

Registration Committee

2024 Annual Report

Introduction: Role of the Committee

The Registration Committee (“the Committee”) supports CNO’s commitment to the public that individuals entering the profession have the competence and character to practise safely.

The Committee reviews applications from applicants who want to become registrants of CNO but do not meet one or more of the registration requirements.

After considering the application and submissions, the Committee may direct the Executive Director to:

- issue a certificate of registration
- issue a certificate of registration with terms, conditions and limitations
- issue a certificate of registration if the applicant completes specified training or additional exams
- refuse to issue a certificate of registration.

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

Executive Summary

In 2024, the Committee conducted 13 meetings, which included an annual education session in June. Furthermore, two orientation sessions were conducted for newly appointed members, along with CNO’s Statutory Committee Unconscious Bias Workshop.

As seen in Table 1, the Committee reviewed a total of 130 applications. The Committee saw a 46.1% increase in the total number of applications it reviewed in 2024 compared to 2023, which included an increase in the number of applicants who met the Character, Conduct and Health requirement in 2024 compared to 2023.

As seen in Table 2, of the applicants reviewed, the Committee determined that an applicant met a registration requirement in 36 Character, Conduct and Health matters. After the Committee’s review, some applicants became eligible for registration when all other registration requirements were met. As seen in Table 3, the Committee also refused registration to seven applicants.

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

- directing eight independent medical assessments to determine if an applicant had a health condition that could impact their ability to practise nursing safely;
- directing 13¹ applicants to meet with a regulatory expert to discuss conduct/practice concerns and to review relevant Practice standards, prior to becoming eligible for registration;
- registering seven² applicants subject to an undertaking, which reflects an agreement between the applicant and CNO to ensure safe practice and public protection; and
- enabling 29 applicants to become eligible to complete the Supervised Practice Experience Partnership (SPEP) even though they were beyond the timeframes for eligibility. Registration Committee exercised its discretion to consider applicant requests for SPEP, which resulted in more applicants becoming eligible to complete the SPEP.

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

The Board reviews decisions of the Committee. In 2024, two appeals were in process with the Board, as seen in Table 4.

Committee Members

July to December 2024

(current committee)

Fidelia Osime, Public Member, Chair
Alexis Lamsen, RN
Diane Thompson, Public Member
Helen Anyia, RPN
Jay Armitage, Public Member
Joy Navaroj, RN
Jennifer Skuce, RPN

January to June 2024

(2023-2024 committee)

Andrea Arkell, Public Member, Chair
Diane Thompson, Public Member, Co-Chair
Fidelia Osime, PM, Chair
Alexis Lamsen, RN
Brock Cooper, NP
Helen Anyia, RPN
Jennifer Skuce, RPN
Joy Navaroj, RN

¹ See breakdown of “Other” in Table 3.

² See breakdown of “Other” in Table 3.



Staff Contacts

Suzanne Vogler, Manager, Registration

Tracy Bardell, Team Lead, Registration

Kristopher Librera, Intake Team Lead, Registration

George-Ann Watt, Quality Assurance and Registration Committee Administrator

Appendix 1 – Statistical tables

Table 1. Registration Committee decisions

	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
Requirement Met	1,062	86.7	2,503	92.2	1149	91.3	20	22.5	36	27.7
Other Decisions	163	13.3	213	7.8	110	8.7	69	77.5	94	72.3
Total	1,225	100	2,716	100	1259	100	89	100	130	100

Table 2. Registration Committee decisions: Requirement met

Requirement Met	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
Character Conduct and Health	10	0.9	17	0.67	13	1.1	20	100.0	36	100.0
Language Proficiency	1,051	99.0	2,485	99.3	1136	98.9	0	0.0	0	0.0
Evidence of Practice	1	0.1	1	0.03	0	0.0	0	0.0	0.0	0.0
Total	1,062	100	2,503	100	1149	100	20	100	36	100.0

Table 3. Registration Committee decisions: Other decisions

Other Decisions	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
Refuse registration	5	3.1	0	0.0	1	0.9	4	5.8	7	7.4
Directed to complete further study or an approved exam	0	0.0	0	0.0	1	0.9	3	4.3	1	1.1
Impose terms, conditions or limitations	25	15.3	1	0.5	4	3.6	1	1.4	0	0.0
Modify terms, conditions or limitations	0	0.0	0	0.0	2	1.8	0	0.0	0	0.0
Complete independent medical assessments	4	2.5	8	3.8	11	10	15	21.7	8	8.5
Language Proficiency – Requirement not met	14	8.6	26	12.2	18	16.4	0	0.0	0	0.0
Nursing Education – Requirement not met	3	1.8	1	0.5	1	0.9	0	0.0	0	0.0
Character Conduct Health – Requirement not met	3	1.8	2	0.9	1	0.9	0.0	0.0	3	3.2
Evidence of Practice - Requirement not met	1	0.6	0	0.0	0	0.0	0.0	0.0	29	30.9
Other	108	66.3	175	82.2	71	64.5	46	66.7	46 ³	48.9
Total	163	100	213	100	110	100	69	100	94	100

³ The “Other” category includes:

- 23 Character, conduct and health applications deferred by the Registration Committee for additional information or further review.
- 13 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 was deferred to explore an undertaking/agreement.
- 7 Character, conduct and health applications where the applicant was registered subject to an undertaking/agreement.

Table 4. Reviews or hearings by the Health Professions Appeal and Review Board

	2020		2021		2022		2023		2024	
	#	%	#	%	#	%	#	%	#	%
Decision confirmed by the Board	6	54.5	0	0	0	0	1	50	0	0
Review withdrawn by applicant	2	18.2	1	33.3	1	33.3	1	50	0	0
Application returned by the Board for Registration Committee review	1	9.1	0	0	0	0	0	0	0	0
CNO opted to return the application to Committee	1	9.1	0	0	0	0	0	0	0	0
Awaiting Board Decision	1	9.1	2	66.7	2	66.7	0	0	2	100
Total	11	100	3	100	3	100	2	100	2	100