



# COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

## **CNO News to Use** December 18, 2024

### **Regulatory Changes & Updates**

#### **Education Requirements for Nursing Registration**

The Ontario government has approved updated education requirements for nursing registration. The changes, which will take effect on April 1, 2025, will enhance the way CNO registers applicants, and provide support for internationally educated applicants to become registered in a timely way. For more information, visit [CNO's website](#).

#### **Scope of Practice Changes**

The Ontario government has made [regulation changes](#) to enhance further the scope of practice for Nurse Practitioners (NPs) and Registered Nurses (RNs) in Ontario. Starting on July 1, 2025, these changes will include:

- Authorizing NPs to order and perform additional procedures, such as defibrillation, cardiac pacemaker therapy and electrocoagulation.
- Lifting the current conditions that apply to NPs' authority to certify death, which will enable them to certify death in more circumstances.
- Permitting RNs to certify death in certain circumstances when death is expected.

To support implementation, CNO will be communicating additional information, including sharing resources to assist nurses in understanding their professional accountabilities and applying these changes to their practice, where applicable.

NP practice may also be impacted by two new bills recently introduced in the Ontario Legislature. These have not yet passed into law. Bill 231, [More Convenient Care Act, 2024](#) proposes changes to the Mandatory Blood Testing Act to allow NPs to complete certain public health forms on behalf of clients who were potentially exposed to infectious disease. Bill 235, [Support for Seniors and Caregivers Act, 2024](#) proposes that NPs be authorized to fill the medical director role in Long-Term Care homes, renaming the position to "clinical director".

Please continue to monitor [CNO's website](#) for more information on these changes.

#### **Health and Social Support Worker Registration**

On December 1, 2024, HSCPOA began registering Personal Support Workers (PSWs) now that the regulations have come into force! HSCPOA has moved forward with oversight of this important

group of care providers in support of more consistent, quality care. The public, including care recipients in their homes, hospitals, long-term care facilities, retirement homes, or other Ontario health care environments, can expect that registered PSWs will be held accountable by HSCPOA for their supportive care services provided. Please visit the [HSCPOA](#) website for more information.

## Diversity, Equity, and Inclusion (DEI) Strategy

CNO has released a new three-year diversity, equity, and inclusion (DEI) Strategy, [Inclusion for All: Nothing About Us, Without Us](#). The Strategy supports CNO's public protection purpose by addressing bias and discrimination in regulatory processes and helping advance equity in the broader health care system. It is underscored by four key actions: evolve, educate, engage and evaluate. To learn more, visit [CNO's website](#).

## RN Prescribing Update

It has been almost one year since the first RN enrolled in [RN Prescribing education](#). As of December 2, 2024, 299 RNs have completed the program and are now authorized to prescribe.

We have developed several resources including the [Registered Nurse \(RN\) Prescribing practice standard](#), [Navigating the Medication List](#), as well as [FAQs and relevant links](#).

We welcome opportunities to collaborate and consult with external system partners regarding any questions or areas of clarification needed to support the implementation of RN prescribing in specific settings. We are also interested to hear from organizations who have implemented RN prescribing in their practice setting about their experiences and suggestions for additional resources that would support nurses. Please reach out as needed and send us your questions by completing a [Practice Support Form](#).

## Nurse Statistics Update

On November 7, 2024, CNO released its [Nursing Statistics Report 2024](#), which includes key highlights, data and trends from the past year. The main purpose is to share data with CNO's health care system partners to support health human resource planning, decision-making and research. The 2024 report includes key highlights, data and trends from the past year including changes to the overall nursing population, demographic shifts, and changes in employment patterns.

CNO also updated our [Nursing Data Dashboard](#) to include the latest statistics and have added additional features. The dashboard includes information about registration classes (General, Extended and Non-Practising), demographic data, and employment data, such as areas of practice and working status. New features include geographic data, allowing users to group employment data by Ontario Health region; filter data by first-time renewal and compare employment trends between first-year nurses and nurses who have previously renewed with CNO.

## Annual Membership Renewal

Annual Member Renewal (AMR) is now open! Make sure your nursing staff renew their membership with CNO for 2025 by December 31, 2024, at 11:59 p.m. All nurses are required to be registered

with CNO to practice in Ontario. Nurses who need support with renewal, can check out CNO's renewal [FAQ page](#) or reach out for [AMR support](#).

### **Nurse Renewal Check**

Employers that hire nurses are expected to check [Find a Nurse](#) to confirm a nurse's ability to practice in Ontario. Nurse Renewal Check is a service provided by CNO for nursing employers, facility operators or anyone else who needs to have the membership status of nurses they employ on a full-time, part-time, casual or contractual basis quickly and efficiently checked. This service will be available as of January 1, 2025, so employers can confirm if a nurse has renewed their registration and remains entitled to practice. This service is ideal for organizations that employ many nurses and will be offered free by CNO. For more information regarding the Nurse Renewal Check service, please go to [Nurse Renewal Check](#).

### **Did You Know?**

CNO's Practice Quality team also supports employers with collaborative presentations about the Standards of Practice and applying them to your specific practice setting. Requests can be made through the [online form](#).

### **Questions?**

If you have any questions about this issue of *CNO News to Use* or nursing practice, please contact CNO's Practice Quality team by completing the [online form](#).