

HEALTH PROFESSION REGULATORS OF ONTARIO

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Sharing highlights between HPRO’s 2024 and 2025 Annual Meetings.

The Health Profession Regulators of Ontario (HPRO) is a not-for-profit incorporated organization, which, since 1998, has brought together the Colleges under the *Regulated Health Professions Act’s (RHPA’s)*. There are currently 26 Colleges, representing 30 distinct professions, regulating almost 400,000 practicing healthcare professionals in the Province.

Ontario’s health profession regulators are committed to distinct purpose, to protect the public, making sure healthcare professionals are safe, ethical, and competent. HPRO exists to help Colleges do just that by **advocating for ongoing regulatory improvement that supports the public interest**. That’s our statement of purpose, and we fulfill that purpose through three priority areas:

- ⇒ **Government Relations**
- ⇒ **Equity, Diversity, and Inclusion (EDI)**
- ⇒ **Excellence in Member Services**

HPRO is able to do its work through the dedication of exceptional volunteers, including all College Registrars who make up the Board of Directors. Sincere appreciation is extended to our Officers and Board members and our Committee members and chairs, Network leads, and all who share their expertise. HPRO is staffed by a full-time Executive Director and other HPRO team members—more about our volunteers and support team on the pages that follow.



HPRO welcomed **Deputy Premier and Health Minister Sylvia Jones** to its Annual Meeting, held at the College of Chiropractors of Ontario (and by Teams virtually) on June 3, 2024.

**Management
Committee Members:**

Dan Faulkner,
Chair

Maureen Boon,
Vice-Chair

Shenda Tanchak,
Treasurer
(to August 30, 2024)

Elinor Larney,
Past Chair

Craig Roxborough,
Member

Melanie Woodbeck,
Member

Nicole Zwiers,
Member



Heartfelt thanks are extended to Dan Faulkner for his exemplary service and leadership throughout his two years as HPRO's Chair.

CHAIR & MANAGEMENT COMMITTEE REPORT

This report covers HPRO's corporate year from the June 3, 2024, Annual Meeting, reporting to the June 23, 2025, Annual Meeting.

MINISTRY OF HEALTH

HPRO was delighted to welcome the Hon. Sylvia Jones, Deputy Premier and Minister of Health, to our 2024 Annual Meeting. Joined by Assistant Deputy Minister Dr. Karima Velji, Director Allison Henry, and Stakeholder Relations Manager Abby Hourigan, the Minister thanked HPRO's members for their commitment, engagement, and implementing the regulation of healthcare professionals, ensuring professional competency, patient safety and public trust in the Province's healthcare providers.

HPRO raised issues with the Minister, including access to care, scopes of practice, and focusing on the patient experience. And Chair Dan Faulkner confirmed that "HPRO is prepared to be a partner as issues move forward," committing to be a valuable system partner in the health regulatory sector.

Following the provincial election, HPRO wrote to the Minister, congratulating her on her re-appointment and re-committing HPRO's support for the Ministry and inviting her to our 2025 Annual Meeting.

During the year, HPRO also wrote to the Government on a number of issues, including:

- RHPA College quarterly data collection processes
- "As of Right" rules legislation
- Submission to the Standing Committee on Finance and Economic Affairs re. Bill 2, *Protect Ontario Through Free Trade Within Canada Act, 2025*

HPRO has also appreciated the many opportunities for information-sharing and updates with Health Workforce Regulatory Oversight Branch Director Allison Henry, Strategic Regulatory Policy Unit Manager Stephen Cheng, Regulatory Oversight and Performance Unit Manager Jason Maurier, and their team members during a very active year.

With government relations being a priority, HPRO was also pleased to add Rubicon Strategy as registered lobbyists in 2024. HPRO's appreciation is extended to Sarah Letersky, Mustapha Khamissa, and Veronique Parry for their wise guidance and support.



*Hon. Sylvia Jones
at HPRO's 2024 Annual Meeting*

CHAIR & MANAGEMENT COMMITTEE REPORT (CONT.)

OFFICE OF THE FAIRNESS COMMISSIONER (OFC)

HPRO welcomed Ontario's Fairness Commissioner Irwin Glasberg and Director Ming-Young Tam to our June 3, 2024 Board of Directors Meeting. Mr. Glasberg shared, "The OFC and Colleges are in one ecosystem, needing to be efficient in registering health professionals." We discussed the OFC's risk registry, data collection, and areas for collaboration.

Those discussions continued throughout the year, with plans for a webinar series on data collection which should begin in the Summer of 2025.



*Fairness Commissioner
Irwin Glasberg
at HPRO's June 23,
2024 Board Meeting*



*HPRO's EDI Network
Co-Chair Michelle
Tremblay at our
June 23, 2024
Board Meeting*

EQUITY, DIVERSITY, AND INCLUSION (EDI)

Equity, diversity, and inclusion (EDI) is a priority area for HPRO. We are pleased to have an active and vibrant EDI Network, being led by Michelle Tremblay (RCDSO) and Preeya Singh (CASLPO). The Network meets for an hour most months to hear presentations, share information, and build resilience during an unprecedented time of challenges in the sector.

June 17, 2025, was the date of our EDI Network Conference, being held at The Hub (home of CDHO and CASLPO, College of Denturist of Ontario, and College of Dietitians of Ontario) with a virtual option. Session included a presentation by Elder Abuse Prevention Ontario on the prevention of elder abuse and ageism, an update from our Anti-Racism in Health Regulation consultants Graybridge Malkam on current trends and more about HPRO's equity impact assessment, and a panel focusing on the future of EDI in health regulation.

CANADIAN NETWORK OF AGENCIES OF REGULATION (CNAR)

In 2024, HPRO became a member of CNAR and we were pleased to have been a part of the October 2024 conference with Executive Director Beth Ann Kenny and Jennifer Hemeon of the Nova Scotia Regulated Health Professions Network sharing a Pecha Kucha presentation for the **Canadian Provincial and Territorial Network of Health Profession Regulators (CAPTNOPR)** entitled, "An Oxymoron: An Association of Regulators". HPRO is pleased to help organize CAPTNOPR and share information with HPRO-like organizations across the country.



CHAIR & MANAGEMENT COMMITTEE REPORT (CONT.)

CITIZEN ADVISORY GROUP (CAG)

The CAG brings patient and caregiver voices and perspectives to health care regulation in Ontario. Officially, as of March 17, 2025, the CAG is now being managed by HPRO. CPSO had been responsible for the CAG, following management by CPO who formed this patient feedback mechanism in 2015.

CAG Coordinator, Thamesha Tharmarajah provides administrative support and the CAG is led by a Committee, chaired by Delia Sinclair Frigault (OCP) with members Craig Roxborough (CPO—Past Chair), Nadja Gale (CMO), Tanya Terzis (CPSO), Cameron Thompson (RCDSO), and Kimberly Woodland (COTO).

Thanks are extended to CPSO for its support in the transition and to the dedicated regulators who are leading the program. Sincere appreciation is also extended to the CAG members themselves who provide all-important insight into the patient perspective.

QUALITY ASSURANCE NETWORK

Early in 2024, planning began for a Regulatory QA Event—“What’s Now? What’s New? What’s Next”—held on May 30, 2025. It was a wonderful success with over 100 people involved onsite at OCP or attending virtually. Featured speakers included Dr. Zubin Austin, Dr. Liz Wenghofer, Dr. Glenn Pettifer, and a panel discussion re. AI.



The Planning Group, right, included the following: Brian Fehst (CKO) - Lead, Bonnie

Wong (College of Dietitians of Ontario), Christina Van Sickle (OCSWSSW), Terri-Lynn Macartney (CDHO), Shelley Martin (CPO), Carole Chatalalsingh (College of Dietitians of Ontario), Claudia Frisch (CMTO), and Lesley Krempulec (OTO).

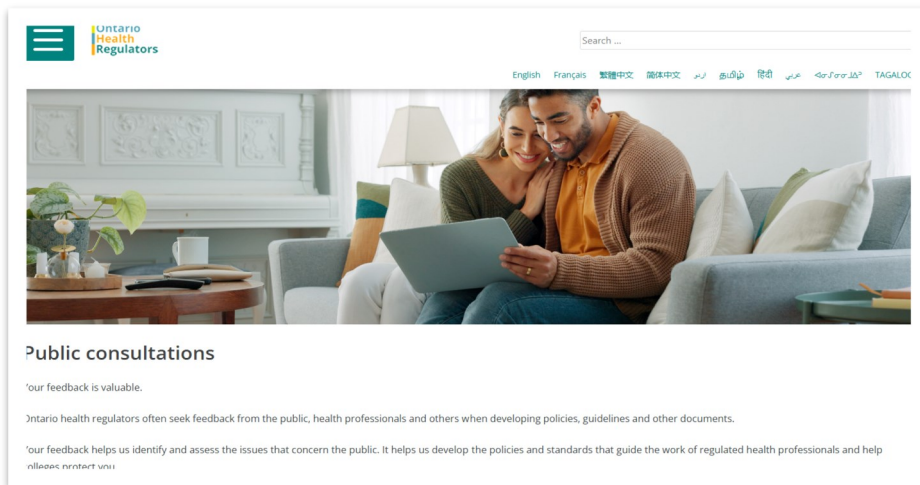
A FOCUS ON EXCELLENCE IN MEMBER SERVICES

HPRO has a focus, too, on excellence in member services. This is wide-ranging and incorporates some of the above, and much more happening every day behind the scenes.

HPRO’s leadership is thankful to all for their support, allowing us to continue to advocate for ongoing regulatory improvement that supports the public

COMMUNICATIONS COMMITTEE

HPRO's Communications Committee, led by Chair Michelle Price, focuses both on supporting Communications Network members and promoting the public-facing website ontariohealthregulators.ca (OHR). This site provides links to Colleges' general information for the public, their public registers, information about complaints, articles of interest, and public consultations.



Colleges have a duty to promote and enhance relations between Colleges and the public, and this site supports those efforts.

The Communications Network enjoyed two education events during the past year:

- **July 24, 2024** — “It’s All About Race: Developing Raced-Based Data in Your Organization” workshop led by Brie Berry Crossfield
- **February 6, 2025** — Communicators’ Half-Day Conference, featuring
 - * “Practical Tools and Tactics for AODA Compliance” by Matisse Hamel-Nelis (ADS, CPACC)
 - * “What You Should Know About Launching a New Public Register” by the team at CMLTO
 - * “Health Professions Discipline Tribunal (HPDT)—What It Is and How It Works (from the Communications Perspective)” by David Wright, HPDT Chair

Communications Committee:

- Michelle Price, Chair (CMLTO)
- Jef Ekins (CMRITO)
- Maria Feldman (CMTO) (to February 7, 2025)
- Victoria Marshall (CMO)
- Mark Sampson (CPSO) (to March 4, 2025)
- Amandine Viaud (RCDSO)

Communicators’ Network Event Planning Subcommittee :

- Michelle Price (CMLTO)
- Amandine Viaud (RCDSO)

NOMINATIONS COMMITTEE

The Nominations Committee facilitated the call for nominations for HPRO's Officers and Management Committee members

Nominations Committee:

- Elinor Larney (COTO), Chair
- Carole Hamp (CRTO)
- Kelly Dobbin (CMO)
- Nancy Leris (CKO)

DISCIPLINE ORIENTATION COMMITTEE

Discipline Orientation
Committee Members:

- Tina Langlois (CMRITO), Chair (to November 2024)
- Genevieve Plummer (OCP)
- Cara Moroney (COTO)

Discipline Orientation
Faculty:

- Luisa Ritacca (Stockwoods, LLP)
- Julie Maciura (SML-Law) through 2024
- Rebecca Durcan (SML-Law) beginning 2025

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. Sessions continue to be held virtually, consistent with Colleges’ practices.

Sessions continue to be held twice each year.

Fall 2024 Workshops

- October 24 – Basic Session: 29 registrants (10 Colleges)
- November 14 – Advanced Session: 13 registrants (9 Colleges)

Spring 2025 Workshops

- May 5 – Basic Session: 9 registrants (5 Colleges)
- May 8 – Advanced Session: 12 registrants (3 Colleges)

REASONS WRITING WORKSHOP

HPRO provides an interactive workshop that directly addresses a major subject from the Discipline Orientation sessions — writing 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.

Julie Maciura serves as faculty for workshop.

November 5, 2024 Workshop – 19 registrants (7 Colleges)

GOVERNANCE TRAINING FOR RHPA COLLEGES

This two half-day webinar for College Staff, Board/Council, and Committee Members focuses on Colleges’ core public interest functions, providing a comprehensive understanding of governance for regulators. This includes the concept of governance, setting goals and strategies, fiduciary obligations, and a focus on the roles of various members of the governors and staff at Colleges.

Faculty for this training is Julie Maciura.

September 19 & 26, 2024 – 27 registrants (9 Colleges)

April 16 & 23, 2025 – 12 registrants (5 Colleges)



TRANSITIONS

HPRO MEMBERS:

- **College of Audiologists and Speech-Language Pathologists of Ontario (CASLPO):** Margaret Drent became CASLPO's Registrar when **Brian O'Riordan** retired on January 17, 2025.
- **College of Occupational Therapists of Ontario (COTO):** on February 28, 2025, **Elinor Larney** announced her retirement, planned for July 2025.
- **College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario (CTCMPAO):** **Sean Cassman**, who was serving as Acting Registrar and CEO since February 1, 2024, was officially appointed Registrar and CEO, effective August 1, 2024.
- **Ontario College of Pharmacists (OCP):** **Shenda Tanchak** left her role as Registrar and CEO, effective March 17, 2025; **Susan James** has been serving as OCP's Director on HPRO's Board in her role of Acting Registrar with Thomas Custers is serving as OCP's Acting CEO.

HPRO:

- **Affiliate Program:** HPRO initiated a program to allow non-RHPA regulators to access benefits of HPRO. In 2024, the **Ontario College of Social Workers and Social Service Workers (OCSWSSW), Registrar & CEO Denitha Breau**, joined the program.
- **Citizen Advisory Group (CAG):** in 2025, HPRO assumed the management of the CAG, contracting its first **CAG Coordinator, Thamesha Tharmarajah**. The CAG is led by a Committee, chaired by **Delia Sinclair Frigault (OCP)** with members **Craig Roxborough (CPO—Past Chair)**, **Nadja Gale (CMO)**, **Tanya Terzis (CPSO)**, **Cameron Thompson (RCDSO)**, and **Kimberly Woodland (COTO)**.
- **Ontario Regulators for Access Consortium (ORAC):** in 2025, ORAC transitioned to HPRO's **Registration Network**, led by **Deborah Cohen [Health and Supportive Care Providers Oversight Authority (HSCPOA)]**, and **Alicia Lockey (CMTO)**, and **Fiona Teape (CKO)**.

HPRO NETWORKS

College staff have access to Networks that focus on key areas of College activity:

- | | |
|---|----------------------------------|
| • CPMF (with no changes to the CPMF in 2024/2025, the Network did not meet) | • Investigations and Hearings |
| • Communications | • Patient Relations |
| • Corporate Services | • Policy Advisors |
| • Deputy Registrars | • Practice Advisors |
| • EDI | • Quality Assurance |
| • Enterprise Risk Management and Business Continuity | • Registration (Previously ORAC) |
| • Executive Assistants | |



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 (CPO)

College of Psychologists and Behaviour Analysts of Ontario (CPBAO)

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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