



COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

CNO News to Use June 2023

Regulatory changes

RPN Initiation Scope Expansion

The Ontario government has approved regulations granting RPNs the authority to initiate, independently, certain controlled acts in certain practice settings without needing an order from an authorized health care professional. The regulations take effect **July 1, 2023**.

The authority to perform these controlled acts is not new. RPNs could always do this with an order. The difference is that RPNs who have the relevant competence can now initiate these procedures without an order. These changes are intended to increase access to timely health care services and reduce barriers to care. Please see our [webpage](#) for further information, including our new *Scope of Practice* standard.

Standards modernization update

Scope of Practice Standard

On June 8, 2023, Council approved a *Scope of Practice* standard that outlines nurses' legislative accountabilities and other key requirements nurses need to consider when deciding whether to perform an activity for safe client care. Three main concepts described in the standard are Authority, Context and Competence. The *Scope of Practice* standard will take effect on **July 1, 2023**.

The practice standard includes information from the *Nursing Act, 1991* and the *Regulated Health Professions Act, 1991*. It also integrates key information and replaces CNO's practice standard, *Decisions About Procedures and Authority* and CNO guidelines; *Authorizing Mechanisms* and *RN and RPN Practice: The Client, the Nurse and the Environment*. CNO will be developing additional resources to support nurses and employers with this change. Please continue to check our [website](#) for updates.

Code of Conduct

On Dec. 7, 2022, CNO Council approved proposed changes to CNO's [Code of Conduct](#) to reflect the evolving health care needs of clients and the dynamic nature of the nursing profession. The revised Code took effect **June 5, 2023**.

To support nurses and the health system with the application of Principle 2 in the *Code of Conduct*, CNO has created a series of [learning modules](#) which outlines the actions and behaviors nurses can take to provide inclusive and culturally safe care. The three core behaviors of this principle include: self-reflection, creating safer health care experiences and training and education. Additional culturally safe care resources are available [here](#).

The next [Code of Conduct Webinar](#) is scheduled for **June 15th, 2023**. The session includes an overview of the Code's evolution, key features of the modernized Code, review of how the Code applies to practice, and relevant resources in supporting its application. A recording of the Webinar will be posted when available on our website.

In developing the Code, CNO reviewed existing practice standards and integrated relevant content in the Code. After reviewing all standards against the revised Code, and to meet the objectives of standards modernization, Council approved the retirement of *Professional Standards* and *Ethics* at the June Council meeting. To support this change in practice, CNO will develop additional resources and educational tools informed by nurses and stakeholders. These **changes take effect July 1st, 2023**.

Unregistered Practitioners

Unregistered practitioners are individuals who are not registered with CNO and are not entitled to practice nursing in Ontario. Under the *Nursing Act, 1991* and the *Regulated Health Professions Act, 1991*, it is an offence to engage in nursing practice or use a protected title ("nurse," "nurse practitioner," "registered nurse," "registered practical nurse," or abbreviation) if not registered with CNO.

It is essential for employers to verify that an individual they are considering hiring as a nurse is registered with CNO and to verify their identity. Anyone can search CNO's public register [Find a Nurse](#) to determine who is or isn't a registered nurse in Ontario and access a nurse's registration history. Employers should always check CNO's public register when considering hiring a prospective nurse. Because CNO's register is available online, it is also important for employers to check the individual's identification to ensure they are dealing with the person they think they are, and not an imposter.

CNO sometimes receives reports that individuals who are not registered with CNO are either holding themselves out as a nurse, are seeking employment or working in the nursing profession. Where appropriate, CNO will add the names of these individuals to a publicly available list of [Unregistered Practitioners](#) on our website and may take legal action in the public interest.

Practice resource updates

New Documentation FAQs

As health care organizations move to electronic charting, CNO has developed new Documentation FAQs coming later this summer. The new FAQs focus on electronic documentation accountabilities for nurses. You will find them in our [Ask Practice](#) section when they become available.

Entry-to-Practice update

New Jurisprudence Exam

Since the launch of the Jurisprudence Exam in January 2013, CNO has continued to test the knowledge and understanding of applicants (RN/RPN/NP) on aspects of the law, regulation, by-laws, practice standards and scope of practice. We want to ensure all registrants entering the nursing profession have the knowledge, skills, and judgment to provide legal, ethical, and culturally safe care.

At CNO's March 2023 Council (board meeting), the new Jurisprudence Exams were approved with an effective date of **July 17, 2023**. The new exam consists of an online, remotely accessible, interactive learning module with an exam component. It assesses an applicant's understanding of nursing law, legal obligations and health professional responsibilities and accountabilities to the public. We will continue to inform, communicate, and engage with stakeholders as we launch the new exams.

Learn more about the new Jurisprudence Exams on [CNO.org](https://cno.org) or in CNO's The Standard publication.

Nurse Practitioner Entry Level Competencies Revision

Canadian nursing regulators reviewed and revised the current Nurse Practitioner (NP) entry level competencies (ELCs) as part of CCRNR's national [Nurse Practitioner Regulation Framework Implementation Plan Project \(NPR-FIPP\)](#) to implement a new model for NP regulation in Canada. The revised NP ELCs were approved by the CCRNR Board in Fall 2022 and shared at CNO's Council meeting in December 2022.

CNO continues to engage with NP programs to discuss implementation of the new NP ELCs into their NP program curricula. The revised [NP ELC document](#) is posted on CNO's website with a "**not yet in effect**" watermark.

Quality Assurance Program

CNO has updated the Quality Assurance (QA) Program to support greater relevancy to everyday nursing practice and increase the reach of the program. This includes implementing a new, more user-friendly technology platform and process improvements to better support nurses going through the QA Assessment. The first group of nurses using the new platform will be randomly selected in June 2023.

You can find our QA resources and access our Learning Plan template on CNO's [QA webpage](#). If you have any questions about the QA Program, please email us at QAassessment@CNOmail.org and we'll be happy to support you.

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