



# Public Confidence Through Excellence in Professional Regulation

## 2022 **ANNUAL REPORT**

COLLEGE OF CHIROPODISTS OF ONTARIO



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## Mission Statement

The College ensures Ontarians have access to comprehensive foot care, of the highest professional podiatry standards, to best meet the foot health needs of Ontarians, and demonstrates its commitment to continuous improvement in regulatory oversight.

## Vision

The College demonstrates effective regulation of a podiatry profession dedicated to the delivery of regulatory excellence to contribute to the foot health of all Ontarians.

## The College

The College of Chiropodists of Ontario is the regulatory body for more than 800 chiropodists and podiatrists in Ontario. The College regulates the chiropody and podiatry profession by setting the requirements to be registered as a chiropodist or podiatrist and establishing practice standards for safe, ethical care for all Ontarians through: rigorous certification; ongoing knowledge building; quality assurance activities; articulating and promoting practice standards; establishing requirements for entry-to-practice; and enforcing practice standards and professional conduct.

# College Council

## President

Peter Stavropoulos, Podiatrist

## Elected Members

Matthew Andrade, Chiropractor (*from October 2022*)

Melanie Atkinson, Chiropractor

Chad Bezaire, Chiropractor (*from October 2021*)

Ed Chung, Podiatrist

Matthew Doyle, Chiropractor and Vice-President  
(*VP from October 2022*)

Peter Ferguson, Chiropractor and Vice-President  
(*VP until October 2022*)

Sasha Kozera, Chiropractor (*until October 2022*)

Irv Luftig, Podiatrist (*until November 2022*)

Cesar Mendez, Chiropractor (*until October 2022*)

Patrick Rainville, Chiropractor (*until November 2022*)

Donna Shewfelt, Chiropractor

## Selected Member

Eliot To, Chiropractor (*until October 2022*)

Deborah Loundes, Chiropractor (*from October 2022*)

## Public Appointees

Ramesh Bhandari

Jim Daley

Allan Katz

Winnie Linker

Reshad Nazeer

Andrew Simmons

In addition to Council, the College has statutory and non-statutory Committees described in the legislation. These Committees are comprised of a combination of Council and Non-Council members. Members of each statutory Committee are identified in the report below.

# College Staff

## Registrar and CEO

Nicole Zwiers, LL.B., LL.M.

## Practice Advisor

Meghan Hoult, D.Pod.M *(on leave from March 2021)*

Peter Ferguson, D.Pod. M, Acting Practice Advisor *(until June 2022)*

Peter Stavropoulos, DPM, Acting Practice Advisor *(from June 2022)*

## Deputy Registrar and Manager, Professional Conduct and Hearings

Meghan Clarke, LL.B., LL.M.

## Manager, Registration, Examination and Quality Programs

Christine Hickey, B.A. (Hons), Paralegal, LL.M.

## Executive Assistant

Stanley Huang *(from June 2022)*

# Registrar's Message

2022 was a significant year for the College marking an important shift in all College operations with a focus on education of Council and Committee Members. The College instituted a much more rigorous education program with annual business meetings for our Discipline Committee and Inquiries, Complaints and Reports Committee as well as business meetings for our Quality Assurance Committee and Registration Committee. We also provided training to our Committee Chairs to reinforce the importance of addressing conflicts of interest and to maximize the decision-making process and outcomes of any committee to best meet its mandate. A competency profile and self-assessment was created for any registrant considering election to Council and Council orientation with a view to tailoring the training of new Council members and ensuring proper support is available for optimal functioning of Council.



In February 2022 Council voted to approve a new Strategic Plan, the first of its kind for the College, that will guide the College through the next 3 to 5 years. The Strategic Plan emphasized two important commitments of Council: to ensure the College is sustainable and to support the adoption of the Podiatry Model in the province. Council's view of the appropriate Podiatry Model includes the following:

- All registrants use title of "podiatrist";
- College name change to "College of Podiatrists of Ontario";
- Removal of legislative cap on registering podiatrists allowing for registration of DPMs; and
- Podiatry program(s) is created to train podiatrists to full scope of podiatry practice with education pathways for any registrant wishing to upgrade skills. The College supports a full scope podiatry model mirroring the anatomic and treatment scope of practice available to podiatrists in BC and Alberta.

Sustainability, as the other key initiative cited in the Strategic Plan, means ensuring the College has proper resources to fulfill its mandate of protecting the public. Sustainability has been



optimized in a number of ways including: an annual cost of living increase to annual dues to protect against the need for large increases; a reserve fund to ensure the College is financially able to manage unexpected costs; cost neutrality for the College's

Registration Examination; smaller Committee sizes; increased number of practice assessments; Quality Assurance Committee's use of panels for decision-making; and annual Continuing education requirements to align with best practices in professional health regulation. The College has continued to enforce its Zero Tolerance Policy in respect of Unethical Business Practices. Doing so has helped to instill stakeholder confidence in the College fulfilling its mandate of public protection.




To ensure that the College and Council also embraced the spirit of Equity, Diversity, Inclusivity (EDI) and Truth and Reconciliation, College staff and Council members engaged in continuing education towards the College's commitment to Truth and Reconciliation by completing the online modules of the 4 Seasons of Reconciliation. Further, Council adopted a Land Acknowledgement that is read before the commencement of every Council meeting. Recognizing that EDI and Truth and Reconciliation have particular importance within healthcare and within professional health regulation, the College staff and Council remain committed to embedding these concepts throughout the College's operations. The College and Council remain committed and will create further avenues for EDI and Truth and Reconciliation within the College's work going forward. This commitment is matched by the new continuing education (CE) requirements set by the Quality Assurance Committee requiring members to engage in EDI as part of their CE.

In addition, I have worked to increase the College's profile by various means including speaking at events such as the OSC's annual conference and the OPMA's annual general meeting. I have presented as well to stakeholders with a view to messaging the College's Strategic Plan and Operations to meet its mandate to protect the public. The College held its inaugural Townhall meeting in December 2022 whereby registrants were invited to attend in person or virtually with me and staff hosting the event. I provided a presentation and enjoyed interacting with attendees as well as answering questions raised by attendees. Future Townhalls will become a staple. I have committed the College to engage with other regulators and to participate fully in the Health Profession Regulators of Ontario to assist the College in aligning with best practices in health regulation. I look forward to continuing these efforts in 2023.

Finally, the College undertook the first of its kind Registrant Survey to better understand the important work our registrants are engaged in. The College will continue to survey registrants to ensure we stay abreast of trends in clinical practice to better inform our Quality Assurance Programs and Practice Assessments as well as our continuing educational requirements. We are pleased to continue practice assessments that have doubled in number over past years and we are very pleased to note that registrants are demonstrating excellence in their practices.

As always, I remain committed to moving the College forward, aligning the College with best practices in professional health regulation and assisting Council in realizing on its Strategic Plan.

Respectfully submitted,



Nicole Zwiers BA (hons), LLB, LLM  
Registrar/CEO

# President's Message

Over the past year we have realized many significant achievements. Chief among these is a much more streamlined functioning of

the many committees of the College, and even with Council itself.

These improvements have occurred in a measured fashion by way of a purposeful move toward smaller, more nimble-sized committees along with committee members better prepared to serve those committees.

A structured mechanism is now in place whereby these committees' function under the oversight of Chairs that have received education

and training to support them in fulfilling the committee's mandate in their role as the Chair,

consistent with best practices. But more fundamentally, these Chairs now work hand in hand

with the assistance of a staff Manager to ensure both proper governance and procedural

processes that are consistent with the governing legislation and legal requirements to meet

the established goals of that committee in the public interest. I dare say that the results

demonstrated to date, and the positive feedback received from the committee members themselves, has been nothing short of remarkable.



While we welcomed several new members to Council in 2022, these professional members were experienced in that they had served the College through various committees in years gone by. This experience, coupled with a rigorous new councillor orientation session which clearly outlines the obligations and expectations of self-regulation in the public interest, helps to ensure that they will be a welcome asset to this governing body. I do not think it an overstatement to say that I believe we are now doing our job as a regulator better than ever before. Something we can all be proud of, but kudos most especially to the Registrar and her staff for providing the direction that moved us forward on so many fronts consistent with the best practices of other health regulators. I also know that they will not rest on the laurels of these achievements, but

rather I am sure they set their sites high to continue to strive to better our service to the public, while also providing timely and helpful guidance to the registrants in assisting them in their service to the public.



In summary, I believe the solid foundation established in 2022 leaves the College well poised to tackle any challenges we might encounter in 2023. I wish to acknowledge that I am particularly grateful for the assistance and counsel of my Vice-President, the other members of my Executive, and the Registrar - all of whom commit selflessly of their



time, and whose contributions, along with their spirit of collegiality and goodwill, are greatly appreciated and invaluable as we work together, with common purpose to best serve Council and the College for the public good.

Sincerely,



Peter Stavropoulos, DPM

## 2022 Highlights

The College achieved some important work in 2022 – staff, Council and committee members all played an intrinsic role in serving and protecting the public. In addition to the day-to-day work, there were several key highlights worth noting.

In February 2022, Council approved the College's inaugural Strategic Plan. The Strategic Plan includes a commitment to modernize and innovate footcare health in Ontario, by adopting the podiatry model and removing the cap on podiatrists (discussed in more details below). The Strategic Planning Committee also worked on developing key performance indicators (KPIs) to measure the College's success in meeting the objectives in the Strategic Plan, which were adopted by Council in early 2023.

Council also supported an increase to the registration examinations fee. While Council was sensitive to the concerns of some Michener students, it considered that there had not been a fee increase since 2015 and the increase was needed to ensure the College was moving in the direction of cost neutrality with respect to administering the entrance exams. Since 2014, the College has undertaken a significant amount of work, under the guidance of Martek Assessments, to improve the registration examinations so that the College continues to meet its public protection mandate. The registration examinations are one of the College's most significant expenses, and the cost of developing and administering the examinations has substantially exceeded the amount covered by the fees charged. The examination fees were not increased with a view to making a profit, but rather the College's goal was to break even.

At the end of 2022, the College retained a regulatory consultant to evaluate College Council's effectiveness. The evaluation was completed in January 2023, and going forward, similar evaluations will be conducted every three years. The consultant evaluated Council in a number of

areas, including Council member competency, Council meeting materials and Council Chair effectiveness. The results of the evaluation are available on the College's website.

Finally, in December 2022, the College held its inaugural town hall, which was an opportunity for members to meet the Registrar and ask questions about the College's strategic direction and priorities, and to for the College to engage the membership about issues/concerns facing the profession.

## EQUITY, DIVERSITY, AND INCLUSION

In 2022, the College made a commitment to incorporate and prioritize equity, diversity and inclusion (EDI) in its work. For starters, the College adopted a Statement on Equity, Diversity, and Inclusion, which recognizes the College's commitment to promoting EDI within Council, staff, and consultants. The College also incorporated a land acknowledgment into the start of each Council meeting. College staff, Council and committee members completed the First Nations University's 4 Seasons of Reconciliations course, and in October 2022, Council voted to include mandatory EDI courses as part of the College's Continuing Medical Education requirements for 2023.

The College's Strategic Plan includes a commitment to modernize and innovate footcare health in Ontario, with the goal that members will practice their full scope of demonstrated competencies as determined by the College. The Plan outlines how the podiatry model will enhance patient access to a range of proven and effective footcare services, to reduce pressure on the healthcare system and potentially avoid lower limb amputations. Specifically, the Plan supports access to care for equity seeking groups, such as indigenous communities and rural populations. Recent Ontario-based data demonstrates that rates of lower limb amputations are significantly higher among Ontarians living in remote Northern and rural communities as well as those in First Nations and Indigenous communities. The data demonstrates that Ontarians with access to treatment by College members are less likely to experience serious, adverse outcomes.

The College is actively supporting the work of Health Profession Regulators of Ontario (HPRO) as it develops supports for colleges to advance their work in Diversity, Equity and Inclusion within the full range of their regulatory practices. Specifically, the September 2021 report commissioned by HPRO from Dr. Javeed Sukhera recommended that regulators should critically appraise existing policies, particularly those for registration, complaints/discipline, and policy/governance. The HPRO Anti-Racism in Health Regulation project provides valuable information for the College to use in conducting these reviews within the context of an Equity Impact Assessment. Current HPRO project activities are designed to provide a set of guiding indicators and support tools the College will use to enable a customized assessment of equity impact, reflecting its particular needs.

## PRACTICE ADVISORY SERVICE

In June 2022, Peter Stavropoulos, Podiatrist, assumed the role of Acting Practice Advisor (PA). The statistics in this report reflect the data gathered from January to December 2022.

### Purpose

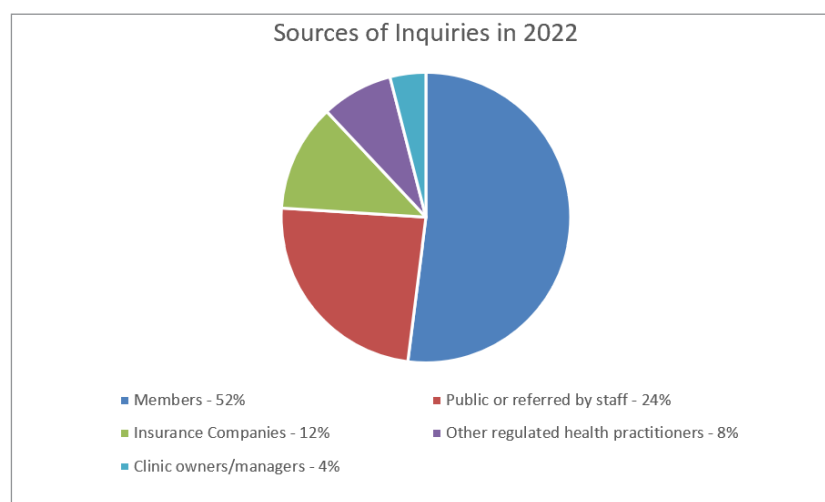
The PA provides professional practice advice on behalf of the College, supporting members by making sound and ethical clinical decisions that comply with legislative requirements, the Standards of Practice, and College policies and guidelines. The PA is also available to support the public by providing information to them about the service our members can provide to them and where they can obtain the care they require.

### The Public Interest

In addition to aiding our registrants, the PA service responds to inquiries from multiple stakeholders including other healthcare professionals, third party insurance carriers, clinic managers/owners/employers, regulated health Colleges, as well as the public. The PA is also available to support the public with questions about the practice of chiropodists and podiatrists in Ontario.

### Data Breakdown from January 1 - December 31, 2022, and Sources of Inquiries

In 2022, the Practice Advisor received 491 phone calls and emails.



## UPDATES TO STANDARDS, GUIDELINES AND ADVISORIES

In 2022, Council approved the Guideline for Suspension to provide guidance to members who are administratively suspended or suspended by a College committee. The Standards and Guidelines Committee also developed a Fee Guideline to assist members in understanding their legal and professional responsibilities in relation to fees, billings, and accounts, which was approved by Council.

In late 2022, the Standards and Guidelines Committee prepared a guideline for members to determine their currency of practice. The guideline clarified what is considered to satisfy the clinical practice requirement of “3 months in 2 years”. The guideline was approved by Council at its January 27, 2023 meeting.

## AMENDMENTS TO THE COLLEGE’S DRUG REGULATION

The Injections, Prescriptions and Standard of Practice (and its schedules) section of the General Regulation, made under the Chiropractic Act, 1991, outlines the drugs and substances authorized to chiropractors and podiatrists.

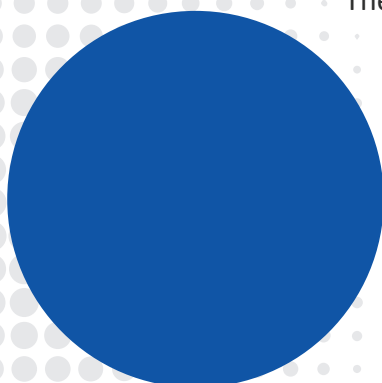
In 2022, the College continued to work with the Ministry of Health to move the amended regulation through the approval process. The College anticipated that the amended regulation would come into force and effect January 1, 2023, but unfortunately this was delayed because of a provincial election, and a change to the American Hospital Formulary Services, which was the basis for the category approach the College proposed. The MOH advised that, because the AHFS was sold and it is now a for-profit entity, it was cost prohibitive to rely on that approach. As a compromise, the MOH agreed to adopt an updated list. In the College’s view, the revised drug list is an interim measure, which will help protect the public by giving members the ability to prescribe drugs they are currently unable to prescribe. The College will continue pushing for a category approach to the regulation.

## COLLEGE PERFORMANCE MEASUREMENT FRAMEWORK

In 2020, the Ministry of Health (MOH) established a new annual reporting requirement for all regulatory health colleges. The College Performance Measurement Framework (CPMF) enables the College to measure and report, in a standardized way, how it is acting in the public interest. Completing the CPMF is an opportunity for the College to reflect on its achievements, work towards achieving best practices in regulation and to identify areas for continuous improvement.



The Ministry requires the College to report on the following seven broad domains: Governance, Resources, System Partners, Information Management, Regulatory Policies, Suitability to Practice, and Measurement, Reporting and Improvement.



The College submitted its third report to the MOH in March 2023, which reported on its performance in 2022. Once again, the College made several notable improvements from the previous year’s report. For example, the College implemented a self-reflection matrix that candidates must complete prior to standing for election. The College also retained a third party to assess and evaluate the effectiveness of Council. The evaluation was completed

at the January 2023 Council meeting and the results of the assessment are available on the College's website.

The College fulfilled other obligations in the CPMF, including implementing a survey to evaluate the effectiveness of the complaints process, developing key performance indicators to track the goals and objectives in the Strategic Plan and implementing a policy outlining the criteria for disclosing and information sharing. The College also committed to making further improvements in the 2023 reporting cycle, including implementing EDI into its standards, guidelines and policies and reporting regularly to Council on its KPIs.

## QUALITY ASSURANCE

In 2022, the College made several key improvements to the Quality Assurance program. Most importantly, the College conducted 37 on-site assessments (representing approximately 5% of the membership), which was a substantial increase from the assessment conducted in 2021. Also, the Quality Assurance Committee revised the CE policy to allow for more online/virtual credits and to provide a financial penalty for members who have not completed their CE credits when audited. In October 2022, Council voted to imbed equity, diversity, and inclusion (EDI) into the registrant continuing education requirement. Beginning in 2023, registrants must complete five hours of continuing education related to EDI. Registrants are provided with a list of resources but can also choose the EDI program that best suits their continuing education objectives, as identified in their self-assessment tool.

# Executive Committee

In 2022, the Executive Committee met 11 times (virtually) and continued its oversight role of financial monitoring, strategic planning, governance and risk management practices and responsibilities for the College. The Executive Committee is a statutory committee that makes decisions between Council meetings. It has all the powers of 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 recommended to Council the approval of the proposed 2022 budget as well as the 2022 Audited Financial Statements.

## Members

**Peter Stavropoulos**, Podiatrist (**Chair**)

**Melanie Atkinson**, Chiropodist (*from October 2022*)

**Jim Daley**, Public Appointee

**Matthew Doyle**, Chiropodist

**Peter Ferguson**, Chiropodist (*until October 2022*)

**Winnie Linker**, Public Appointee



# Quality Assurance Committee

The Quality Assurance Program provides regulatory oversight through annual practice assessments and continuing education opportunities to ensure that chiropractors and podiatrists in Ontario are practicing in accordance with the College's standards.

## SUMMARY OF THE 2022 ACCOMPLISHMENTS AND ACTIVITIES

### PRACTICE ASSESSMENTS

In 2022, the College conducted 37 practice assessments, of which 54% were concluded with no further action taken by the Quality Assurance Committee. Sixteen percent of the assessments required the registrant to provide a written response confirming they had rectified minor deficiencies, while 27% required more detailed remediation and follow-up. One (1) matter was referred to the Inquiries, Complaints & Reports Committee.

2022 was the first year that the College conducted practice assessments of 5% of the registrants. Overall, the practice assessments showed that registrants are meeting the Standards of Practice and exhibiting a high level of skills, knowledge, and judgement.

### CONTINUING EDUCATION

The College runs a two-year continuing education cycle, with a cycle ending on December 31, 2021. In 2022, the College conducted eighty-six (86) continuing education audits. Despite the pandemic, the majority of registrants were able to obtain the required fifty (50) credits. This was facilitated by the College removing the cap on the number of continuing education credits that could be obtained virtually.

In 2022, the Council approved a motion that now requires registrants to obtain a minimum of five (5) continuing education credits specifically focused on equity, diversity, and inclusivity training.

## Members

**Chair:** Millicent Vorkapich-Hill, Podiatrist *(from October 2022)*  
Anna Georgiou, Chiropractor *(until October 2022)*

### Professional Members (Council):

Melanie Atkinson, Chiropractor  
Matthew Doyle, Chiropractor  
Andrew Klayman, Podiatrist *(until October 2022)*  
Patrick Rainville, Chiropractor *(until October 2022)*

### Public Appointees:

Ramesh Bhandari, Public Appointee

### Professional Members (Non-Council):

Lisa Balkarran, Chiropractor *(from October 2022)*  
Julie Fraser, Chiropractor *(from October 2022)*  
Brooke Mitchell, Chiropractor  
Tina Rainville, Chiropractor

# Inquiries, Complaints & Reports Committee

The Inquiries Complaints and Reports Committee (“ICRC”) investigates complaints and reports to address concerns about the conduct and practice of Ontario chiropractors and podiatrists.

After a complaint or report is investigated, the ICRC decides what action to take. The ICRC may do any one or more of the following:

- refer allegations of the registrant’s professional misconduct or incompetence to the Discipline Committee;
- refer the registrant to a panel of the ICRC for a health inquiry;
- require the registrant to attend before a panel of the ICRC to be cautioned;
- require the registrant to participate in a specified continuing education or remedial program (educational program); or
- take other action including providing advice to the registrant, accepting an undertaking, accepting a permanent resignation or taking no action.

If the ICRC is satisfied that a complaint is an abuse of process, it is required to take no action.

## SUMMARY OF THE 2022 ACCOMPLISHMENTS AND ACTIVITIES

The ICRC reviews three types of cases:

### COMPLAINTS:

The complaint process is a formal process set out in legislation. Complaints may be submitted by any member of the public.

### REGISTRAR’S REPORT INVESTIGATIONS:

Registrar’s Investigations commence because of concerns that are not submitted as a formal complaint. Reports come from employers, facility operators, registrants, and others. Based on the information, if the Registrar determines that there are reasonable and probable grounds to believe that a registrant has committed professional misconduct, or the registrant may be incompetent, an investigation is initiated.

### HEALTH INQUIRIES:

The ICRC conducts inquiries into whether a registrant has a mental or physical condition or disorder that impacts the registrant’s capacity to practise safely. The ICRC makes inquiries and may require the registrant to undergo medical examinations and suspend the registrant’s certificate of registration if he or she does not attend or

# Inquiries, Complaints & Reports Committee *(continued)*

comply. The ICRC, after reviewing the results of its inquiries, may refer the matter to the Fitness to Practise Committee.

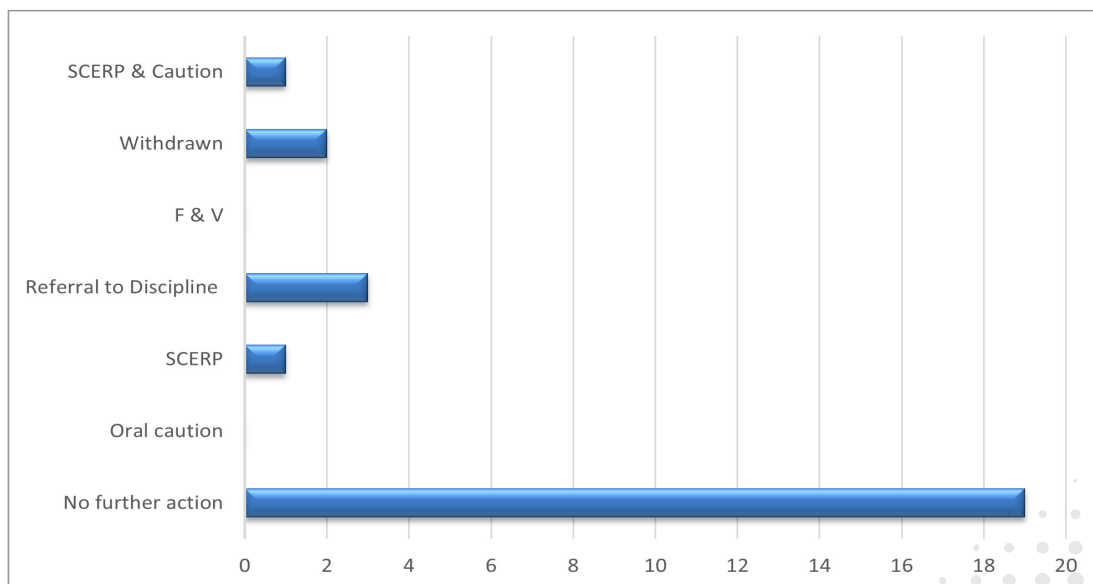
## SUMMARY OF ICRC DATA FOR 2022

The College received 20 complaints in 2022, conducted four Registrar's investigations, and received one referral from the Quality Assurance Committee, for a total of 25 cases in 2022. The Committee disposed of 27 files in 2022, which included matters carried over from the previous year. Three matters were referred to the Discipline Committee in 2022.

For the Registrar's investigations that were disposed of in 2022, the issues related to breaches of College standards, competence/patient care, sexual abuse/harassment and boundary violations, and practising while suspended by the Discipline Committee.

The ICRC did not conduct any health inquiries in 2022.

## DISPOSITIONS: COMPLAINTS AND REGISTRAR'S REPORTS (2022)



## APPEALS

Complainants and registrants have the right to appeal the decision of the ICRC within 30 days, unless the decision is to refer the matter to the Discipline of Fitness to Practise Committee.

## Inquiries, Complaints & Reports Committee *(continued)*

The review process is handled by the Health Professions Appeal and Review Board (HPARB), which can review the adequacy of an investigation and/or the reasonableness of an ICRC decision. HPARB is composed of members of the public appointed by the Lieutenant Governor in Council on the Minister of Health and Long-Term Care's recommendation. More information about HPARB is available at [www.hparb.on.ca](http://www.hparb.on.ca).

In 2022, one decision was appealed to HPARB.

## Members

**Chair:** Peter Stavropoulos, Podiatrist

### Professional Members (Council):

Matthew Andrade, Chiroprapist *(from October 2022)*

Melanie Atkinson, Chiroprapist

Chad Bezaire, Chiroprapist *(from October 2022)*

Ed Chung, Podiatrist

Peter Ferguson, Chiroprapist *(until October 2022)*

Sasha Kozera, Chiroprapist *(until October 2022)*

Irv Luftig, Podiatrist *(until November 2022)*

Patrick Rainville, Podiatrist *(until October 2022)*

Donna Shewfelt, Chiroprapist

### Public Appointees:

Ramesh Bhandari

Jim Daley

Allan Katz

Winnie Linker

Reshad Nazeer

Andrew Simmons *(until October 2022)*

### Selected Member:

Deborah Loundes, Chiroprapist *(from October 2022)*

### Professional Members (Non-Council):

Riaz Bagha, Chiroprapist

Nosheen Chaudhry, Chiroprapist *(until October 2022)*

Adrian Dobrowsky, Chiroprapist *(until October 2022)*

Allen Frankel, Chiroprapist *(until October 2022)*

Peter Guy, Chiroprapist *(until October 2022)*

Stephen Haber, Podiatrist

Martin Hayles, Chiroprapist *(until October 2022)*

Sylvia Kovari, Chiroprapist *(until October 2022)*

Jamie Maczko, Chiroprapist *(until October 2022)*

Cesar Mendez, Chiroprapist

Brooke Mitchell, Chiroprapist

Neil Naftolin, Podiatrist *(until October 2022)*

Nat Rave, Chiroprapist *(until October 2022)*

David Roth, Podiatrist *(until October 2022)*

Stephanie Shlemkevich, Chiroprapist

Ruth Thompson, Chiroprapist

Eliot To, Chiroprapist

Shael Weinberg, Podiatrist *(from October 2022)*

Millicent Vorkapich-Hill, Podiatrist *(until October 2022)*

# Discipline Committee

The Discipline Committee is a statutory committee under the *Regulated Health Professions Act, 1991*. The Discipline Committee holds hearings into allegations of a registrant's professional misconduct or incompetence, which has been referred to the Committee by the Inquiries, Complaints and Reports Committee. If a panel of the Discipline Committee finds a registrant has committed an act of professional misconduct it may make an order doing any one or more of the following:

- Directing the Registrar to revoke or suspend a registrant's certificate of registration or to impose terms, conditions and limitations on the registrant's certificate of registration;
- Requiring the registrant to appear before the Committee to be reprimanded;
- Requiring the registrant to pay a fine not exceeding \$35,000.00 to the Minister of Finance
- Requiring a registrant to pay all or a portion of the College's costs related to the matter brought before the discipline committee.

## SUMMARY OF THE 2022 ACCOMPLISHMENTS AND ACTIVITIES

In 2022, the ICRC made three referrals to the Discipline Committee. There were eight Discipline Committee hearings in 2022 – six were uncontested and two were contested (one partially).

In 2022, approximately \$176,000 in costs were awarded to the College (and recovered), which accounts for roughly two-thirds of the cost the College incurred to prosecute the seven completed matters.

For a summary of each discipline hearing and corresponding outcome, please refer to the links below.

[Barbara Sliwa \(2022\)](#)

[Eddie Chan \(2022\) – liability](#)

[Eddie Chan \(2022\) – penalty](#)

[Shannon Frizzell \(2022\)](#)

[Alan Moses \(2022\)](#)

[David Allison \(2022\)](#)

[Jason Liu \(2022\)](#)

[Erwin Mendoza \(2022\)](#)

[Angelo Casella \(2022\) - liability](#)

Discipline decisions can be found on the College's website: <https://coccoo.on.ca/discipline-decision-summaries/> and on CanLII at <https://www.canlii.org/en/>

## Members

**Chair:** Cesar Mendez, Chiropractor

### Professional Members (Council):

Matthew Andrade, Chiropractor *(from October 2022)*

Melanie Atkinson, Chiropractor

Chad Bezaire, Chiropractor *(from October 2022)*

Ed Chung, Podiatrist

Peter Ferguson, Chiropractor *(until October 2022)*

Sasha Kozera, Chiropractor *(until October 2022)*

Irv Luftig, Podiatrist *(until November 2022)*

Patrick Rainville, Podiatrist *(until October 2022)*

Donna Shewfelt, Chiropractor

### Public Appointees:

Ramesh Bhandari

Jim Daley

Allan Katz

Winnie Linker

Reshad Nazeer

Andrew Simmons *(until October 2022)*

### Selected Member:

Deborah Loundes, Chiropractor *(from October 2022)*

### Professional Members (Non-Council):

Riaz Bagha, Chiropractor

Nosheen Chaudhry, Chiropractor *(until October 2022)*

Adrian Dobrowsky, Chiropractor *(until October 2022)*

Allen Frankel, Chiropractor *(until October 2022)*

Peter Guy, Chiropractor *(until October 2022)*

Stephen Haber, Podiatrist

Martin Hayles, Chiropractor *(until October 2022)*

Sylvia Kovari, Chiropractor *(until October 2022)*

Jamie Maczko, Chiropractor *(until October 2022)*

Cesar Mendez, Chiropractor

Brooke Mitchell, Chiropractor

Neil Naftolin, Podiatrist *(until October 2022)*

Nat Rave, Chiropractor *(until October 2022)*

David Roth, Podiatrist *(until October 2022)*

Stephanie Shlemkevich, Chiropractor

Ruth Thompson, Chiropractor

Eliot To, Chiropractor

Shael Weinberg, Podiatrist *(from October 2022)*

Millicent Vorkapich-Hill, Podiatrist *(until October 2022)*



# Registration Committee

The Registration Committee supports the College's public protection mandate by developing, establishing, and maintaining standards of qualification for persons to be issued certificates of registration with the College.

The Registration Committee met on four occasions in late 2022.

## EXAMINATION COMMITTEE

The Examination Committee develops, maintains, and administers the College's qualifying examinations. In 2022, 40 applicants wrote the qualifying examinations; the examinations were held in early June and early November.

The composition of the Committee changed in 2022, by designating a core group of registrants (both Council and non-Council members) to oversee the entire examination process. While a subcommittee of item writers was formed whose primary objective is to create content for the examination question bank.

The Committee made the decision to split the multiple-choice examination into two separate examinations: with one examination focusing on Jurisprudence and the other examination focusing on Core Competencies. In 2023, the College will roll out the new Jurisprudence examination, consisting of 80 multiple-choice questions and a new Core Competencies examination, consisting of 150 multiple-choice questions. The objective structured clinical evaluation (the "OSCE") is an in-person clinical evaluation that consists of 10 stations.

Finally, the Committee recommended to the Council an increase in the examination fees. Council approved a motion to increase the examination fees with a view to cost neutrality.

## Members

**Chair:** Mathew Doyle, Chiropodist

### Professional Members (Council):

Matthew Andrade, Chiropodist

**Melanie Atkinson, Chiropodist**

Sasha Kozera, Chiropodist (*until October 2022*)

Peter Stavropoulos, Podiatrist

### Professional Members (Non-Council):

Deepka Duggal, Chiropodist

Tejinder Sahota, Chiropodist (*from October 2022*)

### Public Appointees:

Ramesh Bhandari

Winnie Linker

# 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's 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 patients who were sexually abused by a registrant.

## SUMMARY OF THE 2022 ACCOMPLISHMENTS AND ACTIVITIES

The Patient Relations Committee met once in 2022 to review a patient application for funding.

## Members

**Chair:** Peter Stavropoulos, Podiatrist

**Professional Members (Council):**

Matthew Doyle, Chiroprapist

**Public Appointees:**

Jim Daley

Allan Katz

**Professional Members (Non-Council):**

Brooke Mitchell, Chiroprapist

Pauline Looi, Chiroprapist

# Fitness to Practise Committee

**T**he Fitness to Practise Committee is a statutory committee. The FTP Committee holds hearings to assess whether a registrant is incapacitated, after the matter has been referred by the Inquires, Complaints and Reports Committee. If the FTP Committee finds that a registrant is incapacitated, it must make an order directing the Registrar to do any one or more of the following:

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

## SUMMARY OF THE 2022 ACCOMPLISHMENTS AND ACTIVITIES

There were no incapacity hearings or other proceedings before the Fitness to Practise Committee in 2022. The Committee did not receive any referrals in 2022 and there were no matters carried over from 2021.

## Members

**Chair:** Brooke Mitchell, Chiroprapist *(from October 2022)*

### Professional Members (Council):

Matthew Doyle, Chiroprapist

### Public Appointees:

Winnie Linker

### Professional Members (Non-Council):

Peter Guy, Chiroprapist

Pauline Looi, Chiroprapist

Cesar Mendez, Chiroprapist

Kimberley Ann Resmer, Chiroprapist

Eliot To, Chiroprapist

# Statistics & Demographics

as of December 31, 2022

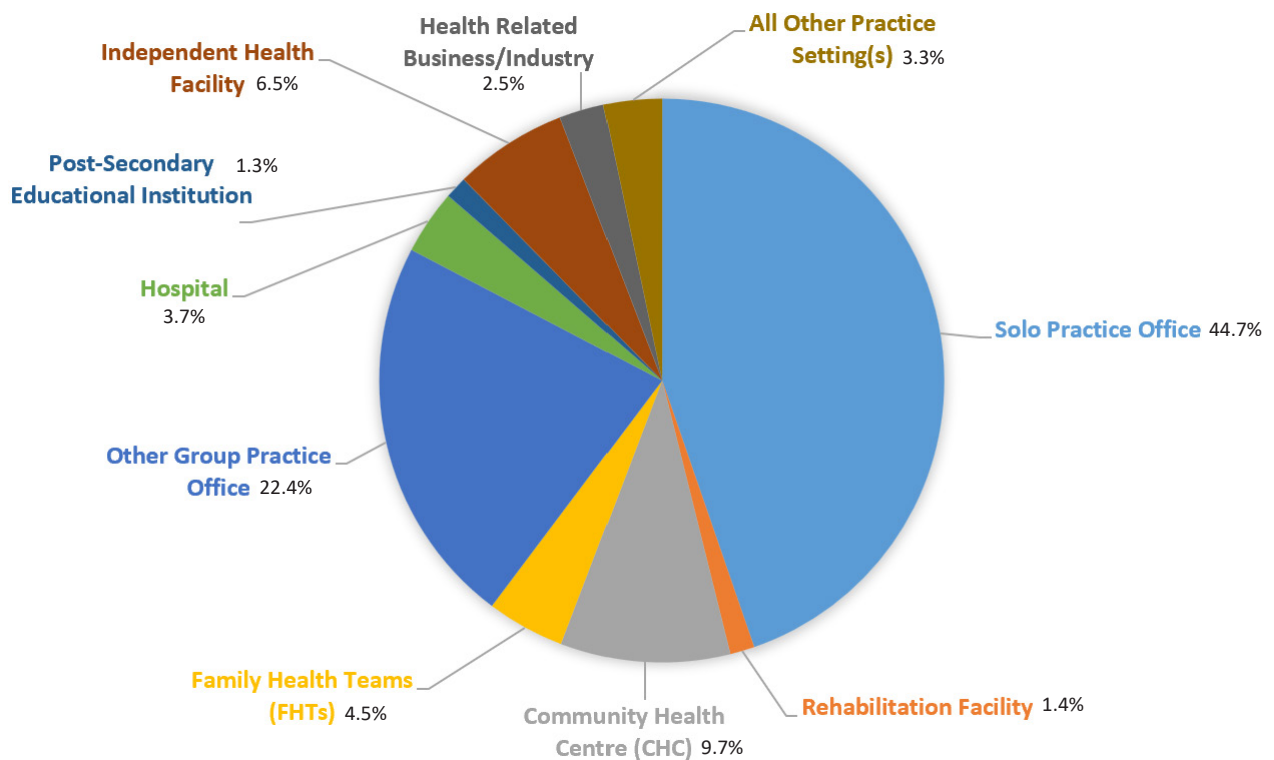
## # of Members

**818**

**771** Chiroprodists

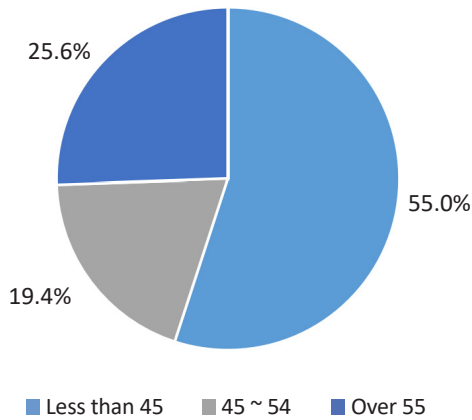
**47** Podiatrists

## Practice Setting (First Practice Site Only)

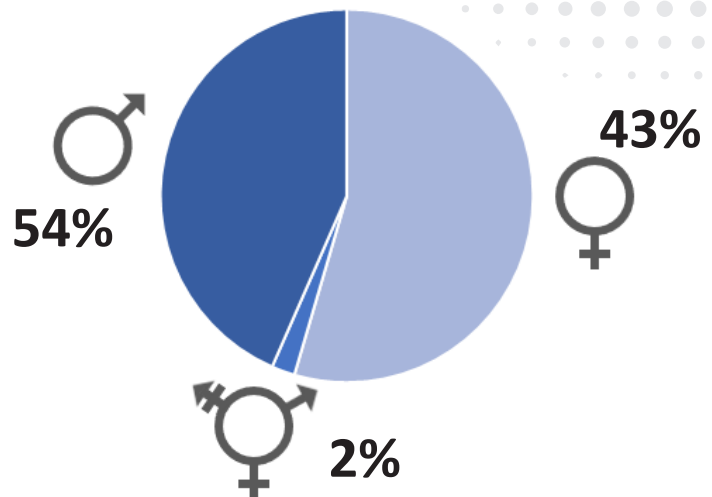


Note: 4.2% of members practice settings is unknown or not applicable

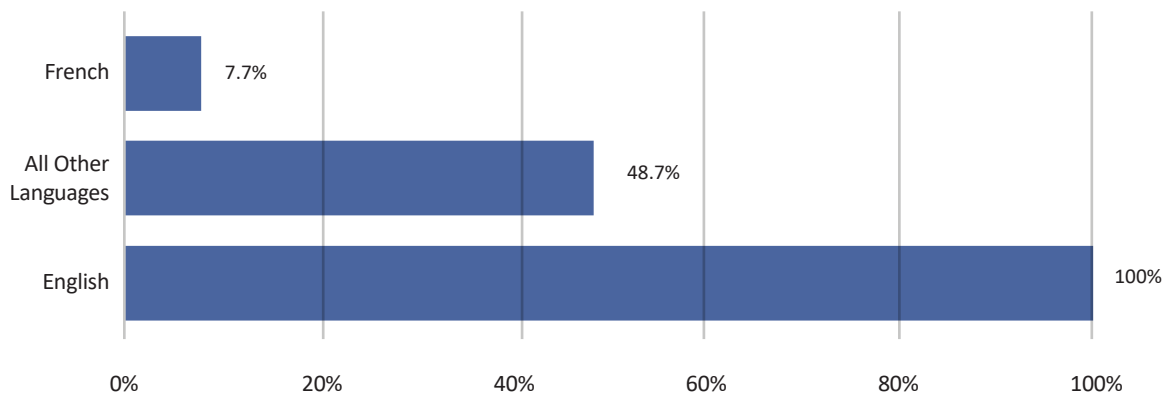
## Members by Age Group



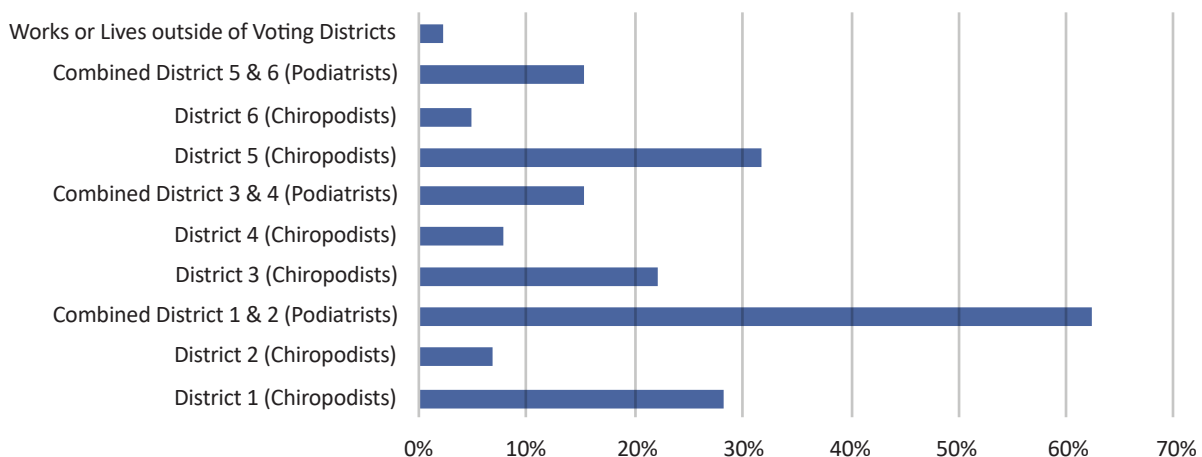
## Members by Gender



## Languages of Care by Members



## Composition of Districts



# Independent Auditor's Report

## ON SUMMARY FINANCIAL STATEMENTS

TO THE COUNCIL OF THE COLLEGE OF CHIROPODISTS OF ONTARIO

### *Opinion*

The summary financial statements of the College of Chiropractors of Ontario (the "College"), which comprise the summary statement of financial position as at December 31, 2022, 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, 2022.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements of the College for the year ended December 31, 2022, except that information in respect of changes in net assets and cash flows has not been presented and notes to the summary financial statements have not been prepared as further described in the *Summary Financial Statements*.

### *Summary Financial Statements*

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 and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements of the College and the auditor's report thereon. The summary financial statements and the audited financial statements do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial statements.

### *The Audited Financial Statements and Our Report Thereon*

We expressed an unmodified audit opinion on the audited financial statements in our report dated May 12, 2023.

### *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, except that information in respect of changes in net assets and cash flows has not been presented and notes to the summary financial statements have not been prepared.

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

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



Toronto, Ontario  
May 12, 2023

CHARTERED PROFESSIONAL ACCOUNTANTS  
Licensed Public Accountants



# Summary Statement of Financial Position

AS AT DECEMBER 31, 2022

	2022	2021
<b>ASSETS</b>		
Cash	\$ 1,682,749	\$ 1,750,644
Accounts receivable and prepaid expenses	123,411	60,885
Equipment	12,427	13,144
	<b>1,818,587</b>	<b>1,824,673</b>
<b>LIABILITIES</b>		
Accounts payable and accrued expenses and deferred revenue	462,593	313,902
<b>NET ASSETS</b>		
Abuse therapy fund	10,000	10,000
General reserve fund	350,000	120,000
Unrestricted balance	995,994	1,380,771
	<b>1,355,994</b>	<b>1,510,771</b>
	<b>\$ 1,818,587</b>	<b>\$ 1,824,673</b>

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

# Summary Statement of Operations

YEAR ENDED DECEMBER 31, 2022

	2022	2021
<b>REVENUES</b>		
Annual general and other fees	\$ 1,665,700	\$ 1,539,075
Other income - expense recoveries, interest	208,022	209,013
	<b>1,873,722</b>	<b>1,748,088</b>
<b>EXPENSES</b>		
Salaries and benefits	634,347	516,252
General and office	181,651	218,939
Legal	613,352	534,225
Council and committee expenses	213,205	188,998
Rent	86,255	87,729
Photocopy, postage, printing and telephone	7,417	7,370
Repairs and maintenance	19,160	6,906
Settlement costs	130,000	-
	<b>1,885,387</b>	<b>1,560,419</b>
Special projects - Consulting fees, inhalation course and registration exam development	143,112	104,086
	<b>2,028,499</b>	<b>1,664,505</b>
Excess (deficiency) of revenues over expenses for the year	\$ <b>(154,777)</b>	\$ 83,583

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



## College of Chiropractors of Ontario

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