



FAIRNESS COMMISSIONER

COMMISSAIRE À L'ÉQUITÉ

OFFICE OF THE FAIRNESS COMMISSIONER

595 Bay Street, Suite 1201, Toronto ON M7A 2B4

Fair Registration Practices Report 2020

The Fair Registration Practices Report was created as required in the:

- Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA) s.20 and 23(1), for the regulated professions named in Schedule 1 of FARPACTA
- Health Professions Procedural Code set out in Schedule 2 of the Health Professions Act, 1991 (RHPA) s. 22.7(1) and 22.9(1), for health colleges

Guidelines for this report are available to download as a .pdf on the OFC website.

<https://www.fairnesscommissioner.com/en/Publications/Pages/Guidelines.aspx>

Organization: College of Chiropractors of Ontario

Name of the regulated profession: Chiropractors and Podiatrists

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Qualitative Information

The following qualitative information is collected for the purpose of highlighting a regulator's enhancements to improve fair access year over year, including actions that result from recommendations made in the OFC's Assessment of Registration Practices.

For each of the categories below, where applicable, please describe any improvements/changes implemented in the last year by your organization or a third-party for the purpose of changing fair access.

Please also describe the impact of these improvements/changes on applicants. If you have been working on improvements/changes over the last year that have not yet been implemented, describe your progress and the expected impact the improvements/changes will have on applicants and your organization.

Provide as much detail as possible. This can include the rationale for the improvements/changes, relevant findings from preliminary work leading up to the improvements/changes, methodology, relevant dates and anything else you think is important.

Include as much supporting material as possible to support your description (e.g., relevant reports, policies, protocols, websites, other documents and anything else you think is important). This material can be provided in the form of hyperlinks to electronic sources.

a. Requirements for registration, including acceptable alternatives

- i) Describe any improvements / changes implemented in the last year
No changes this year
- ii) Describe the impact of the improvements / changes on applicants
No changes this year
- iii) Describe the impact of the improvements / changes on your organization
No changes this year

b. Assessment of qualifications

- i) Describe any improvements/changes implemented in the last year
No changes this year



- ii) Describe the impact of the improvements/changes on applicants
No changes this year
- iii) Describe the impact of the improvements/changes on your organization
No changes this year

c. Provision of timely decisions, responses, and reasons

- i) Describe any improvements/changes implemented in the last year
No changes this year
- ii) Describe the impact of the improvements/changes on applicants
No changes this year
- iii) Describe the impact of the improvements/changes on your organization
No changes this year

d. Fees

- i) Describe any improvements/changes implemented in the last year
Due to the impact of the COVID-19 pandemic on the members, the COCOO Council passed a by-law amendment allowing members to defer annual renewal payments to August 14, 2021.
- ii) Describe the impact of the improvements/changes on applicants
Allowing members to defer payment provides relief from some financial pressure as a result of the pandemic.
- iii) Describe the impact of the improvements/changes on your organization
The College must now wait until August to receive a large amount of its operating budget.

e. Timelines

- i) Describe any improvements/changes implemented in the last year
The College 2020 Examinations were delayed by 4 months due to the pandemic
- ii) Describe the impact of the improvements/changes on applicants
The applicants were initially upset that they had to wait to sit the exams, but they understood and were glad when they could do them in October.
- iii) Describe the impact of the improvements/changes on your organization
Staff has been much busier than we would be in a non-pandemic year.



f. Policies, procedures and/or processes, including by-laws

- i) Describe any improvements/changes implemented in the last year
No changes this year
- ii) Describe the impact of the improvements/changes on applicants
No changes this year
- iii) Describe the impact of the improvements/changes on your organization
No changes this year

g. Resource for applicants

- i) Describe any improvements/changes implemented in the last year
The entire application process is now completely digital
- ii) Describe the impact of the improvements/changes on applicants
This is much more efficient than it has ever been in the past
- iii) Describe the impact of the improvements/changes on your organization
This allows for increased accuracy and tremendous time savings

h. Review or appeal processes

- i) Describe any improvements/changes implemented in the last year
No changes this year
- ii) Describe the impact of the improvements/changes on applicants
No changes this year
- iii) Describe the impact of the improvements/changes on your organization
No changes this year

i. Access to applicants' records

- i) Describe any improvements/changes implemented in the last year
No changes this year
- ii) Describe the impact of the improvements/changes on applicants
No changes this year
- iii) Describe the impact of the improvements/changes on your organization
No changes this year

j. Training and resources for registration staff, Council, and committee members

- i) Describe any improvements/changes implemented in the last year



- No changes this year
- ii) Describe the impact of the improvements/changes on applicants
No changes this year
- iii) Describe the impact of the improvements/changes on your organization
No changes this year

k. Mutual recognition agreements

- i) Describe any improvements/changes implemented in the last year
No changes this year
- ii) Describe the impact of the improvements/changes on applicants
No changes this year
- iii) Describe the impact of the improvements/changes on your organization
No changes this year

l. Describing any improvements/changes implemented in the last year

- i) Describe any improvements/changes implemented in the last year
No changes this year
- ii) Describe the impact of the improvements/changes on applicants
No changes this year
- iii) Describe the impact of the improvements/changes on your organization
No changes this year

m. Describe any registration-related improvements/changes to your enabling legislation and/or regulations in the last year

Provide any additional information:

Quantitative Information

The following quantitative information is collected for the purpose of observing statistical changes and trends related to application, licensure, appeals and staffing year over year.

a. Languages

Indicate the languages in which application materials and information about the application process are available.

Language	Yes/No
English	Yes
French	No



Other (please specify):

b. Gender applications

Indicate the number of applicants in each category as applicable

Gender	Number of applicants
Male	25
Female	30
None of the above	0

Additional comments:

c. Gender of members

Indicate the number of members in each category as applicable. Select the option that best corresponds to the terminology used by your organization.

Gender	Number of members
Male	343
Female	417
None of the above	0

Additional Comments:

For the following sections d,e & f, the OFC recognizes that the term initial education infers that applicants may receive their education in multiple jurisdictions.

For the purpose of these questions, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

d. Jurisdiction where applicants obtained their initial education

Indicate the number of applicants by the jurisdiction where they obtained their initial education in the profession or trade

Ontario	Other Canadian Provinces	USA	Other International (list countries	Unknown	Total



			and # of applicants)		
38	2	1	Australia - 1 Brazil - 1 Spain - 1 Great Britain - 8 Scotland - 1 South Africa - 2 Total - 14	0	55

Additional comments:

- e. Jurisdiction where applicants who became registered members obtained their initial education

Indicate the number of applicants who became registered members in the reporting year by the jurisdiction where they obtained their initial education in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International (list countries and # of applicants)	Unknown	Total
18	1	0	Australia - 1	0	20

Additional comments:

- f. Jurisdiction where members were initially trained

Indicate the total number of registered members by jurisdiction where they obtained their initial education in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International (list countries	Unknown	Total



			and # of applicants)		
640	4	72	Australia – 6 Great Britain – 35 South Africa – 3 Total - 44	0	760

g. Application processed

Indicate the number of applications your organization processed in the reporting year. Enter the data by jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

January 1, 2020 to December 31, 2020	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
New applications received	38	2	1	14	0	55
Applicant actively pursuing licensing. Those who had some contact with your organization in the reporting year	0	0	0	0	0	0
Inactive applicants. Those who had no contact with your organization in the reporting year.	0	0	0	0	0	0
Applicants who met all requirements and were authorized to become members <u>but did not</u> become members	0	0	0	0	0	0



Applicants who became <u>fully</u> registered members	18	1	0	1	0	20
Applicants who were authorized to receive an alternative licence <u>but were not</u> issued a licence	0	0	0	0	0	0
Applicants who were issued an alternative class of licence*	0	0	0	0	0	0

- An alternative class of licence enables its holder to practice with limitations, but additional requirements must be met in order for the member to be fully licensed.

Additional comments:

h. Classes of certificate/license

Provide a description of the classes of certificate/license offered by your organization. You should have at least one class listed.

#	Certification	Description
1	General Certificate	
2		
3		

Additional comments:

i. Reviews and appeals processed

State the number of reviews and appeals your organization processed in the reporting year. Enter the data by jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

January 1, 2020 to December 31, 2020	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applicants that were subject to an internal review or that were	0	0	0	0	0	0



referred to a statutory committee of your governing council, such as Registration Committee						
Applicants who initiated an appeal of a registration decision	0	0	0	0	0	0
Appeals hear	0	0	0	0	0	0
Registration decisions changed following an appeal	0	0	0	0	0	0

Additional comments:

j. Paid Staff

Provide the number of paid staff employed by your organization in the categories shown, as of December 31, 2020.

You may use decimals if you need to count half units. For example, one full-time employee plus one part-time employee will be equivalent to 1.5 employees.

Category	Number of staff
Total number of staff employed by the regulatory body	4
Number of staff involved in the appeals process	2
Number of staff involved in the registration process	2

Additional comments:

Submission

Name of individual with authority to sign on behalf of the organization:

Title: Julie Maciura, Acting Registrar

Date: April 23, 2021