

Fair Registration Practices Report

Psychologists, Psychological Associates (2018)

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.

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

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 June 2018, the College's Council adopted a *Code of Conduct for Council and Committee Members*.

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

Applicants can be assured that the College's Council and Committee members are committed to high standards of conduct to guide and facilitate their work in meeting the College's legislative mandate, and in the best interests of the public.

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

The *Code of Conduct for Council and Committee Members* sets out expectations for preparation and involvement in Council and Committee work, and it provides a process for working through difficult situations in a way that is respectful and fair should they arise. It provides Council and its Committees with high standards of conduct to guide and facilitate their work in meeting the College's legislative mandate, and in the best interests of the public.

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.

In 2018 the College began work on developing an on-line registration application for new applicants.

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

It's anticipated that offering an on-line application will make the application process easier and more convenient for applicants. Applicants will be able to log in and track the status of their application and respond immediately to College requests for additional documentation or other questions.

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

Because applicants will be able to log in and track the status of their application on-line, it should cut down on such enquiries to College staff

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	53
Female	227
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	1067
Female	2820
None of the above	1

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

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
116	40	28	Australia 2	0	210
			Belgium 1		
			Brazil 2		
			France 1		
			Germany 2		
			Hong Kong 2		
			India 8		
			Israel 2		
			Italy 1		
			Pakistan 1		
			S. Africa 1		
			U.K. 3		
			n/a 0		
Total 26					

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, 2018 to December 31, 2018 (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
116	40	28	Australia 2	0	210
			Belgium 1		
			Brazil 2		
			France 1		
			Germany 2		
			Hong Kong 2		
			India 8		
			Israel 2		
			Italy 1		
			Pakistan 1		
			S. Africa 1		
			U.K. 3		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			Total 26		

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, 2018 to December 31, 2018.

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 3		
			Australia 14		
			Belgium 2		
			Brazil 1		
			China 3		
			Colombia 1		
			Denmark 1		
			France 10		
			Germany 4		
			Hong Kong 1		
			Hungary 2		
			India 14		
			Iran 9		
2369	613	564	Ireland 2	0	3719
			Israel 4		
			Italy 1		
			Jamaica 2		
			Netherlands 3		
			New Zealand 4		
			Norway 1		
			Pakistan 2		
			Philippines 2		
			Poland 11		
			Romania 1		
			Russia 11		
			Serbia 3		

Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
			S. Africa 16		
			Korea 1		
			Spain 2		
			Swaziland 2		
			Switzerland 1		
			Turkey 1		
			U.K. 36		
			Venezuela 1		
			Virgin Islands, U.S. 1		
			Total 173		

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, 2018.

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	116	40	28	26	0	210
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	32	5	5	11	0	53
Applicants who became FULLY registered members	108	51	28	9	0	196
Applicants who were authorized to receive an alternative class of licence³ but were not issued a licence	32	5	5	11	0	53
Applicants who were issued an alternative class of licence³	70	29	24	7	0	130

from January 1 st to December 31 st of the reporting year	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
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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, 2018 (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 the total number of Supervised Practice applications (application form and application fee submitted) between January 1, to December 31, 2018, where applicants 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 certificate authorizing Autonomous Practice (psychologist or psychological associate) during the period of January 1 to December 31, 2018 .

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, 2018.

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	<p>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	<p>Description (b)</p>

A member holding this certificate is registered to practice as a psychologist in another Canadian

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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.

Description (c)

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.

c) Certificate of registration for a psychologist

Description (d)

A member holding this certificate has met all of the requirements of registration as a psychological

d) Certificate of registration for a psychological

		<p>associate and may practice autonomously in Ontario (e.g. without supervision) as a psychological associate within his/her declared areas of competence.</p>
<p>e)</p>	<p>Certificate of registration for a psychological</p>	<p style="text-align: center;">Description (e)</p> <p>A member holding this certificate is registered to practice as a psychological associate 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.</p> <p>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.</p>
<p>f)</p>	<p>Certificate of registration for a psychological</p>	<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</p>

		<p>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, 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	6	13	9	12	0	40
Applicants who initiated an appeal of a registration decision	1	5	2	1	0	9
Appeals heard	1	0	1	0	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
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:

2019/02/28

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