

COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

CNO News to Use

March 25, 2026

Regulatory Changes and Updates

Automatic Recognition for Labour Mobility

Starting January 1, 2026, following new provincial legislation on labour mobility, CNO has introduced the automatic recognition process. This process enables nurses registered in other Canadian provinces and territories to register in Ontario in just two business days. This streamlined registration process promotes labour mobility, while supporting safe nursing practice and public protection. For more information about the automatic recognition process for labour mobility applicants, please refer to this article in [the Standard](#).

Single Nurse Practitioner (NP) Classification

As of **July 1, 2026**, CNO will move to a single Nurse Practitioner (NP) classification. To enable this change, CNO Council has approved related By-Law changes following consultation, including updates to Find a Nurse to display an NP's entry level education. Additionally, population-specific NP programs and their associated exams (these were previously approved by Council for registration in NP-Adult, NP-Primary Health Care and NP-Pediatrics certificates) will be discontinued with specific end dates, and the new Canadian Nurse Practitioner Licensure Examination (CNPLE) will become the registration exam for NPs in Ontario as of July 1, 2026. Other Canadian jurisdictions plan to move to a single NP class in 2026 and implement the new national exam between 2026 to 2027.

NPs currently registered as Adult, Pediatrics, or Primary Health Care will transition automatically, with no additional education or exams required, and will continue practicing within their existing competence. Full details can be found on [CNO's website](#).

Entry Level Competencies

RN and RPN Entry Level Competencies – National Revision Project

The national RN and RPN entry level competencies (ELCs) are undergoing a scheduled five-year review led by the Canadian Council of Registered Nurse Regulators (CCRNRR) and Canadian Council of Practical Nurse Regulators (CCPNR), with support from all jurisdictions and coordination by an external consultant. Draft competencies were developed through consultations, literature and jurisdictional reviews, surveys, and focus groups, with guidance from RN and RPN Steering Committees, and are currently undergoing a final review by each jurisdiction.

The project is now transitioning to the validation phase, which includes preparing, distributing, and analyzing a national validation survey that will invite feedback from academics, registrants,

employers, and interest groups. ERG members can expect to receive the survey and are encouraged to provide their feedback to help inform the revised ELCs. CNO will collaborate with system partners to support broad engagement, and the national survey is tentatively scheduled to launch at the end of March for a 30-day period.

Modernizing Standards

As of March 1, 2026, the updated [Professional Boundaries and Nurse-Client Relationships](#) (PBNCR) standard is now in effect. A variety of new and revised resources are available on [cno.org](#). These resources include:

- A webinar recording of the standard and its key changes (available in [English](#) and [French](#))
- New and revised [FAQs](#) to align with the standard
- A [news story](#) highlighting the launch of the revised standard

As of February 1, 2026, the revised [Documentation](#) standard is also now in effect. A webinar providing an overview of the revised standard is available on our website in [English](#) and [French](#). Several new resources were developed to support nurses with the application of the standard:

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

These resources and tools are intended to provide clarity on and support practical application of the revised standard. For questions or specific resource requests, please contact: PPD@cnomail.org

CNO's website modernization update

Over the past few months, CNO has been going through its web content to ensure it's clear, consistent, accurate and as streamlined as possible. As part of this work, we've made some changes to help nurses and system partners quickly and easily find answers to common practice questions.

Assisting nurses to understand practice standards and guidelines is one way we support safe client care. CNO has a team of Advanced Practice Consultants available to answer questions about understanding or applying CNO's [practice standards](#). These questions are themed and used to create Frequently Asked Questions (FAQs) as a supportive resource. To make this part of our website easier to find, we've renamed the section [Practice Support FAQs](#) (it was previously called "Ask Practice") and reorganized the content.

More changes to our [website](#) are coming! We're currently redesigning all our registration guides and information about examinations. Stay tuned!

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 is interested in arranging a virtual or in-person presentation on the standards of practice and how they apply within your practice setting, please contact us through our [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 practice support form](#).