#12

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Monday, July 31, 2023 11:44:08 AM
Last Modified: Monday, July 31, 2023 1:40:57 PM
Time Spent: 01:56:48
IP Address: 76.71.28.33

Page 1: Fair Registration Practices Report 2022

Q1

Please indicate which regulator you are and your main point of contact should we require follow up.

College of Physicians and Surgeons of Ontario

Samantha Tulipano, Director, Registration & Membership Services

Q2

Section 1 - During the reporting period (January 1st–December 31st, 2022), please indicate if your organization has introduced any changes in the following areas impacting your registration processes by clicking on each of the appropriate boxes below.Registration requirements either through regulation, by-law or policy.

Yes,

Description of change/improvement that would impact fair registration outcomes:

Rescinding and Revising Registration Policies – Post MCCQE 2 Changes: In late 2021, the Medical Council of Canada (MCC) discontinued the MCCQE2 examination and is now granting the Licentiate of the Medical Council of Canada (LMCC) to physicians who have passed the MCCQE1 along with certain other criteria. As a result, some Registration policies and directives were no longer required, and others needed revisions to provide transparency and expeditious review. With the MCC now granting a full LMCC, provided that individuals successfully completed MCCQE1 along with other criteria, we no longer required two existing Registration policies and needed to update references to the MCCQE2 in existing Registration Policies and Directives. At the Registration Committee's request, Council approved the following: Policies revised, without any substantive changes: • Restricted Certificate of Registration for Exam Eligible Candidates • Recognition of Certification Without Examination Issued by CFPC Directives revised without substantive changes: • Approval of the Imposition of Terms, Conditions and Limitations Proposed by the Registrar for "Residents Working Additional Hours for Pay" (Moonlighting Policy) • Approval of the Imposition of Terms, Conditions and Limitations Proposed by the Registrar for "Camp Doctors" In addition, the following policies were rescinded as the new LMCC policy has made them redundant: • Requirement for the Successful Completion of the MCCQE 2 Pandemic Exemption • Alternative to the MCCQE2 Examination Council also approved the Registration Committee's Directive to the Registrar for the LMCC policy to enable staff to register applicants who satisfy the Directive without referral to the Registration Committee. Specialist Recognition Criteria in Ontario (Specialty Recognition) The Specialist Recognition policy sets out the criteria that a physician must meet in order to be recognized as a specialist by the College. The policy applies to individuals who have met the established criteria for registration and have been issued a certificate of registration to practice medicine in Ontario. Specialist Recognition by the College permits physicians to hold themselves out as a specialist. Additionally, external agencies such as OHIP, hospitals, WSIB etc. rely on the College to confirm whether an individual is considered a specialist. Council approved the following changes to the policy: A. Clarifying Requirements • There were ongoing concerns that the language and spirit of the policy were open to misinterpretation, as physicians were applying for recognition in instances when they did not qualify. • A

recognition in instances when they did not qualify. • A preamble explaining the purpose of the policy was approved as was language reflecting the expansion on the criteria necessary to qualify under each of the existing routes to Specialty Recognition, • Additionally, clarifying that specialists trained outside of North America must have training comparable in duration to a RCPSC/CFPC program and adding increased clarity around the conditions leading to expiry of the CPSO specialist recognition were approved B. Combining "Family Medicine Specialist" and "Non-Family Medicine Specialist" Sections • The Specialist Recognition policy currently distinguishes between "Specialists in Family Medicine" (i.e., certified by the CFPC) and "Specialists in Specialties Other than Family Medicine". However, the routes to certification are the same for both. • The language of the policy is revised to no longer separate family medicine as a specialty. C. Language Redesign • The language of the policy has been revised for conciseness and clarity. Temporary Independent Practice Class – Regulation Amendment In early August, the Minister of Health issued a letter to the CPSO, directing us to "make every effort to register out of province and internationally educated physicians to the College as expeditiously as possible". CPSO's Response to the Minister's Letter touched on a wide variety of current and potential initiatives and emphasized our diligent work throughout the pandemic to support the health care system such as the timely processing of all applications (including IEPs) and utilizing the short duration class of registration. The letter emphasized that CPSO is but one part of the broader solution and put forward a range of options to address the current crisis and underlying issues , including a call-out to recently retired physicians to re-enter practice in order to inject immediate resources into the system (this has subsequently been done); implementing a Practice Ready Assessment program for Ontario; increasing the number of residency positions for IEPS and considering potential policy changes at CPSO that would streamline licensure for IEPs; exploring coordinated systems-based solutions including the expansion of accreditation and assessment processes to identify more equivalent jurisdictions, better alignment of physician training with system needs, the re-introduction of a limited class of registration for general practitioners; and the introduction of regulatory amendments that would create a temporary independent class of license to help support inter-provincial mobility. Government was particularly interested in pursuing the development of a new class of license to allow for greater inter-provincial/territorial mobility. The purpose of the regulation amendment is to provide a more flexible option for potential applicants who wish to assist with system needs on a temporary basis,

enabling them to practice at full scope, and reducing the administrative burden for all involved. Specifically, it offers benefits over the Short Duration certificate in important ways: Not requiring supervision, enabling physicians to practice independently; Extending the duration of a license (3 months), enabling greater flexibility; Allowing a broader range of system sponsors, including community-based settings; Reducing administrative burden on the sponsor, the physician, and CPSO. The proposal was forwarded to Government by Council in September and was enacted by the Government towards the end of October. The Registration Committee was pleased to support the regulation amendment proposal, and looks forward to continue its work evaluating alternative qualifications and streamlining licensure as outlined in CPSO's response to the Minister.

Q3

Assessment of qualifications

Yes,

Description of change/improvement that would impact fair registration outcomes:
In our continuing efforts to reduce barriers for qualified individuals to practice, we created a number of new policies as set out above which provide alternate routes to registration and accept alternate qualifications to those set out in the Regulation.

Q4

Timelines for registration, decisions and/or responses

Yes,

Description of change/improvement that would impact fair registration outcomes:
To prevent hospital/ER closures, we instituted an expedited review for individuals applying for a supervised short duration (30 day) license – which included truncated credentialing requirements for out-of-province applicants, which enabled us to register qualified candidates in as little as one day.

Q5

Registration and assessment fees

Yes,

Description of change/improvement that would impact fair registration outcomes:
To prevent hospital/ER closures, we introduced a $0 application fee for individuals applying for out-of-province physicians applying for a Supervised Short Duration Certificate. In the fall, CPSO invited recently retired physicians to connect with us to discuss their interest in returning to practice to help the Human Health Resources (HHR) crisis and provide assistance to communities in need. We introduced a $0 application fee and truncated application process for these candidates.

Q6

Resources for applicants

Yes,
Description of change/improvement that would impact fair registration outcomes:
Based on the challenges and increased need of some rural/underserviced and Northern communities, the Registration Committee supported an interactive information session on supervised routes to registration. We also created infographics along with FAQs to support recruitment to these communities and dispel myths around supervised practice. We also launched a French language micro-site that provides information on College processes, policies, registration, etc for increased access.

Q7

Changes to internal review or appeal process

No

Q8

Access by applicants to their records

No

Q9

Mutual recognition agreements

No

Q10

Training and resources for staff regarding registration

Yes,
Description of change/improvement that would impact fair registration outcomes:
Staff undertook a number of training initiatives related to EDI - topics are outlined in the EDI section below. In addition, Registration Staff undertook training in effective and responsive communication.

Q11

Relationship with third party service provider(s)

No

Q12

Accreditation of educational programs

No

Q13

Technological or digital improvements

Yes,
Description of Change/Improvement that would impact Fair Registration Outcomes:
CPSO continues to enhance our online system, tools and resources based on user experience and feedback.

Q14

Anti-racism and inclusion-based policies and practices

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:
CPSO has made a commitment to examine how we, as an organization, can better fulfill our mandate through bringing equity, diversity and inclusion (EDI) to our processes and policies. We are committed to addressing all forms of discrimination, including anti-racism, gender bias, rights of LGBTQ2S+ communities, and discrimination faced by other equity-seeking groups. All staff, Committee and Council members have undergone extensive training on a variety of Equity, Diversity and Inclusion (EDI) topics over the last several years, including Allyship, Disability, Discrimination, Gender Equality, Implicit Bias, LGBTQ2, Microaggressions, Racism – including a focus on Anti-Black and Anti-Indigenous Racism, Religious-based Care, Weight Bias, and more. In support of our mandate we have also included a variety of resources on our website. In 2022, that training included Rainbow Health Ontario, Anti-Black Racism, @SLGBTQIA+Health, Human Rights in the Provision of Health Services, Micro-Aggressions and Discrimination, Indigenous Health – inclusivity and cultural humility and Trans Health.

Q15

Organizational structure

No

Q16

Contingency or continuity of operations plans

No

Q17

Documentation requirements for registration

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:
In 2022 CPSO introduced a truncated application process for interprovincial mobility through the Temporary Independent Class of Registration.

Q18

English / French language proficiency testing

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

As a result of changes to the RHPA, CPSO introduced a number of acceptable measures for English/French language testing, including those set out in the FMRAC Model Standards for Medical Registration in Canada: • International English Language Testing System (IELTS) academic version within the last 24 months at the time of application, and achieved a minimum score of 7.0 in each of the four components in the same sitting; or • Occupational English Test - Medicine (OET-Medicine) within the last 24 months at the time of application, with a minimum grade of B in each of the four subsets in the same sitting; or • Canadian English Language Proficiency Index Program- General (CELPIP-General) Test within the last 24 months at the time of application, with a minimum score of 9 in each of the four skills in the same sitting. The College accepts the following French language testing scores: • Test d'évaluation de français pour le Canada (TEF Canada) o Compréhension écrite (reading) — 233/300 points o Compréhension orale (listening) — 280/360 points o Expression écrite (writing) — 349/450 points o Expression orale (speaking) — 349/450 points • Test de connaissance du français pour le Canada (TCF Canada) o Compréhension écrite (reading) — 499 points o Compréhension orale (listening) — 503 points o Expression écrite (writing) — 12 points o Expression orale (speaking) — 12 points

Q19

Section 2 – If applicable, please list your organization's top three accomplishments during the reporting period that relate to fair registration practices.

1	**Creating a New Regulatory Class - Temporary Independent Practice**
2	**Utilizing the Supervised Short Duration Certificate to prevent dozens of hospital closures**
3	**Continuing to look at our existing policies/pathways to reduce barriers and accept alternate qualifications which resulted in many new policy changes for 2023**

Q20

Section 3 – If applicable, please list the top three risks that impacted your organization's ability to achieve better registration outcomes for applicants during the reporting period. Please also indicate the measures you have taken to mitigate the impacts of these risks.

1   **We are bound to operating within the legislative framework - to navigate existing limitations/challenges we have introduced a number of policies to provide alterntaive qualifcations and exemptions**

2   **As all of Canada naviagates the HHR crisis, each province is introducing ways to register qualified candidates that may not align across Canada. We continue to keep abreast of any changes and evaluate these routes against our policies and regulations.**

Q21

Section 4 – Do you believe that you have a Canadian Experience Requirement (CER)? If so, please describe the applicant competencies that you seek to develop through this requirement in the comment box below CER: work experience or experiential training obtained in Canada.

No

Q22

QUANTITATIVE SECTION The following quantitative information is collected for the purpose of discerning statistical changes and trends related to a regulator's membership, application volumes, licensure/certification results, and appeals year over year. Languages Indicate the languages in which you make available application materials and information about the application process.

English ,

French

Q23

Membership Data Demographics Data As of December 31, 2022, please indicate the number of members in each gender category identified below and the number of total members.

Total Male	**25038**
Total Female	**20378**
Total Non-binary	**165**
Gender not provided	**42**
Overall Total	**45623**

Q24

In relation to your members: Do you collect race-based data?

No,
Other (please specify):
We collect self-reported data on languages spoken

Q25

Do you collect other identity-based or demographics data?

Yes,
Other (please specify):
We collect gender based data.

Q26

Do you plan to collect race-based data in the future?

No

Q27

Class of License/Certificate Data As of December 31, of the reporting year, please indicate the number of members under each class or license category as applicable.

Full/Independent Practice	**35702**
Provisional/Limited License/Certificate	**3766**
Emergency License/Certificate	**23**
All other classes	**3569**
Overall Total	**43060**

Q28

Jurisdiction where members were initially trainedAs of December 31, of the reporting year, please indicate the membership type and total number of registered members for each category listed below.

Ontario	**22188**
Other Canadian Provinces and Territories	**6986**
USA	**717**
Other Countries	**13117**
Multiple and/or Unspecified Jurisdiction	**52**
Total	**43060**

Q29

Please indicate the total number of registered members for the top 12 international countries or jurisdictions where these individuals obtained their initial education in the profession or trade.

1	**Ireland 1397**
2	**India 1348**
3	**United Kingdom 906**
4	**Egypt 814**
5	**United States 764**
6	**Pakistan 692**
7	**Saudi Arabia 614**
8	**Iran 577**
9	**Netherlands 427**
10	**Grenada 417**
11	**Nigeria 405**
12	**Australia 401**

Q30

Applications Data Demographics Data Indicate the number of applicants who filed an application between January 1 and December 31 of the reporting year, in each applicable category.

Total Male	**3346**
Total Female	**3124**
Total Non-binary	**4**
Gender not provided	**80**
Overall Total	**6554**

Q31

In relation to the applications, you received:Do you collect race-based data?

No

Q32

Do you collect other identity-based or demographics data?

Yes,
If yes, please indicate the type: :
We collect gender based data.

Q33

Category of Applicants Number of applicants who voluntarily or involuntarily (through inactive and lapsed applications) withdrew from the application process between January 1 and December 31, 2022:

357

Q34

Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2022 for the following categories as applicable.

Number of Applicants	**2036**
Number of Applicants Licensed/Certified	**1858**
Average Time to Process Application in Weeks from First Point of Applicant Contact	**1**
Average Time to Process Application in Weeks from Receipt of all Required Documents	**1**

Q35

Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2022 for each of the following categories as applicable.

Number of applicants	**1028**
Number of applicants fully licensed/certified	**952**
Average Time to Process Application in Weeks from First Point of Applicant Contact	**1**
Average Time to Process Application in Weeks from Receipt of all Required Documents	**1**

Q36

Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	**88**
Number of applicants fully licensed/certified	**81**
Average Time to Process Application in Weeks from First Point of Applicant Contact	**1**
Average Time to Process Application in Weeks from Receipt of all Required Documents	**1**

Q37

Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	**2110**
Number of applicants fully licensed/certified	**2001**
Average Time to Process Application in Weeks from First Point of Applicant Contact	**1**
Average Time to Process Application in Weeks from Receipt of all Required Documents	**1**

Q38

Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	**117**
Number of applicants fully licensed/certified	**112**
Average Time to Process Application in Weeks from First Point of Applicant Contact	**1**
Average Time to Process Application in Weeks from Receipt of all Required Documents	**1**

Q39

Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	**2946**
Number of applicants fully licensed/certified	**2728**
Average Time to Process Application in Weeks from First Point of Applicant Contact	**1**
Average Time to Process Application in Weeks from Receipt of all Required Documents	**1**

Q40

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2022 for each of the categories as applicable.

Respondent skipped this question

Q41

Please provide any additional comments you may have for questions 33-41.

We do not capture data to report for question 40

Q42

Jurisdiction where applicants obtained their initial educationPlease indicate the total number of applicants for the top 12 international countries or jurisdiction where applicants obtained their initial education in the profession or trade.

1	**Ireland 299**
2	**Saudi Arabia 250**
3	**India 155**
4	**United Kingdom 128**
5	**United States 127**
6	**Iran 103**
7	**Pakistan 81**
8	**Austaralia 75**
9	**Egpyt 74**
10	**Nigeria 71**
11	**Grenada 64**
12	**Brazil 58**

Q43

Processing Time As of December 31, 2022, how many full licenses/certificates did your organization issue?

4, 543

Q44

Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2022, according to the following timelines.

0 – less than 3 months	**4403**
3 months – less than 6 months	**140**

Q45

Age of Active Applications As of December 31, 2022 what were the total number of active applications in your case inventory?

172

Q46

Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.

0 – less than 3 months	**172**

Q47

Other Licenses/Certificates of Registration ProcessedPlease indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1-December 31, 2022).Enter the data by the 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.* An alternative class of license/certificate enables the holder to practice with limitations, but additional requirements must be met for the member to be fully licensed/certified.

Ontario	**127**
Other Canadian Provinces and Territories	**51**
Certificate to Certificate (Labour Mobility)	**4**
USA	**37**
Other International	**366**
Multiple and/or Unspecified Jurisdictions	**4**
TOTAL	**589**

Q48

Other Licenses/Certificates of Registration ProcessedPlease indicate the number of applications, If applicable, who were issued an emergency license/certificate that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the 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.

Ontario	**3**
Other Canadian Provinces and Territories	**4**
Other International	**15**
Multiple and/or Unspecified Jurisdictions	**1**
TOTAL	**23**

Q49

Other Licenses/Certificates of Registration ProcessedPlease indicate the number of Provisional license/certificate or alternative class of license/certificate holders who were fully licensed/certified by your organization which were processed in the reporting year (January 1-December 31, 2022). Enter the data by the 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.

Ontario	1
Other Canadian Provinces and Territories	2
Other International	10
TOTAL	13

Q50

Number of Reviews and Appeals Processed State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who were subject to an internal review or who were referred to a statutory committee of your governing council, such as a Registration Committee. Enter the data by the 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.

Respondent skipped this question

Q51

State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who initiated an appeal of a registration decision. Enter the data by the 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.

Respondent skipped this question

Q52

State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2022). Enter the data by the 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.

Respondent skipped this question

Q53

State the number of registration decisions changed following an appeal and/or review that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the 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.

Respondent skipped this question

Q54

List the top three reason for appeals (by percentage) of a
registration decision

Respondent skipped this question

Q55

List the top five reasons (by percentage) for not Issuing a License/Certification to Internationally Trained Individuals

1	**Does not satisfy the requirements set out in the Regulation**
2	**Does not satisfy the policy requirements**
3	**Does not meet the Section 2 non-exemptible requirements**

Q56

List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

1	**Does not satisfy the requirements set out in the Regulation**
2	**Does not satisfy the policy requirements**
3	**Does not meet the Section 2 non-exemptible requirements**

Q57

Please provide any additional comments you may have:

Respondent skipped this question