

Fair Registration Practices Report

Audiologists and Speech-Language Pathologists (2015)

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 (FARPACKTA) s. 20 and 23(1), for regulated professions named in Schedule 1 of FARPACKTA
- 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.

Index

1. Qualitative Information
2. Quantitative Information
3. Submission

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: <ul style="list-style-type: none">• http://caslpo.com/applicants/application-timelines-and-fees/application-timeline Changes to the timeline were necessary in order to adjust to staffing changes and an increased volume of international applications.
ii. Describe the impact of the improvements / changes on applicants.
With the new timeline, applicant's expectations are more realistic leading to less uncertainty and frustration.
iii. Describe the impact of the improvements / changes on your organization.
With an increasing demand for services, it has become apparent to the College that more resources were needed in the area of registration services.
d) Fees
i. Describe any improvements / changes implemented in the last year.
This year, the College implemented the second 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 and increased to \$357 in 2015/2016
- The annual fee for General and Academic members was \$700 in 2014/2015 and increased to \$714 in 2015/2016
- There was no change in the annual fee for Life members.

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.

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

The fee increase has also given the College the ability to consider, define and be in the position to hire new staff that will increase our resources in registration.

e) Timelines

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

Here is a link to the updated application timeline:

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

The following changes were made to the application timeline:

- Notification and acknowledgement of receipt of application has been adjusted from one week to ten business days.
- Acknowledgement of receipt of outstanding documents has been adjusted from three business days to five business days.
- The receipt of Registration Committee decisions has been adjusted from three weeks from the date of the Registration Committee meeting to three to five weeks from the date of the Registration Committee meeting.

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

The applicant now has more realistic expectations regarding response times. This reduces the applicant's uncertainty.

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

With these changes, College staff is now able to keep up with the demand for updates regarding the status of an application.

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

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

This year, the College's Council approved amendments to By-law 2011-6 relating to the register of the College. These changes will affect the information collected and posted on the register as of January 1, 2016.

The College will begin collecting the following:

1. Information about any existing charges against an applicant, commenced or after January 1, 2016, in respect of a federal provincial or other offence; and
2. Information about any existing conditions, terms, orders, directions or agreements relating to the custody or release of the applicant in respect of federal, provincial, or other offence processes.

The College will post the following information related to registration:

1. Criminal findings/convictions that are viewed as relevant by the College;
2. Charges and bail conditions that are viewed as relevant by the College/relevant to the member's suitability to practise.
3. If the College is aware of the information, post the fact that the member is or has been regulated by another regulator so that the public and request that information from the other regulator.

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

Applicants will be asked to provide more information to the College. More information will be posted on the College's public register about members.

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

Providing more information about members on the public register will increase CASLPO's transparency and ensures that the public is better informed about the audiologists and speech-language pathologists who provide services.

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.

The College's application materials were updated in May 2015 to communicate the following information to applicants:

- who may access the records; and
- how long records are kept.

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, new Committee members received an orientation session from College staff before attending their first meeting.

The Registration Committee also received a presentation regarding the appeal process of the Health Professions Appeal and Review Board (HPARB). This presentation highlighted the Committee's accountability and responsibility to ensure that decisions are transparent, objective, impartial and fair. The Committee expressed an interest in reviewing decisions made by HPARB on an ongoing basis.

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.

This training has heightened the Registration Committee's awareness of how essential it is to provide applicants with clearly articulated decisions and well defined reasons.

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.

The College updated its Memorandum of Understanding (MOU) with Speech-Language and Audiology Canada (SAC) regarding the use of SAC's clinical certification examination.

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

[BACK TO INDEX](#)

2. Quantitative Information

a) Languages

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

Language	Yes/No
English	Yes
French	Yes

Other (please specify)

Additional comments:

b) Gender of applicants

Indicate the number of applicants in each category as applicable.

Gender	Number of Applicants
Male	17
Female	216
None of the above	0

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	247
Female	3658
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
110	35	49	Australia 9	0	233
			Belgium 1		
			Chile 1		
			Germany 1		
			India 14		
			Iran 1		
			Ireland 2		
			Jordan 1		
			New Zealand 1		
			Philippines 2		
			U.K. 6		
			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
100	25	41	Australia 11	0	192
			Egypt 1		
			India 8		
			Ireland 1		
			Jordan 1		
			U.K. 4		
			Total 26		

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
1993	535	1117	Argentina 5	0	3905
			Australia 66		
			Belarus 2		
			Belgium 4		
			Brazil 3		
			Bulgaria 1		
			Chile 1		
			Colombia 7		
			Croatia 2		
			Egypt 6		
			France 3		
			Hong Kong 1		
			India 21		
			Iran 6		
			Ireland 7		
			Israel 1		
			Japan 1		
Jordan 3					

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Palestinian Territory, Occupied 1 Philippines 2 Poland 2 Puerto Rico 1 Romania 1 Russia 3 Scotland 7 S. Africa 47 U.K. 55 Ukraine 1 Total 260		

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	110	35	49	39	0	233
Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)	110	35	49	42	0	236
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	100	25	41	26	0	192
Applicants who were authorized to receive an alternative class of licence ³ but were not issued a licence	0	0	0	0	0	0
Applicants who were issued an alternative class of licence ³	98	24	33	17	0	172

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
		Description (a)
a)	General	To obtain a certificate of registration with CASLPO, all applicants must: 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.

To obtain a general certificate:

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
 - ii. a university program, that is determined by a panel of the Registration Committee, to be equivalent to a Canadian program.
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.
3. The applicant must have held an initial certificate of registration and successfully completed a period of mentored practice in accordance with the College's policies or has satisfactorily completed two years of professional practice in another jurisdiction.

To maintain a general certificate, the member must adhere to the following conditions:

1. The member shall provide 750 hours of patient care or related work in audiology or speech-language pathology during every three-year period that begins on the day that the member is issued a general certificate of registration.
2. The member is also required to meet the requirements of the Quality Assurance program which includes self-assessment, peer assessment, and collecting continuous learning activity credits.

Description (b)

To obtain a certificate of registration with CASLPO, all applicants must:

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

b)

Initial

background check.

To obtain an initial certificate:

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
 - ii. a university program, that is determined by a panel of the Registration Committee, to be equivalent to a Canadian program.
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.
3. 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.

To maintain an initial certificate, the member must adhere to the following conditions:

1. The member must practise under the mentorship of a holder of a general certificate of registration for at least 6 months in accordance with the policies of the College.

Description (c)

To obtain a certificate of registration with CASLPO, all applicants must:

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.

c)

Non-Practising

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.

To obtain a non-practising certificate:

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

2. The applicant must:

1. hold a general certificate of registration and be in good standing with the College, or

2. be eligible to be issued a general certificate of registration.

To maintain a non-practising certificate, the member must adhere to the following conditions:

1. The member shall make an annual application for renewal of his or her non-practising certificate of registration.

2. The member shall not engage in the practice of audiology or speech-language pathology in Ontario.

Description (d)

To obtain a certificate of registration with CASLPO, all applicants must:

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.

d)

Academic

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.

To obtain an academic certificate:

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

ii. a university program, that is determined by a panel of the Registration Committee, to be equivalent to a Canadian program.

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.

3. 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.

To maintain an academic certificate, the member must adhere to the following conditions:

1. The member shall hold and maintain an appointment in a post-secondary institution in audiology or speech-language pathology or both.

2. The member shall only practise in a setting related to the academic appointment.

3. The member shall immediately inform the Registrar in writing in the event that the member ceases to be a Canadian citizen or permanent resident of Canada or to have authorization under the *Immigration and Refugee Protection Act* (Canada) permitting the member to engage in the practice of the profession.

Description (e)

To obtain a certificate of registration with CASLPO, all applicants must:

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.

To obtain a teaching certificate:

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 that is determined by a panel of the Registration Committee to be equivalent to a professional master's degree in audiology or speech-language pathology.
2. The applicant must have been invited to teach or conduct research for a limited duration

e)

Teaching

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.

To maintain a teaching certificate, the member must adhere to the following conditions:

1. The member shall practise in his or her area of expertise only to the extent required for the purposes of the continuing education program, the member's research or other limited teaching contract.
2. The member shall practise only under the supervision of the member who gave an undertaking to the College.
3. A teaching certificate of registration expires on the date set out on the certificate which shall be no later than one year after the day it was issued.

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	0	0	0	10	0	10
Applicants who initiated an appeal of a registration decision	0	0	0	1	0	1
Appeals heard	0	0	0	0	0	0
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	11.8
Staff involved in appeals process	4
Staff involved in registration process	4

Additional comments:

The College has identified the need for additional staff resources in the area of registration. Temporary staff was hired to assist with registration in 2015.

I hereby certify that:

Name of individual with authority to sign on behalf of the organization:

Brian O'Riordan

Title:

Registrar

Date:

2016/03/01

[BACK TO INDEX](#)