

## College of Registered Nurses of Manitoba - Action Plan

In response to the recommendations made by the Fair Registration Practices Office, the College of Registered Nurses of Manitoba committed to the following action plan in November 2022:

| Recommendation   | Action(s)   | Anticipated Completion Date                           | Status Update   |
|--|---|---|---|
| <p>1. For well-qualified applicants, consider a waiver policy for the Clinical Competence Assessment, allowing applicants to proceed directly to registration.</p> | <p>A. The College will continue to monitor and evaluate best practices related to the assessment of internationally educated applicants.</p> <p>B. The College will work with RN regulators in other Canadian jurisdictions to seek to better understand the evidence used to support processes wherein an applicant can proceed directly to registration without a Clinical Competence Assessment (or other comparable assessment) or completion of remedial education.</p> <p>C. The College will continue to advocate for a greater degree of harmonization among Canadian RN regulators. This will include encouraging dialogue at the Canadian Council of Registered Nurse Regulators (CCRNR) of changes to registration processes under consideration in various jurisdictions.</p> | <p>A. Ongoing</p> <p>B. Q3 2023</p> <p>C. Ongoing</p> | <p>As of December 2023, a jurisdictional scan of registration practices in other Canadian jurisdictions is currently underway. Processes are rapidly changing but limited information is currently publicly available about the evidence used to support policy changes. The College will continue to follow up with individual regulators. Estimated completion: Q2 2024.</p> <p>On October 4, 2023, the College's CEO/Registrar was elected President of the Canadian Council of Registered Nursing Regulators (CCRNR). In this role, Deb is working to uphold strong cross-jurisdictional relationships.</p> |

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|--|--|---|---|
| <p>2. For recent graduates, introduce waiver policies regarding the previous registration requirement.</p>   | <p>A. The College will conduct a jurisdictional scan to determine if any other Canadian jurisdictions currently have a similar policy in place.</p> <p>B. The College will conduct a risk analysis to analyze the impacts of waiving this requirement.</p>   | <p>A. Q3 2023</p> <p>B. Q4 2023</p>   | <p>As of December 2023, a jurisdictional scan of registration practices in other Canadian jurisdictions is currently underway. Estimated completion: Q2 2024.</p>   |
| <p>3. Review post-Clinical Competence Assessment outcomes with a consideration of strategies to improve performance outcomes. Publish annual post-Clinical Competence Assessment outcomes.</p> | <p>A. The College will explore, in partnership with the University of Manitoba, opportunities to increase applicants' feeling of preparedness for the Clinical Competence Assessment. This may include revising or developing new communications materials about what a CCA is and what to expect during the assessment.</p> <p>B. The College will explore integration of Clinical Competence Assessment outcomes as a future component of its data reporting strategy.</p> | <p>A. Work will begin in 2022 and continue through 2023</p> <p>B. Est. 2024</p> | <p>In Q1 2023, the College published a <a href="#">new page</a> on its website, specifically dedicated to the CCA. In May, 2023 the University of Manitoba developed an online <a href="#">video</a> with additional information about what to expect during a CCA.</p> |