**Why is this Toolkit needed?**

In response to the passage of the **Excellent Care for All Act** (ECFAA), 2010 (Bill 46) and shortly thereafter, the 2011 Ontario Public Health Organizational Standards, RNAO established the **CNE/CNO Governance and Leadership Advisory Committee** to guide the development of resources to support nurse executives in Ontario as they adopted new governance and leadership responsibilities.

Both ministry directives articulated nursing’s governance role and placed the nurse executive in the boardroom, thus creating new opportunities and responsibilities for nurses to impact quality improvement, quality assurance and organizational effectiveness. Specifically, **ECFAA legislated that the Chief Nursing Executive (CNE) is a nonvoting member of the Board and a member of the Quality Committee of the hospital.**

The Ontario Public Health Organizational Standards **mandated public health units to designate one public health Chief Nursing Officer (CNO) by January 2013.** The Public Health Chief Nursing
Officer Working Group Report, released by the Ministry of Health and Long-Term Care in the fall, 2011 outlined specifically the role and responsibilities of public health CNOs.

Toolkits, such as this, **will enable successful implementation and rigorous evaluation of the nurse executive roles and responsibilities** by providing both nurse executives and administrators with key information to guide and enhance knowledge and skill development and support nurse executive leaders as they operationalize their roles.

**Included are:**

* Documents that outline and define nurse executive leader roles and responsibilities;
* Documents that assist with evidence-based decision making related to legislation and policy (Key primary documents (e.g., relevant legislation and regulations; policy analysis (e.g., position statements by professional associations, prototype by-laws);
* Practical tools to assist with implementation and evaluation of key roles and responsibilities;
* Exemplars from hospital/acute care CNEs and public health CNOs who have effectively implemented the nurse executive role in their organization;
* Documents that support ongoing professional growth in nurse executives; and
* Frequently Asked Questions (FAQs) developed from the CNE/CNO monthly Knowledge Exchange Teleconferences.

Guiding documents from provincial, national and international jurisdictions are included as peer recommended reading, which will broaden perspectives about innovative nurse executive roles not yet conceived or enabled by legislation and regulation in Ontario. An evolving online Toolkit is necessary to remain current and relevant as further changes to legislation and various standards are expected over time.

This Toolkit and the many related activities are part of the RNAO Nurse Executive Governance and Leadership Program. Together these resources help to effectively plan, implement and evaluate the nurse executive roles and responsibilities and impact for the purpose of improving healthcare services and ultimately the health of all Ontarians.