes analysis of timely registration, recognition of professional work experience and supervised practice opportunities • Progress opportunities identified • Recommendation from Fairness Commissioner to address progress opportunities	April 4, 2017
Progress Meeting	• CRPNM and Fairness Commissioner discuss report and possible actions CRPNM is considering addressing progress opportunities	April 18, 2017
CRPNM Action Plan	• CRPNM's Action Plan submitted to OMFC	May 12, 2017
2017 Registration Review Report	• Report submitted to CRPNM • Report contains the review findings, CRPNM's Action Plan, and the Fairness Commissioner's Compliance Statement	May 24, 2017
Registration Review Closeout Meeting	• CRPNM and Fairness Commissioner discuss Registration Review Report, potential OMFC support for actions and how CRPNM's action plan will inform the relationship moving forward • Registration Review Report submitted to Minister of Education and Training, the Minister of Health, Seniors and Active Living and uploaded on OMFC website	June 15, 2017

Review participants:
Laura Panteluk, Executive Director, CRPNM
Ryan Shymko, Deputy Registrar, CRPNM

OFFICE OF THE MANITOBA FAIRNESS COMMISSIONER

2017 Registration Review – College of Registered Psychiatric Nurses of Manitoba

January – June 2017

Fairness Commissioner

4.b. Review Analysis

5.b. Review Draft Progress Report

8. Review Action Plan & Write Statement of Compliance

9.b. Review Draft Final Report

Regulator

1.b. Receive Action Plan (May 5, '16) – Review, Update & Return (May 20, '16)

2. Standards Workshop (Jun. 10, '16)

3.b. Receive Contexts & Overviews (Jan. 13, '17) – Update & Return (Feb. 3, '17)

5.d. Receive Progress Report (Apr. 4, '17) – Prepare for Progress Meeting

6. Progress Report Meeting (Apr. 18, '17)

7. Develop & Send Approved Action Plan (May 12, '17)

10. Receive Final Report (May 24, '17)

11. Close Out Meeting (June 15, '17)

OMFC Staff

1.a. Send updated Action Plan from 2012 Registration Review with request for review & further update

1.c. Receive Updated Action Plan – Post on OMFC website

3.a. Send Contexts & Overviews

4.a. Receive Updated Contexts & Overviews – Prepare Analysis for Progress Report

5.a. Draft Progress Report

5.c. Finalize & Send Progress Report

9.a. Draft Final Report

9.c. Complete & Send Final Report

12. Release Final Report