

# **PROFESSIONAL REGULATION IN THE PUBLIC INTEREST**



**College of  
Chiropodists  
of Ontario**

# **ANNUAL REPORT 2015**

## MISSION STATEMENT

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

- Regulating the practice of the profession and governing the members in accordance with the Chiropody Act, the Regulated Health Professions Act, the regulations and by-laws;
- Establishing standards of practice;
- Establishing educational requirements for entry to practice and continuing competence;
- Addressing concerns from the public; and
- Educating and providing information to the public about Chiropody and Podiatry.

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## College Council Members

### President

**Peter Stavropoulos**, Podiatrist (until October 2015)

**Sohail Mall**, Public Member (from October 2015)

### Elected Members

**Ed Chung**, Podiatrist (from October 2015)

**Peter Guy**, Chiropodist

**Julie De Simone**, Chiropodist

**Stephen Haber**, Podiatrist

**Martin Hayles**, Chiropodist (from October 2015)

**John Infanti**, Chiropodist

**Jamie Maczko**, Chiropodist

**Ann-Marie McLaren**, Chiropodist

**Peter Stavropoulos**, Podiatrist (until October 2015)

**Millicent Vorkapich-Hill**, Podiatrist

### Public Members

**Donna Coyne**

**Jim Daley** (from November 2015)

**Khalid Daud**

**Ray Ferraro** (until May 2015)

**Wilhelmina Gonzales** (until November 2015)

**Grace King**

**Sohail Mall**

**Agnes Potts**

### Selected Member

**Christine Burton** (until August 2015)

**Cesar Mendez** (until October 2015)

**Tony Merendino** (from October 2015)

## Non-Council Committee Members

**Ruth Avelino**, Chiropodist

**Danielle Bannerman**, Chiropodist

**Megan Brittain**, Chiropodist

**Marcella Cowan**, Chiropodist

**Adrian Dobrowsky**, Chiropodist

**Anna Georgiou**, Chiropodist

**Jonathan Haslehurst**, Chiropodist

**Kay Hayles**, Chiropodist

**Martin Hayles**, Chiropodist

**John Infanti**, Chiropodist

**Andrew Klayman**, Podiatrist

**Sylvia Kovari**, Chiropodist

**John Lanthier**, Podiatrist

**Cindy Lewis**, Chiropodist

**Meera Narenthiran**, Chiropodist

**Neil Naftolin**, Podiatrist

**Tracy Oliver**, Chiropodist

**Nat Rave**, Chiropodist

**Kim Resmer**, Chiropodist

**David Roth**, Podiatrist

**Anamelva Revoredo**, Chiropodist

**Kareem Salem**, Chiropodist

**Ruth Thompson**, Chiropodist

**Elliot To**, Chiropodist

**Eddie Yuen**, Chiropodist

**Tony Zamojc**, Podiatrist

## College Staff

**Felecia Smith**, Registrar

**Meghan Hault**, Complaints Officer

**Sheila Lefkowitz**, Executive Assistant (until July 2015)

**Tera Goldblatt**, Executive Assistant (from July 2015)

## College Advisors

**Alan Bromstein**, Legal Counsel

**Jill Dougherty & Jordan Glick**, Legal Counsel to the Inquiries Complaints & Review Committee

**Clarke Henning LLP**, Auditor

**CG Management Group**, Government Relations

**Dr. Dwight Harley**, Registration Examination

# THE YEAR 2015 IN REVIEW

## REPORT FROM THE PRESIDENT & REGISTRAR

**T**he 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 productive year as it prepared for anticipated future changes and moved forward in improving its regulatory processes in order to transparently serve the public. It was, in some ways, one of the most important years in the history of the College.

One of the significant focuses of the year was the ongoing Chiropractic and Podiatry review by the Health Professions Regulatory Advisory Council (HPRAC). Work on this project commenced January 1, 2014. The College met with many stakeholders, prepared a written submission and video, kept the membership and others stakeholders apprised of HPRAC's progress and responded to 18 additional questions that were beyond those found in a normal scope of practice review. The College provided HPRAC with its final submission in November 2015 and HPRAC transmitted its report to Minister Hoskins on August 28, 2015.

The College focused its efforts on increasing transparency by amending its general by-law to expand upon the information that was already available on the website and the public register. These additions included: a notation that a member is being orally cautioned as a result of an Inquiries, Complaints and Reports Committee (ICRC) decision, information about a SCERP (Specified Continuing Education or Remediation Program), and any restriction that the College is aware of on a member's right to practise that has been imposed by a court. Although the College has done so for many years, information relating to a discipline matter, including, the date of the referral, a brief summary of each allegation, the status of the hearing and the Notice of Hearing has now been officially added to the General Regulation. Finally, the public register will also contain a summary of any finding of guilt against a member in respect of any criminal offence, in any jurisdiction that the Registrar has reviewed and determined is relevant to the member's suitability to practise.

# PRESIDENT & REGISTRAR'S Report (continued)

The College joined a coalition of health regulatory colleges that was examining the matter of clinic oversight in situations where the clinic is owned by a non-regulated health professional or a corporation. Lack of regulation in the business practices side could arguably compromise quality of care and ethical business practices and put regulated health professionals in uncompromising situations.

The College's Standing Drug Committee reviewed the current Drug Regulation to determine what changes and additions need to be made relating to prescribing drugs and administering substances by injection into the foot. Chiropodists and Podiatrists were previously granted expanded prescribing rights under the Federal New Classes of Practitioners Regulations. The College amended its standard of practice for Prescription Custom Foot Orthoses. The Inhalation regulation and Standard of Practice was circulated for comment. Council also established a new Standing Committee entitled the Registrar's Compensation and Succession Planning and Audit Committee. The College again successfully administered the Registration examination which included both a written component and an Objective Structure Clinical Examination (OSCE).

Peter Stavropoulos was re-elected President for a second term. His full term on Council concluded in October 2015 and the College said goodbye to a member who had worked tirelessly for the Ontario public. Mr. Sohail Mall, Public member was elected President and Mr. Stephen Haber was elected Vice-President.

It has been a very interesting and challenging year. We are a very different College than we were a number of years ago. However, we need to be in order to deal with the many challenges and changes facing regulatory bodies in this century. We await the HPRAC report with anticipation. Depending on its result, there is little doubt that this College could, once again, be very different than it currently is.

A very sincere thank you goes out to our Council and all Committee members for their commitment, dedication and hard work and to the Registrar and staff for their tireless efforts. It has been a busy, exciting and very productive year and we look forward to 2016.

# EXECUTIVE COMMITTEE

The Executive Committee (Committee) is a statutory committee that 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 Committee had three face-to-face meetings and met on a regular basis by teleconference.

The Committee proposed possible by-law amendments to its General by-law by increasing requirements for the public register, thereby expanding the College's outreach to and transparency with the Ontario public. These amendments include the following:

- ICRC - Oral cautions – there will be a notation of the fact of the oral caution, a summary of the caution, the date of the panel's decision, and if applicable, a notation that the panel's decision is subject to review or appeal and therefore not yet final.

The information will be removed from the register 24 months after the Registrar is satisfied that the member has appeared before a panel of the ICRC and received a caution.

- ICRC -The SCERP (Specified Continuing Education or Remediation Program) includes a notation, a summary of the continuing education and remediation program, the date of the panel's decision and if applicable, a notation that the panel's decision is subject to a review or appeal and therefore not final.

The information shall be removed from the register once the registrar is satisfied that the member has successfully completed the SCERP and/or remediation program(s) including any monitoring associated therewith which was the subject of the decision of the panel of the ICRC.

## MEMBERS

**Sohail Mall**, President  
*Public Member (from October 2015)*

**Peter Stavropoulos**, President *Po-  
diatrist (until October 2015)*

**Pete Guy**,  
*Chiropodist*

**Stephen Haber**, Vice-President *Po-  
diatrist (from October 2015)*

**Jamie Maczko**,  
*Chiropodist*

**Cesar Mendez**  
*Chiropodist (until October 2015)*

**Khalid Daud**,  
*Public Member*

**Wilhelmina Gonzales**,  
*Public Member (until October 2015)*





- If there is an existing restriction on the member's right to practise that has been imposed by a court and if the College is aware of that restriction, then it is included on the public register, including the name of the court or other lawful authority that imposed the restriction and the date the restriction was imposed;
- Discipline – the date of the referral, a brief summary of each specified allegation, the status of the hearing including the hearing date if it has been set, the next scheduled date for the continuation and the Notice of Hearing; and
- Criminal Finding of Guilt – a summary of any finding of guilt of which the College is aware, if made by a court after January 1, 2015 in respect of any criminal offence, in any jurisdiction that the Registrar has reviewed and determined is relevant to the member's suitability to practise, will go on the Register.

The Committee was supportive of the College joining the Clinic Regulation Consortium which was spear headed by the College of Physiotherapists. The Committee continued to work on the Standard of Practice for Inhalation to reflect the requirements in the Regulation. The Committee also continued to work on amending the current drug Regulation and drug list in relation to topical drugs, oral drugs and substances that can be injected into the foot. An accommodation policy was completed relating to the College's annual registration examination. The Standard of Practice entitled 'Prescription Custom Foot Orthoses' was circulated to the membership for feedback and successfully amended.

The Committee recommended amendments to the College's drug regulation and the proposed amendments were circulated to members and other stakeholders. The College also reached out to other Colleges that have been allowed to prescribe specific drugs under the New Classes of Practitioners Regulations to determine if they were interested in forming a committee. The Executive continued to review the draft Standard of Practice on Inhalation. Before members will be able to use inhalation in their practice, they will need to successfully pass the course and examination. Attention was given to developing a Code of Conduct for Council and non-Council Committee members.

The Committee recommended to Council the approval of the proposed 2015 budget as well as the 2015 Audited Financial statements.



# QUALITY ASSURANCE COMMITTEE

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 2015.

## CE Log Program

The Committee completed all outstanding matters relating to those members randomly selected to participate in the continuing education program. This included a review of the members' CE submission and a decision as to whether or not it met the College's CE requirements. The Committee noted that increasingly over the last 5 years, members have been more actively complying with the requirements of the CE program and going beyond the minimum mandate of hours.

## 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 was selected as practice assessors and completed training which allows them to act as practice assessors throughout the random practice assessment program. The random practice assessments continue on a 2-year cycle. When the assessors complete their reports, the QA committee reviews them and determines what, if any next steps are required. The QA Committee completed their review of the assessment reports that were conducted during this cycle.

## MEMBERS

**Sohail Mall, President**  
*Public Member (from October 2015)*

**Anna Georgiou, Chair**  
*Chiropracist*

**Khilid Daud**  
*Public Member*

**Ann-Marie McLaren,**  
*Chiropracist*

**Julie De Simone,**  
*Chiropracist*

**Cesar Mendez,**  
*Chiropracist (from October 2015)*

**Millicent Vorkapich-Hill,**  
*Podiatrist*

**Tony Zamojc,**  
*Podiatrist*



# INQUIRIES, COMPLAINTS & REPORTS COMMITTEE

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.

The College received 19 new complaints during the year and conducted 5 Registrar’s investigations, for a total of 24. Of these 24 matters, the Committee disposed of nine and referred two matters to the Discipline Committee. During 2015, the College also disposed of 38 complaints and four Discipline referrals that were carried over from 2014. There were 13 complaints and two Registrar’s investigations carried over to 2016.

For the complaints and Registrar’s investigations that were disposed of in 2015, the issues related to Standards of Practice, Billing, Record Keeping, and Advertising. In every complaint/Registrar’s investigation, there is more than one issue. As a result, the Panel investigates each issue separately. The dispositions included: Take No Further Action and/or Offering Advice and/or giving a Written Caution and/or requiring the Member to take a Specified Continuing Educational or Remedial Program (SCERP) (Ethics Course) and/or having a practice assessment.

In 2015, there were 30 decisions appealed to HPARB – 28 were withdrawn, two decisions were confirmed by HPARB. There were also four decisions appealed that were carried over from 2014. Of these, two were withdrawn and two were confirmed by HPARB.

## MEMBERS

**Peter Stavropoulos**, Chair  
*Podiatrist* (until October 2015)

**Milllicent Vorkapich-Hill**, Chair  
*Podiatrist* (from October 2015)

**Riaz Bagha**, *Chiropodist*  
(from October 2015)

**Christine Burton**, *Chiropodist*  
(until August 2015)

**Ed Chung**, *Podiatrist*

**Donna Coyne**, *Public Member*

**Jim Daley**, *Public Member*  
(from October 2015)

**Khalid Daud**, *Public Member*

**Adrian Dobrowsky**, *Chiropodist*  
Non-Council Member

**Julie DeSimone**, *Chiropodist*

**Ray Ferraro**, *Public Member*  
(until May 2015)

**Wilhelmina Gonzalez**, *Public Member*  
(until November 2015)

**Pete Guy**, *Chiropodist*

**Stephen Haber**, *Podiatrist*  
(from October 2015)

**John Infanti**, *Chiropodist*  
(until June 2015)

**Sylvia Kovari**, *Chiropodist*  
Non-Council Member (from November 2015)

**Grace King**, *Public Member*

**Sohail Mall**, *Public Member*

**Ann-Marie McLaren**, *Chiropodist*

**Cesar Mendez**, *Chiropodist*

**Neil Naftolin**, *Podiatrist*

**Barry Noble**, *Podiatrist*  
(until March 2015)

**Nat Rave**, *Chiropodist*  
Non-Council Member

**David Roth**, *Podiatrist*  
Non-Council Member

**Stephanie Shlemkevich**, *Chiropodist*  
Non-Council Member

**Barbara Sliwa**, *Chiropodist*  
Non-Council Member

**Ruth Thompson**, *Chiropodist*  
Non-Council Member

**Eddie Yuen**, *Podiatrist*  
Non-Council Member

**COLLEGE STAFF:** Meghan Hoult

# DISCIPLINE COMMITTEE

## MEMBERS

**Cesar Mendez**, Chair  
*Chiropracist, Non-Council Member*

**Wilhelmina Gonzalez**, Chair  
*Public Member (until November 2015)*

**Christine Burton**,  
*Chiropracist (until August 2015)*

**Ed Chung**,  
*Podiatrist*

**Donna Coyne**,  
*Public Member*

**Khalid Daud**,  
*Public Member*

**Julie DeSimone**,  
*Chiropracist*

**Peter Guy**,  
*Chiropracist*

**Stephen Haber**,  
*Podiatrist*

**John Infanti**,  
*Chiropracist (until June 2015)*

**Grace King**,  
*Public Member*

**Sylvia Kovari**,  
*Non-Council Member*

**John Lanthier**,  
*Podiatrist, Non-Council Member*

**James Maczko**,  
*Chiropracist*

**Sohail Mall**,  
*Public Member*

**Anne Marie McLaren**,  
*Chiropracist*

**Tony Merendino**,  
*Chiropracist*

**Agnes Potts**,  
*Public Member*

**Peter Stavropoulos**,  
*Podiatrist*

**Millicent Vorkapich-Hill**,  
*Podiatrist*

The Discipline Committee is a statutory committee under the *Regulated Health Professions Act, 1991*. The Discipline Committee holds hearings into allegations of a member's professional misconduct or incompetence which has been referred to the Committee by the ICRC 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; and/or
- Requiring a member to pay all or a portion of the College's costs related to the matter brought before the discipline committee.

In 2015, the ICRC made 6 referrals to Discipline. Two hearings were conducted in 2015, 3 were carried over and heard in 2016 and 1 remains outstanding. Two discipline hearings carried over from 2014 were also finalized in 2015.

All referrals, hearing dates, any postponements and decisions are posted on the College Website.

# REGISTRATION COMMITTEE



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

There were no referrals from the Registrar to the Registration Committee pursuant to section 15(2)(c) of the *Regulated Health Professions Act, 1991*.

## MEMBERS

**Jamie Maczko**, Chair  
*Chiroprapist*

**Christine Burton**,  
*Chiroprapist* (until August 2015)

**Stephen Haber**,  
*Podiatrist*

**Martin Hayles**,  
*Chiroprapist* (from October 2015)

**John Infanti**,  
*Chiroprapist* (until June 2015)

**Donna Coyne**,  
*Public Member*

**Wilhelmina Gonzales**,  
*Public Member* (until November 2015)

**Agnes Potts**,  
*Public Member*



# PATIENT RELATIONS COMMITTEE

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.

## MEMBERS

**Stephen Haber, Chair**  
*Podiatrist*

**Christine Burton,**  
*Chiropodist (until August 2015)*

**Donna Coyne,**  
*Public Member*

**Sylvia Kovari,**  
*Chiropodist, Non-Council Member*

**Sohail Mall,**  
*Public Member*

# FITNESS TO PRACTISE COMMITTEE



The Fitness to Practise 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 Practise Committee in 2015.

## MEMBERS

**Peter Guy**, Chair  
*Chiropodist*

**Stephen Haber**,  
*Podiatrist* (from October 2015)

**Donna Coyne**,  
*Public Member* (from October 2015)

**Wilhelmina Gonzales**,  
*Public Member* (from November 2015)

**Martin Hayles**,  
*Chiropodist* (from October 2015)

**Cesar Mendez**,  
*Chiropodist*

**Kim Resmer**,  
*Chiropodist, Non-Council Member*



# STATISTICS AND DEMOGRAPHICS

as of December 31, 2015

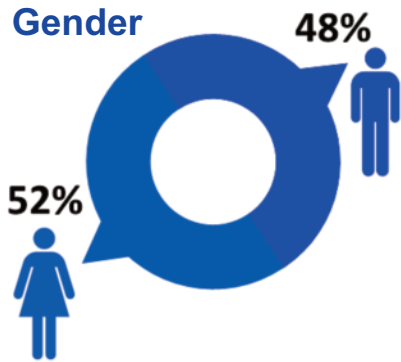
# of Members

# 672

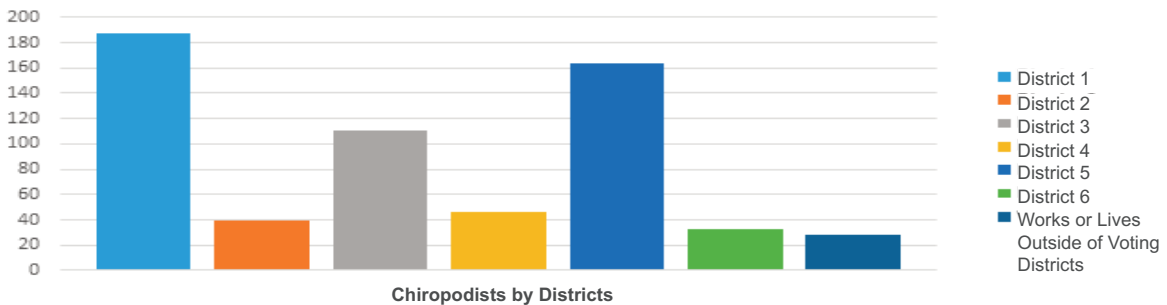
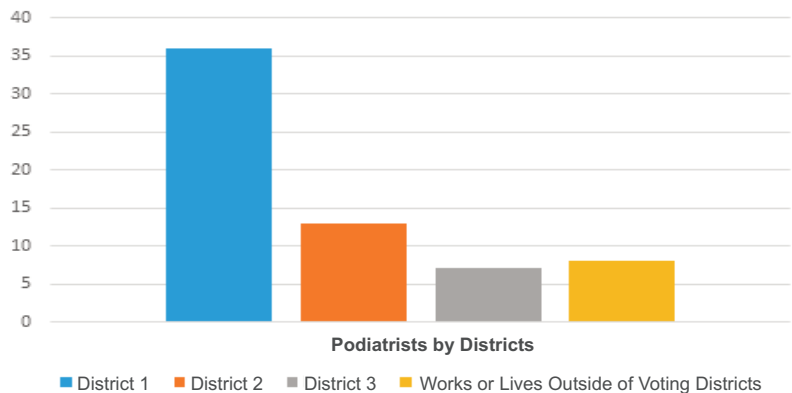
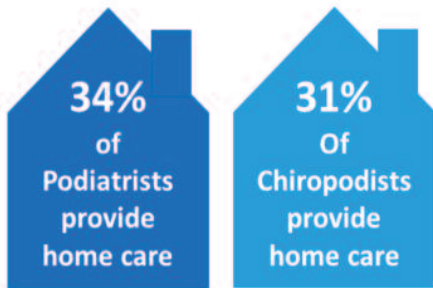
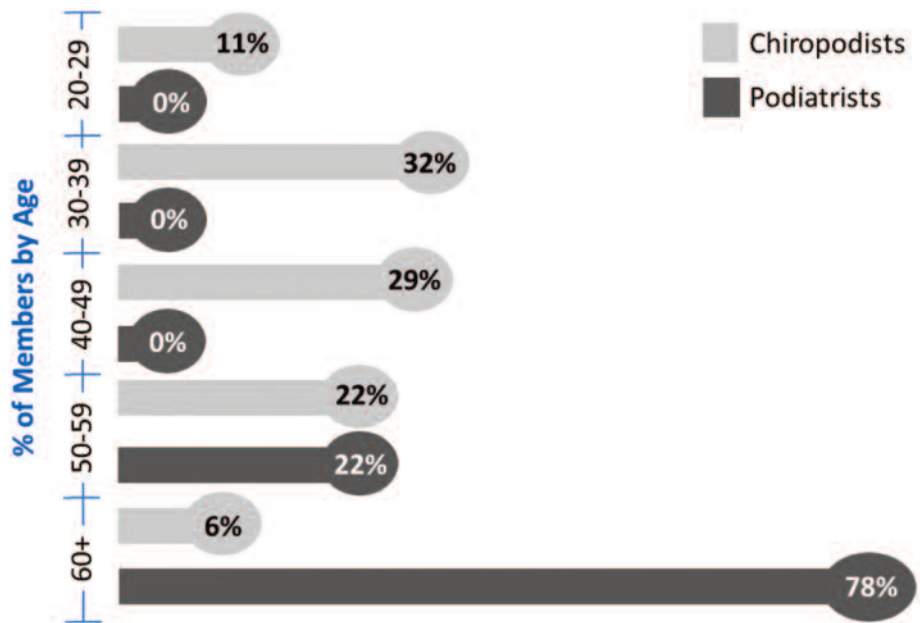
608 Chiropractors

64 Podiatrists

Gender



## Chiropractors & Podiatrists by Age Group



# INDEPENDENT AUDITOR'S REPORT

## TO THE COUNCIL OF THE COLLEGE OF CHIROPODISTS OF ONTARIO

The accompanying summary financial statements of the College of Chiropractors of Ontario (the "College"), which comprise the summary statement of financial position as at December 31, 2015, and the summary statement of operations for the year then ended are derived from the audited financial statements of the College for the year ended December 31, 2015. We expressed an unmodified audit opinion on those financial statements in our report dated June 24, 2016.

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of the College.

### **Management's Responsibility for the Summary Financial Statements**

Management is responsible for the preparation of a summary of the audited financial statements in accordance with Canadian accounting standards for not-for-profit organizations.

### **Auditor's Responsibility**

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements".

### **Opinion**

In our opinion, the summary financial statements derived from the audited financial statements of the College for the year ended December 31, 2015 are a fair summary of those financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.

Toronto, Ontario  
June 24, 2016

**CLARKE HENNING LLP**  
CHARTERED ACCOUNTANTS  
Licensed Public Accountants

# SUMMARY STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2015

	2015	2014
<b>ASSETS</b>		
Current assets		
Cash and short term deposits	\$ 362,439	\$ 100,983
Accounts receivable and prepaid expenses	48,394	20,486
	<b>410,833</b>	121,469
<b>LIABILITIES</b>		
Accounts payable and accrued expenses	83,394	179,821
<b>NET ASSETS</b>		
Abuse therapy fund	10,000	10,000
General reserve fund	120,000	120,000
Unrestricted balance	197,439	(188,352)
	<b>327,439</b>	(58,352)
	<b>410,833</b>	121,469

# SUMMARY STATEMENT OF OPERATIONS

YEAR ENDED DECEMBER 31, 2015

	2015	2014
<b>REVENUES</b>		
Annual general and other fees	1,233,956	936,325
Other income - expense recoveries, interest, etc.	107,729	37,148
	<b>1,341,685</b>	973,473
<b>EXPENSES</b>		
Salaries and benefits	308,055	345,744
General and office	100,778	89,351
Legal	229,558	342,637
Council and committee expenses	97,416	110,033
Rent	54,418	54,489
Photocopy, postage, printing and telephone	32,225	31,637
Repairs and maintenance	5,976	10,605
	<b>828,426</b>	984,496
Special projects - Consulting fees and registration exam development	127,468	255,648
	<b>955,894</b>	1,240,144
Excess (deficiency) of revenues over expenses for the year	<b>\$ 385,791</b>	\$ (266,671)

\* Complete audited financial statements are available upon request from the office of the Registrar.



## College of Chiropodists of Ontario

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