



**College of  
Chiropodists  
of Ontario**

**PROFESSIONAL REGULATION  
IN THE  
PUBLIC INTEREST**

**ANNUAL REPORT 2010**

# COLLEGE OF CHIROPODISTS

## MISSION STATEMENT

The College of Chiropractors of Ontario regulates Chiropractors and Podiatrists in the public interest. The College ensures that the public receives competent care from Chiropractors and Podiatrists by:

- Regulating the practice of the profession and governing the members in accordance with the Chiropractic Act, the Regulated Health Professions Act and the regulations and by-laws
- Establishing standards of practice
- Establishing educational requirements for entry to practice and continuing competence
- Addressing concerns from the public

Educating and providing information to the public about Chiropractic and Podiatry

## TABLE of CONTENTS

	Page
College Council, Staff and Advisors .....	3
Report from the President and Registrar . . . . .	4-5
 <b>Committee Reports</b>	
Executive .....	6
Quality Assurance .....	6-7
Complaints/ICRC .....	7-8
Discipline.....	8
Registration .....	9-10
Patient Relations.....	10 -11
Fitness to Practice.....	11
 <b>Financial Statements</b>	
Auditor's Report.....	12
Condensed Balance Sheet .....	12
Condensed Statement of Operations .....	12

## College Council

### President

Allen Frankel, Podiatrist (until Sept 2009)  
Anna Georgiou, Chiropracist (from Sept 2009)

### Vice President

Anna Georgiou, Chiropracist (until Sept. 2009)  
Esrick Quintyn, Public Member (from Sept. 2009)

### Elected Members

Erin Fairbanks Chiropracist  
Anna Georgiou, Chiropracist (until Oct. 2010)  
Robert Goldberg, Podiatrist  
Ann-Marie McLaren, Chiropracist  
Colin McQuistan, Chiropracist  
Cesar Mendez, Chiropracist  
David Roth, Podiatrist  
Stephanie Shlemkevich Chiropracist  
Peter Stavropoulos, Podiatrist  
Ruth Thompson, Chiropracist  
Dennis Walsh, Chiropracist

### Academic Members

Meera Narenthiran, Chiropracist (from 2006)

### Public Members

Donna Coyne  
Sarma Donepudi  
Sousan Eissabigloo  
Ray Ferraro  
Wilhelmina Gonzales  
Esrick Quintyn

### Non-Council Committee Members

Sarah Kerwin, Chiropracist  
Sylvia Kovari, Chiropracist  
Barry Noble, Podiatrist (from Oct 2010)  
David Simard, Chiropracist (until Oct. 2010)  
Kim Resmer, Chiropracist  
Tony Zamojc, Podiatrist

## College Staff

### Registrar

Felecia Smith

### Complaints Officer

Judy Cohen

### Executive Assistant and Membership Coordinator

Shirelle Goodman (until Sept. 2010)  
Sheila Lefkowitz (from Oct 2010)

## College Advisors

Legal Counsel.....Alan Bromstein  
Auditor.....Clarke Henning LLP  
Government Relations..... CG Group

## THE YEAR 2010 IN REVIEW

### REPORT FROM THE PRESIDENT AND REGISTRAR

The College of Chiropractors of Ontario has an important role in regulating chiropractors and podiatrists in the public interest. This past year the College had an extremely successful year as it prepared for anticipated future change and moved forward in improving its regulatory processes.

The College welcomed Ms. Ann-Marie McLaren, chiropractors, as a new Council member. Mr. Dennis Walsh and Mr. Robert Goldberg were acclaimed for a second term. The College bid farewell to Ms. Anna Georgiou as her term had come to an end. The College welcomed Mr. Tony Zamojc as a non-Council member of the Quality Assurance Committee.

The College retained Dr. Michael Beazley Assistant Professor School of Pharmacy, Faculty of Science University of Waterloo to assist the College in reviewing the Michener/George Brown's pharmacology courses since the inception of the program as well as those from international schools our members attended. Based on Dr. Beazley's recommendations Council determined which graduating years would require additional courses approved by the College. College Council approved two courses that members could take in order to meet the standards of practice in the College's Drug Regulation – one course was at the Michener institute and the other at the University of Toronto.

The College also retained Dr. Beazley to undertake a study and make recommendations as to what competencies members would require in order to administer oxygen and nitrous oxide by inhalation.

College Council approved the first ever Canadian Doctor of Podiatric Medicine program in Trois Rivières as an approved program for purposes of the Registration Regulation

The College approved an amended and improved Registration Regulation and Professional Misconduct Regulation for circulation to stakeholders. The Fees By-law was amended specifically in relation to mandatory practice assessments. The College's general by-law was also amended to in relation to the membership of the Executive Committee. The Record Keeping Standard was amended and competencies relating to pharmacotherapy were approved for inclusion in the College's Profile of Competencies document.

The Registration Examination working group, assisted by Dr. Dwight Harley, Director of Psychometrics Division of Studies in Medical Education at the Faculty of Medicine and Dentistry, University of Alberta continued to create and complete a new College registration examination. This work is anticipated to be completed by the spring 2011.

In September, the College was proud to be a contributor to the National Post's special edition on *Bones and Joints*. The College's article dealt with foot care in Ontario and the importance of dealing with a regulated health care practitioner. The College hosted its first ever breakfast for the MPPs at Queens Park on November 4, 2010. Members of the College Executive and the Associations joined in the event.

College Council took time to review some of the Council meeting procedures and made recommendations for improvement to these processes. The aim is always for continuous improvement.

Mr. David Shaw, Podiatrist, was presented with the College's Award of Distinction. This is given to a member that has gone above and beyond the call of duty to assist the College. Mr. Shaw was past President to the College, has sat on many Committees, and most recently was the Chair of the Registration Examination Committee. Congratulations David!

A very sincere thank you goes out to our Council and Committee members for their commitment and dedication and to the Registrar and staff for their tireless efforts. It has been a very busy, exciting and productive year and we look forward to 2011.

## EXECUTIVE COMMITTEE

### Members

*Anna Georgiou President (until Oct 2010)*

*Bob Goldberg, President (from Oct 2010)*

*Donna Coyne (from Oct 2010)*

*Erin Fairbanks (until Oct 2010)*

*Ray Ferraro (until Oct 2010)*

*Colin McQuistan (from Oct 2010)*

*Stephanie Shlemkevich (until Oct 2010)*

*Esrick Quintyn*

*Dennis Walsh (from Oct 2010)*

The Executive Committee (Committee) is a statutory committee that provides leadership to Council and makes decisions between Council meetings. It has all the powers of the Council with respect to any matter that in the Committee's opinion requires immediate attention, other than the powers to make, amend or revoke a regulation or by-law. The Registrar attends all Executive meetings.

During the year, the Committee had 3 face-to-face meetings and met on an as needed basis by teleconference. The Committee was very involved with the operationalization of the College's drug regulation. Dr. Beazely, Assistant Professor in the School of Pharmacy at the University of Waterloo, prepared a report for the College entitled 'Recommendations for Pharmacotherapy Educational Upgrading for Chiropractors in Ontario.' Based on the recommendations in the report, the Executive Committee reviewed the report and recommended it to Council for final approval. The Executive also recommended the approval of two courses members could take to upgrade their competence in the prescribing of oral medications – one at the Michener Institute and one at the University of Toronto.

The Committee accepted the proposed 2010 budget from the Registrar and recommended it be approved by Council.

Members of the Executive Committee met with a group of individuals who were interested in voluntary regulation with the College. They also met with a representative from the Minister's office in relation to the HPRAC review, the Canadian Life and Health Insurers' Association and with representatives of the Ontario Society of Chiropractors and the Ontario Podiatric Medical Association. Executive members, together with the Presidents of the Association, attended the College's first ever MPP breakfast and were then invited to sit in the government members' gallery on the floor of the Legislature during the morning sitting of the Legislature.

## **QUALITY ASSURANCE COMMITTEE**

### Members

*Anna Georgiou, Chiropractor (Chair)*

*Wilhelmina Gonzales, Public Member*

*Sarma Donepudi, Public Member*

*Ann-Marie McLaren, Chiropractor (from October 2010)*

*Tony Zamojc, Podiatrist*

*Meera Narenthiran, Chiropractor*

The primary objective of the Quality Assurance Program is to provide members of the College of Chiropractors of Ontario with the opportunity to enhance their knowledge base and clinical skills so as to encourage excellence in the delivery of foot care to the public.

The following reflects the work of the committee during 2010.

### ***CE Log Program***

The Committee completed the first phase of their review for those members randomly selected to participate in the 2008-2009 continuing education program. Some members initially failed to file some of the required information with the College and therefore additional information and follow-up was required with these particular members. However, after many meetings, discussion and review of materials, all members were found to be satisfactory. As required under the College's QA regulation, a practice assessment maybe initiated for these members if they ultimately do not fulfill the minimum requirements for continuing education.

### ***Declaration of Completion***

Members of the College are required to execute a Declaration of Completion on the Member's Annual Renewal form which states that "I have reviewed my practice and completed the Quality Assurance Self-Assessment Tool. I have created a plan to address the continued professional developmental objectives I have identified in this Self-Assessment Tool. I understand that I must retain the completed Self-Assessment Tool and Continuing Education log in my files".

### **Practice Assessment Program**

#### *Random Practice Assessments*

A roster of members from across the province have been selected as practice assessors and have completed training which will allow them to act as practice assessors throughout the random practice assessment program. One percent of the membership is randomly selected to participate in the random practice assessments. The random practice assessments continue throughout the year. When the assessors completed their reports, the QA committee reviewed them and determined what, if any next steps were required.

### **Standards of Practice Revision**

A practice working group continues to review the Standards of Practice. They have completed the review of the Record Keeping Standard of Practice. The draft



amended Record Keeping Standard was reviewed by Council, circulated to stakeholders for comment and finally approved by Council.

## **INQUIRIES, COMPLAINTS & REPORTS COMMITTEE**

### Members

*Robert Goldberg Chair (until Oct 2010)*

*Barry Noble (from Oct 2010)*

*Sarma Donepudi, Public Member*

*Colin McQuistan, Chiropractor (Chair from Oct 2010)*

*Esrick Quintyn, Public Member*

*Stephanie Shlemkevich, Chiropractor*

*David Simard, Chiropractor (until Oct 2010)*

*Ruth Thompson, Chiropractor (from Oct 2010)*

Judy Cohen, Complaints Officer

The Inquiries Complaints and Reports Committee (“ICRC”) is responsible for the investigation of complaints, as well as the approval and disposition of Registrar’s Investigations, with respect to the conduct and competence of members. It is also responsible for inquiries into whether or not a member is incapacitated. As required by statute, every matter is considered by a panel of the Committee comprised of at least two professional member of the Committee and one member of the Committee appointed to the College by the Lieutenant Governor in Council. After the panel considers all of the relevant information in a matter, it renders a decision.

If either party to a complaint is dissatisfied with the adequacy of the Committee’s investigation or believes the decision is unreasonable, he or she can request a review by the Health Professions Appeal and Review Board (HPARB). The HPARB is an adjudicative tribunal under the Regulated Health Professions Act, 1991 (RHPA). Through reviews, the HPARB monitors the activities of the ICRC to ensure it fulfills its duties in the public interest and as mandated by legislation.

### **College Staff:**

Judy Cohen, Complaints Officer

### **Activities:**

At the beginning of the year there were 5 outstanding complaints, and 2 matters considered to be Registrar’s Investigations, which were brought forward from the previous fiscal year.

The College received 13 new complaints during the year

Of the 20 total complaint matters, the Committee disposed of 11 in 2010. There were 9 complaints carried over to 2011.

5 complaints were from Insurance Companies on billing issues. The dispositions included:

- Take No Action,
- Signing an Undertaking with the College for a Practice Assessment
- Letter of Caution

6 complaints were Standards of Practice complaints. The dispositions included one or more of:

- Take No Action;
- Requiring the Member (s) to enroll in a SCERP (Specified, Continuing Educational Remedial Program);
- Requiring the Member to attend for an Oral Caution;
- Letter of Caution;
- Offering Advice
- Signed Undertaking (s) for a Practice Assessment

The ICRC noted some common themes while reviewing the complaints submitted to the College.

In particular the ICRC reminds members of the need to:

- Ensure that information and billing submitted to insurance companies is documented accurately.
- Effectively communicate with patients in regards to all treatment and billing practices and ensure patients understand treatment options.

## **DISCIPLINE COMMITTEE**

Members

*Meera Narenthiran, Chiropodist (Chair)*

*Susan Eissabigloo, Public Member*

*Ray Ferraro, Public Member*

*Wilhelmina Gonzales, Public Member*

*Sarah Kerwin, Chiropodist*

*Peter Stavropoulos, Podiatrist*

The Discipline Committee is a statutory committee under the *Regulated Health Professions Act*.

The Discipline Committee holds hearings into allegations of a member's professional misconduct or incompetence which has been referred to the Committee by the Executive or Complaints Committees. If a panel of the Discipline Committee finds a member has committed an act of professional misconduct it may make orders doing any or more of the following:

- Directing the Registrar to revoke or suspend a member's certificate of registration or to impose terms, conditions and limitations on the member's certificate of registration;
- Requiring the member to appear before the Committee to be reprimanded;

- Requiring the member to pay a fine not exceeding \$35,000.00 to the Minister of Finance
- Requiring a member to pay all or a portion of the College's costs related to the matter brought before the discipline committee.

There were no discipline cases in 2010.

## **REGISTRATION COMMITTEE**

### **Members**

*Dennis Walsh, Chiropodist (Chair)*

*Donna Coyne, Public Member*

*Sarma Donepudi, Public Member*

*Esrick Quintyn, Public Member*

*David Roth, Podiatrist*

### **Mandate**

The Registration Committee is a statutory committee under the *Regulated Health Professions Act, 1991* with the mandate to consider referrals from the Registrar relating to applications for a certificate of registration. After considering an application for registration the Committee may direct the Registrar to:

- Issue a certificate of registration
- Issue a certificate of registration if the applicant successfully completes examinations set or approved by the Committee.
- Issue a certificate of registration if the applicant successfully completes additional training specified by the Committee.
- Impose specified terms, conditions and limitations on a certificate of registration of the applicant and specify a limitation on the applicant's right to apply for an order removing or modifying any term, condition or limitation imposed on a member's certificate of registration as a result of a committee proceeding, and/or
- Refuse to issue a certificate of registration.

The Committee also considers members' applications for an order removing or modifying any term, condition or limitation imposed on a member's certificate of registration as a result of a Committee proceeding.

### **Applications for Registration**

The Registrar referred one applicant to the Registration Committee pursuant to section 15.1 of the *Regulated Health Professions Act, 1991*. The member had resigned their membership and was seeking re-entry into the profession.

The applicant was referred to the Committee because the applicant did not have the appropriate authority under the Immigration and Refugee Protection Act (Canada) to practice the profession in Canada. The Committee ultimately directed the Registrar to issue a Certificate of Registration, General Class, to the applicant upon payment of all applicable fees and the imposition of a term, condition and limitation on the Certificate of Registration, that the member not engage in the practice of chiropody in Ontario until the person satisfies the Registrar of the College that the applicant has received appropriate

authority under the Immigration and Refugee Protection Act (Canada) to practise Chiropody in Canada.

The Committee also dealt with 3 applications for reinstatement which are ongoing.

## **PATIENT RELATIONS**

### Members

*David Roth, Podiatrist (Chair)*  
*Donna Coyne, Public Member*  
*Sousan Eissabigloo, Public Member*  
*Sylvia Kovari, Chiropodist (non-Council member)*

The Patient Relations Committee is a statutory committee under the provisions of the *Regulated Health Professions Act, 1991*. The role of the Committee is to advise Council regarding the College Patient Relations Program. The Patient Relations Program must include measures for prevention and dealing with abuse of patients. These measures must include:

- Educational requirements for members;
- Guidelines for the conduct of members with their patients;
- Education of College Council and staff; and
- The provision of information to the public.

The Patient Relations Committee also administers the College program on the maintenance and administration of a fund for therapy and counseling for persons, who while patients, were sexually abused by members.

## **FITNESS TO PRACTICE COMMITTEE**

### Members

*Stephanie Shlemkevich, Chiropodist (Chair)*  
*Colin McQuistan, Chiropodist*  
*Cesar Mendez, Chiropodist*  
*Esrick Quintyn, Public Member*  
*Kim Resmer, Chiropodist (non-Council member)*

The Fitness to Practice Committee is a statutory committee. The Committee holds hearings relating to a member's incapacity that has been referred to the Committee by the Executive Committee. If the Committee finds that a member is incapacitated, it must make an order directing the Registrar to do any one or more of the following:

- Revoke the member's certificate of registration.
- Suspend the member's certificate of registration.
- Impose terms, conditions and limitations on the member's certificate of registration.

There were no matters brought before the Fitness to Practice Committee in 2010.

**COLLEGE OF CHIROPODISTS OF ONTARIO**

**180 DUNDAS STREET WEST,  
SUITE 2102  
TORONTO, ONTARIO  
M5G 1Z8**

**TEL: (416) 542-1333**

**FAX: (416) 542-1666**

**TOLL FREE: 1 877 232-7653**

**E-MAIL: [info@cocoo.on.ca](mailto:info@cocoo.on.ca)**

**WEBSITE: [www.cocoo.on.ca](http://www.cocoo.on.ca)**