



# COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

## CNO News to Use

December 17, 2025

### Regulatory Changes and Updates

#### Modernizing Standards

To support the revised [Documentation](#) practice standard, which will take effect on February 1, 2026, a webinar providing an overview of the revised standard is now available on our website in [French](#) and [English](#). In addition to the webinar, several new resources have been developed to support nurses with the application of the standard:

- [Abbreviations in documentation](#)
- [Charting by exception](#)
- [Designated recorder and cosigning](#)

#### Entry Level Competencies

The revision of the RPN and RN Entry-Level Competencies (ELCs) is progressing well and drafts of the revised RPN and RN competencies are now being reviewed by the Canadian Council of Registered Nurse regulators (CCRNRR) and the Canadian Council for Practical Nurse Regulators (CCPNR). A national validation survey of the draft competencies is planned for early 2026, providing an opportunity for system partners including academics, registrants, employers and interest groups to offer feedback and help shape the final national competencies. CNO will work with system partners to support broad distribution and engagement in the survey.

### SPEP Evaluation

In partnership with the Ministry of Health and Ontario Health, CNO launched the Supervised Practice Experience Partnership (SPEP) program in January 2022 to enhance opportunities related to registration and enable applicants to fulfill the evidence of practice or evidence of practice and language proficiency registration requirements.

CNO is pleased to share an [evaluation report](#) examining the impact of the SPEP program. The report covers data from the first three years (Jan. 1, 2022 – Jan. 1, 2025) and assesses the impact on health human resources, the experience of key groups of participants and investigates the relationship between SPEP participation and nursing practice concerns.

The SPEP program is an innovative solution that has helped to increase nursing resources across the province. Some key findings from the report include:

- 4,183 applicants completed the program and became registered during the first three years,

- 72% of surveyed placement employers reported hiring their candidate after program completion, and
- The opportunity for applicants to improve knowledge and skills and to gain experience in the Canadian health care system were benefits reported by key participant groups.

You can find the evaluation report along with additional nursing data and reports on our [Nursing Statistics webpage](#).

## **New Release from the Workforce Census**

In October 2025, CNO published a new set of results from the Workforce Census that describe nurses' experiences with racism, gender-based discrimination, and ageism in their practice. Findings were based on the Workforce Census survey, where we heard from over 31,000 nurses in the General, Extended, and Non-Practising classes about their identities and experiences within the nursing profession in Ontario.

Our findings support existing knowledge on systemic inequities in nursing, as documented in clinical practice, academic literature, and previous research initiatives across the province. We hope our new findings will strengthen the growing body of evidence that supports the importance of fostering equitable and inclusive workplaces for all nurses. [You can access the information sheets here](#).

## **Annual Membership Renewal**

Annual Member Renewal (AMR) is now open! Make sure your nursing staff renew their membership with CNO for 2026 by December 31, 2025, 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, 2026, 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](#).

## **Coffee Chats**

CNO will be hosting a new interactive event to give space to share, listen and learn about nursing in Ontario. It's a great opportunity for professional growth, networking and meaningful discussion.

Attendees will get insight into the latest updates about recent changes in nursing scope or practice, in addition to having the opportunity to share stories, ask questions and have meaningful conversations with CNO staff and fellow nurses.

Join us for our first Coffee Chat on January 21, 2026, from 12:00 p.m. to 12:45 p.m. on Nursing Scope Changes – Certifying Death. Please fill out the [registration form](#), if you are interested in attending. More sessions are planned for 2026!

### Did You Know?

CNO's Practice Quality team also supports employers with collaborative presentations on the standards of practice and applying them to your specific practice setting. If your organization would like to arrange a virtual or in-person presentation on standards of practice, host a booth for full-day engagements, or organize activities for Nursing Week, please contact us via our [online form](#). We are currently booking engagements for 2026!

### 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 practice support form](#).