



Policy Title: RECOGNITION OF NURSES		Policy Section: REGISTRATION	Policy Number: REG - 500
Approved By: Kathy Wilkie, CEO	Date Approved: October 25, 2024	Date Reviewed/ Revised:	

PURPOSE

This policy specifies how internationally educated nurses (IENs) and current/former nurses in Canada may be eligible for registration as a Personal Support Worker (PSW) with the Health and Supportive Care Providers Oversight Authority (HSCPOA) in Ontario.

BACKGROUND

HSCPOA has a mandate to establish and maintain educational and skills-based qualifications for each category of registrants, beginning with PSWs. By applying a risk-based approach, HSCPOA strives to balance the minimum education and competence requirements to ensure safe care, while not imposing any unintended barriers on applicants seeking registration as a PSW in Ontario.

POLICY

HSCPOA will recognize IENs and current/former nurses in Canada as meeting the eligibility requirements for education/experience as a PSW, if one of the following circumstances apply:

IENs

1. An IEN applicant has a Canadian National Nursing Assessment Service (NNAS) report demonstrating their education and training are *Comparable* or *Somewhat Comparable* to a Canadian registered nurse, licensed/registered practical nurse, or registered psychiatric nurse, or an *Expedited* NNAS from a jurisdiction assessed to be equivalent.

Documentation required: NNAS report, sent directly to HSCPOA.

2. An applicant has completed education that has been assessed by a recognized agency to be equivalent to a Canadian bachelor/baccalaureate degree with a major in nursing.

Accepted agencies:

- World Education Services (WES)
- Comparative Education Service (CES)
- International Qualifications Assessment Service (IQAS)

Documentation required: Canadian equivalent bachelor/baccalaureate degree education report with a major in nursing from an accepted agency, sent directly to HSCPOA.

3. An applicant has completed education that has been assessed by a recognized agency to be equivalent to a Canadian diploma with a major in nursing.

Accepted agencies:

- World Education Services (WES)
- Comparative Education Service (CES)
- International Qualifications Assessment Service (IQAS)

Documentation required: Canadian equivalent diploma education report with a major in nursing from an accepted agency, sent directly to HSCPOA.

Canadian Educated Nurses

1. An applicant is currently or was previously registered in good standing as a Canadian registered nurse, licensed/registered practical nurse, or registered psychiatric nurse with a provincial nursing regulatory body in Canada.

Documentation required: Transcript of nursing education and [Letter of Standing](#) from an applicant's current provincial nursing regulatory body in Canada, sent directly to HSCPOA.

2. An applicant has completed nursing education in Canada that qualifies them to become registered as a Canadian registered nurse, licensed/registered practical nurse, or registered psychiatric nurse, but has not yet completed the application/registration process with a provincial nursing regulatory body in Canada.

Documentation required: Transcript of program completion from a recognized Canadian nursing education program at the diploma or bachelor level.

Procedure

1. IENs and current/former nurses in Canada recognized in this policy will apply to HSCPOA through [Path 4: Competency Assessment](#) but are exempt from undergoing a substantial equivalence process as outlined in [HSCPOA's Competency Assessment Process Policy](#).
2. Nursing applicants recognized under this policy are subject to meeting all other requirements for registration with HSCPOA (e.g., language proficiency, good character/conduct).
3. Once all required documentation has been submitted to deem an application file complete, HSCPOA will issue a registration decision within 15 days.