

College of CHIROPRACTORS of Ontario

2023 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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1. Background

Under section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA), which is substantially similar to section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA),

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 23 of FARPACTA and Section 22.9 of Schedule 2 of the RHPA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its 2023 Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2023.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

Please note that the 2023 version of the FRP has changed from the previous version in terms of both form and content as the OFC's enabling statutes have evolved and as the office migrates to a more permanent portal-enabled database solution.

2. Organization information

Organization name	College of CHIROPRACTORS of Ontario
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3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by College of CHIROPRACTORS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Chiropractor
Academic requirement	Graduation from an accredited chiropractic college or recognized by Council as equivalent.
Experience requirement	None
Language requirement	speak and write English or French with reasonable fluency
Additional information on licensing requirements (may include links to appropriate page on regulator website):	Must have passed the examinations set by the Canadian Chiropractic Examining board and CCO's Legislation and Ethics Examination.

4. Third party assessments

Third party organizations that assess qualifications on behalf of the regulator.

Organization name	Function
Canadian Chiropractic Examining Board	OSCE / Skill based exam
Federation of Canadian Chiropractic	Academic credential evaluation

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

College of CHIROPRACTORS of Ontario takes the following measure(s) to ensure fair and timely assessments:

CCO, like all Canadian chiropractic regulators, is a board member of the Canadian Chiropractic Examining Board and the Federation of Canadian Chiropractic and attends, participates in and is a voting member in regular meetings of these organizations.

5. Accomplishments, risks and mitigations

Key accomplishments and risks pertaining to fair registration practices during the reporting period are summarized below.

A. Accomplishments

1	CCO approved amendments to its Registration Regulation in enacting an Emergency Class of Registration.
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B. Risks and Mitigations

Risk	Mitigation Measure
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Applicants re-entering the General class of registration after being out of practice for period of time.	CCO applies specific policies, set out in Policy P-053: Returning to the General Class of Registration, to help ensure fair, transparent, consistent, and objective decisions related to such applicants.
Applicants with prior regulatory or criminal decisions made against them.	CCO requires disclosure of any prior regulatory decisions and submission of a criminal record check. CCO applies Policy P-054: Determination of Good Character of an Applicant or Member in reviewing and deciding these applications.

6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, College of CHIROPRACTORS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

A. Registration requirements and practices

Registration process	Changes Made (Yes / No)	Description
Registration requirements either through regulation, by-law or policy	Yes	CCO amended its Registration Regulation to introduce an Emergency Class of Registration CCO amended a variety of by-laws, including having gender neutral language in by-laws and improving clarity and reducing redundancies.
Timelines for registration, decisions and/or responses	No	

Assessment of qualifications, including competency-based assessments and examinations	Yes	The Canadian Chiropractic Examining Board (CCEB) changed its examination format moving from a three part examination to a two part examination (written and clinical)
Documentation requirements for registration	No	
Changes to internal review or appeal process	No	
New or consolidated class of certificates or licenses	Yes	Amendments were made to the Registration Regulation to introduce an Emergency Class of Registration.
Registration and/or assessment fees	No	
Access by applicants to their records	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Resources or training to support applicants to move through the licensing process	No	
Training and resources for staff who deal with registration issues	Yes	Registration staff have participated in Diversity and Equity and Inclusion Training and other training through the Health Profession Regulators of Ontario.

Anti-racism and inclusion-based policies and practices	Yes	CCO reviewed its Registration policies, including those related to accessibility and accommodation, but did not amend these in 2023. CCO amended various by-laws to include gender neutral language.
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C. System partners

Registration process	Changes Made (Yes / No)	Description
Accreditation of educational programs	No	
Mutual recognition agreements	No	
Steps to increase accountability of third-party service provider(s)	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Other	No	
Emergency registration plans	Yes	CCO amended its Registration Regulation to introduce an Emergency Class of Registration.
Technological or digital improvements	No	
Steps to address labour shortages in	No	

the profession or trade		
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7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. 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.

A. Race-based data collected

	Race-based data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

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B. Other identity-based or demographic data collected

	Other identity-based or demographic data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

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C. Languages of service provision

College of CHIROPRACTORS of Ontario makes application materials and information available to applicants in the following languages.

Language	Yes / No
English	Yes
French	Yes
Other (please specify)	

D. Membership Profile

Profession Name	Total Number of Members
Chiropractor	5392

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice	4996	1434
Inactive	221	62
Retired	175	29

Gender	Number of Members
Female	2305
Male	3087

Jurisdiction of Initial Training	Number of Members
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Ontario	3905
Other provinces and territories	17
United States	1406
Other International	64

Country of Initial Training	Number of Members
Canada	3922
United States of America	1406
United Kingdom	19
Australia	20
France	1
South Africa	2
New Zealand	22

Official language of preference	Number of Members
English	5149
French	243

Racial identity (optional)	Number of Members
Not collected	5392

E. Data Notes

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F. Applicant Profile

Profession Name	Total Number of Applicants
Chiropractor	214

Gender	Number of Applicants
Female	109
Male	105

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	158	0
Other provinces and territories	3	0
United States	48	0
Other International	5	0

Country of Initial Training	Number of Applicants
Canada	161
United States of America	48
South Africa	1
Australia	1
New Zealand	3

Official language of preference	Number of Members
French	9
English	205

Racial identity (optional)	Number of Members
Not collected	214

G. Data Notes

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H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	158	0	0
Other provinces and territories	3	0	0
United States	48	0	0
Other International	5	0	0

I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants by class	Number of internationally educated registrants
Full / General/ Independent Practice	214	56

J. Data Notes

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K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
Ontario	1	1
Other provinces and territories	3	3

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Ontario	0	0
Other provinces and territories	0	0

Issues raised in reviews and appeals can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals
1. Requesting exemption from examination requirement	4

Internationally trained applicants face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants
1. Applicants who meet the requirements for registration are issued certificates	0

L. Data Notes

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8. Changes Related to New Legislative and Regulatory Requirements

By Ontario law, regulated occupations must provide registration practices that are transparent, objective, impartial and fair. Non-health occupations are governed by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)*, while health professions are governed by the *Regulated Health Professions Act, 2011 (RHPA)*.

In 2021, both statutes were amended to incorporate substantive provisions to:

- A. Eliminate the use of Canadian experience requirements except under prescribed circumstances.
- B. Streamline language proficiency testing requirements.
- C. Provide for the continuity of registration processes during emergency situations.
- D. Set registration time limits. (FARPACTA only)

College of CHIROPRACTORS of Ontario has made the following changes to comply with these new legal obligations:

A. Canadian Experience

Change required: No changes required

College of CHIROPRACTORS of Ontario has taken the following measures to comply with legislative requirements on eliminating Canadian experience requirements unless an exemption is granted or an alternative is identified that meets criteria prescribed in regulations (non-health regulators) or the exceptions in legislation are met (regulated health colleges).

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B. Language Proficiency Testing

Change required: No changes required

College of CHIROPRACTORS of Ontario has taken the following measures to comply with recent legislative changes requiring that regulators accept language proficiency testing results derived from any of the tests accepted for immigration purposes to satisfy their language proficiency requirements:

College of CHIROPRACTORS of Ontario offers applicants the following options to demonstrate language proficiency.

- Success on a licensing exam or assessment

C. Emergency Registration

Change required: Yes

College of CHIROPRACTORS of Ontario has taken the following measures to comply with requirements to establish an emergency class (health colleges) or develop an emergency registration plan (non-health regulators).

CCO amended its Registration Regulation to introduce an Emergency Class of Registration. CCO circulated these amendments to system partners, including members, for feedback prior to approval. The Emergency Class includes many of the same supervision requirements applied during the COVID-19 pandemic for the General (Provisional) Class of registration.

Glossary of terms

Applicant: An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

Domestic labour mobility: Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

Internationally educated / trained: An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

Jurisdiction of initial training: For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

Member: An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

Racial identity: Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>> .

Registration requirements: the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement:** The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement:** The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

Third party service provider: An external organization that assesses applicant qualifications on behalf of the regulator.