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Collector: Web Link 1 (Web Link)
Started: Tuesday, December 13, 2022 10:38:54 AM
Last Modified: Tuesday, December 13, 2022 11:19:21 AM
Time Spent: 00:40:27
IP Address: 98.158.141.115

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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
Contact Email: lsproule@cvo.org
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Q2

Section 1 - During the reporting period (January 1st– December 31st, 2021), 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. Applicants will be asked to provide a criminal record check with their application beginning in January 2022.

<https://cvo.org/getmedia/5b9dbbd4-9fad-409f-8cc5-2087e2f51815/PSCriminalRecordChecks.pdf.aspx>

2. Competency Examination and Assessment Pathways Policy: This policy statement was approved by Council in March 2021. This policy statement increases transparency for applicants, the profession and the public about the College's expectations related to the examination and assessment requirements in Ontario. This policy was published in April 2021. A new webpage was developed to communicate the examination and assessment pathways policy to applicants. [https://cvo.org/getmedia/d0e97a0c-b1a6-483c-889c-](https://cvo.org/getmedia/d0e97a0c-b1a6-483c-889c-17e37105677d/PS_competency_examination_and_assessment.pdf.aspx)

[17e37105677d/PS_competency_examination_and_assessment.pdf.aspx](https://cvo.org/getmedia/d0e97a0c-b1a6-483c-889c-17e37105677d/PS_competency_examination_and_assessment.pdf.aspx) and [https://cvo.org/Applicants/Examination-](https://cvo.org/Applicants/Examination-and-Assessment-Pathways.aspx)

[and-Assessment-Pathways.aspx](https://cvo.org/Applicants/Examination-and-Assessment-Pathways.aspx)

3. Letter of Professional Standing Policy: In September 2021, the Registration Committee amended its Letter of Professional Standing Policy. The policy is to be effective as of 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

application process are received directly from the source, current and accurate.

<https://cvo.org/Applicants/Registration-Committee/Licensure-Policies.aspx> 4. Licensure with Supervision Condition (imposed by the Registration Committee) Policy: In September 2021, the Registration Committee amended its Licensure with Supervision Condition Policy. This policy is mainly intended for Restricted licence holders that are in the process of completing an entry to practice pathway. The College provides eligible applicants with the opportunity to acquire practical experience working under the supervision of a CVO licensed member with a General licence, before they have passed the National Examination Boards' Clinical Proficiency Exam. The Committee supported the direction of allowing supervisors to determine the level of supervision for a Restricted licence holder after the Restricted licence holder completes a period of 480 hours under direct supervision. The College updated relevant communication materials including supervision undertakings and the supervision assessment report to align with the updated policy and new supervision direction. A new webpage related to Supervision for Restricted licence holders in the process of completing an entry to practice pathway was developed to communicate this change to potential applicants and supervisors.

<https://cvo.org/Applicants/Registration-Committee/Licensure-Policies.aspx> and <https://cvo.org/Applicants/Supervision-for-Restricted-Licence-Holders.aspx> 5. CVO Jurisprudence Exam: a) CVO Exam and the COVID 19 Pandemic: In the 2020 CVO Fair Registration Practices Report it was reported that on March 18, 2020, the Registration Committee reviewed a request asking that all licensure applicants be temporarily exempted from having to successfully complete the CVO Jurisprudence Exam. The exam was in an online format and could only be taken at approved proctoring centres. The majority of these proctoring centres are located at universities and colleges across Canada. CVO staff also proctor the exam at the College's office on an as needed basis. These proctoring centres closed due to measures taken to control the spread of COVID-19 and the Registrar's direction was to stop proctoring the exam at the College office as a step to control the spread of the virus and to protect staff. The Registration Committee considered the request and directed the Registrar to issue licences to applicants with a temporary exemption from having to successfully complete the CVO Jurisprudence Exam. Applicants must meet all other licensing requirements. Prior to the licence being issued, the applicant must provide a declaration confirming that they have read and reviewed the

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CVO Jurisprudence Exam workbook (version 03/2020) and all links contained within the workbook. A condition is placed on each licence issued that requires the licensee to successfully complete the CVO Jurisprudence Exam in accordance with the College's policies on exam completion within a reasonable time frame set by the Registrar. If a licensee does not successfully complete the CVO Jurisprudence Exam within the time frame set out by the Registrar then their licence would expire. The College continued to accept these declarations in 2021. b) CVO Exam and Remote Proctoring: In early 2021, the College selected a remote proctoring vendor and the contract for service was negotiated. Remote proctoring was offered in March 2021 to licence applicants and licensees that were temporarily exempted from having to take the exam. The College began piloting remote proctoring for the jurisprudence exam and noticed that applicants were experiencing technical issues related to the exam delivery portal when taking the exam with remote proctoring. The pilot was paused in May 2021 while the College explored options to remedy issues with the exam delivery portal. A new vendor for the exam delivery system was sought. c) CVO Exam Update Project 2020/2021: In September 2020, the College initiated an exam review project. Dr. John Wickett of Wickett Measurement Systems provided assistance with this project. The College is committed to keeping the CVO Jurisprudence Exam up-to-date and initiates an exam refresh every 2.5-3 years. The exam assesses the ability of applicants to effectively apply legislation and standards in practice and the exam must be updated so that it reflects current practice rules. The last full exam refresh took place in 2017/2018. The project involved a full review of the exam blueprint as this has not been done since 2014. Council reviewed and accepted blueprint recommendations at its December 2020 meeting. The exam review project continued throughout the Spring of 2021. In June 2021, the Registration Committee received a report on outcomes of development and standard setting for the exam review project. The Committee accepted the standard setting panel's approved pass mark for the 2021 field test and the pass mark for the next iteration of the CVO Jurisprudence Exam. The updated exam was launched in early 2022 with a new exam delivery portal.

Q3

New or consolidated class of certificates or licenses

No,

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

No change this year.

Q4

Assessment of qualifications

Yes,

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

National Competency Examinations: The examinations required for veterinary licensing include the Basic and Clinical Sciences Examination (BCSE), North American Veterinary Licensing Examination (NAVLE), Preliminary Surgical Assessment (PSA) and Clinical Proficiency Examination (CPE). The pandemic affected the offering of these exams. The BCSE and NAVLE are computer-based examinations that can only be taken at Prometric Testing Centres. The BCSE is offered on a continuous basis and candidates have been able to sit this exam since the public health restrictions resumed in person testing for essential professions in June 2020. The NAVLE is offered during testing windows that occur twice a year. The NAVLE's 2021 testing windows have been expanded to allow for candidates to have access to the exam given that testing centres have had to reduce capacity at their locations. The PSA is an in-person, hands-on qualifying examination for the CPE. The CPE is an in-person, objective structured clinical examination. The PSA and the CPE are normally offered at veterinary schools in Calgary, Saskatoon, Montreal, and Charlottetown. Completion of the PSA and CPE is required for internationally educated veterinarians to obtain General licensure in Canada. Veterinarians waiting to take these exams have faced delays. These examinations have occurred in 2021, but not as often as they normally would be scheduled. Scheduling and offering these examinations during the pandemic has been difficult and has resulted in rescheduling and cancelling of some exam administrations. The CVMA has attempted to ensure the safety of candidates taking the exam during the pandemic. There remains a backlog of veterinarians waiting to take these exams. These exams have only been offered in Saskatoon which means that these veterinarians must make their way to that province. The College continues to issue Restricted Licences to candidates who have successfully completed the BCSE and NAVLE in order to allow them to practice veterinary medicine in Ontario under supervision while waiting to complete the clinical examinations.

Q5

Timelines for registration, decisions and/or responses

No,

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

No change this year.

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Q6

Registration and assessment fees

No,

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

No change this year.

Q7

Resources for applicants

Yes,

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

The College's Competency Examination and Assessment Pathways Policy was made available to applicants in April 2021. A new webpage was developed to communicate the examination and assessment pathways policy to applicants. <https://cvo.org/Applicants/Examination-and-Assessment-Pathways.aspx> The Registration Committee amended its Licensure with Supervision Condition Policy in September 2021. A new webpage was developed to communicate this change to potential applicants and supervisors.

[https://cvo.org/Applicants/Registration-](https://cvo.org/Applicants/Registration-Committee/Licensure-Policies.aspx)

[Committee/Licensure-Policies.aspx](https://cvo.org/Applicants/Registration-Committee/Licensure-Policies.aspx) and

<https://cvo.org/Applicants/Supervision-for-Restricted-Licence-Holders.aspx>

Q8

Changes to internal review or appeal process

No,

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

No change this year.

Q9

Access by applicants to their records

No,

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

No change this year.

Q10

Mutual recognition agreements

No,

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

No change this year.

Q11

Training and resources for staff regarding registration

No,

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

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. Also covered during this orientation session is: 1) Anti-discrimination: New committee members are required to complete a learning module in Human Rights Principles. 2) Cultural Diversity: New committee members are required to review the Managing Cultural Differences document distributed by the Ontario Regulators for Access Consortium. 3) Objectives of FARPACTA: Committee members are required to review the "understanding fair-access law" module on the Ontario Fairness Commissioner website. 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.

Q12

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.

Q13

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. There is no change to report related to accreditation of educational programs this year.

Q14

Technological or digital improvements

Yes,

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

See information in question#2 about CVO Jurisprudence Exam Remote Proctoring.

Q15

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. <https://cvo.org/About-CVO/Our-Commitment-to-Inclusion.aspx> The College's licence application form was updated in fall 2021. The options available for the question that asks for the applicant's gender are now: female, male, non-binary and prefer not to say. All applicants are now asked to provide their pronouns. The options available for this question are: she/her, he/him/his, they/them/their, prefer not to provide and other. If other is selected, then they will be provided with a field to enter their own personal pronouns. The College is asking this question so that when we communicate with individual licensed members, we are using their correct pronouns.

Q16

Organizational structure

Yes,

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

The College employed 23 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. The College added a Community Engagement Strategist role. This role is to assist with the College's diversity and inclusion strategies, as well as how to implement the theories of compassionate regulation into the College's processes.

Q17

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 can switch to 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.

Q18

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.

Q19

English / French language proficiency testing

No,

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

No change this year.

Q20

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 the Competency Examination and Assessment Pathways Policy**
 - 2 **Revision of the Registration Committee policy on Licensure with Supervision Condition (imposed by the Registration Committee) and introduction of a webpage dedicated to Supervision for Restricted licence holders in the process of completing an entry to practice pathway**
 - 3 **Continuation of accepting declarations related to the CVO Jurisprudence Examination while the College could not offer the exam to applicants. This allowed the College to continue issuing licences to veterinarians. The College wanted to ensure that when licence applicants take the CVO Jurisprudence Exam that their experience is fair and without technical issues.**
-

Q21

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

Prior to the Criminal Record Check policy approval by Council in March 2021, the College relied on self-declarations from applicants pertaining to finding of guilt of any offence or being the subject of a current proceeding in respect of any offense. Criminal record checks, along with the declaration related to suitability to practise, further supports the College’s due diligence in assessing applicant eligibility for licensure and the mandate to protect the public.
<https://cvo.org/getmedia/5b9dbbd4-9fad-409f-8cc5-2087e2f51815/PSCriminalRecordChecks.pdf.aspx>
- 2

The College is acutely aware of the veterinary workforce shortage and 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. More information about the College’s involvement can be found here:
<https://cvo.informz.ca/informzdataservice/onlineversion/ind/bWFpbGluZ2luc3RhbmNlaWQ9MTM3ODEyOSZzdWJzY3JpYmVyaWQ9OTA2NDc3NzM0>
- 3

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 Canadian Council of Veterinary Registrars (CCVR) and the CVMA-National Examining Board on a Limited Licensure Project. The Limited Licensure Project involves building a competency assessment methodology for applicants seeking a limited licence.

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Q22

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.

Q23

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://cvo.org/Francais.aspx>

Q24

Membership Data Demographics Data As of December 31, 2021, please indicate the number of members in each gender category identified below and the number of total members.

Total Male	1921
Total Female	3207
Total Non-binary	4
Gender not provided	5
Overall Total	5137

Q25

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

No

Q26

Do you collect other identity-based or demographics data?

Yes,

Other (please specify):

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

Q27

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

If yes, please indicate the type::

The College plans on investigating collecting race-based data in 2023.

Q28

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	4912
Provisional/Limited License/Certificate	138
Emergency License/Certificate	0
All other classes	87
Overall Total	5137

Q29

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	3330
Other Canadian Provinces and Territories	414
USA	115
Other Countries	1278
Multiple and/or Unspecified Jurisdiction	0
Total	5137

Q30

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 274
2	United Kingdom 140
3	Egypt 114
4	Australia 92
5	Pakistan 72
6	Ireland 62
7	Saint Kitts and Nevis 59
8	Iran 55
9	Grenada 40
10	Sri Lanka 27
11	Mexico 21
12	Brazil 20

Q31

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	142
Total Female	237
Total Non-binary	0
Gender not provided	0
Overall Total	379

Q32**No**

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

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Q33 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.

Q34 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, 2021:

23

Q35 Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2021 for the following categories as applicable.

Number of Applicants	115
Number of Applicants Licensed/Certified	105
Average Time to Process Application in Weeks from First Point of Applicant Contact	11

Q36 Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2021 for each of the following categories as applicable.

Number of applicants	27
Number of applicants fully licensed/certified	13
Average Time to Process Application in Weeks from First Point of Applicant Contact	10

Q37 Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	43
Number of applicants fully licensed/certified	21
Average Time to Process Application in Weeks from First Point of Applicant Contact	8

Q38 Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	219
Number of applicants fully licensed/certified	92
Average Time to Process Application in Weeks from First Point of Applicant Contact	4

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Q39

Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	0
Number of applicants fully licensed/certified	0

Q40

Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2021 for each of the categories as applicable.

Number of applicants	142
Number of applicants fully licensed/certified	118
Average Time to Process Application in Weeks from First Point of Applicant Contact	11

Q41

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2021 for each of the categories as applicable.

Respondent skipped this question

Q42

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

Please note: For question #37, certificate-to-certificate (labour mobility) applicants are also included in answers provided for questions 35, 36 and 38. For question #40, applicants from accredited Canadian post-secondary institutions are also included in the answers provided for questions 35 and 36.

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 #41 - we do not track this information

Q43

Jurisdiction where applicants obtained their initial education Please 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 38
2	Egypt 33
3	United Kingdom 33
4	United States of America 18
5	Ireland 12
6	Australia 11
7	Saint Kitts and Nevis 11
8	Mexico 11
9	Pakistan 8
10	Iran 8
11	Brazil 7
12	Grenada 7

Q44

Processing Time As of December 31, 2021, how many full licenses/certificates did your organization issue?

242

Q45

Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2021, according to the following timelines.

0 – less than 3 months	196
3 months – less than 6 months	33
6 months – less than 12 months	6
12 months – less than 18 months	3
18 months – less than 24 months	4
24 months and greater	0

Q46

Age of Active Applications As of December 31, 2021 what were the total number of active applications in your case inventory?

We do not track this.

Q47

Respondent skipped this question

Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.

Q48

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, 2021). 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	81
Multiple and/or Unspecified Jurisdictions	0
TOTAL	81

Q49

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, 2021). 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

Q50

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, 2021). 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	29
Multiple and/or Unspecified Jurisdictions	0
TOTAL	29

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Q51	Ontario	1
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, 2021). 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.	Other Canadian Provinces	1
	USA	0
	OtherCountries	134
	Multiple and/or Unspecified Countries	0
	TOTAL	136

Q52	Ontario	0
State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2021). 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.	Other Canadian Provinces	0
	USA	0
	OtherCountries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

Q53	Ontario	0
State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2021). 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.	Other Canadian Provinces	0
	USA	0
	OtherCountries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

Q54	Ontario	0
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, 2021). 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.	Other Canadian Provinces	0
	USA	0
	OtherCountries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

Q55
List the top three reason for appeals (by percentage) of a registration decision

1	0 appeals to HPARB in 2021
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Q56

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. |
-

Q57

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

- | | |
|---|------------------------------------|
| 1 | Same answer as question 56. |
|---|------------------------------------|
-

Q58

Respondent skipped this question

Please provide any additional comments you may have:
