

Practice Review and Audit

Policy Section: Administration of the Act	Policy Number: AA-19	Approved By: CEO/Registrar
Regular Policy Review Frequency: Every three years	Date Approved: June 6, 2018	Date Reviewed/Revised: March 11, 2022

Purpose:

To outline the policy for a practice review or practice audit in accordance with the right touch principles of transparency, objectivity, fairness, accountability, evidence-based, and collaboration.

Definitions:

Practice Audit: A Practice Auditor's review of a registrant's registered nursing practice to produce a written report in accordance with The Regulated Health Professions Act and any/all College of Registered Nurses of Manitoba (CRNM) policies and practice directions.

Practice Review: The collection and review/analysis information about a registrant's practice, including a registrant's explanation of how they are meeting the CRNM Practice Directions.

Policy:

1. Practice reviews and audits will be done in accordance with The Regulated Health Professions Act (RHPA) and the CRNM General Regulation, particularly with
 - a. Clauses 99(1), 102(1)(f)(i) or (g), 106, 126 (1)(f)(iii), 135-136, of the RHPA
 - b. Clause s.2.29(2)(b) of the CRNM General Regulation

Expectations/Benchmarks for Practice Reviews and Practice Audits

2. Registrants must be familiar with and practice within the expectations for their practice. The following benchmarks will be used as appropriate to review or audit a registrant's practice:
 - a. Standards of Practice in the General Regulation
 - b. Practice Direction: Registered Nurse Practice Expectations
 - c. Practice Direction: RN(NP) Practice Expectations
 - d. Practice Direction: RN(AP) Practice Expectations
 - e. Entry Level Competencies for Registered Nurses in Manitoba
 - f. Entry-Level Competencies for Registered Nurse (Nurse Practitioners)
 - g. Competencies for the RN (Authorized Prescriber)
 - h. Code of Ethics for Registered Nurses
 - i. Other applicable College policies and practice directions as appropriate for the specific issue(s)
 - j. Evidence-informed practices, such as those published in current (within the previous 5 years), scientific, peer-reviewed journals and publications

Practice Review

3. A practice review will be conducted to assess the registrant's compliance with practice expectations outlined in this policy. The Chief of Quality Practice or designate will base the decision to implement a practice review on an assessment of the available data/information indicating:
 - a. A risk that a registrant is not meeting practice expectations following an assessment using risk-based tools
 - b. A practice review could potentially provide the information on how the registrant is meeting practice expectations
 - c. A practice audit or referral to the CEO/Registrar for a Practice Audit of consideration of referral to the Complaints Investigation Committee is not required
4. A practice review will not require review of personal health records with personal health information
5. A practice review may include but are not limited to:
 - a. Statements (verbal, written) from the registrant about their practice
 - b. Multi-source feedback
 - c. Competency-based interview
 - d. Inspection of the practice environment in which the registrant practices

Practice Audit

6. A practice audit will be conducted to gather data for assessment of the registrant's practice according to benchmarks outlined in this policy when a registrant is referred by:
 - a. The Complaints Investigation Committee
 - i. Complaints Investigation Committee may also provide direction to an investigator to complete a practice audit or
 - ii. Chair of Complaints Investigation Committee may also provide direction if necessary to protect the public from exposure to serious risk
 - b. A panel of the Inquiry Committee
 - c. The CEO/Registrar
 - d. The Continuing Competency Committee
7. Practice audits include but are not limited to:
 - a. Multi-source feedback
 - b. Competency-based interview
 - c. Onsite review of a registrant's practice
 - d. Inspection of the practice environment in which the registrant works
 - e. Inspection of records relevant to the registrant's practice (e.g. chart review)

References

Canadian Nurses Association
Code of Ethics for Registered Nurses

CRNM
AA-24 Practice Auditor and Investigator Appointments
Competencies for the RN (Authorized Prescriber)
EE-12 Regulatory Processes



College of
Registered Nurses
of Manitoba

Entry Level Competencies for Registered Nurses in Manitoba
Entry-Level Competencies for Registered Nurse (Nurse Practitioners)
Practice Direction: Registered Nurse Practice Expectations
Practice Direction: RN(AP) Practice Expectations
Practice Direction: RN(NP) Practice Expectations

CRNM website
[College Policies](#)
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Government of Manitoba
College of Registered Nurses of Manitoba General Regulation 114/2017
The Regulated Health Professions Act S.M. 2009, c. 15