



December 11, 2024

VIA EMAIL

The Honourable Uzoma Asagwara
Minister of Manitoba Health, Seniors, and Long-Term Care
minhslte@manitoba.ca

Dear Minister Asagwara,

I am writing to inform you that effective December 16, 2024, the College will resume applying a currency of practice requirement to labour mobility applicants. This requirement will be the same as what is applied to other types of applicants and to existing Manitoba RNs seeking to renew their certificate of practice: 450 RN practice hours in Canada in the past 2 years, or 1,125 RN practice hours in Canada in the past 5 years.

Applicants who have not worked the required hours will have the following options to meet the currency of practice requirement and be eligible for registration:

- Acquire the practice hours in the province/territory they are currently registered in;
- Complete the full Nurse Re-Entry Program at Red River College Polytechnic; or
- Complete a Clinical Competence Assessment (CCA) and any required remedial education.

For applicants who completed their basic nursing education in Canada in the 4 years prior to application (new graduates), the requirement for currency of practice will be considered met. Furthermore, applicants who recently completed a competence assessment and any required remedial education in Manitoba or another province/territory will also be considered to have met the currency of practice requirement.

In 2022, the College received a compliance order prohibiting us from requiring CCAs of labour mobility applicants. We were also directed to stop requiring labour mobility applicants to demonstrate currency of practice to obtain Manitoba RN registration. Since that time the College has witnessed an unprecedented increase in labour mobility applicants who have little to no practice history, but who have achieved registration in another province/territory as a part of a 'jurisdiction shopping' strategy. Currency of practice is critical to patient safety as it ensures that RNs maintain up-to-date skills, knowledge and judgment in a dynamic healthcare environment.

As you are aware, the College has noted a concerning trend in the volume and severity of complaints amongst this cohort of recently registered, out-of-practice labour mobility applicants. Some of these complaints have emerged from situations wherein patient deaths occurred. As a result of these recent events, and in order to fulfill our mandate to protect the

public's interest and safety, we believe it is critical that we take action now to mitigate the risks associated with registering out-of-practice labour mobility applicants.

Our position is that this change is consistent with the *Canadian Free Trade Agreement*. Several RN regulators in other provinces apply a currency of practice requirement for labour mobility applicants and we are following that precedent. Furthermore, we believe that offering the CCA as an *option* (not a requirement) for meeting the currency of practice requirement is not contrary to the 2022 amendments to the College's General Regulation.

Thank you for your understanding on this matter. Please feel free to reach out to us with any questions or concerns you may have.

Sincerely,

A handwritten signature in black ink that reads "Deb Elias RN". The signature is written in a cursive, flowing style.

Deb Elias RN MN FRE
CEO/Registrar

cc. Scott Sinclair, Deputy Minister of Health, Seniors and Long-Term Care