

Fair Registration Practices Report

Audiologists and Speech-Language Pathologists (2016)

The answers seen below were submitted to the OFC by the regulated professions.

This Fair Registration Practices Report was produced as required by:

- the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA) s. 20 and 23(1), for regulated professions named in Schedule 1 of FARPACTA
- the Health Professions Procedural Code set out in Schedule 2 of the Regulated Health Professions Act (RHPA) s. 22.7 (1) and 22.9(1), for health colleges.

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1. Qualitative Information

a) Requirements for registration, including acceptable alternatives

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

b) Assessment of qualifications

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

c) Provision of timely decisions, responses, and reasons

i. Describe any improvements / changes implemented in the last year.

An updated timeline was added to CASLPO's website at the following link:

- <http://caslpo.com/applicants/application-timelines-and-fees/application-timelines>

After an application has been reviewed, the registration decision is provided to the applicant in writing. In an attempt to provide applicants with decisions in very clear plain-language, more time is necessary to review and edit the decisions provided to applicants. In addition, with the continuing increases in the volume and complexity of the applications reviewed by the Registration Committee, it was difficult for staff to provide a written decision to applicants within a three-week timeframe.

ii. Describe the impact of the improvements / changes on applicants.

The applicant's expectations are now more realistic leading to less uncertainty.

iii. Describe the impact of the improvements / changes on your organization.

The writing of decisions was being impeded by responding to inquiries from applicants regarding the status of the written decision. With the change in timelines, the number of inquiries has decreased.

d) Fees

i. Describe any improvements / changes implemented in the last year.

This year, the College implemented the third of a three phase fee increase. This fee increase allows the College to maintain its core functions and meet forecasted new funding challenges such as processing the increasing number of complaints and discipline cases. The fee increase also addresses external demands arising from changes in the practice environment, activities of the Fairness Commissioner, inter-provincial labour mobility requirements, new provincial regulatory legislation, and media and public expectations for greater operational accountability and transparency.

This year, members were required to pay the following annual fees for registration:

- The annual fee for Initial and Non-Practising members was \$350 in 2014/2015, \$357 in 2015/2016, and \$364 in 2016/2017.
- The annual fee for General and Academic members was \$700 in 2014/2015, \$714 in 2015/2016, and \$728 in 2016/2017.
- There was no change in the annual fee for Life members.

ii. Describe the impact of the improvements / changes on applicants.

The impact on applicants of the new hire in Registration Services has yet to be measured.

iii. Describe the impact of the improvements / changes on your organization.

The fee increase has allowed CASLPO to stay on budget without the need to use reserve funds.

The fee increase had also given the College the ability to increase staff resources in the area of Registration Services.

e) Timelines

i. Describe any improvements / changes implemented in the last year.

The College has seen an increase in the number of international applications received in the last few years. International applications take longer to review and process than domestic applications. With a higher volume of international applications, it was necessary to increase our timeline for all applications to reflect this shift in workload. This increase is necessary to avoid creating a backlog of applications for review.

The timeline for the first review of an application has increased from 3 weeks to 6 weeks.

ii. Describe the impact of the improvements / changes on applicants.

All applicants must wait longer to receive registration decisions.

iii. Describe the impact of the improvements / changes on your organization.

Staff in the registration services department are better able to manage and meet the expectations of applicants.

f) Policies, procedures and/or processes, including by-laws

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

g) Resources for applicants

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

h) Review or appeal processes

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

i) Access to applicant records

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

j) Training and resources for registration staff, Council, and committee members

i. Describe any improvements / changes implemented in the last year.

This year, the Registration Committee received training to help identify when bias in decision-making may occur and to address unconscious bias. The Committee will continue to develop strategies to identify and address unconscious bias.

ii. Describe the impact of the improvements / changes on applicants.

Applicants will benefit from a more mindful approach by College staff and the Registration Committee to identifying bias and keeping bias consciously under control to minimize the impact of bias in registration decisions.

iii. Describe the impact of the improvements / changes on your organization.

Learning that a small bias can have a big impact is very powerful. The impact of this training has raised the awareness of Committee members and staff to be more mindful of unconscious bias when developing registration requirements, policies, and practices.

k) Mutual recognition agreements

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

I) Other (include as many items as applicable)

i. Describe any improvements / changes implemented in the last year.

No changes this year

ii. Describe the impact of the improvements / changes on applicants.

No changes this year

iii. Describe the impact of the improvements / changes on your organization.

No changes this year

Describe any registration-related improvements/changes to your enabling legislation and/or regulations in the last year

No changes this year

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2. Quantitative Information

a) Languages

Indicate the languages in which application information materials were available in the reporting year.

Language	Yes/No
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English	Yes
---------	-----

French	Yes
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Other (please specify)

Additional comments:

b) Gender of applicants

Indicate the number of applicants in each category as applicable.

Gender	Number of Applicants
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Male	14
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Female	211
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None of the above	0
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Additional comments:

c) Gender of members

Indicate the number of members in each category as applicable. Select the option that best corresponds to the terminology used by your organization.

Gender	Number of Members
Male	253
Female	3742
None of the above	0

Additional comments:

d) Jurisdiction where applicants obtained their initial education

Indicate the number of applicants by the jurisdiction where they obtained their initial education¹ in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
109	36	39	Australia 11	0	223
			Bulgaria 1		
			U.K. 9		
			India 13		
			Israel 1		
			Jordan 1		
			Pakistan 1		
			Philippines 1		
			S. Africa 1		
			Total 39		

¹ Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

e) Jurisdiction where applicants who became registered members obtained their initial education

Indicate the number of applicants who became registered members in the reporting year by the jurisdiction where they obtained their initial education¹ in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
96	29	30	Australia 8	0	177
			Belgium 1		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Egypt 1		
			India 7		
			Iran 1		
			U.K. 4		
			Total 22		

¹ Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

f) Jurisdiction where members were initially trained

Indicate the total number of registered members by jurisdiction where they obtained their initial education¹ in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Argentina 5		
			Australia 73		
			Belarus 2		
			Belgium 4		
			Brazil 3		
			Bulgaria 1		
			Chile 1		
			Colombia 7		
			Croatia 1		
			Egypt 7		
			France 3		
			India 25		
2053	544	1133	Iran 7	0	3995
			Ireland 6		
			Israel 1		
			Japan 1		
			Jordan 3		
			Palestinian Territory, Occupied 1		
			Philippines 2		
			Poland 2		
			Romania 1		
			Russia 3		
			Scotland 7		
			S. Africa 45		
			Serbia 1		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Ukraine 1 U.K. 52 Total 265		

¹ Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

g) Applications processed

Indicate the number of applications your organization processed in the reporting year:

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 st to December 31 st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
New applications received	109	36	39	39	0	223
Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)	109	36	41	62	0	248
Inactive applicants (applicants who had no contact with your organization in the reporting year)	0	0	0	0	0	0
Applicants who met all requirements and were authorized to become members but did not become members	0	0	0	0	0	0
Applicants who became FULLY registered members	96	29	30	22	0	177
Applicants who were authorized to receive an alternative class of licence³ but were not issued a licence	0	0	0	0	0	0
Applicants who were issued an alternative class of licence³	88	17	22	13	0	140

¹ An alternative class of licence enables its holder to practice with limitations, but additional requirements must be

met in order for the member to be fully licensed.

Additional comments:

h) Classes of certificate/license

Indicate and provide a description of the classes of certificate/license offered by your organization.

You must specify and describe at least one class of certificate/license (on line a) in order for this step to be complete.

#	Certification	Description
a)	General	<p style="text-align: center;">Description (a)</p> <p>Requirements for certificate of registration, any class</p> <p>3. An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:</p> <ol style="list-style-type: none"> 1. The applicant must provide details of any of the following that relate to the applicant: <ol style="list-style-type: none"> i. A conviction for a criminal offence. ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction. iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession. iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession. v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession. vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession. 2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant

must provide a certificate, letter or other evidence acceptable to the College from the regulatory body confirming that the applicant is in good standing.

3. If the applicant has ceased being registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.

4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.

5. The applicant must be able to speak, read and write either English or French with reasonable fluency.

6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,

i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,

ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and

iii. will display an appropriate professional attitude.

7. At the Registrar's request, the applicant must undergo a criminal background check.

5. (1) The following are non-exemptible registration requirements for a general certificate of registration:

1. The applicant must have a professional master's degree in audiology or speech-language pathology or both from,

i. a Canadian university program accredited by the Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology or by another accrediting body approved by the Council for that purpose, or

ii. a university program, other than one referred to in subparagraph i, that is determined by a panel of the Registration Committee, in accordance with subsection (2), to be equivalent to a program referred to in that subparagraph.

2. The applicant must be a Canadian citizen or a permanent resident of Canada or be authorized by

the *Immigration and Refugee Protection Act* (Canada) to engage in the practice of the profession. O. Reg. 21/12, s. 5 (1).

(2) For the purposes of subparagraph 1 ii of subsection (1), a university program is equivalent to a program referred to in subparagraph 1 i of subsection

(1) if the program contains the following:

1. 270 hours of coursework in basic communication processes which include,
 - i. the anatomic and physiologic basis for normal development and use of speech, language and hearing,
 - ii. physical bases and processes of the production and perception of speech, and
 - iii. perceptual processes and psycholinguistic variables related to normal development and use of speech, language and hearing.
2. 200 hours of coursework in related areas which include,
 - i. study of human behaviour, both normal and abnormal,
 - ii. statistics, and
 - iii. administrative organization of programs in speech language pathology or audiology or both.
3. 360 hours of coursework, at a standard satisfactory to the Registration Committee, in the major professional area which provides in-depth study of,
 - i. disorders of speech and language or of hearing functioning, and
 - ii. clinical evaluation and treatment of communication disorders.
4. 90 hours of coursework in the minor professional area which provides study in audiology for speech-language pathology majors and study in speech-language pathology for audiology majors.
5. 300 hours of supervised university accredited clinical practicum with both children and adults representing a wide variety of communication disorders in the area in which registration is sought and consisting of,
 - i. at least 225 hours of experience within the major professional area, and
 - ii. a minimum of 20 hours in the minor area. O. Reg.

21/12, s. 5 (2).

(3) It is a requirement for a general certificate of registration that the applicant have held an initial certificate of registration for the length of time required under section 10 or have satisfactorily completed two years of professional practice in another jurisdiction.

Description (b)

Requirements for certificate of registration, any class

3. An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:

1. The applicant must provide details of any of the following that relate to the applicant:

i. A conviction for a criminal offence.

ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction.

iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession.

vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body confirming that the applicant is in good standing.

3. If the applicant has ceased being registered with a

b)

Initial

body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.

4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.

5. The applicant must be able to speak, read and write either English or French with reasonable fluency.

6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,

i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,

ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and

iii. will display an appropriate professional attitude.

7. At the Registrar's request, the applicant must undergo a criminal background check.

8. (1) The following are non-exemptible registration requirements for an initial certificate of registration:

1. Subject to subsection (2), the applicant must satisfy the non-exemptible requirements for a general certificate of registration as set out in subsections 5 (1) and (2).

2. The applicant must provide the Registrar with proof that he or she has an offer of employment in Ontario as an audiologist or speech-language pathologist. O. Reg. 21/12, s. 8 (1).

(2) The Registrar may issue an initial certificate of registration to an applicant who has not completed the coursework or clinical practicum hours, or both, in a minor area of study if the applicant undertakes to complete the coursework and clinical practicum hours, as the case may be, during the term of the initial certificate of registration.

c)	Non-Practising	Description (c)
		Requirements for certificate of registration, any

class

3. An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:
 1. The applicant must provide details of any of the following that relate to the applicant:
 - i. A conviction for a criminal offence.
 - ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction.
 - iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
 - iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
 - v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession.
 - vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
 2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body confirming that the applicant is in good standing.
 3. If the applicant has ceased being registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.
 4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.
 5. The applicant must be able to speak, read and write either English or French with reasonable fluency.

6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,

- i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,
- ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and
- iii. will display an appropriate professional attitude.

7. At the Registrar's request, the applicant must undergo a criminal background check.

12. The following are non-exemptible registration requirements for a non-practising certificate of registration:

1. The applicant must,

- i. hold a general certificate of registration and be in good standing with the College, or
- ii. be eligible to be issued a general certificate of registration.

2. The applicant must have completed a minimum of two years of practice within the scope of the profession.

Description (d)

Requirements for certificate of registration, any class

3. An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:

1. The applicant must provide details of any of the following that relate to the applicant:

i. A conviction for a criminal offence.

ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction.

iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

d)

Academic

iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession.

vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body confirming that the applicant is in good standing.

3. If the applicant has ceased being registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.

4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.

5. The applicant must be able to speak, read and write either English or French with reasonable fluency.

6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,

i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,

ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and

iii. will display an appropriate professional attitude.

7. At the Registrar's request, the applicant must undergo a criminal background check.

16. The following are non-exemptible registration requirements for an academic

		<p>certificate of registration:</p> <p>1. The applicant must satisfy the non-exemptible requirements for a general certificate of registration as set out in subsections 5 (1) and (2).</p> <p>2. The applicant must have an appointment to the academic staff of a post-secondary institution to teach or conduct research in audiology or speech-language pathology or both.</p>
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Description (e)		
e)	Teaching	<p>Requirements for certificate of registration, any class</p> <p>3. An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:</p> <p>1. The applicant must provide details of any of the following that relate to the applicant:</p> <ul style="list-style-type: none"> i. A conviction for a criminal offence. ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction. iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession. iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession. v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession. vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession. <p>2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body</p>

confirming that the applicant is in good standing.

3. If the applicant has ceased being registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.

4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.

5. The applicant must be able to speak, read and write either English or French with reasonable fluency.

6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,

i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,

ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and

iii. will display an appropriate professional attitude.

7. At the Registrar's request, the applicant must undergo a criminal background check.

19. (1) The following are non-exemptible registration requirements for a teaching certificate of registration:

1. One of the following circumstances must exist:

i. The applicant holds a graduate degree in speech-language pathology or audiology and the applicant is qualified to practise as an audiologist or speech-language pathologist in his or her resident jurisdiction.

ii. The applicant holds a degree, other than one referred to in subparagraph i, that is determined by a panel of the Registration Committee, in accordance with subsection (2), to be equivalent to a degree referred to in that subparagraph.

2. The applicant must have been invited to teach or conduct research for a limited duration by an institution referred to in Schedule 1.

3. A member who holds either a general certificate of registration or an academic certificate of registration must have undertaken the supervision of the applicant

and that person is responsible for providing continuing care for patients attended to by the applicant in Ontario. O. Reg. 21/12, s. 19 (1).

(2) For the purposes of subparagraph 1 ii of subsection (1), a degree is equivalent to a graduate degree referred to in subparagraph 1 i of subsection (1) if the degree is awarded as a result of the successful completion of a university program that meets the requirements set out in subsection 5 (2).

Additional comments:

i) Reviews and appeals processed

State the number of reviews and appeals your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 st to December 31 st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee	1	2	6	25	0	34
Applicants who initiated an appeal of a registration decision	0	0	0	1	0	1
Appeals heard	0	0	0	1	0	1
Registration decisions changed following an appeal	0	0	0	0	0	0

Additional comments:

j) Paid staff

In the table below, enter the number of paid staff employed by your organization in the categories shown, on December 31 of the reporting year.

When providing information for each of the categories in this section, you may want to use decimals if you count your staff using half units. For example, one full-time employee and one part-time employee might be equivalent to 1.5 employees.

You can enter decimals to the tenths position only. For example, you can enter 1.5 or 7.5 but not 1.55 or 7.52.

Category	Staff
Total staff employed by the regulatory body	12.3
Staff involved in appeals process	4.5
Staff involved in registration process	4.5
Additional comments:	
<input type="text"/>	

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3. Submission

I hereby certify that:

Name of individual with authority to sign on behalf of the organization:
Brian O'Riordan

Title:
Registrar

Date:
2017/02/28

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