

COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

Multi-sector
May 1, 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

CNO's [Quality Practice newsletter](#) was highlighted. *Quality Practice* supports employers by providing relevant information about CNO programs and documents and insights into nursing legislation.

Nurses' Health Program

The Nurses' Health Program was launched to address nurse's needs in terms of treatment options for addiction and mental health issues. The voluntary bilingual program encourages nurses to seek treatment for substance use and/or mental health disorders that could affect their ability to practice nursing safely. The new program is an additional resource to CNO's Fitness-to-Practise (FTP) program. The program launch was successful. Work continues on communications and governance. [Nurses' Health Program overview](#)

Reporting requirements

Mandatory Reporting: It is legally required to report certain behaviours such as sexual abuse and/or any behaviour that amounts to incompetence or misconduct. However, if a concern does not fit within mandatory reporting guidelines what do employers and others need to do? Input was sought regarding reporting that would not be considered mandatory in legislation. Members have struggled with reporting ongoing concerns such as "time theft" and "professionalism". More will be shared as work in this area unfolds.

Future QA updates

CNO's QA program is a mandatory program where all nurses are accountable for actively updating their knowledge and skills to strengthen and enhance the quality of their practice. In the Future QA program, nurses will complete an Action Plan any time prior to renewal. Nurses can follow up and evaluate their Action Plans any time throughout the year. Nurses selected for Practice Assessment will complete a self-assessment, submit their Action Plan to CNO and obtain feedback from peers in the form of a

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multisource feedback process. Feedback will be solicited to evaluate the usability and effectiveness of the new tools starting this summer. The new QA program is expected to launch in 2023. For more information on Future QA and how to get involved, please visit CNO's [Quality Care](#) page.

RN Prescribing

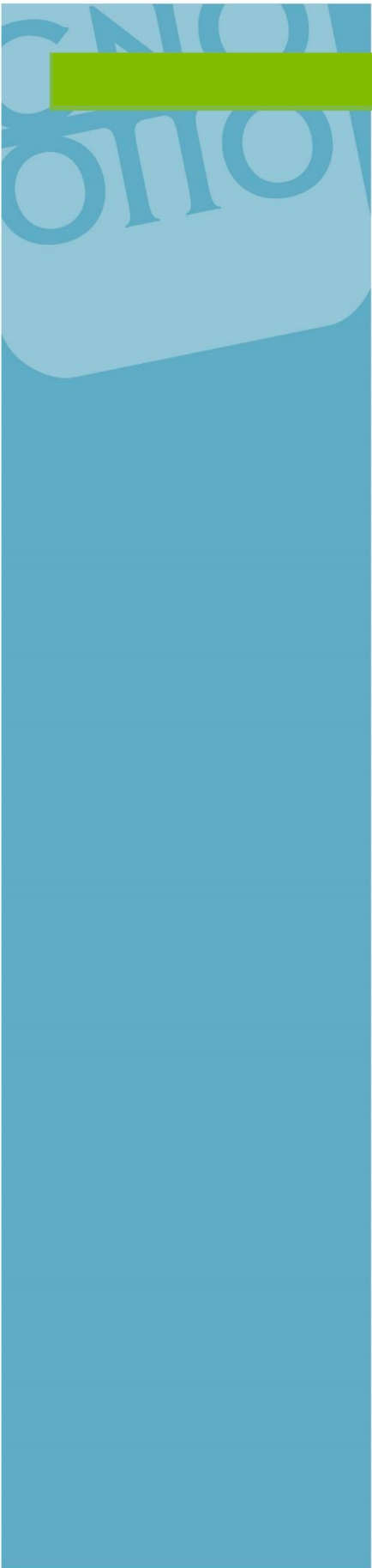
CNO's Council approved draft regulations that will, in the future, enable RNs to prescribe certain medication and communicate diagnoses for the purposes of prescribing. RNs are not permitted to perform these activities until the Ontario government approves the regulations, the timing for which is unknown. RN prescribing may not be permitted in all practice settings; for example, the *Public Hospitals Act* does not permit RNs to order treatments for hospital patients (in-patient and out-patient). RNs will be required to complete CNO-approved education to become authorized to prescribe medication. For more information, please visit: <http://www.cno.org/en/trending-topics/journey-to-rn-prescribing/>

Program Approval

Program approval is an objective, standardized, evidence-based approach to evaluating all entry-to-practice nursing education programs. Program approval ensures graduates are prepared to practice nursing safely, competently and ethically for the nursing category and/or class for which they want to register at entry to the profession. The framework is based on three standards: program structure, program curriculum and program outcomes. A comprehensive review process occurs every seven years and there is an annual review of all schools. The results of the annual review could impact a program's approval status. Two indicators are currently under development. Information for these two indicators will be gathered through surveys of new graduates and of preceptors to understand perceptions of readiness to practice. For more information, please visit: [Nursing Education Program Approval](#)

Update: Members employment history on the public register

CNO received 115 responses the circulation of the proposed by-law changes. Much of the feedback focused on privacy concerns and some wrote their support from a public interest perspective. Council weighed the feedback and approved the by-law changes.



The Register (Find a Nurse) shows all current employers, not only primary employers. Under the new by-law the Find a Nurse will list a members last 3 years of employment.

Topics for future discussion

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

- ✓ Does CNO approve nursing education courses outside of Canada?
- ✓ What happens when a mandatory report is submitted to CNO?
- ✓ It seems that CNO has changed what is being asked of employers during investigations? Is this a result of the Wettlaufer case?
- ✓ Will CNO launch an App in the future?

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*.

CNO is in the process of creating a FAQ document. We will post this document on the Reference Group webpage.

The next meeting is schedule for:

- **July 23, 2019 9:30 am – 11:30am**