

# COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

**Multi-sector  
October 29, 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.

## Health care serial killers

An overview of the research and literature related to health care serial killers (HCSKs) was provided. Discussion on prevention and detection of HCSKs, including recommendations from the Inquiry followed.

### The research is limited:

Serial killing is an event with a low base rate; yet, the findings are useful to understand more about these events including how to prevent them. Data suggests that patients with vulnerabilities are more likely to be targeted.

These include:

- the elderly
- children before the power of speech develops, and
- individuals expected to die

HCSKs may target those expected to die to evade capture given that an autopsy is rarely performed if death is expected.

### Crime similarities:

- It is more likely to happen if the care provider is working alone, such as on a night shift
- is more common in the hospital setting
- typically involves lethal IV injections
- is most often detected by an individual or system who notices increased cardiac events or deaths
- perpetrators often have a history of mental health disorders and tend to make their colleagues anxious

### Inquiry outcome:

A key finding in the [report](#), is that Wettlaufer's offences were systemic failures. The report makes 91 systemic recommendations to prevent, deter, and detect intentional wrongdoing by health care providers.

### Some of the changes CNO has made:

- implemented a new risk tool for investigators
- provided more information on [Find a Nurse](#) – CNO's public register- ERG was involved in providing feedback regarding employment history of nurses
- Launched the [Nurses' Health Program](#) - literature shows that these types of programs are effective in helping nurses and protecting the public
- Simplified reporting process
- Developed a public facing [Code of Conduct](#) for nurses

## GROUP MEMBERS

**Charissa Cordon**  
Juravinski Cancer Center  
Hamilton

**Shari Glenn**  
First Nations Inuit Health Branch

**Cathy Langlois**  
Health Sciences North, Sudbury

**Linda Ogilvie**  
Ministry of Community Safety  
and Corrections

**Karen Quigley-Hobbs**  
Region of Waterloo Public  
Health

**Dr. Joy Richards**  
UHN

**Dionne Sinclair**  
Southlake Regional Healthcare

**Jill Smith**  
London Health Sciences Centre

**Leanne Wakelin**  
Hotel Dieu Hospital- Kingston  
General Hospital

**Philippa Welch**  
Sienna Senior Living

**Carol Timmings**  
College of Nurses of Ontario

## Update on reports revisions

Participants were circulated an invitation for comprehension testing and the responses received were very good. The comprehension testing will occur the week of Nov. 18, 2019 and new revisions will be live by the end of the year.

### What CNO does with the information we receive?

A chart outlining the process will be added to the web in the new year, including a chart indicating how many reports get to the discipline stage vs. the early resolution stage.

## Update on RN prescribing

An overview was provided on CNO's vision, the legislative framework and approach and current project status. Discussion about how organizations plan to implement RN prescribing followed.

### CNO's regulatory oversight includes:

- Development of regulations to enable RNs to prescribe certain medications
- Development of a practice standard for RN prescribing (a draft standard has already been developed and is available on our website)
- Development of competencies for education (these have also been drafted and are awaiting approval)

The Nursing Act will permit RNs to perform two new controlled acts:

- Prescribing certain medications
- Communicating a diagnosis *for the purpose of prescribing those medications*

Not all nurses will be able to prescribe. Only nurses that complete council-approved education will be authorized to prescribe. This education does not exist yet. It will be an RN's choice to complete Council approved education. In July 45% of RN's surveyed indicated that they intend to complete the RN prescribing education. CNO's Council approved a regulation in March 2019, the Ministry of Health is currently reviewing the regulation. Timeline for approval is not known.

## End of term survey

Committee discussed the results of the ERG participation survey.

### Common themes:

- 86% of participants agree their participation meets their goals and expectations.
- Participants feel they can communicate relevant information to staff and share concerns, ask questions and feel connected to CNO and other employers.
- Participants feel they have gained knowledge. For example, learning of challenges facing CNO and other employers and the available resources for nurses and employers.
- Participants believe they are contributing to CNO with a desire to improve the system by sharing ideas and challenges that may not be known to CNO



### **Suggestions for improvement/ Other comments included:**

- Availability of webinar recordings for participants to review
- Flexibility around attendance as multiple projects and unpredictable scheduling make it difficult to attend all meetings
- Would like to consult on more CNO projects before the project is completed.

### **Topics for Future Discussion**

*The following questions/topic areas were generated during the course of the meeting. As questions and topic areas are generated during meetings they may be used as future agenda items or to update CNO resources such as Ask Practice.*

- What are some key learnings that front-line managers can focus on to better identify a potential (HCSKs) either in the recruitment process or in their daily work?

FAQ's can be found on the Employers Resources [web page](#).

The next meeting is schedule for: **Jan. 15, 2020 9:30am – 11:30am**