

Fair Registration Practices Report

Audiologists and Speech-Language Pathologists (2019)

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.

In order to facilitate labour mobility across provinces, CASLPO is working with the Canadian Alliance of Audiology and Speech-Language Pathology Regulators (CAASPR) to harmonize the registration requirements of audiologists and speech-language pathologists across the country.

One key requirement to the registration process is the requirement for language fluency/proficiency.

HIGHLIGHTS OF THE PROPOSED CHANGES

- First language no longer used as a criteria for language proficiency because it is an unreliable measure of proficiency.

Below are the changes in acceptable standardized tests and scores outlined below

TOEFL (iBT)

Previous Scores Accepted - Overall score 100, speaking score 26 and writing score 26

New Scores Accepted - Speaking 26, Listening 26, Reading 22, Writing 24

IELTS

Previous Scores Accepted - Overall score of 8.0

New Standard Scores - Speaking 7.5, Listening 8.0, Reading 7.5, Writing 7.5

TestCan (French Proficiency)

Previous Scores Accepted - Speaking 4.5, Listening 4.5, Reading 4.5, Writing 4.5

New Standard Scores - This test is no longer used.

Test d'évaluation du français (TEF) or TEF Canada (French Proficiency)

New Standard - Level 5, Expression orale (speaking): 371, Compréhension orale (listening): 298, Compréhension écrite (reading): 248, Expression écrite (writing): 371

Office québécois de la langue française (OQLF): Passing mark set by the OQLF & reviewed by the OOAQ

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

The impact of the improvements are not currently evident. However, it is our hope that the new standard will benefit applicants struggling to meet CASLPO's current requirement for language proficiency since the national standard appears to be slightly lower than CASLPO's current requirement.

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

The adoption of the national standard for language proficiency will bring CASLPO in line with the national standard and closer to our objective to have registration requirements that are harmonized across Canada.

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.

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

d) Fees

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

In 2019, we made the following changes to our fees:

1. The annual fee for Initial, General and Academic Certificates increased from \$750 to \$765.

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

The change does not appear to have had any impact on our applicants.

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.

e) Timelines

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

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

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

When gaps have been identified in an applicant's coursework and or clinical practicum, CASLPO's Registration Committee would require the applicant to provide a coursework and or clinical practicum proposal to the Registration Committee for review to ensure that appropriate courses or clinical practicums had been selected by the applicant to fulfill the gaps identified by the Committee. It was recommended that applicants received approval of their proposals before enrolling in additional courses or starting a practicum.

CASLPO's Registration Committee meet approximately 4 to 6 times a year. As a result, applicants must wait between 2 to 4 months to get courses or practicums proposals approved.

Since College staff regularly make evaluations of courses and practicums as part of the initial review process for all applications from international applicants and given that the review of the proposals is essentially the same administrative task, it was determined that it would be appropriate for CASLPO's International Applications Coordinator to provide applicants with feedback and approve coursework and practicum proposals that address the deficiencies previously identified by a panel of the Registration Committee.

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

The new process still requires applicants to submit coursework or clinical practicum proposals to the College for approval. However, the timeline for reviewing a decision regarding the proposal has been drastically reduced from between 2 to 4 months to a timeline of 2 to 3 weeks.

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

The improved process for reviewing coursework and practicum proposals allows for a much more efficient, timely process and allow the Registration Committee to focus on the application for registration.

g) Resources for applicants

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

The following information was added to the Frequently Asked Questions (FAQs) listed on CASLPO's How to Apply to the College web-page at <https://caslpo.com/applicants/apply-to-the-college> regarding CASLPO's professional liability insurance requirements.

Q 16. I have been offered employment fulltime at a schoolboard where my professional liability insurance is paid. I also plan to see one or two children privately. Do I need professional liability insurance coverage for the few children I see privately?

A. 16. Yes, you must be covered (either personally or by your employer) by professional liability insurance for a minimum of \$2,000,000 per claim for all business locations at which you practice.

Q. 17. I have been offered employment at a large health sciences centre. How do I know if I have sufficient professional liability insurance?

A. 17. Speak to your organization's finance, corporate services and/or human resources department. All regulated health colleges require members to have professional liability insurance, so the organization should be able to confirm that they have the required insurance (\$2 million per claim) to cover regulated health professionals.

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

The College has not seen any measureable changes in our applicants as a result of this improvement.

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

The College has not experienced any measureable changes as a result of this improvement. However, the time and ease of directing questions to the FAQs has been a qualitative improvement.

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.

The Registration Committee received an orientation session during their November meeting. The Orientation session included the Registration Committee Orientation presentation by Steinecke Maciura LeBlanc (SML). A recording of the presentation is available on the SML website at the following link: <http://www.sml-law.com/wp-content/uploads/2017/10/Registration-Committee.mp4>

This webinar provided an orientation for new Committee members and a refresher for the Committee members who have been on the committee for some time. This orientation presentation helps to reinforce the duties and objects of the committee.

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 when making registration decisions.

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

The Registration Committee and College staff are reminded of their duties under the *Regulated Health Professions Act*.

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
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	31
Female	291
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

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Jordan 1		
			New Zealand 5		
			Scotland 2		
			U.K. 6		
			Total 44		

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 4		
			Australia 95		
			Belarus 2		
			Belgium 4		
			Brazil 4		
			Bulgaria 1		
			Chile 1		
			Colombia 7		
			Egypt 8		
			France 2		
			India 61		
			Iran 7		
2333	591	1147	Ireland 5	0	4408
			Israel 1		
			Japan 1		
			Jordan 5		
			New Zealand 7		
			Pakistan 1		
			Palestinian Territory, Occupied 1		
			Philippines 1		
			Poland 1		
			Romania 1		
			Russia 3		
			Scotland 11		
			Serbia 1		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			S. Africa 43 Ukraine 1 U.K. 58 Total 337		

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	184	44	32	62	0	322
Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)	193	50	43	87	0	373
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	165	40	26	44	0	275
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	159	21	12	17	0	209

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	<p style="text-align: center;">General Certificates</p> <p style="text-align: center;">Registration requirements</p> <p>5. (1) The following are non-exemptible registration requirements for a general certificate of registration:</p> <p style="padding-left: 40px;">1. The applicant must have a professional master's degree in audiology or speech-language pathology or both from,</p> <p style="padding-left: 80px;">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</p> <p style="padding-left: 80px;">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.</p> <p style="padding-left: 40px;">2. The applicant must be a Canadian citizen or a permanent resident of Canada or be authorized by the <i>Immigration and Refugee Protection Act</i> (Canada) to engage in the practice of the profession. O. Reg. 21/12, s. 5 (1).</p> <p style="padding-left: 40px;">(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:</p> <p style="padding-left: 40px;">1. 270 hours of coursework in basic communication processes which include,</p> <p style="padding-left: 80px;">i. the anatomic and physiologic basis for normal</p>

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. O. Reg. 21/12, s. 5 (3).

Conditions

6. (1) The following are the conditions of a general certificate of registration:

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 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. O. Reg. 21/12, s. 6 (1).

(2) If a member fails to meet the condition described in paragraph 1 of subsection (1), the Registrar may refer the member for a peer and practice assessment. O. Reg. 21/12, s. 6 (2).

Canadian mobility

7. (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant, the requirements of paragraph 1 of subsection 5 (1) and subsection 5 (3) of this Regulation are deemed to have been met by the applicant. O. Reg. 21/12, s. 7 (1).

(2) Where an applicant referred to in subsection (1) is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by a general certificate of registration at any time in the three years immediately before the date of that applicant's application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee. O. Reg. 21/12, s. 7 (2).

(3) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 5 of section 3 where the requirements for the issuance of the applicant's out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph. O. Reg. 21/12, s. 7 (3).

(4) Despite subsection (1), an applicant is not deemed to have met a requirement if that requirement is described in subsection 22.18 (3) of the Health Professions Procedural Code. O. Reg. 21/12, s. 7 (4).

Description (b)

Initial Certificates

b)

Initial

Registration requirements

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. O. Reg. 21/12, s. 8 (2).

Condition

9. It is a condition of an initial certificate of registration that the member practise under the mentorship of a holder of a general certificate of registration in accordance with the policies of the College. O. Reg. 21/12, s. 9.

Term of certificate

10. (1) Subject to subsection (2), the term of an initial certificate of registration is six months. O. Reg. 21/12, s. 10 (1).

(2) The Registrar may extend the term of an initial certificate of registration for an additional period of no more than 18 months if either of the following circumstances exist:

1. The member has not completed the coursework and clinical practicum hours referred to in subsection 8 (2) by the end of the six months.
2. The member has completed the coursework and clinical practicum hours referred to in subsection 8 (2) by the end of the six months but, in the Registrar's opinion, the member does not have the skills or competency necessary to be issued a general certificate of registration. O. Reg. 21/12, s. 10 (2).

Canadian mobility

11. (1) Where section 22.18 of the Health Professions

Procedural Code applies to an applicant, the requirement of paragraph 1 of subsection 8 (1) of this Regulation is deemed to have been met by the applicant. O. Reg. 21/12, s. 11 (1).

(2) Despite subsection (1), the applicant is not deemed to have satisfied the non-exemptible registration requirement set out in paragraph 2 of subsection 5 (1) that 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. 11 (2).

(3) Where the applicant is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by an initial certificate of registration at any time in the three years immediately before the date of that applicant's application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee. O. Reg. 21/12, s. 11 (3).

(4) The applicant is deemed to have met the requirements of paragraph 5 of section 3 where the requirements for the issuance of the applicant's out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph. O. Reg. 21/12, s. 11 (4).

(5) Despite subsection (1), the applicant is not deemed to have met a requirement if that requirement is described in subsection 22.18 (3) of the Health Professions Procedural Code. O. Reg. 21/12, s. 11 (5).

Description (c)

Non-Practising Certificates

Registration requirements

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.

c)

Non-Practising

2. The applicant must have completed a minimum of two years of practice within the scope of the profession. O. Reg. 21/12, s. 12.

Conditions

- 13.** The following are the conditions of a non-practising certificate of registration:

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. O. Reg. 21/12, s. 13.

Issuance of general certificate of registration

- 14.** A holder of a non-practising certificate of registration shall be issued a general certificate of registration if he or she satisfies the following conditions:

1. The member satisfies a panel of the Registration Committee that,
 - i. the member has provided 750 hours of patient care or related work in audiology or speech-language pathology during the three years immediately preceding the date on which the College receives an application from the member for the issuance of a general certificate of registration, or
 - ii. the member has successfully completed any further education or training, or any combination of education and training, that was specified by a panel of the Registration Committee.
2. The member pays any applicable fees required by the by-laws.
3. The member is in compliance with any outstanding orders issued by any committee of the College or with any undertakings given to the College. O. Reg. 21/12, s. 14.

Canadian mobility

- 15.** Where an applicant holds an out-of-province certificate that, in the opinion of the Registration Committee, is substantially equivalent to a non-practising certificate of registration, the requirement set out in paragraph 1 of section 12 is deemed to have been met by the applicant if he or she provides one or more certificates or letters or other

evidence satisfactory to the Registrar or a panel of the Registration Committee establishing that the applicant is in good standing as either an audiologist or speech-language pathologist in every jurisdiction where the applicant holds an out-of-province certificate. O. Reg. 21/12, s. 15.

Description (d)

Academic Certificates

Registration requirements

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

1. 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 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. O. Reg. 21/12, s. 16.

Conditions

17. The following are conditions of an academic certificate of registration:

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. O. Reg. 21/12, s. 17.

Canadian mobility

18. (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant, the requirement of paragraph 1 of section 16 of this Regulation is deemed to have been met by the applicant. O. Reg. 21/12, s. 18 (1).

(2) Where an applicant referred to in subsection (1) is unable to satisfy the Registrar that the applicant

d)

Academic

practised the profession to the extent that would be permitted by an academic certificate of registration at any time in the three years immediately before the date of that applicant's application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee. O. Reg. 21/12, s. 18 (2).

(3) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 5 of section 3 where the requirements for the issuance of the applicant's out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph. O. Reg. 21/12, s. 18 (3).

(4) Despite subsection (1), an applicant is not deemed to have met a requirement if that requirement is described in subsection 22.18 (3) of the Health Professions Procedural Code. O. Reg. 21/12, s. 18 (4).

Description (e)

Teaching Certificates

Registration requirements

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).

e)

Teaching

(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).

O. Reg. 21/12, s. 19 (2).

Conditions

20. The following are conditions of a teaching certificate of registration:

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 the undertaking referred to in paragraph 3 of subsection 19 (1).

O. Reg. 21/12, s. 20.

Expiry

21. 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. O. Reg.

21/12, s. 21.

Canadian mobility

22. (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant, the requirement of paragraph 1 of subsection 19 (1) of this Regulation is deemed to have been met by the applicant. O. Reg. 21/12, s. 22 (1).

(2) Where an applicant referred to in subsection (1) is unable to satisfy the Registrar that the applicant practised the profession to the extent that would be permitted by a teaching certificate of registration at any time in the three years immediately before the date of that applicant's application, the applicant must meet any further requirements to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee. O. Reg. 21/12, s. 22 (2).

(3) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 5 of section 3 where the requirements for the issuance of the applicant's out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph. O. Reg. 21/12, s. 22 (3).

(4) Despite subsection (1), an applicant is not deemed to have met a requirement if that requirement is described in subsection 22.18 (3) of the Health Professions Procedural Code. O. Reg. 21/12, s. 22 (4).

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	1	11	17	0	29
Applicants who initiated an appeal of a registration decision	0	0	0	0	0	0
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	15.4
Staff involved in appeals process	5
Staff involved in registration process	5

Additional comments:

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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:

2020/03/01

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