

Fair Registration Practices Report

Psychologists, Psychological Associates (2016)

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

This Fair Registration Practices Report was produced as required by:

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

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1. Qualitative Information

a) Requirements for registration, including acceptable alternatives

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

No changes this year

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

No changes this year

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

No changes this year

b) Assessment of qualifications

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

No changes this year

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

No changes this year

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

No changes this year

c) Provision of timely decisions, responses, and reasons

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

No changes this year.

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

No changes this year.

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

No changes this year.

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

There were no registration fee increases implemented in the last year.

In 2016 Council approved an ammendment to Bylaw .18 to reduce the fees for two of the required examinations (Jurisprudence and Ethics Examination (JEE)and Oral Examination (OE)). The change will become effective on June 1, 2017.

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

The reduction in these examination fees will reduce the financial burden on eligible candidates and members holding a certificate authorizing supervised practice.

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

As the College had sufficient funds in the budget to absorb this change, it is anticipated that there will be no financial or other impact on the College's operations.

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

No changes this year

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

No changes this year

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

No changes this year

f) Policies, procedures and/or processes, including by-laws**i. Describe any improvements / changes implemented in the last year.**

In 2016 the College's Council approved an Examination Accommodation Policy that became effective January 31, 2017. (Note: the College had an examination accommodation procedure in place, but developed a formal policy based upon recommendations stemming from the audit of the Jurisprudence and Ethics Examination in 2014).

The Examination Accommodation Policy can be found here:
<http://www.cpo.on.ca/WorkArea/DownloadAsset.aspx?id=1667>

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

The Examination Accommodation Policy provides greater transparency and clarity to applicants regarding the process and implementation of exam accommodations.

The new request forms associated with this policy make requesting examination accommodations more efficient for applicants.

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

Having an Examination Accommodation Policy assists College staff in providing accommodation information to applicants, assists in efficiently processing accommodation requests, and allows the process of administering examinations with accommodations to proceed efficiently.

g) Resources for applicants

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

No changes this year.

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

No changes this year.

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

No changes this year.

h) Review or appeal processes

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

No changes this year

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

No changes this year

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

No changes this year

i) Access to applicant records

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

No changes this year

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

No changes this year

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

No changes this year

j) Training and resources for registration staff, Council, and committee members**i. Describe any improvements / changes implemented in the last year.**

No changes this year.

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

No changes this year.

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

No changes this year.

k) Mutual recognition agreements**i. Describe any improvements / changes implemented in the last year.**

No changes this year

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

No changes this year

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

No changes this year

l) Other (include as many items as applicable)**i. Describe any improvements / changes implemented in the last year.**

No changes this year

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

No changes this year

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

No changes this year

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

No changes this year

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2. Quantitative Information**a) Languages**

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

Language

Yes/No

English Yes

French Yes

Other (please specify)

Additional comments:

b) Gender of applicants

Indicate the number of applicants in each category as applicable.

Gender **Number of Applicants**

Male 35

Female 150

None of the above 0

Additional comments:

c) Gender of members

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

Gender **Number of Members**

Male 1087

Female 2662

None of the above 0

Additional comments:

d) Jurisdiction where applicants obtained their initial education

Indicate the number of applicants by the jurisdiction where they obtained their initial education¹ in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Australia 1		
			Brazil 1		
			France 1		
			India 2		
			Israel 1		
			Malaysia 1		
			Netherlands 1		
103	26	32	Pakistan 1	0	185
			Poland 1		
			Portugal 1		
			Serbia 1		
			S. Africa 4		
			Spain 1		
			U.K. 7		
			Total 24		

¹ Recognizing that applicants may receive their education in multiple jurisdictions, for the purpose of this question, include only the jurisdiction in which an entry-level degree, diploma or other certification required to

practice the profession or trade was obtained.

Additional comments:

The data in this section refers to the total number of Supervised Practice applications (application form and application fee submitted) received from January 1, 2016 to December 31, 2016 (complete and incomplete applications).

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

Indicate the number of applicants who became registered members in the reporting year by the jurisdiction where they obtained their initial education¹ in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
86	14	18	Australia 1 India 2 Iran 1 Malaysia 1 Pakistan 1 U.K. 2 Total 8	0	126

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

Additional comments:

For this question, "Member" refers to applicants who were issued with a certificate authorizing Supervised Practice (psychologist or psychological associate) during the period of January 1, 2016 to December 31, 2016.

f) Jurisdiction where members were initially trained

Indicate the total number of registered members by jurisdiction where they obtained their initial education¹ in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total

			Argentina 4		
			Australia 13		
			Brazil 1		
			China 4		
			Colombia 1		
			Denmark 1		
			Ecuador 1		
			U.K. 39		
			France 8		
			Germany 4		
			Hungary 2		
			India 13		
			Iran 7		
			Ireland 2		
			Israel 4		
			Italy 1		
			Jamaica 2		
2305	551	554	Netherlands 3	0	3576
			New Zealand 4		
			Norway 1		
			Pakistan 1		
			Philippines 1		
			Poland 12		
			Romania 1		
			Russia 10		
			Serbia 2		
			S. Africa 15		
			Korea 1		
			Spain 1		
			Swaziland 2		
			Switzerland 2		
			Turkey 1		
			Venezuela 1		
			Virgin Islands, U.S. 1		
			Total 166		

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

Additional comments:

For this question, "Member" refers to a member of the College of Psychologists of Ontario who held a "regular" certificate authorizing autonomous practice (psychologist or psychological associate) on December 31, 2016.

g) Applications processed

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

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

from January 1 st to December 31 st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
New applications received	103	26	32	24	0	185
Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)	0	0	0	0	0	0
Inactive applicants (applicants who had no contact with your organization in the reporting year)	0	0	0	0	0	0
Applicants who met all requirements and were authorized to become members but did not become members	8	3	3	9	0	23
Applicants who became FULLY registered members	94	42	32	13	0	181
Applicants who were authorized to receive an alternative class of licence ³ but were not issued a licence	8	3	3	9	0	23
Applicants who were issued an alternative class of licence ³	86	14	18	8	0	126

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

Additional comments:

Question # 1 in this section refers to the total number of Supervised Practice applications (application form and application fee submitted) received from January 1, to December 31, 2016 (complete and incomplete)

Question # 2 in this section is not tracked/recorded

Question #3 in this section is not tracked/recorded

Question # 4 in this section refers to Supervised Practice applicants who applied between January 1, to December 31, 2016, and who were issued with a "Statement of Eligibility", but who did not request to have a certificate authorizing supervised practice issued to them (psychologist or psychological associate).

Question # 5 in this section refers to the number of members who were issued with a regular certificate authorizing Autonomous Practice between January 1 to December 31, 2016 (psychologist or psychological associate).

Question # 6 in this section is the same as Question #4.

Question # 7 in this section refers to applicants who were issued with a certificate authorizing Supervised Practice (psychologist or psychological associate) during the period of January 1, to December 31, 2016.

h) Classes of certificate/license

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

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

#	Certification	Description
a)	Certificate of registration for a psychologist authorizing autonomous practice	<p style="text-align: center;">Description (a)</p> <p>A member holding this certificate has met all of the requirements for registration as a psychologist and may practice autonomously in Ontario (e.g. without supervision) as a psychologist within his/her declared areas of competence.</p>
b)	Certificate of registration for a psychologist authorizing interim autonomous practice	<p style="text-align: center;">Description (b)</p> <p>A member holding this certificate is registered to practice as a psychologist in another Canadian jurisdiction and is authorized to practice in Ontario, without supervision, for a period of up to 12 months, within his/her declared areas of competence. This permits the individual seeking an Ontario Certificate of registration for a psychologist authorizing autonomous practice, to practice the profession in Ontario while he/she prepares to write the College's Jurisprudence and Ethics Examination (JEE). Successful completion of the JEE is a non-exemptible requirement of registration.</p>
c)	Certificate of registration for a psychologist authorizing supervised practice	<p style="text-align: center;">Description (c)</p> <p>A member holding this certificate has met the education, good character and language fluency requirements of registration and has secured two members of the College as supervisors and an Ontario work setting. A holder of this certificate must practice within his or her declared areas of competence and only under the supervision of the College approved supervisors as he/she prepares to qualify for a certificate of registration for a psychologist authorizing autonomous practice. This certificate expires 12 months after the date on which it was issued.</p>
d)	Certificate of registration for a psychological associate authorizing	<p style="text-align: center;">Description (d)</p> <p>A member holding this certificate has met all of the requirements of registration as a psychological associate and may practice autonomously in Ontario (e.g. without supervision) as a psychological associate within his/her declared areas of competence.</p>
e)	Certificate of registration for a psychological associate authorizing interim autonomous practice	<p style="text-align: center;">Description (e)</p> <p>A member holding this certificate is registered to practice as a psychological associate in another</p>

		Canadian jurisdiction and is authorized to practice in Ontario, without supervision, for a period of up to 12 months, within his/her declared areas of competence. This permits the individual seeking an Ontario Certificate of registration for a psychological associate authorizing autonomous practice, to practice the profession in Ontario while he/she prepares to write the College's Jurisprudence and Ethics Examination (JEE). Successful completion of the JEE is a non-exemptible requirement of registration.
f)	Certificate of registration for a psychological associate authorizing supervised practice	<p style="text-align: center;">Description (f)</p> <p>A member holding this certificate has met the education, supervised work experience, good character and language fluency requirements of registration and has secured two members of the College as supervisors and an Ontario work setting. A holder of this certificate must practice within his/her declared areas of competence and only under the supervision of the College approved supervisors as he/she prepares to qualify for a Certificate of registration for a psychological associate authorizing autonomous practice. This certificate expires 12 months after the date on which it was issued.</p>
g)	Academic certificate of registration	<p style="text-align: center;">Description (g)</p> <p>A member holding this certificate must occupy a full-time or regular academic position on the faculty of an Ontario university. A member holding this certificate may not provide intervention, assessment or consultation services to individual clients, groups of clients, or organizations and may not supervise persons in providing those services.</p>
h)	Inactive certificate of registration	<p style="text-align: center;">Description (h)</p> <p>A member holding this certificate has ceased to practice on a temporary basis, up to two years, for the purpose of a sabbatical, parental or other leave. A member holding this certificate may not practise the profession or supervise others in the practice of the profession.</p>
i)	Retired certificate of registration	<p style="text-align: center;">Description (i)</p> <p>A member holding this certificate has ceased to practice on a permanent basis but wishes to maintain membership with the College. A member holding this certificate may not practise the profession or supervise others in the practice of the profession.</p>

Additional comments:

i) Reviews and appeals processed

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

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

from January 1 st to December 31 st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such as a Registration Committee	15	8	13	12	0	48
Applicants who initiated an appeal of a registration decision	4	3	5	3	0	15
Appeals heard	0	0	0	2	0	2
Registration decisions changed following an appeal	0	0	0	0	0	0

Additional comments:

j) Paid staff

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

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

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

Category	Staff
Total staff employed by the regulatory body	18.5
Staff involved in appeals process	2
Staff involved in registration process	4

Additional comments:

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3. Submission

I hereby certify that:

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

Lesia Mackanyn

Title:

Director: Registration

Date:

2017/02/24

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