

College of Licensed Practical Nurses of Manitoba - Action Plan

In response to the recommendation made by the Fair Registration Practices Office, the College of Licensed Practical Nurses of Manitoba committed to the following action plan in December 2022:

Recommendation	Action(s)	Anticipated Completion Date	Status Update
<p>1. Remove the continuing competence requirement for labour mobility or endorsement applicants</p>	<p>In light of the need for more nurses in Manitoba, in October 2022, the CLPNM reviewed several registration processes, including the currency requirement for licensed practical nurses.</p> <p>While the CLPNM continues to interpret that the CFTA — Article 705, paragraph 4(b) — does allow for us to have reasonable expectations for practice experience, we know that the public interest has temporarily shifted such that the need for expedited application and registration processes may currently outweigh the benefits offered by rigorous, yet potentially lengthy, applicant vetting processes.</p> <p>Using the current Ministerial Order, the CLPNM is in the beginning stages of waiving the practice hour requirement for labour mobility applicants. As of mid-October 2022, we have begun accepting labour mobility applicants who do not meet the currency requirements. The CLPNM is collecting data and tracking outcomes related to this process change.</p> <p>The CLPNM continues to stress that there is potential risk in having licensed practical nurses (LPNs), without Canadian LPN practice experience, take on the full scope of LPN practice in Manitoba without the support of additional training. A very high percentage of the CLPNM’s labour mobility applicants are internationally educated nurses (IEN) residing in Manitoba who gain</p>	<p>Ongoing</p>	<p>CLPNM has not agreed to remove its continuing competence requirement for mobility applicants. CLPNM does not agree this is non-permissible under CFTA. They have suspended the requirement due to the nursing shortage.</p> <p>As of February 2023, the requirement remains suspended.</p>

Recommendation	Action(s)	Anticipated Completion Date	Status Update
	<p>licensure in another Canadian jurisdiction, with a material difference in scope of practice and whose vetting process may be less vigorous, who then apply to the CLPNM through labour mobility provisions without Canadian LPN practice experience or supportive bridging or gap training.</p> <p>The CLPNM knows that IENs applying directly to the CLPNM are very well supported by the CLPNM credential assessment process, including the Clinical Competence Assessment (CCA) and the PNQR Bridging program, which they would now more often be bypassing with the temporary change in continuing competence requirements.</p> <p>The CLPNM is also in the beginning stages of having conversations with relevant stakeholders about how to support labour mobility applicants, who may also be IENs who did not undergo the CLPNM’s credential assessment process. The CLPNM would like to see bridging education be accessible for labour mobility applicants who are also IENs – even after they have been granted LPN registration — should they wish to address any competence gaps through a program meant to support IENs in Manitoba.</p>		