

Quality Assurance Committee

2020 Annual Report

QA Program and the Role of the Committee

The Quality Assurance (QA) Committee is responsible for administering the Quality Assurance (QA) Program as legislated in the *RHPA, 1991*. The QA Program promotes continuing competence among members, assesses individual members' knowledge, skill and judgment and monitors members' participation and compliance with the QA Program. The QA Committee supports the College's commitment to the public that nurses are engaged in continuous quality improvement. The QA Committee is composed of nurse and public members.

All members registered with the College are required by legislation to reflect on their practice, identify professional learning needs, and develop a learning plan to show how they plan to achieve their learning goals. Members are randomly selected each year to submit their Learning Plan and complete multiple-choice tests measuring their knowledge of specific practice standards. In addition, some NPs are selected to complete a clinical assessment.

Peer Assessors assess the members' learning plans and test results according to set criteria and write a report for the QA Committee. The Peer Assessors then provide members with written constructive feedback. The QA Committee receives and reviews the individual member Peer Assessor Reports for decision making.

2020 QA Committee Summary

Due to the COVID-19 pandemic, the QA program was simplified to meet the needs of nurses during such an unprecedented time in health care. The QA program focused on practice reflection and encouraging nurses to think about their experiences in the past year. Nurses were also accountable to complete a Learning Plan. In 2020, there was no new member selection for practice assessment. This simplified program approach ensured nurses were not unduly burdened, while still ensuring that CNO met its minimum regulatory requirements outlined in the legislation.

However, there were 45 members who had outstanding QA matters from previous years in progress with QA Committee prior to the pandemic. These members continued to complete their QA requirements, such as practice assessments or remedial activities, during the fall. The only

exception to this were the practice assessments for NPs, (referred to as the Objective Structured Clinical Examination, OSCE), which were cancelled¹ due to the pandemic.

Peer Assessors assessed and provided written feedback to members on their learning plans and practice assessments. Feedback reports were also submitted to the QA Committee.

The QA Committee met on an ad-hoc basis. During 2020, seven ad-hoc QA Committee meetings were held virtually using video conferencing. In addition, an annual education session was held virtually on July 29th, 2020.

By the end of the calendar year, a total of 28 members were peer assessed as satisfactory in practice assessment and directed by the QA Committee to exit the QA program.

Terms, limitations, and conditions were imposed on one member's certificate of registration which were subsequently lifted as the member participated and was assessed as satisfactory. In addition, there were eight members whose participation in practice assessment was deferred until 2021. Due to the cancellation of OSCE (Objective Structure Clinical Examination) was also affected by the pandemic which was originally scheduled for September 2020. As a result, seven NPs that were initially granted a deferral to complete the OSCE in 2020, were granted a deferral to complete the assessment in 2021. Eight members are continuing their remedial activities into 2021.

By the end of 2020, seven members had changed their registration by transferring to the Non-Practising Class or resigning and therefore are not required to participate in practice assessment if not actively registered. If these members do reinstate in the active class, they will be required to complete their participation in the QA program.

Table 1 summarizes members' outcomes during practice assessment from 2015 - 2020.

Table 1. Historical Practice Assessment Outcomes

Practice Assessment Outcomes	2015		2016		2017		2018		2019		2020
	#	%	#	%	#	%	#	%	#	%	
Satisfactory	394	85.3	523	84.1	536	85.5	446	83.7	639	91.3	28
Remediation	4	0.8	15	2.4	12	1.9	27	5.1	11	1.6	8
Deferred	10	2.2	19	3.1	22	3.5	19	3.6	14	2	15
Referred to the ICRC	18	3.9	31	5.0	13	2.1	7	1.3	7	1	-
Impose TCL	-	-	-	-	8	1.3	5	0.9	10	1.4	-
Non-Practicing	13	2.8	17	2.7	18	2.9	15	2.8	5	0.7	7
Resigned	21	4.5	17	2.7	18	2.9	14	2.6	10	1.4	-

¹ The NP OSCE is held in-person and due to public health measures to prevent the spread of COVID-19, the practice assessment previously scheduled for September 2020 was cancelled.



Suspended	-	-	-	-	-	-	-	-	2	0.3	-
Deceased	-	-	-	-	-	-	-	-	2	0.3	-
Changed NP to RN	-	-	-	-	-	-	-	-	3	1	2
Total	462	100	622	100	627	100	533	100	700	100	60

Staff contacts

Catriona Mill, Manager, Practice Quality

Mohini Pershad, Advanced Practice Consultant

Carly Spragg, Advanced Practice Consultant

Calvon Charles, Committee Administrator – QA and Registration

Committee members:

July to December 2020 (Current committee)

Maria Sheculski, Public Member, Chair

Desirée-Ann Prillo, RPN

Diane Morin-LeBlanc, RN

Dale Lafontaine, PM

Monica Klein-Nouri, RN

Lalitha Poonasamy, PM

Ian McKinnon, PM

Zaheeda Hamza, RN

Katie Condon, RPN

Heather Whittle, NP

January to June 2020

Maria Sheculski, Public Member, Chair

Dana Hardy, RN

Devinder Walia, PM

Desirée-Ann Prillo, RPN

Diane Morin-LeBlanc, RN

Andrea Jewell, RN

Anneke Schroder, RPN

Dale Lafontaine, PM

Monica Klein-Nouri, RN

Lalitha Poonasamy, PM