



COLLEGE OF NURSES  
OF ONTARIO  
ORDRE DES INFIRMIÈRES  
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THE STANDARD OF CARE.

# Addendum Council briefing package

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## Proposed Registration Regulation Amendments – Addendum

### Decision Note Addendum – May 2024 Council

Please refer to the briefing note for background information, discussion questions and overall themes (the briefing note summarizes feedback from the majority of responses: 2,267 out of 2,738 – this note is an addendum to that note and has new information).

#### Additional Feedback

The registrant and system partner consultation period ended on May 7, 2024. This addendum provides a summary of the responses that were received over the entire consultation period from April 8 to May 7, including an additional 471 responses received between April 15 and May 7, 2024.

#### Quantitative Results

A total of 2,738 responses were received to the online survey between April 8, 2024, and May 7, 2024, as per the approved 30-day consultation period. Please see below for the total number of responses received from the following groups:

Respondent Type	Count	Percent
RNs	1,757	64.2%
RPNs	681	24.9%
NPs	119	4.3%
Members of the public	95	3.5%
Other individuals	67	2.4%
Health professional regulators	5	0.2%
Nursing associations	3	0.1%
Other professional associations	1	0.0%
Unions	0	0.0%
Health care organizations	5	0.2%

Other organizations	5	0.2%
<b>Total</b>	<b>2,738</b>	<b>100.0%</b>

The following table shows support broken down by respondent type.

Respondent Type	Do you support this proposed change?			Count
	Yes	Unsure	No	
RNs	51.1%	16.3%	32.6%	1,757
RPNs	56.5%	18.6%	24.8%	681
NPs	75.6%	10.9%	13.4%	119
Members of the public	44.2%	3.2%	52.6%	95
Other individuals	62.7%	14.9%	22.4%	67
Health professional regulators	60.0%	20.0%	20.0%	5
Nursing associations	66.7%	0.0%	33.3%	3
Other professional associations	100.0%	0.0%	0.0%	1
Health care organizations	40.0%	0.0%	60.0%	5
Other organizations	60.0%	20.0%	20.0%	5
<b>Total</b>	<b>53.6%</b>	<b>16.1%</b>	<b>30.3%</b>	<b>2,738</b>

1,468 (53.6%) respondents were in support of the proposed change, while 829 (30.3%) respondents did not support the change and 441 (16.1%) were unsure. The number of respondents supporting the proposed education changes is higher compared to the Fall 2023 consultation. Further, based on the qualitative responses, over two-hundred respondents misunderstood what was being proposed, which may have impacted whether or not they supported the proposed changes (please see briefing note for more details). They were predominantly respondents who disagreed with the changes.

### Qualitative Registrant Feedback

This additional feedback did not substantively change the qualitative results already shared in the briefing note with Council. However, one new theme that has emerged relates to the assessment process. Several respondents raised concerns around the

validation of education to ensure competencies meet Ontario's standards. As one example, one nurse stated:

*While there is benefit to the public to more efficiently be able to approve international applicants (and thus reduce the current severe shortage of nurses), there must also be some vetting of the education quality. There must be a middle ground of countries and programs to which this applies otherwise there will most certainly be nurses approved to practice in Ontario who will struggle with the both the education program required and eventual independent practice.*

Related to this feedback, here are a few considerations:

- there will be a validation process for all programs (that a program is recognized or approved in that jurisdiction)
- if the program does not meet the minimum credential, there will be an assessment of substantial equivalence
- the proposed change to the education requirement is directly linked to the proposed transition course: while those with recognized and approved program will meet the education requirement, applicants will need to complete the transition course which will support safe transition to practice.

Respondents in support of this regulatory revision also highlighted the importance of evaluating and monitoring the outcomes.. For example, one nurse stated:

*I would like to understand what evaluation measures will be involved if this change occurs. For example, how will success be monitored? Will there be any balancing measures CNO will be monitoring?*

Related to this feedback, CNO is developing a robust evaluation plan that will assess the effect of the regulation changes across multiple areas by analyzing registration and employment trends, examining professional conduct data, and gathering feedback from several system partners.