



August 18, 2022

**By E-mail**

The Honourable Sylvia Jones  
Deputy Premier and Health Minister  
80 Grosvenor Street - Hepburn Block  
10th Floor  
Toronto, Ontario, M7A 1R3

**Re: College of Nurses of Ontario's (CNO's) response to Ministerial direction**

Dear Minister Jones:

On behalf of the Council of the College of Nurses of Ontario (CNO), the Executive Committee respectfully submits the attached response about actions that can be taken to register internationally educated nurse (IEN) applicants, who are qualified to provide safe nursing care, as expeditiously as possible.

In submitting this response, CNO's Executive Committee is exercising Council's powers in accordance with section 12 of the [Health Professions Procedural Code<sup>1</sup>](#).

CNO's purpose is to protect the public by promoting safe nursing practice. This includes registering nurses, whether educated in Canada or internationally, who have the knowledge, skill and judgement to practice safely in Ontario. Registering nurses is a priority and 2022 is another record-breaking year. CNO is on pace to register more nurses than in any previous year. As of July 2022, we already have completed 4,728 IEN registrations across all nursing categories.

CNO's response to your letter of direction is attached and includes:

- statistics related to IEN applicants and applications
- a commitment to begin publishing application statistics online
- CNO's current improvements to IEN registration processes
- options to amend regulations that can, in the short-term, help register more IEN applicants and protect patient safety
- future updates to CNO's registration regulation and changes to the legislative framework that have potential to transform health professional regulation in Ontario.

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<sup>1</sup> Schedule 2, *Regulated Health Professions Act, 1991*

## Highlights

There are 10,273 active IEN applicants, who are not already registered with CNO, in various stages of the registration process. Of that, 5,970 are currently residing in Ontario. This number does not include nurses currently registered in another registration category; therefore, it reflects the number of “net new” IENs most likely to be available to the system, who are actively working towards registration.

Focussing efforts on the 5,970, CNO identifies various strategies to improve timely registration of IENs while ensuring patient safety. Highlights are outlined below.

- Regulation changes so that more IEN applicants can register in the Temporary Class enabling them to work in the system while they continue to meet requirements for General Class registration.
- Continuing existing strategies, such as the [Supervised Practice Experience Partnership program](#).
- Surveying IEN applicants to understand the reasons why they delay taking their registration exam, which may lead to the identification of other actions that CNO, or our system partners, can take.

CNO also proposes regulation changes that could make it easier for approximately 5,300 nurses in the Non-Practising class currently residing in Ontario to return to the General Class, making them eligible to re-enter the nursing workforce *should they choose to do so*. These changes would also make it easier for former registrants who apply to re-enter the General Class. Ultimately, the decision to reinstate rests with these individuals.<sup>2</sup>

The above strategies, and more, are explained in greater detail in Attachment 1. In some cases, the strategies require system support; for example, nurses registered in the Temporary Class are required to be monitored by RPNs, RNs or NPs. These needs may be supported by the proposed reinstatement changes making it easier for experienced nurses to re-enter the workforce.

While implementing short term strategies, it is critical to consider longer-term strategies. Examples are outlined below and explained in greater detail in Attachment 1.

- Collaborating with government and academia on system changes in the academic sector to make education options more available to IEN applicants so they can meet registration requirements for safe nursing practice. This includes education to ensure IENs understand legal issues, ethical issues and professional accountabilities associated with practice in Ontario’s health system; for example, understanding the requirement to, and rationale for, obtaining consent.
- Supporting future updates to regulations.
- Changing the *Regulated Health Professions Act, 1991* to give regulators flexibility to respond to system needs in real time.

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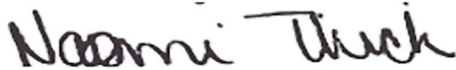
<sup>2</sup> These same audiences were eligible for Emergency Assignment Class registration when it was implemented in 2020. CNO registered 816 nurses in the Emergency Assignment Class between March 23, 2020, and August 4, 2020, of which 5% were registrants in the Non-Practising Class, or former registrants (e.g., resigned).

Since early 2022, CNO has been raising awareness among system partners, including the Ministry of Health, that the unavailability of appropriate education for IEN applicants is a key barrier to their timely registration. This remains the case today. Ministry collaboration and leadership are needed to mobilize key stakeholders to coordinate next steps towards establishing education options for IENs.

Attachment 1 to this letter includes an option that requires regulation amendments. The Executive Committee does not have the legal authority to make regulations on Council's behalf. **CNO's Executive Committee asks the Minister to confirm if you would like Council to proceed with this regulation when it meets on September 28, 2022. If so, CNO also requests approval of an abridged circulation period under section 95 (1.6) of the [Health Professions Procedural Code](#).**

Council is committed to transparency; therefore, the Minister's letter of direction and CNO's response will be available on [cno.org](http://cno.org). Please contact Carol Timmings, Acting Executive Director & CEO ([ctimmings@cnomail.org](mailto:ctimmings@cnomail.org)) if you have questions.

Yours sincerely,



Naomi Thick, RN, BScN,  
MN:ANP CNO Council President



Carol Timmings, RN, BNSc, MEd  
Acting Executive Director and CEO

Copy: Dr. Catherine Zahn, Deputy Minister, Ministry of Health  
Alison Blair, Associate Deputy Minister, Pandemic Response and Recovery  
Melanie Fraser, Associate Deputy Minister, Health Services  
Sean Court, Assistant Deputy Minister, Strategic Policy, Planning and French Language Services Division  
Dr. Karima Velji, Assistant Deputy Minister, Chief of Nursing and Professional Practice  
Allison Henry, Director, Health Workforce Regulatory Oversight Branch  
David Lamb, Director, Capacity and Health Workforce Planning Branch

**Attachments:** 1. Actions Related to Internationally Educated Nurse Applicants  
2. Statistics-Applicants with International Applications

## Attachment 1

### Actions Related to Internationally Educated Nurse Applicants

CNO's purpose is to protect the public by promoting safe nursing practice. This includes registering nurses, whether educated in Canada or internationally, who have the knowledge, skill and judgement to practice safely in Ontario. The strategies outlined below enable more timely registration of IEN applicants while continuing to protect patient safety.

#### I. Current Applicant Statistics

CNO is the only accurate source for information about the number of IENs applying to register in Ontario. As of August 9, 2022, the total number of active<sup>1</sup> IEN applicants not currently registered with CNO is 10,273. Of that, 5,970 are currently residing in Ontario. This number does not include nurses currently registered in another registration category; therefore, it reflects the number of "net new" IENs most likely to be available to the system, who are actively working toward registration. A breakdown of their application status is below. *Note: these are dynamic numbers that change daily as applicants are registered and new applicants apply. Unless otherwise stated, we are using numbers as of August 9, 2022 throughout this submission.*

Data Element	Totals as of August 9, 2022
<b>Total active IEN applicants who are not already registered with the College</b>	10,273
Those Residing in Ontario	5,970
<i>The next two groups are a direct breakdown of the 5,970 above</i>	
Those with Education Outstanding <sup>1</sup>	1,904
Those with Education Met <sup>2</sup>	4,066
<i>The next two groups are a direct breakdown of the 4,066 above</i>	
Those with Education Met but Exam Outstanding <sup>3</sup>	3,162
Those with Education and Exam Met <sup>4</sup>	904

<sup>1</sup>Education Outstanding counts applicants who have not met the education requirement for any of their open applications to the General Class.

<sup>2</sup>Education Met counts applicants who have met the education requirement for at least one of their open applications to the General Class.

<sup>3</sup>Education Met but Exam Outstanding counts applicants that have met the education requirement for at least one of their open applications to the General Class, but the exam requirement for that application is outstanding.

<sup>4</sup>Education and Exam Met counts applicants who have met both the education and exam requirements for at least one of their open applications.

Please see Attachment 2 for a more detailed breakdown of the data presented above.

<sup>1</sup> An application is considered active if any of the following have occurred within the past two years:

- The applicant meets any of the registration requirements (<https://www.cno.org/en/become-a-nurse/registration-requirements/>).
- The applicant submits new documents to CNO.
- The applicant writes the jurisprudence exam.
- The applicant registers for or writes the nursing registration exam.

## II. Public Reporting of Applicant Statistics — Sharing Expertise

CNO is committed to transparency. Starting in early September, CNO will begin regularly reporting application statistics on [cno.org](http://cno.org) to give the public, applicants, and system stakeholders timely access to accurate statistics. CNO continues to work with the Ministry of Health to ensure the data reported about IEN applicants meets the Ministry's health human resource planning needs, including sharing record-level international applicant data on an ongoing basis.

## III. Proposed Changes to Temporary Class and Reinstatement Requirements

The Deputy Minister has informed CNO's Acting Executive Director and CEO that the Ministry expects short-term strategies to getting IEN applicants registered more quickly, including immediate regulation changes. The options outlined below require regulation amendments, which Council can make if the Minister supports the approach.

### **Temporary Class**

The Temporary Class is generally used to register recent Ontario graduates, giving them an opportunity to practice until they write the registration exam.<sup>2</sup>

CNO's Council can propose amendments to Temporary Class regulations under [O. Reg 275/94](#) of the *Nursing Act, 1991* to:

- enable IEN applicants who have completed nursing education that is approved in another jurisdiction to register in the Temporary Class
- revoke a Temporary Class certificate of registration after two failed exam attempts, instead of one failed attempt
- give the Executive Director the power to extend the Temporary Class certificate beyond the current specified 6 months.

These changes will enable more IENs to get registered and begin working in the Ontario health system, while not putting patient safety at risk, because:

- applicants still meet requirements for patient safety to register in the Temporary Class, such as evidence of recent nursing practice
- nurses in the Temporary Class practice under terms, conditions and limitations to protect the public; for example, they must be monitored by an RPN/RN in the General Class, or an NP.

Extending the number of exam attempts permitted before revoking the Temporary Class certificate aligns with requirements of other Canadian nursing regulators. The rationale is that failure to pass the exam may be attributed to factors unrelated to competence (e.g., test anxiety). There is literature to indicate that test anxiety may impact success rate. Furthermore, some literature suggests that score gain between the first and second exam attempt reflects an increase in ability, whereas pass rates drop considerably with subsequent attempts.

These changes to the Temporary Class will enable IEN applicants with education gaps to register and practice as a nurse under terms, conditions and limitations for public protection *while* they complete remaining requirements (i.e., education, exam) to register in the General Class. It also ensures that IEN applicants can maintain registration requirements they already met, such as evidence of recent nursing practice.

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<sup>2</sup> The final requirement for them to register in the General Class.

CNO has structures and processes in place to immediately implement these changes and system stakeholders (e.g., employers) are familiar with CNO's Temporary Class. This option requires support from system stakeholders, as Temporary Class nurses require monitoring and IENs still require access to appropriate education options to meet General Class registration requirements.

### ***Reinstatement***

CNO's Council can amend reinstatement regulations under [O. Reg 275/94](#) to remove regulation requirements for recent practice within the previous three years. Instead, the regulation would give the Executive Director the authority to determine the number of years the applicant can be out of practice before reinstating. This allows the Executive Director to make changes that align with system needs, as well as current evidence and best practice. Given it can be time consuming to make regulation changes, this approach enables CNO to be more responsive to current and future needs. Based on the number of non-practicing nurses residing in Ontario, these changes could make it easier for approximately 5,300 nurses to reinstate in the General Class and re-enter the workforce should they choose to do so.

## **IV. Modernizing Applicant Assessment/Registration of IENs**

Over the past 18 months, CNO reviewed its processes and implemented changes to streamline registration processes, to the extent possible, under current legislation. We continue to innovate, while working with applicants and third parties whose actions also affect the total time it takes IEN applicants to register as a nurse. CNO is streamlining registration processes and collaborating with system partners so that we can register, more efficiently, IEN applicants who are qualified to provide safe nursing care.

### ***Language Proficiency***

In November 2021, CNO [updated its language proficiency policy](#). Applicants who meet language proficiency through completing nursing or health-related education no longer require a minimum number of clinical hours. The policy gives applicants several options for how they can demonstrate proficiency in English or French at a level required to practice safely as a nurse. Under this policy, applicants can provide evidence from nursing / health-related practice or education to demonstrate language proficiency. Since implementing this policy, CNO saw a sharp decline in timelines related to assessing language proficiency. For example, currently, it takes just two days to assess evidence related to an applicant's health-related education or practice experience.

### ***Supervised Practice Experience Partnership Program***

In January 2021, in partnership with the Ministry of Health and Ontario Health, CNO launched the [Supervised Practice Experience Partnership program](#). This program is open to applicants who have met registration requirements except the requirement for recent nursing practice and, in some cases, language proficiency. The program offers applicants the option to complete a supervised practice experience in Ontario, giving them the opportunity to demonstrate that they have current nursing knowledge, skill, judgement and language proficiency to practice safely in today's health system. The program enables applicants to meet their final requirements to become registered as a nurse. CNO regularly notifies applicants when they become eligible for this program. As of August 12, 2022, the Supervised Practice Experience Partnership program matched 1317 IEN applicants with employers and helped 617 new IENs register to practice nursing in Ontario.

### ***Registration Exam Survey***

A nursing registration exam tests if applicants meet Canadian entry-to-practice competencies for registration as an RPN, RN or NPs. Entry-to-practice competencies are the foundation for safe nursing

practice across Canada and serve as the benchmark for the knowledge, skill and judgment an individual must demonstrate for safe practice.

Several studies have investigated the correlation between national registration exam performance and patient safety. Studies show that physicians who score lower on the exam are at greater risk of providing an unacceptable quality of patient care. For example, they are subject to higher rates of complaints and reports with disciplinary action taken. This speaks to the importance of a valid, reliable, secure and fair registration exam to protect the public from potential harm. Registration exams approved by CNO’s Council align with current evidence and best practice in regulatory exams.

As described in section I, over half of the active IEN applicants residing in Ontario not currently registered have met the education requirement. Of those, most have not attempted or successfully passed the registration exam. Once informed of exam-eligibility, applicants are accountable to schedule and write the exam. Both the RN and RPN exams are available anytime, anywhere (even internationally). [Fees to write registration exams](#) range from \$395.50 to \$768.75.

On August 8, 2022, CNO sent a survey to over 3,000 IEN applicants who have been exam eligible for six months or longer, to understand better why they have not completed the exam requirement. Findings will help CNO understand the reasons why some applicants are not taking the necessary steps to move forward with their registration process. The results may identify enablers and barriers for IEN applicants to complete the exam, which is often the final step in getting registered.

To date, over 270 applicants, who have yet to attempt the exam, completed CNO’s survey. Below are preliminary findings. *Note: results may change as responses increase. The survey closes August 26, and a complete analysis will be available in September.*

Of the responses, 42% are from RN applicants and 58% are from RPN applicants. The chart below outlines the main reasons cited by respondents for not having written the exam yet. *Note: the percentages exceed 100% as respondents were able to select multiple options.*

Answer	RN	RPN
Time to prepare for exam	69.8%	53.1%
Family or personal reasons	28.4%	29.4%
Finances	14.7%	21.2%
Other*	15.5%	20.6%

\*Qualitative data analysis to identify themes from the “other” category will be available in September.

So far, only one respondent indicated they want to close their application and the overwhelming majority, 97% of RN applicants and 87% of RPN applicants, said they intend to write the exam. Also, 8.1% of RN applicants and 16% of RPN applicants indicated they plan to write the exam within one month, and another 38.7% of RN applicants and 28.5% of RPN applicants plan to write in one to three months. The table below provides an overview of timelines by which respondents indicated they plan to write the exam.

Answer	RN		RPN	
	Percent	Count	Percent	Count
Within 1 month	8.1%	9	16.1%	22
1 – 3 months	38.7%	43	28.5%	39
3 – 6 months	33.3%	37	18.2%	25
6 months +	17.1%	19	32.8%	45
Unsure	2.7%	3	4.4%	6

Respondents were also asked about the impact of the COVID-19 pandemic on their decision to write the exam. More than 67% of RN applicants and 77% of RPN applicants indicated that the pandemic had not influenced their decision to write the exam.

***Nursing Education to Address Common Competency Gaps***

To protect the public, all applicants must meet education requirements to register as a nurse in Ontario. Nursing practice, and thus education to prepare nurses, differs around the world. Minimum nursing education requirements ensure the applicant possesses the nursing knowledge, skill and judgment to safely meet the healthcare needs of Ontarians and align with the role nurses play in Ontario’s healthcare system. Competency gaps in education create a risk to patient safety. Examples of competency gaps commonly found in the education of IEN applicants relate to legal and ethical issues in nursing practice, professional accountability, autonomy, and self regulation.

To support applicants who have not yet met the education requirement for safe nursing practice, CNO provides them with information about their competency gaps along with recommended education. On August 15, 2022, CNO posted [a list of courses and programs](#) that meet the education needs of IEN applicants.

Insufficient access to appropriate education is a key barrier to the timely registration of IEN applicants. Throughout 2022, CNO has raised awareness among system partners about the need for a system solution to implement programming for IEN applicants that is clear, readily available, flexible, available remotely and attainable in a reasonable timeframe. Making education options more available will not only improve timely registration of the 5,970 IEN applicants referenced in section I, it also builds a long-term sustainable solution for the future.

**V. Future Updates to Regulations**

In addition to the potential regulation changes described in section III above, CNO has been actively engaged in policy work to explore what registration regulations require amendments to align with current evidence and best practice. These include potential updates to requirements related to demonstrating recent practice and streamlining requirements for retired and non-practicing nurses to return to practice. CNO is exploring ways to make the regulations less prescriptive, to the extent possible, under the *Regulated Health Professions Act, 1991* (RHPA). This will allow more flexibility and opportunity to expand the ways applicants can demonstrate that they meet the requirements for safe nursing practice. These changes streamline registration processes for all applicants, including IENs. This policy review will ensure CNO continues to register applicants who are qualified to provide safe patient care as efficiently as possible under the current legislative framework.



## VI. Modernizing Legislation

The RHPA requires health professions' councils to embed registration requirements in regulation. CNO's registration requirements are in [O. Reg. 275/94](#) of the [Nursing Act, 1991](#). The majority of CNO's registration regulations were developed based on evidence over 10 years ago.

CNO is part of a larger dynamic health system supporting safe patient care for the people of Ontario. Population health needs, system needs, evidence and best practice are constantly evolving – *regulations cannot keep pace*. Processes to develop or update regulations are time and resource intensive for CNO and the Ministry of Health. It can take years for a regulation to be approved.

CNO welcomes the opportunity to work with the government and other regulators to identify ways to modernize the legislative framework so that it enables more agility in responding to the rapidly emerging needs of the health system. This includes, but is not limited to, moving some regulation-making authorities granted to councils under section 95 of the [Health Professions Procedural Code](#)<sup>3</sup> to our by-law making authorities under section 94. By-laws require Council approval and offer a more flexible approach when colleges need to change requirements. For example, if registration requirements were in our by-laws, CNO's Council already could have made the changes to the Temporary Class and reinstatement requirements as discussed in section III.

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<sup>3</sup> Schedule 2 of the RHPA

## Attachment 2

### Applicants with International Applications Statistics

This document provides an overview of the number and status of applicants with an active international application with CNO. Applicant numbers are dynamic and change daily. The data used in this document is as of August 9, 2022.

#### Number of potential net new nurses

As of August 9, 2022, there were 10,273 applicants with one or more active international applications who are not already registered with CNO. In all, these applicants had 14,113 open international applications. Of these, 7,651 were applications to the RN General Class and 6,462 were applications to the RPN General Class. A single applicant can have more than one application by applying to both the RN and RPN General Class at the same time and can be referred to as a “dual applicant”. The purpose of identifying applicants without current CNO registration only is to characterize the number of “net new” nurses potentially available to the system.

An application is considered active if any of the following activities have occurred within the past two years:

- The applicant meets any of the registration requirements
- The applicant submits new documents to CNO
- The applicant writes the jurisprudence exam
- The applicant registers for or writes the nursing registration exam

The following table presents the number of applicants with active international applications not already registered with CNO and breaks down the number with an RN application only, an RPN application only, or both RN and RPN (dual) applications, by location or residence.

**Table 11:** Location of residence of applicants with active international applications who are not already registered with CNO

Location of residence	Number of applicants	International RN application only	International RPN application only	International RN & RPN (dual) applications
Ontario	5,970	1,812	1,677	2,481
Canada <sup>1</sup>	3,817	1,655	901	1,261
USA	128	115	8	5
International <sup>2</sup>	358	229	36	93
<b>Total</b>	<b>10,273</b>	<b>3,811</b>	<b>2,622</b>	<b>3,840</b>

<sup>1</sup>Not including Ontario

<sup>2</sup>Not including USA

Of the 10,273 applicants with an active international application not already registered with CNO, 5,970 (58%) currently reside in the province of Ontario. They represent the number of applicants with international applications most likely to be available to the system, who are actively working towards registration. **The remainder of the document describes the application statuses of the 5,970 applicants.**

## Registration requirements

To progress through an application and become eligible for registration, applicants must meet eight registration requirements. These are:

- Nursing education
- Evidence of practice
- Registration examination
- Jurisprudence examination
- Proficiency in English or French
- Authorization to work
- Declaration of past offences and findings
- Declaration of health and conduct

## Education requirement status

The following table shows how many applicants have met the education requirement. The following table groups the applicants by those who are RN applicants only, RPN applicants only, and those who are dual applicants.

For applicants who have only one application, the table shows the education requirement status for their given application. For applicants who have both an RN and RPN application, the table shows whether they have met the education requirement for one or both of their applications.

**Table 22:** Status of Education requirement for applicants with active international applications who are not already registered with CNO residing in Ontario

Applicant type	Number of Applicants	Education Not Met	Education Met
RN application only	1,812	899	913
RPN application only	1,677	457	1,220
Both RN and RPN (dual) applications	2,481	548	1,933
<b>Total</b>	<b>5,970</b>	<b>1,904</b>	<b>4,066</b>

### A) Education requirement for dual applicants

The following table provides more detail about the status of the education requirement of individual applications for the 2,481 applicants who have both an RN and RPN application. It shows how many have met the education requirement for each of their applications

**Table 33:** Status of Education requirement for applicants with dual active international applications who are not already registered with CNO residing in Ontario

Education Requirement Status	RN Education Not Met	RN Education Met
RPN Education Not Met	548	8
RPN Education Met	1,250	675

### Exam requirement

The following table shows how many applicants of the 4,066 (**Table 2**) who have met the education requirement have also met the registration exam requirement. An applicant is not eligible to write the exam until they have met the education requirement. Exam Not Met means the applicant has not successfully passed the exam or has not yet attempted it.

For applicants who have both an RN and RPN (dual) application, Exam Met means they have met both the education and exam requirements for at least one of their applications. Otherwise, they are counted in the Exam Not Met column.

**Table 44:** Status of Exam requirement for applicants with active international applications who are not already registered with CNO, residing in Ontario and have met the education requirement

Applicant type	Number of Applicants	Exam Not Met	Exam Met
RN application only	913	747	166
RPN application only	1,220	993	227
Both RN and RPN applications	1,933	1,422	511
<b>Total</b>	<b>4,066</b>	<b>3,162</b>	<b>904</b>

### B) Exam requirement for dual applicants

The following tables provide more detail about the exam statuses of the 1,933 dual applicants (**Table 2**, **Table 4**) who have met the education requirement.

The table below describes the status of the registration exam requirement of individual applications for the 8 applicants who have both an RN and RPN application who have only met the education requirement for their RN application (**Table 3, top right quadrant**).

**Table 55:** Status of Exam requirement of individual applications for applicants who have both an RN and RPN application who have only met the education requirement for their RN application

Total Number of Applicants	RN Exam Not Met	RN Exam Met
8	8	0

The table below describes the status of the registration exam requirement of individual applications for the 1250 applicants who have both an RN and RPN application who have only met the education requirement for their RPN application (**Table 3, lower left quadrant**).

**Table 66:** Status of Exam requirement of individual applications for applicants who have both an RN and RPN application who have only met the education requirement for their RPN application

Total Number of Applicants	RPN Exam Not Met	RPN Exam Met
1250	921	329

The table below describes the status of the registration exam requirement of individual applications for the 675 applicants who have both an RN and RPN application and have met the education requirement for each (**Table 3, lower right quadrant**). It shows how many have met the exam requirement for each of their applications.

**Table 77:** Status of Exam requirement for applicants with dual active international applications who are not already registered with CNO residing in Ontario who have met education requirement for both applications

Exam Requirement Status	RN Exam Not Met	RN Exam Met
RPN Exam Not Met	493	74
RPN Exam Met	66	42

**Ministry of Health**

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Minister of Health

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August 4, 2022

Carol Timmings  
Acting Executive Director and CEO  
College of Nurses of Ontario  
101 Davenport Road  
Toronto ON M5R 3P1

Dear Ms. Timmings:

As you know, globally and across Canada, health care systems are facing challenges resulting from the COVID-19 pandemic, as well as demographic and economic pressures. Together, these factors have put pressure on the frontline health care workers who provide critical services to Ontarians.

The Ministry of Health, working with its partners, is focused on ensuring that the system is prepared so that Ontarians can continue to access high quality health services in light of these challenges. The ministry continues to work with your organization, Ontario Health and others to implement initiatives focused on increasing the supply of health professionals. This includes internationally educated nurses (IENs) which represent a significant potential source of additional health human resources that could help alleviate pressures in the near term.

The College of Nurses of Ontario (College) has a particularly important role to play in these efforts. Under the *Regulated Health Professions Act, 1991* (RHPA), Colleges have a duty to work in consultation with the Ministry of Health to ensure, as a matter of public interest, that the people of Ontario have access to adequate numbers of qualified, skilled and competent regulated health professionals.

Given this, I believe it is necessary, pursuant to clause 5(1)(d) of the RHPA, to direct that the Council of the College of Nurses of Ontario make every effort to register IENs to the College of Nurses of Ontario as expeditiously as possible and that the College develop supports for IENs that will allow them to be successfully registered to practice in a timely way.

Ms. Carol Timmings

With respect to the registration of IENs, I would like a report from the College Council within two weeks' time as to what efforts it will be undertaking including how expeditiously applicants will be registered.

With respect to the development of supports for IENs, ministry staff will collaborate with the College to ensure that those supports are available as soon as possible.

Nurses have never been more important in the optimal functioning of our health care system, and I know that the College will be part of the solution. We are grateful for the leadership and dedication of Ontario's nurses in their tireless effort to ensure that the people of Ontario receive the care they need when they need it.

Sincerely,



Sylvia Jones  
Deputy Premier and Minister of Health

- c: Dr. Catherine Zahn, Deputy Minister, Ministry of Health  
Alison Blair, Associate Deputy Minister, Pandemic Response and Recovery  
Melanie Fraser, Associate Deputy Minister, Health Services  
Sean Court, Assistant Deputy Minister, Strategic Policy, Planning and French Language Services Division  
Michael Hillmer, Assistant Deputy Minister, Capacity Planning and Analytics Division  
Dr. Karima Velji, Assistant Deputy Minister, Chief of Nursing and Professional Practice  
Allison Henry, Director, Health Workforce Regulatory Oversight Branch  
David Lamb, Director, Capacity and Health Workforce Planning Branch