



## Declaration of Conflict of Interest

All Directors have a duty to act solely in the best interest of the College, consistent with the mandate of the College to act in the public interest, and to maintain the trust and confidence of the public in the integrity of the decision-making processes of the Board. To this end, they must avoid or resolve conflicts of interests while performing their duties for the College and to recuse themselves from any consideration of the matter at issue.

A conflict of interest exists where a reasonable member of the public would conclude that a Director's personal, professional or financial interest, relationship or affiliation may affect their judgment or the discharge of their duties to the College. A conflict of interest may be real or perceived, actual or potential, direct or indirect.

For the **April 21, 2023 Board meeting**, the following Directors have indicated they are in compliance with the College's Conflict of Interest Policy and no declarations were made.

Donna Barker

Faiq Bilal

Heather McFarlane

Sarah Milton

Brittany O'Brien

Vincent Samuel

Stephanie Schurr

Teri Shackleton

Sabrina Shaw

## BOARD MEETING AGENDA

**DATE:** Friday, April 21, 2023 **TIME:** 10:00 a.m. – 11:00 a.m. via Zoom

[Join Zoom Meeting](#)

Meeting ID: 880 6849 1767

Passcode: 82268487

[Find your local number](#)

Agenda Item		Objective	Attach	Time (min)
<b>1.0</b>	<b>Call to Order</b>			
<b>2.0</b>	<b>Public Protection Mandate</b>			
<b>3.0</b>	<b>Land Acknowledgement* (page 2)</b>			
<b>4.0</b>	<b>Declaration of Conflict of Interest</b>			
<b>5.0</b>	<b>Approval of Agenda</b>			
	<b>5.1</b> Board Agenda – April 21, 2023	Decision	✓	
	<i>THAT the agenda be approved as presented.</i>			
<b>6.0</b>	<b>New Business</b>			
	<b>6.1</b> Recommendation for Committee Chairs and Committee Composition	Decision	✓	
	<i>THAT the Board approves the selection of committee Chairs and the committee composition for 2023-2024.</i>			
	<b>6.2</b> Emergency Class Registration Regulation	Decision	✓	
	<i>THAT the Board approves the draft Emergency class registration regulation which was circulated to registrants and other interested third parties as required.</i>			
<b>7.0</b>	<b>Next Meetings</b>			
	<ul style="list-style-type: none"> <li>▪ Board Meeting: June 22, 2023, 9:00 a.m. – 3:30 p.m.</li> <li>▪ Board Education Session: October 25, 2023, 9:00 a.m. – 4:00 p.m. Location TBD</li> <li>▪ Board Meeting: October 26, 2023, 9:00 a.m. – 3:30 p.m.</li> <li>▪ Board Meeting: January 25, 2024, 9:00 a.m. – 3:30 p.m.</li> <li>▪ Board Meeting: April 4, 2024, 9:00 a.m. – 4:00 p.m.</li> <li>▪ Board Meeting: June 20, 2024, 9:00 a.m. – 3:30 p.m.</li> </ul>			
<b>8.0</b>	<b>Adjournment</b>			

**\* Land Acknowledgement**

*We recognize that we work and live on traditional lands and territories of Indigenous Peoples. This includes the traditional territories of the Mississauga, the Anishnabeg (ah-nish-naw-bek) the Chippewa, the Haudenosaunee (hoe-duh-nuh-show-nay) and the Wendat peoples. Today, the province of Ontario is home to many diverse First Nations, Inuit and Métis (may-tea) peoples, from the Cree in the Northern reaches to the Delaware in the south. We acknowledge that we are tasked with sharing, respecting, and valuing the land, as a source of life for us all.*

## BOARD MEETING BRIEFING NOTE

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**Date:** April 21, 2023  
**From:** Governance Committee  
**Subject:** Recommendation for Committee Chairs and Committee Composition

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**Recommendation:**

*THAT the Board approves the selection of committee Chairs and the committee composition for 2023-2024.*

**Issue:**

The Board is to approve the Chairs and committee composition for the 2023-2024 year as soon as possible so committees can return to functioning.

**Link to Strategic Plan:**

1.3 College governance is responsive, effective, competency-based and accountable.

**Why this is in the Public Interest:**

Competency based committee appointments ensure the College can operate effectively to meet our statutory obligations.

**Diversity, Equity, and Inclusion Considerations:**

All efforts have been made to ensure that committees have a balance of members with different skills and experiences. Every effort is made to ensure each committee is comprised of members with diverse backgrounds and diverse experiences. The Board should consider whether the proposed selection of committee Chairs and committee composition raise any concerns from a diversity, equity, and inclusion perspective.

**Background:**

Due to the election process to the Board, competency-based appointments to committees can only occur generally, and any needed competencies can be either trained or brought in via professional appointees. (Non-Board professional members) In addition, it has always been the practice of the College to appoint Chairs of committees that bring experience in committee work and knowledge of regulation.

**Discussion:**

A questionnaire was sent to Board members to collect information about their skills, abilities, and interest to be Chair of a committee in 2023-2024.

## **BOARD MEETING BRIEFING NOTE**

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Recommendation for Committee Chairs and Committee Composition

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The submitted information was reviewed by the Governance Committee in making recommendations to the Board.

### **Implications:**

Once approved by the Board, the Committees can begin to function.

### **Attachments:**

1. Draft Committee Composition for 2023-2024

**2023 – 2024 COMMITTEE COMPOSITION****EXECUTIVE**

Teri Shackleton (*Chair*)  
Heather McFarlane (*Vice Chair*)  
Allan Freedman  
Vincent Samuel

**COMPLIANCE / ICRC**

Neelam Bal (*Chair / Panel -*)  
Stephanie Schurr (*Chair / Panel -*)  
Lucy Kloosterhuis  
Vincent Samuel  
Hricha Rakshit (*ends June 30*)  
~~Julie Sutton~~  
Roselle Adler  
Darlene Venditti (*begins May 1*)  
Holly Assaf (*begins May 1*)  
Kellen Baldock (*begins May 1*)  
Sarah Dodds (*begins May 1*)  
Sarah Shallwani (*on leave*)

**PATIENT RELATIONS**

Sabrina Shaw (*Chair*)  
Stacey Anderson  
Brittany O'Brien  
Elizabeth Gartner  
Tina Siemens (*ends June 30*)  
Melissa Aldoroty  
Amanda Mowbray (*begins July 1*)

**QUALITY ASSURANCE**

Elizabeth Gartner (*Chair*)  
Donna Barker > Mary Egan  
~~Faiq Bilal~~ Brittany O'Brien  
Sabrina Shaw  
Elizabeth Bell  
Michael Ivany

**PRACTICE SUBCOMMITTEE**

Heather McFarlane (*Chair*)  
Stacey Anderson  
Janet Becker (*ends Sept 30*)  
Shannon Honsberger  
Leona Pereira  
Susan Cherian-Joseph  
Sophie Stasyna  
Miranda Setoguchi (*begins Oct 1*)

**REGISTRATION**

Sarah Milton (*Chair*)  
~~Faiq Bilal~~ Allan Freedman  
Nick Dzudz  
Christine Funk  
Joshua Theodore

**HEARINGS POOL:****1. DISCIPLINE**

Stephanie Schurr (*Chair*)  
Stacey Anderson  
Nick Dzudz  
Allan Freedman  
Zuher Ismail (*ends June 30*)  
Sylvia Boddener (*begins July 1*)

**2. FITNESS TO PRACTISE**

Vincent Samuel (*Chair*)  
Teri Shackleton  
~~Faiq Bilal~~ Sabrina Shaw  
Sarah Milton  
Hunaida Abboud (*ends June 30*)  
Casandra Boushey (*begins July 1*)

**GOVERNANCE**

Teri Shackleton (*Chair*)  
Sarah Milton  
Vincent Samuel  
Stephanie Schurr  
Sabrina Shaw

**FINANCE AND AUDIT**

Allan Freedman (*Chair*)  
Christine Funk  
Neelam Bal  
Lucy Kloosterhuis

**QUALITY ASSURANCE SUBCOMMITTEE**

Heather Jones (*Chair*) (*ends June 29*)  
Andy Beecroft  
Debra Kennedy  
Candice Silver  
Erin Lawson  
Tanya Purevich  
Bethany Brewin (*begins July 1*)  
Rabia Khokhar (*begins July 1*)

## BOARD MEETING BRIEFING NOTE

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**Date:** April 21, 2023  
**From:** Registration Committee  
**Subject:** Emergency Class Registration Regulation

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### Recommendation:

*THAT the Board approves the draft Emergency class registration regulation which was circulated to registrants and other interested third parties as required.*

### Issue:

The Board is asked to approve the draft emergency class of registration regulation following the 60-day circulation to ensure compliance with the new *Registration Requirements* regulation, under the amended the *Regulated Health Professions Acts, 1991* (RHPA).

### Link to Strategic Plan:

Public Confidence, Qualified Occupational Therapists, Quality Practice

- 1.5 College operations are transparent, effective and efficient in serving and protecting the public interest,
- 2.2 Decisions about occupational therapists are transparent and accessible.
- 3.1 Occupational therapists are competent, practice safely, effectively and are accountable.

### Why this is in the Public Interest:

The amended *Regulated Health Professions Act, 1991*, added a new emergency class of registration requirement. This will ensure that when emergency circumstances occur, a supply of qualified occupational therapists will be available to serve the public.

It will be in the public interest for the College to issue certificates of registration in the provisional or general class to registrants who entered practice with an emergency certificate, sustaining the supply of qualified occupational therapists available to serve the public.

### Diversity, Equity, and Inclusion Considerations:

In an emergency circumstance, those who are not registered or are in the process of being registered, will be able to start working immediately upon meeting the emergency class requirements. This may be beneficial to internationally educated applicants who may have a challenge of meeting some of the general certificate registration requirements, for instance, currency requirements.

### Background:

In April 2022, the Ontario Government passed the *Pandemic and Emergency Preparedness Act, 2022* that amended the *Regulated Health Professions Acts, 1991* (RHPA). This amendment requires health

regulatory colleges to establish emergency classes of registration, based on the newly approved *Ontario Regulation 508/12, Registration Requirements*, which states that colleges must specify:

- Emergency circumstances that will cause the class to be open for issuance and renewal.
- Emergency class of certificates of registration expire no more than one year after they are issued but are renewable for the same period, with no limit on the number of times they may be renewed if the emergency circumstances persist.
- Circumstances in which a member of the emergency class may apply for another class of registration and must exempt the applicant from at least some registration requirements that would ordinarily apply to the applicant.

The regulation further states that the emergency classes of registration regulation that colleges are required to establish will come into force on August 31, 2023.

The goal of this draft emergency class registration regulation is to ensure the College is compliant with this legislation by May 1, 2023, the date the Ministry of Health requires all proposed regulations to be submitted.

### Discussion:

*Pandemic and Emergency Preparedness Act, 2022* was passed in April last year during the pandemic. The government goal was to ensure the province was pandemic-ready by addressing labour shortages in the health sector. The government has a mandate to ensure the province has the supply of safe competent providers to meet the health services needs of Ontarians, even when emergency circumstances exist.

During the special meeting on February 13, 2023, the Board approved the draft Emergency class of registration regulation for circulation.

By the end of the 60-day consultation period which ended on April 16, 2023, the College had received 204 responses from registrants and other system partners through SurveyMonkey. This is a strong response for this kind of consultation which indicates the interest generated by this draft regulation. The College also received 4 written submissions, two from current registrants and another two from the Ontario Society of Occupational Therapists and the Competition Bureau of Canada.

The majority of the respondents, close to 70 per cent, support the draft regulation. About 20 per cent are opposed and another 11 per cent said they don't know.

While the regulation is largely supported, there were comments sent that can be analyzed into thematic areas as the attached Selected Survey Feedback document shows. The College made a follow up to the survey by posting a Frequently Asked Questions document to help clarify some of the issues arising. The four main issues of concern include:

- **Supervision.** This is one of the main concerns that is frequently continuously raised. Many respondents contend it is challenging to get a supervisor especially in emergency circumstances. The College appreciates finding a supervisor can be a challenge and will work with employers to implement flexible arrangements.
- **Examination.** Although we have clarified under the FAQs, there still seems to be a misunderstanding that the College intends to register applicants in the General class without



successfully seating for the exam. We have clarified that, once applicants are registered in the emergency class, they will have to pass their exam before transitioning to the General class. If they have not already passed the exam before their Emergency class registration expires, they will be registered in the Provisional class, when their Emergency class of registration expires or the emergency circumstances end.

- **Emergency title.** There are concerns that the title may create the impression to the public that the holder has further training in emergency medicine or specializes in emergency department care.
- **Currency hours.** Some respondents suggest the hours are too many while others suggest the hours should further be reduced especially in emergency circumstances. Given that the government advised that colleges need to at least forgo some of the registration requirement for those in emergency class, it may be advisable to leave the currency hours as they are.

### Summary:

Following all the feedback received from registrants and system partners, it is recommended that only one change be made to the proposed draft. The Emergency title will be changed, and word “Class” added to the abbreviation, so it reads “OT (Emerg. Class).”

### Next Steps:

The College will be submitting the proposed Emergency Class registration regulation to the Ministry prior to May 1, 2023. It is expected that the Ministry may make further changes to the draft regulation but will be approved by the Ministry and will come into effect on August 31, 2023.

### Attachments:

1. Draft Emergency Class Registration Regulation Chart (Form “B”)
2. Ontario Regulation 226/96: General Subsections 36 (1) to (3)
3. SurveyMonkey data
4. OSOT submission
5. Competition Bureau submission

## Proposed Emergency Class of Registration Regulation

Existing Provision	Proposed Provision	Rationale
<p>33. The following are prescribed as classes of certificate of registration:</p> <p>i</p> <ol style="list-style-type: none"> <li>1. General practising certificate</li> <li>2. Provisional practising certificate</li> <li>3. Temporary certificate</li> </ol>	<p>33. The following are prescribed as classes of certificate of registration:</p> <p>ii</p> <ol style="list-style-type: none"> <li>1. General practising certificate</li> <li>2. Provisional practising certificate</li> <li>3. Temporary certificate</li> <li>4. <b>Emergency certificate</b></li> </ol>	<p>An additional class of registration is added as per the <i>Pandemic and Emergency Preparedness Act, 2022</i> requirements (See clause 16.3 (1) of the <i>Pandemic and Emergency Preparedness Act, 2022</i>)</p>
<p>New</p>	<p><b>38.1 (1) The following are non-exemptible requirements for an emergency certificate of registration:</b></p> <ol style="list-style-type: none"> <li>1. Emergency circumstances must exist such that in the opinion of the Council it is in the public interest to issue certificates of registration in the emergency class.</li> <li>2. The applicant must meet the registration requirements of subsections 36 (1) to (3)<sup>1</sup> with the exception of paragraph 3 of subsection 36(1)<sup>iii</sup> and paragraph 1 of subsection 36(3)<sup>iv</sup>.</li> </ol>	<p>It is not intended that this class of registration be available all the time. The regulation specifies emergency circumstances that will cause the class to be open for issuance and renewal of certificates of registration. (See: O. Reg. 508/22, s. 5(1) 1.)</p> <p>The requirement to have passed the entry-to-practise exam has been removed.</p> <p>As per the legislation provisions, currency requirements are reduced, and exam requirement shelved to enable applicants</p>

Existing Provision	Proposed Provision	Rationale
	<p>3.The applicant must provide evidence of:</p> <ul style="list-style-type: none"> <li>i. completion of at least 300 hours of service within the scope of practise of the profession in the five years before the date of application, or</li> <li>ii. successful completion within the previous 18 months of a refresher course accepted by the Registration committee.</li> </ul>	<p>who would otherwise not qualify for a general or provisional practising certificate to be registered in the emergency class and to permit emergency class certificate holders to apply to the general or provisional class of registration if they have not successfully completed the exam. (See: O. Reg. 508/22, s. 5(1) 3.)</p> <p>The period has been increased from three to five years and the currency requirements have been reduced by half. These changes in addition to exam exception will permit applicants to be registered in the emergency class when they would not meet the currency or exam requirements of the general or provisional practising class. Ultimately, the changes will enable emergency class of registration holders to apply to the general or provisional class given that they will accumulate more hours and time to sit for the exam while working under the emergency class of registration. (See: O. Reg. 508/22, s. 5(1) 3.)</p>
New	(2) Every certificate of registration in the emergency class is subject to the following terms, conditions and limitations:	This class of registration will accept applicants who do not meet all the core registration requirements. It is important to have these safeguards in place to protect the public and support the applicant as they

Existing Provision	Proposed Provision	Rationale
	<p>1. The member shall practise the profession only within the scope of their emergency certificate.</p> <p>2. The member shall at all times when providing occupational therapy services identify themselves as an emergency certificate member.</p> <p>3. The member shall only practise the profession while under the supervision of a member in the general class.</p> <p>4. The member shall be restricted to the use of the title Occupational Therapist (Emergency Class) or “OT (Emerg. Class)”</p>	<p>begin practise. (See: O. Reg. 508/22, s. 5(1) 1.)</p> <p>Clients, colleagues and the public must be made aware that the member is practising under the emergency class to ensure public safety. (See: O. Reg. 508/22, s. 5(1) 1.)</p> <p>A member holding an emergency class of registration is not fully qualified to practice independently and must practise under the supervision of another member in the general class to enhance public protection (See: O. Reg. 508/22, s. 5(1) 1.)</p> <p>The public, clients and other professional must know the member is registered under the Emergency class which places certain limitations on the member in order to protect the public (See: O. Reg. 508/22, s. 5(1) 3.)</p>
New	<p>(3) An emergency certificate of registration expires:</p> <p>1. Unless stated otherwise on the certificate, six months after it is issued, unless it is renewed.</p>	<p>The legislation allows up to one year expiration period. Six months is an appropriate length of time to allow</p>

Existing Provision	Proposed Provision	Rationale
	<p>2. Unless stated otherwise on the certificate, a renewed emergency certificate of registration expires six months after it is renewed, unless it is renewed again.</p> <p>3 Despite subsections 1 and 2 above, an emergency certificate expires on the earlier of any of the following:</p> <p>(i) Three months after the date the Council declares that the emergency circumstances in which it is in the interest of the public to issue and renew emergency certificates of registration have ended.</p> <p>(ii) The date the member is issued a general practising certificate of registration.</p> <p>(iii) the date the member is issued a provisional practising certificate of registration.</p>	<p>respective planning and adjustments. (See: O. Reg. 508/22, s. 5(1) 2.)</p> <p>The Registrar may extend the emergency certificate if they are of the opinion that the emergency situation is still prevalent and the public will better be served by extending the certificate (See: O. Reg. 508/22, s. 5(1) 2.)</p> <p>A member holding an emergency class of registration, is eligible to transition to a provisional or general class of registration if they meet the requirements provided under this regulation. (See: O. Reg. 508/22, s. 5(1) 3.)</p>
New	<p>(4) A member who holds, or held within the previous six months, a certificate of registration in the emergency class may be issued a certificate of registration in the general practising class despite not</p>	<p>This provision creates a pathway for emergency certificate of registration holders</p>

Existing Provision	Proposed Provision	Rationale
	<p>having met the requirement set out in paragraph 3 of subsection 36(1), if the member:</p> <p>a) applies for a certificate of registration in the general practising class,</p> <p>b) satisfies all other requirements for the certificate of registration in the general practising class, and</p> <p>c) provides satisfactory evidence based on their practice for a period of at least six months in the emergency class that the member will practise competently and ethically even though practising without supervision.</p>	<p>to transition to general class of registration by exempting them from some of the requirements that usually apply to the applicants for that class. (See: O. Reg. 508/22, s. 5(1) 3.)</p>
<p>New</p>	<p>(5) A member who holds, or held within the previous six months, a certificate of registration in the emergency class and who has not met the requirement in paragraph 1 of subsection 36(3) may be issued a certificate of registration in the provisional practising class if the member:</p> <p>a) applies for a certificate in the provisional practising class, and</p>	<p>This provision allows a pathway for emergency certificate holders who have not passed the entry to practise examination to transition to the provisional practising class. (See: O. Reg. 508/22, s. 5(1) 3.)</p>

Existing Provision	Proposed Provision	Rationale
	b) satisfies all requirements for the certificate of registration in the provisional practising class	

## FOOTNOTES

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i GENERAL PRACTISING CERTIFICATE OF REGISTRATION

**36.** (1) 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, or
- iii. a diploma in Occupational Therapy granted not later than 1973 by the University of Toronto or a diploma in Occupational Therapy granted not later than 1968 by the Canadian Association of Occupational Therapists.

2. The applicant must have completed a minimum of 1000 hours of fieldwork or clinical practicum accepted by the Registration Committee.

3. Where the applicant completes the requirements in paragraphs 1 and 2 more than 18 months before the date the application for a certificate is made, evidence of one of the following must be provided:

- i. completion of at least 600 hours of service within the scope of practice of the profession in the three years before the date of application, or
- ii. successful completion within the previous 18 months of a refresher program accepted by the Registration Committee.
- iii. REVOKED: O. Reg. 19/12, s. 2 (2).

(2) For the purpose of subparagraph 1 ii of subsection (1) an academic qualification is not equivalent unless,

- (a) the curriculum includes courses within the basic sciences, the behavioural sciences, the clinical sciences, the managerial sciences and occupational therapy theory, practice and fieldwork; and
- (b) the nature, extent and scope of those courses are substantially equivalent to a Bachelor of Science degree or Master of Science degree in Occupational Therapy obtained in Ontario. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 2 (3, 4).

(3) The following are the registration requirements for a general practising certificate of registration:

- 1. The applicant must have successfully completed an examination set or approved by the College that assesses entry level competence.



2. The applicant must provide evidence satisfactory to the Registrar that he or she has either professional liability insurance or protection against professional liability, in accordance with the by-laws. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 2 (5).

ii

#### GENERAL PRACTISING CERTIFICATE OF REGISTRATION

**36.** (1) 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, or
- iii. a diploma in Occupational Therapy granted not later than 1973 by the University of Toronto or a diploma in Occupational Therapy granted not later than 1968 by the Canadian Association of Occupational Therapists.

2. The applicant must have completed a minimum of 1000 hours of fieldwork or clinical practicum accepted by the Registration Committee.

3. Where the applicant completes the requirements in paragraphs 1 and 2 more than 18 months before the date the application for a certificate is made, evidence of one of the following must be provided:

- i. completion of at least 600 hours of service within the scope of practice of the profession in the three years before the date of application, or
- ii. successful completion within the previous 18 months of a refresher program accepted by the Registration Committee.
- iii. REVOKED: O. Reg. 19/12, s. 2 (2).

(2) For the purpose of subparagraph 1 ii of subsection (1) an academic qualification is not equivalent unless,

- (a) the curriculum includes courses within the basic sciences, the behavioural sciences, the clinical sciences, the managerial sciences and occupational therapy theory, practice and fieldwork; and
- (b) the nature, extent and scope of those courses are substantially equivalent to a Bachelor of Science degree or Master of Science degree in Occupational Therapy obtained in Ontario. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 2 (3, 4).

(3) The following are the registration requirements for a general practising certificate of registration:

1. The applicant must have successfully completed an examination set or approved by the College that assesses entry level competence.
2. The applicant must provide evidence satisfactory to the Registrar that he or she has either professional liability insurance or protection against professional liability, in accordance with the by-laws. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 2 (5).

iii 3. Where the applicant completes the requirements in paragraphs 1 and 2 more than 18 months before the date the application for a certificate is made, evidence of one of the following must be provided:

- i. completion of at least 600 hours of service within the scope of practice of the profession in the three years before the date of application, or
- ii. successful completion within the previous 18 months of a refresher program accepted by the Registration Committee.
- iii. REVOKED: O. Reg. 19/12, s. 2 (2).

iv

(3) The following are the registration requirements for a general practising certificate of registration:

1. The applicant must have successfully completed an examination set or approved by the College that assesses entry level competence.

**Occupational Therapy Act, 1991  
Loi de 1991 sur les ergothérapeutes**

**ONTARIO REGULATION 226/96**

**GENERAL**

**PART VIII  
REGISTRATION**

**33.** The following are prescribed as classes of certificates of registration:

1. General practising certificate.
2. Provisional practising certificate.
3. Temporary certificate. O. Reg. 122/01, s. 1.
4. **Emergency certificate O.Reg. 508/22, s. 5.**

**34.** (1) A person may apply for the issue of a certificate of registration by submitting a completed application in the form approved by the Registration Committee to the Registrar, together with the application fee. O. Reg. 122/01, s. 1.

(2) When eligibility for registration has been determined, the name of the person shall be entered in the register and a certificate shall be issued upon payment of the required registration fee for the appropriate class. O. Reg. 122/01, s. 1.

**35.** (1) The following are registration requirements for a certificate of registration of any class:

1. The applicant must provide evidence as to whether he or she has been found guilty of any offence arising in any jurisdiction, including,
  - i. any criminal offence, or
  - ii. any offence relating to the practice of occupational therapy.
2. Where the applicant has been registered or licensed in Ontario in another profession or in another jurisdiction in occupational therapy or another profession, the applicant must provide evidence as to whether he or she has been the subject of a finding of professional misconduct, incompetence or incapacity or a similar finding.
3. Where the applicant is registered in Ontario in another profession or is registered or licensed in another jurisdiction in occupational therapy or another profession, the applicant must provide evidence as to whether he or she is the subject of any

current professional misconduct, incompetence or incapacity proceeding or a similar proceeding.

4. Nothing in the applicant's previous conduct affords reasonable grounds for the belief that he or she will not practise occupational therapy safely and ethically.
5. The applicant must be able to speak and write either English or French with reasonable fluency.
6. The applicant must be a Canadian citizen or a permanent resident of Canada, or be authorized under the *Immigration and Refugee Protection Act (Canada)* to engage in employment as an occupational therapist. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 1 (1-5).

(2) It is a condition of a certificate of registration of any class that the member provide the College with the following:

1. Details of any of the following that relate to the member and that occur or arise after the member has applied for registration:

- i. A finding of guilty in relation to any offence.

- ii. A finding of professional misconduct, incompetence or incapacity, or a similar finding, in Ontario in relation to another profession or in another jurisdiction in relation to occupational therapy or another profession.

- iii. A proceeding for professional misconduct, incompetence or incapacity, or a similar proceeding, in Ontario in relation to another profession or in another jurisdiction in relation to occupational therapy or another profession.

2. Any other information about the member in the manner and in the form as required under the by-laws. O. Reg. 19/12, s. 1 (6).

(3) If the member ceases to be a Canadian citizen or a permanent resident of Canada or ceases to be authorized under the *Immigration and Refugee Protection Act (Canada)* to engage in employment as an occupational therapist, the member's certificate of registration shall be revoked. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 1 (7).

(4) An applicant shall be deemed not to have satisfied the requirements for a certificate of registration if the applicant made a false or misleading statement or representation in his or her application. O. Reg. 122/01, s. 1.

## GENERAL PRACTISING CERTIFICATE OF REGISTRATION

**36.** (1) 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, or
  - iii. a diploma in Occupational Therapy granted not later than 1973 by the University of Toronto or a diploma in Occupational Therapy granted not later than 1968 by the Canadian Association of Occupational Therapists.
2. The applicant must have completed a minimum of 1000 hours of fieldwork or clinical practicum accepted by the Registration Committee.
3. Where the applicant completes the requirements in paragraphs 1 and 2 more than 18 months before the date the application for a certificate is made, evidence of one of the following must be provided:
  - i. completion of at least 600 hours of service within the scope of practice of the profession in the three years before the date of application, or
  - ii. successful completion within the previous 18 months of a refresher program accepted by the Registration Committee.
  - iii. REVOKED: O. Reg. 19/12, s. 2 (2).

O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 2 (1, 2).

(2) For the purpose of subparagraph 1 ii of subsection (1) an academic qualification is not equivalent unless,

- (a) the curriculum includes courses within the basic sciences, the behavioural sciences, the clinical sciences, the managerial sciences and occupational therapy theory, practice and fieldwork; and
- (b) the nature, extent and scope of those courses are substantially equivalent to a Bachelor of Science degree or Master of Science degree in Occupational Therapy obtained in Ontario. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 2 (3, 4).

(3) The following are the registration requirements for a general practising certificate of registration:

1. The applicant must have successfully completed an examination set or approved by the College that assesses entry level competence.
2. The applicant must provide evidence satisfactory to the Registrar that he or she has either professional liability insurance or protection against professional

liability, in accordance with the by-laws. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 2 (5).

(4) The following are conditions of a general practising certificate of registration:

1. The member must,

i. have completed at least 600 hours of service within the scope of practice of the profession in the previous three years, or

ii. have successfully completed within the previous 18 months a refresher program accepted by the Registration Committee.

2. The member must have either professional liability insurance or protection against professional liability, in accordance with the by-laws, and shall, upon request, provide evidence of such insurance or protection to the Registrar. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 2 (6).

(5) A member is not required to meet any of the conditions set out in paragraph 1 of subsection (4) until 18 months have elapsed since the member was issued a general practising certificate of registration. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 2 (7).

**36.1** (1) Where section 22.18 of the Health Professions Procedural Code applies to an applicant for a general practising certificate of registration, the requirements of subsection 36 (1) and paragraph 1 of subsection 36 (3) are deemed to have been met by the applicant. O. Reg. 19/12, s. 3.

(2) Despite subsection (1), it is a non-exemptible registration requirement that an applicant referred to in subsection (1) provide one or more certificates or letters or other evidence satisfactory to the Registrar or a panel of the Registration Committee establishing that the applicant is in good standing as an occupational therapist in every jurisdiction where the applicant holds an out-of-province certificate. O. Reg. 19/12, s. 3.

(3) Where an applicant to whom subsection (1) applies is unable to satisfy the Registrar or a panel of the Registration Committee that the applicant practised the profession of occupational therapy to the extent that would be permitted by a general practising certificate of registration at any time in the preceding three years immediately before the date of that applicant's application, the applicant must meet any further requirement to undertake, obtain or undergo material additional training, experience, examinations or assessments that may be specified by a panel of the Registration Committee. O. Reg. 19/12, s. 3.

(4) An applicant referred to in subsection (1) is deemed to have met the requirements of paragraph 5 of subsection 35 (1) where the requirements for the issuance of the applicant's out-of-province certificate included language proficiency requirements equivalent to those required by that paragraph. O. Reg. 19/12, s. 3.

(5) Despite subsection (1), an applicant is not deemed to have met a requirement if that requirement is described in subsection 22.18 (3) of the Health Professions Procedural Code. O. Reg. 19/12, s. 3.

## PROVISIONAL PRACTISING CERTIFICATE OF REGISTRATION

**37. (1)** The following are non-exemptible registration requirements for a provisional practising certificate of registration:

1. The applicant must satisfy any of the following:
  - i. He or she has a Bachelor of Science degree or Master of Science degree in Occupational Therapy obtained in Ontario.
  - ii. He or she has an academic qualification considered by the Registration Committee to be equivalent to a degree described in subparagraph i.
  - iii. He or she has been found by the Registration Committee to require minimal educational upgrading to achieve the equivalent of a degree described in subparagraph i.
  - iv. He or she has a diploma in Occupational Therapy granted not later than 1973 by the University of Toronto or a diploma in Occupational Therapy granted not later than 1968 by the Canadian Association of Occupational Therapists.
2. The applicant must have completed at least 1000 hours of fieldwork or clinical practicum accepted by the Registration Committee.
3. Where the applicant completes the requirements in paragraphs 1 and 2 more than 18 months before the date the application is made, evidence of one of the following must be provided,
  - i. completion of at least 600 hours of service within the scope of practice of the profession in the three years prior to the application date, or
  - ii. successful completion within the previous 18 months of a refresher program accepted by the Registration Committee.
  - iii. REVOKED: O. Reg. 19/12, s. 4 (2).
4. The applicant must be employed by or have an offer of employment from an employer where registered general practising occupational therapists are available to supervise the applicant. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 4 (1, 2).

(2) For the purposes of subparagraph 1 ii of subsection (1), an academic qualification is not equivalent unless,

- (a) the curriculum includes courses within the basic sciences, the behavioural sciences, the clinical sciences, the managerial sciences and occupational therapy theory, practice and fieldwork; and
- (b) the nature, extent and scope of those courses are substantially equivalent to a Bachelor of Science degree or Master of Science degree in Occupational Therapy obtained in Ontario. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 4 (3, 4).

(3) The following are registration requirements for a provisional practising certificate of registration:

- 1. The applicant must have registered to take an examination referred to in paragraph 1 of subsection 36 (3) at the next available sitting.
- 2. The applicant must not have previously held a provisional practising certificate of registration.
- 3. The applicant must provide evidence satisfactory to the Registrar that he or she has either professional liability insurance or protection against professional liability, in accordance with the by-laws. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 4 (5).

(4) The following are conditions of a provisional practising certificate of registration:

- 1. The member must practise the profession only under the supervision of an occupational therapist who holds a general practising certificate of registration and who has filed an employer acknowledgement form with the College.
- 2. The member must take the examination referred to in paragraph 1 of subsection 36 (3) at the first available sitting unless the member obtains the Registrar's written consent to defer taking it because of exceptional circumstances.
- 3. If the member fails to take the examination at the first available sitting and has not obtained the Registrar's consent to defer taking it before the examination, the member's certificate of registration automatically expires unless,
  - i. the member obtains the consent within 10 days after the examination, and
  - ii. the member files with the College a fresh employer acknowledgement form and any undertakings requested by the Registrar within 10 days after the examination.
- 4. If the member satisfies the requirements in paragraph 3, the member shall take the examination at the next available sitting unless the Registrar directs otherwise, and this sitting is considered to be the first available sitting.



5. If the member takes the examination at the first available sitting and does not successfully complete it, the member's certificate of registration automatically expires unless the member files with the College a fresh employer acknowledgement form and any undertakings requested by the Registrar within 60 days after the examination.
6. If the member files the acknowledgement form and the undertakings, if any, under paragraph 5, the member shall take the examination at the next available sitting unless the Registrar directs otherwise in writing, and this sitting is considered to be the second available sitting.
7. If the member fails to take the examination at the second available sitting in accordance with paragraph 6, the member's certificate automatically expires unless the member obtains the Registrar's written consent to defer because of exceptional circumstances within 10 days after the examination.
8. If the Registrar's consent is given under paragraph 7, the member shall take the examination at the next available sitting unless the Registrar directs otherwise in writing, and this sitting is considered to be the second sitting.
9. If the member takes the examination at the sitting referred to in paragraphs 6 and 8 and does not successfully complete it, the member's certificate of registration automatically expires upon the release of the result indicating that the member has failed.
10. If, at any time, the member passes the examination required under paragraph 2, the member's certificate of registration expires 60 days after the examination unless the member obtains the Registrar's consent in writing to maintain the certificate for a longer period of time.
11. The member must notify the Registrar in writing of his or her results immediately after they are released.
12. The member must have either professional liability insurance or protection against professional liability, in accordance with the by-laws, and shall, on request, provide evidence of such insurance or protection to the Registrar. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 4 (6).

(5) The member who passes the examination required under paragraph 2 may be issued a general practising certificate of registration before the expiry of the provisional practising certificate of registration. O. Reg. 122/01, s. 1.

(6) A member who qualifies for a general practising certificate of registration under subsection (5) has 18 months from the date of issue of the provisional certificate to satisfy the conditions set out in paragraph 1 of subsection 36 (4). O. Reg. 122/01, s. 1.

## TEMPORARY CERTIFICATE OF REGISTRATION

**38.** (1) The following are registration requirements for a temporary certificate of registration:

1. The applicant must hold a valid certificate of registration as an occupational therapist in another jurisdiction with education and clinical requirements equivalent to those of the College, as set out in subsections 36 (2) and 37 (2).
2. The applicant must have an offer of employment or appointment not exceeding four months.
3. A general practising member must have agreed to supervise the applicant and to be responsible for ensuring that the applicant provides appropriate care to clients.
4. The applicant must provide evidence satisfactory to the Registrar that he or she has either professional liability insurance or protection against professional liability, in accordance with the by-laws. O. Reg. 122/01, s. 1; O. Reg. 19/12, s. 5 (1).

(1.1) The following are additional conditions of a temporary certificate of registration:

1. The member must continue to be employed in the position referred to in paragraph 2 of subsection (1) or hold the appointment referred to in that paragraph.
2. The member may only practise occupational therapy under the supervision of the general practising member referred to in paragraph 3 of subsection (1).
3. The member must have either professional liability insurance or protection against professional liability, in accordance with the by-laws, and the member shall, upon request, provide evidence of such insurance or protection to the Registrar. O. Reg. 19/12, s. 5 (2).

(2) A temporary certificate of registration shall not be issued to a person for more than four months within a 12-month period. O. Reg. 122/01, s. 1.

**38.1 (1) The following are non-exemptible requirements for an emergency certificate of registration:**

**1. Emergency circumstances must exist such that in the opinion of the Council it is in the public interest to issue certificates of registration in the emergency class.**

**2. The applicant must meet the registration requirements of subsections 36 (1) to (3) with the exception of paragraph 3 of subsection 36(1) and paragraph 1 of subsection 36(3).**

**3. The applicant must provide evidence of:**

- i. completion of at least 300 hours of service within the scope of practise of the profession in the five years before the date of application, or**

ii. successful completion within the previous 18 months of a refresher course accepted by the Registration committee.

(2) Every certificate of registration in the emergency class is subject to the following terms, conditions and limitations:

1. The member shall practise the profession only within the scope of their emergency certificate.
2. The member shall at all times when providing occupational therapy services identify themselves as an emergency certificate member.
3. The member shall only practise the profession while under the supervision of a member in the general class.
4. The member shall be restricted to the use of the title Occupational Therapist (Emergency Class) or "OT (Emerg. Class)"

(3) An emergency certificate of registration expires:

1. Unless stated otherwise on the certificate, six months after it is issued, unless it is renewed.
2. Unless stated otherwise on the certificate, a renewed emergency certificate of registration expires six months after it is renewed, unless it is renewed again.

3 Despite subsections 1 and 2 above, an emergency certificate expires on the earlier of any of the following:

- (i) Three months after the date the Council declares that the emergency circumstances in which it is in the interest of the public to issue and renew emergency certificates of registration have ended.
- (ii) The date the member is issued a general practising certificate of registration.
- (iii) the date the member is issued a provisional practising certificate of registration.

(4) A member who holds, or held within the previous six months, a certificate of registration in the emergency class may be issued a certificate of registration in the general practising class despite not having met the requirement set out in paragraph 3 of subsection 36(1), if the member:

- a) applies for a certificate of registration in the general practising class,

b) satisfies all other requirements for the certificate of registration in the general practising class, and

c) provides satisfactory evidence based on their practice for a period of at least six months in the emergency class that the member will practise competently and ethically even though practising without supervision.

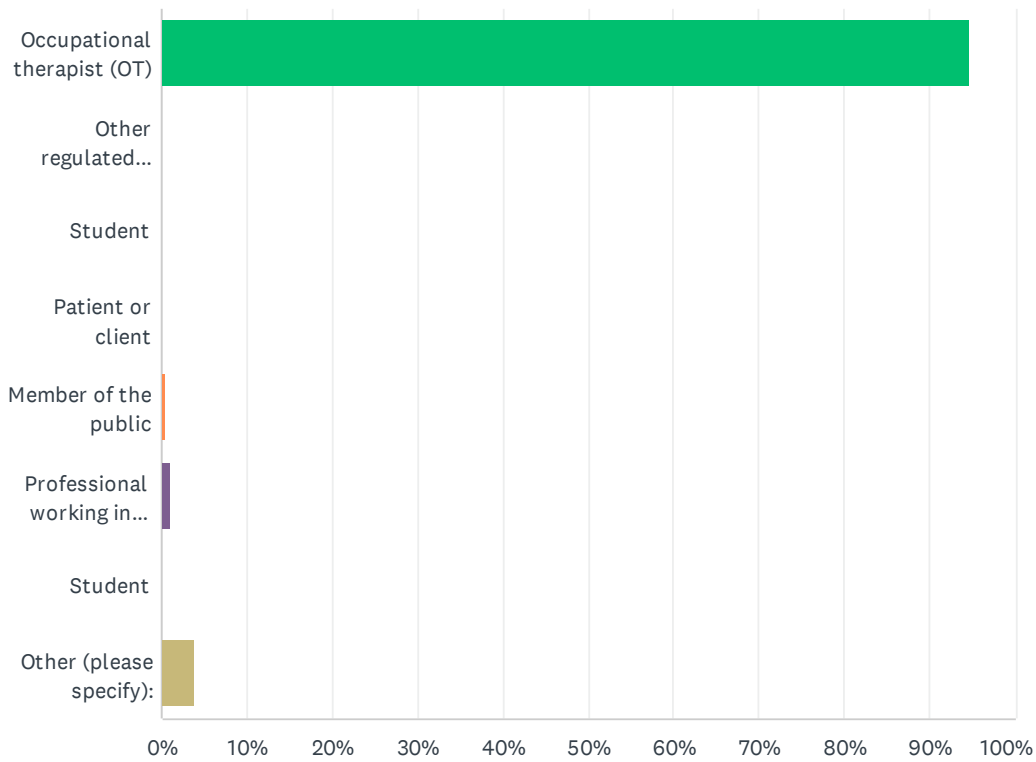
(5) A member who holds, or held within the previous six months, a certificate of registration in the emergency class and who has not met the requirement in paragraph 1 of subsection 36(3) may be issued a certificate of registration in the provisional practising class if the member:

a) applies for a certificate in the provisional practising class, and

b) satisfies all requirements for the certificate of registration in the provisional practising class

## Q1 Please indicate which description best describes you:

Answered: 204 Skipped: 1



ANSWER CHOICES	RESPONSES	
Occupational therapist (OT)	94.61%	193
Other regulated health professional	0.00%	0
Student	0.00%	0
Patient or client	0.00%	0
Member of the public	0.49%	1
Professional working in regulation	0.98%	2
Student	0.00%	0
Other (please specify):	3.92%	8
<b>TOTAL</b>		<b>204</b>

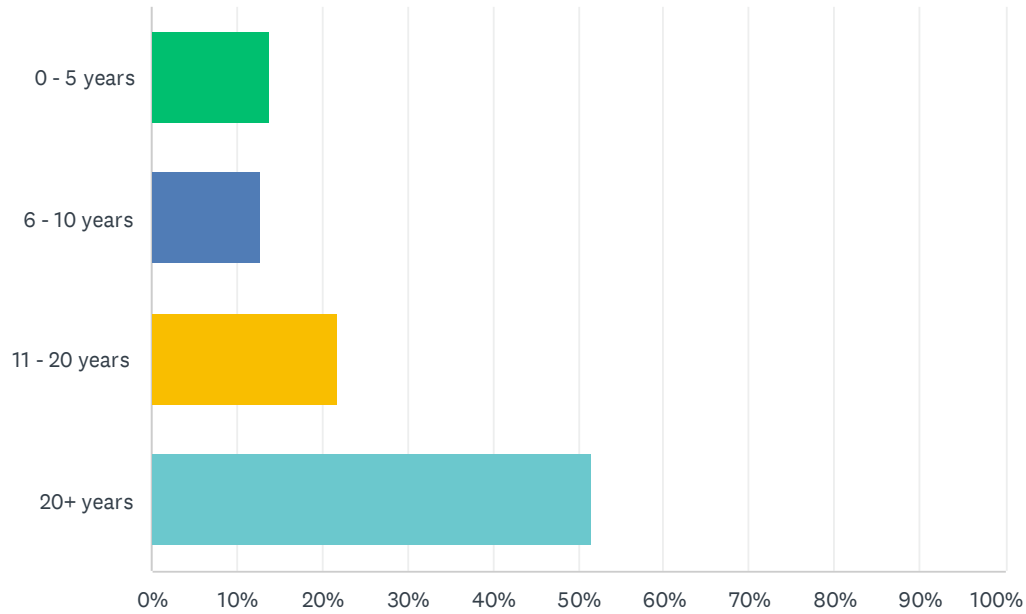
#	OTHER (PLEASE SPECIFY):	DATE
1	Non practicing previously licensed OT	3/29/2023 1:50 PM
2	Candidate OT	3/29/2023 9:38 AM
3	Internationally Educated OT- waiting to write examination	3/16/2023 3:48 PM
4	Non registered OT, over 16 yrs experience. Gave up licence a year ago.	2/23/2023 1:03 PM

## Consultation on Proposed Emergency Class of Registration

5	Previously Occupational Therapist	2/16/2023 6:43 AM
6	Retired therapist	2/15/2023 1:46 PM
7	Retired occupational therapist	2/14/2023 5:02 PM
8	Retired from OT	2/14/2023 4:26 PM

## Q2 How many years of practice?

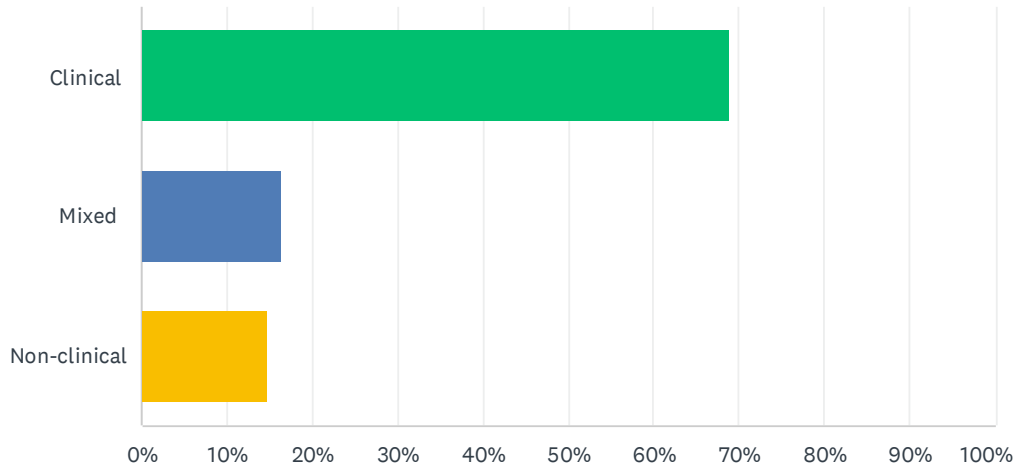
Answered: 188 Skipped: 17



ANSWER CHOICES	RESPONSES	
0 - 5 years	13.83%	26
6 - 10 years	12.77%	24
11 - 20 years	21.81%	41
20+ years	51.60%	97
TOTAL		188

### Q3 Nature of practice

Answered: 189 Skipped: 16

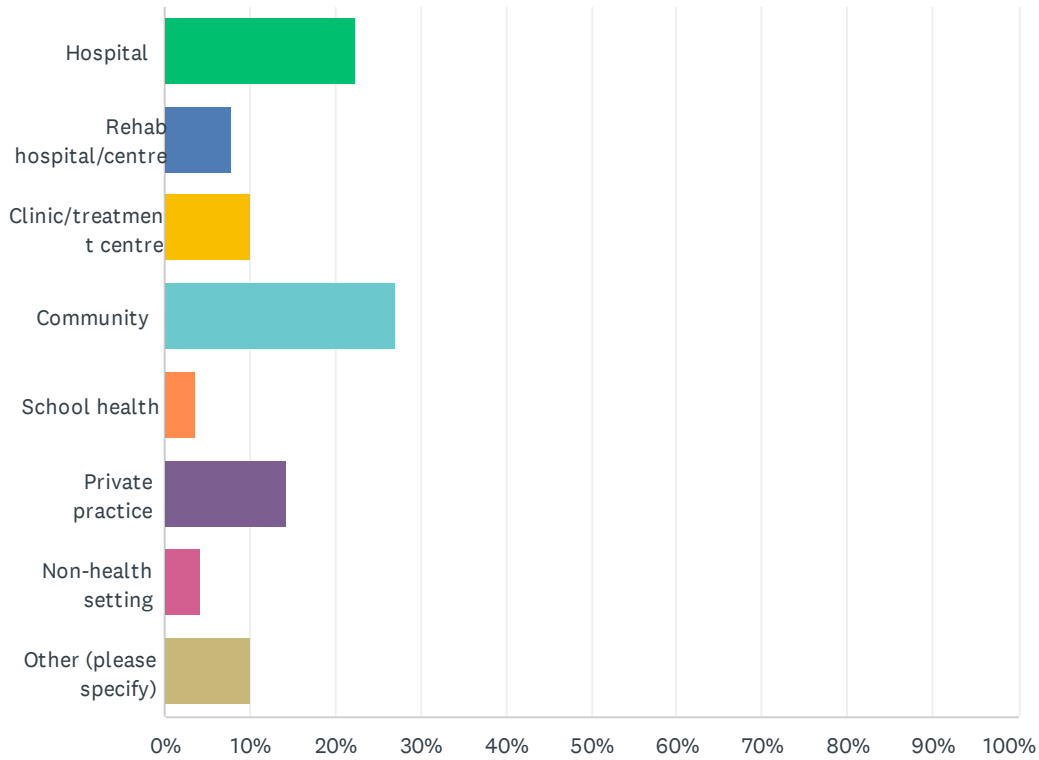


ANSWER CHOICES	RESPONSES	
Clinical	68.78%	130
Mixed	16.40%	31
Non-clinical	14.81%	28
<b>TOTAL</b>		<b>189</b>



## Q4 Practice setting

Answered: 188 Skipped: 17



ANSWER CHOICES	RESPONSES	
Hospital	22.34%	42
Rehab hospital/centre	7.98%	15
Clinic/treatment centre	10.11%	19
Community	27.13%	51
School health	3.72%	7
Private practice	14.36%	27
Non-health setting	4.26%	8
Other (please specify)	10.11%	19
<b>TOTAL</b>		<b>188</b>

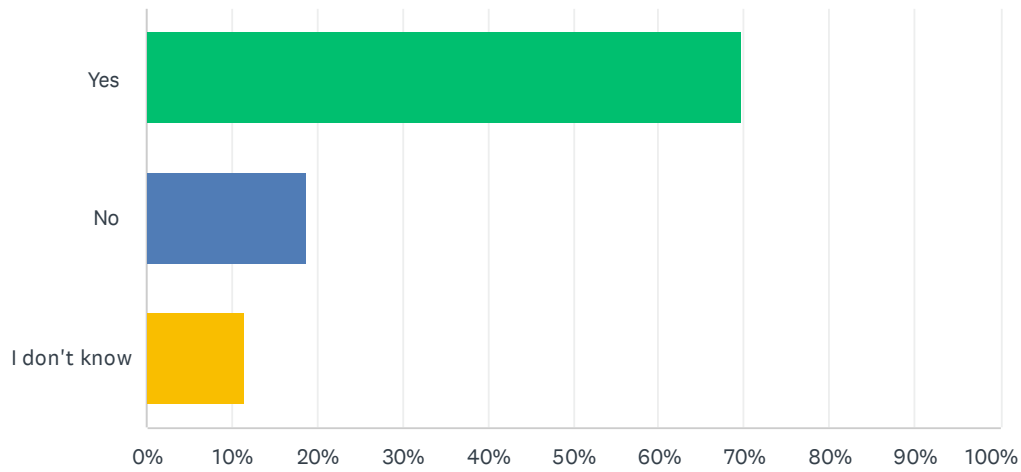
#	OTHER (PLEASE SPECIFY)	DATE
1	post-secondary	3/22/2023 12:32 PM
2	University	3/22/2023 12:25 PM
3	Faculty member at Western and Private practitioner	3/22/2023 12:02 PM
4	mental health facility	3/17/2023 4:36 PM

## Consultation on Proposed Emergency Class of Registration

5	Community and hospital	3/2/2023 4:59 PM
6	Education	2/28/2023 11:56 PM
7	Home Care	2/26/2023 3:00 PM
8	Long term Care	2/22/2023 7:56 AM
9	Community-Motor Vehicle Accidents (MVA)	2/18/2023 9:15 PM
10	Mixed	2/18/2023 8:27 PM
11	Family Health Team	2/16/2023 4:21 PM
12	Ontario Health	2/16/2023 2:09 PM
13	LTC	2/14/2023 11:40 PM
14	Long Term Care	2/14/2023 5:22 PM
15	government and community	2/14/2023 4:46 PM
16	Corrections	2/14/2023 4:46 PM
17	Home and community Care support services in hospital	2/14/2023 3:56 PM
18	Hospital and community	2/14/2023 3:47 PM
19	Nursing home	2/14/2023 3:45 PM

## Q5 Do you support the proposed amendments to the General Regulation?

Answered: 165 Skipped: 40



ANSWER CHOICES	RESPONSES	
Yes	69.70%	115
No	18.79%	31
I don't know	11.52%	19
<b>TOTAL</b>		<b>165</b>

## Q6 Please provide your comments about the proposed amendments to the General Regulation.

Answered: 76 Skipped: 129

#	RESPONSES	DATE
1	Acknowledging the duration of the emergency class, appreciate some considerations for extension due to challenges to replace OTs in the emergency class with general class to provide client care post emergency need due to HHR shortages.	4/6/2023 9:34 AM
2	As a previously licensed OT who is currently not practicing (but still able to apply to the college given that I have practice hours within the past 3 years), this amendment brings me comfort to know that if ever there is a shortage of OTs in an emergency situation, that I would be able to apply to the college and assist.	3/29/2023 2:11 PM
3	I disagree with the provision of providing evidence of completion of at least 300 hours of service within the scope of practise of the profession. Personally, I've been having a hard time to find an OT to supervise me at this time imagine during an emergency. In my opinion, this provision should be revisited.	3/29/2023 9:43 AM
4	Wondering whether position title might be 'reserve' or 'reinforce ' instead of emergency?	3/29/2023 9:08 AM
5	The title OT Reg Ont (Emerg) is potentially confusing. There are OTs that work in emergency medicine / rooms and this may lead to confusion re: roles that they play. Also, the current general regulation does not appear to reference the need for Vulnerable Sector Screening. Is this a requirement? If so, the regulation should clearly state this for the groups that is applicable for. We have experienced several long, unnecessary delays in recruiting OTs to our hospital as a result of this requirement. Our hospital does not require VSS but COTO does. As a result, we had no OT coverage for 6 weeks when waiting for our last OT to receive their registration. This needs to be addressed, as it is creating unnecessary shortages in the health care sector, beyond what the emergency class would address. It should be at the discretion of the employer if they require VSS or not. A police reference check could suffice if needed. VSS takes far too long to obtain.	3/23/2023 1:40 PM
6	Unclear if this would enable a retired OT to re enter practice in an emergency if they had been retired for more than 5 years.	3/22/2023 1:20 PM
7	- the proposal appears exclusionary to people/OT's who might be able to contribute in an emergency (i.e. Retired OT's) - what is the evidence to support "5 years" is the appropriate time frame for currency hours? - If COTO is willing to allow Internationally Trained OT's to obtain an Emergency Class license, why is this model not adopted on a more permanence basis to allow our internationally trained OT's to obtain a general practicing certificate?	3/22/2023 12:33 PM
8	the proposal appears exclusionary to people/OT's who might be able to contribute in an emergency (i.e. Retired OT's) what is the evidence to support "5 years" is the appropriate time frame for currency hours? If COTO is willing to allow Internationally Trained OT's to obtain an Emergency Class license, why is this model not adopted on a more permanence basis to allow our internationally trained OT's to obtain a general practicing certificate?	3/22/2023 12:31 PM
9	- the proposal appears exclusionary to people/OT's who might be able to contribute in an emergency (i.e. Retired OT's) - what is the evidence to support "5 years" is the appropriate time frame for currency hours? - If COTO is willing to allow Internationally Trained OT's to obtain an Emergency Class license, why is this model not adopted on a more permanence basis to allow our internationally trained OT's to obtain a general practicing certificate?	3/22/2023 12:29 PM
10	I have delayed responding for a few weeks while I mull this over, and I still don't know. As a PPL in an acute care setting, we don't necessarily want a warm body to fill any role. We want the right OT to fill the role. Are we doing these new grads a disservice by throwing them in the deep end without ensuring they are eased into their careers with the right supports and mentorship? This feels like it could end up as a Baptism by Fire situation for these new grads. Are we going to burn out this new grad class by not protecting them? If we burn them out, are we really solving an issue?	3/15/2023 3:23 PM

## Consultation on Proposed Emergency Class of Registration

11	The language used in the amendments and concept of setting this contingency plan appears to be critical for times like pandemics. I am curious if there has been any discussions around another classes of emergency supports which would allow others such as students of OT to support the system in various capacities without adding more burden to the preceptors needing to surprise the practice when proper training has been obtained by the student. Thanks!	3/11/2023 4:03 AM
12	There are lots of OTs who want more work. We should focus on building our existing caseloads.	3/10/2023 9:46 AM
13	Reasonable, balancing need for HHR quickly in an emergency, with the need to protect the public	3/8/2023 11:27 PM
14	It is good to have this classification, however based on my experience during Covid OTs were redeployed to other duties not typically in their scope of practice How would this impact this new class of registrants who might also be redeployed? Can they accept delegation of contrôles acts?	3/8/2023 7:50 PM
15	One concern I have is the title of the emergency registration: "OT (Emerg.)" might be taken to mean practicing in the emergency medicine context. The title does not convey the restricted nature of the licensed practice. It suggests the person is an "Emerg OT"...and while such roles have not taken root as well as many feel they should have, it may well happen in future. Regardless, the possibility for confusion is there. Might there be another version of the title that could avoid such potential confusion? E.g. "OT (EmCertTemp)" or "OT (EmergRestricted)" or even "OT-E (Temp)". A clearer title would do more to protect the public, given there will be times when the only indication of title is the written version.	3/8/2023 3:40 PM
16	Requiring supervision actually adds workload to other fully regulated practitioners, and would add to burnout for them, not clear on how this would assist other than having more bodies, not necessarily more care or quality care. Health care practice changes significantly in a short time, those out of the field lose touch with current practice and need to demonstrate capacity. The exam levels the playing field and protects clients, do not support its removal. Have worked with international trained staff, many who do not have the same knowledge base or overall practice and should not move quickly to that level.	3/8/2023 3:35 PM
17	I am curious whether the exam exemption would enable student OTs to perform clinical OT duties under supervision or would it be for general redeployment to assist nursing staff.	3/8/2023 3:03 PM
18	I think the proposed amendments have the potential to be a beneficial tool to the profession by allowing OTs to step in during emergent situations.	3/8/2023 2:41 PM
19	The new emergency class registrant essentially functions as a student under supervision of a general class registrant, however would make it appear on paper to employers that they have more fully functioning OTs than they actually have. I feel there is a significantly increased risk to the supervising OT who could have to shoulder the burden of supervising multiple emergency class OTs while still likely having their own increased workload or potentially having been reassigned to other duties as we had happen during the pandemic. There should be a limit to the number of emergency class OTs that can be placed under the supervision of one general practice OT. This way the employer cannot overload the general practicing OT with excessive workload and risk. It also helps protect the employer if the general practice ot needs to take time off (illness, stress, vacation, etc) that the employer will not suddenly be faced with a staff full of emergency class OTs who have no supervision. There is a limit to the amount of supervision one OT can provide safely and effectively. Many employers who don't have OTs or other allied health professionals in management positions will not understand this.	3/8/2023 4:09 AM
20	Based on lived experience during COVID19 wave one and wave two, having additional OTs in the hospital and/or community would have not added value to the situation.	3/6/2023 1:11 PM
21	The proposed changes for emergency certification need to be clarified about internationally educated OTs. The entry to practice exam (NOTCE) requirement is for all OTs. The college should consider emergency certification of IEOTs who have completed step-2 of the SEAS process, as they will be working under the supervision of a registered OT. This will add a considerable number of OTs during emergencies, esp. in home and community sectors (private and public) dealing with a serious shortage of OTs.	3/5/2023 12:50 PM
22	It looks to be thorough and considers how to practice safely under the proposed emergency regulation	3/4/2023 5:49 PM

## Consultation on Proposed Emergency Class of Registration

23	The pandemic has highlighted the need for the health care workforce to mobilize quickly. The need for an emergency class of registration is required and will help to ensure there are sufficient registered OTs to work should another situation like this pandemic arises.	3/2/2023 10:15 AM
24	Good middle ground assuring quality and safety check maintained	3/1/2023 5:21 PM
25	Is the type of OT role limited? Since it's an emergency situation, would this apply only to direct care in hospital, LTC, and community care settings? Not OT managers, OT professors, etc.	3/1/2023 8:32 AM
26	Hoping the College will also consider OT applicants for the Emergency Class Registration with previous criminal conviction.	2/28/2023 5:33 PM
27	The proposed amendments strike a balance to protect the public by ensuring that OT(Emerg.) have the competencies to provide OT services to clients during an emergency. Competency is very important, particularly during an emergency.	2/28/2023 3:15 PM
28	In the home & community care setting we are experiencing a serious HR crisis of lack of OTs & increasing demand for our services - hopefully the OT emergency class registrations can help ease our crisis.	2/28/2023 2:26 PM
29	I am not confident that supervision will actually be available in an emergency. I wonder about ability to assess emergency OT's abilities to transfer to the General or Provisional registers if there isn't adequate supervision time to assess them. I also do not think there are very many OTs out there just waiting to come back to practice and prevented by lack of currency hours.	2/27/2023 5:42 PM
30	There are sufficient safeguards to ensure public safety while addressing health human resource capacity issues facing Ontario	2/26/2023 3:02 PM
31	I think if there is an emergency reinstatement of licences to assist health care, the college should also look at the practicality of one to one supervision/hours and the refresher course. Would an OT return to practice if lengthy barriers exist? Competency, review, and supervision are important. Could hours or individual cases be assessed even regarding the community's access to healthcare and OTs. Some areas have higher waiting lists than others. I personally only gave up my licence coming off of a mat leave and then 2 years of Covid lockdown and being unable to work/accumulating my hours. I was unable to find time and supervision of the hours stated to me unfortunately. I made the difficult decision to leave the profession because of the regulations to have supervision and the hours. I would love to assist if our community is in dire need of OTs and an emergency class registration seems reasonable to help OTs even have a way to return to the profession.	2/23/2023 1:16 PM
32	Seem to be reasonable to support while still providing good safeguards. I would like to see more ability for virtual work between provinces, since other provinces consider the same criteria to register, and it's just a matter of money.	2/22/2023 7:59 AM
33	Unclear about comment "The member shall practise the profession only within the scope of their emergency certificate" when none of the other classes have this line. There doesn't seem to be an identified clinical scope (or restrictions) for the emerg class?	2/21/2023 12:09 PM
34	The only setting that I can think of that will support the mentoring aspect is hospital. This could possibly add more stress to a stressed sector. Could this also have a negative impact on finding student placements? May need to be creative with the mentoring aspect, such as virtual contact.	2/21/2023 9:21 AM
35	For the most part, amendments are clear - though given that the emergency registrants may not yet have passed their exam and will need supervision, some clarification regarding the nature of supervision to be provided would be helpful.	2/21/2023 9:08 AM
36	I am not opposed in principle to the emergency class. However, I think that ideally it should only be granted to those who have worked as an occupational therapist for at least 3 years (or something like this), preferably. If these individuals cannot be found, please consider raising the amount of clinical fieldwork hours the person will have completed prior to the emergency (? 800 hours). If there again is an emergency, having a highly inexperienced OT student (ie only 300 hours clinical fieldwork) becomes more hindrance than help. Having onboarded many new grad OTs in the hospital over the past several years, even with 1000 hours of clinical fieldwork completed, they still require a lot of support. OTs in hospital are making critical decisions around trajectory of patient's discharge/recovery potential/functional progression and a individual with only 300 hours clinical exposure will have considerable difficulty doing this. In	2/17/2023 3:01 PM

## Consultation on Proposed Emergency Class of Registration

my opinion, it is too high a burden to place on a General License OT to monitor the ongoing practice of someone with so little clinical exposure.

37	I support the amendment when there is a shortage of OTs to perform zoT specific jobs in the healthcare field during times of emergency.	2/16/2023 9:23 PM
38	- Perhaps a grammatical error, but in both places the title has been listed as "OT (Emerg.) - quotation marks missing - I'm mostly wondering about the supervision guidelines - It makes sense, but I think it might create some barriers to accessing OT in locations with limited OT resources to begin with. Also, what about individuals that have been OTs for many years but maybe retired or are away with family-roles at this time and may not quite meet the 300 hrs in 5 yr mark. Should they have to go through the same supervision process?	2/16/2023 4:36 PM
39	I support the amendment with regards to practice hours and the waiving of exam requirements. My concerns lie with the vagueness of "emergency" and the lack of a definition of what would constitute an emergency. That the sole decision lies with the Council with no stated guidelines or definitions may create a situation where standards are at risk because of political pressure or other poorly defined conditions.	2/16/2023 2:12 PM
40	Pediatric practice is significantly in need of therapists. The process of equivalency training is very slow. I currently have an OTA who trained as an OT in Glasgow and we are still waiting for her to complete the process. I would love this to be put into effect.	2/16/2023 1:59 PM
41	I disagree with having an emergency class amendment even though the government is telling all colleges they require one.	2/16/2023 11:43 AM
42	Sounds good to me!	2/15/2023 7:04 PM
43	Its a complicated issue. May actually have a negative impact on the occupational therapy industry as a whole. It would be paramount to determine the root cause of the labour shortage, is it due to the registration process taking too long, not likely. It could be due to wages not being high enough to stimulate demand or OT caseloads being too stressful to justify the day to day grind. Other rusks could involve accidently registering people as OTs who are not qualified for the title.	2/15/2023 6:03 PM
44	I suspect the Ford Government is doing this to ensure there are healthcare professionals on standby while they underfund public healthcare, create a healthcare crisis and privatize healthcare while increasing costs to the public.	2/15/2023 4:14 PM
45	Return to practise after 5 years with supervision and transparency of "emergency" designation is reassuring.	2/15/2023 1:56 PM
46	I don't specifically have concerns on the amendments that COTO is suggesting, more about why this is having to happen in the first place. I trust that those in the position of hiring will weed out the candidates to ensure a good fit for the specific workplace.	2/15/2023 12:23 PM
47	I have concerns with the following subsection: The member shall be restricted to the use of the title Occupational Therapist (Emergency Class) or "OT (Emerg.) I feel that "Emergency Class" is not clear to the Public. They may think that the OT has additional qualifications/has taken a 'class' to work in the Emergency Department. The short form (Emerg.) is even more confusing and, again, seems to indicate that the OT has a 'specialty' in Emergency Department care. I would suggest an entire phrase is needed to be bracketed after Occupational Therapist or OT and that the word 'temporary' be used: Occupational Therapist (Temporary Emergency Registrant) OT (Temporary Emergency Registrant)	2/15/2023 11:49 AM
48	This is not necessary. OT's were not properly utilized and redeployed during COVID-19 lock downs and many were unable to earn a living. We don't need more OT's	2/15/2023 10:38 AM
49	I do not believe that an individual designated emergency OT will be capable of providing competent service without completing appropriate schooling and training.	2/15/2023 10:18 AM
50	I think the exam requirement should be met before allowing a registrant to practice in Ontario in good standing even under emergency class amendments to General Regulation.	2/15/2023 8:49 AM
51	In general I support the proposed amendments, the candidate requirements are reasonable and ensure OTs in this class have skills that can support a clinical practice. However, the requirement for supervision would be a huge barrier in our organization. Unless the supervision requirements are altered from what is currently required of general registrants to supervise provisional registrants, we would not be in a position to use this class of OT, negating the	2/15/2023 8:35 AM

## Consultation on Proposed Emergency Class of Registration

whole purpose of creating this class of registrants. I would suggest reducing the supervision requirements for the OT emergency class registrants to make this more realistic and viable during emergency situations, especially if the OT has previously passed the certification exam and/or held a general registration certificate. A plan for weekly review of any assessments and treatment plans is more than adequate for this group of OTs.

52	I think the amendments are very reasonable....At the six month mark, is there any COTO document the supervising OT needs to complete before the next 6 mo extension is given?	2/15/2023 8:07 AM
53	I do not feel like there is a shortage of OTs, and in the interest of our clients I do not support lower standards. However, I am not an expert, and would certainly find some outcome data helpful to provide more useful feedback. For example, some 3rd party data or research on the impacts of the pandemic. To what extent was there decreased or modified access to OT services. What were the outcomes in terms of occupational engagement, health, wellness, and 30 day readmit frequencies.	2/15/2023 7:22 AM
54	Concerns around ensuring that and Emer. OT has supervision. How is that going to be monitored or delegated, esp if there actually is health care working shortages.	2/15/2023 5:56 AM
55	I support the amendment. It's necessary in the emergency situation to have more helpers.	2/14/2023 10:17 PM
56	They seem appropriate given the nature of the situation in which this would come into effect. I think that it adequately protects all parties involved. I may have missed it when reading the proposed changes but I assume they also have to have liability insurance as provisional and general licensed OTs require.	2/14/2023 9:40 PM
57	Everyone should have to write the board exam. This is unfair for everyone who has had to pay for and write it to date. Everyone has collectively gone through Covid, I don't agree that those who don't write and pass the exam should be able to use the title OT Reg. (Ont.)	2/14/2023 8:47 PM
58	First and foremost there is never an instance that would necessitate an emergency need for occupational therapists so much so that prospects should be able to grandfather into a general certificate without stiaifying the rigor of studying for, writing and passing the board exam. That is patently unfair to everyone who successfully challenged the exam and paid for it. Sure, I understand hopefuls were disenfranchised by the lockdown but that does not warrant these provisions. COTO has not demonstrated at all why this should even be discussed based on the information provided in the proposed changes. This is nonsense and is a hard no from me. If you go through with this you should give back the exam fee for everyone who has written the board exams. Life is full of challenges that must be overcome. Creating handouts , essentially giving away membership is an insult to all of us. Do better, better yet drop this terrible idea	2/14/2023 8:33 PM
59	This is absolutely ridiculous and puts the puts the public at risk. Why not just remove all vaccine mandates and bring everyone who chose not to get the covid vaccine back to work? The shots have been proven NOT to be effective and to cause risk. I am embarrassed to be a part of any profession that supports this.	2/14/2023 8:14 PM
60	The scope of the emergency should be defined.	2/14/2023 7:48 PM
61	I do not agree with reducing currency hours and removal of the exam. I would be surprised if the title "emergency OT" was used. I have no interest in supervising someone working in this capacity. A better solution would be to repeal Bill 124.	2/14/2023 7:37 PM
62	Good to remove barriers to bringing in OTs during an emergency situation.	2/14/2023 6:57 PM
63	There is no shortage for occupational therapists. Still competitive to secure positions. I have been practicing for over 10 years and have not been able to transfer into another role.	2/14/2023 6:04 PM
64	Make it easy enough for someone to get into the emergency class.	2/14/2023 5:45 PM
65	Negatives: 1.Currency hours required are too high for an emergency situation (180 hrs = 5 weeks - that is alot in an urgent care situatoin) - the requirements for re-entry to practice hours in general are too high and too stringent compared to other colleges. 2. The need to be supervised by another OT, in an emergency there are shortages, in my sector there would not be any OT's available to supervise, so we would not be able to have access to an OT in an emergency situation Positives: 1. I like that once they are done practicing in the emergency situation they can use those hours to currency and re-entry to practice and become general OT without doing exams or more hours.	2/14/2023 5:29 PM
66	I believe (1) that those who are provided with a emerg certificate should show they are in the	2/14/2023 4:55 PM



## Consultation on Proposed Emergency Class of Registration

process - before they get the certificate - of continuing education in any form in the area they are being hired in. They should (2) also show they are in contact with another individual in that field on a continuous bases for support in that field of OT (3) I do not see what is considered / deemed 'an emergency'. there should be an operationalized definition of what the council considers an emergency and that should be reviwed by the general OT public as this directly impacts us. (4) 300 hours in 5 years (60 hours a year, meaning they would have had only 1 hour a week over a year) is extremely low. This should be reconsidered. Thank you for considering my input.

67	The required amount of hours of practice is not sufficient. It should be doubled, at least.	2/14/2023 4:44 PM
68	It looks reasonable and well thought out. No need for my input.	2/14/2023 4:38 PM
69	Hours worked under the 'emergency' title can be applied to practice hours when registering with the College after the emergency title is released and not valid.	2/14/2023 4:36 PM
70	This is wise given the likelihood that the World will have to deal with pandemics (COVID-19, SARS etc.) indefinitely.	2/14/2023 4:33 PM
71	With the present shortage of OTs in the Province and across the Board in Canada, it is very important to have OTs so the people needing the services DO NOT suffer. In the long run, the affected persons will get earlier service, they will be in their recovery process and valuable individuals to their families and society. and will be a great saving in health Dollars. Many Thanks for your Consideration, Contribution and Support for our Country.	2/14/2023 4:19 PM
72	New grads have always been able to practice pending their registration exam. I believe the issue of shortages of all RHPs in Ontario has more to do with: 1) restrictions in training opportunities 2) Limited pathways to employment for foreign trained RHPs. I do not think we have to lower our standards, just reach out to settings short of staff to create new partnerships for supervising an integrating newcomer RHPs and new grads into Ontario's workforce.	2/14/2023 4:00 PM
73	One of the reasons there are short of OTs was due to the poor quality of OT supervisors who abused and harassed OTs. Those poor quality OT supervisors have been able to escape from their unprofessional behaviours. As a result, they continuously abuse, harass and destroy OTs. Lowering the qualification of OTs will only destroy OT profession. Improving the quality of those OT supervisors should be the ultimate goals and responsibility of the college.	2/14/2023 3:59 PM
74	There are lots of OTs who have trained for years and looking for more work. Let's access the pool of OTs that we have via the College to staff any shortages. Perhaps job postings need to be listed via the College and sent via email blast.	2/14/2023 3:45 PM
75	I value the need for the registrant to have some currency hours in the profession within the recent past. I feel the public is better protected with the stipulation that the registrant must be supervised.	2/14/2023 3:37 PM
76	Everyone needs to take the same exam and be able to practice with expertise and competence	2/14/2023 3:23 PM

**RESPONSE TO  
THE COLLEGE OF OCCUPATIONAL THERAPISTS OF ONTARIO (COTO)'s  
CONSULTATION REGARDING PROPOSED EMERGENCY CLASS OF REGISTRATION  
April 2023**

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The Ontario Society of Occupational Therapists (OSOT) is pleased to provide feedback on the proposed Emergency Class of Registration as it pertains to the Ontario Governments' passage of the *Pandemic and Emergency Preparedness Act, 2022*.

**General Comments**

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We support the addition of the Emergency Class of Registration as it provides additional support to the healthcare system in times of need. We expect there will be very few occasions where the COTO Board of Directors would declare a state of emergency.

**Article 38.1(2).3**

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This article states that the [emergency class] member shall practice under the supervision of a general class member. While we agree that some form of supervision is important, this may also present a challenge for consideration. In an emergency, such as the current pandemic, the requirement of being supervised by an OT may limit how efficiently emergency class OTs can be registered. By broadening the supervision requirement to any regulated health professional, the quantity of temporary memberships can be expanded to areas of need including those where OTs currently do not already exist or are in limited quantity. It is assumed that during an emergency all health professions may be impacted and the number of supervisors, in general, may be limited. By expanding the supervision allowances, we may create a strong support structure for this temporary class and the health system as a whole.

**Article 38.1(2).4**

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The abbreviation of "Occupational Therapists (Emergency Class)" to "OT (Emerg.\*)" may cause members of the public, and other service providers, to confuse the occupational therapist as practicing in the Emergency Department. This may be misleading and misrepresentative of the OT's circumstance. It is recommended that the word "Class" be added to the abbreviation so it reads: "OT (Emerg. Class)" or not allow an abbreviation for the bracketed part of the title.

### **Article 38.1(3)**

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This article outlines when an emergency certification expires. The first two points (1 and 2) say nearly the same thing and can be merged to read: “Unless stated otherwise on the certificate or renewed certificate, six months after it is issued, unless renewed.”

### **Article 38.1(4)c**

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This article outlines how a member with an emergency class may move to a general practising certificate of registration if certain criteria are met. Part c is vague in terms of what is “satisfactory evidence.” Although it is appreciated that the vagueness of this regulation allows for flexibility to accept a wide range of evidence, it is unclear if there is a minimum requirement or how competent and/or ethical practice will be measured. It is recommended that some criteria be added, for example: “The evidence will be considered by the Registration Committee through use of a standardized methodology.”

### **Article 38.1(5)b**

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There is a period missing at the end of this article.

Thank you for seeking feedback on this proposed regulation change. OSOT has ensured liability insurance products are available to members of the emergency class of registration and will offer a six-month liability insurance purchase option should the Board declare an Emergency. We are committed to working with COTO if, and when, an emergency is declared to offer support to those seeking registration.

Please contact me should you require any clarification, or wish to explore comments further.

Sincerely,



Marnie Lofsky, OT Reg. (Ont.), MA (Leadership)  
Executive Director  
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April 14, 2023

## Competition Bureau comments on the Creation of Emergency Class Certificate of Registration

Thank you for the invitation to comment on the creation of emergency classes of registration as required by Ontario Regulation 508/22 under the *Regulated Health Professions Act, 1991* (Amendments).

The Competition Bureau (Bureau), as an independent law enforcement agency, ensures that Canadians prosper in a competitive and innovative marketplace. As part of its mandate, the Bureau promotes and advocates for the benefits of competition.

### *Why competition matters*

Ontario's health regulatory Colleges (Colleges) play a critical role in protecting the public by making sure healthcare professionals are safe, ethical and competent.<sup>1</sup> Pro-competitive policies can help to advance these goals, as described in our market study: [Empowering health care providers in the digital era](#). The study explained how policymakers can leverage technology to gain the benefits of competition including improved quality of care, access to care and fostering innovation and its adoption. Pro-competitive policies can have other benefits in healthcare, including contributing to the resilience of the workforce by lowering barriers to entry. As made evident by the COVID-19 pandemic, this is particularly important during emergencies, which can create additional shortages and pressures on healthcare workers.

The Bureau recommends that the Colleges create these emergency classes of registration to maximize the benefits of competition, such as increasing the supply of qualified healthcare workers, and advance their goal of protecting the public. Further, the lessons learned in the process may also be used to benefit competition and public safety during times of non-emergency.

### *Competition assessment in policymaking*

The Bureau's [Competition Assessment Toolkit](#) was designed to assist policymakers in identifying competition issues and tailoring policies to maximize the benefits of competition. Once a policy is identified for assessment, the policymaker should consider whether it has the potential to restrict competition. This may be the case if it makes it difficult for businesses to emerge or compete, or for consumers to make informed choices or switch products or services.

The policymaker should then consider whether a feature in the policy that could restrict competition is necessary, narrowly cast and proportionate. If there is an alternative that

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<sup>1</sup> Health Profession Regulators of Ontario (2023). [Professions and their Regulatory Bodies](#).



achieves their policy goal in a more competition friendly manner, they should implement it accordingly and monitor its effects moving forward for any unintended consequences.

### *Restrictions and alternatives*

The various registration requirements set out by the Colleges for healthcare workers to practice are barriers to entry for future workers. Such barriers are intended to keep the public safe by ensuring that healthcare workers are ethical and competent to practice. During an emergency though, increased demand for healthcare services and strains on healthcare workers can result in labor shortages that may present their own risk to public safety.<sup>2</sup> Temporarily easing these registration requirements with an emergency class of registration (and thereby increasing or speeding up the entry of healthcare workers) can balance these risks.

By setting up the emergency class of registration to only be as restrictive as necessary during times of emergency, the Colleges can maximize the benefits of competition (i.e. a more resilient healthcare workforce and patient safety). The Amendments require the Colleges to establish registration requirements for individuals joining the emergency class. These requirements can be used to lower barriers to enter the profession. For example, by allowing for competent healthcare students, recent graduates or accredited workers from other jurisdictions to register and by exempting certain requirements for emergency class registrants to move to another class. To strike the right balance between the risks and benefits associated with temporarily lowering these barriers requires the medical expertise of the Colleges. The Bureau hopes that the framework of a competition analysis presented in the Competition Assessment Toolkit may be helpful in doing so.

The Bureau also encourages the Colleges to consider how pro-competitive policies can benefit patients and healthcare workers outside of times of emergency as well. The Amendments require the Colleges to specify a path for healthcare workers in the emergency class to move into other classes of practice and to be exempted from certain registration requirements in doing so. Such exemptions will lower barriers to entry for those workers on a more permanent basis. These lowered barriers are likely to result in faster entry and more licensed healthcare providers, and as a result, a more resilient workforce. As such, the competitive benefits of the emergency class certification extend outside of times of emergency. We encourage the Colleges to use their expertise to make these exemptions as broad as possible to maximize the benefits of competition, while still meeting the central health and safety objectives of registration requirements.

In making these decisions, as in performing any competition assessment, the Colleges should base their decision to the greatest extent possible on objective empirical evidence.<sup>3</sup> To the extent data on the effects of similar exemptions in other jurisdictions or during the COVID-19 pandemic are available, this could inform their decision. It may also be beneficial to track data on worker entry and patient safety for healthcare workers operating under the emergency class provisions going forward. This data could be used to make future adjustments to the exemptions provided for under the emergency class, relaxing or

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<sup>2</sup> Canadian Institute for Health Information (November 2022). [Health workforce in Canada: In focus \(including nurses and physicians\)](#).

<sup>3</sup> Competition Bureau (2020). [Strengthening Canada's economy through pro-competitive policies](#). See Step 3: Identify alternatives to address policy goals, if necessary.



tightening them as needed.<sup>4</sup> Perhaps more importantly, this same data could also be used to determine whether the regular registration requirements are as necessary, narrowly cast and proportionate as can be. Having identified how much these barriers to entry can be safely lowered to offset the risk of worker shortages during times of emergency, those lessons may be used to maximize the benefits of competition in ordinary times.

*We're here to help*

The Bureau's goal is to promote the benefits of competition across the Canadian economy. On the other end, policymakers, as subject matter experts and authorities, are in a unique and critical position to seize upon these benefits. By incorporating competition analysis into your policy assessment, you can maximize the benefits of competition while still achieving your policy goals.

Such competition analysis can be complex, but is worthwhile and the Bureau can help. If you would like to discuss the Competition Assessment Toolkit, or have questions about particular policy proposals or the suggestions above, please contact our Competition Promotion Branch.

Yours Truly,

Bradley Callaghan  
Associate Deputy Commissioner  
Competition Promotion Branch  
Competition Bureau

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<sup>4</sup> *Ibid.* See Step 5: Conduct an ex-post assessment.