

# Fair Registration Practices Report

## Audiologists and Speech-Language Pathologists (2018)

The answers seen below were submitted to the OFC by the regulated professions.

This Fair Registration Practices Report was produced as required by:

- the Fair Access to Regulated Professions and Compulsory Trades Act (FARPACTA) s. 20 and 23(1), for regulated professions named in Schedule 1 of FARPACTA
- the Health Professions Procedural Code set out in Schedule 2 of the Regulated Health Professions Act (RHPA) s. 22.7 (1) and 22.9(1), for health colleges.

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### 1. Qualitative Information

#### a) Requirements for registration, including acceptable alternatives

##### i. Describe any improvements / changes implemented in the last year.

No changes this year

##### ii. Describe the impact of the improvements / changes on applicants.

No changes this year

##### iii. Describe the impact of the improvements / changes on your organization.

No changes this year

#### b) Assessment of qualifications

##### i. Describe any improvements / changes implemented in the last year.

No changes this year

##### ii. Describe the impact of the improvements / changes on applicants.

No changes this year

##### iii. Describe the impact of the improvements / changes on your organization.

No changes this year

#### c) Provision of timely decisions, responses, and reasons

**i. Describe any improvements / changes implemented in the last year.**

The timelines for providing decisions has been adjusted this year. For less complex domestically educated applicants the assessment process became quicker. For the more complex international applications, the assessment process became longer.

**ii. Describe the impact of the improvements / changes on applicants.**

All applicants have a more realistic expectation of the time it takes to receive a registration response or decision.

**iii. Describe the impact of the improvements / changes on your organization.**

The organization is fielding less calls about an applications status now that we have established the new timelines.

**d) Fees**

**i. Describe any improvements / changes implemented in the last year.**

In 2018, we made the following changes to our fees:

1. Registration fee - decreased from \$200 to \$50.
2. Initial Certificate Annual fee - increased from \$368 to \$750.

**ii. Describe the impact of the improvements / changes on applicants.**

This change does not appear to have had any impact on applicants.

**iii. Describe the impact of the improvements / changes on your organization.**

The fee increase has allowed CASLPO to stay on budget without the need to use reserve funds.

**e) Timelines**

**i. Describe any improvements / changes implemented in the last year.**

In 2018, CASLPO produced two timeline charts for applicants, one for international applications and another for Canadian applications. By separating these timelines, the College has been able to identify more realistic metrics for processing timelines .

**ii. Describe the impact of the improvements / changes on applicants.**

Applicant expectations regarding timelines have become more realistic.

**iii. Describe the impact of the improvements / changes on your organization.**

Staff in the registration services department are better able to manage and meet all the expectations of applicants.

**f) Policies, procedures and/or processes, including by-laws**

**i. Describe any improvements / changes implemented in the last year.**

No changes this year

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**g) Resources for applicants**

**i. Describe any improvements / changes implemented in the last year.**

The College updated the application materials for International Applicants in both French and English. The new guidelines provide more detailed information about the application process in a plain language format.

The College added frequently asked questions to our website specifically directed to Internationally educated applicants currently applying for CASLPO registration and individuals who are planning to study outside of Canada and return to Ontario for work in the future.

**ii. Describe the impact of the improvements / changes on applicants.**

International applicants are submitting documents with less errors as a result of these changes.

Applicants are able to get answers to some of their questions, without calling or emailing the College. Applicants are now better able to understand the necessary steps to obtaining a certificate of registration from CASLPO.

**iii. Describe the impact of the improvements / changes on your organization.**

It is our intention to reduce the amount of staff time spent answering emails and telephone calls about the registration process by utilizing these additional resources. We have not had the opportunity to measure the impact of the addition of these new resources.

**h) Review or appeal processes**

**i. Describe any improvements / changes implemented in the last year.**

At each Registration Committee meeting, the agenda includes a declaration/acknowledgement of bias.

The Committee recognizes the importance of acknowledging any biases that may exist and creating an openness and willingness to communicate and discuss bias without being judged or ostracised.

Taking the time to label and name the types of biases that can occur will help to raise the awareness among Registration Committee members about how these biases can influence decision-making and help to mitigate these biases.

**ii. Describe the impact of the improvements / changes on applicants.**

Mitigating bias in decision-making helps to ensure that applicants are treated fairly.

**iii. Describe the impact of the improvements / changes on your organization.**

Bias may affect decisions in areas other than Registration. As a result of the Registration Committee's initiative, Bias training was made available to the College's entire Council and staff members in the College's Quality Assurance and Professional Conduct departments.

**i) Access to applicant records**

**i. Describe any improvements / changes implemented in the last year.**

No changes this year

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**j) Training and resources for registration staff, Council, and committee members**

**i. Describe any improvements / changes implemented in the last year.**

The Registration Committee members received an orientation session during their November meeting. The Orientation included the following Office of the Fairness Commissioner (OFC) learning modules:

Module 2: Part 1 - Applying Fair-Access Law

Module 2: Part 2: Applying Fair-Access Law in Scenarios

**ii. Describe the impact of the improvements / changes on applicants.**

Applicants will benefit from a more mindful approach by College staff and the Registration Committee to be transparent, objective, impartial and fair.

**iii. Describe the impact of the improvements / changes on your organization.**

College staff and the Committee have an enhanced understanding of their duties under the *Regulated Health Professions Act* and Ontario's fair-access law.

**k) Mutual recognition agreements**

**i. Describe any improvements / changes implemented in the last year.**

No changes this year

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**I) Other (include as many items as applicable)**

**i. Describe any improvements / changes implemented in the last year.**

No changes this year

**ii. Describe the impact of the improvements / changes on applicants.**

No changes this year

**iii. Describe the impact of the improvements / changes on your organization.**

No changes this year

**Describe any registration-related improvements/changes to your enabling legislation and/or regulations in the last year**

Ontario Regulation 261/18: Information Prescribed Under Subsection 23 (2) of the Health Professions Procedural Code came into force on May 1, 2018.

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## 2. Quantitative Information

**a) Languages**

Indicate the languages in which application information materials were available in the reporting year.

Language	Yes/No
English	Yes
French	Yes

**Other (please specify)**

**Additional comments:**

The College is working to update our application materials. Once the updates are completed, we will also post an updated French translation for each package. Currently, we have an updated Initial Application Package for International Graduates that is available in French.

**b) Gender of applicants**

Indicate the number of applicants in each category as applicable.

Gender	Number of Applicants
Male	21
Female	248
None of the above	0

**Additional comments:**

**c) Gender of members**

Indicate the number of members in each category as applicable. Select the option that best corresponds to the terminology used by your organization.

Gender	Number of Members
Male	268
Female	3973
None of the above	0

Additional comments:

**d) Jurisdiction where applicants obtained their initial education**

Indicate the number of applicants by the jurisdiction where they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
128	43	28	Australia 15	0	240
			Brazil 1		
			China 1		
			Egypt 2		
			India 12		
			Jordan 1		
			Pakistan 1		
			Philippines 1		
			Scotland 2		
			S. Africa 1		
			U.K. 4		
			n/a 0		
			Total 41		

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

Additional comments:

**e) Jurisdiction where applicants who became registered members obtained their initial education**

Indicate the number of applicants who became registered members in the reporting year by the jurisdiction where they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
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Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
119	37	17	Australia 4 Brazil 1 India 7 Philippines 1 Scotland 1 U.K. 2 Total 16	0	189

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

**Additional comments:**

#### f) Jurisdiction where members were initially trained

Indicate the total number of registered members by jurisdiction where they obtained their initial education<sup>1</sup> in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
2221	567	1149	Argentina 4 Australia 85 Belarus 2 Belgium 4 Brazil 5 Bulgaria 1 Chile 1 Colombia 7 Egypt 6 France 1 India 49 Iran 7 Ireland 5 Israel 1 Japan 1 Jordan 4 New Zealand 2 Pakistan 1 Palestinian Territory, Occupied 1 Philippines 3 Poland 1 Romania 1 Russia 3	0	4241

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Scotland 9		
			Serbia 1		
			S. Africa 44		
			Ukraine 1		
			U.K. 54		
			Total 304		

<sup>1</sup> Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

**Additional comments:**

**g) Applications processed**

Indicate the number of applications your organization processed in the reporting year:

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
<b>New applications received</b>	128	43	28	41	0	<b>240</b>
<b>Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)</b>	136	50	40	55	0	<b>281</b>
<b>Inactive applicants (applicants who had no contact with your organization in the reporting year)</b>	0	0	0	0	0	<b>0</b>
<b>Applicants who met all requirements and were authorized to become members but did not become members</b>	0	0	0	0	0	<b>0</b>
<b>Applicants who became FULLY registered members</b>	119	37	17	16	0	<b>189</b>
<b>Applicants who were authorized to receive an alternative class of licence<sup>3</sup> but were not issued a licence</b>	0	0	0	0	0	<b>0</b>
<b>Applicants who were issued an alternative class of licence<sup>3</sup></b>	115	21	20	15	0	<b>171</b>

<sup>1</sup> An alternative class of licence enables its holder to practice with limitations, but additional requirements must be met in order for the member to be fully licensed.

**Additional comments:**

**h) Classes of certificate/license**

Indicate and provide a description of the classes of certificate/license offered by your organization.

You must specify and describe at least one class of certificate/license (on line a) in order for this step to be complete.

#	Certification	Description
a)	General	<p style="text-align: center;"><b>Description (a)</b></p> <div style="border: 1px solid black; padding: 5px; text-align: center;"> <b>Requirements for Issuance of Certificate of</b> </div>

## Registration, Any Class

### Requirements for certificate of registration, any class

3. An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:
  1. The applicant must provide details of any of the following that relate to the applicant:
    - i. A conviction for a criminal offence.
    - ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction.
    - iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
    - iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
    - v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession.
    - vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
  2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body confirming that the applicant is in good standing.
  3. If the applicant has ceased being registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.
  4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.

5. The applicant must be able to speak, read and write either English or French with reasonable fluency.
6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,
  - i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,
  - ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and
  - iii. will display an appropriate professional attitude.
7. At the Registrar's request, the applicant must undergo a criminal background check. O. Reg. 21/12, s. 3.

### **Registration requirements**

5. (1) The following are non-exemptible registration requirements for a general certificate of registration:

1. The applicant must have a professional master's degree in audiology or speech-language pathology or both from,
  - i. a Canadian university program accredited by the Council for Accreditation of Canadian University Programs in Audiology and Speech-Language Pathology or by another accrediting body approved by the Council for that purpose, or
  - ii. a university program, other than one referred to in subparagraph i, that is determined by a panel of the Registration Committee, in accordance with subsection (2), to be equivalent to a program referred to in that subparagraph.
2. The applicant must be a Canadian citizen or a permanent resident of Canada or be authorized by the *Immigration and Refugee Protection Act* (Canada) to engage in the practice of the profession.

(2) For the purposes of subparagraph 1 ii of subsection (1), a university program is equivalent to a program referred to in subparagraph 1 i of subsection (1) if the program contains the following:

1. 270 hours of coursework in basic communication processes which include,
  - i. the anatomic and physiologic basis for normal development and use of speech, language and

		<p>hearing,</p> <ul style="list-style-type: none"> <li>ii. physical bases and processes of the production and perception of speech, and</li> <li>iii. perceptual processes and psycholinguistic variables related to normal development and use of speech, language and hearing.</li> </ul> <p>2. 200 hours of coursework in related areas which include,</p> <ul style="list-style-type: none"> <li>i. study of human behaviour, both normal and abnormal,</li> <li>ii. statistics, and</li> <li>iii. administrative organization of programs in speech language pathology or audiology or both.</li> </ul> <p>3. 360 hours of coursework, at a standard satisfactory to the Registration Committee, in the major professional area which provides in-depth study of,</p> <ul style="list-style-type: none"> <li>i. disorders of speech and language or of hearing functioning, and</li> <li>ii. clinical evaluation and treatment of communication disorders.</li> </ul> <p>4. 90 hours of coursework in the minor professional area which provides study in audiology for speech-language pathology majors and study in speech-language pathology for audiology majors.</p> <p>5. 300 hours of supervised university accredited clinical practicum with both children and adults representing a wide variety of communication disorders in the area in which registration is sought and consisting of,</p> <ul style="list-style-type: none"> <li>i. at least 225 hours of experience within the major professional area, and</li> <li>ii. a minimum of 20 hours in the minor area. O. Reg. 21/12, s. 5 (2).</li> </ul> <p>(3) It is a requirement for a general certificate of registration that the applicant have held an initial certificate of registration for the length of time required under section 10 or have satisfactorily completed two years of professional practice in another jurisdiction.</p>
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<b>b)</b>	Initial	<p style="text-align: center;"><b>Description (b)</b></p> <p style="text-align: center;"><b>Requirements for Issuance of Certificate of Registration, Any Class</b></p>
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**Requirements for certificate of registration, any class**

3. An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:
  1. The applicant must provide details of any of the following that relate to the applicant:
    - i. A conviction for a criminal offence.
    - ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction.
    - iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
    - iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
    - v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession.
    - vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.
  2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body confirming that the applicant is in good standing.
  3. If the applicant has ceased being registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.
  4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.

5. The applicant must be able to speak, read and write either English or French with reasonable fluency.
6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,
  - i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,
  - ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and
  - iii. will display an appropriate professional attitude.
7. At the Registrar's request, the applicant must undergo a criminal background check.

**Initial Certificates**

**Registration requirements**

8. (1) The following are non-exemptible registration requirements for an initial certificate of registration:
  1. Subject to subsection (2), the applicant must satisfy the non-exemptible requirements for a general certificate of registration as set out in subsections 5 (1) and (2).
  2. The applicant must provide the Registrar with proof that he or she has an offer of employment in Ontario as an audiologist or speech-language pathologist.
- (2) The Registrar may issue an initial certificate of registration to an applicant who has not completed the coursework or clinical practicum hours, or both, in a minor area of study if the applicant undertakes to complete the coursework and clinical practicum hours, as the case may be, during the term of the initial certificate of registration.

**Description (c)**

**Requirements for Issuance of Certificate of Registration, Any Class**

**Requirements for certificate of registration, any class**

3. An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:

		<p>5. The applicant must be able to speak, read and write either English or French with reasonable fluency.</p> <p>6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,</p> <ol style="list-style-type: none"> <li>i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,</li> <li>ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and</li> <li>iii. will display an appropriate professional attitude.</li> </ol> <p>7. At the Registrar's request, the applicant must undergo a criminal background check.</p> <p style="text-align: center;"><b>Initial Certificates</b></p> <p style="text-align: center;"><b>Registration requirements</b></p> <p>8. (1) The following are non-exemptible registration requirements for an initial certificate of registration:</p> <ol style="list-style-type: none"> <li>1. Subject to subsection (2), the applicant must satisfy the non-exemptible requirements for a general certificate of registration as set out in subsections 5 (1) and (2).</li> <li>2. The applicant must provide the Registrar with proof that he or she has an offer of employment in Ontario as an audiologist or speech-language pathologist.</li> </ol> <p>(2) The Registrar may issue an initial certificate of registration to an applicant who has not completed the coursework or clinical practicum hours, or both, in a minor area of study if the applicant undertakes to complete the coursework and clinical practicum hours, as the case may be, during the term of the initial certificate of registration.</p>
c)	Non-Practising	<p style="text-align: center;"><b>Description (c)</b></p> <p style="text-align: center;"><b>Requirements for Issuance of Certificate of Registration, Any Class</b></p> <p style="text-align: center;"><b>Requirements for certificate of registration, any class</b></p> <p>3. An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:</p>

1. The applicant must provide details of any of the following that relate to the applicant:

i. A conviction for a criminal offence.

ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction.

iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession.

vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body confirming that the applicant is in good standing.

3. If the applicant has ceased being registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.

4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.

5. The applicant must be able to speak, read and write either English or French with reasonable fluency.

6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,

- i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,
- ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and
- iii. will display an appropriate professional attitude.

7. At the Registrar's request, the applicant must undergo a criminal background check.

**Non-Practising Certificates**

**Registration requirements**

12. The following are non-exemptible registration requirements for a non-practising certificate of registration:

1. The applicant must,

- i. hold a general certificate of registration and be in good standing with the College, or
- ii. be eligible to be issued a general certificate of registration.

2. The applicant must have completed a minimum of two years of practice within the scope of the profession.

**Description (d)**

**Requirements for Issuance of Certificate of Registration, Any Class**

**Requirements for certificate of registration, any class**

3. An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:

1. The applicant must provide details of any of the following that relate to the applicant:

- i. A conviction for a criminal offence.
- ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction.

iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the

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profession or another health profession.

iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession.

vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body confirming that the applicant is in good standing.

3. If the applicant has ceased being registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.

4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.

5. The applicant must be able to speak, read and write either English or French with reasonable fluency.

6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,

i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,

ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and

iii. will display an appropriate professional attitude.

7. At the Registrar's request, the applicant must undergo a criminal background check.

### **Academic Certificates**

**Registration requirements**

**16.** The following are non-exemptible registration requirements for an academic certificate of registration:

1. The applicant must satisfy the non-exemptible requirements for a general certificate of registration as set out in subsections 5 (1) and (2).
2. The applicant must have an appointment to the academic staff of a post-secondary institution to teach or conduct research in audiology or speech-language pathology or both.

**Description (e)**

**Requirements for Issuance of Certificate of Registration, Any Class**

**Requirements for certificate of registration, any class**

**3.** An applicant must satisfy the following registration requirements for the issuance of a certificate of registration of any class:

1. The applicant must provide details of any of the following that relate to the applicant:

i. A conviction for a criminal offence.

ii. A conviction for an offence related to the regulation of the practice of the profession in Ontario or in any other jurisdiction.

iii. A finding of professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

iv. A current proceeding for professional misconduct, incompetency or incapacity in Ontario in relation to another health profession or in any other jurisdiction in relation to the profession or another health profession.

v. A denial of registration, licensure or similar status by a regulatory body in Ontario that is responsible for the regulation of another health profession or by a regulatory body in another jurisdiction that is responsible for the regulation of the profession or another health profession.

vi. A revocation or suspension of registration, licensure or similar status in Ontario in relation to

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another health profession or in any other jurisdiction in relation to the profession or another health profession.

2. If the applicant is registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body confirming that the applicant is in good standing.
3. If the applicant has ceased being registered with a body responsible for the regulation of a health profession, the applicant must provide a certificate, letter or other evidence acceptable to the College from the regulatory body indicating that the applicant was in good standing at the time he or she ceased being registered.
4. The applicant must provide proof that he or she has professional liability insurance in the amount and in the form as required by the by-laws.
5. The applicant must be able to speak, read and write either English or French with reasonable fluency.
6. The applicant's past and present conduct must afford reasonable grounds for the belief that the applicant,
  - i. does not have a physical or mental condition or disorder that could affect his or her ability to practise the profession in a safe manner,
  - ii. will practise the profession with decency, integrity and honesty and in accordance with the law, and
  - iii. will display an appropriate professional attitude.
7. At the Registrar's request, the applicant must undergo a criminal background check.

### **Teaching Certificates**

#### **Registration requirements**

**19.** (1) The following are non-exemptible registration requirements for a teaching certificate of registration:

1. One of the following circumstances must exist:
  - i. The applicant holds a graduate degree in speech-language pathology or audiology and the applicant is qualified to practise as an audiologist or speech-language pathologist in his or her resident jurisdiction.
  - ii. The applicant holds a degree, other than one referred to in subparagraph i, that is determined by a panel of the Registration Committee, in accordance

with subsection (2), to be equivalent to a degree referred to in that subparagraph.

2. The applicant must have been invited to teach or conduct research for a limited duration by an institution referred to in Schedule 1.

3. A member who holds either a general certificate of registration or an academic certificate of registration must have undertaken the supervision of the applicant and that person is responsible for providing continuing care for patients attended to by the applicant in Ontario.

(2) For the purposes of subparagraph 1 ii of subsection (1), a degree is equivalent to a graduate degree referred to in subparagraph 1 i of subsection

(1) if the degree is awarded as a result of the successful completion of a university program that meets the requirements set out in subsection 5 (2).

**Additional comments:**

**i) Reviews and appeals processed**

State the number of reviews and appeals your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

Jurisdiction where applicants were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)

from January 1 <sup>st</sup> to December 31 <sup>st</sup> of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee	1	2	13	20	0	36
Applicants who initiated an appeal of a registration decision	0	0	0	0	0	0
Appeals heard	0	0	0	0	0	0
Registration decisions changed following an appeal	0	0	0	0	0	0

**Additional comments:**

### j) Paid staff

In the table below, enter the number of paid staff employed by your organization in the categories shown, on December 31 of the reporting year.

When providing information for each of the categories in this section, you may want to use decimals if you count your staff using half units. For example, one full-time employee and one part-time employee might be equivalent to 1.5 employees.

You can enter decimals to the tenths position only. For example, you can enter 1.5 or 7.5 but not 1.55 or 7.52.

Category	Staff
<b>Total staff employed by the regulatory body</b>	14
<b>Staff involved in appeals process</b>	4.6
<b>Staff involved in registration process</b>	4.6

**Additional comments:**

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## 3. Submission

**I hereby certify that:**

**Name of individual with authority to sign on behalf of the organization:**

Brian O'Riordan

**Title:**

Registrar

**Date:**

2019/03/01

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