



Why Employers Need to Check Registration Status

As a society, we occasionally worry about identity theft and fraudulent claims that may affect us. Often our concerns are related to financial pilfering that may cause distress in our daily lives. Rarely, do we think of identity theft and fraud as part of the healthcare world. Unfortunately, these concerns are part of the healthcare world, and not just in larger centers, but right here in New Brunswick.

As a regulator, NANB has numerous processes in place to mitigate the risk of fraudulent nurses in practice. So, as an employer, you may be asking, “how does this impact me? If the regulator is already checking, why is it so important for me to check?”

Bobby Hristova recently reported for [CBC Hamilton ON, March 22, 2024](#), that a woman from Mississauga, Ontario, fraudulently portrayed herself as a nurse by forging documents such as a criminal record check, a diploma from a recognized college, first-aid certification, and certification from the College of Nurses of Ontario (CNO).

So, how did this happen? How did this woman slip through the safety nets of the regulator and the employer? The CNO did have the woman’s name listed, on a list of unregistered practitioners. However, the employer didn’t verify this person’s claims to be a nurse with the regulator’s public directory until days after the woman was working in multiple facilities and implicated in numerous patients’ care, including the administration of medications.

NANB offers a similar [public directory](#) for employers and the general public. Using the public directory employers can easily verify any registered nurse (RN) or nurse practitioner (NP) registration status. If an RN or NP, is not registered or has any conditions on their registration this information is also made available.

Employers do have the legislated responsibility to check registration status on initial employment and annually thereafter, as well as, reporting a nurse’s termination secondary to incompetence or incapacity (see Nurse Act section 15[1] [a, b]). This diligence by the employer helps keep our clients safe and provides reassurance to our staff and to the general public.