

## Registration Committee

### 2022 Annual Report

#### Introduction: Role of the Committee

The Registration Committee supports CNO's commitment to the public that individuals entering the profession have the competence and character to practise safely.

Applicants, who do not meet a registration requirement, are referred to the Registration Committee ("the Committee") by the Registrar<sup>1</sup> or can request to have their application reviewed by the Committee.<sup>2</sup> They may make written submissions to support their application. Once the Committee has reviewed all information, the Committee may do any of the following:

- direct the Registrar to issue a certificate of registration;
- direct the Registrar to issue a certificate of registration if the applicant successfully completes an examination set or approved by the panel;
- direct the Registrar to issue a certificate of registration if the applicant successfully completes additional training as specified by the panel;
- direct the Registrar to impose specified terms, conditions, or limitations (TCLs) on a certificate of registration of the applicant and specifying a limitation on the applicant's right to apply under subsection 19(1); or
- direct the Registrar to refuse to issue a certificate of registration.<sup>3</sup>

Where an applicant is not yet eligible for registration, the Committee may determine whether the applicant's evidence meets a specific requirement.

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<sup>1</sup> The *Regulated Health Professions Act*, 1991 (RHPA) refers to the "Registrar". In Section 1 of the *Nursing Act*, 1991, it states that the "Executive Director and CEO is the Registrar".

<sup>2</sup> Ontario Regulation 275/94, made under the *Nursing Act*, 1991 (as amended). Amendments to Ont. Reg. 275/94 came into effect on January 1, 2013.

<sup>3</sup> RHPA, *Health Professions Procedural Code*, s. 18(2).



## Executive Summary

In 2022, the Committee held a total of 20 meetings. The Committee sat as two panels with each panel meeting on either a monthly or bimonthly basis to review applications. The full Committee met for:

- orientation in May 2022; and
- policy approval of the following:
  - a one-year extension by staff of an applicant's language proficiency where it expires prior to their registration; and
  - revising the decision-making criteria for approval of non-Schedule 1 facilities from which CNO receives offers of employment for Temporary Class registrants. Certain facilities (e.g., hospitals and long-term care homes) are already approved under legislation; however, other facilities (e.g., retirement homes, specialty clinics, prisons, etc.) are not. These facilities must be reviewed to determine if they are an appropriate practice setting and have appropriate resources to support a Temporary Class registrant's competent and safe practice.

As seen in Table 1, the Committee reviewed 1,259 applications. This represented a 54% decrease in matters reviewed in 2021, which was due in great part to CNO's new language proficiency policy which came into effect on March 7, 2022. In addition to passing language proficiency tests, applicants could also meet the requirement through nursing or healthcare related education or experience. The new policy ensures public protection by focusing on evidence that specifically demonstrates an applicant's ability to communicate within a health care environment. The applicant experience has been streamlined since much of the language proficiency evidence can be reviewed and accepted by staff instead of requiring review by the Registration Committee.


Of the applications reviewed, the Committee determined that an applicant met a registration requirement in 1,149 matters – 1,136 language proficiency and 13 conduct/health - as seen in Table 2. After the Committee's review, some applicants became eligible for registration if all other registration requirements were met. As seen in Table 3, the Committee also determined that a registration requirement was not met in 20 matters and refused registration to one applicant.

Table 3 also shows the Committee's decisions included the following:

- directing 11 independent medical assessments to determine if an applicant had a health condition that could impact their ability to practise nursing safely;
- directing 11<sup>4</sup> applicants to meet with a regulatory expert to discuss conduct/practice concerns and to review relevant standards, prior to becoming eligible for registration;

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<sup>4</sup> See breakdown of "Other" in Table 3.

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- registering six<sup>5</sup> applicants subject to an undertaking, which reflects an agreement between the applicant and CNO to ensure safe practice and public protection; and
  - directing four applicants to be registered with TCLs placed on their certificate of registration in relation to a character, conduct or health matter. Generally, such TCLs end once a registrant has complied with the specific requirement or the registrant requests removal or variance of the TCL.

As outlined above, changes in processes resulted in a decrease in the volume of matters reviewed by the Committee in 2022. We anticipate that this decrease will continue in 2023 with CNO's continued focus on modernizing applicant assessment.

## **Reviews or Hearings by the Health Professions Appeal and Review Board (“the Board”)**

The Board can review decisions of the Committee. In 2022, three appeals were in process with the Board, as seen in Table 4. In each of these cases, the Committee had refused to register the applicant as they had not met one or more of the following non-exemptible registration requirements:

- Nursing education requirement
- Registration examination requirement
- Conduct requirement

Of the matters in process during 2022<sup>6</sup>, one matter has been withdrawn by the Applicant prior to a Board Decision as of December 31, 2022, and the College was awaiting hearings on two matters.

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<sup>5</sup> See breakdown of “Other” in Table 3.

<sup>6</sup> Including matters filed before January 1, 2022, but resolved in 2022.



## **Committee members:**

### **June to December 2022**

#### **(Current Committee)**

Diane Thompson, Public Member, Chair  
Alexis Lamsen, RN  
Andrea Arkell, PM  
Brock Cooper, NP  
Fidelia Osime, PM  
Judy Petersen, PM  
Linda Bishop, RPN  
Rodolfo Lastimoso Jr., RPN

### **January to May 2022**

#### **(2021-2022 Committee)**

Diane Thompson, Public Member, Chair  
Andrea Arkell, PM  
Brock Cooper, NP  
Carrie Heer, NP  
Fidelia Osime, PM  
Judy Petersen, PM  
Linda Bishop, RPN  
Priscilla Ankamah, RN  
Raj Kaur, RPN

## **Staff contacts**

Suzanne Vogler, Manager, Entry to Practice  
Tracy Bardell, Team Lead, Entry to Practice  
Kristopher Librera, Team Lead, Entry to Practice  
George-Ann Watt, Quality Assurance and Registration Committee Administrator

## STATISTICAL TABLES

Table 1. Registration Committee decisions

	2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%
Requirement Met	750	81.5	1,269	82.0	1,062	86.7	2,503	92.2	1149	91.3
Other Decisions	170	18.5	278	18.0	163	13.3	213	7.8	110	8.7
<b>Total</b>	<b>920</b>	<b>100</b>	<b>1,547</b>	<b>100</b>	<b>1,225</b>	<b>100</b>	<b>2,716</b>	<b>100</b>	<b>1259</b>	<b>100</b>

Table 2. Registration Committee decisions: Requirement met

Requirement Met	2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%
Language Proficiency	744	99.2	1,265	99.7	1,051	99.0	2,485	99.3	1136	98.9
Health/Conduct	5	0.7	4	0.3	10	0.9	17	0.67	13	1.1
Evidence of Practice	1	0.1	0	0.0	1	0.1	1	0.03	0	0.0
Nursing Education	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Nursing Exam	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
<b>Total</b>	<b>750</b>	<b>100</b>	<b>1,269</b>	<b>100</b>	<b>1,062</b>	<b>100</b>	<b>2,503</b>	<b>100</b>	<b>1149</b>	<b>100</b>

Table 3. Registration Committee decisions: Other decisions

Other Decisions	2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%
Refuse registration	83	48.8	111	39.9	5	3.1	0	0.0	1	0.9
Directed to complete further study or an approved exam	4	2.3	0	0.0	0	0.0	0	0.0	1	0.9
Impose terms, conditions or limitations	17	10.0	21	7.6	25	15.3	1	0.5	4	3.6
Modify terms, conditions or limitations	1	0.6	0	0.0	0	0.0	0	0.0	2	1.8
Complete independent medical assessments	11	6.5	6	2.2	4	2.5	8	3.8	11	10
Language Proficiency – Requirement not met	16	9.4	55	19.8	14	8.6	26	12.2	18	16.4
Nursing Education – Requirement not met	2	1.2	6	2.2	3	1.8	1	0.5	1	0.9
Health/Conduct – Requirement not met	0	0.0	0	0.0	3	1.8	2	0.9	1	0.9
Evidence of Practice - Requirement not met	0	0.0	2	0.7	1	0.6	0	0.0	0	0.0
Other	36	21.2	77	27.7	108	66.3	175	82.2	71 <sup>7</sup>	64.5
<b>Total</b>	<b>170</b>	<b>100</b>	<b>278</b>	<b>100</b>	<b>163</b>	<b>100</b>	<b>213</b>	<b>100</b>	<b>110</b>	<b>100</b>

<sup>7</sup> The “Other” category includes:

- 51 applications deferred by the Registration Committee for additional information or further review (5 Character, Conduct and health; 46 language proficiency);
- 11 Character, conduct and health applications deferred by the Registration Committee to enable the applicant to meet with a regulatory expert;
- 3 Character, conduct and health applications where the applicant were deferred subject to an undertaking/agreement;
- 6 Character, conduct and health applications where the applicant were registered subject to an undertaking/agreement;

Table 4. Reviews or hearings by the Health Professions Appeal and Review Board<sup>8</sup>

	2018		2019		2020		2021		2022	
	#	%	#	%	#	%	#	%	#	%
Decision confirmed by the Board	24	30.8	6	35.3	6	54.5	0	0	0	0
Review withdrawn by applicant	31	39.7	0	0	2	18.2	1	33.3	1	33.3
Application returned by the Board for Registration Committee review	7	9	1	5.9	1	9.1	0	0	0	0
CNO opted to return the application to Committee	4	5.1	1	5.9	1	9.1	0	0	0	0
Awaiting Board Decision	12	15.4	8	47.1	1	9.1	2	66.7	2	66.7
Matters closed – No jurisdiction or abandoned	-	-	1	5.9	0	0	0	0	0	0
<b>Total</b>	<b>78</b>	<b>100</b>	<b>17</b>	<b>100</b>	<b>11</b>	<b>100</b>	<b>3</b>	<b>100</b>	<b>3</b>	<b>100</b>

<sup>8</sup> A dash “-” indicates that data was not available or collected for that year.