

COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

**Multi-sector
January 15, 2020**

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.

Introductions

Carol Timmings, CNO chaired our first meeting of the year. The Terms of Reference were reviewed, and four new members (Celia Aiello, Leslie Motz, Janet Chan and Kaiyan Fu) were welcomed to the group.

Program Approval – Indicators 8 and 9

Program Approval is an objective, standardized, evidence-based approach to evaluating all entry-to-practice nursing education programs (practical nursing, baccalaureate and nurse practitioner programs) in Ontario. Each nursing education program is evaluated on 9 indicators. The two indicators that focus on safety and curriculum are mandatory. Indicators 8 and 9 are the final two indicators for Program Approval.

- **Indicator 8** provides an objective measurement of graduate's assessment on their readiness to practice safely and ethically. Based on a 3-year cumulative total of aggregated survey results of graduate's self-assessments of their readiness to practice as learned from their school's program(s).
- **Indicator 9** provides an objective measurement of preceptor's assessment of how well the student demonstrated the competencies related to safety and ethics. Based on a 3-year cumulative total of aggregated survey results of the preceptor's assessment of student's readiness to practice derived from the students learning from the school's program(s)

Both indicators are measured only during the final integrated/consolidation placement. Score won't contribute to overall PA status until 2023.

Future QA

In 2016, council reviewed the current QA program and asked CNO to develop a revised program. In 2017, a comprehensive review and conceptual QA model was approved. In 2018, stakeholders consulted on the following enhanced self-assessment tools:

- **Practice reflection worksheet** – guides nurses through the reflection process to identify learning needs
- **Action plan** – a self-directed learning tool for nurses to document their learning goals, identify their learning activities and self-evaluate their learning progress and how their learning has impacted their practice

The new tools will be available for nurses in the spring of 2020.

GROUP MEMBERS

Celia Aiello

Juravinski Cancer Center
Hamilton

Janet Chan

VHA Home HealthCare

Kaiyan Fu

Saint Elizabeth Health Care

Shari Glenn

First Nations Inuit Health Branch

Leslie Motz

Lakeridge Health

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

Sexual abuse prevention employer toolkit

The employer toolkit for sexual abuse prevention is close to being available for employers. CNO collaborated with stakeholders and developed resources to prevent and mitigate patient sexual abuse. Research shows that when nurses are not taking care of themselves, there may be a risk for boundary violations. Self-care activities for nurses is featured in the toolkit, which was well received by the reference group.

Revised reporting guide

The revised [reporting guide](#) outlines the steps involved when filing a report, including:

- What to report
- What to include in your report
- Nurses professional accountability in reporting
- Legal obligations
- What CNO does when we receive a report
- Submitting the report electronically

Nurses are professionally accountable to act in the best interest of patients and to report when they believe a nurse poses a serious risk of harm to their patients.

Changes to RPN scope of practice

RPNs will be able to initiate components of four controlled acts without orders following government approval. This is especially relevant for nurses working in community-based settings, including the LTC group. In Dec. 2019 Council supported the motion to begin the work on developing the regulation. A draft regulation will be circulated to all members in March if approved by Council.

Update on CNO's response to the Long-Term Care Homes Public Inquiry recommendations

Response to the Long-Term Care Homes Public Inquiry recommendations can be viewed [here](#).

Emerging Trends

Issues with Patient Flow is an emerging trend currently being observed in the acute care sector. The pace of patient flow, namely admission and discharge volumes, were undermining the fundamentals of quality and safe nursing care.

Topics for Future Discussion

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. Reference group members are also encouraged to bring forward agenda items for upcoming meetings.

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

The next meeting is scheduled for: **April 21, 2020 9:30am – 11:30am**