Fair Registration Practices Report

Nurses (2019)

The answers seen below were submitted to the OFC by the regulated professions.

This Fair Registration Practices Report was produced as required by:

- the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA) s. 20 and 23(1), for regulated professions named in Schedule 1 of FARPACTA
- the Health Professions Procedural Code set out in Schedule 2 of the Regulated Health Professions Act (RHPA) s. 22.7 (1) and 22.9(1), for health colleges.

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1. Qualitative Information

a) Requirements for registration, including acceptable alternatives

i. Describe any improvements / changes implemented in the last year.

> No changes this year

ii. Describe the impact of the improvements / changes on applicants.

> No changes this year

iii. Describe the impact of the improvements / changes on your organization.

> No changes this year

b) Assessment of qualifications

i. Describe any improvements / changes implemented in the last year.

> **Practical Nurse (PN) Entry-to-Practice Exam**
>
> In September 2019, CNO's Council approved the Regulatory Exam – Practical Nurse (REx-PN) as the registration exam for PN applicants. The exam is currently in development and will be available in January 2022.
>
> The exam uses a Computerized Adaptive Testing (CAT) format. CAT determines the level of difficulty of the question it generates based on how well a writer responds to the preceding question. This "item response theory" allows each person who writes the exam to have a different set of questions each time the exam is written. There is no risk that the writer can memorize the exam's content, as the software system generates new sets of questions for every rewrite. Regardless of the number of writes, a writer will only be successful on the REx-PN if they are able to show they have the knowledge, skill and judgment to pass.
>
> As a result, on December 5, 2019, Council approved unlimited writes for the REx-PN considering the new exam's enhanced format and security features. Council also approved December 31st, 2021 as the end date for the current

exam — the Canadian Practical Nurse Registration Examination (CPNRE).

Nursing Education Assessment – United Kingdom (UK) Specialty-Prepared Registered Nurses (RNs)

Changes in international nursing regulation led CNO to review its approach to the assessment of specialty-prepared UK RNs. The review was conducted to review a potentially unfair practice that limited UK nurses' access to the nursing profession.

As a result of the review, in June 2019, CNO revised its policy to allow UK specialty-prepared RNs to apply, move through the education assessment process, and become eligible for registration if they completed additional education focused on ages of the lifespan and areas of practice where minimal previous educational preparation was evident. For example, the UK RN prepared in the Child Specialty will be required to complete additional education in Nursing of Adults (Medical and Surgical) and Geriatrics, along with any other education that is required to address identified competency gaps. Once completed, this applicant could meet the nursing education requirement, attempt the RN registration exam (NCLEX-RN) and potentially become eligible for registration as an RN.

In Ontario, RNs are prepared as generalists. They are educated to practice across a range of health situations and illnesses; with people of all genders; across all ages of the lifespan; in a variety of practice settings; and with various clients, including individuals, families, groups, communities and populations. In contrast, the UK RNs are educated and registered in one of four specialties – Adult, Child, Disabilities and Mental Health. If an RN wishes to register in more than one specialty in the UK, they must complete additional education that is focused on that specialty area.

In the past, when UK specialty-prepared RNs applied to CNO, it was our practice not to register them because they were not prepared as generalist RNs. For example, RNs trained in the Child Specialty tend not to have substantial education in the medical and surgical care of adults or older adults (Geriatrics). Gaps in these areas could pose a potential public protection risk. Thus, UK-prepared RNs were advised not to apply, or they would be refused registration.

This change to the new process mitigates the risk to the public while providing UK specialty-prepared RNs with new options for satisfying CNO's entry-to-practice requirements.

Changes to Exam Administration Process for Canadian Nurse Practitioner Exam (CNPE)

In July 2019, the CNPE Administration Process changed for NP (Primary Health Care) applicants. The exam provider, Yardstick Assessment Strategies Inc., became responsible for scheduling exams and processing exam fees. Prior to this change, CNO was responsible for the exam administration process. The specific changes are as follows:

1.   A paperless exam registration process: Once exam eligibility is granted by CNO, the applicant is sent a message in their CNO online account and must submit their exam registration through CNO's online portal. CNO will then send their information to the exam provider. This replaces a paper exam process where payment was submitted to CNO on an exam form and processed by CNO staff resources.

2.   A simplified/streamlined exam registration process: The exam provider contacts the applicant and invites them to create an account where they can choose their test centre location, schedule an examination date, and pay any examination fees. Before this change, applicants paid an exam fee to CNO and a scheduling fee to the exam provider. As well, applicants were limited to choosing only the city in which they wrote the exam, not their preferred exam centre.

ii. Describe the impact of the improvements / changes on applicants.

Practical Nurse (PN) Entry-to-Practice Exam

As of January 2022, PN applicants:

a. will have unlimited opportunities to attempt the new REx-PN;

b.   can attempt the REx-PN up to six times per year after waiting 60 days between each attempt, as compared to the four exam windows currently offered per year for the CPNRE; and

c. will not have to complete a new PN program to become eligible for further attempts on the REx-PN exam.

Nursing Education – United Kingdom (UK) Specialty-Prepared Registered Nurses (RNs)

UK specialty-prepared RNs will have the opportunity to apply and become eligible for registration in Ontario, once they complete the required additional education. This change improves this group of applicants' access to the profession and will assist these applicants in meeting the entry-to-practice requirements for nurses. With the additional education, UK specialty-prepared RNs will be better prepared to attempt the RN registration exam, the NCLEX-RN. This exam was developed based on generalist preparation as an RN.

Changes to Exam Administration Process for Canadian Nurse Practitioner Exam (CNPE)

These changes to the CPNE exam administration process:

a.   allow applicants to deal directly with the exam provider, instead of CNO, to pay fees and schedule or reschedule exams;

b.   enhance timeframes and streamline the applicant's experience via an online process; and

c.   result in decreased costs for the applicant with the fee reduced from $1100.00 ($1243.00 with HST) to $768.75 ($868.69 with HST).

iii. Describe the impact of the improvements / changes on your organization.

Practical Nurse (PN) Entry-to-Practice Exam

The new format of the REx-PN enhances public protection. It will ensure that applicants have the knowledge, skill and judgment to practice safely as an entry-level practical nurse. The exam's new format eliminates an applicant's ability to memorize standard banks of questions.

Nursing Education – United Kingdom (UK) Specialty-Prepared Registered Nurses (RNs)

By requiring UK specialty-prepared RNs to complete additional education to address identified gaps, CNO is ensuring their education is equivalent to that of a generalist prepared graduate of an Ontario university baccalaureate degree nursing program. This new approach balances fairness to the applicant with public protection.

Changes to Exam Administration Process for Canadian Nurse Practitioner Exam (CNPE)

The exam provider is now fully responsible for administering the CNPE. CNO is no longer responsible for ensuring that operational resources are available to collect fees and schedule/reschedule the CNPE.

c) Provision of timely decisions, responses, and reasons

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

d) Fees

i. Describe any improvements / changes implemented in the last year.

Fee decrease for the Canadian Nurse Practitioner Examination (CNPE)

Changes to the exam administration process for the CNPE as reported above in b) resulted in a fee decrease from $1100.00 ($1243.00) to $768.75 ($868.69). Applicants pay both the exam fee $768.75 ($868.69) and a seating fee $105.00 ($118.65) to the exam provider, Yardstick Assessment Strategies Inc. For an exam that is written in Ontario, the NP applicant's fee decreased by $255.66.

ii. Describe the impact of the improvements / changes on applicants.

Fee decrease for the Canadian Nurse Practitioner Examination (CNPE)

Nurse Practitioner – Primary Health Care applicants pay a lower fee for writing the CNPE.

iii. Describe the impact of the improvements / changes on your organization.

Fee decrease for the Canadian Nurse Practitioner Examination (CNPE)

The change reflects the decreased administrative costs incurred by CNO. CNO no longer requires staff resources to manage the process associated with exam payment or exam scheduling/rescheduling.

e) Timelines

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

f) Policies, procedures and/or processes, including by-laws

i. Describe any improvements / changes implemented in the last year.

Practical Nurse (PN) Entry-to-Practice Exam

1.   Approval of the new Practical Nurse registration exam (REx-PN) and unlimited writes on this exam beginning in January 2022. See b) above.

2.   Effective December 5, 2019, CNO changed its operational processes to align with Council's decision to allow

applicants an unlimited number of writes on the REx-PN. As a result, RPN applicants, who fail the current PN registration exam (CPNRE) three times and are no longer eligible to attempt the CPNRE, will be able to attempt the REx-PNexam when it is implemented in January 2022. Their application will remain open until that time. This process replaces a process whereby RPN applicants, who fail the CPNRE three times, would only have further attempts on the CPNRE if the Registration Committee either:

> a. annulled one or more attempts on the CPNRE where the applicant provided evidence of extenuating circumstances; or
>
> b.   refused the application and the applicant completed a new PN program.

ii. Describe the impact of the improvements / changes on applicants.

Practical Nurse (PN) Entry-to-Practice Exam

1. See Practical Nurse (PN) Entry-to-Practice Exam, section (b) ii above.

2. As of December 5, 2019, Council's decision to move to an unlimited number of writes on the REx-PN had the following impacts on current and new RPN applicants who failed the CPNRE three times:

> a.   they will have the option to keep their application open, instead of potentially refused by the Registration Committee, and become eligible for unlimited attempts on the REx-PN in January 2022. Though the application will remain open until January 2022, these applicants will have to update any of the requirements that may expire during this time, including evidence of practice, jurisprudence, and language proficiency;
>
> b.   they will not be required to complete a new program to become eligible for further attempts on the REx-PN; and
>
> c.   they will not have to incur the time, effort, and expense to reapply.

3.   Former applicants who failed the CPNRE three times and were refused registration by the Registration Committee prior to Council's December 5, 2019 decision, will have to reapply to CNO. While these applicants will be required to spend additional time, effort and expense re-applying to CNO, including applying via the National Nursing Assessment Service for internationally educated nurses, they will not be required to complete a new PN program to become eligible to write the REx-PN. They will be assessed according to the processes and requirements in place at the time of their new application.

iii. Describe the impact of the improvements / changes on your organization.

Practical Nurse (PN) Entry-to-Practice Exam

1. See Practical Nurse (PN) Entry-to-Practice Exam, section (c) iii above.

2.   As of the date of Council's decision on December 5, 2019, CNO has:

- changed its correspondence to RPN applicants who have failed the CPNRE three times to advise them about their options; and

- introduced administrative processes to monitor and track RPN applicants who fail the CPNRE three times and choose to leave their application open. These processes will allow CNO to identify those applicants who could be eligible to attempt the new REx-PN exam as of January 2022.

   With applicants choosing to keep their application open, CNO anticipates there will be a decrease in the number of matters reviewed by the

   Registration Committee relating to three-time fails on the CPNRE.

g) Resources for applicants

i. Describe any improvements / changes implemented in the last year.

For applicants, CNO updated its website with the following information:

1.   In relation to the new Practical Nurse (PN) Examination, which will come into effect in January 2022, we provided the following information to applicants:

- an email to PN applicants with open applications;
- information on our Facebook page; and
- updates on our website at www.cno.org at http://www.cno.org/en/become-a-nurse/entry-to-practice-examinations/rpn-exam/, including an FAQ at http://www.cno.org/en/trending-topics/updating-rpn-competencies-and-exam/rex-pn---frequently-asked-questions/.

2.   In response to applicant feedback and questions, CNO updated its website with information for Psychiatric Nurses. These nurses have not been educated as RNs. They may be registered as Registered Psychiatric Nurses in other Canadian jurisdictions and may wish to apply for registration as a Registered Nurse (RN) or Registered Practical Nurse (RPN) in Ontario. CNO's updated information is available on:

- http://www.cno.org/en/become-a-nurse/new-applicants1/canada-outside-ontario/ontario11/
- http://www.cno.org/en/learn-about-standards-guidelines/educational-tools/ask-practice/psychiatric-nurse/
- http://www.cno.org/en/learn-about-standards-guidelines/educational-tools/ask-practice/psychiatric-nurse/

3.   To help applicants to the Temporary Class understand the steps in the application process and prevent delays, we updated the following section with clearer language:

- http://www.cno.org/en/become-a-nurse/new-applicants1/temporary-class/applying-to-the-temporary-class/

4. In March 2019, CNO's website detailed a new option for former RN and RPN members of the General Class who wish to return to practice – the Supervised Practice Experience. CNO designed this option for nurses who register in the Non-Practising Class and have not practiced nursing between three to five years. Nurses who pursue this option must work with a supervising nurse within a sponsoring organization to complete a supervised practice experience required to meet the evidence of practice requirement for registration needed to register in the General Class. Information can be found at:

- https://www.cno.org/en/become-a-nurse/new-applicants1/reinstatement/returning-to-practice/

ii. Describe the impact of the improvements / changes on applicants.

To improve applicants' understanding of CNO's processes and any changes, information was updated in a way that was clear and consistent. Providing this information helps applicants stay informed and up to date with respect to the application process.

iii. Describe the impact of the improvements / changes on your organization.

The additional information on changes helps CNO support applicants. By being transparent and forthcoming about the information that is provided, applicants are informed on how to proceed through the application process. In a survey completed in November 2019, 268 newly registered members rated their level of satisfaction with information on CNO's website as follows:

- 231 indicated that the information was comprehensive
- 229 indicated the information was easy to understand
- 232 indicated that the information was helpful
- 192 indicated that the information was easy to find

h) Review or appeal processes

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

i) Access to applicant records

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

j) Training and resources for registration staff, Council, and committee members

i. Describe any improvements / changes implemented in the last year.

New and existing CNO Customer Service Representatives (CSRs) are now required to attend a meeting of the Registration Committee. As part of their orientation, CSRs attend a half-day session to better understand Registration Committee processes and decisions.

ii. Describe the impact of the improvements / changes on applicants.

CSRs are a first point of contact for applicants and others, whether they visit CNO in person, or connect on the phone or via email. By exposing CSRs to the Registration Committee's operations and decision-making, CSRs enhance their knowledge of how application decisions are considered and made, which enables CSRs to better respond to applicant inquiries.

iii. Describe the impact of the improvements / changes on your organization.

Staff who have attended a Registration Committee meeting are better able to address applicants' inquiries about Committee processes and requests for review of a decision.

k) Mutual recognition agreements

i. Describe any improvements / changes implemented in the last year.

> No changes this year

ii. Describe the impact of the improvements / changes on applicants.

> No changes this year

iii. Describe the impact of the improvements / changes on your organization.

> No changes this year

l) Other (include as many items as applicable)

i. Describe any improvements / changes implemented in the last year.

> No changes this year

ii. Describe the impact of the improvements / changes on applicants.

> No changes this year

iii. Describe the impact of the improvements / changes on your organization.

> No changes this year

Describe any registration-related improvements/changes to your enabling legislation and/or regulations in the last year

> No changes this year

2. Quantitative Information

a) Languages

Indicate the languages in which application information materials were available in the reporting year.

Language	Yes/No
English	Yes
French	Yes

Other (please specify)

Additional comments:

b) Gender of applicants

Indicate the number of applicants in each category as applicable.

Gender	Number of Applicants
Male	1997

Female	13195	
None of the above	0	

Additional comments:

[   ]

c) Gender of members

Indicate the number of members in each category as applicable. Select the option that best corresponds to the terminology used by your organization.

Gender	Number of Members
Male	15776
Female	169608
None of the above	1

Additional comments:

[   ]

d) Jurisdiction where applicants obtained their initial education

Indicate the number of applicants by the jurisdiction where they obtained their initial education[1] in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
9817	673	144	India 2633 Philippines 1396 Nepal 173 Iran 39 Pakistan 37 Nigeria 32 U.K. 30 Jamaica 22 Korea 22 Israel 17 Australia 15 Jordan 13 Ghana 8 Kenya 8 Brazil 7 China 7 Lebanon 7 Cameroon 6 Ireland 6 Japan 6 Colombia 5 Haiti 5 New Zealand 5 Ukraine 5	2	**15192**

Ontario	Other Canadian Provinces	USA	Other International		Unknown	Total
			France	4		
			Sri Lanka	4		
			Hong Kong	3		
			Norway	3		
			United Arab Emirates	3		
			Zimbabwe	3		
			Bahamas	2		
			Belgium	2		
			Russia	2		
			S Arabia	2		
			S. Africa	2		
			Spain	2		
			Taiwan, Province Of China	2		
			Albania	1		
			Bangladesh	1		
			Bulgaria	1		
			Eritrea	1		
			Finland	1		
			Guyana	1		
			Iraq	1		
			Italy	1		
			Malawi	1		
			Malaysia	1		
			Netherlands	1		
			Singapore	1		
			Slovakia	1		
			Swaziland	1		
			Sweden	1		
			Switzerland	1		
			Turkey	1		
			Uganda	1		
			Total	4556		

[1] Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

e) Jurisdiction where applicants who became registered members obtained their initial education

Indicate the number of applicants who became registered members in the reporting year by the jurisdiction where they obtained their initial education[1] in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International		Unknown	Total
8207	528	90	India	954	0	**10783**
			Philippines	742		
			Iran	48		
			Nepal	27		
			Korea	21		
			U.K.	20		
			Israel	19		
			Nigeria	18		
			Pakistan	18		
			Jamaica	11		
			Lebanon	10		
			Australia	8		
			China	8		
			Ethiopia	5		
			Jordan	5		
			France	4		
			Ghana	4		
			Kenya	4		
			New Zealand	4		
			Hong Kong	2		
			Japan	2		
			Romania	2		
			Taiwan, Province Of China	2		
			Ukraine	2		
			United Arab Emirates	2		
			Burkina Faso	1		
			Colombia	1		
			Germany	1		
			Haiti	1		
			Ireland	1		
			Malaysia	1		
			Norway	1		
			Palestinian Territory, Occupied	1		
			Portugal	1		
			Russia	1		
			Rwanda	1		
			Serbia	1		
			Singapore	1		
			Spain	1		
			Uganda	1		
			Zimbabwe	1		
			Total	1958		

[1] Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the

profession or trade was obtained.

Additional comments:

>

f) Jurisdiction where members were initially trained

Indicate the total number of registered members by jurisdiction where they obtained their initial education[1] in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International		Unknown	Total
154300	8877	1615	Philippines	6972	126	**185385**
			India	5691		
			U.K.	1208		
			Poland	526		
			Iran	517		
			China	455		
			Hong Kong	443		
			Jamaica	414		
			Russia	396		
			Israel	308		
			Macedonia, The Former Yugoslav	307		
			Romania	278		
			Pakistan	274		
			Nigeria	238		
			Korea	203		
			Australia	134		
			Lebanon	123		
			Ghana	88		
			Nepal	86		
			S. Africa	82		
			Guyana	80		
			Jordan	77		
			Germany	75		
			Sri Lanka	70		
			Ukraine	67		
			Trinidad	63		
			Czech Republic	60		
			Ireland	57		
			Kenya	57		
			Colombia	53		
			Haiti	47		
			Ethiopia	44		
			Hungary	42		
			France	41		
			Japan	41		

Ontario	Other Canadian Provinces	USA	Other International		Unknown	Total
			Netherlands	39		
			Taiwan, Province Of China	36		
			Brazil	34		
			New Zealand	31		
			Peru	30		
			Bulgaria	29		
			Singapore	29		
			Zimbabwe	28		
			Italy	25		
			United Arab Emirates	25		
			Belgium	20		
			Sweden	19		
			Albania	18		
			Serbia	18		
			Cuba	17		
			Finland	16		
			Portugal	16		
			Switzerland	15		
			Uganda	15		
			Malaysia	14		
			Rwanda	13		
			Thailand	13		
			Norway	12		
			Saint Vincent And The Grenadines	12		
			Barbados	11		
			Egypt	11		
			Mauritius	11		
			Somalia	11		
			Zambia	11		
			Cameroon	10		
			Grenada	10		
			Turkey	10		
			Chile	9		
			Uruguay	9		
			Bosnia And Herzegovina	8		
			Moldova, Republic Of	8		
			Austria	7		
			Croatia	7		
			Greece	7		
			Tanzania, United Republic Of	7		
			Afghanistan	6		
			Belarus	6		
			Burundi	6		
			Denmark	6		

Ontario	Other Canadian Provinces	USA	Other International		Unknown	Total
			Mexico	6		
			Slovakia	6		
			Uzbekistan	6		
			Algeria	5		
			Congo	5		
			Ecuador	5		
			Iraq	5		
			Kazakhstan	5		
			Malta	5		
			Saint Lucia	5		
			Sierra Leone	5		
			Botswana	4		
			El Salvador	4		
			Venezuela	4		
			Zaire	4		
			Antigua And Barbuda	3		
			Argentina	3		
			Azerbaijan	3		
			Bangladesh	3		
			Congo, The Democratic Republic	3		
			CÙte D'ivoire	3		
			Dominica	3		
			Eritrea	3		
			Fiji	3		
			Iceland	3		
			Latvia	3		
			Lithuania	3		
			Morocco	3		
			Nicaragua	3		
			Spain	3		
			Costa Rica	2		
			Djibouti	2		
			Georgia	2		
			Kuwait	2		
			Panama	2		
			Puerto Rico	2		
			Qatar	2		
			Saint Kitts And Nevis	2		
			S Arabia	2		
			Sudan	2		
			Swaziland	2		
			Tajikistan	2		
			Tunisia	2		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Armenia 1		
			Bahamas 1		
			Burkina Faso 1		
			Guatemala 1		
			Kyrgyzstan 1		
			Lesotho 1		
			Mongolia 1		
			Myanmar 1		
			Palestinian Territory, Occupied 1		
			Scotland 1		
			Total 20467		

[1] Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

g) Applications processed

Indicate the number of applications your organization processed in the reporting year:

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1st to December 31st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
New applications received	9817	673	144	4556	2	15192
Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)	13628	1113	288	14574	3	29606
Inactive applicants (applicants who had no contact with your organization in the reporting year)	983	299	168	4608	10	6068
Applicants who met all requirements and were authorized to become members but did not become members	760	92	10	276	0	1138
Applicants who became FULLY registered members	8207	528	90	1958	0	10783
Applicants who were authorized to receive an alternative class of licence[3] but were not issued a licence	0	0	0	0	0	0
Applicants who were issued an alternative class of licence[3]	1261	5	1	12	0	1279

from January 1st to December 31st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total

[1] An alternative class of licence enables its holder to practice with limitations, but additional requirements must be met in order for the member to be fully licensed.

Additional comments:

h) Classes of certificate/license

Inidcate and provide a description of the classes of certificate/license offered by your organization.

You must specify and describe at least one class of certificate/license (on line a) in order for this step to be complete.

#	Certification	Description
a)	General Class	**Description (a)** Most nurses registered with the College belong to the General Class. Both Registered Nurses and Registered Practical Nurses belong in this class.
b)	Extended Class (Nurse Practitioners)	**Description (b)** The Extended Class is for RNs who have additional education and clinical experience that allows them to practise as Nurse Practitioners. Members in this class have an expanded scope of practice, with the authority to diagnose, prescribe medication, perform procedures, and order and interpret diagnostic tests.
c)	Non-Practising Class	**Description (c)** The Non-Practising Class is for members who want to remain College members at times when they are not practising nursing in Ontario.
d)	Temporary Class	**Description (d)**

		The Temporary Class is an option for applicants who have met all the registration requirements for the General Class, except completing the registration exam, and have an offer of employment. Members in this class are allowed to practise under defined terms and conditions. They can join the General Class after they pass the exam.
e)	Special Assignment Class	**Description (e)** The Special Assignment Class is a time-limited registration for nurses who have an appointment as an RN or RPN with an approved facility in Ontario. Members in this class can only practise within the scope of their appointment and only under defined terms and conditions.
f)	Emergency Class	**Description (f)** The Emergency Assignment Class comes into force when the provincial government declares an emergency and asks the College to issue Emergency Assignment certificates of registration to qualified nurses.

Additional comments:

i) Reviews and appeals processed

State the number of reviews and appeals your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1st to December 31st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee	153	7	10	1377	0	**1547**
Applicants who initiated an appeal of a registration decision	9	1	0	3	0	**13**
Appeals heard	3	0	0	3	0	**6**
Registration decisions changed following an appeal	0	0	0	0	0	**0**

from January 1st to December 31st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total

Additional comments:

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j) Paid staff

In the table below, enter the number of paid staff employed by your organization in the categories shown, on December 31 of the reporting year.

When providing information for each of the categories in this section, you may want to use decimals if you count your staff using half units. For example, one full-time employee and one part-time employee might be equivalent to 1.5 employees.

You can enter decimals to the tenths position only. For example, you can enter 1.5 or 7.5 but not 1.55 or 7.52.

Category	Staff
Total staff employed by the regulatory body	291
Staff involved in appeals process	4
Staff involved in registration process	45

Additional comments:

<div style="border:1px solid #ccc; height:50px;"></div>

3. Submission

I hereby certify that:

Name of individual with authority to sign on behalf of the organization:
Anne Coghlan

Title:
Executive Director and CEO

Date:
2020/02/29