



COLLEGE OF NURSES  
OF ONTARIO  
ORDRE DES INFIRMIÈRES  
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.

# Council briefing package



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## Special Council Meeting Agenda May 15, 2024 at 7:00 p.m.

### Council and Committee Code of Conduct

Time	Item	Purpose
7:00 p.m.	<b>1. Land Acknowledgement</b>	
7:05 p.m.	<b>2. Agenda</b>	Decision
	<b>3. Call for Conflicts of Interest</b>	
7:10 p.m.	<b>4. <u><a href="#">Amendments to the Registration Regulation related to the education requirement:</a></u>            Decision regarding approval for forwarding to the Minister of Health             Julie Maciura, SML Law attending         </b>	Decision
	<b>Next Meeting</b> June 5 and 6, 2024 – Hybrid	
	<b>Conclusion</b>	

## Amendments to the Registration Regulation related to the Education Requirement

Decision Note – May 2024 Council

### Contact for questions or more information

Silvie Crawford, Registrar/Executive Director & CEO

### Motion

That Council approves the amendments made to Ontario Regulation 275/94 under the *Nursing Act, 1991* as proposed in attachment 1<sup>1</sup> and that the Registrar and President are authorized to sign any government proposed form of the changes that align with the intent of the changes approved by Council as well as housekeeping amendments.

### Discussion question

- Does Council have any questions about the feedback received?
- Does the feedback change Council's perspective/view on whether the regulations are drafted in the public interest?

### Public interest rationale

Meeting evidence-informed registration requirements ensures CNO registers applicants who have the knowledge, skill, judgment and character to practice nursing safely in Ontario. As described in the [June 2023 Council](#) and [March 2024](#) Council meetings and briefing notes, the proposed regulation changes are evidence-based to support safe patient care. It is all the registration requirements together, including the proposed transition course, that demonstrates someone will be competent and safe to practice in Ontario.

### Background

In June 2023, following a review of the evidence, Council directed CNO to move forward with proposed regulatory changes that would create evidence-informed efficiencies for internationally educated nurse (IEN) applicants to meet the education requirement. Council also continued to support a proposed new registration requirement for an evidence-informed course that will support transition to safe practice in Ontario. For an overview of the previous evidence shared, please see the [June 2023 briefing note](#).

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<sup>1</sup> Please see attachment 1 for the redlined version showing the proposed regulation changes and attachment 2 for a chart that provides the rationale for each change.

In September 2023, Council approved draft regulations for circulation to registrants and system partners for feedback. Please see the [September 2023 Council briefing note](#) for more information. Specifically, Council supported proposing revisions to Regulation 275/94 under the *Nursing Act, 1991* to:

- amend the education requirement from “education equivalency” to “nursing education recognized or approved in any jurisdiction”, and
- require General Class applicants to successfully complete a course to support the successful integration of applicants to the healthcare system in Canada.

In December 2023, Council reviewed the feedback received. Council asked questions and identified whether anything specific in the feedback required further exploration or more information to support future decisions on the proposed amendments. A summary of previous feedback can be found in the [December 2023 briefing note](#).

After further defining the draft regulatory language as a result of feedback received and evidence reviewed, in March 2024, Council approved revised draft regulations for circulation to registrants and system partners for consultation. An abridged 30-day consultation was approved by the Ministry of Health on April 4, 2024. Please see the [March 2024 Council briefing note](#) for more information which includes additional evidence for consideration (in addition to evidence shared June 2023). No changes were made to the proposal to require General Class applicants to successfully complete a course to support the transition to the healthcare system. The proposed regulations clarify that:

- RN applicants, who have a baccalaureate degree, would meet the education requirement without any additional assessment if the program is approved or recognized in the jurisdiction in which it was taken as preparing them for practice as an RN.
  - There will be an assessment of substantial equivalency for RN applicants who do not have a baccalaureate degree (e.g. diploma graduates), along with options to meet substantial equivalency (the Registration Committee would approve).
- RPN applicants, who have a diploma, would meet the education requirement without any additional assessment if the program is approved or recognized in the jurisdiction in which it was taken as preparing them for practice as an RPN.
  - There will be an assessment of substantial equivalency for RPN applicants who do not have a diploma (e.g. certificate graduates), along with options to meet substantial equivalency (the Registration Committee would approve).

## **Circulation of draft regulations**

CNO notified registrants and system partners about the proposed changes on April 8, 2024. The following material was provided:

- An overview of the proposed changes
- A redlined version of the proposed changes with a chart giving rationale for each proposed change
- A link to an online survey to provide feedback.

Notice was provided through CNO's website, social media and through an eblast that went to all registrants.

The following system partners were also notified of the proposed changes by email and invited to provide feedback:

- Nursing regulators across Canada
- Health regulators in Ontario
- Ontario academic partners
- The Ontario Fairness Commissioner
- Nursing associations and unions in Ontario

The registrant and system partner consultation period will end May 7, 2024. This briefing note includes all survey responses received between April 8 and April 14, 2024. A total of 2,267 completed responses were received. An addendum to this briefing note will be posted for Council with any remaining feedback received from April 15 to May 7, 2024.

## **Quantitative and qualitative registrant and system partner feedback**

In addition to the analysis of quantitative results, a thematic analysis of the data was conducted. The themes identified below are focused on the responses that were relevant to the regulation changes being proposed. Some responses related to other topics.

Responses were received from the following groups:

<b>Respondent Type</b>	<b>Count</b>	<b>Percent</b>
RNs	1,465	64.6%
RPNs	595	26.2%
NPs	103	4.5%
Members of the public	49	2.2%
Other individuals	47	2.1%
Health professional regulators	2	0.1%
Nursing associations	1	0.0%
Other professional associations	0	0.0%
Unions	0	0.0%
Health care organizations	2	0.1%
Other organizations	3	0.1%
<b>Total</b>	<b>2,267</b>	<b>100.0%</b>

Just over half of respondents support the change, approximately a third do not support the change and the remainder are unsure. Support for the regulation change is higher than during the Fall 2023 consultation when slightly more people opposed the change than supported it.

The following table shows support broken down by respondent type:

Respondent Type	Do you support this proposed change?			Count
	Yes	Unsure	No	
RNs	49.8%	16.9%	33.3%	1,465
RPNs	56.3%	18.3%	25.4%	595
NPs	77.7%	12.6%	9.7%	103
Members of the public	36.7%	6.1%	57.1%	49
Other individuals	61.7%	17.0%	21.3%	47
Health professional regulators	50.0%	0.0%	50.0%	2
Nursing associations	100.0%	0.0%	0.0%	1
Other professional associations	0.0%	0.0%	0.0%	0
Unions	0.0%	0.0%	0.0%	0
Health care organizations	50.0%	0.0%	50.0%	2
Other organizations	66.7%	33.3%	0.0%	3
<b>Total</b>	<b>52.8%</b>	<b>16.9%</b>	<b>30.4%</b>	<b>2,267</b>

### In support of the proposed changes to the education regulation

Respondents who were in favour of the proposed changes noted the amendments would help to address the ongoing nursing shortage, reducing barriers to allow for quicker processing of applications to get more nurses in the system. For example, one respondent wrote:

*This change might reduce current barriers to international nurses who wish to practice in Ontario. This would benefit Ontario citizens by increasing the number of nurses who would be eligible for registration.*

And another wrote:

*Access to increased number of nurses to be employed which in turn decreases nurse burnout and reduces further work-related stresses.*



Respondents also noted that the proposed changes enhance public safety and trust by standardizing the educational requirements with Ontario nursing graduates. For example, one individual wrote:

*The assessment of credentials will be vital to ensure the safety of the public. The risk of not doing a thorough vetting could result in under-qualified individuals providing sub-standard care. The benefit is that the potential increase in staff will ensure quality care in the health care system.*

Respondents also noted that these changes promote fairness and inclusivity, with expectations being consistently applied, no matter what jurisdiction they have obtained education from. They also mentioned the opportunity to increase diversity within the nursing profession.

### **In opposition of the proposed changes to the education regulation**

Some respondents misunderstood the proposed changes and thought that CNO would be requiring all Ontario diploma-based RNs to obtain additional education (i.e. current nurses practicing in the system). In response to this, CNO amended the survey, online and social media information to clarify that these changes do not impact current Ontario nurses.

Respondents who were not in support of the proposed changes had patient safety concerns related to the differences in education between jurisdictions. Similar to the consultation in the fall, there is a perception that most jurisdictions outside of Canada do not have comparable educational standards. For example, one respondent stated:

*The knowledge, skill, and ability would not align with Ontario's standard. Not all nursing programs are created equal or accredited.*

Another respondent stated:

*The risks include not fully trained/experienced nurses entering workforce, with potential gaps and different practices from Ontario health care system.*

Additionally, other respondents noted concerns around different scopes of practice in other jurisdictions, communication and language barriers, the differences in practicing in a Canadian health care context (e.g., patient-centred care) and the additional burden on employers to bridge the education gaps. In response and as previously shared with Council, the proposed course is intended to address some of these concerns. The two proposed regulation changes are interdependent and work together to protect the public. The intent of the proposed course is to facilitate safe transition to practice for IENs. Also, there are additional registration requirements, such as successfully completing the registration exam, that must be demonstrated prior to registration.



Some respondents also had concerns related to illegitimate credential documents, such as questioning the reliability of the education credential validation process and concerns around fabricating credentials. To prevent fraud, CNO obtains documents directly from the primary source (e.g. school or board) – not the applicant. If we receive information or have reason to believe that the information provided in support of an application is intentionally misleading, false or in any way a misrepresentation there is an investigation and action can be taken.

### **Proposed revisions to the redlined version**

The following minor amendments are in attachment 1 which differ from the amendments Council reviewed in March 2024 (attachment 1 reflects these revisions):

- As noted by legal counsel, there was an edit made to 3(1)3.i: the word “subparagraph” is now “paragraph”.
- The numbering in subsections 2(4) and 3(3) were revised to reflect the proposed changes.

### **Next steps**

Subject to Council approval, the proposed regulations will be forwarded to government for their review and approval processes.

CNO will continue with operational planning and development to support the new regulations, which includes course development, ongoing stakeholder engagement and evaluation plans.

### **Attachments**

1. Redlined version showing the proposed regulation changes
2. Rationale chart explaining each proposed change

## Proposed Regulation Amendments

### PART II REGISTRATION

#### GENERAL CERTIFICATES OF REGISTRATION — REGISTERED NURSE

2. (1) The following are additional requirements for the issuance of a certificate of registration as a registered nurse in the General class:
1. The applicant,
    - i. must have a minimum of a baccalaureate degree in nursing evidencing the successful completion of a program specifically designed to educate and train persons to be practising registered nurses,
      - A. awarded by a university in Canada as a result of successful completion of a program that was approved by Council or that was approved by a body approved by Council for that purpose,
      - B. awarded by a university as a result of successful completion of a program that was approved by Council or that was approved by a body approved by Council for that purpose, or
      - C. awarded by a college of applied arts and technology in Ontario as a result of successful completion of a program that was approved by Council or a body approved by Council for that purpose,
    - ii. must have a minimum of a baccalaureate degree in nursing evidencing the successful completion of a program specifically designed to educate and train persons to be practising registered nurses other than a program mentioned in subparagraph i, which program was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered nurse in that jurisdiction ~~which program was approved by the Registration Committee as one whose graduates should possess knowledge, skill and judgement at least equivalent to those of current graduates of a program mentioned in sub-sub paragraph i A or C,~~ or
    - iii. must have successfully completed a program in nursing specifically designed to educate and train persons to be practising registered nurses, other than a program mentioned in subparagraph i or ii, which was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered nurse in that jurisdiction and,
      - A. ~~must have successfully completed a program that, at the time the applicant commenced it, was approved by Council as one whose graduates should possess~~ the program is one that the Registration Committee determines has provided the applicant with the knowledge, skill and judgment substantially equivalent ~~at least equivalent~~ to those of current graduates of a program mentioned in ~~sub~~-subparagraph i ~~A or C~~, or
  - B. must have paid any fees required under the by-laws, undergone an evaluation approved by ~~Council~~ the Registration Committee and satisfied the Executive Director or a panel of the Registration Committee that ~~he or she~~ the applicant has successfully completed further education or training or combination of education and training approved by the Registration Committee that was identified in the evaluation as being necessary to evidence that the applicant possesses knowledge, skill and judgment substantially equivalent ~~at least equivalent~~ to those of current graduates of a program mentioned in ~~sub~~-subparagraph i ~~A or C~~.
2. The applicant must have successfully completed an examination for registration as a registered nurse at a time when that examination was approved by Council and at a time when ~~he or she~~ the applicant was eligible under section 9 to take that examination, or must have successfully completed an examination approved by Council for that purpose.

3. The applicant,

- i. must have completed ~~been awarded~~ the degree requirements mentioned in ~~sub~~paragraph 1 ~~i or ii~~ no more than three years before the day that the applicant met all other requirements for the issuance of the certificate of registration,
  - ~~ii. must have successfully completed all requirements of one of sub-subparagraph 1 ii iii A or B no more than three years before the day that the applicant met all other requirements for the issuance of the certificate of registration,~~
  - iii. must demonstrate evidence of practice as a registered nurse no more than three years before the day on which the applicant met all other requirements for the issuance of the certificate of registration, or
  - ~~iv. iii.~~ must have paid any fees required under the by-laws, undergone an evaluation approved by the Registration Committee at a time when the evaluation was approved by the Registration Committee and met requirements regarding additional training, experience, examinations or assessments specified by a panel of the Registration Committee within the period of time specified by the panel.
4. The applicant must, within five years before the day that the applicant is issued the certificate of registration, have successfully completed the examination in nursing jurisprudence that is approved by Council for applicants for the issuance of a certificate of registration as a registered nurse.
5. The applicant must have demonstrated language proficiency and the ability to communicate and comprehend effectively, both orally and in writing, in either English or French at a date no more than two years before the day that ~~he or she~~ the applicant is issued the certificate of registration, or such longer period of time as specified by a panel of the Registration Committee, unless,
- i. the applicant, on the day ~~he or she~~ the applicant submits the application, holds a certificate of registration as a registered nurse, other than a certificate in the Emergency or Non-Practising class, or
  - ii. the applicant previously held a certificate of registration as a registered nurse, other than a certificate in the Emergency, retired or Non-Practising class and since the date that the applicant last held that certificate no more than two years or such longer period of time as specified by a panel of the Registration Committee has elapsed. O. Reg. 175/12, s. 1; O. Reg. 462/16, s. 1; O. Reg. 741/20, s. 1.

6. The applicant must, within five years before the day that the applicant is issued the certificate of registration, have successfully completed a program or course regarding successful integration to the healthcare system in Canada that is approved by Council for applicants for the issuance of a certificate of registration as a registered nurse.

~~(2) The requirements in subparagraph 1 ii or iii of subsection (1) shall be deemed not to have been met if the nursing program which the applicant relies on to meet that requirement was not recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered nurse in that jurisdiction. O. Reg. 175/12, s. 1.~~

~~(3) (2)~~ The requirements in paragraphs 1 and 2 of subsection (1) do not apply to an applicant who previously held a certificate as a registered nurse in the General or extended class. O. Reg. 175/12, s. 1.

~~(4) (3)~~ An applicant is exempt from the requirements in paragraphs 1, 2, ~~and 5 and 6~~ of subsection (1) if the applicant holds a certificate of registration in the extended class at the time that ~~he or she~~ the applicant applies for the issuance of a certificate of registration as a registered nurse in the General class. O. Reg. 175/12, s. 1.

(3.1) An applicant satisfies the requirement in paragraph 6 of subsection (1) if the applicant completed a recognized or approved registered nurse program in Canada within the last three years, practised nursing in Canada within the last three years or satisfied a panel of the Registration Committee that the applicant has successfully completed education or training or combination of education and training that was substantially equivalent to the requirement in paragraph 6 of subsection (1).

~~(5)~~ (4) Subject to subsections ~~(2), (3) and (3.1)~~ (4) and section 2.1, the requirements in subsection (1) are non-exemptible. O. Reg. 175/12, s. 1.

#### MOBILITY WITHIN CANADA

**2.1** (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant for a certificate of registration as a registered nurse in the General class, the requirements of paragraphs 1, 2, ~~and 3~~ and 6 of subsection 2 (1) of this Regulation are deemed to be met by the applicant. O. Reg. 175/12, s. 1.

(2) Despite subsection (1), it is a non-exemptible requirement that an applicant referred to in subsection (1) provide, for each jurisdiction where the applicant holds an out-of-province certificate, a certificate, letter or other evidence satisfactory to the Executive Director or a panel of the Registration Committee confirming that the applicant is in good standing as a nurse in that jurisdiction. O. Reg. 175/12, s. 1.

(3) Without in any way limiting the generality of subsection (2), “good standing” shall include the fact that,

(a) the applicant is not the subject of any discipline or fitness to practise order or of any proceeding or ongoing investigation or of any interim order or agreement as a result of a complaint, investigation or proceeding; and

(b) the applicant is in compliance with the continuing competency and quality assurance requirements of the regulatory authority that issued the applicant the out-of-province certificate as a registered nurse. O. Reg. 175/12, s. 1; O. Reg. 462/16, s. 2.

(4) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 5 of subsection 2 (1) where the requirements for the issuance of the applicant’s out-of-province certificate of registration included language proficiency requirements equivalent to those required by that paragraph. O. Reg. 175/12, s. 1.

(5) Despite subsection (1), a requirement set out in paragraph 1, 2 or 3 of subsection 2 (1) will continue to apply to an applicant where that requirement is a requirement described in subsection 22.18 (3) of the Health Professions Procedural Code. O. Reg. 175/12, s. 1.

(6) If an applicant to whom subsection (1) applies is unable to satisfy the Executive Director or a panel of the Registration Committee that the applicant practised the profession of nursing to the extent that would be permitted by a General certificate of registration as a registered nurse at any time in the three years immediately before the date of that applicant’s application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee. O. Reg. 175/12, s. 1.

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#### GENERAL CERTIFICATES OF REGISTRATION — REGISTERED PRACTICAL NURSE

**3.** (1) The following are additional requirements for the issuance of a certificate of registration as a registered practical nurse in the General class:

1. The applicant,

i. must have a diploma in practical nursing evidencing the successful completion of a program specifically designed to educate and train persons to be practising registered practical nurses,

A. awarded by a College of Applied Arts and Technology in Ontario whose program was approved by Council or by a body approved by Council for that purpose, or

B. awarded as a result of successful completion of a program that was approved by Council or by a body approved by Council for that purpose,

ii. must have a minimum of a diploma in practical nursing evidencing the successful completion of a program specifically designed to educate and train persons to be practising registered practical



- nurses, other than a program mentioned in subparagraph i, which program was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered practical nurse in that jurisdiction ~~which program was approved by the Registration Committee as one whose graduates should possess knowledge, skill and judgment at least equivalent to those of current graduates of a program mentioned in sub-subparagraph i A,~~
- iii. must have successfully completed a program in practical nursing specifically designed to educate and train persons to be practising registered practical nurses, other than a program mentioned in subparagraph i or ii, which was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered practical nurse in that jurisdiction and,
- A. ~~must have successfully completed a program that, at the time the applicant commenced it, was approved by Council as one whose graduates should possess~~ the program is one that the Registration Committee determines has provided the applicant with the knowledge, skill and judgment substantially equivalent ~~at least equivalent~~ to those of current graduates of a program mentioned in ~~sub-subparagraph i A,~~ or
- B. must have paid any fees required under the by-laws, undergone an evaluation approved by ~~Council~~ the Registration Committee and satisfied the Executive Director or a panel of the Registration Committee that ~~he or she~~ the applicant has successfully completed further education or training or combination of education and training approved by the Registration Committee that was identified in the evaluation as necessary to evidence that the applicant possesses knowledge, skill and judgment substantially equivalent ~~at least equivalent~~ to those of current graduates of a program mentioned in ~~sub-subparagraph i A.~~
- iv. must have satisfied the requirements of paragraph 1 of subsection 2 (1), or
- v. must, if the applicant has not satisfied the requirements of paragraph 1 of subsection 2 (1), have successfully completed a program in nursing, specifically designed to educate and train persons to be practising registered nurses and which was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered nurse, must have paid any fees required under the by-laws, undergone an evaluation approved by ~~Council~~ the Registration Committee and satisfied the Executive Director or a panel of the Registration Committee that ~~he or she~~ the applicant has successfully completed further education or training or combination of education and training approved by the Registration Committee that was identified in the evaluation as necessary to evidence that the applicant possesses knowledge, skill and judgment substantially equivalent ~~at least equivalent~~ to those of current graduates of a program mentioned in sub-subparagraph i A.
2. The applicant must have successfully completed an examination for registration as a registered practical nurse at a time when that examination was approved by Council and at a time when ~~he or she~~ the applicant was eligible under section 9 to take that examination, or must have successfully completed an examination approved by Council for that purpose.
3. The applicant,
- i. must have completed the requirements ~~been awarded the diploma~~ mentioned in ~~sub~~paragraph 1 ~~i, ii~~ no more than three years before the day that the applicant met all other requirements for the issuance of the certificate of registration,
- ~~ii. must have successfully completed all the requirements of subparagraph 1 iii, iv or v no more than three years before the day that the applicant met all other requirements for the issuance of the certificate of registration;~~
- iii. must demonstrate evidence of practice as a registered practical nurse no more than three years before the day on which the applicant met all other requirements for the issuance of the certificate of registration, or
- ~~iv-iii.~~ iii. must have paid any fees required under the by-laws, undergone an evaluation approved by the Registration Committee at a time when the evaluation was approved by the Registration Committee and met requirements regarding additional training, experience, examinations or

assessments specified by a panel of the Registration Committee within the period of time specified by the panel.

4. The applicant must, within five years before the day that the applicant is issued a certificate as a registered practical nurse, have successfully completed the examination in nursing jurisprudence that is approved by Council for applicants for the issuance of a certificate as a registered practical nurse.
5. The applicant must have demonstrated language proficiency and the ability to communicate and comprehend effectively, both orally and in writing, in either English or French at a date no more than two years before the day that ~~he or she~~ the applicant is issued a certificate in the General class, or such longer period of time as specified by a panel of the Registration Committee, unless,
  - i. the applicant, on the day ~~he or she~~ the applicant submits the application, holds a certificate of registration as a registered practical nurse, other than a certificate in the Emergency or Non-Practising class, or
  - ii. the applicant previously held a certificate of registration as a registered practical nurse, other than a certificate in the Emergency, retired or Non-Practising class and since the last date that the applicant held that certificate no more than two years or such longer period of time as specified by a panel of the Registration Committee has elapsed. O. Reg. 175/12, s. 1; O. Reg. 462/16, s. 3 (1).

6. The applicant must, within five years before the day that the applicant is issued the certificate of registration, have successfully completed a program or course regarding successful integration to the healthcare system in Canada that is approved by Council for applicants for the issuance of a certificate of registration as a registered practical nurse.

~~(2) The requirements of subparagraph 1 ii, iii or v of subsection (1) shall be deemed not to have been met where the nursing program which the applicant relies on to meet that requirement was not recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered practical nurse in that jurisdiction. O. Reg. 175/12, s. 1.~~

~~(3) (2)~~ The requirements in paragraphs 1 and 2 of subsection (1) do not apply to an applicant who previously held a certificate as a registered practical nurse in the General class. O. Reg. 175/12, s. 1.

(2.1) An applicant satisfies the requirement in paragraph 6 of subsection (1) if the applicant completed a recognized or approved registered practical nurse program in Canada within the last three years, practised nursing in Canada within the last three years or satisfied a panel of the Registration Committee that the applicant has successfully completed education or training or combination of education and training that was substantially equivalent to the requirement in paragraph 6 of subsection (1).

~~(4) (3)~~ Subject to subsections ~~(3) (2)~~ and (2.1) and section 3.1, the requirements in subsection (1) are non-exemptible. O. Reg. 175/12, s. 1; O. Reg. 462/16, s. 3 (2).

#### MOBILITY WITHIN CANADA

**3.1** (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant for a certificate of registration as a registered practical nurse in the General class, the requirements of paragraphs 1, ~~2,~~ and 3 and 6 of subsection 3 (1) of this Regulation are deemed to be met by the applicant. O. Reg. 175/12, s. 1.

(2) Despite subsection (1), it is a non-exemptible requirement that an applicant referred to in subsection (1) provide, for each jurisdiction where the applicant holds an out-of-province certificate, a certificate, letter or other evidence satisfactory to the Executive Director or a panel of the Registration Committee confirming that the applicant is in good standing as a nurse in that jurisdiction. O. Reg. 175/12, s. 1.

(3) Without in any way limiting the generality of subsection (2), “good standing” shall include the fact that,



- (a) the applicant is not the subject of any discipline or fitness to practise order or of any proceeding or ongoing investigation or of any interim order or agreement as a result of a complaint, investigation or proceeding; and
  - (b) the applicant is in compliance with the continuing competency and quality assurance requirements of the regulatory authority that issued the applicant the out-of-province certificate as a registered practical nurse. O. Reg. 175/12, s. 1; O. Reg. 462/16, s. 4.
- (4) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 5 of subsection 3 (1) where the requirements for the issuance of the applicant's out-of-province certificate of registration included language proficiency requirements equivalent to those required by that paragraph. O. Reg. 175/12, s. 1.
- (5) Despite subsection (1), a requirement set out in paragraph 1, 2 or 3 of subsection 3 (1) will apply to an applicant if that requirement is a requirement described in subsection 22.18 (3) of the Health Professions Procedural Code. O. Reg. 175/12, s. 1.
- (6) If an applicant to whom subsection (1) applies is unable to satisfy the Executive Director or a panel of the Registration Committee that the applicant practised the profession of nursing to the extent that would be permitted by a General certificate of registration as a registered practical nurse at any time in the three years immediately before the date of that applicant's application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee. O. Reg. 175/12, s. 1.

...

#### MOBILITY WITHIN CANADA

- 5.2** (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant for a certificate of registration in the Temporary class, the requirements of paragraphs ~~2 and 7~~ of subsection 5 (1) of this Regulation are deemed to be met by the applicant. O. Reg. 175/12, s. 1.
- (2) Despite subsection (1), it is a non-exemptible requirement that an applicant referred to in subsection (1) provide, for each jurisdiction where the applicant holds an out-of-province certificate, a certificate, letter or other evidence satisfactory to the Executive Director or a panel of the Registration Committee confirming that the applicant is in good standing as a nurse in every jurisdiction where the applicant holds an out-of-province certificate. O. Reg. 175/12, s. 1.
- (3) Without in any way limiting the generality of subsection (2), "good standing" shall include the fact that,
- (a) the applicant is not the subject of any discipline or fitness to practise order or any proceeding or ongoing investigation or any interim order or agreement as a result of a complaint, investigation or proceeding; and
  - (b) the applicant is in compliance with the continuing competency and quality assurance requirements of the regulatory authority that issued the applicant the out-of-province certificate as a registered nurse in the case of an application for a Temporary certificate as a registered nurse, or as a registered practical nurse in the case of an application for a Temporary certificate as a registered practical nurse. O. Reg. 175/12, s. 1.
- (4) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 6 of subsection 5 (1) where the requirements for the issuance of the applicant's out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph. O. Reg. 175/12, s. 1.
- (5) Despite subsection (1), a requirement set out in paragraph ~~2 or~~ 7 of subsection 5 (1) will continue to apply to an applicant where that requirement is a requirement described in subsection 22.18 (3) of the Health Professions Procedural Code. O. Reg. 175/12, s. 1.
- (6) If an applicant to whom subsection (1) applies is unable to satisfy the Executive Director or a panel of the Registration Committee that the applicant practised the profession of nursing to the extent that would

be permitted by a Temporary certificate of registration at any time in the three years immediately before the date of that applicant's application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee.



## Rationale Chart

Proposed change	Rationale
<p>GENERAL CERTIFICATES OF REGISTRATION — REGISTERED NURSE</p> <p>2(1)1 ii. must have a minimum of a baccalaureate degree in nursing evidencing the successful completion of a program specifically designed to educate and train persons to be practising registered nurses other than a program mentioned in subparagraph i, <u>which program was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered nurse in that jurisdiction</u> <del>which program was approved by the Registration Committee as one whose graduates should possess knowledge, skill and judgement at least equivalent to those of current graduates of a program mentioned in sub-sub paragraph i A or C, or</del></p>	<p>The proposed change will mean that IEN applicants, who have successfully completed a baccalaureate RN program recognized or approved in any jurisdiction, will meet the education requirement.</p>
<p>2(1)1 iii. must have successfully completed a program in nursing specifically designed to educate and train persons to be practising registered nurses, other than a program mentioned in subparagraph i or ii, <u>which was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered nurse in that jurisdiction</u> and,</p> <p>A. <del>must have successfully completed a program that, at the time the applicant commenced it, was approved by Council as one whose graduates should possess</del> <u>the program is one that the Registration Committee determines has provided the applicant with the</u> knowledge, skill and judgment <u>substantially equivalent</u> <del>at least equivalent</del> to those of current graduates of a program mentioned in <del>sub</del>-subparagraph i <del>A or C</del>, or</p> <p>B. must have paid any fees required under the by-laws, undergone an evaluation approved by <del>Council</del> <u>the Registration Committee</u> and satisfied the Executive Director or a panel of the Registration Committee that <del>he or she</del> <u>the applicant</u> has successfully completed further education or training or combination of education and training approved by the Registration Committee that was identified in the evaluation as</p>	<p>The proposed change will mean that IEN applicants who have not completed a baccalaureate RN program must demonstrate substantial education equivalency.</p> <p>Part of this proposed change shifts authority from Council to the Registration Committee to:</p> <ul style="list-style-type: none"> <li>• approve international RN programs that are substantially equivalent (note the language change from “at least equivalent to”, since “substantially equivalent” is more reflective of CNO’s processes and aligns with other regulators in Ontario)</li> <li>• approve an evaluation to assess knowledge, skill and judgment and, as per the current process, complete further education or training approved by the Committee to meet competency gaps</li> </ul>

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<p>being necessary to evidence that the applicant possesses knowledge, skill and judgment <del>substantially equivalent</del> <del>at least equivalent</del> to those of current graduates of a program mentioned in <del>sub</del>-subparagraph i <del>A or C</del>.</p>	
<p>2(1) 2. The applicant must have successfully completed an examination for registration as a registered nurse at a time when that examination was approved by Council and at a time when <del>he or she</del> <u>the applicant</u> was eligible under section 9 to take that examination, or must have successfully completed an examination approved by Council for that purpose.</p>	<p>Inclusive language.</p>
<p>2(1) 3. The applicant,</p> <p>i. must have <u>completed</u> <del>been awarded</del> the <u>degree requirements</u> mentioned in <del>sub</del>paragraph 1 <del>i or ii</del> no more than three years before the day that the applicant met all other requirements for the issuance of the certificate of registration,</p> <p><del>ii. must have successfully completed all requirements of one of sub-subparagraph 1 ii iii A or B no more than three years before the day that the applicant met all other requirements for the issuance of the certificate of registration,</del></p> <p>iii. must demonstrate evidence of practice as a registered nurse no more than three years before the day on which the applicant met all other requirements for the issuance of the certificate of registration, or</p> <p><del>iv. iii.</del> must have paid any fees required under the by-laws, undergone an evaluation approved by the Registration Committee at a time when the evaluation was approved by the Registration Committee and met requirements regarding additional training, experience, examinations or assessments specified by a panel of the Registration Committee within the period of time specified by the panel.</p>	<p>This relates to the requirement for applicants to have nursing practice in the last three years. There are different pathways to meet this requirement including having completed a nursing program in the last three years. This paragraph has been streamlined and amended to align with the proposed education program changes.</p>
<p>2(1) 5. The applicant must have demonstrated language proficiency and the ability to communicate and comprehend effectively, both orally and in writing, in either English or French at a date no more than two years before the day that <del>he or she</del> <u>the applicant</u> is issued the certificate of registration, or such longer period of time as specified by a panel of the Registration Committee, unless,</p> <p>i. the applicant, on the day <del>he or she</del> <u>the applicant</u> submits the application, holds a certificate of registration as a registered nurse, other than a certificate in the Emergency or Non-Practising class, or</p>	<p>Inclusive language.</p>

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<p>2(1) <u>6. The applicant must, within five years before the day that the applicant is issued the certificate of registration, have successfully completed a program or course regarding successful integration to the healthcare system in Canada that is approved by Council for applicants for the issuance of a certificate of registration as a registered nurse.</u></p>	<p>To support transition, the regulations propose applicants successfully complete a program or course focusing on the healthcare system in Canada.</p> <p>Evidence shows that such a program will support patient safety.</p> <p>A five-year timeframe aligns with our Jurisprudence Exam timing.</p>
<p><del>2 (2) The requirements in subparagraph 1 ii or iii of subsection (1) shall be deemed not to have been met if the nursing program which the applicant relies on to meet that requirement was not recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered nurse in that jurisdiction.</del></p>	<p>This paragraph is struck out given the content has been integrated into 2(1)1 so this expectation is clear to the reader.</p>
<p><del>(3)</del> (2) The requirements in paragraphs 1 and 2 of subsection (1) do not apply to an applicant who previously held a certificate as a registered nurse in the General or extended class.</p>	<p>Renumbered given the above proposed deletion.</p>
<p><del>(4)</del> (3) An applicant is exempt from the requirements in paragraphs 1, 2, <del>and 5</del> <u>and 6</u> of subsection (1) if the applicant holds a certificate of registration in the extended class at the time that <del>he or she</del> <u>the applicant</u> applies for the issuance of a certificate of registration as a registered nurse in the General class.</p>	<p>An NP moving to the General Class would not have to complete the transition course.</p>
<p><u>(3.1) An applicant satisfies the requirement in paragraph 6 of subsection (1) if the applicant completed a recognized or approved registered nurse program in Canada within the last three years, practised nursing in Canada within the last three years or satisfied a panel of the Registration Committee that the applicant has successfully completed education or training or combination of education and training that was substantially equivalent to the requirement in paragraph 6 of subsection (1).</u></p>	<p>Applicants do not have to complete the transition course if they:</p> <ul style="list-style-type: none"> <li>• practised nursing in Canada</li> <li>• completed an RN program in Canada since that already embeds the content that will be in the proposed transition course</li> </ul> <p>Also, the Registration Committee can approve another course as substantially equivalent. For example, if someone has engaged in nursing education, this could be approved as substantially equivalent if it embeds the content that will be in the proposed transition course.</p> <p>Three years aligns with the current recent practice requirement.</p>
<p><del>(5)</del> (4) Subject to subsections <del>(2), (3) and (3.1)</del> <del>(4)</del> and section 2.1, the requirements in subsection (1) are non-exemptible.</p>	<p>Renumbered given the above proposed deletion.</p>

Proposed change	Rationale
<p>MOBILITY WITHIN CANADA</p> <p>2.1 (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant for a certificate of registration as a registered nurse in the General class, the requirements of paragraphs 1, <del>2, and 3</del> <u>and 6</u> of subsection 2 (1) of this Regulation are deemed to be met by the applicant.</p>	<p>The paragraph relates to RN General Class labour mobility. It is against federal law to have this requirement for labour mobility applicants.</p>
<p>GENERAL CERTIFICATES OF REGISTRATION — REGISTERED PRACTICAL NURSE</p> <p>3(1)1 ii. must have a <u>minimum of a</u> diploma in practical nursing evidencing the successful completion of a program specifically designed to educate and train persons to be practising registered practical nurses, other than a program mentioned in subparagraph i, <u>which program was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered practical nurse in that jurisdiction</u> <del>which program was approved by the Registration Committee as one whose graduates should possess knowledge, skill and judgment at least equivalent to those of current graduates of a program mentioned in sub-subparagraph i-A,</del></p>	<p>The proposed change will mean that IEN applicants, who have successfully completed a diploma RPN program recognized or approved in any jurisdiction, will meet the education requirement.</p>
<p>3(1)1 iii. must have successfully completed a program in practical nursing specifically designed to educate and train persons to be practising registered practical nurses, other than a program mentioned in subparagraph i or ii, <u>which was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered practical nurse in that jurisdiction</u> and,</p> <p>A. <del>must have successfully completed a program that, at the time the applicant commenced it, was approved by Council as one whose graduates should possess</del> <u>the program is one that the Registration Committee determines has provided the applicant with the</u> knowledge, skill and judgment <del>substantially equivalent at least equivalent</del> to those of current graduates of a program mentioned in <del>sub-subparagraph i-A,</del> or</p> <p>B. must have paid any fees required under the by-laws, undergone an evaluation approved by <del>Council</del> <u>the Registration Committee</u> and satisfied the Executive Director or a panel of the Registration Committee that <del>he or she</del> <u>the applicant</u> has successfully completed further education or training or combination of education and training approved by the Registration Committee that was identified in the evaluation as necessary to</p>	<p>The proposed change will mean that IEN applicants who have not completed a diploma RPN program must meet substantial education equivalency.</p> <p>Part of this proposed change shifts authority from Council to the Registration Committee to:</p> <ul style="list-style-type: none"> <li>• approve international RPN programs that are substantially equivalent (note the language change from “at least equivalent to” since “substantially equivalent” is more reflective of CNO’s processes and aligns with other regulators in Ontario)</li> <li>• approve an evaluation to assess knowledge, skill and judgment and, as per the current process, complete further education or training approved by the Committee to meet competency gaps.</li> </ul>

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<p>evidence that the applicant possesses knowledge, skill and judgment <u>substantially equivalent</u> <del>at least equivalent</del> to those of current graduates of a program mentioned in <del>sub</del>-subparagraph i A.</p>	
<p>3(1)1 v. must, if the applicant has not satisfied the requirements of paragraph 1 of subsection 2 (1), have successfully completed a program in nursing, specifically designed to educate and train persons to be practising registered nurses <u>and which was recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered nurse</u>, must have paid any fees required under the by-laws, undergone an evaluation approved by <del>Council</del> <u>the Registration Committee</u> and satisfied the Executive Director or a panel of the Registration Committee that <del>he or she</del> <u>the applicant</u> has successfully completed further education or training or combination of education and training approved by the Registration Committee that was identified in the evaluation as necessary to evidence that the applicant possesses knowledge, skill and judgment <u>substantially equivalent</u> <del>at least equivalent</del> to those of current graduates of a program mentioned in sub-subparagraph i A.</p>	<p>As one option, the regulations enable RPN applicant to meet the education requirement with an RN program (e.g. RN diploma). This aligns with proposed changes above and enables the Registration Committee to approve an evaluation relative that that program, to assess knowledge, skill and judgment and, as per the current process, complete further education or training approved by the Committee to meet competency gaps.</p>
<p>3(1) 2. The applicant must have successfully completed an examination for registration as a registered practical nurse at a time when that examination was approved by Council and at a time when <del>he or she</del> <u>the applicant</u> was eligible under section 9 to take that examination, or must have successfully completed an examination approved by Council for that purpose.</p>	<p>Inclusive language.</p>
<p>3(1) 3. The applicant,</p> <ul style="list-style-type: none"> <li>i. must have <u>completed the requirements</u> <del>been awarded the diploma</del> mentioned in <del>sub</del>paragraph 1 <del>i, ii</del> <u>no more than three years before the day that the applicant met all other requirements for the issuance of the certificate of registration,</u></li> <li><del>ii. must have successfully completed all the requirements of subparagraph 1 iii, iv or v no more than three years before the day that the applicant met all other requirements for the issuance of the certificate of registration,</del></li> <li>iii. must demonstrate evidence of practice as a registered practical nurse no more than three years before the day on which the applicant met all other requirements for the issuance of the certificate of registration, or</li> <li><del>iv.</del> <u>iii.</u> must have paid any fees required under the by-laws, undergone an evaluation approved by the Registration Committee at a time when the</li> </ul>	<p>This relates to the requirement for applicants to have nursing practice in the last three years. There are different pathways to meet this requirement including having completed a nursing program in the last three years. This paragraph has been streamlined and amended to align with the proposed education program changes.</p>

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<p>evaluation was approved by the Registration Committee and met requirements regarding additional training, experience, examinations or assessments specified by a panel of the Registration Committee within the period of time specified by the panel.</p>	
<p>3(1) 5. The applicant must have demonstrated language proficiency and the ability to communicate and comprehend effectively, both orally and in writing, in either English or French at a date no more than two years before the day that <del>he or she</del> <u>the applicant</u> is issued a certificate in the General class, or such longer period of time as specified by a panel of the Registration Committee, unless,</p> <p>i. the applicant, on the day <del>he or she</del> <u>the applicant</u> submits the application, holds a certificate of registration as a registered practical nurse, other than a certificate in the Emergency or Non-Practising class, or</p>	
<p>3(1) <u>6. The applicant must, within five years before the day that the applicant is issued the certificate of registration, have successfully completed a program or course regarding successful integration to the healthcare system in Canada that is approved by Council for applicants for the issuance of a certificate of registration as a registered practical nurse.</u></p>	<p>To support transition, the regulations propose applicants successfully complete a program or course focusing on the healthcare system in Canada.</p> <p>Evidence shows that such a program will support patient safety.</p> <p>A five-year timeframe aligns with our Jurisprudence Exam timing.</p>
<p><del>3 (2) The requirements of subparagraph 1 ii, iii or v of subsection (1) shall be deemed not to have been met where the nursing program which the applicant relies on to meet that requirement was not recognized or approved in the jurisdiction in which the program was taken as qualifying the applicant to practise as a registered practical nurse in that jurisdiction.</del></p>	<p>This paragraph is struck out given the content has been integrated into 3(1)1 so this expectation is clear to the reader.</p>
<p><del>(3)</del> (2) The requirements in paragraphs 1 and 2 of subsection (1) do not apply to an applicant who previously held a certificate as a registered practical nurse in the General class.</p>	<p>Renumbered due to above proposed deletion.</p>
<p><u>(2.1) An applicant satisfies the requirement in paragraph 6 of subsection (1) if the applicant completed a recognized or approved registered practical nurse program in Canada within the last three years, practised nursing in Canada within the last three years or satisfied a panel of the Registration Committee that the applicant has successfully completed education or training or combination of education and training that was substantially equivalent to the requirement in paragraph 6 of subsection (1).</u></p>	<p>Applicants do not have to complete the transition course if they:</p> <ul style="list-style-type: none"> <li>practiced nursing in Canada</li> <li>completed an RPN program in Canada since that already embeds the content that will be in the proposed transition course</li> </ul>



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	<p>Also, the Registration Committee can approve another course as substantially equivalent. For example, if someone has engaged in nursing education, this could be approved as substantially equivalent if it embeds the content that will be in the proposed transition course.</p> <p>Three years aligns with the current recent practice requirement.</p>
<p><del>(4)</del> <u>(3)</u> Subject to subsections <del>(3)</del> <u>(2) and (2.1)</u> and section 3.1, the requirements in subsection (1) are non-exemptible.</p>	<p>Renumbered due to above proposed deletion</p>
<p>MOBILITY WITHIN CANADA  <b>3.1</b> (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant for a certificate of registration as a registered practical nurse in the General class, the requirements of paragraphs 1, 2, <del>and 3</del> <u>and 6</u> of subsection 3 (1) of this Regulation are deemed to be met by the applicant.</p>	<p>The paragraph relates to RPN General Class labour mobility. It is against federal law to have this requirement for labour mobility applicants.</p>
<p>MOBILITY WITHIN CANADA  <b>5.2</b> (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant for a certificate of registration in the Temporary class, the requirements of paragraphs <del>2 and 7</del> of subsection 5 (1) of this Regulation are deemed to be met by the applicant.</p>	<p>This is editorial to align with changes that took effect in October 2022 (paragraph 2 was revoked).</p>
<p><b>5.2</b> (5) Despite subsection (1), a requirement set out in paragraph <del>2 or 7</del> of subsection 5 (1) will continue to apply to an applicant where that requirement is a requirement described in subsection 22.18 (3) of the Health Professions Procedural Code.</p>	<p>This is editorial to align with changes that took effect in October 2022 (paragraph 2 was revoked).</p>