

# Registered Nurse Registration Eligibility Following Failure to Meet Practice Hours Requirement

<b>Policy Section:</b> Administration of the Act	<b>Policy Number:</b> AA-6	<b>Approved By:</b> CEO/Registrar
<b>Regular Policy Review Frequency:</b> Every five years	<b>Date Approved:</b> September 18, 2003	<b>Date Reviewed/Revised:</b> July 30, 2024

## Purpose:

To state the requirements to return to the practicing register following failure to meet the minimum practice hours requirement.

## Policy:

In keeping with the direction of a compliance order received July 26, 2022 from the Minister of Health, Canadian applicants who hold current RN or RN(NP) registration in another jurisdiction in Canada cannot be required to undergo a clinical competence assessment to obtain registration or a certificate of practice. Once registered they will be required to obtain the minimum number of RN practice hours as outlined in the Registration Requirements Practice Direction to be eligible for registration renewal.

## Registered Nurse Applicants:

- Canadian applicants seeking to establish initial registration as an RN in Manitoba, who do not hold current RN registration in another jurisdiction in Canada and are unable to meet the minimum practice hours requirements for registration, are eligible for a referral to undergo a clinical competence assessment (CCA) which is Part II of the Prior Learning Assessment (PLA). Part 1 of the PLA is deemed to have been met by having previously been registered in Canada.
- Applicants seeking to reinstate an RN certificate of practice in Manitoba, who do not hold current RN registration in another jurisdiction in Canada and are unable to meet the minimum practice hours requirements for registration, are eligible for a referral to undergo a CCA. However, a CCA referral is not necessary in all scenarios. The following tables outline the various scenarios and corresponding requirements:

<b>For applicants who were registered in Manitoba in the past five years</b>		
	<b>Applicant Scenario</b>	<b>Requirements and Registration Eligibility</b>
a.	Verified practice as an RN in Canada in the two years immediately preceding the date of application for reinstatement, and no more than 225 hours short of the required minimum threshold of 450 practice hours	Eligible for conditional registration provided the applicant signs a Registration Undertaking to accrue a minimum of 100 verified hours of supervised RN practice with one of the designated employers identified below within 60 days of being reinstated
b.	Verified practice as an RN in Canada in the five years immediately preceding the date of application for reinstatement, and no more than 375 hours short of the required minimum threshold of 1,125 practice hours	Eligible for conditional registration provided the applicant: <ol style="list-style-type: none"> <li>Signs a Registration Undertaking to accrue a minimum of 100 verified hours of supervised RN practice with one of the designated employers identified below within 60 days of being reinstated <b>and</b></li> </ol>



		2) Completes two specified remedial education courses within one year of reinstatement
c.	Verified practice as an RN in Canada in the seven years immediately preceding the date of application for reinstatement, and no more than 375 hours short of the required minimum threshold of 1,125 practice hours	Eligible for conditional registration provided the applicant: 1) Completes three specified remedial education courses within one year of submitting an application for reinstatement <b>and</b> 2) Signs a Registration Undertaking to accrue a minimum of 100 verified hours of supervised RN practice with one of the designated employers identified below within 60 days of being reinstated
d.	Applicants who fall into one of the above scenarios (a-c), but prefer to: 1. complete a Clinical Competence Assessment (CCA) may elect to do so instead of completing the corresponding requirements attached to their scenario (in a-c), or 2. complete the full Nurse Re-entry Program	Under d. 1. - Eligible for registration provided the applicant has successfully completed all required courses identified via the CCA.  Under d. 2. - Eligible for registration provided the applicant has successfully completed the full Nurse Re-entry Program

<b>For applicants who were not registered in Manitoba in the past five years or who are unable to meet the minimum practice hours (as noted in previous table)</b>		
	<b>Applicant Scenario</b>	<b>Requirements and Registration Eligibility</b>
e.	Applicants must 1. complete a Clinical Competence Assessment (CCA), or 2. complete the full Nurse Re-entry Program	Under e. 1. - Eligible for registration provided the applicant has successfully completed all required courses identified via the CCA.  Under e. 2. - Eligible for registration provided the applicant has successfully completed the full Nurse Re-entry Program

For all scenarios requiring supervised practice, the verified hours of supervised RN practice must be completed under supervision at one of the following designated employers or their affiliates. The designated Manitoba employer or its affiliate must agree to supervise and support the applicant to meet the requirements of the Registration Undertaking:

- Shared Health
- Interlake-Eastern Regional Health Authority
- Northern Regional Health Authority
- Prairie Mountain Health
- Southern Health-Sante Sud
- Winnipeg Regional Health Authority
- CancerCare Manitoba
- Indigenous Services Canada – Manitoba region
- Manitoba Justice Corrections Facility

3. Applicants for reinstatement, where a scenario in 2 a-c applies, must provide verification of all practice hours from all employers in the applicable timeframe. They must also meet the following criteria:



- a) Have previously held registration/a certificate of practice in Manitoba **and**
  - b) Have been in good standing (i.e. not suspended or cancelled; the individual did not leave on a voluntary surrender; they do not have any unfulfilled requirements as a result of a decision of the Complaints Investigation Committee; and are not in arrears for any outstanding money owed) at the time that their previous Manitoba certificate of practice expired **and**
  - c) Complete all the jurisprudence modules required by the College in order to be approved for reinstatement.
4. Where an applicant for reinstatement finds themselves in one of the scenarios listed in 2 a-c above but prefers to take a CCA rather than meet the corresponding requirements outlined in the table, they may request that the College issue them a referral to undergo a CCA (per 2 d). If the applicant elects to do a CCA, the outcome of the CCA will then be used to determine any educational/course requirements that must be completed prior to reinstatement. Once an applicant chooses to undergo a CCA under 2 d, they are committed to that pathway and must complete the courses identified as required by the College.
  5. When a CCA is required, the College's Entry Level Competencies for Registered Nurses in Manitoba is the standard against which the applicant's competence is assessed.
  6. Where an RN applicant's competence is assessed as meeting the standard, no course of instruction is required. The applicant is then eligible for reinstatement at any time within two years from January 1 of the renewal year immediately following the date of assessment.
  7. Where an RN applicant's competence is assessed as requiring the full complement of courses in a College-approved re-entry course of instruction program, they are then eligible for reinstatement at any time within four years from January 1 of the renewal year immediately following the date of program completion.
  8. Where an RN applicant's competence is assessed as requiring a number of courses less than the full complement of courses in a College-approved re-entry course of instruction program, they are then eligible for reinstatement at any time within four years from January 1 of the renewal year immediately following from the date of completion of the final required course.
  9. Where an RN applicant demonstrates extensive gaps in knowledge or skill and adequate foundational knowledge is not present, the applicant will not be referred to a course of instruction and is not eligible for registration.