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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 Chiropractors of Ontario
 Joel Friedman, Deputy Registrar
 jfriedman@cco.on.ca
 416-922-6355, ext. 104

Q2**No**

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.

Q3**No**

Assessment of qualifications

Q4**No**

Timelines for registration, decisions and/or responses

Q5

Registration and assessment fees

Yes,

Description of change/improvement that would impact fair registration outcomes:
 Registration and renewal fees were increased in October 2022 to reflect the change to the Cost-of-Living Adjustment (Ontario). Fees are reflected in By-law 13: Fees <https://cco.on.ca/wp-content/uploads/2022/10/By-law-13-October2022.pdf>. This represents the first increase to registration fees in approximately 10 years.

2022 Fair Registration Practices Report

Q6 Resources for applicants	No
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	No, Description of change/improvement that would impact fair registration outcomes: Staff continued to participate in continuing education and professional development opportunities from internal and external sources.
Q11 Relationship with third party service provider(s)	No, Description of change/improvement that would impact fair registration outcomes: CCO continues to be a board member of the Canadian Chiropractic Examining Board and the Federation of Canadian Chiropractic.
Q12 Accreditation of educational programs	No
Q13 Technological or digital improvements	No

2022 Fair Registration Practices Report

Q14 Anti-racism and inclusion-based policies and practices	Yes, Description of Change/Improvement that would impact Fair Registration Outcomes: CCO amended Policy P-045: CCO's Legislation and Ethics Examination to include listed criteria under the Human Rights Code in accommodating individuals for the legislation and ethics examination. CCO amended all registration forms to include gender neutral language. CCO Council and staff participated in Diversity, Equity and Inclusion training as part of its September 2022 Council training.
Q15 Organizational structure	No
Q16 Contingency or continuity of operations plans	No
Q17 Documentation requirements for registration	No
Q18 English / French language proficiency testing	No
Q19 Section 2 – If applicable, please list your organization's top three accomplishments during the reporting period that relate to fair registration practices.	
1	Amendments to Policy P-045: CCO's Legislation and Ethics Examination to include criteria for accommodation
2	Adoption of gender neutral language in all registration forms
3	Diversity, Equity and Inclusion training for Council and staff

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

Cyber security issues with online renewal and online examinations. CCO continued its initiatives of improving its cyber security and protection through insurance

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,
Other (please specify):
French upon request**

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	3119
Total Female	2253
Total Non-binary	0
Gender not provided	0
Overall Total	5372

Q24

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

No

Q25

Do you collect other identity-based or demographics data?

**Yes,
Other (please specify):
CCO collects data on date of birth, gender, location of practice and residence and various practice related data.**

Q26

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

No

2022 Fair Registration Practices Report

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	4878
Provisional/Limited License/Certificate	0
Emergency License/Certificate	0
All other classes	494
Overall Total	5372

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	3889
Other Canadian Provinces and Territories	14
USA	1410
Other Countries	59
Multiple and/or Unspecified Jurisdiction	0
Total	5372

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	United States - 1410
2	Australia - 19
3	New Zealand - 19
4	United Kingdon - 18
5	France - 1
6	South Africa - 1

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	91
Total Female	105
Total Non-binary	0
Gender not provided	0
Overall Total	196

Q31

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

No

2022 Fair Registration Practices Report

Q32

Do you collect other identity-based or demographics data?

Yes,

If yes, please indicate the type: :
CCO collects data on year of birth, gender, location of practice and residence and various practice related 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:

2

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	143
Number of Applicants Licensed/Certified	143
Average Time to Process Application in Weeks from First Point of Applicant Contact	3
Average Time to Process Application in Weeks from Receipt of all Required Documents	2

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	1
Number of applicants fully licensed/certified	1
Average Time to Process Application in Weeks from First Point of Applicant Contact	3
Average Time to Process Application in Weeks from Receipt of all Required Documents	2

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	12
Number of applicants fully licensed/certified	12
Average Time to Process Application in Weeks from First Point of Applicant Contact	3
Average Time to Process Application in Weeks from Receipt of all Required Documents	2

2022 Fair Registration Practices Report

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	6
Number of applicants fully licensed/certified	6
Average Time to Process Application in Weeks from First Point of Applicant Contact	3
Average Time to Process Application in Weeks from Receipt of all Required Documents	2

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	0
Number of applicants fully licensed/certified	0
Average Time to Process Application in Weeks from First Point of Applicant Contact	0
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

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	198
Number of applicants fully licensed/certified	196
Average Time to Process Application in Weeks from First Point of Applicant Contact	3
Average Time to Process Application in Weeks from Receipt of all Required Documents	2

2022 Fair Registration Practices Report

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.

Number of applicants	0
Number of applicants fully licensed/certified	0
Average Time to Process Application in Weeks from First Point of Applicant Contact	0
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q41

Respondent skipped this question

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

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	USA - 48
2	New Zealand - 3
3	Australia - 2
4	United Kingdom - 1

Q43

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

196

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	192
3 months – less than 6 months	4
6 months – less than 12 months	0
12 months – less than 18 months	0
18 months – less than 24 months	0
24 months and greater	0

Q45

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

2

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	0
3 months – less than 6 months	0
6 months – less than 12 months	2
12 months – less than 18 months	0
18 months – less than 24 months	0
24 months and greater	0
TOTAL	2

Q47

Other Licenses/Certificates of Registration Processed Please 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	0
Other Canadian Provinces and Territories	0
Certificate to Certificate (Labour Mobility)	0
USA	0
Other International	0
Multiple and/or Unspecified Jurisdictions	0
TOTAL	0

Q48

Other Licenses/Certificates of Registration Processed Please 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	0
Other Canadian Provinces and Territories	0
Certificate to Certificate (Labour Mobility)	0
USA	0
Other International	0
Multiple and/or Unspecified Jurisdictions	0
TOTAL	0

2022 Fair Registration Practices Report

Q49	Ontario	0
Other Licenses/Certificates of Registration	Other Canadian Provinces	0
Processed	and Territories	0
Please indicate the number of Provisional	Certificate to Certificate	0
license/certificate or alternative class of license/certificate	(Labour Mobility)	0
holders who were fully licensed/certified by your	USA	0
organization which were processed in the reporting year	Other International	0
(January 1-December 31, 2022). Enter the data by the	Multiple and/or Unspecified	0
jurisdiction where applicants were initially trained in the	Jurisdictions	0
profession, i.e. before they were granted use of the	TOTAL	0
protected title or professional designation in Ontario.		

Q50	Ontario	1
Number of Reviews and Appeals Processed	Other Canadian Provinces	0
State the number of reviews and appeals that your organization	USA	5
processed in the reporting year (January 1-December 31,	OtherCountries	0
2022). For applicants who were subject to an internal	Multiple and/or Unspecified	0
review or who were referred to a statutory committee of	Countries	0
your governing council, such as a Registration Committee.	TOTAL	6
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.		

Q51	Ontario	1
State the number of reviews and appeals that your	Other Canadian Provinces	0
organization processed in the reporting year (January 1-	USA	5
December 31, 2022). For applicants who initiated an	OtherCountries	0
appeal of a registration decision. Enter the data by the	Multiple and/or Unspecified	0
jurisdiction where applicants were initially trained in the	Countries	0
profession, i.e. before they were granted use of the	TOTAL	6
protected title or professional designation in Ontario.		

Q52	Ontario	1
State the number of reviews and appeals heard in the	Other Canadian Provinces	0
reporting year (January 1-December 31, 2022). Enter the	USA	5
data by the jurisdiction where applicants were initially	OtherCountries	0
trained in the profession, i.e. before they were granted use	Multiple and/or Unspecified	0
of the protected title or professional designation in Ontario.	Countries	0
	TOTAL	6

2022 Fair Registration Practices Report

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.

Ontario	0
Other Canadian Provinces	0
USA	0
OtherCountries	0
Multiple and/or Unspecified	0
Countries	0
TOTAL	0

Q54

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

1	Applicants requesting to become registered in Ontario following practising in another regulated jurisdiction outside of Canada
2	Applicants requesting to become registered in Ontario after more than two years of being inactive

Q55

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

1	Applicants did not complete application for registration
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Q56

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

1	N/A
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Q57

Please provide any additional comments you may have:

The statistics for appeals all apply to referrals to the Registration Committee for review. There were no external reviews or appeals of Registration Committee decisions in 2022.
