



# COLLEGE OF NURSES OF ONTARIO'S Employer Reference Group

## **CNO News to Use**

**February 28, 2024**

### **Workforce Census**

On February 13, 2024, CNO launched its first-ever Workforce Census to better understand nurses' experiences working in Ontario's health care system. The results from the census will inform policy and regulatory changes. These changes will help CNO, and system partners make evidence-based decisions to remove barriers and create more equitable and inclusive policies for nurses.

The census is voluntary, confidential and responses cannot be linked back to any respondent.

The Workforce Census is available to all nurses registered with CNO in the General, Extended and Non-Practising class. If you are interested in helping to promote the Workforce Census service, please download the partner package [here](#) or visit [www.cno.org/census](http://www.cno.org/census).

### **Nurse Practitioner Regulation Initiatives**

#### **Nurse Practitioner Regulation Framework Implementation Plan Project (NPR-FIPP)**

The Canadian Council of Registered Nurse Regulator's (CCRNR) aim is to improve Nurse Practitioner (NP) regulation in Canada by establishing a single, consistent NP class and [regulatory framework](#). Once implemented, this initiative will impact Ontario's current framework for registering NPs by removing the specialty certificates (NP-Primary Health Care, NP-Pediatrics, NP-Adult) and replacing them with a single extended class of NP registration.

In this model, regulators will no longer regulate different categories of NP practice, but NPs will continue to be required to practice within their individual competence and regulated scope of practice. The status of currently registered or licensed NPs will not be affected with this regulatory change.

CNO has participated in this effort since 2018 and will continue to collaborate with NPs and system partners to align on deliverables, mitigate risk, and align on an implementation timeline. To stay informed about project activities, visit the [CCRNR project webpage](#) for updates.

## Update on NP Prescribing Controlled Substances

Effective November 29, 2023, [exemptions](#) have been issued under the *Controlled Drugs and Substances Act* (CDSA). Previously, federal law prohibited NPs from prescribing anabolic steroids except testosterone. NPs can now prescribe anabolic steroids for therapeutic use (e.g. DHEA, also known as prasterone). For more information on the list of anabolic steroids, see item 1 of Part III of the schedule to Part G of the [Food and Drug Regulations](#).

NPs who prescribe controlled substances remain accountable to the [Nurse Practitioner](#) practice standard when prescribing and dispensing controlled drugs and substances. NPs are expected to practice in compliance with all relevant legislation, the standards of practice of the profession and applicable employer policies.

## Medical Assistance in Dying (MAID) Update

When Bill C-7 took effect in March 2021, mental disorders as a sole underlying medical condition (MD-SUMC) for requesting MAID was temporarily excluded. It was anticipated that this exclusion would be lifted as of March 17, 2024. On February 1, 2024, the Government of Canada [announced](#) a 3-year delay on the proposed legislative expansion of MAID eligibility to allow for readiness within the health system. CNO is continuing to work with nurses and system partners to ensure ongoing support for nurses involved with MAID.

## Title Use of Nursing Students & Clinical Externs

As organizations facilitate placements or opportunities for nursing students, it is important to note that the title of “nurse” is protected under legislation ([Nursing Act, 1991](#)) and can only be used by nurses registered with CNO. Students cannot use “nurse”, “Registered Nurse (RN)”, “Registered Practical Nurse (RPN)”, “Nurse Practitioner (NP),” or any other variation or abbreviation. The term “*nursing student*” can be used as noted in CNO’s [student webpage](#), however nursing students cannot refer to themselves as “Nurse Extern”, “Clinical Nurse Extern”, “Student Nurse”.

## Practice Resources

### RN Prescribing

Employers and nurses who are interested in RN prescribing are encouraged to watch the [webinar recording](#) that is now available. Additional resources include:

- [RN Prescribing](#) practice standard
- [Frequently Asked Questions](#)
- [RN Prescribing Decision Tree](#)

For more information on RN prescribing, click [here](#) or send questions to CNO’s [Practice Quality team](#).

### Dear CNO

Dear CNO is a new resource found in the *Standard*, which is CNO’s digital magazine. Dear CNO was developed in response to common questions from our registrants. The latest *Standard* included a [Dear CNO](#) article on the use of technology (e.g. messaging apps and text messages) when communicating with and receiving orders from physicians. Other recent

topics included determining if a new role is considered [nursing practice](#), and [cosmetic nursing](#).

### **Did You Know?**

CNO's Practice Quality team also supports employers with collaborative presentations about the Standards of Practice and applying them to your specific practice setting. Requests can be made through the [online form](#).

### **Questions?**

If you have any questions about this issue of CNO News to Use or nursing practice, please contact CNO's Practice Quality team by completing [an online form](#).