



Health Canada
Deputy Minister
Ottawa, Canada
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Santé Canada
Sous-ministre

March 21, 2025

Ms. Linda Silas
President
Canadian Federation of Nurses
Unions

Ms. Dianne Martin
Chief Executive Officer
Registered Practical Nurses Association of
Ontario

Dr. Valerie Grdisa
Chief Executive Officer
Canadian Nurses Association

Dr. Jean-Daniel Jacob
Executive Director
Canadian Association of Schools of
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Dr. Laura Housden
President
Nurse Practitioner Association of
Canada

Ms. Tiffany Campbell
President
Canadian Nursing Students' Association

Ms. Merilee Nowgesic
Chief Executive Officer
Canadian Indigenous Nurses
Association

Dr. Sally Thorne
Canadian Academy of Nursing

Dear Ms. Silas and co-signatories:

Thank you for your correspondence dated January 20, 2025, addressed to the Honourable Mark Holland, former Minister of Health, regarding the federal Chief Nursing Officer (CNO) position and for the feedback that you shared with Minister Khara during her meeting with the Executive Board of the CFNU. As the senior executive responsible for human resources at Health Canada, I am responding on the Minister's behalf.

I very much appreciate that you have taken the time to share your perspectives on the position of the Chief Nursing Officer, including your support for recent initiatives, such as the Nursing Retention Toolkit. I also want to thank you and your organizations for supporting the CNO in developing, promoting, implementing and evaluating the toolkit.

Minister Khara also appreciated your feedback on the CNO. I want to assure you that the role of the CNO continues at Health Canada. The federal government recognizes the vital contributions of nurses to Canada's healthcare system, and deeply appreciates the leadership, expertise and dedication they bring to patient

care and health system innovation. The CNO is an important part of the federal government's Health Human Resources Task Force, which works with you, provinces and territories and other federal partners to tackle issues related to our health workforce crisis through targeted funding and collaboration.

The federal government acknowledges that it has a key leadership role to play in supporting solutions to the challenges facing health systems across the country, including those related to Canada's health workforce. We remain committed to continuing to work with provincial and territorial governments and other key partners to achieve this objective.

On January 30, 2025, federal, provincial and territorial Health Ministers met to discuss shared priorities within the health sector, including the health workforce. They noted significant progress toward commitments they made in 2023 on enhancing health workforce retention and domestic supply, streamlining the recognition of internationally educated health professionals, and breaking down barriers that prevent labour mobility. At this meeting, Ministers welcomed collaborative work among all levels of government to examine challenges and opportunities in Canada's capacity to train health workers, and they also approved an ethical recruitment framework that will help guide the international recruitment of health personnel.

Health Canada values the perspectives of nurses, and we remain committed to ensuring strong nursing leadership within our health system. Thank you again for taking the time to write.

Yours sincerely,



Greg Orencsak