

ON THE record

VOLUME 14 ISSUE 3

FALL 2014



Reflection on 20 Years

Réflexion sur 20 années

Am I Going to Discipline?

2014 Annual Registration Renewal Statistics



College of Occupational Therapists of Ontario
Ordre des ergothérapeutes de l'Ontario

ON THE record

VOLUME 14 ISSUE 3

Publications Account: 1479830

On the Record is printed on recycled paper using vegetable-based inks.

ON THE RECORD IS PUBLISHED THREE TIMES PER YEAR BY THE COLLEGE OF OCCUPATIONAL THERAPISTS OF ONTARIO

Contents

Promoting Competent Practice *Applying principles of competent practice*

Reflection on 20 Years..... 3

Réflexion sur 20 années 4

Internationally Educated OTs and Jurisprudence in Canada: An Update 5

New: Non-Clinical Re-Entry Program..... 6

Re-entry: Non-clinical to Clinical 7

Am I Going to Discipline?..... 8

Q&A 10

Committed to ideal of inter-professional collaboration..... 11

Just The Facts: Statistics and OT Practice

Annual Registration Renewal 2014 Statistics 12

College News

Suspensions and Revocations..... 14

Council Highlights..... 15

Fall Education Sessions..... 15



Registrar Elinor Larney addresses attendees at the College's 20th anniversary celebration in December 2013.

Letters to the Editor

To express your views on editorial content or any College matter, please contact the Editor by mail, phone or email:

Jeff Payette
Communications Coordinator

College of Occupational Therapists of Ontario
20 Bay Street, Suite 900
P.O. Box 78
Toronto, Ontario M5J 2N8
Phone: 416-214-1177 ext 222
Toll Free: 1-800-890-6570
Fax: 416-214-1173
Email: jpayette@coto.org

Council Officers and Chairs

- Jane Cox**, *President*
Shannon Gouchie, *Vice President*
Upali Obeyesekere, *Member at Large, Finance*
Maria Lee, *Member at Large, Education*
Carol Micras, *Chair, Registration Committee*
Marie Eason Klatt, *Chair, Inquiries, Complaints & Reports Committee*
Angie Mandich, *Chair, Discipline Committee*
Angie Mandich, *Chair, Quality Assurance Committee*
Julie Entwistle, *Chair, Fitness to Practise Committee*
Sharon Kular, *Chair, Patient Relations Committee*

College Staff

Karen Giallelis,
Quality Programs Associate
Extension 239, kgiallelis@coto.org

Anita Jacobson,
Practice Resource Liaison
Extension 240, practice@coto.org

Wendy A. Joseph,
Executive Assistant, Deputy Registrar
Extension 228, wjoseph@coto.org

Lisa Anne LaBillois,
Finance and Operations Associate
Extension 221, llabillois@coto.org

Elinor Larney,
Registrar
Extension 233, elarney@coto.org

Marnie Lofsky,
Manager, Quality Programs
Extension 227, mlofsky@coto.org

Tim Mbugua,
Policy Analyst
Extension 246, tmbugua@coto.org

Jennifer McDonald
Associate, Investigations & Resolutions
Extension 234, jmcDonald@coto.org

Brandi Park,
Manager, Registration
Extension 229, bpark@coto.org

Jeff Payette
Communications Coordinator
Extension 222, jpayette@coto.org

Sue Price
Registrant Services Associate
Extension 224, sprice@coto.org

Alison Reynolds
Registrant Services Associate
Extension 254, areynolds@coto.org

Serena Shastri-Estrada
Practice Resource Liaison
Extension 248, sshastri-estrada@coto.org

Gillian Slaughter,
Manager, Investigations & Resolutions
Extension 223, gslaughter@coto.org

Jewelle Smith-Johnson
Director of Operations & Communications
Extension 226, jsmith-johnson@coto.org

Andjelina Stanier
Executive Assistant, Executive Office
Extension 232, astanier@coto.org



Reflection on 20 Years

Elinor Larney, Registrar

This is the last newsletter of our 20th year. As I reflect back on 20 years of self-regulation for OT, I can't help but remember my observations and feelings from the time 20 to 25 years ago before the College was officially proclaimed.

I remember the feelings of excitement and urgency about the need to be one of the professions officially recognized by the *Regulated Health Professions Act* as having enough impact on the health care system and the people of the province, that regulation was needed. I also remember my own need for the credibility of my profession within the organization where I worked. I also remember the need to be an equal partner amongst other professionals in sharing the accountability for my practice.

I observed the profession working together, with dedicated OT leaders committed to steering the profession through the process of becoming a self-regulated health profession. I was in awe of their energy, and passion for the profession and the need to hold our profession to high standards. Not all professions who wanted to be self-regulated were granted that privilege.

I also remember the angst felt within our OT department when the legislation was delayed. Was this ever going to happen for us?

Once the legislation came into being in 1991, I was proud and felt that OT as a profession was now within the ranks of a credible and committed fellowship. I felt the trepidation of the unknown – what will this mean for OT as a profession? What changes will this bring? Will they be good or bad?

20 years from when the College of Occupational Therapists became an officially working entity, January 1994, I can see how far we have come. I continue to see dedicated leaders supporting and promoting competent practice in their workplaces. I see the tireless efforts of the university programs, dedicated to educating future, competent OTs. I applaud the work of the staff at the College who are dedicated to ensuring the mandate of the College is fulfilled and that OTs have the resources they need to deliver their service in the best way possible. I also acknowledge the efforts of elected Council members and volunteers of the College, who take their responsibilities seriously to uphold the principles of self-regulation to ensure that the service the

public receives from OTs is competent, ethical and accountable.

I am proud for the profession of what has been achieved over the last 20 years, and look forward to what the future can bring!

20 years from when the College of Occupational Therapists became an officially working entity, January 1994, I can see how far we have come.



Réflexion sur 20 années

Elinor Larney, Régistraire

Ceci est le dernier bulletin de notre 20^e année. En réfléchissant à nos 20 années d'autoréglementation, il me vient à l'esprit ce que j'ai observé et ressenti au cours des cinq années qui ont précédé l'établissement officiel de l'Ordre.

Je me souviens à quel point nous étions excités et voulions vraiment devenir une des professions officiellement reconnues par la Loi de 1991 sur les professions de la santé réglementées – une profession ayant un impact tellement important sur le système de soins de santé et les résidents de la province qu'elle avait besoin d'être réglementée. Je me rappelle également de mon désir personnel de rehausser la crédibilité de ma profession au sein de l'organisme où je travaillais. Je voulais partager de façon égale avec les autres professionnels l'obligation de rendre compte de ma pratique.

J'ai observé des membres de ma profession qui collaboraient avec des chefs de file dévoués dans le domaine de l'ergothérapie pour orienter le processus afin que nous devenions une profession de la santé autoréglementée. J'étais impressionnée par leur énergie et leur passion envers la profession, et par leur besoin d'établir des normes élevées pour les services

d'ergothérapie. Ce ne sont pas toutes les professions qui voulaient s'autoréglementer qui ont obtenu ce privilège.

Je me souviens aussi de l'anxiété qui régnait dans notre service d'ergothérapie lorsque la loi a été retardée. Allions-nous un jour atteindre notre but?

Une fois que la loi est entrée en vigueur en 1991, j'ai ressenti beaucoup de fierté parce que la profession d'ergothérapeute faisait finalement partie d'un groupe de professions crédibles et engagées. J'étais aussi nerveuse car je ne savais pas comment ceci allait influencer sur l'avenir de notre profession. Quels changements surviendraient? Seraient-ils de bons ou de mauvais changements?

Vingt ans après que l'Ordre des ergothérapeutes de l'Ontario soit devenu une entité officielle, c'est-à-dire en janvier 1994, je peux voir le long trajet que nous avons parcouru. Nous avons toujours des chefs de file dévoués qui appuient et favorisent une pratique compétente dans leurs milieux de travail. J'observe les efforts acharnés des responsables de programmes universitaires qui veulent bien former les futurs ergothérapeutes. J'admire le travail du personnel de l'Ordre qui s'efforce d'exécuter le

mandat de l'Ordre et s'assure que les ergothérapeutes possèdent les ressources nécessaires pour fournir les meilleurs services possibles. Je reconnais également les efforts des membres élus du conseil et des bénévoles qui prennent leurs responsabilités au sérieux pour respecter les principes de l'autoréglementation afin de veiller à ce que le public reçoive des services d'ergothérapie compétents, éthiques et responsables.

Je suis fière de ce que notre profession a pu accomplir au cours des derniers vingt ans et j'ai hâte de voir ce que l'avenir nous réserve.

Vingt ans après que l'Ordre des ergothérapeutes de l'Ontario soit devenu une entité officielle, c'est-à-dire en janvier 1994, je peux voir le long trajet que nous avons parcouru.

Internationally Educated OTs and Jurisprudence in Canada: An Update

Elinor Larney, Registrar

Any occupational therapist who received their OT education outside of Canada is considered an internationally educated OT – IEOT for short. Over the past several years, the College has been working with our OT regulatory partners across the country; the Association of Occupational Therapy Regulatory Organizations, (ACOTRO) to design a system that consistently and fairly assesses the competencies and educational background of IEOTs. This system is based on the *Essential Competencies for Occupational Therapy Practice in Canada* and an educational benchmark derived from input from the University OT programs across Canada.

One of the issues encountered early on in the design process was the appropriate way to assess competencies related to jurisprudence. Jurisprudence encompasses knowledge of the laws that pertain to OT practice. In Ontario there are many laws that OTs need to know. Some examples are laws about consent, privacy, reporting of child abuse, and the *Regulated Health Profession's Act*, to name a few.

Many of these laws are learned in University, but some are learned once in practice.

If you are an IEOT who has never been exposed to Canada or the Canadian health care system in your training, you probably would not even know what you don't know.

To solve this problem and to assist IEOTs to understand Canadian jurisprudence, a process was developed that facilitates learning of the necessary material and ensures that the material is understood.

Graduating students at the University of Toronto assisted ACOTRO to pilot this process this spring. Thank you to those students who helped out – we hope it was an interesting process for you!

In the future, when the entire competency assessment process is rolled out, targeted for spring 2015, the jurisprudence process, developed using occupational therapist volunteers to write content, and piloted by Canadian University student occupational therapists, will be one of its components.

If you are an IEOT who has never been exposed to Canada or the Canadian health care system in your training, you probably would not even know what you don't know.

New: Non-Clinical Re-Entry Program

Brandi Park, Manager, Registration

Current practice, or *currency*, as it is referred to at the College, is a non-exemptible registration requirement. Currency is an indication of current knowledge, skills and judgment. The currency requirement was based on the rationale that the body of knowledge for occupational therapy continues to evolve over time through practice, research and the introduction of new techniques. People who have been away from the profession for a significant period of time, and do not have the needed currency hours (600 practice hours in the three year preceding the date of application) are required to successfully complete a refresher program.

Prior to this year, the only refresher program available was the Clinical Re-Entry Program. The structure of the Clinical Re-Entry Program was not particularly relevant or useful to candidates who had previously worked where the focus of their practice was not directly with clients (non-clinical nature of practice) and were returning to a non-clinical role. The goal of the new Non-Clinical Re-Entry Program is to support OT candidates in updating and demonstrating current competencies, as outlined in the *Essential Competencies of Practice for Occupational Therapists in Canada*, 3rd Edition, relevant to non-clinical practice.

In order to develop the Non-Clinical Re-Entry Program model

and policies, we undertook an environmental scan, literature search, conducted focus groups and interviewed occupational therapists who practice in a non-clinical nature of practice. Based on the information collected, we developed the following program parameters:

- The Non-Clinical Re-Entry Program is primarily based on the essential competencies for non-clinical occupational therapy practice;
- An applicant participating in the Non-Clinical Re-Entry Program is not required to demonstrate clinical competence;
- After successful completion of the Non-Clinical Re-Entry Program a term, condition or limitation (TCL) will be placed on the certificate of registration restricting practice to non-clinical – the registrant will not be able to provide occupational therapy services to clients (patients);
- The TCL will remain in effect until the Registrant has successfully completed a Clinical Re-Entry Program;
- A limitation imposed by way of TCL is the most effective way to ensure public protection and maintains the highest level of transparency;
- Two types of candidates will be eligible for the Non-Clinical Re-Entry Program:

1. A candidate who is currently employed in a position which involves non-clinical occupational

therapy activities, but is not using the title “occupational therapist”

2. A candidate who is not currently employed but wishes to return to practice in a non-clinical role.

- The re-entry program is structured using a learning contract and includes the following activities:
 - Prescribed Regulatory Education Program (PREP) modules
 - Jurisprudence Knowledge Assessment Test (JKAT)
 - Practice Reflection Exercises
 - Multi-source Feedback Surveys
 - Letters of Attestation

The overall aim of the Non-Clinical Re-Entry Program is to ensure that applicants who do not meet the currency requirement, who commit to practising in a non-clinical role, are competent and provide safe and ethical occupational therapy services. The program is intended to be fair, supportive, and acknowledge prior learning and current experience, while ensuring that the required knowledge, skill and judgment is demonstrated.

We are pleased to present this new option for applicants who wish to return to non-clinical OT practice. For more information on the Non-Clinical Re-Entry Program, please contact Brandi Park, Manager, Registration at bpark@coto.org.

Re-entry: Non-clinical to Clinical

Marnie Lofsky, Manager, Quality Programs

Are you thinking about a change in your work? Are you returning to work directly with clients after working in a role without direct client responsibilities?

Between 2005 and 2007, the College brought together a group of OTs in non-clinical roles to consider resources and supports relevant to this group of Registrants. The Non-Clinical Registrants Working Group (WG) identified several recommendations for changes within the College in the areas of Registration, Investigations and Reports, and Quality Assurance. For the Quality Assurance (QA) program, many of the recommendations have now been implemented, including development of Essential Competencies, a Self-Assessment Tool, and a Multi-Source Feedback process directly related to the work of OTs in a non-clinical role. The only outstanding recommendation was the need to ensure OTs who have worked in a non-clinical role for several years and now wish to change to a clinical or mixed role, have the support and skills to perform their client service responsibilities. The WG recommended that OTs making this change should establish a plan and lay out their professional development goals to ensure a smooth transition. The Quality Assurance Committee (QAC) wants to assist by providing support and resources to help you with the transition.

The QAC will review your plans to identify ways in which the College can be of assistance. The goal will be to review and support your plan for obtaining the education and continuing competence for your new role. The QAC is currently looking at ways to assist you with your transition and hopes to have something in place in 2015. Please remember to update your COTO employment information and nature of practice within 30 days of a change to ensure we have an accurate picture of your work experience to help customize relevant learning opportunities to assist with your role change. If you require assistance with a change in your nature of practice, or would like additional information, please contact the QA Program at qaprogram@coto.org.

QA Facts:

- All eligible clinical OTs have been selected at least once, while over 160 OTs have been re-selected as they have become eligible once again (i.e. initially participated more than 5 years ago).
- All OTs have an equal chance of being selected.
- OTs should expect to be selected every 5-7 years (based on current selection numbers and membership).
- OTs have 3 different Competency Review and Evaluation (CRE) processes based on your nature of practice.

- If you have a mixed nature of practice, you will receive an email notifying you of your selection for the Review. The email asks for additional information about your role to ensure you receive the most relevant surveys for your Review. This email will arrive in either February or August.
- All OTs will submit portfolio tools and complete a Multi-source feedback process.
- All processes have a Step 2 for some participants, which includes a Peer assessment using a Behaviour-Based Interview.
- As of 2013 all QA Tools (PD Plan, SA Tool and PREP Module) are to be completed in the Portal ONLY.
- Approximately 90% of OTs completed their 2014 PREP Module on, or before May 31, 2014.
- More than 51% of OTs completed their Self-Assessment Tool on, or before the deadline (this tool is completed every second year so it is expected that half of the membership would complete it each year).
- 65% of OTs have a completed 2013-2014 PD Plan, while another 23% have this tool “in progress” (if it has not been marked complete, please do so as soon as possible).
- 10% of OTs have unintentionally marked their 2014-2015 PD Plans “complete” when they created their goals (please email qaprogram@coto.org to “open” your tool again so you can continue to work on it).



Am I Going to Discipline?

Gillian Slaughter, Manager, Investigations and Resolutions

A complaint has been made against me. Am I going to discipline?

Don't panic. Your complaint is not likely to be referred to discipline and you are not likely going to lose your license. In the 20 years since this College was founded, 19 cases have been referred to discipline, less than one per year. About 25-30 new complaints are made each year to the College about occupational therapists. Since there are over 5,100 occupational therapists registered with the College, this is not a large percentage of cases.

In fact, the Discipline Committee does not consider complaints. The committee responsible for reviewing the complaints is the Inquiries, Complaints and Reports Committee (ICRC). The ICRC is a six-person screening committee, comprised of occupational therapists and members of the public. The ICRC receives paper submissions, not in-person evidence. No one is ever called to testify before the ICRC. The Committee meetings are not public.

Before your complaint is seen by the ICRC, College staff in the Investigations & Resolutions

program area will process it. You will be notified that the complaint has been received. You will be sent a letter summarizing the complaint and describing the complaints process. You will also be given a copy of the original complaint and any materials sent by the complainant. Typically, you will be given 30 days from the date that you receive the letter from the College in which to respond to the complaint, but extensions may be granted. Your response can take any form you wish; you are simply asked to respond to the issues raised in the complaint, and, where possible, to provide information in support of your response, such as documents or reports, witness information and any other information you think is relevant.

If, after you send your response to the College, you find additional information to support your response, you may still forward it to College staff.

Upon receipt of your response to the complaint, a copy of it will be sent to the person who made the complaint, who will be given an opportunity to reply or to request a withdrawal of the complaint.

Usually, all the correspondence

and enclosures that you and the complainant have exchanged with the College are then given to the ICRC for review. If the ICRC members think they have sufficient information to make a decision about the complaint, they will do so at one of their regularly scheduled meetings.

If the ICRC members think they need additional information, they will ask the College staff to further investigate the matter, such as by interviewing witnesses, obtaining clinical notes and records, requesting an expert opinion or obtaining a legal opinion.

When the ICRC members think they have sufficient information, they do one of the following: take no further action, take other appropriate action such as requiring the member to participate in a Specified Continuing Education and Remediation Program (SCERP), issue a written or verbal caution, investigate the member's capacity, refer the matter to the Fitness to Practise Committee or refer the matter to the Discipline Committee. For many complaints, the ICRC takes no further action. The second most common outcome

[continued page 9](#)

Insurance Audit Results: 99% Success Rate!

Brandi Park, Manager, Registrar

In February 2014 we conducted a random insurance audit by selecting 10% of occupational therapists and requiring those selected to forward a copy of their insurance certificate to us within 30 days.

484 OTs were selected, and we are very pleased to report that 480 OTs were found to be carrying appropriate professional liability insurance, that's a 99% compliance rate!

From the random selection, there were four OTs who were not carry-

ing appropriate professional liability insurance. Those OTs were referred to the Investigations and Resolutions Program by the Registrar.

Thank you to all of the OTs who participated in this year's audit, your cooperation was greatly appreciated!

If you have any questions about the professional liability insurance requirement please do not hesitate to contact Brandi Park, Manager, Registration at 416-214-1177 / 1-800-890-6570 extension 229.

Liability Insurance – Why is it Important?

Liability insurance is an important regulatory mechanism that provides protection for both the occupational therapist and the client. In the event of a claim, clients are protected as the professional found liable has access to insurance to assist with the process. It works the same way as auto insurance, we hope we never need it, but find it essential should be have an accident.

Am I Going to Discipline?

continued from page 8

is to issue a SCERP, which is an education or remediation program tailored by the ICRC to address the Committee's specific concerns about elements of the OT's practice. The ICRC cannot direct you to pay money or make a refund. It cannot ask you to change your assessment report. A copy of the ICRC's written decision and reasons will be sent to you and the complainant. If either you (or the complainant) think that the ICRC's decision

is not reasonable or that the investigation was not adequate, you may appeal the decision to the Health Professions Appeal and Review Board, a separate agency which hears appeals (called reviews) from all of the health regulated colleges in Ontario. On occasion, complaints can be resolved by alternative dispute resolution. If both you and the complainant agree, the College will retain a mediator who will attempt to resolve the complaint.

If you and the complainant reach a resolution, the ICRC will review it, and barring any public interest concerns, will likely approve it. In such cases, no written decision and reasons will be issued by the ICRC.

If you have any questions about complaints to the College, please call Gillian Slaughter, Manager, Investigations & Resolutions, or Jennifer McDonald, Investigations & Resolutions Associate.

Q&A

QUESTIONS AND ANSWERS

What is the College position on the disparity between the professional M.Sc.OT and professional B.Sc.OT trained OT in terms of salary and access to courses/professional development?

From 2001 to 2008, the Ontario universities proceeded to upgrade the professional training program for occupational therapists from a Bachelor to a Masters level degree. The elevation in the professional training degree has given rise to the existence of registered OTs with two different degree levels of training (i.e., M.Sc.OT and B.Sc.OT). In turn, this has evoked questions related to how these two respective groups should be perceived in terms of skill set, salary expectations and access to post professional certifications/education.

Despite this elevation of the professional training degree at the university level, the College, through its Registration Regulation, approved by the Ministry of Health and Long-Term Care, continues to recognize the bachelor level of training as meeting the current occupational therapy practice

expectations. Specifically, s. 36(1)1. of the General Regulation under the *Occupational Therapy Act* (1991), O. Reg. 226/96 states, “The following are non-exemptible registration requirements for a general practising certificate of registration:

1. *The applicant must have,*
 - i. *a Bachelor of Science degree or Master of Science degree in Occupational Therapy obtained in Ontario,*
 - ii. *an academic qualification considered by the Registration Committee to be equivalent to a degree described in subparagraph i.*

This is the criteria by which the College assesses the educational requirements of College applicants. As well, from the perspective of the College, it means that both degrees are viewed as being able to meet the essential competencies as required for practice (*Essential Competencies*, 3rd edition). All other registration requirements being fulfilled, both degrees will allow registration with the College at the level of a General Practising Certificate of Registration.

The question as to whether M.Sc.OT trained OTs should be

remunerated at a higher level than B.Sc.OT trained OTs is left to the discretion of employers based on their respective salary scale criteria. Once registered, access to the title of occupational therapist is granted, regardless of the level of degree obtained. The College does not differentiate expectations of practice for differently educated OTs.

The question of whether OTs at both degree levels should have access to similar post professional education, is once again left to the discretion of the institutions/organizations/individuals that offer them. If registration with the College, i.e., the need for the individual to be an OT, is the only course admission prerequisite/requirement, then both degree levels would be considered and access to the course could be granted to all registered OTs.

The College’s role is to set the registration requirements and ensure any person calling themselves an OT in the province meets the requirements and is registered. The College’s mandate does not extend to issues related to remuneration or access to post professional education.

Committed to ideal of inter-professional collaboration

Dr. Sandra Regan, Principal Investigator

A research team based out of Western University (London, Ontario) completed a study of recent legislative changes that affect interprofessional collaboration (IPC) among health regulatory colleges. This research sought to identify activities, strategies, and collaborations taking place within Ontario health regulatory colleges related to IPC. The legislative changes include new requirements for regulatory colleges to work with other colleges to promote IPC and to develop collaborative standards of knowledge, skill and judgment relating to the performance of shared controlled acts.

The research involved analyzing Ontario regulatory college documents, interviewing representatives from the regulatory colleges, and surveying members of regulatory colleges. A strong commitment to the ideal of IPC was evident in all the data. Regulatory colleges are working to integrate IPC into standards, quality assurance programs, competencies, and continuing education offerings. Colleges are also partnering with other regulatory bodies on initiatives that will support better collaboration between colleges and among their members. All interview participants

indicated that their college was committed to supporting IPC and agreed on the importance of IPC for safe, quality patient care.

This research study also found that certain barriers were impeding work towards this ideal of IPC. Some of these barriers stemmed from long-standing issues in practice including “turf” protection, certain existing legislation, and lack of knowledge about the roles of other health professionals. At the time this research was conducted, no regulatory colleges had developed joint standards on shared controlled acts and representatives from the colleges indicated a lack of clarity on the purpose of this requirement.

As part of the research study, a link for an online survey was sent registrants of certain Ontario health regulatory colleges, including the College of Occupational Therapists of Ontario, to gather information about Registrants’ awareness of legislative changes, knowledge of controlled acts, and perspectives on IPC. The results of the survey suggested a high level of awareness of legislative changes and the role of regulatory colleges in setting standards for performance. However, survey

respondents were less knowledgeable about which professions they share controlled acts with. This was consistent with the concerns identified in the document analysis and interviews that health professionals lack knowledge about each other and that this may pose a barrier to IPC. There was a high level of agreement among survey respondents that IPC is in the public interest and improves quality of care. One occupational therapist indicated the following in the survey comments, “Having a focus on providing care that is in the best interest of the client enables collaborative practice. Territoriality will impede collaboration.”

Thank you to the Registrants of the College of Occupational Therapists of Ontario for supporting this research and completing the survey. Funding for this research was provided by the Ontario Health Human Resources Research Network. For more information, please contact the principal investigator, Dr. Sandra Regan at sregan4@uwo.ca.



2014 Annual Registration Renewal Statistics

Brandi Park, Manager, Registration

A big thank you to all Registrants who renewed their certificate of registration by the June 1, 2014 deadline!

Each year the College's registration program works hard to ensure that we create an effective and efficient annual renewal tool for you, the user. This year we received very positive feedback from many of you; we were so pleased to hear that the tool was working well!

We would like to thank all who provided feedback regarding the online renewal process; we have shared some of the feedback we received on this page. As always, your feedback, whether positive or constructive, is greatly appreciated as we continue to work hard to improve our processes, to make annual renewal as easy as possible.

Wallet Cards, Tax Receipts and Certificate Seals

Beginning this year, your wallet card and tax receipt were sent in PDF format to your email address on file with the College. We will no longer issue a hard copy wallet card and tax receipt. Duplicate copies of your wallet card and tax receipt are available for download by logging into the Registrants Only section of the College website and selecting *Duplicate Receipt*. There will

no longer be a fee for this service (an administrative fee will continue to apply to requests for duplicate tax receipts issued prior to the 2014/2015 renewal year).

We will continue to mail out your certificate seal each year after annual renewal. Your 2014/2015 seal was sent to your preferred mailing address in July. By now you should have received both of these items, if you have yet to receive either of these items, please contact us at registration@coto.org.

Health Human Resource Data Collection

We continue to collect demographic, geographic, educational, and employment information for the Ministry of Health and Long-Term Care. This data collection is part of HealthForceOntario, the province's health human resources strategy. Your answers to questions regarding employment sites and practice history assist the government in the development of policies and programs that address supply and distribution, education, recruitment and retention for health care professions. We also continue to collect similar data for the Canadian Institute of Health Information, which informs and supports decisions around the health care system.

2013/2014 Registration Facts and Figures

- 4695 Registrants renewed their Certificates of Registration by the June 1st deadline.
 - 206 Registrants resigned their Certificates of Registration between April 1st and June 1st.
- Reasons for resignation:**
- 95 took leave of absence
 - 32 indicated other as their reason
 - 31 retired
 - 31 left the province
 - 7 left the country
 - 4 changed professions
 - 4 returned to school
 - 2 resigned and did not provide a reason

Registrants by nature of practice:

- clinical 76%;
 - non-clinical 13%;
 - mixed 7%.
 - unknown / not applicable 4%
- 497 new Certificates of Registration were issued between June 1, 2013 and May 31, 2014:
 - 81% were educated in Ontario,
 - 9.5% were educated outside of Ontario within Canada,
 - 9.5% were educated outside of Canada;

- 351 Certificates of Registration were rendered inactive during the fiscal year
- 6 Registrants were non-compliant after receiving the 30 day Notice to Suspend, and consequently had their Certificates of Registration suspended for non-payment of fees. Of those Registrants, 2 have completed the proper follow-up to rectify their certificate status with the College.

- 7 Professional Certificates of Authorization were issued between June 1, 2013 and May 31, 2014; there are now 55 active Professional Corporations.

Reminder

Do you have a new job? Have you moved? New email address or phone number?

Don't forget to update your personal and employment information throughout the year by logging into

the *Registrants Only > My Profile* section of the College website.

Changes to personal and employment information need to be made within 30 days of the change.

REGISTRANT FEEDBACK FOR THE 2014 ANNUAL REGISTRATION RENEWAL

Excellent process - very smooth, efficient, easy to read - congratulations to all who worked on this. Thank you!

The online renewal was very simple, straight-forward and easy to complete.

Registration was very slick and fast. Thanks.

It was quick, clear and very easy to follow. Great system.

Was a breeze. Don't change anything

Registration renewal is easy and efficient online. Congrats COTO for offering this to registrants.

This once onerous process has become much easier!

I LOVE the online renewal; it is quick, easy and efficient! it is less stressful than mailing. Thank-you for this service!

Suspensions & Revocations

Certificates of Registration Suspended

FIRST NAME	LAST NAME	REGISTRATION #
Reema	Farhat	G1309337
Donna	Lawrenson	G9301733
Catherine	Skene	G1105010
Jimmy	Yu	G1008219

Certificates of Registration Revoked

FIRST NAME	LAST NAME	REGISTRATION #
Ertel-Karpala	Marti	G1100572
Deneice	Hamilton	G1108302
Rhysa	Leyshon	G9703388

Council Highlights

The following are highlights from the June 18, 2014 Council Meeting:

- Council approved the April 2014 Financial Report and Balance Sheet
- Elinor Larney, Registrar, presented the leadership priorities for 2014 – 2017 and introduced 11 new initiatives for 2014/15 which are linked to the strategic plan.
- Gill Slaughter, Manager, Investigations and Resolutions, provided an overview to of the discipline process to Council, through visual presentation.
- Council approved the 2014/15 budget as presented.
- Kevin Taylor, Registrar at the College of Respiratory Therapists of Ontario, presented to Council on the history of the College and the steps and measures taken by their College to improve registrant engagement.
- Council approved the appointment of Carol Mieras and Upali Obeyesekere to the Election Committee.
- Council approved the amendments to By-law Part 13 Statutory Committees and Standing Committees, section 13.03, Inquiries, Complaints and Reports Committee (ICRC) to allow the appointment of two additional non-council members to the Committee.
- Council approved the amendments to the ICRC Terms of Reference to allow the appointment of two additional non-Council members to the Committee

Upcoming Council Meeting:
October 22, 2014

Fall 2014 Education Sessions for Districts 3, 5 & 6

The College invites you to attend an educational workshop entitled, **Social Media and Other Salient Practice Conundrums: A Dialogue to Support Competent Practice.**

The College is pleased to be presenting the 2014 Fall Education Sessions for Registrants working or living in **Districts 3, 5 & 6 (London, Thunder Bay, Windsor and Sudbury and surrounding areas).**

To register for the Education Session nearest you go to **www.coto.org** and click on the link to the ***Fall 2014 Education Sessions.***

