

## Council Minutes

December 11, 2025

### Present

R. Lastimoso Jr., Chair	M. Hogard	P. Carmichael Pilon
D. Bankole	D. Jha	L. Poonasamy
R. Burke	J. Ko	D. Scott
W. Cheuk	A. Lamsen	M. Sheculski
J. Ding	J. Lane	W. Stryker
C. Gilchrist	S. Leduc	P. Sullivan
L. Given	F. Osime	D. Thompson
G. Grewal		S. Wilson
T. Hillhouse		

### Regrets

H. Anyia	F. Kim	K. Wagg
C. Baretto	J. Mathew	
G. Fox	M. Sack	

### Staff

A. Brennand	S. Mills	A. Vranichidis
S. Crawford	R. Singh, recorder	

\*Additional staff will be noted in the minutes for their respective agenda item.

### Land Acknowledgement

D. Thompson shared a Land Acknowledgement statement.

### Agenda

The agenda had been circulated.

## **Motion 1**

Moved by M. Sheculski, seconded by C. Gilchrist,

That the agenda for the Council meeting of December 11, 2025 be accepted as circulated.

CARRIED

## **Conflicts of interest**

R. Lastimoso Jr. asked that Council members review the agenda and declare if they have conflicts of interest for any of the items. No conflicts were declared.

Council members were referred to the summary of Council member responses to the Council and Committee Code of Conduct Compliance Form attached to the Council briefing package and asked for any updates.

## **Registrar & CEO Remarks**

S. Crawford, Registrar & CEO, shared opening remarks. She highlighted the work that CNO has carried out over the past quarter and noted key opportunities ahead.

A brief discussion ensued which focused on collaboration between other health regulators and the Ministry of Health (MOH) regarding the College Performance Measurement Framework (CPMF). Staff confirmed that CNO engages regularly with MOH on regulatory and CPMF matters.

## **Consent Agenda**

R. Lastimoso Jr. introduced the consent agenda. Council received briefing materials on all items included in the consent agenda. Council requested amendments to the draft minutes of September 18, 2025 Council meeting; therefore, the item was removed from the consent agenda.

## **Motion 2**

Moved by J. Ko, seconded by D. Scott,

That, through approval of the consent agenda, the following be approved:

That the following statutory committee appointments be confirmed:

- Antonia Tina Colarossi, NP, as an appointed committee member to the Inquiries, Complaints and Reports Committee (ICRC) until June 2027.

CARRIED

### **Finance & Risk Committee Report and Recommendations**

V. Adetoye, Director, Business Services & Chief Financial Officer, joined the meeting. Council had received the report of the Finance & Risk Committee meeting of November 20, 2025. M. Hogard highlighted the report.

#### **Unaudited Financial Statements**

Council had received the unaudited financial statements for the nine-months ended June 30, 2025. M. Hogard reported that the surplus for the period is \$5.2M, which is \$2.0M higher than the budgeted surplus of \$3.2M.

#### **Motion 3**

Moved by M. Hogard, seconded by R. Burke,

That Council approve the unaudited financial statements for the nine-months ended September 30, 2025.

CARRIED

#### **2026 Budget**

Council had received the proposed 2026 Budget.

#### **Motion 4**

Moved by M. Hogard, seconded by D. Bankole,

That Council approve the 2026 Budget.

CARRIED

Council requested clarification on host registrations of Interjurisdictional Nurse Licensure (INL) registrants and how this informed budget projections. S. Mills clarified that the definition of INL registrants have Ontario as host, with just over 3,000 registrants with CNO. The fees by-law was passed mid-year but back dated to beginning of 2025, so those

identified as INL were provided a rebate, so this information is accounted for. All types of registrations and applications were accounted for in the projections.

Council asked about inflation assumptions for developing the budget. V. Adetoye advised that 2% was deemed a reasonable assumption but will be reassessed and compared when developing the 2027 budget.

## **Stipend & Expense Policies Biennial Review**

### **Motion 5**

Moved by M. Hogard, seconded by S. Mumberson,

That Council approve the revisions to the Stipend and Expense policies, to come into effect on January 1, 2026.

CARRIED

Council reviewed the revised stipend and expense policies, including considerations for recording hours worked. Although the policy does not apply to public members, there was discussion around the distinctions between stipend amounts for public and nurse members. Staff highlighted discussions and collaboration with the Ministry of Health and other health regulators.

V. Adetoye left the meeting.

## **Strategic Plan 2021-2026 Reporting**

Council received a report on the current Strategic Plan, with progress reported up to September 30, 2025. The plan will remain in effect through 2026, with work on the 2027-2031 Strategic Plan underway and scheduled to launch in 2027. The quarterly update included written reports on the three strategic outcomes and four pillars. S. Crawford highlighted the Strategic Outcomes dashboard and the dashboard showing the status of projects supporting the implementation of the Strategic Plan.

Council discussed the varying levels of the public's understanding about the role and mandate of CNO.

Council requested clarification about the Professional Conduct Remediation Dispositions C. Gora, Director, Professional Conduct, joined the meeting and identified that the measure reflects remedial dispositions as a proportion of cases where action was taken by the committee and excludes cases where no action was taken or that were resolved

through alternative dispute resolution. Suggestions were proposed by Council to enhance reporting clarity, such as adding a footnote to define remediation and considering additional data regarding cases proceeding to hearings to better reflect committee workload.

Council inquired about changes in the social media strategy, specifically the discontinuation of activity on X. E. Horlock, Director, People and Communications, joined the meeting and clarified CNO's decision-making process.

Council sought clarity on why the baseline for some dashboard measures differs from others. B. Knowles, Director, Analytics and Research, provided clarification that the baselines differ because of varying measurement periods, the timing of when measures were established, and differences in data inputs.

### ***Professional Boundaries and Nurse-Client Relationships Standard***

Council received briefing materials with information to support decision making regarding the revisions to a practice standard.

#### **Motion 6**

Moved by P. Sullivan, seconded by D. Scott,

That the *Professional Boundaries and Nurse-Client Relationships* standard be approved by Council effective March 1, 2026.

CARRIED

## **National Nurse Practitioner Regulation Framework Implementation**

### **Proposed New Registration Exam**

#### **Motion 7**

Moved by M. Hogard, seconded by J. Ko,

That Council approve the new Regulatory Exam – Canadian Nurse Practitioner Licensure Exam (CNPLE) as the examination for registration as a Registered Nurse in the Extended Class on the date regulation amendments come into force.

CARRIED

Council engaged in a discussion on the CNPLE and its implications. Council noted that the previous exam was offered twice annually, but will now be available four times per year, and inquired about candidates needing to wait three months between sittings. S. Crawford identified that the timing of exam offerings was considered to align with graduation periods across Canadian schools, and the exam has been developed to reflect revised entry-level competencies for NPs nationwide. A. Brennan further noted that Council approval will be sought in 2026 regarding the number of permitted exam attempts, with plans to review evidence and planned practices across other Canadian jurisdictions.

Council inquired about the fairness and inclusivity of the exam, especially regarding diversity, equity, and inclusion (DEI) and assurances were provided by staff noting that exam questions are regularly reviewed by psychometricians for appropriateness. S. Crawford confirmed that DEI considerations are also part of the program approval process.

Council sought clarification about potential barriers to exam access, including the possibility of offering virtual sittings. S. Crawford identified that while Ontario currently requires in-person exams, remote options may be considered in the future, and a multi-faceted evaluation of the exam and related processes is planned.

The cost of the Canadian exam compared to other Council approved exams was also discussed. The content of the Canadian exam focusses on Canadian entry-level competencies and preparation for practice in diverse settings. A. McNabb, Manager, Program Design, noted a goal is to have NP candidates seeking registration in Canada write the Canadian exam. Staff highlighted that future Council decisions may include removing other exam options, with further discussion anticipated in 2026.

## Proposed Amendments to CNO By-Laws

### Motion 8

Moved by F. Osime, seconded by T. Holland,

That Council approve the proposed amendments to CNO By-Laws No.1: General and No. 2: Fees, for a 60-day circulation period as per the requirement in the *Regulated Health Professions Act, 1991*.

CARRIED

Council discussed the proposed removal of the specialty designation from the Nurse Practitioner (NP) category and expressed general support for this change. The discussion also included consideration of the NP application fee, with Council highlighting the

importance of maintaining flexibility for future fee adjustments. S. Mills clarified that fees applicable for 2026 would remain in effect for subsequent years unless updated, and any changes to fees would require Council approval. Council discussed whether fee changes could be implemented without requiring Council approval each time. Staff explained that under the legislation, any changes to fees must be addressed through by-law amendments, which include a required circulation and approval process.

## Hearings Initiative

Council received a discussion note regarding the proposed initiative to include persons with professional adjudication skills (PA skills) to the composition of Discipline and Fitness to Practise (FTP) panels. V. Adetoye, Director, Business Services & Chief Financial Officer, and M. Burstyn, Manager, Hearings, joined the meeting.

Council discussed the inclusion of non-elected, appointed members on decision-making committees, noting differences in disciplinary structures across various Colleges and exploring the underlying causes for delays in the process. S. Mills provided clarification and noted that the proposed changes aim to maximize committee resources to address expected increases in hearing volumes and ensure decisions are made promptly in the public interest. Council requested clarification about pilot evaluation mechanisms and whether a cost analysis had been completed since the previous update. V. Adetoye shared that a high-level cost estimate suggested expenses could be offset due to less frequent use of Independent Legal Counsel (ILC), though a complete analysis has yet to be finished and further evaluation will occur throughout each phase of the pilot. Staff also highlighted that the pilot is intended to supplement, as opposed to replace CNO's current process.

Council suggested CNO make the evaluation iterative, informing subsequent steps. There was a request for additional information on the experiences of other jurisdictions, steps, engagement with Discipline and Fitness to Practise (D/FTP) committee members, and exploration on the development of PA skills. Council inquired about the appointment process.

As a result of the Council discussion, next steps will include collecting information with a report back.

V. Adetoye and M. Burstyn left the meeting.

## Update on Implementation of 2025 Governance Work Plan and Proposed Governance Work for 2026

R. Lastimoso Jr. noted that many of the items in the progress check section that were prioritized by Council in 2025 were completed. It was identified that development of CNO's 2027-2031 Strategic Plan and the third-party evaluation of Council's effectiveness are on schedule and will be addressed in March 2026.

## **Draft Minutes of September 18, 2025 Council Meeting**

Council reviewed the draft minutes and identified two areas for discussion. Edits to the minutes were proposed and reviewed. Council was in agreement with the proposed revisions.

### **Motion 9**

Moved by M. Sheculski, seconded by L. Given

That the minutes of the Council meeting of September 18, 2025, be approved, as amended.

CARRIED.

## **Registrar & CEO Closing Remarks**

S. Crawford expressed appreciation to Council for the engagement. She wished Council members all the best as 2025 comes to a close and highlighted the exciting work that lies ahead for the March 2026 Council meeting and beyond.

## **Next Meeting**

R. Lastimoso Jr. identified that the next meeting will be March 11 and 12, 2026. He informed Council that the meeting will be virtual.

## **Conclusion**

At 3:36 p.m. on conclusion of the agenda.

### **Motion 9**

Moved by W. Cheuk, seconded by A. Lamsen,

That the December 2025 Council meeting conclude.

CARRIED.