



# COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

## **CNO News to Use**

**March 26, 2025**

### **Regulatory Changes & Updates**

#### **Education Requirements for Nursing Registration**

On Tuesday, April 1, 2025, [new registration requirements](#) for nursing come into effect. These changes will enhance the way CNO registers applicants and provide supports for internationally educated applicants to become registered in a timely way.

The changes include modifications to the education registration requirement to enable CNO to accept relevant nursing education from any jurisdiction (Ontario, Canada or international), if it meets the regulation's requirements of a nursing baccalaureate for RN applicants or a nursing diploma for RPN applicants.

There will also be a new requirement for all applicants to CNO that will support successful integration into the Canadian health care system. The new requirement, called [Transition to Practice](#) (TTP), ensures applicants are aware of their accountabilities that are crucial to patient safety as they enter practice in Ontario.

#### **A New Nurse Practitioner (NP) Regulation Framework**

CNO is collaborating with the Canadian Council for Registered Nurse Regulators (CCRNR) to implement a proposed national framework for Nurse Practitioners (NPs) that aims to create consistency across Canada in entry-level education, national entry-level exam and registration requirements. The proposed changes do not change an NP's accountability to practice within their scope and competencies.

Between September 26 and November 24, 2024, feedback was received from over 2,400 NPs, nurses, employers, academics and other partners about the proposed NP regulation changes. The majority (69%) of respondents were in favour of this change, noting it would support human health resource needs, create a consistent and flexible model for Canada-wide NP regulation and build on NPs' foundational education and knowledge.

On March 19, 2025, [CNO's Council approved](#), for submission to government, regulation changes that will facilitate NP labour mobility and create a more agile NP workforce as part of a national framework. Government approval is needed for the regulation changes to take effect.

For 2025-2026, CNO will continue to engage with employers to support implementation and change management planning for the next phase of this project. For more information on the national NP regulation project, please visit CNO's [webpage](#) outlining the national work, key milestones, engagement opportunities and [frequently asked questions](#).

## Regulation of Physician Assistants

Starting Tuesday, April 1, 2025, all physician assistants (PAs) must be registered with the College of Physicians and Surgeons of Ontario (CPSO) to continue practising with the title of "physician assistant" or "PA" in the province. Regulation by CPSO will help ensure safe and quality health care for patients, by adding value in public protection through standardized education, quality assurance and professional conduct expectations.

A new Ask Practice: [Working with physician assistants](#) has been developed to answer frequently asked questions (FAQs). It highlights that there is no direct impact on nurses as a result of this change and that the PA's scope of practice remains unchanged. For more information regarding these changes, visit CPSO's [webpage on the regulation of PAs](#).

## Modernizing Standards Update

Over time, changes have been made to the scopes of practice of some Ontario regulated health care professionals. One recent example is the addition of new medications that pharmacists are authorized to prescribe. Changes to pharmacists' scope of practice prompted CNO to review practice standards in relation to who RNs and RPNs can accept medication orders from.

The review revealed that the existing [Medication](#) and [Scope of Practice](#) standards are restrictive regarding who RNs and RPNs can accept orders from, which could impact access to care. Both standards indicate that a medication order needs to be from one of the following health care providers: a physician, nurse practitioner, midwife, chiropractor, dentist or an RN who is authorized to prescribe medication. However, this list comes from the legislation (*Regulated Health Professions Act, 1991*), which applies only to an order for controlled acts (e.g., administering medication by injection or inhalation). The legislation enables RNs and RPNs to accept orders from an authorized provider when it's not a controlled act (e.g., administering medication orally or topically). For example, RNs and RPNs can administer a medication – so long as the medication is not administered by injection or inhalation – if there is a prescription from a pharmacist.

Additional information will be posted on [cno.org](#) and the next edition of the [Standard](#) in April.

## Quality Assurance

On April 2, 2025, nurses will be chosen for Quality Assurance (QA) Assessment through a random and risk-based selection. Nurses will be selected for either [Part A: Knowledge Assessment](#) or [Part B: Practice Assessment](#) and will have 6 weeks to complete their activities.

If selected for QA Assessment, nurses are contacted by email, using the email on file in [Maintain Your Membership](#). Please remind your nursing staff to keep their email and contact information current. If needed, support and coaching are also available to guide nurses who have been selected,

through their QA Assessment activities. The QA program will also be completing a Fall selection later this year.

More information about the QA program and what nurses are asked to do when selected is available on our [Quality Assurance Assessment](#) webpage.

### **Nurse Renewal Check**

Employers, facility operators, or anyone else who employs nurses on a full-time, part-time, casual or contractual basis can use [Find a Nurse](#) to confirm a nurse's ability to practice in Ontario. Nurses who did not renew their membership with CNO for 2025 will show "not entitled to practice" on Find a Nurse.

If you employ a large number of nurses, Nurse Renewal Check is a free service provided by CNO that can confirm the status of many nurses quickly and easily. For more information regarding the Nurse Renewal Check service, please visit [Nurse Renewal Check](#).

### **Did You Know?**

CNO's Practice Quality team also supports employers with collaborative presentations and in-person engagements about the Standards of Practice and applying them to your specific practice setting. Requests can be made through the [online form](#).

### **Questions?**

If you have any questions about this issue of *CNO News to Use* or nursing practice, please contact CNO's Practice Quality team by completing the [online form](#).