

COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

Long-term Care
May 21, 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* provides relevant information about CNO programs, documents and other topics of interest to employers.

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 on reports that **would not** be considered mandatory in legislation.

Committee members suggested that non-mandatory reports or concerns be brought to the attention of the employer first.

Concerns include:

- a nurse abusing his/her power,
- a nurse giving medications late,
- responding to a patient late, or
- having an overall "lackadaisical attitude"

As some staff might be fearful of reporting to their employers, committee members would like a clear definition and process for non-mandatory reporting. A clear definition will help nurses can know when to contact CNO or if they should address the issue with their employers first.

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 Future QA, all nurses will complete an Action Plan any time prior to renewal. 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 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 and how to get involved please visit the [Quality Care page](#).

GROUP MEMBERS

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 Capita
Chartwell Gibson Retirement
Residence

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

Heather Lee
Sioux Lookout Meno Ya Win
Health Centre

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

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 over 115 responses, many focusing around privacy concerns and some writing 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. Find a Nurse now lists a members last three years of employment.

Appointments to Statutory Committees

Committees are made up of nurses and members of the public and are usually recruited in the fall. Generally, we receive a lot of interest from RN's but not RPN's. We will increase our outreach in August. To increase participation, committee members suggested communicating with the Directors of Care to encourage their staff to get involved.

Evaluation Discussion

Committee members were asked to share their experience as members of the Employer Reference Group and whether the group has met their expectations. We also asked what, if anything, needs to be done differently. Several members felt this platform gives them more insight into CNO and they now have a greater understanding of the broad range of work done at CNO. They felt their expectations are being met and appreciate CNO hearing their voices, seeking their input and understanding their challenges. Knowing more about CNO's processes gives them a deeper appreciation for what CNO does. It also provides them with a sense of partnership with CNO.



Topics for Future Discussion

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

- ✓ What is the intended purpose of reporting non-mandatory issues to CNO?"
- ✓ Can we incorporate short webinars as learning tools to share information?
- ✓ To engage employees on the new QA program, can CNO distribute in a one page summary which can be shared on staff bulletin boards?
- ✓ Can the members be part of the decision-making process and/or provide consultation for projects/initiatives that will affect them?

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 to be posted on the Reference Group webpage.

The next meeting is schedule for: **Aug. 26, 2019 9:30am – 11:30am**