



## Fair Registration Practices Report 2020

The Fair Registration Practices Report was created as required in the:

- Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA) s.20 and 23(1), for the regulated professions named in Schedule 1 of FARPACTA
- Health Professions Procedural Code set out in Schedule 2 of the Health Professions Act, 1991 (RHPA) s. 22.7(1) and 22.9(1), for health colleges

Guidelines for this report are available to download as a .pdf on the OFC website.

<https://www.fairnesscommissioner.com/en/Publications/Pages/Guidelines.aspx>

Organization: College of Audiologists and Speech-Language Pathologists of Ontario (CASLPO)

Name of the regulated profession: Audiology and Speech-Language Pathology

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## Qualitative Information

The following qualitative information is collected for the purpose of highlighting a regulator's enhancements to improve fair access year over year, including actions that result from recommendations made in the OFC's Assessment of Registration Practices.

For each of the categories below, where applicable, please describe any improvements/changes implemented in the last year by your organization or a third-party for the purpose of changing fair access.

Please also describe the impact of these improvements/changes on applicants. If you have been working on improvements/changes over the last year that have not yet been implemented, describe your progress and the expected impact the improvements/changes will have on applicants and your organization.

Provide as much detail as possible. This can include the rationale for the improvements/changes, relevant findings from preliminary work leading up to the improvements/changes, methodology, relevant dates and anything else you think is important.

Include as much supporting material as possible to support your description (e.g., relevant reports, policies, protocols, websites, other documents and anything else you think is important). This material can be provided in the form of hyperlinks to electronic sources.

### **a.** Requirements for registration, including acceptable alternatives

#### **i)** Describe any improvements / changes implemented in the last year

##### **ACCEPTABLE ALTERNATIVES**

Typically, CASLPO requires an official transcript to be sent to us directly from the university. However, during the pandemic some applicants were unable to obtain official transcripts due to shutdowns within the university departments and offices. For this reason, CASLPO will temporarily accept unofficial transcripts.

After the pandemic subsides, CASLPO will require all applicants who have provided unofficial transcripts to submit their official transcripts to the College.



CASLPO allowed applicants to use the following additional services offered by English language proficiency test providers during the pandemic:

- For TOEFL-iBT test takers, Educational Testing Service (ETS) launched a [Special Home Edition](#) during the COVID-19 pandemic.
- For IELTS test takers, the College was able to download an applicant's test scores directly using the IELTS download service.

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

During the shutdown periods, applicants were able to proceed with their applications and complete the registration process without experiencing any significant delays.

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

The change added an additional step to the registration process. Therefore, additional resources were needed to monitor and follow-up.

#### **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

Although the Council had approved a 2% increase for the 2020/21 annual fee two years ago, they have decided to forego the fee increase this year as another measure to support your renewal.

- ii) Describe the impact of the improvements/changes on applicants

By foregoing the fee increase for this year, the College was able to lessen the financial pressure on registrants and applicants.

- iii) Describe the impact of the improvements/changes on your organization

With careful financial management, CASLPO was able to stay on budget without the need to use reserve funds.

**e. Timelines**

- i) Describe any improvements/changes implemented in the last year

The published timeline for the processing of International and Non-Accredited Canadian Applicants changed from 8 weeks to 10 weeks, more accurately reflecting the time.

- ii) Describe the impact of the improvements/changes on applicants



With this change, applicants were able to plan their next steps with greater accuracy.

- iii) Describe the impact of the improvements/changes on your organization

With this change, the College was able to better manage the expectations of applicants waiting to know the results of the College's initial assessment of their application.

**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

**g. Resource for applicants**

- i) Describe any improvements/changes implemented in the last year

The College operating a virtual office during the pandemic. As a result, the College adapted our registration process to accept documentation sent electronically.

The College provided applicants with tips and FAQs to help minimize the impact of COVID 19 on the application process on our website at <https://caslpo.com/applicants>

In 2020, the College made a submission of Registration Regulation amendments to the Ministry of Health. These amendments included a requirement for a registration examination.

In anticipation of the approval of this amendment, the College developed a webpage to keep applicants up-to-date about the progress on the implementation of the requirement for a national Canadian Entry to Practice



examination at <https://caslpo.com/applicants/canadian-entry-to-practice-exam-cetp-exam>

- ii) Describe the impact of the improvements/changes on applicants

The College was able to keep applicants up to date regarding the progress of the approval of the regulation by the government.

- iii) Describe the impact of the improvements/changes on your organization

The College was able to direct applicants with questions to this resource.

#### **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 applicants' records

- i) Describe any improvement/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 had an orientation session covering the following topics:

- The Committee's Terms of Reference,
- Committee and Panel Composition and Quorum
- Committee Role vs. Staff Role in Registration
- Role of the Chair
- Recent Achievements
- Bias and Conflict of Interest
- 2020-2021 Committee Work Plan

- ii) Describe the impact of the improvements/changes on applicants

The applicants benefit from a Committee that knows their role in the Registration process as this understanding is critical to make informed decisions.

- iii) Describe the impact of the improvements/changes on your organization

It is important that the Committee understands the importance of their role in the registration process and for anyone new to the Committee to understand Committee's past achievements in order to understand the Committee's work plan goals for the year.

**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. Describing any improvements/changes implemented in the last year**

- 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.

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

No changes this year.

**Quantitative Information**

The following quantitative information is collected for the purpose of observing statistical changes and trends related to application, licensure, appeals and staffing year over year.

- a. Languages



Indicate the languages in which application materials and information about the application process are available.

Language	Yes/No
English	Yes
French	No - <i>New application material have been translated and will be posted soon.</i>

Other (please specify):

**b. Gender applications**

Indicate the number of applicants in each category as applicable

Gender	Number of applicants
Male	31
Female	386
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	296
Female	4231
None of the above	0

Additional Comments:

For the following sections d,e & f, the OFC recognizes that the term initial education infers that applicants may receive their education in multiple jurisdictions.



For the purpose of these questions, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

d. Jurisdiction where applicants obtained their initial education

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

Ontario	Other Canadian Provinces	USA	Other International (list countries and # of applicants)	Unknown	Total
208	79	61	Australia 16 Belgium 1 Colombia 1 Egypt 2 England 9 India 29 Lebanon 1 New Zealand 1 Scotland 2 South Africa 2	0	412

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 education in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International (list countries and # of applicants)	Unknown	Total
201	74	49	Australia 11 Belgium 1 Colombia 1 England 8	0	370



			Ghana	1		
			India	14		
			Iran	1		
			Israel	1		
			Jordan	2		
			Lebanon	1		
			Pakistan	1		
			Philippines	1		
			Scotland	3		

Additional comments:

f. Jurisdiction where members were initially trained

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

Ontario	Other Canadian Provinces	USA	Other International (list countries and # of applicants)	Unknown	Total
2405	619	1142	Argentina 4 Australia 102 Belarus 3 Belgium 5 Brazil 4 Bulgaria 1 Chile 1 Colombia 8 Egypt 7 England 58 France 2 Ghana 1 India 66 Iran 7 Ireland 5 Israel 2 Japan 1 Jordan 7 Lebanon 1	3	4527

			New Zealand	7		
			Northern Ireland	3		
			Pakistan	2		
			Palestine	1		
			Philippines	2		
			Poland	1		
			Romania	1		
			Russia	3		
			Scotland	11		
			Serbia	1		
			South Africa	40		
			Ukraine	1		

g. Application processed

Indicate the number of applications your organization processed in the reporting year. Enter the data by jurisdiction where applicants were initially trained in the profession, i.e., before they were granted use of the protected title or professional designation in Ontario.

January 1, 2020 to December 31, 2020	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
New applications received	208	79	61	64	0	412
Applicant actively pursuing licensing. Those who had some contact with your organization in the reporting year	227	83	67	82	0	459
Inactive applicants. Those 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	0	0	0	0	0	0



become members <u>but did not</u> become members						
Applicants who became <u>fully</u> registered members	201	74	49	46	0	370
Applicants who were authorized to receive an alternative licence <u>but were not</u> issued a licence	0	0	0	0	0	0
Applicants who were issued an alternative class of licence*	166	21	15	18	0	220

- An alternative class of licence enables it 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/licence

Provide a description of the classes of certificate/license offered by your organization. You should have at least one class listed.

#	Certification	Description
1	General	<p><b>General Certificates</b>                      Registration requirements                      5. (1) The following are non-exemptible registration requirements for a general certificate of registration:</p> <ol style="list-style-type: none"> <li>1. The applicant must have a professional master’s degree in audiology or speech-language pathology or both from,                             <ol style="list-style-type: none"> <li>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</li> <li>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.</li> </ol> </li> <li>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).</li> </ol>



		<p>(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> <ol style="list-style-type: none"> <li>1. 270 hours of coursework in basic communication processes which include,             <ol style="list-style-type: none"> <li>i. the anatomic and physiologic basis for normal development and use of speech, language and hearing,</li> <li>ii. physical bases and processes of the production and perception of speech, and</li> <li>iii. perceptual processes and psycholinguistic variables related to normal development and use of speech, language and hearing.</li> </ol> </li> <li>2. 200 hours of coursework in related areas which include,             <ol style="list-style-type: none"> <li>i. study of human behaviour, both normal and abnormal,</li> <li>ii. statistics, and</li> <li>iii. administrative organization of programs in speech language pathology or audiology or both.</li> </ol> </li> <li>3. 360 hours of coursework, at a standard satisfactory to the Registration Committee, in the major professional area which provides in-depth study of,             <ol style="list-style-type: none"> <li>i. disorders of speech and language or of hearing functioning, and</li> <li>ii. clinical evaluation and treatment of communication disorders.</li> </ol> </li> <li>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.</li> <li>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,             <ol style="list-style-type: none"> <li>i. at least 225 hours of experience within the major professional area, and</li> <li>ii. a minimum of 20 hours in the minor area. O. Reg. 21/12, s. 5 (2).</li> </ol> </li> </ol> <p>(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).</p> <p>Conditions</p>
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		<p>6. (1) The following are the conditions of a general certificate of registration:</p> <ol style="list-style-type: none"> <li>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.</li> <li>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).</li> </ol> <p>(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).</p> <p>Canadian mobility</p> <p>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).</p> <p>(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).</p> <p>(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).</p> <p>(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).</p>
2	Initial	<p><b>Initial Certificates</b></p> <p>Registration requirements</p> <p>8. (1) The following are non-exemptible registration requirements for an initial certificate of registration:</p> <ol style="list-style-type: none"> <li>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).</li> </ol>



		<p>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).</p> <p>(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).</p> <p>Condition</p> <p>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.</p> <p>Term of certificate</p> <p>10. (1) Subject to subsection (2), the term of an initial certificate of registration is six months. O. Reg. 21/12, s. 10 (1).</p> <p>(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:</p> <ol style="list-style-type: none"> <li>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.</li> <li>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).</li> </ol> <p>Canadian mobility</p> <p>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).</p> <p>(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).</p> <p>(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</p>
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		<p>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).</p> <p>(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).</p> <p>(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).</p>
3	Non-Practising	<p><b>Non-Practising Certificates</b></p> <p>Registration requirements</p> <p>12. The following are non-exemptible registration requirements for a non-practising certificate of registration:</p> <ol style="list-style-type: none"> <li>1. The applicant must,             <ol style="list-style-type: none"> <li>i. hold a general certificate of registration and be in good standing with the College, or</li> <li>ii. be eligible to be issued a general certificate of registration.</li> </ol> </li> <li>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.</li> </ol> <p>Conditions</p> <p>13. The following are the conditions of a non-practising certificate of registration:</p> <ol style="list-style-type: none"> <li>1. The member shall make an annual application for renewal of his or her non-practising certificate of registration.</li> <li>2. The member shall not engage in the practice of audiology or speech-language pathology in Ontario. O. Reg. 21/12, s. 13.</li> </ol> <p>Issuance of general certificate of registration</p> <p>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:</p> <ol style="list-style-type: none"> <li>1. The member satisfies a panel of the Registration Committee that,             <ol style="list-style-type: none"> <li>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</li> </ol> </li> </ol>



		<p>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.</p> <p>2. The member pays any applicable fees required by the by-laws.</p> <p>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.</p> <p>Canadian mobility</p> <p>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.</p>
4	Academic	<p><b>Academic Certificates</b></p> <p>Registration requirements</p> <p>16. The following are non-exemptible registration requirements for an academic 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. O. Reg. 21/12, s. 16.</p> <p>Conditions</p> <p>17. The following are conditions of an academic certificate of registration:</p> <p>1. The member shall hold and maintain an appointment in a post-secondary institution in audiology or speech-language pathology or both.</p> <p>2. The member shall only practise in a setting related to the academic appointment.</p> <p>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.</p> <p>Canadian mobility</p>



		<p>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).</p> <p>(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 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).</p> <p>(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).</p> <p>(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).</p>
5	Teaching	<p><b>Teaching Certificates</b> Registration requirements</p> <p>19. (1) The following are non-exemptible registration requirements for a teaching certificate of registration:</p> <ol style="list-style-type: none"> <li>1. One of the following circumstances must exist:             <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> </ol> </li> <li>2. The applicant must have been invited to teach or conduct research for a limited duration by an institution referred to in Schedule 1.</li> <li>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).</li> </ol> <p>(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</p>



		<p>completion of a university program that meets the requirements set out in subsection 5 (2). O. Reg. 21/12, s. 19 (2).</p> <p>Conditions</p> <p>20. The following are conditions of a teaching certificate of registration:</p> <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> </ol>
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Additional comments:

i. Reviews and appeals processed

State the number of reviews and appeals your organization processed in the reporting year. Enter the data by jurisdiction where applicants were initially trained in the profession, i.e., before they were granted use of the protected title or professional designation in Ontario.

January 1, 2020 to December 31, 2020	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applicants that were subject to an internal review or that were referred to a statutory committee of your governing council, such as Registration Committee	0	1	9	13	0	23
Applicants who initiated an appeal of a registration decision	0	0	0	0	0	0
Appeals hear	0	0	0	0	0	0
Registration decisions changed following an appeal	0	0	0	0	0	0



Additional comments:

j. Paid Staff

Provide the number of paid staff employed by your organization in the categories shown, as of December 31, 2020.

You may use decimals if you need to count half units. For example, one full-time employee plus one part-time employee will be equivalent to 1.5 employees.

Category	Number of staff
Total number of staff employed by the regulatory body	15.6
Number of staff involved in the appeals process	5
Number of staff involved in the registration process	5

Additional comments:

Submission

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

Brian O'Riordan

**Title:**

Registrar

**Date:**

2021/04/29

