

COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

Long-term care
February 19, 2019

What is the Employer Reference Group?

The Employer Reference Group is made up of nurse employers from across Ontario and representatives of the College of Nurses of Ontario (CNO) who share information and collaborate on nursing regulatory issues of mutual interest and concern.

The group consists of two sub-groups representing the long-term care sector and multi-sector areas.

The Employer Reference Group enhances professional collaboration between nurse employers and CNO and provides opportunities for education, discussion and consultation related to regulatory issues and accountability.

Introduction

Carol Timmings, Director Practice Quality joined CNO in January 2019 and is the new Chair of the Employer Reference Group – LTC.

Reporting to CNO

Updates to Employer Resources

The group and other stakeholders requested more information on the general inquiry process and mandatory reporting. New FAQs and case scenarios are posted on the [Employer Resource page](#).

Updates to report forms

This year, CNO will be developing additional web-based supports to assist stakeholders in understanding reporting requirements. More updates will become available in the coming months.

The group raised a question about the next steps in the Public Inquiry. The results of the public inquiry will be released July 31st. Transcripts can be found on the [Public Inquiry website](#).

Current pilot study with Ontario employers

Senior nurse leaders have been invited to participate in a research study related to reporting conduct matters to CNO. As part of the research, those contacted can opt to receive a tool intended to support their decision-making about what conduct matters can be dealt with in the work place, and what to report to CNO. After six months of using the tool, participants will be asked to provide feedback to refine the tool so it can be launched broadly.

Feedback on changes to CNO's public register: *Find a Nurse*

CNO has proposed by-law changes related to what we can post on the online register, [Find-a-Nurse](#). The proposed changes, if approved, will enable CNO to post on the public register all members' current employers, as well as members' employers from the last three years. Currently we only post one current employer, even if the nurse has multiple employers. The group gave input as to whether the three year time frame was reasonable and suggested a longer timeframe (for example, five years) to enable employers to see recurring employment patterns.

GROUP MEMBERS

Susan Anderson
Sioux Lookout Meno Ya Win
Health Centre

Mary Brazier
Revera Inc.

Cindy Brouillette
Au Chateau - Home for the Aged
Sturgeon Falls

Maggie Bruneau
Providence Healthcare
Providence, St. Joseph's, St.
Michael's Network

Luciana Capitao
Chartwell Gibson Retirement
Residence

Helen Lampi
City of Toronto Long Term Care
Homes Castlerview Wychwood
Towers

Lisa Marcovici
Jewish Home for the Aged
Baycrest Health Sciences

Lee Mesic
Pioneer Ridge Long-Term Care
and Senior Services
Thunder Bay

Janis Shkilnyk
Middlesex Terrace Limited
Long Term Care

Tim Siemans
Radiant Care

Janet Anderson
College of Nurses of Ontario

Carol Timmings
College of Nurses of Ontario

New Code of Conduct

The group was presented with an overview of how the [Code of Conduct](#) was developed, including case scenarios to describe how the Code may be applied in the work environment. The *Code of Conduct* is a standard of practice to which nurses are held accountable. By law, CNO is required to develop and promote standards of nursing practice to assure safe practice.

The *Code of Conduct* describes to stakeholders, particularly the public, what to expect of Ontario nurses' behaviour and conduct. CNO engaged in research nationally and internationally to inform the Code's development. Overall feedback from group members was very positive. Some members of the group will add the Code as an agenda item for further discussion with their teams, while others indicated they will copy the document and distribute to their teams.

Evaluation discussion

The Employer Reference Group evaluation plan will be ongoing with qualitative and quantitative analysis every six months. Evaluation will focus on participants understanding of how decisions are made at CNO and about regulatory practices. Members expressed that they would like more information from CNO regarding professional conduct processes and would like to be more engaged.

Topics for Future Discussion

The following questions/topic were generated during the course of the meeting and consolidated into the following list:

- What is CNO's role in preparing students for safe practice?
- When the Inquiry becomes public, can we discuss the outcomes?
- We would like a discussion around the recruitment and retention of nurses as we are struggling to find professional staff right now.

Questions and topics generated during meetings may be used as future agenda items or to update CNO resources such as [Ask Practice](#).

The next meeting is schedule for: **May 21, 2019 9:30 am – 11:30 am**