



Policy Title: RECOGNITION OF NURSES AND MIDWIVES		Policy Section: REGISTRATION	Policy Number: REG - 500
Approved By: Kathy Wilkie, CEO	Date Approved: October 25, 2024	Date Reviewed/ Revised: November 25, 2024; December 16, 2024; February 11, 2025; March 4, 2025	

PURPOSE

This policy specifies how internationally educated nurses (IENs) and midwives (IEMs) and current/former nurses and midwives 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 that may impact the PSW supply in the province.

POLICY

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

IENs and IEMs

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: Certificate of program completion and transcript from a nursing education program, **AND** an NNAS report.

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 and/or midwifery.

Accepted agencies:

- [World Education Services](#) (WES)
- [Comparative Education Service](#) (CES)
- [International Qualifications Assessment Service](#) (IQAS)
- [International Credential Assessment Services](#) (ICAS)
- [International Credential Service](#) (ICES)
- [Validential](#)

Documentation required: Canadian equivalent bachelor/baccalaureate degree education report with a major in nursing and/or midwifery 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 and/or midwifery.

Accepted agencies:

- [World Education Services](#) (WES)
- [Comparative Education Service](#) (CES)
- [International Qualifications Assessment Service](#) (IQAS)
- [International Credential Assessment Services](#) (ICAS)
- [International Credential Service](#) (ICES)
- [Validential](#)

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

4. An applicant has completed nursing and/or midwifery education that qualifies them to become a registered nurse or midwife in the United States of America (USA).

Documentation required: Transcript of nursing and/or midwifery education and a [Letter of Standing](#) from an applicant's state licensing body for nursing and/or midwifery, sent directly to HSCPOA.

Canadian Educated Nurses and Midwives

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

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

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

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

Procedure

1. IENs, IEMs, and current/former nurses and midwives 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 and midwifery 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.
4. Applicants deemed ineligible to apply for PSW registration under HSCPOA's Recognition of Nurses and Midwives Policy will be advised to:
 - a. complete their nursing or midwifery education,
 - b. obtain employment as a PSW in Ontario and apply for PSW registration with HSCPOA through [Path 2: Employed as a PSW in Ontario](#). Note: Path 2 will only be available until December 1, 2027, or
 - c. complete an Ontario Ministry of Colleges and Universities PSW education program designed to prepare an individual to provide personal support services.
5. Applicants have the right to appeal a finding of ineligibility to apply for PSW registration with HSCPOA under the [Recognition of Nurses and Midwives Eligibility Appeal Policy](#).