



COLLEGE OF
PHYSIOTHERAPISTS
of ONTARIO

Regulating Physiotherapists

2022 Fair Registration Practices Report

Q2

Section 1 - During the reporting period (January 1st– December 31st, 2022), please indicate if your organization has introduced any changes in the following areas impacting your registration processes by clicking on each of the appropriate boxes below. Registration requirements either through regulation, by-law or policy.

Yes,

Description of change/improvement that would impact fair registration outcomes:

At the end of 2021 the Registration Committee of the College approved the development of an alternative pathway to registration for individuals who met certain eligibility requirements. In December 2021 the College's Council determined that the College of Physiotherapists of Ontario would develop its own clinical exam. At the time the Canadian Alliance of Physiotherapy Regulators (CAPR) was administering a national clinical exam however it had been unable to hold an administration since the onset of COVID-19. Details on both of these initiatives can be found below. It should be noted that during the pandemic applicants who did not meet the requirements for registration were still able to submit an application for an Independent Practice certificate of registration which would be considered by the Registration Committee. We saw the number of matters before the Registration Committee increase during the pandemic. 2020–2021 10 applications considered by the Committee 2021-2022 12 applications considered by the Committee 2022-2023 64 applications considered by the Committee The Registration Committee Policy for Exempting Provisional Practice Registrants from the PCE-Clinical Since the onset of the COVID-19 pandemic, the Registration Committee carefully monitored the ongoing challenges with the administration of the PCE – Clinical. Successful completion of the PCE-Clinical is a requirement, in regulation, for an individual to move to the Independent Practice class. At the beginning of COVID-19 in person gatherings across the country were restricted or prevented which meant that the clinical exam, which was administered in person, could not be administered. CAPR tried to move the in person clinical exam to an online version but was unable to do so. This meant that there was no pathway for Provisional Practice Certificate holders to move to the Independent Practice class. The Registration Committee first engaged in discussions about alternative pathways to registration in April 2021 and revisited the matter in September, October and November 2021. On December 7, 2021, the Registration Committee approved a policy that would allow some individuals who held a Provisional Practice Certificate of Registration to apply for an Independent Practice Certificate of Registration if they were able to meet certain criteria. The criteria balanced careful consideration of the absence of a competency checkpoint, health human resource planning, uncertainty for physiotherapy residents and patient safety / public protection. The eligibility criteria was revised on February 23 and March 29, 2022 which allowed for more individuals to

and March 29, 2022 which allowed for more individuals to move through this alternative pathway to registration. In the absence of successfully completing a clinical examination this policy allowed PT residents to move to the Independent Practice class. To date, the College has issued 1031 certificates under the exam exemption policy. The policy was revoked on March 31 2023 as the Ontario Clinical Examination was successfully launched in October 2022 (see below). The Ontario Clinical Examination (OCE) In December 2021, Council approved the operational work and funding requirements to establish a clinical exam. The exam would be based on the national Essential Competency Profile for Physiotherapy Practice, consider areas of practice where physiotherapists struggle and once implemented would be scalable, offered in both official languages and be conducted virtually which would allow candidates to access the exam from anywhere in the world. The College began work on the development of the Ontario Clinical Exam (OCE) in January 2022. Broadly speaking, this work included four components:

- The development of the assessment tool which is a structured behaviour-based interview which assesses how a candidate's knowledge is applied in practice at the entry-level.
- The development of the program infrastructure including hiring staff, policies and procedures required to support the exam operationally
- The development of a technology platform to assist with the administration of the exam, which includes registration, exam delivery, scoring, and data analysis and reporting
- The creation of an Exam Committee to oversee the exam and the appeals process

The final examination format and blueprint was approved in March 2022. The College began accepting registration for the OCE in August 2022 and the first administration of the examination was held in October 2022 in a hybrid format where candidates attended at a testing centre in Toronto and the examiners were participating virtually. It was determined that the first four administrations would be held in a hybrid format in order to manage risk and ensure a seamless candidate experience. Each administration would increase in capacity. In 2022 144 candidates attempted the OCE. It is anticipated that over 700 candidates will attempt the OCE in 2023. Candidates who wish to take their examination in French continue to have the option of registering for the Universite de Sherbrooke Final Comprehensive Exam which is administered in April of each year. This partnership with the Universite of Sherbrooke was developed at the onset of COVID and remains in place today. Less than 5 candidates, who later chose to register in Ontario chose this option this year. Relevant Links: <https://www.collegept.org/ontario-clinical-exam>

Q3

Assessment of qualifications

Yes,

Description of change/improvement that would impact fair registration outcomes:

The Registration Committee Policy for Exempting Provisional Practice Registrants from the PCE-Clinical

When the Registration Committee Exemption Policy was approved in December 2021, the College contacted all provisional practice holders by email and advised them of the policy and the eligibility criteria. For individuals who did not meet the requirements at the time, they were able to work towards the requirements to apply under the policy. The College also created a webpage dedicated to the exemption policy which contained a self-assessment eligibility criteria checklist. Applicants were asked 16 questions to assess whether they could apply under the exemption policy. These questions helped applicants determine whether they were eligible to apply through the policy. Additional tools and resources were provided for both the residents and the practice supervisors that they were working with and we also increased the supportive resources for practice supervisors. Practice Supervisors were required to complete an undertaking which listed out their responsibilities and also complete the Canadian Physiotherapy Assessment of Clinical Performance (ACP) for applicants. Statistics were published on the College's website on a monthly basis to raise awareness about the policy and how individuals were progressing through the policy requirements. This transparency enabled the College to promote and educate applicants and groups that are impacted including students, our academic community, our national partners and newer members of the profession. The Ontario Clinical Examination (OCE) The College registers candidates for the OCE. The registration process is automated and candidates submit an application to the College online through their account in the PT Portal.

Q4

Timelines for registration, decisions and/or responses

Yes,

Description of change/improvement that would impact fair registration outcomes:

The College began registering candidates for the OCE in August 2022. It takes no more than four weeks to process an exam application. Within four weeks, the candidate will receive an email from the College with their assigned exam date. Once a candidate takes the exam, it is expected that they will receive their results no later than 12 weeks after completing the exam (as per the regulation). Currently the College is releasing results within 8 weeks and is looking for opportunities to release results earlier. Previously candidates were waiting twelve weeks to receive their results.

Q5

Registration and assessment fees

Yes,

Description of change/improvement that would impact fair registration outcomes:

With the absence of the clinical exam, the Registration Committee Exemption Policy was created by the Registration Committee to allow certain individuals to move to an Independent Practice certificate of registration without having completed a clinical exam if they could complete a number of requirements prior to submitting their application for registration and if they successfully completed the Screening Interview through the College's Quality Assurance Program after being issued their certificate. To participate in this process, the applicant agreed to pay to the College the sum of \$800 to partially reimburse the College for the costs associated with the administration of the Jurisprudence Module, the Screening Interview and the administrative costs related to the use of this alternative pathway to registration. The College established a fee of \$1,985 for candidates to sit the Ontario Clinical Exam. Council established this fee based on the principle that the Ontario Clinical Exam should be a self-funding activity, where the costs associated with the development and delivery of the exam are born by the candidates who will take the exam in the coming years. Relevant links: <https://www.collegept.org/ontario-clinical-exam/fees>

Q6

Resources for applicants

Yes,

Description of change/improvement that would impact fair registration outcomes:

There were several new resources created for applicants who registered under the Registration Committee Exemption Policy. As mentioned in question #3 (Assessment for Qualifications), the College created a webpage for Exemption policy applicants. On the website (which is now been archived since the policy was revoked on March 31 2023), the College listed the following resources: • A list of required standards, tools and resources review • Applicant undertaking • Current and previous employer form • Eligibility criteria checklist • Tips for submitting your application • Application Processing Timelines The College's website also provides detailed information about the Ontario Clinical Exam (OCE):

<https://www.collegept.org/ontario-clinical-exam> • General information about the OCE • How to Register for the OCE • Preparing for the OCE • Exam Fees • Exam Policies • What to Expect on Exam Day • Exam Reviews and Appeals • Exam Results • Information for Examiners • FAQs The College's website also has the following resources for the OCE: <https://www.collegept.org/ontario-clinical-exam> • Candidate technology requirements • Room Set Up Requirements • Tips for Success Checklist • Exam Room Checklist The College's website also has the following video resources: • How to Prepare for the OCE • Exam Delivery Platform Demonstration • Candidate Technology Requirements Overview • Room Set Up Requirements Overview • Answering your questions about the OCE

Q7

Changes to internal review or appeal process

Yes,

Description of change/improvement that would impact fair registration outcomes:

OCE Review Policy Candidates can request an Exam Review after the exam and in advance of receiving their results. Candidates may request an Exam Review if there was:

- A significant administrative or procedural error (e.g. an interruption of the exam or malfunctioning technology)
- An illness or personal medical issue which occurred during the exam
- An extraordinary circumstance that was outside of the candidate's control that could not be mitigated and had an impact on the candidate

The Exam Manager will review the request if one of the criteria for a review has been met and will determine if the candidates' result should be confirmed or annulled based on the information provided by the candidate. If the candidate disagrees with the determination of the Exam Manager, the candidate may seek an Appeal which will be considered by the Exam Committee. In 2022, there was 1 request for an exam review, which was granted.

OCE Appeal Policy If a candidate is dissatisfied with the outcome of the Review, they can pursue an Appeal which will be considered by the Exam Committee. The Exam Committee is composed of non-council committee members who are physiotherapists, in addition to a psychometrician and a public member of Council. The criteria for an Appeal is the same as that for a Review. The Appeal request which is a paper based review is considered by the Exam Committee. The candidate will be permitted to make submissions to the Exam Committee and the Committee will have access to all related documents and things that are relevant to the appeal to make a decision. There are two possible outcomes to an Appeal:

1. The exam result is annulled, and associated fees are returned to candidate. In this case the exam fee can be applied to the next exam session; or
2. The result is confirmed. In this case no fees are refunded, and the candidate is responsible for paying the associated fees to register for the next exam session, if the candidate is still eligible to take the exam.

In 2022, there were 0 requests for an appeal. Relevant links: <https://www.collegept.org/ontario-clinical-exam/exam-policies>

Q8

Access by applicants to their records

No,

Description of change/improvement that would impact fair registration outcomes:

Applicants continue to be able to access the registrant files at the College at any time and at no cost

Q9

Mutual recognition agreements

Yes,

Description of change/improvement that would impact fair registration outcomes:

With the absence of a national clinical exam, all provincial and territorial partners agreed to accept the clinical exams or substitutes created and adopted by each jurisdiction independently.

Q10

Training and resources for staff regarding registration

Yes,

Description of change/improvement that would impact fair registration outcomes:

In 2022, the College cross-trained staff in various departments to process high volumes of Registration Committee Exemption applications. In addition to 3 Registration staff members, there were 4 staff members from other departments added to the team which allowed us to continue to meet our processing benchmark timeline of 15 days. In January 2022, staff participated in weekly training sessions to learn how to process these applications. These sessions continued throughout 2022 as the volumes fluctuated and as the policy was amended. Cross-training activities are also in place between the Registration team and the Examinations team to assist with succession planning and unexpected absences and operating procedures are extensively documented. In 2022 staff also participated in a number of other training initiatives: • Attended the CNAR 2022 conference virtually • SML LAW – Adverse Impact Discrimination webinar • SML LAW – Recent Covid-19 Issues in Professional Regulation webinar • SML LAW – Practicing in Ontario “As of Right” webinar • CAPR – PCE Information Session • Statistics Canada – Gender Diversity Data webinar • Anti-Racism in the Wellness Industry webinar • Anti Discrimination session for staff, Council and Committee members facilitated by Future Ancestors

Q11

Relationship with third party service provider(s)

Yes,

Description of change/improvement that would impact fair registration outcomes:

During COVID our national service provider was experiencing some financial challenges due to the inability to administer the national clinical exam. They also made significant attempts to move their in person exam to a fully virtual exam and although this was unsuccessful their efforts required significant resources. During this time there were ongoing discussions related to this and how the College would financially support CAPR during this time. Due to the significant investment required to develop our own clinical exam the CPO was unable to assist CAPR financially although we did offer in kind support. This was a challenging time in our relationship with our national partner however we have worked through this together and there are no concerns in our ability or a candidate's ability to access the credentialing and written exam services that CAPR offers. As CAPR assesses its next steps as it relates to a national exam this College will continue to share knowledge, tools and resources where they would be helpful.

Q12

Accreditation of educational programs

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

There were no changes made related to the accreditation of the five Ontario University programs in 2022. Physiotherapy Education Accreditation Canada (PEAC) oversees the accreditation of all PT programs in Canada Relevant Links: <https://peac-aepec.ca/english/index.php>

Q13

Technological or digital improvements

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

When the Registration Committee Exemption policy was approved in December 2021, the College had to review its current IT infrastructure to determine where improvements could be made to facilitate a seamless application process. With a large volume of applications expected in 2022, we needed to find improvements that would lead to an efficient way to process applications. An application checklist was created in the database for exemption applications. This would ensure that all staff processing applications requested the same information from applicants, which also resulted in clear communication to applicants. There were new workflows built in our system to automatically update applicants and invoice them when the time came. The College started accepting applications for the OCE in August 2022 and prior to this, our Exams and IT team created an application online form. Applicants are able to complete an application form online, upload their documents and pay their fee to the College. The Exam Team's customer service focus ensures that candidates are getting same day or next day responses to their questions and concerns.

Q14

Anti-racism and inclusion-based policies and practices

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

In 2022, the College has started our EDI journey and 2022 saw us:

- Include a land acknowledgement statement at the beginning of all Council and committee meetings. Our statement is also available in French. Moving forward we will be ensuring that our statement supports ongoing learning and reflection
- There have been various Council, Committee, staff and Registrant Education such as: Anti Discrimination Education Sessions with Future Ancestors, Anti bias training with Dr. Javeed Sukhura and Providing PT Care in our Indigenous Communities in the North
- We have incorporated an EDI lens when recruiting for non-council committee appointees
- Applicants, registrants and members of the public who engage with us are invited to share ways that we can facilitate their participation in our processes
- Committee members who write decisions are required to complete an e-learning module on gender inclusive writing
- When we designed the OCE we paid particular attention to ensuring a robust accommodations policy and delivering the material in audio and written format to accommodate the neurodivergent exam taker
- All examiners go through anti bias training
- Exam was reviewed by a plain language consultant
- Examiners include Canadian trained and internationally educated examiners
- We review all faith calendars before the selection exam dates
- PISA (our annual self reflective exercise completed by physiotherapists) and Jurisprudence (assessment of the application of standards to practice) are offered in English and French
- Our Professional Conduct team offers translation services beyond English and French to facilitate participation and includes information about the complaints process in 10 languages
- Our Professional Conduct team will assist individuals who wish to file a complaint with the College with personal accommodations
- We regularly audit our website to ensure that it is AODA compliant
- Peer language/plain language training for staff members – making presentations, communications simpler to understand for all staff
- We held and Indigenous awareness week – 2022 where each day we shared and learned more as a staff team about our Indigenous communities
- We expanded our data collection practices for PTs to learn more about gender identity and race
- Our practice advisory team which handles over 8000 calls and emails a year including many from members of the public have gone through training on unconscious bias (including accent bias, name bias)
- The College has also posted the following blogs on EDI: - Being more inclusive in practice - Identifying and Addressing Implicit Bias - Statement of

Awareness Related to EDI - Providing Culturally Safe and Welcoming Care for Transgender Patients and Gender Diverse Patients - EDI website Page We believe that having staff members, Committee and Council members participate in the above will enhance the environment which leads to fair registration practices. Relevant links:

<https://www.collegept.org/blog/post/college->

[blog/2020/01/13/being-more-inclusive-in-your-practice](https://www.collegept.org/blog/post/college-)

<https://collegept.org/blog/post/college->

[blog/2022/04/11/strengthening-the-therapeutic-relationship-identifying-and-addressing-implicit-bias](https://collegept.org/blog/post/college-)

<https://www.collegept.org/about/equity-diversity-and->

[inclusion https://www.collegept.org/about/equity-diversity-and-](https://www.collegept.org/about/equity-diversity-and-)

[blog/2022/07/06/providing-culturally-safe-and-welcoming-](https://www.collegept.org/about/equity-diversity-and-)

[care-for-transgender-and-gender-diverse-patients](https://www.collegept.org/about/equity-diversity-and-)

<https://www.collegept.org/about/equity-diversity-and->

[inclusion](https://www.collegept.org/about/equity-diversity-and-)

Q15

Organizational structure

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

In 2022, the College retained the services of an external service provider to review and provide recommendations on the College's organizational structure in order to ensure that we were resourced appropriately given the growth of the organization. The final model will allow us to be scalable and more responsive to the changes in the regulatory environment. In October 2022 a revised structure was introduced at the College, with the following roles reporting to the Registrar:

- Chief Operating Officer & Deputy Registrar – responsible for all program areas
- VP Finance and Reporting
- VP Organizational Effectiveness – responsible for People and Culture, Communications, IT and Business Operations
- Director of Policy, Governance and General Counsel

Q16

Contingency or continuity of operations plans

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

The revised organizational structure focusses on scalability and cross training. Staff in different program areas have been trained to support both our Exams and Registration teams and this cross training will continue. When the College launched the Ontario Clinical Exam in 2022, 3.5 staff positions were created. There is one staff member at the College whose role intentionally provides support across two teams (Registration and Exams) and there are various staff members across the College who support the administration of the OCE. This structure allows us to be nimble, and responsive when required.

Q17

Documentation requirements for registration

No,

Description of Change/Improvement that would impact Fair Registration Outcomes:

There has been no changes to the documentation requirements for registration

Q18

English / French language proficiency testing

Yes,

Description of Change/Improvement that would impact Fair Registration Outcomes:

Effective January 1, 2023, the Ontario government introduced Bill 106, the Pandemic and Emergency Preparedness Act which sets out healthcare initiatives to ensure the healthcare system is better able to respond to a crisis among other things. The College was made aware of these pending changes in 2022 and work with our national partners was initiated in order to ensure that we would be able to meet this requirement. Subsection 43 (1) of the Act was amended by adding the following clause: (k.1) establishing and governing English or French language proficiency requirements with which Colleges are required to comply, including prescribing what constitutes an English or French language proficiency testing requirement for the purposes of these requirements; Specifically, the requirement is that regulators accept language tests that are approved under the Immigration and Refugee Protection Act (Canada) for use in assessing language proficiency. The Canadian Alliance of Physiotherapy Regulator (CAPR) is a credentialing and assessment agency that provides evaluation services on behalf of all Canadian provincial physiotherapy regulators. CAPR reviews the education and qualifications of applicants educated outside of Canada to determine whether or not they are substantially different from those of Canadian-educated physiotherapists. CAPR updated their Language Proficiency Policy by: • Accepting language proficiency new tests (CELPPIP, IELTS, TEF, TCF)

Q19

Section 2 – If applicable, please list your organization’s top three accomplishments during the reporting period that relate to fair registration practices.

- | | |
|---|--|
| 1 | The development and successful launch of the Ontario Clinical Exam (OCE) |
| 2 | The implementation of the Registration Committee Policy for Exempting Provisional Practice Registrants from the PCE-Clinical which saw over 1000 physiotherapists registered through an alternative pathway to registration |
| 3 | Registration Committee Decisions were released within our published timelines (30 days) despite the increased volume of cases being considered by the Registration Committee |

Q20

Section 3 – If applicable, please list the top three risks that impacted your organization’s ability to achieve better registration outcomes for applicants during the reporting period. Please also indicate the measures you have taken to mitigate the impacts of these risks.

1

As with any organization, there is always a risk when developing and launching a new exam. The College was working with a new vendor and technology platform and we needed to ensure that the exam was reliable and valid. Given the challenges with the administration of the clinical exam over a number of year there was an increased pressure to succeed from our registrants, stakeholders and the public. Throughout the development process the project plan was broken into phases where there was a risk assessment conducted in each phase of the work. Early in the development of the exam we did make some changes based on risk. We retained an external team of exam developers, and psychometricians and we ensured that newer members of the profession and those that supervise these members in practice were involved in the exam development. We engaged early with our key partners and kept our national informed along the way. When we launched the exam we started with a hybrid format so that we could ensure that candidates had no challenges accessing the exam. Each administration of the exam has allowed us to reflect on and refine our processes

2

Due to the increase in volume of applications during 2022, there was a risk of us not being able to meet other work related timelines and deadlines in Registration. This risk was minimized by cross-training other staff in the College to support registration during this time.

Q21

Section 4 – Do you believe that you have a Canadian Experience Requirement (CER)? If so, please describe the applicant competencies that you seek to develop through this requirement in the comment box below CER: work experience or experiential training obtained in Canada.

No,
Other (please specify):
We do not.

Q22

QUANTITATIVE SECTION The following quantitative information is collected for the purpose of discerning statistical changes and trends related to a regulator’s membership, application volumes, licensure/certification results, and appeals year over year. Languages Indicate the languages in which you make available application materials and information about the application process.

English ,

French,

Other (please specify):

Materials are available in French for general information about the application process only. Applicants are able to identify other languages that they are able speak / write in the provision of patient care and we make this information available on the College’s website.

Q23

Membership Data Demographics Data As of December 31, 2022, please indicate the number of members in each gender category identified below and the number of total members.

Total Male	3311
Total Female	7868
Total Non-binary	4
Gender not provided	0
Overall Total	11183

Q24

In relation to your members: Do you collect race-based data?

Yes,

Other (please specify):

Yes this was introduced as a voluntary initiative and the results were reported in the 2022 annual report. We will be making this a mandatory reporting field in 2023 however individuals will be able to confirm that they prefer not to answer.

Q25

Do you collect other identity-based or demographics data?

No

Q26

Do you plan to collect race-based data in the future?

No,

If yes, please indicate the type::

Not applicable, please see above for our response to question 24.

Q27

Class of License/Certificate Data As of December 31, of the reporting year, please indicate the number of members under each class or license category as applicable.

Full/Independent Practice	10208
Provisional/Limited License/Certificate	975
Emergency License/Certificate	0
All other classes	0
Overall Total	11183

Q28

Jurisdiction where members were initially trained As of December 31, of the reporting year, please indicate the membership type and total number of registered members for each category listed below.

Ontario	IPC 6439 PPC 448
Other Canadian Provinces and Territories	IPC 732 PPC 12
USA	IPC 301 PPC 12
Other Countries	IPC 2736 PPC 503
Total	11183

Q29

Please indicate the total number of registered members for the top 12 international countries or jurisdictions where these individuals obtained their initial education in the profession or trade.

1	India 1 669
2	United Kingdom 429
3	United States 313
4	Philippines 203
5	Australia 168
6	Iran 117
7	Hong Kong 75
8	Poland 70
9	Pakistan 60
10	Ireland 57
11	Egypt 54
12	Brazil 35

Q30

Applications Data Demographics Data Indicate the number of applicants who filed an application between January 1 and December 31 of the reporting year, in each applicable category.

Total Male	543
Total Female	1315
Total Non-binary	0
Gender not provided	0
Overall Total	1858

Q31**No**

In relation to the applications, you received: Do you collect race-based data?

Q32

Do you collect other identity-based or demographics data?

No,

If yes, please indicate the type: :
Regarding question 31 - We will be exploring this change in 2023.

Q33

Category of Applicants Number of applicants who voluntarily or involuntarily (through inactive and lapsed applications) withdrew from the application process between January 1 and December 31, 2022:

78

Q34

Please indicate the total number of applicants from Ontario who filed an application between January 1 and December 31, 2022 for the following categories as applicable.

Number of Applicants	1858
Number of Applicants Licensed/Certified	1754
Average Time to Process Application in Weeks from First Point of Applicant Contact	5
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q35

Please indicate the total number of applicants from Canadian provinces and territories (excluding Ontario) who filed an application between January 1 and December 31, 2022 for each of the following categories as applicable.

Number of applicants	28
Number of applicants fully licensed/certified	24
Average Time to Process Application in Weeks from First Point of Applicant Contact	5
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q36

Please indicate the total number of certificate-to-certificate (labour mobility) applicants who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	40
Number of applicants fully licensed/certified	34
Average Time to Process Application in Weeks from First Point of Applicant Contact	4
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

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Q37	Number of applicants	842
Please indicate the total number of applicants from international jurisdictions (not including USA) who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	Number of applicants fully licensed/certified	770
	Average Time to Process Application in Weeks from First Point of Applicant Contact	8
	Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q38	Number of applicants	12
Please indicate the total number of applicants from multiple and/or jurisdictions not specified who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	Number of applicants fully licensed/certified	10
	Average Time to Process Application in Weeks from First Point of Applicant Contact	10
	Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q39	Number of applicants	980
Please indicate the total number of applicants from accredited Canadian post-secondary institutions who filed an application between January 1 and December 31, 2022 for each of the categories as applicable.	Number of applicants fully licensed/certified	955
	Average Time to Process Application in Weeks from First Point of Applicant Contact	5
	Average Time to Process Application in Weeks from Receipt of all Required Documents	0

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Q40

Please indicate the total number of applicants who re-registered after withdrawing from the application process between January 1 and December 31, 2022 for each of the categories as applicable.

Number of applicants	14
Number of applicants fully licensed/certified	13
Average Time to Process Application in Weeks from First Point of Applicant Contact	8
Average Time to Process Application in Weeks from Receipt of all Required Documents	0

Q41

Please provide any additional comments you may have for questions 33-41.

Question 34

Number of Applicants - Further breakdown (IPC 1139 PPC 868 and Courtesy 33).

Number of Applicants License/Certified - 1754 were fully processed Further breakdown (1061 IPC 666 PPC and 27 Courtesy)

For Questions 35 - 40

Average Time to Process Application in Weeks from First Point of Contact - The College will review and process all applications within 15 days after the application has been received. Incomplete Applications If the application is incomplete, we email the applicant a list of what is missing. The application will not move forward until we have received the missing documentation. This is why the average time to process an application is 5 weeks. We have to wait for the applicant to submit their outstanding requirements to the College. Complete Applications If the application is complete, the applicant will receive an email to confirm that their application has been approved

The College did not have a mechanism to measure the data for the question which asks about "average time to process application in weeks from receipt of all required documents". Please note that we wrote 0 in this field since it is mandatory however we could not measure this for 2022. This has since been reviewed and will be measured in 2023.

An Additional note about "Average Time to Process Application in Weeks from First Point of Applicant Contact: 858 of the 1858 applications that were received were from PT residents applying for an Independent Practice Certificate under the Registration Committee Exemption Policy. While the application was initially processed within 15 days the application was often incomplete which increased the average time to process the application from the first point of applicant contact. College staff would be communicating with the applicant and their Practice Supervisor about incomplete requirements on many occasions. Additionally there may have been delays if the Practice Supervisor was away and unable to complete the documentation immediately.

The College is committed to processing all registration applications within 15 days. In many instances the application is incomplete which requires the applicant to submit missing documentation, clarification or arrange for a letter of professional standing from another regulator. If the application is not complete upon initial submission it will take longer to process because we have to communicate with the applicant and request the missing requirements.

Q42

Jurisdiction where applicants obtained their initial education Please indicate the total number of applicants for the top 12 international countries or jurisdiction where applicants obtained their initial education in the profession or trade.

1	India 536
2	United Kingdom 107
3	Australia 44
4	USA 36
5	Philippines 27
6	Ireland 21
7	Iran 10
8	Pakistan 9
9	Brazil 7
10	Netherlands 7
11	Hong Kong 6
12	Hungary 6

Q43

Processing Time As of December 31, 2022, how many full licenses/certificates did your organization issue?

945 Independent Practice

Q44

Please indicate the total number of applicants who received full licensure/certification between January 1 and December 31, 2022, according to the following timelines.

0 – less than 3 months	805
3 months – less than 6 months	109
6 months – less than 12 months	29
12 months – less than 18 months	2
18 months – less than 24 months	0
24 months and greater	0

Q45

Age of Active Applications As of December 31, 2022 what were the total number of active applications in your case inventory?

267

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Q46	0 – less than 3 months	222
Please provide a breakdown (and total) of active applications according to the length of time (age) that they have been open.	3 months – less than 6 months	25
	6 months – less than 12 months	20
	12 months – less than 18 months	0
	18 months – less than 24 months	0
	24 months and greater	0
	TOTAL	267

Q47	Ontario	7
Other Licenses/Certificates of Registration ProcessedPlease indicate the number of applicants who were issued an alternative class of license* that your organization processed in the reporting year (January 1-December 31, 2022).Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.* An alternative class of license/certificate enables the holder to practice with limitations, but additional requirements must be met for the member to be fully licensed/certified.	Other Canadian Provinces and Territories	9
	Certificate to Certificate (Labour Mobility)	0
	USA	1
	Other International	8
	Multiple and/or Unspecified Jurisdictions	3
	TOTAL	28

Q48	Ontario	0
Other Licenses/Certificates of Registration ProcessedPlease indicate the number of applications, If applicable, who were issued an emergency license/certificate that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces and Territories	0
	Certificate to Certificate (Labour Mobility)	0
	USA	0
	Other International	0
	Multiple and/or Unspecified Jurisdictions	0
	TOTAL	0

Q49	Ontario	304
Other Licenses/Certificates of Registration ProcessedPlease indicate the number of Provisional license/certificate or alternative class of license/certificate holders who were fully licensed/certified by your organization which were processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.	Other Canadian Provinces and Territories	10
	Certificate to Certificate (Labour Mobility)	0
	USA	10
	Other International	300
	Multiple and/or Unspecified Jurisdictions	10
	TOTAL	634

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Q50		17
<p>Number of Reviews and Appeals Processed State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who were subject to an internal review or who were referred to a statutory committee of your governing council, such as a Registration Committee. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.</p>	Ontario	17
	Other Canadian Provinces	0
	USA	0
	OtherCountries	31
	Multiple and/or Unspecified Countries	0
	TOTAL	48

Q51		1
<p>State the number of reviews and appeals that your organization processed in the reporting year (January 1-December 31, 2022). For applicants who initiated an appeal of a registration decision. Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.</p>	Ontario	1
	Other Canadian Provinces	0
	USA	0
	OtherCountries	1
	Multiple and/or Unspecified Countries	0
	TOTAL	2

Q52		0
<p>State the number of reviews and appeals heard in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.</p>	Ontario	0
	Other Canadian Provinces	0
	USA	0
	OtherCountries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

Q53		0
<p>State the number of registration decisions changed following an appeal and/or review that your organization processed in the reporting year (January 1-December 31, 2022). Enter the data by the jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.</p>	Ontario	0
	Other Canadian Provinces	0
	USA	0
	OtherCountries	0
	Multiple and/or Unspecified Countries	0
	TOTAL	0

Q54

List the top three reason for appeals (by percentage) of a registration decision

1

In 2022, both appeals received (2) were for applicants requesting an Independent Practice certificate of registration who were requesting an exemption to the examination requirement. Both applicants had previously been unsuccessful at the PCE-Clinical. Both appeals were received prior to the launch of the Ontario Clinical Exam (100%) In both cases, HPARB upheld the decision of the Registration Committee.

Q55

List the top five reasons (by percentage) for not Issuing a License/Certification to Internationally Trained Individuals

1

In 2022, the top reason for not issuing an Independent Practice certificate was because the Registration Committee was not prepared to exempt the applicant from the examination requirement (100%)

Q56

List the top Five Reasons (by percentage) for not Issuing a License/Certification to Canadian Graduates

1

In 2022, the top reason for not issuing an Independent Practice certificate was because the Registration Committee was not prepared to exempt the applicant from the examination requirement (100%)

Q57

Please provide any additional comments you may have:

Question 23: there were 4 individuals reported that they do not identify as male or female

Question 44

6 months – less than 12 months: (this includes applicants who do not follow up with their outstanding requirements or require Registration Committee)

12 months- less than 18 months: (this includes applicants that do not follow up with their outstanding requirements)

Question 47 refers to courtesy certificates
