

# Fair Registration Practices Report

## Physicians and Surgeons (2015)

The answers seen below were submitted to the OFC by the regulated professions.

This Fair Registration Practices Report was produced as required by:

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

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## 1. Qualitative Information

### a) Requirements for registration, including acceptable alternatives

#### i. Describe any improvements / changes implemented in the last year.

The Ontario Regulation states that the accredited medical school must be listed in the World Health Organization Directory(WHO) at the time of graduation. The directory is no longer being published as of 2008. This past year, the Registration Committee approved a policy to exempt the requirement and accept an alternative by way of FAIMER and IMED.

*The following policies were introduced as a "Memo Format" at the Registration Committee meetings candidates who fulfilled the requirements as set out in the policy: The World Health Organization Exemption, One Year Canadian Citizen Exemption, and extensions for assessments. The implementation and approval of these policies reduces the nature of the material needed for committee review. This allowed applicants to go to panel meetings more efficiently, and greatly reduced requirements to be collected by the applicant.*

#### 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.

##### Royal College of Physicians and Surgeons of Canada (RCPSC)

In our last report, we informed you that the RCPSC has agreed to develop a Practice Eligibility Route (PER) to certification for physicians currently practising in Canada. Physicians can apply to the Royal College to have their training and subsequent practices reviewed and, if accepted, the physician may choose to challenge the regular certification examinations (route A), or the physician may choose to undergo the practice assessment (route B).

The Royal College has advised us, and we agree that developing processes for all specialties is not an easy task and that it will take some time. The Royal College has indicated that practice based examinations/assessments will be rolled out gradually, offering it first to a few primary specialties, then progressively to others. The order of the roll-out will be influenced to some degree by the expressions of interest or need. PER for route B assessments in Psychiatry will be launched in 2015.

In addition, the Royal College has introduced a new examination program and affiliate category for non-certified specialists. The subspecialty examination program and affiliate status (SEAP). This program provides a mechanism for non-certified, internationally-trained subspecialists practicing in Canada to challenge a Royal College subspecialty exam. The candidates will complete the RCPSC examination that all other candidates complete; however, they will not be awarded RCPSC certification. Upon successful completion of the sub-specialty examination, SEAP candidates will be offered an opportunity to apply for "Affiliate Status" of the RCPSC.

#### ii. Describe the impact of the improvements / changes on applicants.

8 applicants gained access to the Psychiatry route B,

#### 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.**

Written Orders with Reasons were expedited from 6 months to 90 days to be consistent with the Investigations, Complaints and Resolutions Committee.

**ii. Describe the impact of the improvements / changes on applicants.**

Unfortunately legal counsel has responded by wanting Orders with reasons even sooner. Perception by the applicant is often that they can be released within the meeting that they are discussed. Orders with reasons are complex and set out the reasons behind a refusal of an application. These orders form the basis of an appeal to the Health Professions and Appeals Review Board (HPARB) and are subject to legal challenge.

**iii. Describe the impact of the improvements / changes on your organization.**

No change has been realized at the organizational level.

**d) Fees**

**i. Describe any improvements / changes implemented in the last year.**

Update to the landing page for international medical graduates. These updates connect applicants and potential applicants to the various pre licensure steps and requirements and speaks to the fees that they will incur prior to arrival.

Applicants seeking modification to their terms, conditions and limitations of their restricted certificate are now charged a fee for Registration Committee review and staff credentialing. The fee is half of the application fee.

**ii. Describe the impact of the improvements / changes on applicants.**

Applicants are now better planning their practice plans at the outset of the application process.

**iii. Describe the impact of the improvements / changes on your organization.**

In this past, we have seen over 90% of applicants were changing their terms 30-60 days after the Registration Committee initially reviewed and approved their certificate. This has been decreased by 70% in the last 6 months, saving both Committee time and substantive College resources.

**e) Timelines**

**i. Describe any improvements / changes implemented in the last year.**

Credentialing of an application and communication of missing requirements to the physician is referred to as initial review of an application. This process was taking up to 7 weeks for certificates authorizing the practice of medicine in Ontario up until 2012. From 2012 - 2015, the process was improved to increase service standards. Initial review was decreased to 4 weeks in credentials and from 16 to 5 weeks for pathways requiring Registration Committee review. In 2015 continued improvements realized further decreases to processing time. Credentialing is now a 3 week process and committee review is now 4.

In addition, the Identification of Post Graduate Trainees who may need Registration Committee review was expedited. The process is now triggered at the time of the CaRMS match whereby staff sends personalized packages vs. waiting for the applicant to self-report. The Committee is pleased to report that 98% of cases were adjudicated within the established benchmarks.

**ii. Describe the impact of the improvements / changes on applicants.**

Applicants are able to respond sooner and reach committee decision faster.

**iii. Describe the impact of the improvements / changes on your organization.**

Agendas for Registration Committee meetings are filling up quicker which increases size of material during the first 2/3 of the year. The final 2-3 months of the year are then much lighter agendas. This is putting a burden of workflow on the Committee who are on average seeing 125-150 cases per month.

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

**i. Describe any improvements / changes implemented in the last year.**

**Captured Within Other Sections:**

Policies: Canadian Citizenship Exemption, and the WHO

Processes: Decreased initial review time and expedited committee review, live call answer was increased to 85%; memo style exemption policies enabled early panel review at committee

Pathway Project is still in process which will inform future regulation change and by - laws.

**ii. Describe the impact of the improvements / changes on applicants.**

Fewer requirements collected for initial review, and expedited timeliness for review at a Registration Committee meeting.

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**g) Resources for applicants**

**i. Describe any improvements / changes implemented in the last year.**

New material was developed to support applicants who are applying under the Council Policy for Restricted Certificates for Exam Eligible candidates. In a nutshell, qualified physicians who obtain registration under this policy are provided a certificate of registration to practice medicine under supervision for a maximum period of three years, or three attempts at the outstanding examination (Medical Council exams, Royal College Certification or Certification by the College of Family Physicians). A working group was tasked with developing material guides to aid these individuals with study plan templates and is now available to assist candidates as a part of their registration process.

A LEAN process was used to analyze the forms required from an applicant, from time of pre-application to compliance, supervision and then assessment. This has seen a significant reduction in the amount of forms, and the number of duplication of efforts. Transparency and clarity on the registration process were improved by utilizing new classification/language on the requirement checklist and undertakings for supervision and assessment. Supervision forms were streamlined to include future practice activity and future assessment detail.

FAQ's were updated on the system for International Medical Graduates (IMG) landing pages on fees for IMG's pre licensure steps, Supervision Guidelines and Registration Committee review.

FAQ's were developed for Summer Registration Volume that targeted final year medical students and residents and clinical fellows.

**ii. Describe the impact of the improvements / changes on applicants.**

Too soon to tell

**iii. Describe the impact of the improvements / changes on your organization.**

Fewer calls have come into the Registration Committee Review queue in our Inquiries Division.

**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 applicant 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.**

Staff, Council and Committee were given a training e-module program on preventing Sexual Harassment

Staff, Council and Committee were given new training interactive session on Cultural Competence by Dr. Glenn Regehr

Staff, Committee and Council received training Modules with new modules created by the OFC

Staff and Committee received training with an Orientation Manual updated in 2015

**ii. Describe the impact of the improvements / changes on applicants.**

Feedback from Committee and Council was positive on cultural competence and on the new committee training.

**iii. Describe the impact of the improvements / changes on your organization.**

Consistent dialogue and training ensures better communication and compliance.

**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) Other (include as many items as applicable)**

**i. Describe any improvements / changes implemented in the last year.**

A working group was tasked with analyzing the support and infrastructure to physician supervisors used in the various College Departments. A survey was sent out to all existing supervisors and physicians under supervision (supervisees). Approval for a new College position was made by Council. The Supervisor Co-ordinator will be charged with developing training material, making infrastructure recommendations and providing recruiting and orientation to supervisors. The position is being filled in 2016.

**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

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

A program evaluation of the alternative registration pathways and policies began in 2012. The evaluation will seek to determine whether there are potential performance differences between physicians who were granted registration under alternative pathways and those who registered with Canadian training. The purpose of the study is to ensure that all doctors are performing competently regardless of where training was obtained. Physicians will be compared on their complaints profiles, administrative data (e.g. prescribing) and data collected through a chart review and multisource feedback. The outcome of this study will help enable legislation change for future policies.

Approximately 2000 assessments will be conducted for the evaluation.

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## 2. Quantitative Information

**a) Languages**

Indicate the languages in which application information materials were available in the reporting year.

Language	Yes/No
English	Yes
French	No

Other (please specify)

French language telephone service is offered to applicants

Additional comments:

**b) Gender of applicants**

Indicate the number of applicants in each category as applicable.

Gender	Number of Applicants
Male	2607
Female	2377
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	23847
Female	16411
None of the above	0

Additional comments:

**d) Jurisdiction where applicants obtained their initial education**

Indicate the number of applicants by the jurisdiction where they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Antigua And Barbuda 7		
			Aruba 9		
			Australia 105		
			Austria 3		
			Bahrain 12		
			Bangladesh 5		
			Barbados 3		
			Belarus 2		
			Belgium 8		
			Belize 1		
			Netherlands 15		
			Bosnia And Herzegovina 1		
			Brazil 60		
1772	1054	147	Myanmar 1		
			Chile 22	0	4984
			China 17		
			Colombia 33		
			Costa Rica 5		
			Cuba 15		
			Czech Republic 8		
			Congo, The Democratic Repu 1		
			Denmark 1		
			Dominica 33		
			Dominican Republic 4		
			Ecuador 5		
			Egypt 79		
			El Salvador 2		
			Ethiopia 5		
			Finland 3		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			France 5		
			Georgia 4		
			Germany 20		
			Ghana 1		
			U.K. 112		
			Greece 2		
			Grenada 73		
			Guatemala 3		
			Guyana 2		
			Hong Kong 8		
			Hungary 8		
			India 148		
			Iran 63		
			Iraq 35		
			Ireland 159		
			Israel 40		
			Italy 24		
			Jamaica 12		
			Japan 13		
			Jordan 12		
			Kenya 2		
			Kuwait 14		
			Latvia 1		
			Lebanon 9		
			Libyan Arab Jamahiriya 13		
			Macedonia, The Former Yugo 1		
			Madagascar 1		
			Malaysia 3		
			Malta 1		
			Mexico 25		
			Morocco 1		
			Nepal 4		
			Netherlands Antilles 69		
			New Zealand 18		
			Nicaragua 1		
			Nigeria 26		
			Norway 1		
			Oman 22		
			Pakistan 67		
			Palestinian Territory, Occupie 2		
			Paraguay 1		
			Peru 2		
			Philippines 16		
			Poland 35		
			Portugal 3		
			Puerto Rico 8		
			Qatar 2		
			Panama 1		
			Romania 17		
			Russia 11		
			Rwanda 1		
			S Arabia 209		
			Serbia 2		
			Singapore 11		
			Slovakia 2		
			S. Africa 16		
			Korea 4		
			Spain 11		
			Sri Lanka 7		
			Saint Kitts And Nevis 41		
			Saint Lucia 2		
			Saint Vincent And The Grenadines 1		
			Sudan 8		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Switzerland 8		
			Syrian Arab Republic 13		
			Taiwan, Province Of China 4		
			Thailand 7		
			Trinidad 7		
			Turkey 4		
			Uganda 9		
			Ukraine 12		
			United Arab Emirates 8		
			Uruguay 5		
			Uzbekistan 1		
			Venezuela 4		
			Viet Nam 1		
			Yemen 3		
			OTHER 2		
			Zambia 1		
			Zimbabwe 2		
			Argentina 19		
			Total 2011		

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

**Additional comments:**

Note: The CPSO does not keep separate count of the small number of physicians who submitted an application for registration during the year but did not actually become registered members. We keep count only of those of physicians who apply and become registered members. Hence, the figures in Table D above are the same as those in the next table, Table E "**Jurisdiction where applicants who became registered members obtained their initial education**"

**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<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Antigua And Barbuda 7		
			Argentina 19		
			Aruba 9		
			Australia 105		
			Austria 3		
			Bahrain 12		
			Bangladesh 5		
			Barbados 3		
			Belarus 2		
			Belgium 8		
			Belize 1		
			Netherlands 15		
1772	1054	147	Bosnia And Herzegovina 1	0	4984
			Brazil 60		
			Myanmar 1		
			Chile 22		
			China 17		
			Colombia 33		
			Costa Rica 5		
			Cuba 15		
			Czech Republic 8		
			Congo, The Democratic Repu 1		
			Denmark 1		
			Dominica 33		
			Dominican Republic 4		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Ecuador 5		
			Egypt 79		
			El Salvador 2		
			Ethiopia 5		
			Finland 3		
			France 5		
			Georgia 4		
			Germany 20		
			Ghana 1		
			U.K. 112		
			Greece 2		
			Grenada 73		
			Guatemala 3		
			Guyana 2		
			Hong Kong 8		
			Hungary 8		
			India 148		
			Iran 63		
			Iraq 35		
			Ireland 159		
			Israel 40		
			Italy 24		
			Jamaica 12		
			Japan 13		
			Jordan 12		
			Kenya 2		
			Kuwait 14		
			Latvia 1		
			Lebanon 9		
			Libyan Arab Jamahiriya 13		
			Macedonia, The Former Yugo 1		
			Madagascar 1		
			Malaysia 3		
			Malta 1		
			Mexico 25		
			Morocco 1		
			Nepal 4		
			Netherlands Antilles 69		
			New Zealand 18		
			Nicaragua 1		
			Nigeria 26		
			Norway 1		
			Oman 22		
			Pakistan 67		
			Palestinian Territory, Occupied 2		
			Peru 2		
			Philippines 16		
			Poland 35		
			Portugal 3		
			Puerto Rico 8		
			Qatar 2		
			Panama 1		
			Romania 17		
			Russia 11		
			Rwanda 1		
			S Arabia 209		
			Serbia 2		
			Singapore 11		
			Slovakia 2		
			S. Africa 16		
			Korea 4		
			Spain 11		
			Sri Lanka 7		



Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Saint Kitts And Nevis 41		
			Saint Lucia 2		
			Saint Vincent And The Grenadines 1		
			Sudan 8		
			Switzerland 8		
			Syrian Arab Republic 13		
			Taiwan, Province Of China 4		
			Thailand 7		
			Trinidad 7		
			Turkey 4		
			Uganda 9		
			Ukraine 12		
			United Arab Emirates 8		
			Uruguay 5		
			Uzbekistan 1		
			Venezuela 4		
			Viet Nam 1		
			Yemen 3		
			OTHER 2		
			Zambia 1		
			Zimbabwe 2		
			Paraguay 1		
			Total 2011		

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

**f) Jurisdiction where members were initially trained**

Indicate the total number of registered members by jurisdiction where they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Afghanistan 4		
			Albania 13		
			Algeria 8		
			Anguilla 1		
			Antigua And Barbuda 13		
			Argentina 70		
			Armenia 5		
			Aruba 20		
			Australia 320		
			Austria 16		
			Bahrain 22		
21138	7075	595	Bangladesh 58	0	40258
			Barbados 4		
			Belarus 13		
			Belgium 23		
			Belize 6		
			Bolivia 1		
			Netherlands 48		
			Bosnia And Herzegovina 2		
			Brazil 135		
			Bulgaria 28		
			Myanmar 17		
			Cameroon 1		
			Chile 30		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			China 97		
			Colombia 105		
			Costa Rica 12		
			Cuba 15		
			Czech Republic 87		
			Congo, The Democratic Repu 4		
			Denmark 2		
			Dominica 116		
			Dominican Republic 28		
			Ecuador 8		
			Egypt 661		
			El Salvador 6		
			Estonia 2		
			Ethiopia 25		
			Finland 4		
			France 57		
			Georgia 8		
			Germany 113		
			Ghana 29		
			U.K. 1099		
			Greece 35		
			Grenada 193		
			Guatemala 4		
			Guyana 11		
			Haiti 12		
			Honduras 2		
			Hong Kong 142		
			Hungary 67		
			Iceland 3		
			India 1333		
			Indonesia 6		
			Iran 362		
			Iraq 258		
			Ireland 904		
			Israel 164		
			Italy 91		
			Jamaica 146		
			Japan 25		
			Jordan 41		
			Kazakhstan 7		
			Kenya 16		
			Kuwait 34		
			Kyrgyzstan 2		
			Latvia 10		
			Lebanon 39		
			Libyan Arab Jamahiriya 196		
			Lithuania 3		
			Macedonia, The Former Yugo: 5		
			Malawi 1		
			Malaysia 7		
			Malta 5		
			Mexico 88		
			Montserrat 36		
			Morocco 7		
			Nepal 6		
			Netherlands Antilles 256		
			New Zealand 60		
			Nicaragua 3		
			Nigeria 196		
			Korea 20		
			Norway 3		
			Oman 43		
			Pakistan 526		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Palestinian Territory, Occupied 4		
			Paraguay 1		
			Peru 14		
			Philippines 139		
			Poland 284		
			Portugal 13		
			Puerto Rico 1		
			Qatar 2		
			Moldova, Republic Of 5		
			Panama 5		
			Romania 178		
			Russia 160		
			Rwanda 1		
			S Arabia 515		
			Senegal 4		
			Serbia 12		
			Singapore 19		
			Slovakia 12		
			Somalia 3		
			S. Africa 438		
			Spain 42		
			Sri Lanka 163		
			Saint Kitts And Nevis 131		
			Saint Lucia 19		
			Saint Vincent And The Grenadines 2		
			Sudan 36		
			Sweden 2		
			Switzerland 45		
			Syrian Arab Republic 52		
			Taiwan, Province Of China 52		
			Tanzania, United Republic Of 8		
			Thailand 14		
			Togo 1		
			Trinidad 28		
			Tunisia 4		
			Turkey 23		
			Uganda 38		
			Ukraine 54		
			United Arab Emirates 31		
			Uruguay 5		
			Uzbekistan 8		
			Venezuela 17		
			Viet Nam 46		
			Yemen 6		
			OTHER 89		
			Zaire 2		
			Zambia 5		
			Zimbabwe 13		
			Total 11450		

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

**Additional comments:**

### g) Applications processed

Indicate the number of applications your organization processed in the reporting year:

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
New applications received	1761	1084	162	1977	0	4984
Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)	1791	1109	167	2027	0	5094
Inactive applicants (applicants who had no contact with your organization in the reporting year)	25	5	5	50	0	85
Applicants who met all requirements and were authorized to become members but did not become members	0	0	0	0	0	0
Applicants who became FULLY registered members	1761	1084	162	1977	0	4984
Applicants who were authorized to receive an alternative class of licence <sup>3</sup> but were not issued a licence	0	0	0	0	0	0
Applicants who were issued an alternative class of licence <sup>3</sup>	999	721	138	12	1511	3381

<sup>1</sup> 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:

Notes regarding Table G:

The counts provided for "New Applications Received" includes only those new applications in 2015 that resulted in issuance of a certificate of registration.

The counts provided for "Applicants Actively Pursuing Licensure" combines all the new issuances in 2015 plus estimates of the remaining number of applications submitted in 2015 that were still in process at 2015 year end.

The counts provided for "Applicants who became Fully Registered Members" includes only those new applications in 2015 that resulted in issuance of a certificate of registration. Therefore, the counts here are the same as those in "New Applications Received."

The counts for "Applicants who were authorized to receive an alternative class of licence but were not issued a licence" are recorded as zero. The CPSO does not officially track these numbers, but the actual number would be very small, i.e. less than 25 in total.

For "Applicants who were issued an alternative class of licence" we are including all classes except the Independent Practice class. Accordingly, "alternative classes of licence" includes the Postgraduate Education, Restricted, Academic Practice, Academic Visitor and Short Duration classes.

### h) Classes of certificate/license

Indicate and provide a description of the classes of certificate/license offered by your organization.

You must specify and describe at least one class of certificate/license (on line a) in order for this step to be complete.

#	Certification	Description
a)	Independent Practice	<p style="text-align: center;"><b>Description (a)</b></p> <p>This is the class of certificate held by 80% of the College's membership. It is the equivalent of the "full license" in other provinces. It is issued to those who meet the standards and qualifications for independent practice in Ontario. It carries a standard term, condition and limitation permitting the holder to practise only in the area of medicine in which the holder is educated and experienced. Other than this standard one, it carries no other terms, conditions and limitations.</p>
b)	Post Graduate Education	<p style="text-align: center;"><b>Description (b)</b></p> <p>This class of certificate is issued only to physicians formally enrolled as a postgraduate medical trainee (e.g. medical residents, clinical fellows or electives) at an Ontario medical school. Holders may practise only within their post graduate training appointment and may not charge fees for services. The certificate expires when the trainee ceases enrollment in the training program.</p>
c)	Restricted	<p style="text-align: center;"><b>Description (c)</b></p> <p>This class of certificate carries specified terms, conditions and limitations as ordered by the Registration Committee or by certain other CPSO committees, e.g. Discipline Committee. Every application approved by the Registration Committee where the Committee imposes specific terms, conditions and limitations is deemed to be a Restricted certificate. The Restricted certificate holder must practise in accordance with the imposed terms, conditions and limitations</p> <p>Note: A person cannot apply directly for a Restricted certificate. Instead, the person must apply for one of the regular classes (e.g. Independent Practice). If the person does not meet the qualifications for that class, his or her application is referred to the Registration Committee. If the Registration Committee approves issuance of a certificate of registration and imposes specified terms, conditions and limitations on the certificate, it is deemed to be a Restricted certificate.</p>

d)	Academic Practice	<p style="text-align: center;"><b>Description (d)</b></p> <p>This class of certificate is issued only to academic physicians holding a clinical, professorial appointment (assistant, associate or full professor) at a medical school in Ontario. Holders of this class of certificate are limited to practising to the extent of the requirements of their academic appointment at the medical school.</p>
e)	Academic Visitor	<p style="text-align: center;"><b>Description (e)</b></p> <p>This class of certificate is issued only to visiting academic physicians from medical schools outside Ontario who have a short-term clinical or teaching appointment at an Ontario medical school. They are limited to practising only to the extent of their short-term academic appointment at the medical school, and their certificate automatically expires after twelve months.</p>
f)	Supervised Short Duration	<p style="text-align: center;"><b>Description (f)</b></p> <p>This class of certificate is issued for a maximum 30-day term, and only for appointments requiring emergency care or to provide a brief educational program or clinical demonstration to Ontario physicians. The short duration appointment must be based at an Ontario medical school or public hospital. The certificate holder must practice under supervision of an Ontario physician holding an Independent Practice certificate. The certificate automatically expires after 30 days or when the appointment ceases, whichever comes first.</p>
g)		<p style="text-align: center;"><b>Description (g)</b></p>

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h)	
	<b>Description (h)</b>

i)	
	<b>Description (i)</b>

j)		<table border="1"> <thead> <tr> <th data-bbox="808 233 1526 273">Description (j)</th> </tr> </thead> <tbody> <tr> <td data-bbox="808 273 1526 953"></td> </tr> </tbody> </table>	Description (j)	
Description (j)				

Additional comments:

**i) Reviews and appeals processed**

State the number of reviews and appeals your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).



Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee	150	75	30	992	0	1247
Applicants who initiated an appeal of a registration decision	2	0	0	3	0	5
Appeals heard	0	0	0	0	0	0
Registration decisions changed following an appeal	0	0	0	0	0	0

**Additional comments:**

The total count of 1247 shown for "Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee" is the exact total for 2015. But the sub-totals shown for the jurisdiction breakdown are estimates based on previous years' breakdowns and observed trends in 2015.

**j) Paid staff**

In the table below, enter the number of paid staff employed by your organization in the categories shown, on December 31 of the reporting year.

When providing information for each of the categories in this section, you may want to use decimals if you count your staff using half units. For example, one full-time employee and one part-time employee might be equivalent to 1.5 employees.

You can enter decimals to the tenths position only. For example, you can enter 1.5 or 7.5 but not 1.55 or 7.52.

Category	Staff
Total staff employed by the regulatory body	403
Staff involved in appeals process	9
Staff involved in registration process	31

**Additional comments:**

Full time staff 375, contract staff 28 = 403, the appeals process are 6 co-ordinators 2.5 administrators .5 supervisor (not including the manager)

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### 3. Submission

I hereby certify that:

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

Daniel Faulkner

**Title:**

Deputy Registrar

**Date:**

2016/03/01

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