

# Recidivism of Nurses Subject to a Report from an Employer

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COLLEGE OF NURSES  
OF ONTARIO  
ORDRE DES INFIRMIÈRES  
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.

The College of Nurses of Ontario has undertaken an analysis of recidivism by nurses who were the subject of a report from an employer.

For the purpose of this analysis, we define recidivism as the College receiving one or more additional reports or complaints about the member within 3 years of the date that the first matter was completed.

The analysis includes members who were the subject of a report from an employer at any time since January 1, 2006, where the initial matter was completed by December 31, 2014.

For this analysis, each member is only counted once based on the earliest employer report received since Jan 1, 2006, regardless of how many subsequent reports or complaints have been received about them.

Any reports or complaints received about the member prior to Jan 1, 2006 are not considered in this analysis.

In total, 3,737 members have been the subject of a report from an employer since Jan 1, 2006 where the matter was completed by December 31, 2014. Of these, 496 (13.3%) were the subject of another report or complaint received within 3 years after the first matter had concluded. As shown in the table below, the recidivism rate has been relatively stable over time.

**Recidivism by year of conclusion of first employer report:**

Year of conclusion of first employer report	Total members	Members who were subject of another report or complaint within 3 years	
		Count	%
2006	254	35	13.8%
2007	185	28	15.1%
2008	351	46	13.1%
2009	301	41	13.6%
2010	614	73	11.9%
2011	408	57	14.0%
2012	561	87	15.5%
2013	451	60	13.3%
2014	612	69	11.3%
<b>Total</b>	<b>3,737</b>	<b>496</b>	<b>13.3%</b>

The following table shows how recidivism rates vary depending on the outcome of the first employer report. Recidivism rates are somewhat higher for members whose first matter resulted in an incapacity or discipline investigation, and were lower for matters that were banked with notice.

**Recidivism by outcome of first employer report:**

Outcome of first employer report	Total members	Members who were subject of another report or complaint within 3 years	
		Count	%
Banked info with notice	2,452	305	12.4%
Incapacity Section 58	614	101	16.4%
Investigation 75(1)(a)	290	45	15.5%
Met with Director I&H/PC	192	22	11.5%
Met with Executive Director	135	17	12.6%
Did not attend meeting - banked	29	4	13.8%
Executive Resolution	7	0	0.0%
Investigation 75(2)	5	1	20.0%
Cease and desist	4	1	25.0%
Member died before concluded	4	0	0.0%
Incapacity Section 58 & 75(1)(a)	3	0	0.0%
Complaint Investigation 75(1)(c)	1	0	0.0%
Member resigned before concluding	1	0	0.0%
<b>Grand Total</b>	<b>3,737</b>	<b>496</b>	<b>13.3%</b>

The College of Nurses of Ontario’s recidivism analysis was conducted by Michael Hamilton-Jones, Team Lead - Research in the Analytics and Research Team. Michael has been employed by the College since November 2007.

Michael obtained a Bachelor of Science (BSc) degree in Business Economics with Computing at the University of Surrey, England in 2000. He has more than 15 years’ experience of conducting quantitative research in the government, market research and regulatory sectors.



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