



**College of
Chiropodists
of Ontario**

**PROFESSIONAL REGULATION
IN THE
PUBLIC INTEREST**

ANNUAL REPORT 2012

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

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College Council

President

Peter Stavropoulos, Podiatrist (until Oct. 2012)

Jamie Maczko, Chiropodist (from Oct. 2012)

Elected Members

Peter Guy (from Oct. 2012)

Julie De Simone (from Oct. 2012)

Erin Fairbanks (until Oct. 2012)

Stephanie Shlemkevich (until Oct. 2012)

Robert Goldberg, Podiatrist

Jamie Maczko, Chiropodist

Ann-Marie McLaren, Chiropodist

Colin McQuistan, Chiropodist

David Roth, Podiatrist

Peter Stavropoulos, Podiatrist

Ruth Thompson, Chiropodist

Selected Member

Christine Burton

Cesar Mendez

Public Members

Donna Coyne

Khalid Daud

Sousan Eissabigloo

Ray Ferraro

Wilhelmina Gonzales

Esrick Quintyn (until Oct. 2012)

Sarma Donepudi (until Oct. 2012)

Non-Council Committee Members

Melanie Atkinson

Ruth Avelino

Erin Fairbanks (from Oct. 2012)

Kaarina Gorham

Anna Georgiou

David Greenberg

Jonathan Haslehurst

Martin Hayles

John Infanti

Andrew Klayman

Sarah Kerwin, Chiropodist

Sylvia Kovari, Chiropodist

John Lanthier

Cindy Lewis

Irv Luftig

Lara Murphy

Meera Narenthiran

Neil Naftolin

Khaliq Nizami

Barry Noble, Podiatrist

Tracy Oliver

Kim Resmer, Chiropodist

Anamelva Revoredo

Stephanie Shlemkevich (from Oct. 2012)

Tony Zamojc, Podiatrist

College Staff

Registrar

Felecia Smith

Complaints Officer

Judy Cohen

Executive Assistant

Sheila Lefkowitz

College Advisors

Legal Counsel.....	Alan Bromstein
Legal Counsel to the Inquiries Complaints & Review Committee.....	Bernard LeBlanc
Auditor.....	Clarke Henning LLP
Government Relations.....	CG Management Group
Registration Examination.....	Dr. Dwight Harley

THE YEAR 2012 IN REVIEW

REPORT FROM THE PRESIDENT AND REGISTRAR

The College of Chiropodists of Ontario has an important role in regulating chiropodists 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. Julie De Simone, Chiropodist, as a new Council member and bid farewell to Public Members Mr. Esrick Quintyn and Ms. Sarma Donepudi. Jamie Maczko was elected President and Mr. Colin McQuistan, Vice-President.

The College had an extremely productive year. Council gave final approval to three Regulations which included amendments to the Registration Regulation, the Professional Misconduct Regulation and a proposed new Regulation to permit members to administer a substance by inhalation. In relation to the Professional Misconduct Regulation, Council also approved an amendment to the General bylaw which will allow for a new Standing Committee of the College – the Practice Names Approval Committee. The Practice Names Approval Committee’s responsibilities will be to carry out the responsibilities given to it under the College’s Professional Misconduct Regulation.

Council approved, in principle, an amendment to the College’s Fees By-Law to add a new article that would deal with the cost of an assessment for an applicant or member if they

wished Council to assess whether they meet the standard of practice to permit that person to inject a substance into the foot or prescribe a drug. The College continued to work with Dr. Michael Beazely, Assistant Professor School of Pharmacy, Faculty of Science University of Waterloo, to assess pharmacology courses that individual members asked the College to be reviewed. Dr. Beazely was also retained to undertake a study and make recommendations as to what competencies members would require in order to administer oxygen and nitrous oxide by inhalation. Based on his recommendations, the College approved a final draft Inhalation Regulation.

The College approved a Guideline for Dealing with Office Medical Emergencies, began work on amending its Infection Control Standard and approved amendments to the Extracorporeal Shockwave Therapy policy. The College continued to work with ehealth and the provincial provider registry.

The Standing Drug Committee was reconstituted. The Committee has the task of reviewing the current Drug Regulation to determine if changes and additions need to be made to the Regulation in terms of prescribing and administering substances by injection into the foot. Council approved a continuing education course entitled "Local Anaesthesia and Injections for Chiropodists" provided by the Michener Institute. If successfully completed by a member, he or she will be entitled to administer substances by injection into the foot for the purposes of Regulation 203/94, as amended, made under the *Chiropody Act*, 1991. The College also amended its by-law dealing with the public register to ensure that information about whether a member was competent to prescribe drugs and administer substances by inhalation was included.

For purposes of the HPRAC review, Council approved a proposed scope of practice statement and expanded set of authorized acts. The College also continued working with Professional Examination Services to complete a review of our members' current competencies and prepare a gap analysis for the review.

The Registration Examination Working Group continued to be assisted by Dr. Dwight Harley, Psychometrist, in the ongoing updating of the written component of the Registration Examination. In 2012, the College continued finalizing the OSCE component of the examination and will assume responsibility for all components of the Registration Examination, including the OSCE, in 2013. Council voted to discontinue the clinical portion of the examination commencing in 2013.

A very sincere thank you goes out to our Council and Committee members for their commitment, dedication and hard work 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 2013.

EXECUTIVE COMMITTEE

Members

Peter Stavropoulos, President (until Oct. 2012)

Jamie Macko, President (from Oct. 2012)

David Roth (until Oct. 2012)

Colin McQuistan

Khalid Daud

Donna Coyne (until Oct. 2012)

Wilhelmina Gonzales (from Oct. 2012)

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 a very busy year. The Committee had 3 face-to-face meetings and met on a regular basis by teleconference. It dealt with a Guideline for Dealing with Medical Emergencies. It recommended Council's approval of an amended Registration Regulation, Professional Misconduct regulation and a proposed new Regulation to permit members to administer a substance by inhalation. It also recommended amendments to the Infection Control Standard of Practice, the policies dealing with Extracorporeal Shockwave Therapy and delegation. The Executive Committee recommended an amendment to the public register section of the College's by-law to ensure that a member's ability to prescribe drugs and administer substances by inhalation was and posted on the College's website.

The Executive Committee reviewed and worked closely with Professional Examination Services. It recommended that the College's Registration Examination continue with a written and OSC component and that the clinical component be discontinued.

The Committee accepted the proposed 2012 budget prepared the Registrar and recommended it be approved by Council.

QUALITY ASSURANCE COMMITTEE

MEMBERS

Anna Georgiou, Chiropractor (Chair)

Ann-Marie McLaren, Chiropractor

Julie De Simone (from Oct. 2012)

Ray Ferraro (from Oct. 2012)

Wilhelmina Gonzales, Public Member (until Oct. 2012)

Cesar Mendez, Chiropractor

Tony Zamojc, Podiatrist

The primary objective of the Quality Assurance Program is to provide members of the College of Chiropodists 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 2012.

CE Log Program

The Committee completed all outstanding matters relating to those members randomly selected to participate in the 2011-2012 continuing education program.

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. 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.

Standards of Practice Revision

A practice working group continues to review the Standards of Practice. The Committee is currently updating the Infection Control Standard of Practice and the Orthotics Standard of Practice.

INQUIRIES, COMPLAINTS & REPORTS COMMITTEE

MEMBERS

Colin McQuistan, Chiropodist (Chair)
Christine Burton, Chiropodist (from October 2012)
Khalid Daud, Public Member
Julie DeSimone, Chiropodist (from October 2012)
Sarma Donepudi, Public Member (to June 2012)
Sousan Eissabigloo, Public Member (from October 2012)
Erin Fairbanks, Chiropodist (to June 2012)
Ray Ferraro, Public Member (from October 2012)
Wilhelmina Gonzalez, Public Member (from October 2012)
Neil Naftolin, Podiatrist (from October 2012)
Barry Noble, Podiatrist
Esrick Quintyn, Public Member (to October 2012)

David Roth, Podiatrist
Stephanie Shlemkevich, Chiropodist (to October 2012)
Peter Stavropoulos, Podiatrist (from October 2012)
Ruth Thompson, Chiropodist

College Staff:

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.

At the beginning 2012, there were 21 outstanding complaints which were brought forward from the previous fiscal year. The College received 50 new complaints during the year and 4 new Registrar’s Investigations for a total of 54. Of these 75 matters the Committee disposed of 45, and referred 3 to the Discipline Committee. There were 24 complaints and 3 registrar’s investigations carried over to 2013.

For the complaints and registrar’s investigations that were disposed of in 2012, 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 addition, the Panel disposed of certain complaints as follows:

- Referral to the Discipline Committee- 3
- Oral Caution -1
- Frivolous and Vexatious- 5
- Withdrawn by the Panel- 2

- Signing an Undertaking 2

In 2012, there were 2 decisions appealed to HPARB.

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.
- Ensure all advertising adheres to the Advertising Regulations and Guidelines

DISCIPLINE COMMITTEE

Members

Robert Goldberg, Podiatrist (Chair)

Donna Coyne, Public Member

Khalid Daud, Public Member

Susan Eissabigloo, Public Member

Ray Ferraro, Public Member

Wilhelmina Gonzalez, Public Member

Sarah Kerwin, Chiropodist

James Maczko, Chiropodist

Anna Maria McLaren, Chiropodist

Peter Stavropoulos, 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

- Requiring a member to pay all or a portion of the College's costs related to the matter brought before the discipline committee.

In 2012 there was 1 matter which was carried over from 2011. In 2012, the ICRC made 3 referrals for a total of 4. There were 2 Discipline Hearings before a Discipline Panel in 2012. Of these, 1 was completed and 1 was carried over to 2013. This makes a total of 3 discipline matters carried over to 2013.

REGISTRATION COMMITTEE

Members

David Roth, Podiatrist (Chair)

Ruth Thompson, Professional Member

Donna Coyne, Public Member

Wilhelmina Gonzales, Public Member (from Oct. 2012)

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 did not refer any applicants to the Registration Committee pursuant to section 15(2)(c) of the *Regulated Health Professions Act, 1991*.

PATIENT RELATIONS

Members

David Roth, Podiatrist (Chair)
Donna Coyne, Public Member
Sousan Eissabigloo, Public Member
Christine Burton, Selected 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 (until Oct. 2012)
Peter Guy, Chair (from Oct. 2012)
Sousan Eissabigloo, Public Member (from Oct. 2012)
Cesar Mendez, Chiropodist (selected 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 2012.

COLLEGE OF CHIROPODISTS OF ONTARIO

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