



February 6, 2023

## HRPA PROFESSIONAL REGULATION SECTOR WATCH

Below is the February issue of the monthly *Professional Regulation Sector Watch*, capturing regulatory news hand-searched by the HRPA's Policy Development Team.

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### Ontario

#### **New “As of Right” Rules a First in Canada to Attract More Health Care Workers to Ontario**

<https://news.ontario.ca/en/release/1002650/new-as-of-right-rules-a-first-in-canada-to-attract-more-health-care-workers-to-ontario>

With new “As of Right” rules, the Ontario government will allow health care workers registered in other provinces and territories to immediately start working and caring for people in Ontario.

The government will introduce legislative changes in February 2023 that, if passed, will allow Canadian health care workers that are already registered or licensed in another Canadian jurisdiction to practice in Ontario immediately, without having to first register with one of Ontario's health regulatory colleges. These changes will help health-care workers overcome bureaucratic delays that have made it difficult to practice in Ontario.

#### **College of Midwives of Ontario: New Resource for Midwives – Complaints and Investigations**

<https://www.cmo.on.ca/resource-for-midwives-complaints-and-investigations/>

The College has created a new resource for midwives about the complaints process and [you can read it here](#). This resource is intended to provide information, so midwives know what to expect if they are the subject of a complaint or report.

In the new document, we answer questions including:

- What resources are available for midwives?
- What happens when a complaint is received about a midwife?
- What happens when the College receives concerning information about a midwife?
- Who reviews the complaint to determine whether further action is needed?
- What are the different processes?
- What does an investigation look like?
- How does the ICRC make decisions and what are the possible outcomes of a complaint processed through the ICRC complaints process or a Registrar's Investigation?
- Are the decisions public?
- What will the outcome be?
- How do midwives find out the status of a matter?

### **College of Naturopaths of Ontario: Regulatory Education Program Sessions + Registration Fee Changes**

<https://www.collegeofnaturopaths.on.ca/news-items/rfp-announcement-regulatory-education-program-sessions/>

<https://www.collegeofnaturopaths.on.ca/news-items/notice-of-registration-fee-change/>

- In support of the Council's Strategic Plan, the College will be launching a new *Regulatory Education Program* in the new fiscal year beginning in April 2023. This program will provide Registrants, in particular, but also members of the public with access to free educational programming related to the regulations and standards of practice governing naturopathic doctors in Ontario.

- Registration fees for the coming year will be increased by **6.4%**, the inflationary rate published in the [Ontario Consumer Price Index](#) (by Province, All-items Ontario). Accordingly, fees for the registration year beginning April 1, 2023, will be as follows (not including 13% HST):

Annual Registration Fee – General Class – \$1793

Annual Registration Fee – Inactive Class – \$899

Late Renewal Fee – All Classes – \$317

Reinstatement Fee – All Classes – \$276

### **College of Occupational Therapists of Ontario (COTO) Launches Revised Logo**

<https://www.coto.org/news/news-details/2023/01/24/coto-launches-revised-logo>

Public confidence is critical to the College of Occupational Therapists of Ontario's mission to protect the public. Building understanding and awareness of our role is an ongoing priority for the College.

In support of this work, the College is excited to share a revised logo, which features our acronym (**COTO**) and a new tagline – **"regulator of occupational therapists"** – that clearly states what we do.

Our goal is to reduce confusion and improve understanding of our regulatory role for clients, registrants, students, applicants, employers, system partners, and others.

Over the coming weeks, you will see the revised logo implemented across our website, College materials, resources, and other channels.

## **National:**

### **British Columbia**

#### **"Now is not the time': B.C. faces growing backlash from health-care professionals over Bill 36"**

<https://bc.ctvnews.ca/now-is-not-the-time-b-c-faces-growing-backlash-from-health-care-professionals-over-bill-36-1.6210733>

When hospitals and doctors' offices began seeing an onslaught of sick patients this fall, politicians were busy passing Bill 36, new legislation merging colleges but also fundamentally changing how those colleges will function going forward. Bill 36 was introduced by a multi-party committee and passed into full law this fall without much fanfare.

Merging and adding is not controversial, but what's rankling many healthcare professionals is the changes to the administration of those colleges.

Going forward, the board members who hear and make decisions on issues of professional misconduct will be appointed by the province, as will the superintendent who oversees the colleges and has the ability to change or overrule board decisions. Regulators are concerned about political interference as well as an erosion of due process when registrants may be disciplined for professional misconduct. The government claims that part of the impetus for the new bill was complaints from the media and public that the colleges were opaque and unresponsive to requests about disciplinary proceedings and other actions.

#### **British Columbia College of Nurses and Midwives "Coming soon: New registration process will remove delays and lower costs for internationally educated nurses"**

<https://www.bccnm.ca/bccnm/Announcements/Pages/Announcement.aspx?AnnouncementID=396>

On January 31, 2023, BCCNM will pilot a new registration process for internationally educated nurses (IENs) aimed at eliminating months – or even years – from the application journey. In B.C., the streamlined process will reduce barriers and delays by:

### **Introducing more options for completing a credential evaluation**

If a nurse is educated outside of Canada, their education needs to be authenticated through a credential evaluation as part of the registration process. IENs can seek a credential evaluation from a growing list of agencies. National Nursing Assessment Service (NNAS) advisory reports will continue to be accepted but will not be required. Approved agencies will include:

- The Canadian branch of World Education Service (WES)
- Comparative Education Service (CES)
- ICAS International Credential Assessment Service
- International Credential Evaluation Service (ICES)

### **Eliminating many upfront costs**

With support from the Government of British Columbia, the most significant upfront costs – for the NCAS competency assessment and BCCNM's application – will be waived during the pilot period\*.

### **An updated approach to assessing English language proficiency**

An evidence-based approach to English-language assessment will include the use of updated language testing benchmarks and will allow IENs to provide alternate forms of evidence to demonstrate language proficiency.

### **One stop for assessments**

Currently, the assessments that BCCNM needs to make a registration decision occur at different points in the application process and involve different organizations, forms, and fees, often resulting in delays. In the future, the Nursing Community Assessment Service (NCAS) will assess education, English language proficiency and nursing competency before BCCNM assesses an application, simplifying the process for applicants.

## **CPABC-CPA supply and demand: What's the forecast in BC?–Insights from the 2022 CPA Recruitment Needs Study**

<https://www.bccpa.ca/news-events/latest-news/2023/january/cpa-supply-and-demand-what-s-the-forecast-in-bc/>

To better understand the CPA labour market in BC, CPABC commissioned a study by Deloitte in 2022. In conducting the CPA Recruitment Needs Study, Deloitte used economic modelling to project the demand for and supply of CPAs between 2023 and 2027.

### **The outlook today**

The CPA Recruitment Needs Study found that demand for BC CPAs remains high, with CPA unemployment falling to record lows and job vacancies reaching an all-time high. The tightness of the CPA labour market mirrored that of BC's labour market overall.<sup>1</sup>

As of June 2022, CPABC had over 38,000 members in good standing. Approximately 27,926 of these CPAs worked in BC, while the remainder worked in other parts of Canada or internationally. Those working in BC were employed in every region of the province and in every economic sector. The professional, scientific, and technical services subsector; the public administration subsector; and the finance, insurance, and real estate subsector employed the majority of CPAs in the province, and public practice accounted for approximately one-fifth (21%) of CPA employment.

Underscoring the tightness of the CPA labour market, the study found that approximately 830 positions meant for CPAs were unfilled as of the first quarter of 2022.

### **College of Occupational Therapists of BC: COTBC Launches Indigenous Anti-Racism, Cultural Safety, & Humility Section On Website**

<https://cotbc.org/2023/01/cotbc-launches-indigenous-anti-racism-cultural-safety-humility-section-on-website/>

In 2022, 11 BC health profession regulatory colleges, including the College of Occupational Therapists of BC, adopted an Indigenous cultural safety, humility, and anti-racism standard of practice. The standard sets clear expectations for how registrants of each college are to provide culturally safer and anti-racist care for Indigenous clients and patients. As part of our ongoing efforts to live up to this new standard, the College has launched a new Cultural Safety & Humility section on its website. The new Cultural Safety & Humility section includes content for those who want to gain more insight into the College's commitment to cultural safety and humility, learn more about the history of colonialism and its ongoing impact on Indigenous health and wellness, explore resources to further build their understanding, or review initiatives the College is taking to embed cultural safety and humility throughout our culture, governance, and daily operations.

### **College of Massage Therapists: B.C. Massage Therapist Reprimanded For Sending Anti-COVID Vaccine Email To Patients**

<https://www.cbc.ca/news/canada/british-columbia/b-c-massage-therapist-anti-covid-vaccine-1.6724399>

A registered massage therapist in Vancouver was recently reprimanded for using his clinic's database to send an email to patients criticizing the efficacy of COVID-19 vaccines and mandatory vaccination for health professionals.

According to a newly released public notice from the College of Massage Therapists of British Columbia, Ian Glass sent a "lengthy email" from his work email address to about 205 people in January 2022, mostly his patients.

"The email primarily contained criticism of a proposed mandatory COVID-19 vaccination requirement for health professionals, but also included two statements regarding the efficacy and safety of COVID-19 vaccines," the notice said.

## Alberta

### **College of Registered Nurses of Alberta: Introduces New Registration Processes to Remove Delays for Internationally Educated Nurses**

<https://www.nurses.ab.ca/strengthening-the-system/coming-in-2023-new-registration-process-will-remove-delays-and-improve-pathways-for-internationally-educated-nurses/>

In early 2023, the College of Registered Nurses of Alberta (CRNA), in partnership with regulators will pilot a new registration process for internationally educated nurses (IENs) aimed at eliminating months – or even years – from the application journey. In Alberta, the streamlined process will reduce barriers and delays through the following.

If a nurse is educated outside of Canada, their education needs to be authenticated through a credential evaluation as part of the registration process. In 2023, IENs can seek a credential evaluation from a growing list of agencies. National Nursing Assessment Service (NNAS) advisory reports will continue to be accepted but will not be required. Approved agencies will include:

- The Canadian branch of World Education Service (WES)
- Comparative Education Service (CES)
- ICAS International Credential Assessment Service
- International Credential Evaluation Service (ICES)

Credential reviews already completed for immigration purposes will be accepted once upgraded by the credentialing agency.

#### An Updated Approach to Assessing English Language Proficiency

An updated, evidence-based approach to English language assessment will include the use of updated language testing benchmarks and will allow applicants to provide alternate forms of evidence to demonstrate language proficiency.

#### One Stop for Assessments

In the future, the Nursing Community Assessment Service (NCAS) will assess education, English language proficiency and nursing competency all before the CRNA assesses an application. Having the assessments completed at one time, by one organization, will simplify the process for applicants.

#### Providing Pathways to Multiple Health Care Roles

In Alberta, internationally educated applicants will be able to have their nursing skills measured against the competencies required for three professions – registered nurse, licensed practical

nurse and health care aide – so they can enter the health-care workforce in the role that matches their current nursing competence sooner.

### **Law Society of Alberta: Minister Tyler Shandro’s Disciplinary Hearing–Shandro tells hearing his family was the target of threats, harassment**

<https://www.cbc.ca/news/canada/edmonton/three-doctors-and-a-calgary-resident-say-they-had-troubling-interactions-with-shandro-1.6726162>

The minister is in the midst of a three-day conduct hearing before the Law Society of Alberta, where he faces three complaints of unprofessional conduct that date back to his dealings with doctors and a member of the public as health minister in 2020.

Shandro was called as his own witness and spent Wednesday afternoon being questioned by his lawyer Grant Stapon.

Shandro said beginning in the fall of 2019 through spring 2020, decisions he'd made as health minister – such as changing drug coverage and ending a physician compensation agreement with the Alberta Medical Association – were causing increased anxiety.