FACT SHEET

Competency Review and Evaluation Potential Outcomes

Competency Review and Evaluation is one component of the College's Quality Assurance (QA) Program; it is a process which provides feedback to selected Registrants to encourage practice improvement and is designed to be educational in nature. The QA Committee can direct a Registrant to engage in one or both of the following steps:

Step 1 monitor compliance with the QA Program's mandatory requirements and engages the Registrant in a multi-source feedback survey process.

Step 2 is an in-depth peer assessment of a Registrant's knowledge, skills and judgment in comparison with the standards of the profession. Following the assessment, Registrants may receive recommendations to improve their practice, be required to participate in a remediation program, and/or have restrictions placed on their practice when serious competency concerns are identified.

The QA Committee has authority in regulation (O. Reg 226/96 Part VI, 29. (6)) to:

1. **Make Recommendations.** When the QA Committee identifies areas where voluntary changes or enhancements are sufficient to meet and demonstrate the standards of the profession, the Committee provides specific recommendations. A second evaluation may be directed.
2. **Direction.** When the QA Committee identifies insufficient knowledge, unsatisfactory skills or judgment that can be addressed through a remediation program, the Registrant is required to participate in Competency Improvement. The Committee establishes the outcomes and outlines the necessary actions. A second evaluation may be required.
3. **Impose terms, limitations and conditions.** When the QA Committee identifies insufficient knowledge, unsatisfactory skills or judgment that must be stopped or restricted due to significant, immediate risk to the public, the Committee may put terms, limitations or conditions on a Registrant's certificate. Examples include: requiring supervision to perform specific tasks, or a requirement to remain in the same area of practice until improvement is demonstrated. Registrants will simultaneously engage in a remediation program.
4. **Refer to Executive Committee of the Council.** When the QA Committee has reason to believe that the Registrant may be incompetent, unfit to practice or engaging in professional misconduct, a referral to Executive Committee can be made. Only the Registrant's name and the reason for referral are given. Executive Committee must undertake its own inquiries.
5. **Take no action.** When a Registrant clearly demonstrates practice at or above the standards of the profession, the Committee will not require any further action.