

HEALTH PROFESSION REGULATORS OF ONTARIO

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The Health Profession Regulators of Ontario (HPRO) is a not-for-profit organization, incorporated in 1998 as the Federation of Health Regulatory Colleges of Ontario. Its members are the *Regulated Health Professions Act's (RHPA's)* 26 Colleges and the Registrars, who make up the Board of Directors. Collaboration and consensus are key for HPRO, helping its members live out its statement of purpose, "advancing excellence in public safety through collaboration of Ontario's health profession regulators". That is achieved through the following:

- Collaborating to develop common principles, guidelines, and tools to advance the regulation of health professions in the public interest
- Providing education and tools for training Councils, Committees, and Staff
- Sharing resources, approaches, and expertise, providing support for members and mentoring for new Registrars
- Providing a central point of contact for key stakeholders, e.g., Ministry of Health
- Engaging the public, informing them about the role of the regulator in the public interest

HPRO's leadership is thankful to all who support the work of HPRO, making a definitive difference in health profession regulation in Ontario.

WINDING DOWN—COVID-19 PANDEMIC

For the first time since March 3, 2020, HPRO's Board held an in-person meeting - Strategic Planning, facilitated by Deanna Williams (at the College of Chiropractors of Ontario on February 9th). The World Health Organization's May 5th statement that COVID-19 no longer constitutes a public health emergency of international concern, now allows everyone to reflect on that experience and to find ways to implement positive change for themselves and the greater good.



**Management
Committee Members:**

- Elinor Larney, Chair
- Dan Faulkner, Vice-Chair
- Judy Rigby, Treasurer
- Shenda Tanchak,
Member (Past President)
- as of October 6, 2022
- Maureen Boon, Member
- Joe Jamieson, Member -
as of October 6, 2022
- and
- Rod Hamilton, Member
until his passing on
August 11, 2022
(see Page 7)

CHAIR & MANAGEMENT COMMITTEE REPORT

This report covers HPRO’s corporate year from the June 1, 2022, Annual Meeting, reporting to the May 19, 2023, Annual Meeting.

STRATEGIC PLANNING

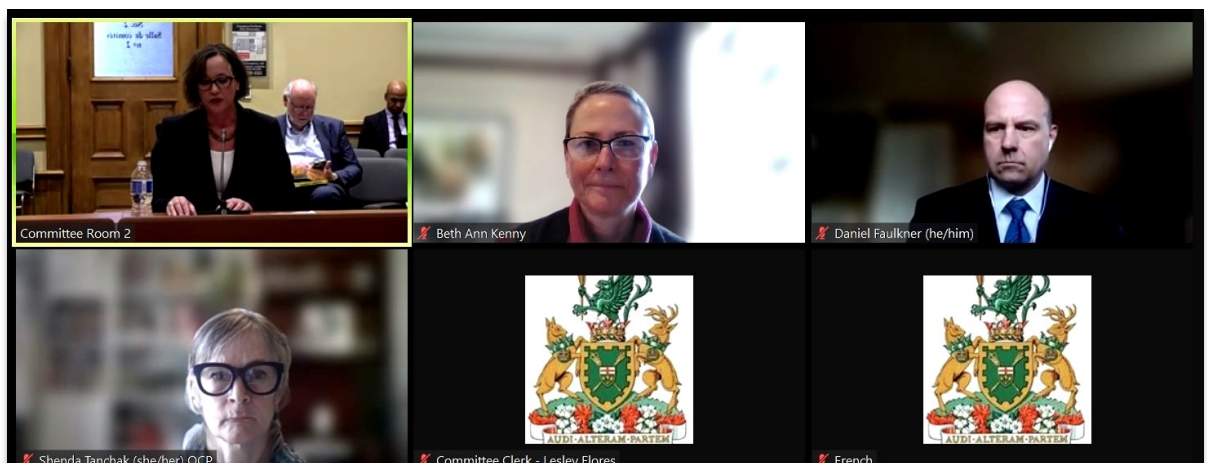
HPRO’s Board of Directors was able to dedicate time to strategic planning (see photo on first page). This follows priority planning preparation and an extensive review and update to HPRO’s By-Laws, ensuring consistency with the *Ontario Not-for-Profit Corporations Act* which took effect on October 19, 2021. Thanks are extended to Deanna Williams of Dundee Consulting Group Ltd. for facilitating the session and continuing to share her expertise.

FOCUS ON LEGISLATION

The 2022-2023 corporate year included many meetings and discussions related to new or potentially amended legislation in Ontario. Trends across Canada were also being monitored, particularly noting major changes to regulated health professional registration. Some of HPRO’s focus on legislation is highlighted below.

PRESENTATION TO STANDING COMMITTEE ON SOCIAL POLICY RE. BILL 60, YOUR HEALTH ACT, 2023

On March 21, 2023, Management Committee representative Maureen Boon presented in person to the Standing Committee on Social Policy on Bill 60, *Your Health Act, 2023*, with virtual support of Dan Faulkner and Shenda Tanchak. The presentation focused on certain aspects of the “as of right” provisions, sharing, “HPRO’s goal is to ensure that patients can be confident that the health professionals they see are safe, competent and professional, and that if something goes wrong, there is clear accountability.” HPRO’s support was offered with the hope to work with Government on regulations as the legislative process continues.



CHAIR & MANAGEMENT COMMITTEE REPORT (CONT.)

FEEDBACK ON BILL 106, PANDEMIC AND EMERGENCY PREPAREDNESS ACT, 2022

On June 9, 2022, HPRO wrote to the Ministry of Health’s Assistant Deputy Minister Sean Court regarding its Bill 106, *Pandemic and Emergency Preparedness Act, 2022*, regulation consultation, focusing on section six and issues such as language proficiency, timely registration decisions, and emergency class of certificates of registration. At the time of publication of this edition of “Highlights”, Colleges are completing their public consultation and internal regulation approval processes to include an “emergency class” of registration. HPRO’s Chair Elinor Larney wrote, “Be assured that HPRO’s member Colleges are committed to preventing any barriers to registration for healthcare professionals, recognizing the paramount need for regulators to fulfill their mandate to protect the public.”

COLLEGE PERFORMANCE MEASUREMENT FRAMEWORK (CPMF)

HPRO wrote to the Ministry of Health on December 7th to offer feedback on the 2022 CPMF reporting tool in anticipation of Colleges’ third annual submission of their CPMF reports which are made publicly available by each College as of March 31st each year. These reports were designed to help the public understand how well regulatory Colleges are doing their job and to help continually improve accountability, transparency, and oversight. A network of HPRO members met weekly to share information about their CPMF reports and how to adopt commendable practices, such as governance modernization reforms, from October 28, 2022, to March of 2023.

ANTI-RACISM IN HEALTH REGULATION PROJECT

The Anti-Racism in Health Regulation Project, led by Judy Rigby and supported by a nine-member Steering Committee and a Project Management Team from Graybridge Malkam, continued to advance the Project to assist Colleges in their work related to equity, diversity, and inclusion (EDI). A grant from the Federal Government’s Community Support, Multiculturalism, and Anti-Racism Initiatives (CSMARI) Program, announced on November 25, 2022, supports three areas:

1. An EDI framework and strategy to support sustainable current and future EDI initiatives and structural change in regulation;
2. An EDI self-assessment checklist and reporting tool; and
3. The development of an EDI toolkit, including internal training components for colleges.

As noted in the announcement, “This work will reach hundreds of college staff, Board and committee members, and ultimately, (hundreds of thousands of) regulated health professionals and their patients/clients.” Additionally, HPRO has committed to share the outcomes of this project with other provinces and territories to support their health profession regulators in their EDI journeys.

Thanks are extended to the Steering Committee members (see right), who have dedicated their time, energy, and expertise over the last two years.

Anti-Racism in Health Regulation Project Steering Committee:

Judy Rigby (CDTO), Chair
 Deborah Adams (CRPO)
 Brian Fehst (CKO)
 Naakai Garnette (CMTO)
 Zahra Grant (CMO)
 Tim Mbugua (COTO)
 Kevin McCarthy (CNO)
 Brian O’Riordan
 (CASLPO)
 Delia Sinclair Frigault
 (OCP)

CHAIR & MANAGEMENT COMMITTEE REPORT (CONT.)

MEETINGS WITH REGULATORY SECTOR ORGANIZATIONS/PRESENTATIONS :

- ADM Sean Court and ADM Karima Velji, Director Allison Henry, Manager Stephen Cheng, Manager Jason Maurier and others re. proposed legislation, the CPMF, governance modernization, and other government priorities
- David A. Wright, Ontario Physicians and Surgeons of Ontario Discipline Tribunal (OPSDT) Chair, on the newly formed process for hearings
- Christine Elliott, Counsel, Fasken re. insights on health regulatory sector
- Presentation by Richard Steinecke on “Reflections on Retirement”

HPRO MEMBER STAFF KEY AREA NETWORKS

Staff have access to Networks of College areas of activity, including:

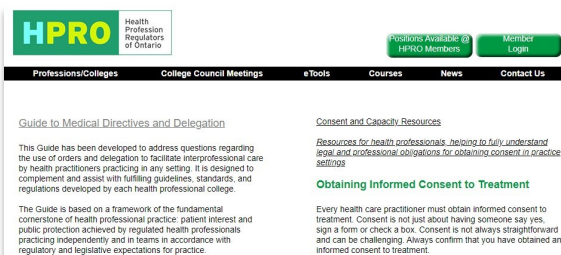
- Communications
- Compliance Monitoring
- Corporate Services
- Deputy Registrars
- Executive Assistants
- Investigations and Hearings
- Practice Advisors
- Quality Assurance
- Records Management
- Registration

EDUCATIONAL OPPORTUNITIES

HPRO’s members’ Boards/Councils, committees, and staff are provided with resources for orientation, education, and training, including:

- Governance Training (*see page 6*)
- Discipline Orientation Workshops (*see page 6*)
- Education for Health Professional Regulators of Ontario (EHPRO) (all aspects of the *RHPA* available online for members)
- Training Videos about Patient Sexual Abuse (available online for members)
- Communicators’ Day Conference (*see page 5*)

HPRO’S ONLINE RESOURCES



- **[Interprofessional Guide on the Use of Orders, Directives and Delegation for Regulated Health Professionals in Ontario](#)**
- **[Consent and Capacity Resources](#)**
- **[Positions available at HPRO Member Colleges](#)**
- **[Information on College Board of Directors/Council Meeting dates](#)**

COMMUNICATIONS COMMITTEE

HPRO’s Communications Committee, led by Chair Ryan Pestana, continues to focus on encouraging public use of HPRO’s public-facing website - ontariohealthregulators.ca (OHR) - which provides links to Colleges, specifically their public registers, information about complaints, and public consultations. This work is consistent with Colleges’ duty to promote and enhance relations between Colleges and the public. Included on that site are a number of featured stories that share trusted information about “regulated health professionals and the organizations that oversee them”. These articles and more are also featured through media outlets such as “Zoomer Marketing” and social media through Facebook.

In addition to that work, Colleges’ communications teams are supported through a Network for information-sharing and an annual Communicators’ Day Conference, which was held on December 1, 2022. This conference offered sessions on governance communications lessons (Ontario College of Teachers), using the CPMF as a new communications tool, genuine EDI communications, and Accessibility for Ontarians with Disabilities Act (AODA) compliance and accessible/inclusive communication.

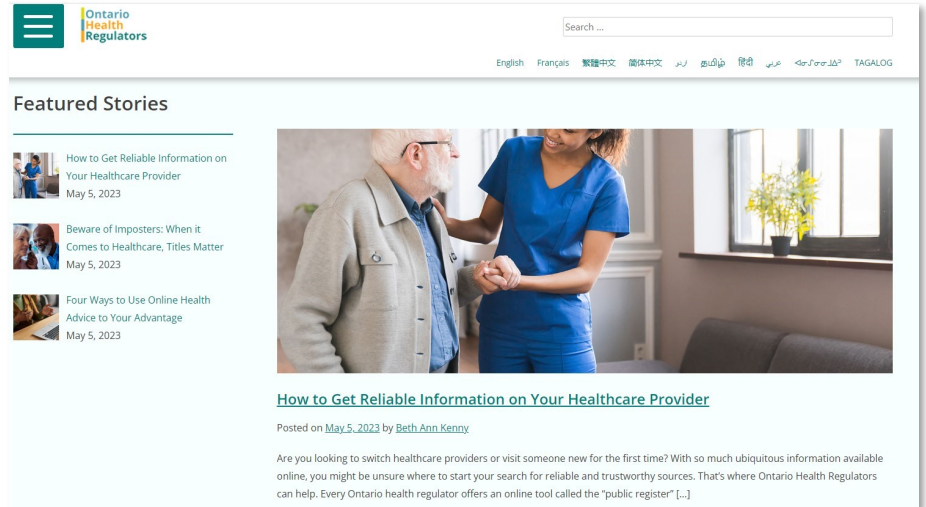
Communications Committee :

- Ryan Pestana, Chair (CMTO)
- Dave Bourne (OCP)
- Lynn Butler (CKO)
- Jef Ekins (CMRITO)
- Michelle Price (CMLTO)
- Mark Sampson (CPSO)
- Taylor Turner (College of Physiotherapists of Ontario)

Communicators’ Day Planning Subcommittee :

- Ryan Pestana, Chair (CMTO)
- Lynn Butler, CKO
- Michelle Price, CMLTO
- Taylor Turner (College of Physiotherapists of ON)

The OHR website features stories , written to inform the public about regulated health professionals and the organizations that oversee them



NOMINATIONS COMMITTEE

The Nominations Committee facilitated the call for nominations for HPRO’s Officers and Management Committee members as well as HPRO’s Committee membership appointments for the 2023-2024 year. As recognized each year, the dedication of volunteers and support from member Colleges is a most important and valued resource.

Nominations Committee:

- Linda Gough (CMRITO), Chair (to February 28, 2023)
- Carole Hamp (CRTO)
- Anne Zeng (CTCMPAO)

DISCIPLINE ORIENTATION COMMITTEE

Discipline Orientation Committee Members:

- Tina Langlois (CMRITO), Chair
- Genevieve Plummer (OCP)
- Ravi Prathivathi (CNO) (to August 2022)

Discipline Orientation Faculty:

- Luisa Ritacca (Stockwoods, LLP)
- Richard Steinecke (Steinecke Maciura LeBlanc) to December 31, 2022
- Julie Maciura (Steinecke Maciura LeBlanc) as of January 1, 2023

The Discipline Orientation Committee continues to deliver quality education and training programs, providing comprehensive orientation for regulatory adjudicators who will be panel members or chairs of discipline hearings. With virtual training options now available, HPRO is able to offer more opportunities for these training sessions.

Fall 2022 Workshops

- October 14 – Basic Session 46 registrants (18 Colleges represented)
- October 7 – Advanced Session 27 registrants (11 Colleges represented)

Spring 2023 Scheduled Workshops

- May 26 – Basic Session
- June 9 – Advanced Session

REASONS WRITING WORKSHOP

This is the second year that HPRO has provided an interactive workshop based on feedback from the Discipline Orientation sessions to enhance attendees’ abilities to write reasons for regulatory decisions. The session covers the identification of issues that need to be addressed, developing deliberation styles that provide content of the reasons, providing explanations for the decision made and wording those explanations persuasively, and more.

Sessions were held on June 20, 2022 (30 registrants from 11 Colleges) and October 7, 2022 (20 registrants from 10 Colleges).

GOVERNANCE TRAINING FOR RHPA COLLEGES



This webinar for College Staff, Council, and Committee Members focuses on Colleges’ core public interest functions, providing a comprehensive understanding of governance for regulators. Sessions were held on the mornings of November 3 and 10, 2022 (20 registered from 8 Colleges).

Richard Steinecke, past Faculty for HPRO’s Governance Training Workshops

TRANSITIONS

HPRO MEMBERS:

- **College of Denturists of Ontario: Roderick Tom-Ying** was appointed Registrar & CEO as of December 12, 2022, following a term as Acting Registrar when **Glenn Pettifer** became Registrar of the College of Dental Hygienists of Ontario (January 3, 2022).
- **College of Medical Radiation and Imaging Technologists of Ontario: Pree Tyagi** was appointed Registrar & CEO as of March 1, 2023, following the retirement of **Linda Gough**, effective February 28, 2023. Linda Gough had served as HPRO's longest-serving Past President - eight years in total.
- **College of Nurses of Ontario: Silvie Crawford** was appointed Executive Director & CEO, effective September 8, 2022. **Carol Timmings** has served as Acting Executive Director & CEO, effective April 1, 2022, following **Anne Coghlan's** retirement.
- **College of Physiotherapists of Ontario: Anita Ashton** was appointed Interim Registrar upon the passing of **Rod Hamilton** on August 11, 2022. It was announced on April 4, 2023, that **Craig Roxborough** would become Registrar, effective May 23, 2023.
- **College of Psychologists of Ontario: Tony DeBono** was appointed Registrar & Executive Director following **Rick Morris's** retirement, effective February 27, 2023.

REGULATORY SECTOR PARTNERS AND ORGANIZATIONS:

- **Richard Steinecke**, Steinecke Maciura LeBlanc, HPRO's legal counsel, retired on December 31, 2022. **Julie Maciura** was appointed counsel as of January 1, 2023.
- **Ministry of Health: Sylvia Jones** was announced as Ontario's Deputy Premier and Minister of Health following the June 2022 provincial election. On July 7th, **Karima Velji** was appointed Assistant Deputy Minister and Chief of Nursing and Professional Practice, replacing Sean Court.

RECOGNIZING THE PASSING OF ROD HAMILTON

It was with profound sadness that HPRO learned of the passing of Rod Hamilton on August 11, 2022. Having served on the Board for many years, Rod had joined the Management Committee on June 1st, and we were looking forward to his contributions, recognizing his extensive experience in regulation and his gentle, sincere, and straightforward way of sharing his knowledge and valued opinions.

This photo of Rod was taken during HPRO's last pre-pandemic meeting (March 3, 2020), when Rod shared his thoughts about the potential for major disruptions to life as we knew it. This was just another demonstration of Rod's insight and foresight, something we continue to miss, organizationally and individually.





Members:

[College of Audiologists and Speech-Language Pathologists of Ontario \(CASLPO\)](#)

[College of Chiropodists of Ontario \(COCOO\)](#)

[College of Chiropractors of Ontario \(CCO\)](#)

[College of Dental Hygienists of Ontario \(CDHO\)](#)

[College of Dental Technologists of Ontario \(CDTO\)](#)

[College of Denturists of Ontario](#)

[College of Dietitians of Ontario](#)

[College of Homeopaths of Ontario \(CHO\)](#)

[College of Kinesiologists of Ontario \(CKO\)](#)

[College of Massage Therapists of Ontario \(CMTO\)](#)

[College of Medical Laboratory Technologists of Ontario \(CMLTO\)](#)

[College of Medical Radiation and Imaging Technologists of Ontario \(CMRITO\)](#)

[College of Midwives of Ontario \(CMO\)](#)

[College of Naturopaths of Ontario \(CONO\)](#)

[College of Nurses of Ontario \(CNO\)](#)

[College of Occupational Therapists of Ontario \(COTO\)](#)

[College of Opticians of Ontario](#)

[College of Optometrists of Ontario](#)

[College of Physicians and Surgeons of Ontario \(CPSO\)](#)

[College of Physiotherapists of Ontario](#)

[College of Psychologists of Ontario](#)

[College of Registered Psychotherapists Therapists of Ontario \(CRPO\)](#)

[College of Respiratory Therapists of Ontario \(CRTO\)](#)

[College of Traditional Chinese Medicine Practitioners and
Acupuncturists of Ontario \(CTCMPAO\)](#)

[Ontario College of Pharmacists \(OCP\)](#)

[Royal College of Dental Surgeons of Ontario \(RCDSO\)](#)

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