

Regulatory Processes

Policy Section: Executive Expectations	Policy Number: EE-12	Approved By: Council
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Purpose:

To outline the Council's expectations of and related risk boundaries for the CEO/Registrar with regard to operational execution of the College of Registered Nurses of Manitoba (the College) Regulatory Processes. These principles are designed to meet the legislative requirements defined in *The Regulated Health Professions Act (RHPA)*.

Policy:

This Regulatory Processes Executive Expectation Policy is based on the mandate of the College to govern its registrants in a manner that serves and protects the public interests as outlined in the RHPA. The College regulates the profession as a whole through regulation of individual registered nurses. The College protects the public from unsafe, unethical, and incompetent registered nursing care.

With regard to the ongoing execution of the College Regulatory Processes, the CEO/Registrar shall ensure regulatory operations are consistent with the College global regulatory principles outlined below.

1. Global Principles for Regulatory Process Operations

The CEO/Registrar will ensure the following principles direct all regulatory operational processes:

Transparency

- The intent and purpose of the regulatory processes are clearly and comprehensively defined.
- The processes are also clearly defined and explained such that a lay person can understand both the decision-making criteria and the process steps.
- Information about the College regulatory processes is easily accessed by both the public and the registrants.

Objectivity

- The regulatory processes contain no inherent bias while supporting the public interest.

Fairness

- The regulatory processes follow a timely, consistent, and balanced, just, and civil approach that addresses all issues and stakeholders with the same consistent principles.

Accountability

- The regulatory process provides a mechanism by which the action and/or issue can be objectively evidenced and measured to ensure adherence and that the desired outcomes are consistently achieved.
- The regulatory process or standards are compliant with legal and regulatory requirements.

Evidence-based

- The regulatory process is based on expert opinion, benchmarking peer and third party review, published evidence and/or research and includes underpinning rationale.

Collaboration

- Input to regulatory practices is obtained from a range of the registrants, including registered nurses from different areas of practice throughout the province, with a mix of relevant expertise.
- An open and transparent process is used for selection of Committee Members.



- Input is obtained from other organizations, groups, and regulatory bodies who can contribute to excellent regulatory practices and/or who may be impacted by the College regulatory processes.

2. Principles for Quality Assurance and Continuing Competence

The CEO/Registrar will ensure the following principles direct the operational processes for quality assurance and professional practice:

Expectations Related to Registered Nurses

- Accountability of Registered Nurses
 - Registered nurses are accountable for their professional actions and answerable for their practice. Registered Nurses demonstrate professional knowledge and judgment.
- Shared Accountability for Quality Professional Practice
 - Both the College and its registrants share responsibility for quality professional practice that supports registered nurses' ability to self-reflect and understand their professional obligations and accountability for safe and effective practice.
- Relevance and Continued Competence
 - Quality assurance and building continued competence is embossed throughout a registered nurse's career to support continuous improvement for safe, high quality professional practice across a continuum of roles.
 - Continuing competence assessment processes are fair, transparent, objective, and evidence-based.

Expectations of the College Quality Assurance and Continuing Competence Program

- Use of Enabling and Approach
 - The College will provide support to registered nursing professionals in pursuit of quality practice and continuing competence aimed at effective achievement of the Code of Ethics and Standards of Practice. Alternative regulatory mechanisms will be used only when professional practice is determined to be unacceptable.
- Quality Assurance and Professional Practice Program Effectiveness
 - The College Quality Assurance and Continuing Competence Program will focus on direct, demonstrated, and measurable continuous improvement of the competence and quality of registered nurses' professional practice.
 - The Program will be evidence-based (transparent, fair and objective) to promote public confidence.
 - The Program will be easily understood and set appropriate expectations of registered nurses. The College will be responsive to registered nurses' feedback regarding the Program.
 - Program design and implementation will be continually evaluated for reliability and validity.

3. Principles for Professional Conduct Regulatory Processes

The CEO/Registrar will ensure the following principles direct the operational processes for the Professional Conduct Programs:

Process Options

- Appropriate, authorized and standardized process options are utilized to resolve practice concerns:
 - an allegation/complaint;
 - a quality assurance concern.

Clear Protocols

- Specified processes with clear protocols are utilized to ensure confidentiality, objectivity, and timeliness when undertaking a review of:
 - an allegation/complaint;
 - a mandatory employer report;
 - a quality assurance concern.

Clear Decision-Making Criteria

- Clear documented decision-making criteria for both the registrant and the complainant or person/organization submitting the concern are utilized to ensure fairness.



Right-sized Corrective Action

- Clear, appropriate action, right-sized to the offence, following a decision of wrong doing is taken with no attempt to mitigate the corrective action to protect a registered nurse.

Appropriate, Safe Disclosure

- Professional Conduct Review decisions are disclosed appropriately to the general public and the profession to protect the public interest.

4. Registration Process Principles

The CEO/Registrar will ensure the following principles direct the operational processes for the Registration Program:

Registration Requirements and Practice Competence

- All registered nurses provided with registration meet all of the requirements for registration.
 - Registered nurses entering practice will demonstrate that they meet the entry to practice standards and registered nurses establishing registration in Manitoba meet registration requirements.
 - Registered nurses renewing their registration will demonstrate continuing competence.

Language Competence

- Registered nurses applying for registration will demonstrate language proficiency including in reading, writing, speaking, and listening.
- Language competency requirements should be equal, fair, objective, and transparent across both domestic and international applicants.
- Language proficiency is considered a critical competency and essential ingredient for patient safety and public protection.

Ease of Participation

- All registration processes are transparent, understandable, efficient, and user-friendly.

5. Development of Standards or Practice Directions for Governing the Practice of Registered Nursing

When developing or changing Standards or Practice Directions, the CEO/Registrar shall ensure that the development is consistent with the following:

- Practice Standards are used as the benchmarks for registered nursing practice and are the foundation for guiding regulatory practices.
- Standards are developed to be consistent with achievement of the Council's strategic outcomes policy direction.
- Issues for development of Practice Directions are selected when:
 - the issue is of at least provincial significance;
 - it is an issue about which the registered nursing profession can speak knowledgeably.
- The Council is advised if the standards do not represent a consensus.
- Standards and Practice Directions are brought to the Council via Consent Agenda for final approval prior to release.
- All Standards and Practice Directions are kept current.
 - Review dates:
 - 3 years – Practice Directions
 - 5 years – Standards