

College of CHIROPRACTORS of Ontario

2024 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

Content

1. Background
2. Organization information
3. Registration requirements
4. Third party assessments
5. Accomplishments, risks and mitigations
6. Changes to registration practices
7. Membership and application data

Glossary of terms

1. Background

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

“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 22.9 of Schedule 2 of the RHPA and Section 23 of FARPACTA 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 annual Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2024.

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.

2. Organization information

Organization name	College of CHIROPRACTORS of Ontario
--------------------------	-------------------------------------

For questions about this report, please contact:

Name	Joel Friedman
Job Title	Deputy Registrar
E-mail	jfriedman@cco.on.ca

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 began development on a new website that will streamline, simplify, remove redundancies, and add infographics and flowcharts to better communicate the requirements for registration with CCO. The new website is scheduled to be launched on April 2, 2025.
---	---

B. Risks and Mitigations

Risk	Mitigation Measure
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, 2024 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	No	
New or consolidated class of certificates or licenses	No	

Assessment of qualifications, including competency-based assessments and examinations	No	
Documentation requirements for registration	No	
Timelines for registration, decisions and/or responses	No	
Registration and/or assessment fees	No	
Changes to internal review or appeal process	No	
Access by applicants to their records	No	
Other	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Training and resources for staff who deal with registration issues	Yes	Training in cyber security through Wizer for all staff, Council and committee members.
Resources or training to support applicants to move	Yes	Development of new website to be launched in April 2025.

through the licensing process		
Anti-racism and inclusion-based policies and practices	Yes	Registration staff have participated in programs related to Diversity, Equity and Inclusion through the Health Professions Regulators of Ontario.

C. System partners

Registration process	Changes Made (Yes / No)	Description
Steps to increase accountability of third-party service provider(s)	No	
Accreditation of educational programs	No	
Mutual recognition agreements	Yes	Chiropractic regulators across Canada created a template for letters of standing and sharing of applicant information across jurisdictions.

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Emergency registration plans	No	
Technological or digital improvements	No	
Steps to address labour shortages in	No	

the profession or trade		
-------------------------	--	--

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:

--

B. Other identity-based or demographic data collected

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

Additional description:

--

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)	Information available in French upon request.

D. Membership Profile

Profession Name	Total Number of Members
Chiropractor	5498

Class of License	Total Number of Members	Number of Internationally Educated Members
Full / General/ Independent Practice	5062	1453
Inactive	251	64
Retired	185	30

Gender	Number of Members
Male	3146
Female	2352

Jurisdiction of Initial Training	Number of Members
----------------------------------	-------------------

Ontario	3918
Other provinces and territories	14
United States	1490
Other International	76

Country of Initial Training	Number of Members
Canada	3932
United States of America	1490
Australia	27
United Kingdom	19
France	1
New Zealand	26
South Africa	3

Official language of preference	Number of Members
English	5208
French	290

Racial identity (optional)	Number of Members
Not collected	5498

E. Data Notes

--

F. Applicant Profile

Profession Name	Total Number of Applicants
Chiropractor	187

Gender	Number of Applicants
Male	83
Female	104

Jurisdiction of Initial Training	Applications received in 2024	Applications with decisions pending (in progress at end of reporting year)
Ontario	139	0
United States	39	0
Other International	9	0

Country of Initial Training	Number of Applicants
Canada	139
United States of America	39
Australia	3
United Kingdom	1
South Africa	1
New Zealand	4

Official language of preference	Number of Applicants
English	182
French	5

Racial identity (optional)	Number of Applicants
Not collected	187

G. Data Notes

--

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2024. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	139	0	0
United States	39	0	0
Other International	9	0	0

I. New Registrants

For the 2024 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants	Number of internationally educated registrants
Full / General/ Independent Practice	187	48

J. Data Notes

--

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	2	2
United States	1	1

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
United States	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. Out of Practice for a Period of Time, Re-entering the General Class	2
2. Requesting exemption from examination requirement after practising in regulated jurisdiction	1

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

L. Data Notes

--

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.