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Page 1: Fair Registration Practices Report 2022

Q1

Please indicate which regulator you are and your main point of contact should we require follow up.

Organization: College of Nurses of Ontario (CNO)

Name of the regulated profession: Nursing Registered Nurses (RNs); Registered Practical Nurses (RPNs); Nurse Practitioners (NPs)]

Contact name: Silvie Crawford, RN, BHScN, LLM (Health Law)

Executive Director and CEO

Contact email: ed@cnomail.org

Q2

Section 1 - During the reporting period (January 1st– December 31st, 2022), please indicate if your organization has introduced any changes in the following areas impacting your registration processes by clicking on each of the appropriate boxes below. Registration requirements either through regulation, by-law or policy.

Yes,

Description of change/improvement that would impact fair registration outcomes:

In 2022, the following changes to registration requirements were made: i) Temporary Class and Reinstatement Registration Regulation Changes CNO is committed to public protection and doing everything in our power to register nurses with the knowledge, skill and judgment to practice safely in Ontario. This includes working with government and continuing to collaborate with other system partners to identify new opportunities and solutions for the growing health care system demand. In the Summer of 2022, the Ministry of Health (MOH) directed CNO's Council (Council), under 5(1)(d) of the Regulated Health Professions Act, 1991 to: a) make "every effort" to register internationally educated nurse (IEN) applicants as expeditiously as possible; b) develop supports for IENs that will allow them to successfully register to practice in a timely way; and c) report, within two weeks, on the efforts CNO will be taking. In response to the Minister's directive, CNO identified innovative options, including regulation changes, to continue protecting the public while enabling CNO to register more nurses in the system at a time of growing demand. As a result, and in collaboration with the MOH, the following regulatory changes related to Temporary Class and reinstatement were approved by Council in September 2022 and implemented in the Fall of 2022: For Temporary Class, broadened the education requirement to successful completion of any RN or RPN program approved or recognized in any jurisdiction (the education requirement to register in the General Class requires 'equivalent' education). For Temporary Class, enabled someone in this class to remain registered following one exam failure. Two exam failures would result in the certificate of registration being revoked. For Temporary Class, extended the registration period from six months to two years (with the possibility of additional extensions) and gave the Executive Director (ED) discretion related to the timeframe to revoke a certificate of registration (for example, the ED can give more time such that IENs have an opportunity to meet education equivalency as is required for registration in the General Class). For reinstatement, gave the ED discretion related to the timeframe someone returning to practice can be out of practice (i.e., more than three years out of practice). You can find more information about Temporary Class registration changes on CNO's website <https://www.cno.org/en/become-a-nurse/new-applicants1/temporary-class/faqs-registration-regulation-changes/> and in the November 2022 issue of CNO's monthly digital magazine. ii) Policy Update to Approve New

monthly digital magazine. ii) Policy Update to Approve non-Schedule 1 Facilities With the changes related to the Temporary Class described above, IENs are now able to apply for Temporary Class registration while continuing their education in order to meet the nursing education equivalency requirement. The addition of applicants who have not yet met the General Class requirement for 'equivalent' nursing education required CNO to consider if there may be practice settings that could not support these Temporary Class registrants and may pose a risk for the public. It is a non-exemptible registration requirement that an applicant for a certificate of registration in the Temporary Class has an offer of employment with an Ontario facility described in Schedule 1 of Ontario Regulation 275/94, or from a facility that is approved by CNO's Registration Committee (RC). Parameters previously set by RC for CNO staff to approve facilities outside of Schedule 1 of Ontario Regulation 275/94 for potential members of the Temporary Class were identified as too broad and not appropriate for Temporary Class registrants under the broadened eligibility requirements. In addition, they were deemed outdated and not in line with current evidence and best practice. In December 2022, RC approved new decision-making criteria to be implemented in January 2023 that will support RC and/or CNO staff to determine if a facility, which is not described in Schedule 1, should or should not be approved as a facility for the purposes of accepting an offer of employment required for registration in the Temporary Class. This enhances CNO's ability to assess risk and inform approved employers of terms, conditions and limitations of the Temporary Class, consider the needs of the learner, the context of practice, and the new Temporary Registrant's ability to practice safely. Additional information can be found at <https://www.cno.org/en/become-a-nurse/new-applicants1/temporary-class/information-for-employers/>.

Q3

Assessment of qualifications

Yes,

Description of change/improvement that would impact fair registration outcomes:

CNO remains committed to modernizing applicant assessment through collaboration with system partners. The aim is to reduce barriers and support applicants in timely completion of registration to practice safely in Ontario. In 2022, CNO introduced the following improvements to assessing requirements for nursing education, evidence of practice and language proficiency.

Nursing Education i) Regulator Exam – Practical Nurses (REx-PN) In January 2022, CNO implemented the REx-PN entry-to-practice examination for those applying to become an RPN in Ontario. The REx-PN tests for the knowledge, skill and judgment Practical Nurses need at the beginning of their careers to practice safely. You can find more information at <https://www.cno.org/en/become-a-nurse/entry-to-practice-examinations/rpn-exam/>. The exam supports fairness to applicants. Because the system knows they are retaking an exam, they can take the exam unlimited times since the writer will never receive one question the same from any previous attempt (so every attempt is an assessment of their ability to practice safely). There are also no longer writing windows: applicants can write 24/7, any day. Testing centers are available internationally. Lastly, there is timely issuing of test results to writers and, if they are unsuccessful, a breakdown of areas they can focus on to support future success.

ii) Gap Filler Programs for Internationally Educated Applicants Meeting the education equivalency requirement has been identified as a significant challenge to timely registration for internationally educated applicants. Timely access to and availability of required courses has been a significant barrier. In 2022, CNO collaborated with the Government of Ontario's Nursing Program Transformation Initiative (NPTI) to share information to help inform the development of several on-line, asynchronous gap filler programs. The development of these courses was funded by the Ministry of Long-Term Care (MLTC). Further, CNO collaborated with academic system partners offered existing courses or programs to provide enhanced and transparent information about currently accepted gap filler courses and specific competencies that can be met through each course or program – including the names of courses, accessible in Ontario, and other Canadian provinces, for both RNs and RPNs. This enables applicants to accurately determine which course or program best meets their individual competency gaps and professional goals, and ultimately to fulfil the nursing education requirement. To accept gap filler courses or programs, CNO completes a comprehensive

review of the curriculum – this includes identifying if the program or course addresses both the theoretical component about the competencies and opportunities for application and evaluation. Gap filler courses were published on CNO's website in August 2022. You can find more information at <https://www.cno.org/en/become-a-nurse/registration-requirements/education/competency-based-education-ie-applicants/>. Evidence of Practice i) Supervised Practice Experience Partnership Launched January 2022, the Supervised Practice Experience Partnership (SPEP) offers applicants the option to complete a supervised practice experience in Ontario to demonstrate current nursing knowledge, skill and judgement (i.e., evidence of practice) and language proficiency skills. Through a partnership with Ontario Health, SPEP applicants, including IEN applicants, are matched with Ontario employers. CNO partnered with Ontario Health, the MOH and the Ministry of Long-Term Care to launch SPEP. In May 2022, CNO expanded SPEP to include nurses returning to practice. As of November 2022, CNO had registered more than 1,000 nurses after they completed SPEP. You can find more information at <https://www.cno.org/en/become-a-nurse/registration-requirements/evidence-of-practice/supervised-practice-experience/overview/> and <https://www.cno.org/en/learn-about-standards-guidelines/magazines-newsletters/the-standard/may-2022/SPEP-expands-to-increase-nursing-resources/>. Language Proficiency i) New Language Proficiency Policy CNO's new Language Proficiency (LP) policy took effect March 2022. The new LP policy outlines a variety of mechanisms as options for applicants to provide evidence of language proficiency for registering to practice as nurses in Ontario, including nursing or health care-related education and/or experience in an English or French setting to demonstrate proficiency. The policy strikes a balance between fairness to applicants through providing multiple routes to meet this requirement, while ensuring public safety and LP skills relevant to the context of nursing. CNO further enhanced the LP process in May 2022, when RC approved the delegation of authority to CNO staff to extend the expiry date for the LP requirement for an additional year, without the requirement for new evidence. Collectively, this has allowed CNO staff expanded decision-making regarding LP, which considerably reduced the volume of applications reviewed by the RC and ultimately shorter timelines for applicants. You can find more information at <https://www.cno.org/en/become-a-nurse/registration-requirements/language-proficiency/>. ii) Updated Cut Scores CNO worked in collaboration with the Canadian Nurse Regulators Collaborative (CNRC), a group which facilitates collaboration among the organizations who regulate L/RPN,

RN, and Registered Psychiatric Nurses, to review the LP requirements for the nursing registration, which included approving evidence-based updated cut scores for the currently accepted LP tests. Canadian English Language Benchmark Assessment for Nurses (CELBAN) changes included listening scores (10 to 9), International English Language Testing System (IELTS) Academic changes included listening (7.5 to 7) and writing (7 to 6.5) and Test d'Évaluation de Français (TEF) Canada changes included listening (from 5 to 4). The updated cut scores better reflect the language skills expected of IENs at the entry-level to practice in Canada and enhance the ability for applicants to meet the LP requirement. You can find more information at <https://www.cno.org/en/become-a-nurse/registration-requirements/language-proficiency/accepted-language-proficiency-tests/>.

Q4

Timelines for registration, decisions and/or responses

No,

Description of change/improvement that would impact fair registration outcomes:

We have made changes in past years, but none in the 2022 calendar year. We continue to make changes through our Modernization of Applicant Assessment project and look forward to reporting in coming years.

Q5

Registration and assessment fees

Yes,

Description of change/improvement that would impact fair registration outcomes:

As described in the response to Question #3, in January 2022 CNO implemented the REx-PN entry-to-practice examination for those applying to become an RPN in Ontario. A fee change accompanied this: the fee to write the REx-PN is \$350 (plus applicable taxes, paid to the vendor for the REx-PN) per attempt. This is compared total fees of \$335 (plus applicable taxes) paid to write the prior exam, the Canadian Practical Nurse Registration Examination (CPNRE).

Q6

Resources for applicants

Yes,

Description of change/improvement that would impact fair registration outcomes:

To support applicants in 2022, CNO launched a variety of initiatives and communicated those changes through several means and platforms. Those changes were meant to make the application process clearer and more accessible, and to meet the needs of applicants. 1. SPEP > The program was launched with a press release in January 2022 in partnership with the Ministry of Health and Ontario Health. <https://www.cno.org/en/news/2022/january-2022/moving-nursing-applicants-into-the-system2/> > CNO created an online overview of the new program, including links to resources, and an FAQ page to explain how the program works and how potential applicants can participate. <https://www.cno.org/en/become-a-nurse/registration-requirements/evidence-of-practice/supervised-practice-experience/overview/> <https://www.cno.org/en/become-a-nurse/registration-requirements/evidence-of-practice/supervised-practice-experience/information-for-applicants/> <https://www.cno.org/en/become-a-nurse/registration-requirements/evidence-of-practice/supervised-practice-experience/faqs/> > CNO hosted a virtual webinar for applicants to discuss SPEP expectations and applicant accountabilities, including details on how to express interest. This webinar was posted online to support future applicants of the program. https://www.youtube.com/watch?v=-R_haWa4ngo&t=270s > Multiple news stories were published online to highlight the program and its achievements. <https://www.cno.org/en/news/2022/january-2022/moving-nursing-applicants-into-the-system2/> <https://www.cno.org/en/news/2022/march-2022/meet-the-first-nurse-to-register-through-new-program/> <https://www.cno.org/en/news/2022/april-2022/new-program-expands-to-include-nurses-returning-to-practice/> <https://www.cno.org/en/news/2022/may-2022/cno-achieves-milestone-registration-in-new-program/> <https://www.cno.org/en/news/2022/november-2022/cno-registers-1000-nurses-through-spep/> > CNO published multiple articles in The Standard, CNO's digital magazine distributed to all nurses in Ontario, to explain the program, share a case study and celebrate milestones. <https://www.cno.org/en/learn-about-standards-guidelines/magazines-newsletters/the-standard/march-2022/First-nurse-registers-through-new-program> <https://www.cno.org/en/news/2022/march-2022/meet-the-first-nurse-to-register-through-new-program/> <https://www.cno.org/en/learn-about-standards-guidelines/magazines-newsletters/the-standard/may->

2022/SPEP-expands-to-increase-nursing-resources/
<https://www.cno.org/en/learn-about-standards-guidelines/magazines-newsletters/the-standard/may-2022/SPEP-expands-to-increase-nursing-resources/>
<https://www.cno.org/en/learn-about-standards-guidelines/magazines-newsletters/the-standard/november-2022/CNO-registers-1000-nurses/>
<https://www.cno.org/en/news/2022/may-2022/cno-achieves-milestone-registration-in-new-program/> > CNO distributed e-blasts and updated online information on RPN and RN evidence of practice to reflect the program changes.
<https://www.cno.org/en/become-a-nurse/registration-requirements/evidence-of-practice/rpn-applicants-evidence-of-practice/> <https://www.cno.org/en/become-a-nurse/registration-requirements/evidence-of-practice/evidence-of-practice-rns-and-rpns/> > CNO promoted SPEP throughout the year on social media. An example post on Twitter is included here:
<https://twitter.com/collegeofnurses/status/1560679239707463680> 2. Temporary Class Changes > CNO updated the Temporary Class Guide along with 10 additional webpages or documents to communicate the changes made to Temporary Class requirements in November 2022.
<https://www.cno.org/en/become-a-nurse/new-applicants1/temporary-class/> > To help applicants understand the changes, CNO offered webinars for applicants and employers. <https://www.cno.org/en/become-a-nurse/classes-of-registration/temporary-class/temporary-webinars/> > CNO created a Temporary Class learning module to help applicants better understand the legal and ethical issues, and the professional accountabilities of the nursing profession in Ontario. <https://www.cno.org/en/learn-about-standards-guidelines/educational-tools/learning-modules/temporary-class/> > CNO provided FAQs for applicants. <https://www.cno.org/en/become-a-nurse/new-applicants1/temporary-class/faqs-registration-regulation-changes/> > CNO sent out several e-blasts to notify individuals that they were potentially eligible for the Temporary Class and continue to do so weekly. > CNO published news stories to highlight changes and to inform applicants, nurses and the public about Temporary Class changes: <https://www.cno.org/en/news/2022/september-2022/proposed-reg-changes-will-get-more-nurses-registered/> <https://www.cno.org/en/news/2022/october-2022/government-approves-reg-changes/> > CNO promoted Temporary Class changes in The Standard. <https://www.cno.org/en/learn-about-standards-guidelines/magazines-newsletters/the-standard/november-2022/government-approves-reg-changes/> > CNO regularly explained and promoted Temporary Class changes and the above initiatives on social media. An example post on

Facebook is included here:

<https://www.facebook.com/1502435776641820/posts/3322850454600334/> 3. Language Proficiency > As described above, CNO updated its LP policy in March 2022. CNO provided an overview of how it relates to applicants on our website and designed an easy-to-follow flowchart and links to supporting resources. <https://www.cno.org/en/become-a-nurse/registration-requirements/language-proficiency/> > As part of this initiative, CNO updated LP cut scores and reflected the changes on our website. <https://www.cno.org/en/become-a-nurse/registration-requirements/language-proficiency/accepted-language-proficiency-tests/> > CNO promoted the new policy in news stories: <https://www.cno.org/en/news/2022/january-2022/changes-coming-to-cnos-language-proficiency-policy/> <https://www.cno.org/en/news/2022/march-2022/cnos-new-language-proficiency-policy-takes-effect/> > CNO updated LP forms and sent out e-blasts related to the policy. 4. Gap Filler Programs > CNO webpages were updated to share information about the gap filler programs. <https://www.cno.org/en/become-a-nurse/registration-requirements/education/competency-based-education-ie-applicants/> > CNO created PDF guides on competency-based gap-filler programs and courses CNO recommends for IEN applicants in need of further education to fulfill requirements. CNO also updated the FAQs for IEN applicants. <https://www.cno.org/en/become-a-nurse/registration-requirements/education/faqs-competency-based-courses/> > CNO updated FAQs related to the National Nursing Assessment Service (NNAS) for IENs. <https://www.cno.org/en/become-a-nurse/qa-national-nursing-assessment-service/> 5. REx-PN > CNO communicated REx-PN entry-to-practice changes to support a more accessible registration exam. <https://www.cno.org/en/become-a-nurse/entry-to-practice-examinations/rpn-exam/> > Student Webinars were delivered and recorded in Fall 2022 (still available on CNO website): <https://www.cno.org/en/become-a-nurse/entry-to-practice-examinations/rpn-exam/rex-pn-webinar/> > Article in CNO's newsletter explaining the new reasons for changing for the REx-PN <https://www.cno.org/en/learn-about-standards-guidelines/magazines-newsletters/the-standard/January-2022/REXP-new-PN-exam-reflects-practice-realities/> 6. Social Media > In 2022, CNO shared over 300 posts related to applicant initiatives and information across four platforms (Facebook, Instagram, LinkedIn and Twitter), which reached an audience of 82,094 people. > Some well-read social media posts promoting applicant-related initiatives and information included: Modernizing Applicant Assessment in January 2022, our single most-engaged post of the year: <https://www.facebook.com/1502435776641820/posts/30985>

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64967028885/ Internationally Educated Nurses registration records:
<https://www.facebook.com/1502435776641820/posts/3252456378306409/> Changes to Temporary Class requirements:
<https://www.facebook.com/1502435776641820/posts/3322850454600334/>

Q7

Changes to internal review or appeal process

Yes,

Description of change/improvement that would impact fair registration outcomes:

As described in the response to Question #3, the applicant experience has been streamlined. Since March 2022 much of the language proficiency evidence can now be reviewed and accepted by staff instead of requiring review by the Registration Committee. You can find more information in the June 2023 Council briefing package, Agenda Item 4.4.6, available here: <https://www.cno.org/globalassets/1-whatiscno/council/meetings/2023/council-briefing-package---june-2023.pdf>.

Q8

Access by applicants to their records

No,

Description of change/improvement that would impact fair registration outcomes:

Applicants continue to have access to their records. No changes in 2022 calendar year.

Q9

Mutual recognition agreements

No,

Description of change/improvement that would impact fair registration outcomes:

No change was made. As per previous changes to the Health Professions Procedural Code and regulation 275/94 under the Nursing Act, 1991, resulting from the Ontario Labour Mobility Act, 2009 (OLMA), CNO's previously established mutual recognition agreement with other regulatory bodies in Canada became invalid. The OLMA supports full labour mobility for Canadian nurses who wish to practice in Ontario, if they can show they are registered in their home jurisdiction and have recently practiced as a Registered Nurse, Licensed Practical Nurse or Nurse Practitioner.

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Q10

Training and resources for staff regarding registration

No,

Description of change/improvement that would impact fair registration outcomes:

With any changes in registration policies and procedures about assessing applicants as noted in the response to Question #3, relevant CNO staff receive training to support carrying out the consistent and fair application of those policies and procedures across the registration function.

Q11

Relationship with third party service provider(s)

No,

Description of change/improvement that would impact fair registration outcomes:

We have made changes in past years, but none in the 2022 calendar year

Q12

Accreditation of educational programs

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

While we do not accredit education programs, CNO's Council has legislative authority to approve programs. Program approval is a mechanism that allows for rigorous assessment of entry level education programs to ensure their graduates have the knowledge, skill and judgment to practise safely. CNO continued approving programs in 2022. There were 10 new baccalaureate programs approved in 2022.

Q13

Technological or digital improvements

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

We have made technology changes to support fair registration practices. The system is functioning well and none were required in 2022

Q14

Anti-racism and inclusion-based policies and practices

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

Outcome 1 of CNO's Strategic Plan is that applicants for registration will experience processes that are evidence-informed, fair, inclusive and effective, contributing to improved public access to safe nursing care. CNO has made an organizational commitment to embrace diversity, equity and inclusion (DEI). In 2022, CNO implemented a comprehensive, four-year DEI Plan focused on our work community and the experience of staff. The DEI plan supports objectives to foster accountability for applying approaches to improve DEI, to recruit, develop and retain diverse staff. The plan also supports proactively offering accessible and inclusive services that broadly impact how CNO achieves our regulatory mandate including our engagement with applicants, registrants and the public. Some of the milestones achieved in 2022 related to our DEI Plan include: communicating a DEI commitment statement; piloting anti-racism Indigenous Peoples cultural safety courses with staff who work with registrants, applicants and the public to enhance knowledge, awareness and skills when working with Indigenous Peoples and Communities; and fostering 2SLGBTQ+ inclusion by developing and communicating learning and inclusive resources for staff to better understand the importance of gender identity and the use of pronouns amongst staff and for those CNO serves. Staff who engage with applicants received this DEI training, as well as training regarding unconscious bias and mental health first aid. Self-directed learning materials were also offered to support staff. This DEI training has enhanced staff awareness and enables staff to assess regulatory processes, including registration processes, by incorporating DEI principles, and to engage with diverse stakeholders from a knowledgeable foundation. DEI principles informed our approach to engage with applicants who were not challenging the exam though exam-eligible and regarding Supervised Practice Experience Partnership (SPEP) eligibility to better understand their circumstances and address any barriers. In 2022, CNO reviewed and trialed three different Equity Impact Assessment (EIA) tools. For relevant regulatory policy matters, the Regulatory Policy and Research team has started to apply the Race Forward Racial Equity Impact Assessment tool that was developed by the Applied Research Centre. The focus of this tool considers how different racial and ethnic groups likely will be affected by a proposed action or decision (or inaction). CNO is also leveraging the Ministry of Health's Equity Impact Assessment tool as it relates to diverse populations (for example, age, disabilities, low income, sex/gender). In

addition, CNO's Council completed an in-depth effectiveness evaluation in 2022. This process included self-reflection and assessment of Council's governance accountabilities related to DEI, for instance applying concepts of DEI as part of its public interest lens when making decisions. This would include application to Council decision-making in 2022 regarding the multiple changes/improvements to regulation, bylaw or policy noted under #2 and in relation to assessment of qualifications noted under #3, which broadly enhanced the inclusivity of registration processes for IENs.

Q15

Organizational structure

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

The Regulated Health Professions Act, 1991, defines the Executive Director as the Registrar. In September 2022, Council approved amendments to CNO's by-laws to enable the appointment of a Deputy Registrar by the ED and CEO. The establishment of a Deputy Registrar's role provides additional capacity within the organization (needed as CNO is the largest health professional regulatory body in Canada) and facilitates the timely processing of regulatory matters in the public interest, including registering nurses. You can find more information at

<https://www.cno.org/en/news/2022/september-2022/cno-welcomes-new-ed-ceo-creates-new-deputy-registrar-role/> and in the September 2022 Council briefing package, Agenda Item 7.2.2, available here:

<https://www.cno.org/globalassets/1-whatiseno/council/meetings/2022/observer-package-september-2022-council.pdf>.

Q16

Contingency or continuity of operations plans

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

No changes in the 2022 calendar year.

Q17

Documentation requirements for registration

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

As described in the response to Question #3, CNO's new LP policy took effect in March 2022. New LP experience forms came into effect when the new LP policy was implemented. You can find CNO's LP Policy: Assessing Proficiency in English or French and more information at <https://www.cno.org/en/become-a-nurse/registration-requirements/language-proficiency/in-depth-language-proficiency/>.

Q18

English / French language proficiency testing

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

As reported above in the response to Question #3, updated cut scores for the currently accepted LP tests were approved. CELBAN changes included listening scores (10 to 9), IELTS-Academic changes included listening (7.5 to 7) and writing (7 to 6.5) and TEF changes included listening (from 5 to 4). The updated cut scores better reflect the language skills expected of IENs at the entry-level to practice in Canada and enhance the ability for applicants to meet the LP requirement.

Q19

Section 2 – If applicable, please list your organization’s top three accomplishments during the reporting period that relate to fair registration practices.

1

Registering a Record Number of IENs: In 2022, the College registered 5,125 IENs – a record number, more than double the number that were registered in 2021 and triple the number that were usually registered pre-pandemic. Numerous initiatives (described in more detail in our responses above) focused on reducing registration barriers and modernizing applicant assessment practices contributed to this accomplishment, including: implementing SPEP, amending registration regulations to help increase the number of applicants registering in the Temporary Class, improving access to education by partnering with colleges and universities to share information about currently accepted gap-filler programs for IEN applicants, and making changes to the language proficiency policy to offer better options for applicants to demonstrate language proficiency in English or French. These enhancements have contributed to the increase in the number of IEN applicants entering the nursing profession in Ontario.

2

Enhanced Transparency Through Data Sharing: CNO has committed to publicly sharing more data so that system partners can have direct access to, and be informed by, accurate statistics about the nursing workforce and progress of applicants in Ontario. In 2022, additional steps were taken as part of CNO’s ongoing commitment to transparency. CNO expanded statistics published online to include ‘real-time’ data about the number of Temporary Class registrants and reinstatements. You can find more information at <https://www.cno.org/en/what-is-cno/nursing-demographics/application-statistics/>. Additionally, CNO’s new registrant statistics webpage <https://www.cno.org/en/what-is-cno/nursing-demographics/registrant-statistics/> now has historical data to allow for accurate year-over-year comparisons, while accounting for seasonal fluctuations. CNO also added information about registrants in the Temporary Class, enhanced content on registrants in the General, Extended and Non-Practising Classes, and gives more information on the number of new nurses.

3

System Partner Collaboration: Through the Modernization of Applicant Assessment program, CNO has been actively engaging with a wide variety of system partners including the MOH, MLTC, MCU, employers and academics to support innovative new options to expedite registration. The new registration options, outlined above (e.g., Temporary Class, NPTI Gap-Filler courses), are examples of how CNO collaborates to meet system needs.

Q20

Section 3 – If applicable, please list the top three risks that impacted your organization’s ability to achieve better registration outcomes for applicants during the reporting period. Please also indicate the measures you have taken to mitigate the impacts of these risks.

1

Continued Challenges for IENs to Meet the Education Requirement: As described above, meeting the nursing education equivalency requirement can be a lengthy process for IENs. Considering challenges IEN applicants faced in availability and timely access of courses to address identified competency gaps, in 2022 CNO collaborated with education system partners to provide enhanced information to applicants about what courses will best meet their individual competency gaps to fulfil the nursing education requirement (as described in our response to Question #3). In addition, CNO is currently working on a proposal to develop a new pathway to support IENs in meeting the education requirement.

Q21

Section 4 – Do you believe that you have a Canadian Experience Requirement (CER)? If so, please describe the applicant competencies that you seek to develop through this requirement in the comment box below CER: work experience or experiential training obtained in Canada.

No,
Other (please specify):
CNO does not require Canadian experience.

Q22

QUANTITATIVE SECTION The following quantitative information is collected for the purpose of discerning statistical changes and trends related to a regulator’s membership, application volumes, licensure/certification results, and appeals year over year. Languages Indicate the languages in which you make available application materials and information about the application process.

English ,
French

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Q23	
Membership Data Demographics Data As of December 31, 2022, please indicate the number of members in each gender category identified below and the number of total members.	
	Total Male 18522
	Total Female 180508
	Gender not provided 81
	Overall Total 199111

Q24	No
In relation to your members: Do you collect race-based data?	

Q25	Yes,
Do you collect other identity-based or demographics data?	Other (please specify):
	CNO collects date of birth and information about registrants' education (level of education and location of education). During renewal, CNO asks registrants to report the languages in which they can competently provide nursing care.

Q26	Yes,
Do you plan to collect race-based data in the future?	If yes, please indicate the type::
	We have not yet determined what types of race-based data we will collect nor how we will collect it. Survey development is underway, and we have retained a consultant to provide expert advice in this matter.

Q27	
Class of License/Certificate Data As of December 31, of the reporting year, please indicate the number of members under each class or license category as applicable.	
	Full/Independent Practice 182179
	Provisional/Limited License/Certificate 540
	Emergency License/Certificate 0
	All other classes 16392
	Overall Total 199111

Q28	
Jurisdiction where members were initially trainedAs of December 31, of the reporting year, please indicate the membership type and total number of registered members for each category listed below.	

Ontario	160394
Other Canadian Provinces and Territories	8594
USA	1482
Other Countries	28641
Multiple and/or Unspecified Jurisdiction	0
Total	199111

Q29

Please indicate the total number of registered members for the top 12 international countries or jurisdictions where these individuals obtained their initial education in the profession or trade.

1	INDIA 10483
2	PHILIPPINES 9636
3	USA 1482
4	UNITED KINGDOM 943
5	JAMAICA 683
6	IRAN 635
7	CHINA 544
8	POLAND 446
9	RUSSIAN FEDERATION 384
10	NEPAL 382
11	HONG KONG 363
12	NIGERIA 359

Q30

Applications Data Demographics Data Indicate the number of applicants who filed an application between January 1 and December 31 of the reporting year, in each applicable category.

Total Male	2166
Total Female	14817
Gender not provided	37
Overall Total	17020

Q31

In relation to the applications, you received: Do you collect race-based data?

No

Q32

Do you collect other identity-based or demographics data?

Yes,

If yes, please indicate the type: :
 CNO collects age/date of birth and information about applicants' education (level of education and location of education) During renewal, CNO asks registrants to report the languages in which they can competently provide nursing care.

Q33

Category of Applicants Number of applicants who voluntarily or involuntarily (through inactive and lapsed applications) withdrew from the application process between January 1 and December 31, 2022:

490

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Q34

Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2022 for the following categories as applicable.

Number of Applicants	8535
Number of Applicants Licensed/Certified	6653
Average Time to Process Application in Weeks from First Point of Applicant Contact	17
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q35

Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2022 for each of the following categories as applicable.

Number of applicants	586
Number of applicants fully licensed/certified	252
Average Time to Process Application in Weeks from First Point of Applicant Contact	12
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q36

Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	572
Number of applicants fully licensed/certified	541
Average Time to Process Application in Weeks from First Point of Applicant Contact	14
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

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Q37

Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	7193
Number of applicants fully licensed/certified	5087
Average Time to Process Application in Weeks from First Point of Applicant Contact	79
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q38

Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	134
Number of applicants fully licensed/certified	95
Average Time to Process Application in Weeks from First Point of Applicant Contact	25
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q39

Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	9121
Number of applicants fully licensed/certified	6905
Average Time to Process Application in Weeks from First Point of Applicant Contact	16
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

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Q40

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	1074
Number of applicants fully licensed/certified	706
Average Time to Process Application in Weeks from First Point of Applicant Contact	9
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q41

Please provide any additional comments you may have for questions 33-41.

Q30 - This counts all applications (not applicants) to the General and Extended Classes received in the calendar year. This is consistent with how we reported in previous years. However, prior to the 2021 report CNO also included applications to the Temporary and Emergency Classes.

33 - This is a count of anyone who had an open General or Extended Class application at any point in the year who no longer had an open application at the end of the year and who had not become registered in the General or Extended Class.

34 - Number of applicants: Number of General and Extended Class applications received in the reporting year from applicants for initial registration educated in Ontario who are not labour mobility applicants.

For this question we are reporting applications rather than applicants. This is consistent with how CNO reported prior to the 2021 report.

Number of applicants fully licensed/certified: Number of applicants who became registered in the General or Extended Class who were not already registered in the General or Extended Class at the time. For example, it does not include someone who became registered as an RN General if they already held registration as an RPN General. Prior to the 2021 report, CNO reported on all General and Extended Class applications that were granted, meaning that some people were counted more than once if they obtained more than one registration.

Average Time to Process Application in Weeks from First Point of Applicant Contact: This is the median number of weeks from application start date (the date paid) until the applicant became registered. This is calculated for applicants who became registered in the General or Extended Class who were not already registered in the General or Extended Class at the time. For example, it does not include someone who became registered as an RN General if they already held registration as an RPN General.

Average Time to Process Application in Weeks from Receipt of all required documents: Under the amendments to the RHPA, CNO will be developing a process to meet the reporting requirement. At this stage, CNO cannot provide an estimate.

35 - Number of applicants: Number of General and Extended Class applications received in the reporting year from applicants for initial registration educated in Other Canadian Provinces and Territories who are not labour mobility applicants.

36 - Number of applicants: Number of General and Extended Class applications received in the reporting year from labour mobility applicants for initial registration (these applicants could have been educated in Ontario, Other Canadian Provinces or outside of Canada) They are not included in Q34, Q35, Q37, Q38 or Q39.

37 - Number of applicants: Number of General and Extended Class applications received in the reporting year from applicants for initial registration educated internationally (excluding USA) who are not labour mobility applicants.

38 - Number of applicants: Number of General and Extended Class applications received in the reporting year from applicants for initial registration educated in the USA or in unknown location who are not labour mobility applicants

39 - Number of applicants: Number of General and Extended Class applications received in the reporting year from applicants for initial registration educated in Ontario or another Canadian Province or Territory who are not labour mobility applicants (i.e. it is the sum of Q34 & Q35).

40 - Number of applicants: Number of General and Extended Class reinstatement applications received in the reporting year. Prior to the 2021 report CNO did not report reinstatement applications.

Number of applicants fully licensed/certified: The number of applicants who reinstated in the General or Extended Class who were not already registered in the General or Extended Class at the time. For example, it does not include someone who reinstated as an RN General if they already held registration as an RPN General.

Average Time to Process Application in Weeks from First Point of Applicant Contact: This is the median number of weeks from application start date (the date paid) until the applicant reinstated. This is calculated for applicants who reinstated in the General or

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Extended Class who were not already registered in the General or Extended Class at the time. For example, it does not include someone who reinstated as an RN General if they already held registration as an RPN General.

Average Time to Process Application in Weeks from Receipt of all required documents: Under the amendments to the RHPA, CNO will be developing a process to meet the reporting requirement. At this stage, CNO cannot provide an estimate.

Q34, Q35 & Q37 & Q38 do not include the certificate-to-certificate (labour mobility) applications reported in Q36.

Q39 contains all applications reported in Q34 & Q35.

The "Number of applicants" field contains a count of registration or reinstatement applications to the General and Extended Classes received in the reporting year. Applicants who submit multiple applications (e.g. apply to both RN General and RPN General) will be counted more than once. This is consistent with how CNO reported prior to 2021.

The total number of applicants who submitted an application in the year who did not already have an open application at the time and were not already registered in the General or Extended Class at the time is 13,340.

The "Number of applicants fully licensed/certified" field contains a count of registration or reinstatement applications where the registration was granted in the reporting year. It only includes applicants who did not already hold General or Extended Class registration as the time. For example, someone who became registered in the RN General Class who, at the time, was already registered in the RPN General Class would not be counted. Prior to the 2021 report, CNO counted all registrations granted - meaning some applicants were counted more than once if they obtained registration in more than one category or class.

The "Average Time to Process Application in Weeks form First Point of Applicant Contact" measures the median time in weeks from when an applicant submits their application to the time registration is granted for those applicants counted in the "Number of applicants fully licensed/certified" field.

The "Average Time to Process Application in Weeks from Receipt of all Required Documents" is not available. Under the amendments to the RHPA, CNO will be developing a process to meet the reporting requirement. At this stage, CNO cannot provide an estimate. Due to requirements of survey monkey to have a numerical value, we have entered "0"

Q42

Jurisdiction where applicants obtained their initial educationPlease indicate the total number of applicants for the top 12 international countries or jurisdiction where applicants obtained their initial education in the profession or trade.

1	INDIA 4055
2	PHILIPPINES 2568
3	USA 136
4	NIGERIA 105
5	NEPAL 95
6	HONG KONG 66
7	IRAN 58
8	GHANA 37
9	UNITED KINGDOM 37
10	KOREA, REPUBLIC OF 31
11	PAKISTAN 22
12	LEBANON 20

Q43

Processing Time As of December 31, 2022, how many full licenses/certificates did your organization issue?

15436

Q44

Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2022, according to the following timelines.

0 – less than 3 months	3531
3 months – less than 6 months	3958
6 months – less than 12 months	2524
12 months – less than 18 months	1223
18 months – less than 24 months	888
24 months and greater	3312

Q45

Age of Active Applications As of December 31, 2022 what were the total number of active applications in your case inventory?

25228

Q46

Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.

0 – less than 3 months	3071
3 months – less than 6 months	2832
6 months – less than 12 months	4558
12 months – less than 18 months	3016
18 months – less than 24 months	2686
24 months and greater	9065
TOTAL	25228

Q47

Other Licenses/Certificates of Registration Processed Please indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1- December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.* An alternative class of license/certificate enables the holder to practice with limitations, but additional requirements must be met for the member to be fully licensed/certified.

Ontario	1993
Other Canadian Provinces and Territories	22
Certificate to Certificate (Labour Mobility)	0
USA	3
Other International	176
Multiple and/or Unspecified Jurisdictions	0
TOTAL	2194

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Q48		0
Other Licenses/Certificates of Registration Processed Please indicate the number of applications, If applicable, who were issued an emergency license/certificate that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Ontario	0
	Other Canadian Provinces and Territories	0
	Certificate to Certificate (Labour Mobility)	0
	USA	0
	Other International	0
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	0

Q49		1572
Other Licenses/Certificates of Registration Processed Please indicate the number of Provisional license/certificate or alternative class of license/certificate holders who were fully licensed/certified by your organization which were processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Ontario	1572
	Other Canadian Provinces and Territories	22
	Certificate to Certificate (Labour Mobility)	0
	USA	1
	Other International	50
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	1645

Q50		36
Number of Reviews and Appeals Processed State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who were subject to an internal review or who were referred to a statutory committee of your governing council, such as a Registration Committee. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Ontario	36
	Other Canadian Provinces	3
	USA	0
	Other Countries	1220
	Multiple and/or Unspecified Countries	0
	TOTAL	1259

Q51		1
State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who initiated an appeal of a registration decision. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Ontario	1
	Other Canadian Provinces	0
	USA	0
	Other Countries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	1

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Q52		Ontario	0
State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.		Other Canadian Provinces	0
		USA	0
		OtherCountries	0
		Multiple and/or Unspecified Countries	0
		TOTAL	0

Q53		Ontario	0
State the number of registration decisions changed following an appeal and/or review that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.		Other Canadian Provinces	0
		USA	0
		OtherCountries	0
		Multiple and/or Unspecified Countries	0
		TOTAL	0

Q54
List the top three reason for appeals (by percentage) of a registration decision

1	Conduct	100
2		0
3		0

Q55
List the top five reasons (by percentage) for not Issuing a License/Certification to Internationally Trained Individuals

1	Closed due to inactivity	88
2	Withdrawn	12

Q56
List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

1	Closed due to inactivity	97
2	Withdrawn	2
3	Prior PC history	0.4

Q57

Please provide any additional comments you may have:

CNO is fully committed to our mandate of protecting the public by promoting safe nursing practice. In 2022, CNO did this through registering more nurses more efficiently, improving the applicant experience, and reducing barriers for applicants educated in other countries. CNO responded to the immediate needs of the health care system and set a strong foundation for the future.

42 - This is the count of General and Extended Class registration applications received in the reporting year where education was obtained outside of Canada (includes any internationally educated labour mobility applicants). This is consistent with how CNO reported in previous years.

Prior to the 2021 report, we also included applications to the Temporary and Emergency Classes.

43 - This is the total number of General or Extended Class licenses issued as a result of a registration application. Applicants who were issued more than one license will be counted more than once. This is consistent with how CNO reported in previous years.

44 - This is based on the cohort reported in Q44, i.e. all General or Extended Class licenses issued as a result of a registration application. Applicants who were issued more than one license are counted more than once.

45 - This counts all open active General and Extended Class registration applications at the end of the reporting year. 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

46 - This counts all open and active General and Extended Class registration applications at the end of the reporting year (same group as Q46) Active is defined as there have been some activity on the application in the previous two years.

47 - This is reported at the application level. This is consistent with how CNO reported in previous years. CNO includes all completed applications to the Temporary and Special Assignment Class in the reporting year.

48 - This is reported at the application level. This is consistent with how we reported in previous years. CNO includes all completed applications to the Emergency Class in the reporting year. The Emergency Class was not active in 2022 hence no applications were received to this class.

49 - This shows the number of registrants who held Temporary, Emergency or Special Assignment Class registration during the reporting year who were granted registration in the General or Extended Class in the same year.

50 - This is reported at the decision level. This is consistent with how CNO reported in previous years. CNO includes all RC decision records in the reporting year.

51 - This is a count of all appeals filed in the year. This is consistent with how CNO reported in previous years.

52 - This is a count of all appeals heard in the year. This is a count of all appeals filed in the year. This is consistent with how CNO reported in previous years.

Note: There were no appeals heard in 2022.

53 - This is a count of all registration decisions changed in the year. This is consistent with how CNO reported in previous years. Note: There were no decisions changed in 2022.

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55 - This is reported for internationally educated applicants whose General or Extended Class application was closed due to inactivity, withdrawn or refused. It excludes anyone who already held registration in the General or Extended Class when the application was closed/withdrawn or refused.

56 - This is reported for Canadian educated applicants (including Ontario Grads) whose General or Extended Class application was closed due to inactivity, withdrawn or refused. It excludes anyone who already held registration in the General or Extended Class when the application was closed/withdrawn or refused.

Reason Not Registered	Percent
Closed due to inactivity	96.8%
Withdrawn	2.8%
Prior PC History	0.4%
