

#40

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Q1

Please indicate which regulator you are and your main point of contact should we require follow up.

Organization: College of Veterinarians of Ontario
Name of the regulated profession: Veterinarian
Contact Name: Lindsay Sproule
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Q2

Section 1 - During the reporting period (January 1st–December 31st, 2022), please indicate if your organization has introduced any changes in the following areas impacting your registration processes by clicking on each of the appropriate boxes below. Registration requirements either through regulation, by-law or policy.

Yes,

Description of change/improvement that would impact fair registration outcomes:

1. Criminal Record Check Policy: At its meeting in September 2019, Council supported the addition of criminal record checks as a requirement for initial licensure. It was reported in the College's 2019 Fair Registration Practices Report that Council indicated support for the addition of criminal record screening as a legislated requirement for initial licensure. In 2020, the Registration Committee worked on preparing a policy statement on criminal record checks. A Criminal Record Check policy was approved by Council in March 2021. This policy defines when a criminal record check is required and the type of criminal record check that applicants are required to submit. As of January 2022, applicants must provide a criminal record check with their application. <https://www.cvo.org/standards/criminal-record-checks>

2. Letter of Professional Standing Policy: In September 2021, the Registration Committee amended its Letter of Professional Standing Policy. The amended policy came into effect on January 1, 2022. During the application process, an applicant is required to indicate if they have been licensed or registered as a veterinarian in any other jurisdiction. If an applicant has been licensed, they must request that a letter of professional standing be sent directly to the College from all regulatory body/bodies where they have been licensed or registered. Certain details regarding the type of letter accepted, length of validity, and acceptable third-party sources were not previously specified. The College wished to amend its policy to further clarify the submission requirements for letters of professional standing to allow for clarity and consistency across all applications. It is the College's responsibility to ensure that all letters of professional standing submitted to the College as part of the application process are received directly from the source, current and accurate. <https://www.cvo.org/applicants/registration-committee/licensure-policies/letter-of-professional-standing>

3. Competency Examination and Assessment Pathways Policy Statement – North American Veterinary Licensing Examination (NAVLE) Failure Policy for Accredited Graduates: In June 2022, Council approved revisions to the Competency Examination and Assessment Pathways Policy Statement. The revision reflected recent changes made at the national level by the Canadian Veterinary Medical Association-National Examining Board, with the support of the Canadian Council of Veterinary Registrars (CCVR) to the NAVLE failure policy for graduates of accredited veterinary schools. Evidence demonstrated that almost all candidates who failed the NAVLE twice then went

almost all candidates who failed the NAVLE twice then went on to pass the entire CPE on their first attempt. It was therefore determined that there was not a competence concern about these individuals and that the policy should be adjusted based on this evidence. Accredited school graduates are now required to complete the Clinical Proficiency Examination (CPE) to qualify for a certificate of qualification after three or more NAVLE fails, instead of two fails. <https://www.cvo.org/standards/competency-examination-and-assessment-policy> 4. American Veterinary Medical Association-Council on Education (AVMA-COE) Accredited School Graduated Exemption: In March 2022, the Registration Committee approved revisions to the AVMA-COE Accredited School Graduated Exemption policy. This policy previously stated that the Committee will generally direct that a Restricted licence be issued to an AVMA-COE accredited school graduated applicant after the College has received confirmation from the Dean (or equivalent) that the applicant has completed all degree requirements for the program and is expected to graduate at the stated convocation ceremony date. The Committee places a condition on each licence that requires the applicants to supply the College with their original degree within 6 months of the licence date. When processing these Restricted licences each year, staff answer many questions from applicants and potential employers about what a Restricted licence is, what conditions are associated with the licence and what professional activities the Restricted licence holder can engage in. The Committee approved policy revisions that allow for a General licence to be granted to AVMA-COE Accredited School Graduates. These graduates have a condition on their licence that requires them to supply the College with their original degree within 6 months of the licence date. This policy revision is intended to reduce confusion and streamline the process of licensing accredited school graduates.

<https://www.cvo.org/applicants/registration-committee/licensure-policies/avma-coe-accredited-school-graduate-exemption> 5. CVO Jurisprudence Exam (exam) a. Exam Administration: The College launched the revised version of the exam in February 2022. The College contracted with Prometric to utilize its exam delivery system and proctoring services (remote and in-person). The majority of licensees who submitted declarations indicating that they had reviewed exam materials in order to receive a licence while the College was not able to offer the exam (during the height of the pandemic) have completed taking the exam. There was a small number of veterinarians who requested a deadline extension to complete the exam. b. Exam Revision Process: In September 2022, Council committed to standardizing the exam revision process

which will enable the exam to be updated each year and a portion of the exam items would be replaced. This allows the College to have a timelier and more consistent update of content as practice standards change. The previous exam refreshment process saw the exam refreshed every 2.5-3 years. Council established a CVO Jurisprudence Exam Advisory Group. This group will report to Council through the Registration Committee. It is responsible for supporting the annual exam maintenance and scoring process and engaging in exam administration and maintenance policy development in order to facilitate continuous quality improvement of the CVO Jurisprudence Exam. This group began work in the fall of 2022 and was tasked with refreshing the exam for 2023.

6. North American Essential Competency Profile for Veterinary Medicine: A project was initiated in 2018, with the work primarily done from 2020 to 2021. The core groups sponsoring the project, included the International Council for Veterinary Assessment, the American Association of Veterinary State Boards (AAVSB), the CCVR, and the College of Veterinarians of Ontario. These project sponsors were joined by the Canadian National Examining Board (NEB), the American Association of Veterinary Medical Colleges (AAVMC), and the Educational Commission for Foreign Veterinary Graduates (ECFVG) to create a strong vision for the profile's widespread distribution and use. The Essential Competency Profile was made possible by a 10-member Advisory Group, a 14-member Competency Development Task Force, a comprehensive external review and feedback initiative, an iterative refinement process, and a large-scale survey of veterinarians across Canada and the United States. The profile was validated in January 2022 and was officially accepted by all four sponsor organizations in August 2022. The Profile was disseminated to veterinary regulatory organizations, all project partners, and all members of the task group. A new North American Taskforce on the use of the Profile by regulators was struck in the fall of 2022 and has now started to meet. Its first focus is on quality assurance tools, with re-entry to practice to the profession as a potential next consideration in 2025.

7. Recognition of Specialties Policy: Regulatory language related to the advertising and accreditation sections of Regulation 1093 were approved by the Ontario government and the changes took effect on July 1, 2022. The regulation no longer prescribes what specialty granting organizations will be recognized by the College and development of a policy statement was required to identify the College-approved specialty granting organizations. Council approved a Recognition of Specialties policy statement in September 2022. Council now recognizes the European Board of Veterinary Specialisation – Recognized Veterinary Specialist

Colleges, in addition to the American Veterinary Medical Association - Recognized Veterinary Specialty Organizations as organizations that grant specialty certification to veterinarians. This means that individuals who hold European Specialty certificates are now recognized in Ontario and those individuals (if they have not completed the National Board Examinations) are eligible for a Restricted licence limited to their specialty.
<https://www.cvo.org/standards/recognition-of-specialities>

Q3

Assessment of qualifications

Yes,

Description of change/improvement that would impact fair registration outcomes:
See information in question#2 about Competency Examination and Assessment Pathways Policy Statement – North American Veterinary Licensing Examination (NAVLE) Failure Policy for Accredited Graduates.

Q4

Timelines for registration, decisions and/or responses

No,

Description of change/improvement that would impact fair registration outcomes:
No change this year.

Q5

Registration and assessment fees

Yes,

Description of change/improvement that would impact fair registration outcomes:
At its meeting in June 2022, Council approved an amendment to the fees in the College's By-Laws. The principal change was an \$85 increase to the primary licensure fee which applies to all licence categories except for Educational and Short Term. This change was also reflected in the partial year fees. The partial year fees categories are used by new graduates and other new licensees entering the profession partway through the year and have also been adjusted. These changes come into effect for the 2023 licensure year. Licensure fees had not previously been adjusted since 2017.

Q6

Resources for applicants

Yes,

Description of change/improvement that would impact fair registration outcomes:
The Licensure Process webpage was reviewed from a compassionate regulation perspective and the language on this page was updated and aligned with the College's strategic focus in this area. <https://www.cvo.org/applicants>

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Q7

Changes to internal review or appeal process

No,

Description of change/improvement that would impact fair registration outcomes:

No change this year.

Q8

Access by applicants to their records

No,

Description of change/improvement that would impact fair registration outcomes:

No change this year.

Q9

Mutual recognition agreements

No,

Description of change/improvement that would impact fair registration outcomes:

No change this year.

Q10

Training and resources for staff regarding registration

Yes,

Description of change/improvement that would impact fair registration outcomes:

Licensure staff have attended a variety of Equity, Diversity and Inclusion (EDI) topics over the last couple of years. In 2022, all College staff attended an unconscious bias training session delivered by All Things Equitable. The College continues to conduct an annual orientation session for all Registration Committee members. This orientation covers fairness in decision making, conflict of interest and confidentiality. New staff and committee members are required to complete a learning module in Human Rights Principles. The Committee training schedule is reviewed and updated each year. Council has regular education sessions throughout the year. Council members are required to complete an orientation session and a learning module on accessibility and the needs and experiences of persons with disabilities.

Q11

Relationship with third party service provider(s)

No,

Description of change/improvement that would impact fair registration outcomes:

The College and the Canadian Veterinary Medical Association – National Examining Board (CVMA-NEB) have a Memorandum of Agreement (MOA) that describes the NEB’s provision of evaluation services (credential authentication, language assessment and examination services) at the request and on behalf of the College. The document summarizes the respective roles and responsibilities of the NEB and the College concerning these evaluation services. The term of the MOA is five years. The CVMA-NEB and College staff meet annually so that both organizations can update each other in terms of current activities, processes and policies. In 2022, discussions included ensuring fairness of process and training of examiners. The College is a member of the Canadian Council of Veterinary Registrars and yearly national meetings are held with CCVR and NEB to keep up-to-date on the NEB’s activities.

Q12

Accreditation of educational programs

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

Regulation 1093 defines “accredited veterinary school” as a veterinary school that, at the time of an applicant’s graduation, is accredited by the Council on Education of the American Veterinary Medical Association. The CVMA-NEB is exploring opportunities to consider academic comparability with other international accreditation systems.

Q13

Technological or digital improvements

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

See information in question#2 about CVO Jurisprudence Exam Revision Process and Administration.

Q14

Anti-racism and inclusion-based policies and practices

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

In the 2020 CVO Fair Registration Practices Report a link to the College's commitment to inclusion statement was provided. Included in the Council approved action plan to foster partnerships and processes to reduce bias and racism and promote equity is to conduct an independent review of College processes and practices to identify and address bias and systemic racism. All Things Equitable Inc. was engaged to perform this independent review for the College in May 2021. The audit was completed in 2022 and has led to a 2023 action plan.

<https://www.cvo.org/about/our-commitment-to-inclusion>

<https://www.cvo.org/getmedia/3302cc47-77b2-4632-85d1-26f023ce34d3/IDEAActionPlan.pdf>

Q15

Organizational structure

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

The College employed 24 full time staff members. There are 3 staff involved in the appeals process. There are 5 staff that have a portion of their role involved in the registration process.

Q16

Contingency or continuity of operations plans

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

The College has an established business contingency plan for emergency situations. Licensure of veterinarians is a college activity that has been designated as essential to continue during an emergency. During an emergency situation, the College has options available to ensure that the College can continue to license veterinarians. During public health emergencies, the College's Registration Committee is comfortable participating in virtual meetings to review licensure requests in a timely manner. The College also has a Licensure of Veterinarians in Emergency Situations policy and this has been in place since 2004. The policy was updated in 2016. This policy specifically speaks to the College's Short Term licence and it is intended for veterinarians coming into the province for a short period of time to address a specific emergency. The policy can be used when there is an emergency declared by government body. The policy waives the documentation requirement to have letters of standing sent from other jurisdictions, instead CVO staff will confirm that the applicant holds active licensure in good standing through direct communication with the regulator of the originating jurisdiction. Under this specific policy the fees associated with the application and licence are waived.

Q17

Documentation requirements for registration

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

Documentation requirements for registration are described in question #2 above.

Q18

English / French language proficiency testing

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

The College has reviewed the language proficiency testing requirements in the Regulation 261/22 in relation to the College's language proficiency policy which includes acceptable language tests and minimum scores required. It has been determined that a fulsome review of English and French language skills required by the veterinary profession and the development of language benchmarks is required to be able to adopt new language tests and set acceptable scores. In 2022, the College began seeking consultants with expertise in this area to assist with this project.

Q19

Section 2 – If applicable, please list your organization’s top three accomplishments during the reporting period that relate to fair registration practices.

- 1 **Introduction of an annual revision process for CVO Jurisprudence Exam. See details provided in Question #2.**
 - 2 **The College received the highest number of licence applications to date. The Registration Committee met on a more frequent basis to accommodate the increase in requests from internationally educated veterinarians seeking Restricted licences with a supervision condition for those who are completing an entry-to-practice pathway.**
 - 3 **An independent review of College processes and practices was conducted to identify and address bias and systemic racism. All Things Equitable Inc. was engaged to perform this independent review for the College in May 2021. The audit was completed in 2022 and has led to a 2023 action plan. 2023 action plan - <https://www.cvo.org/getmedia/3302cc47-77b2-4632-85d1-26f023ce34d3/IDEAActionPlan.pdf>**
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Q20

Section 3 – If applicable, please list the top three risks that impacted your organization’s ability to achieve better registration outcomes for applicants during the reporting period. Please also indicate the measures you have taken to mitigate the impacts of these risks.

1

A veterinary workforce shortage continues, and the College continues to monitor the impact that it is having on veterinarians and the public. The College is engaged with stakeholders and partners on various topics aimed at addressing this problem. There are a number of mitigation strategies that the College is involved in: • Discussions with Ontario Veterinary Medical Association (OVMA) and Ontario Veterinary College and collaborative opportunities • Discussions with the Beef Sector regarding new models of veterinary care in rural Ontario • Pursuing legislative reform initiatives • Work with the CCVR on the Limited Licensure project and after-hours care. The Limited Licensure Project involves building a competency assessment methodology for applicants seeking a limited licence. • Discussions with OVMA and Ontario Association Veterinary Technicians related to leveraging the use of veterinary technicians • Providing data to a government project looking at the distribution of veterinarians across Ontario • The Future of Veterinarian Medicine Symposium outcomes related to sustainability, inclusive of the veterinary shortage, provides ambitions that Council wishes to pursue with other stakeholders over the next three years • College policy work related to telemedicine and emergency/after-hours care.

2

As a result of the pandemic and other factors, including but not limited to candidate readiness, exam site location and exam delivery considerations, there continues to be a backlog related to the Preliminary Surgical Assessment and the Clinical Proficiency Examination. The College’s Registration Committee continues to grant extensions for those who hold a Restricted licence and are in the process of completing an entry to practice pathway. The Registration Committee also continues to review applications from those that are seeking a permanent limited licence to a particular scope or species. The College continues to work with the CCVR and the CVMA-National Examining Board on a Limited Licensure Project. National discussions are occurring about increasing capacity for the exams and adding exam locations.

The College has reviewed the language proficiency testing requirements in the Regulation 261/22 in relation to the College's language proficiency policy which includes acceptable language tests and minimum scores required. It has been determined that a fulsome review of English and French language skills required by the veterinary profession and the development of language benchmarks is required to be able to adopt new language tests and set acceptable scores. In 2022, the College began seeking consultants with expertise in this area to assist with this project.

Q21

Section 4 – Do you believe that you have a Canadian Experience Requirement (CER)? If so, please describe the applicant competencies that you seek to develop through this requirement in the comment box below CER: work experience or experiential training obtained in Canada.

No,

Other (please specify):

The College does not have a Canadian Experience Requirement.

Q22

QUANTITATIVE SECTION The following quantitative information is collected for the purpose of discerning statistical changes and trends related to a regulator's membership, application volumes, licensure/certification results, and appeals year over year. Languages Indicate the languages in which you make available application materials and information about the application process.

English ,

Other (please specify):

The College provides application materials and information about the application process in English. The College has a webpage that provides basic information pertaining to licensure in French. <https://www.cvo.org/francais>

Q23

Membership Data Demographics Data As of December 31, 2022, please indicate the number of members in each gender category identified below and the number of total members.

Total Male	1959
Total Female	3335
Total Non-binary	4
Gender not provided	7
Overall Total	5305

Q24

In relation to your members: Do you collect race-based data?

No**Q25**

Do you collect other identity-based or demographics data?

Yes,

Other (please specify):

The College collects information related to age, address, education and employment.

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Q26

Do you plan to collect race-based data in the future?

Yes,

If yes, please indicate the type::

In 2022, an independent review of College processes and practices was conducted to identify and address bias and systemic racism. All Things Equitable Inc. was engaged to perform this independent review for the College in May 2021. The audit was completed in 2022 and has led to a 2023 action plan. One of the items in this action plan is to advance IDEA through engagement and data collection. 2023 action plan - <https://www.cvo.org/getmedia/3302cc47-77b2-4632-85d1-26f023ce34d3/IDEAActionPlan.pdf>

Q27

Class of License/Certificate Data As of December 31, of the reporting year, please indicate the number of members under each class or license category as applicable.

Full/Independent Practice	5063
Provisional/Limited License/Certificate	160
Emergency License/Certificate	0
All other classes	82
Overall Total	5305

Q28

Jurisdiction where members were initially trained As of December 31, of the reporting year, please indicate the membership type and total number of registered members for each category listed below.

Ontario	3383
Other Canadian Provinces and Territories	417
USA	117
Other Countries	1388
Multiple and/or Unspecified Jurisdiction	0
Total	5305

Q29

Please indicate the total number of registered members for the top 12 international countries or jurisdictions where these individuals obtained their initial education in the profession or trade.

1	India 299
2	United Kingdom 159
3	Egypt 126
4	Australia 101
5	Pakistan 74
6	Ireland 72
7	Saint Kitts and Nevis 62
8	Iran 57
9	Grenada 47
10	Mexico 37
11	Sri Lanka 27
12	Brazil 22

Q30

Applications Data Demographics Data Indicate the number of applicants who filed an application between January 1 and December 31 of the reporting year, in each applicable category.

Total Male	160
Total Female	273
Total Non-binary	0
Gender not provided	3
Overall Total	436

Q31

In relation to the applications, you received: Do you collect race-based data?

No

Q32

Do you collect other identity-based or demographics data?

Yes,
 If yes, please indicate the type: :
 The College collects information related to age, address, education and employment.

Q33

Category of Applicants Number of applicants who voluntarily or involuntarily (through inactive and lapsed applications) withdrew from the application process between January 1 and December 31, 2022:

10

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Q34	Number of Applicants	114
Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2022 for the following categories as applicable.	Number of Applicants Licensed/Certified	100
	Average Time to Process Application in Weeks from First Point of Applicant Contact	11

Q35	Number of applicants	40
Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2022 for each of the following categories as applicable.	Number of applicants fully licensed/certified	18
	Average Time to Process Application in Weeks from First Point of Applicant Contact	7

Q36	Number of applicants	62
Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	Number of applicants fully licensed/certified	34
	Average Time to Process Application in Weeks from First Point of Applicant Contact	7

Q37	Number of applicants	259
Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	Number of applicants fully licensed/certified	136
	Average Time to Process Application in Weeks from First Point of Applicant Contact	12

Q38	Number of applicants	0
Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	Number of applicants fully licensed/certified	0

Q39	Number of applicants	154
Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	Number of applicants fully licensed/certified	118
	Average Time to Process Application in Weeks from First Point of Applicant Contact	10

Q40

Respondent skipped this question

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2022 for each of the categories as applicable.

Q41

Please provide any additional comments you may have for questions 33-41.

For question #36, certificate-to-certificate (labour mobility) applicants are also included in answers provided for questions 34, 35 and 37. For question #39, applicants from accredited Canadian post-secondary institutions are also included in the answers provided for questions 35 and 36. For the questions that ask about 'number of applicants fully licensed/certified' in a particular category, we have interpreted this to be General licence only. For questions 35-41 Average Time to Process Application in Weeks from Receipt of all Required Documents - We do not currently track this information. Our customer service standard is to process licensure applications within two business days once all the requirements for a licence have been met. For question #40 we do not track this information.

Q42

Jurisdiction where applicants obtained their initial educationPlease indicate the total number of applicants for the top 12 international countries or jurisdiction where applicants obtained their initial education in the profession or trade.

1	India 58
2	Egypt 29
3	United Kingdom 28
4	Ireland 19
5	Iran 16
6	Australia 16
7	Mexico 11
8	Brazil 11
9	Saint Kitts and Nevis 9
10	Grenada 8
11	Pakistan 8
12	Colombia 6

Q43

Processing Time As of December 31, 2022, how many full licenses/certificates did your organization issue?

269

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Q44		213
Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2022, according to the following timelines.	0 – less than 3 months	213
	3 months – less than 6 months	48
	6 months – less than 12 months	6
	12 months – less than 18 months	2
	18 months – less than 24 months	0
	24 months and greater	0

Q45

Age of Active Applications As of December 31, 2022 what were the total number of active applications in your case inventory?

103

Q46		32
Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.	0 – less than 3 months	32
	3 months – less than 6 months	24
	6 months – less than 12 months	32
	12 months – less than 18 months	12
	18 months – less than 24 months	4
	24 months and greater	0
	TOTAL	103

Q47

Other Licenses/Certificates of Registration Processed Please indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1- December 31, 2022). Enter the data by the 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.* An alternative class of license/certificate enables the holder to practice with limitations, but additional requirements must be met for the member to be fully licensed/certified.

Ontario	0
Other Canadian Provinces and Territories	0
Certificate to Certificate (Labour Mobility)	2
USA	0
Other International	66
Multiple and/or Unspecified Jurisdictions	0
TOTAL	66

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Q48		0
Other Licenses/Certificates of Registration Processed Please indicate the number of applications, If applicable, who were issued an emergency license/certificate that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the 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.	Ontario	0
	Other Canadian Provinces and Territories	0
	Certificate to Certificate (Labour Mobility)	0
	USA	0
	Other International	0
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	0

Q49		0
Other Licenses/Certificates of Registration Processed Please indicate the number of Provisional license/certificate or alternative class of license/certificate holders who were fully licensed/certified by your organization which were processed in the reporting year (January 1-December 31, 2022). Enter the data by the 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.	Ontario	0
	Other Canadian Provinces and Territories	0
	Certificate to Certificate (Labour Mobility)	0
	USA	0
	Other International	33
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	33

Q50		4
Number of Reviews and Appeals Processed State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who were subject to an internal review or who were referred to a statutory committee of your governing council, such as a Registration Committee. Enter the data by the 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.	Ontario	4
	Other Canadian Provinces	6
	USA	1
	Other Countries	126
	Multiple and/or Unspecified Countries	0
	TOTAL	137

Q51		0
State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who initiated an appeal of a registration decision. Enter the data by the 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.	Ontario	0
	Other Canadian Provinces	0
	USA	0
	Other Countries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

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Q52

State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2022). Enter the data by the 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.

Ontario	0
Other Canadian Provinces	0
USA	0
OtherCountries	1
Multiple and/or Unspecified Countries	0
TOTAL	1

Q53

State the number of registration decisions changed following an appeal and/or review that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the 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.

Ontario	0
Other Canadian Provinces	0
USA	0
OtherCountries	0
Multiple and/or Unspecified Countries	0
TOTAL	0

Q54

List the top three reason for appeals (by percentage) of a registration decision

1 **Applicant has not sufficiently demonstrated competence**

Q55

List the top five reasons (by percentage) for not Issuing a License/Certification to Internationally Trained Individuals

1 **Have not demonstrated adequate knowledge and competency to meet entry to practise requirements.**

2 **Have not demonstrated suitability to practise. This includes conduct and character, such as previous findings of professional misconduct, being found guilty of a criminal offence or academic misconduct. Suitability to practise also includes determining whether an applicant has a physical or mental condition or disorder that could affect their ability to practise safely.**

Q56

List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

1 **Same answer as question 55.**

Q57

Respondent skipped this question

Please provide any additional comments you may have: