

College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario

2023 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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1. Background

Under section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA), which is substantially similar to section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA),

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 23 of FARPACTA and Section 22.9 of Schedule 2 of the RHPA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its 2023 Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2023.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

Please note that the 2023 version of the FRP has changed from the previous version in terms of both form and content as the OFC's enabling statutes have evolved and as the office migrates to a more permanent portal-enabled database solution.

2. Organization information

Organization name	College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario
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For questions about this report, please contact:

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3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario

Licensing requirements (brief description for each requirement listed):

Profession/ Trade Name	Traditional Chinese Medicine Practitioner and Acupuncturist
Academic requirement	Completion of a 3-year full time program for Acupuncturists, or a 4-year full time program for TCM Practitioners
Experience requirement	45 weeks of supervised clinical experience involving at least 500 hours of direct patient contact
Language requirement	Reasonable fluency in English or French

Additional information on licensing requirements (may include links to appropriate page on regulator website):	Successful completion of an entry-to-practice examination, a safety program and a jurisprudence course

4. Third party assessments

Third party organizations that assess qualifications on behalf of the regulator.

Organization name	Function
World Education Services	Academic credential evaluation
CARB-TCMPA	Knowledge based exam
Captus Press	Jurisprudence exam

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario takes the following measure(s) to ensure fair and timely assessments:

Captus Press administers our Jurisprudence and Safety examinations, and provides services according to the requirements defined by the CTCMPAO. Staff from both organizations have ready access to each other to help coordinate the effective delivery of services. CARB-TCMPA (the Canadian Alliance of Regulatory Bodies of TCM Practitioners and Acupuncturists) administers the entry-to-practice exams for jurisdictions where the profession is regulated. The president of CTCMPAO's council is a member of CARB's steering committee, which has a measure of oversight for the services that CARB provides. Additionally, College staff meet regularly with CARB to discuss operational details related to examination delivery. World Education Services (WES) is a recognized academic credential assessment service provider. Applicants may directly engage WES's services as needed.

5. Accomplishments, risks and mitigations

Key accomplishments and risks pertaining to fair registration practices during the reporting period are summarized below.

A. Accomplishments

1	1. Established the registration requirements for an Emergency class of registrants.
2	2. Launched the first phase of the education program approval process that the CTCMPAO is developing.
3	3. Updated our Required Documents Policy to incorporate some changes that simplify the process for applicants to collect and submit the documentation that must be submitted to the College.

B. Risks and Mitigations

Risk	Mitigation Measure
1. Potentially inconsistent standards across education programs in Ontario.	CTCMPAO is developing an education program approval process that will promote high standards and consistency among education providers. The standards have been established, and in 2023 we began the Pilot phase of the approval project. The concept has received wide support from the education community.
2. Sustainability of the Chinese language examinations, in terms of the resources necessary for development and translation.	We have tasked our exam service provider with finding solutions that will improve efficiencies and help contain costs, so that delivery of the Chinese language exams may continue.
3. The application for registration is not available in an online format, making	We began developing an online version of the application in 2023. Once implemented, we expect that it will

the process more involved than it might otherwise be.	simplify the process for applicants and staff, and reduce the incidence of errors and incomplete submissions.
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6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

A. Registration requirements and practices

Registration process	Changes Made (Yes / No)	Description
Registration requirements either through regulation, by-law or policy	Yes	Registration requirements for the Emergency class are now included in the Regulations. The College also updated its Required Documents policy with some changes that simplify the requirements for documents that must be submitted in support of applications.
Timelines for registration, decisions and/or responses	No	
Assessment of qualifications, including competency-based assessments and examinations	Yes	Entry-to-practice examinations transitioned from online proctoring to in-person delivery. This change enhances the security of the examination process and minimizes the likelihood of technical issues during the examination.
Documentation requirements for registration	Yes	1. Simplified the application process by removing the requirement for some documents to be notarized. 2. Submission of

		a criminal record check is now required at the time of application for registration and can no longer be deferred, thus eliminating the need for conditional registrations and follow-up.
Changes to internal review or appeal process	No	
New or consolidated class of certificates or licenses	Yes	Emergency class has now been established
Registration and/or assessment fees	No	
Access by applicants to their records	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Resources or training to support applicants to move through the licensing process	Yes	Bilingual support is available from staff when responding to inquiries from applicants. Also, the CTCMPAO delivers presentations and Q & A sessions on registration processes to graduating classes at Ontario schools
Training and resources for staff who deal with registration issues	Yes	Staff participated in training and workshops that included the following: Workshops hosted by the Canadian Network of Agencies for Regulation (CNAR); Registration Committee training; Trauma Informed Regulation. Staff also participate in networking groups among other regulatory bodies to discuss common issues and share best practices.

Anti-racism and inclusion-based policies and practices	Yes	We participate in HPRO's EDI/Anti-Racism network, and have developed an Equity Impact Assessment which will be used as needed.
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C. System partners

Registration process	Changes Made (Yes / No)	Description
Accreditation of educational programs	No	
Mutual recognition agreements	No	
Steps to increase accountability of third-party service provider(s)	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Other	No	
Emergency registration plans	Yes	Registration requirements established in regulations. Application form and policies under development.
Technological or digital improvements	No	
Steps to address labour shortages in	No	

the profession or trade		
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7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. 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.

A. Race-based data collected

	Race-based data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

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B. Other identity-based or demographic data collected

	Other identity-based or demographic data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

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C. Languages of service provision

College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario makes application materials and information available to applicants in the following languages.

Language	Yes / No
English	Yes
French	Yes
Other (please specify)	French upon request

D. Membership Profile

Profession Name	Total Number of Members
Traditional Chinese Medicine Practitioner and Acupuncturist	2867

Class of License	Total Number of Members	Total Number of Internationally Educated Members
Full / General/ Independent Practice	2483	373
Student	10	0
Inactive	186	24
General class with Terms, Conditions or Limitations	188	14

Gender	Number of Members
Male	1008
Female	1859

Jurisdiction of Initial Training	Number of Members
Ontario	1273
Other provinces and territories	85
United States	29
Other International	382
Other/not collected	1098

Country of Initial Training	Number of Members
Canada	1358
China	332
United States of America	29
Hong Kong	13
Japan	11
South Korea	11
Australia	3
Israel	3
Sri Lanka	3
United Kingdom	3
Pakistan	1
New Zealand	1
Russia	1
Other Countries	1098

Official language of preference	Number of Members
English	2867

Racial identity (optional)	Number of Members
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Not collected	2867
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E. Data Notes

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F. Applicant Profile

Profession Name	Total Number of Applicants
Traditional Chinese Medicine Practitioner and Acupuncturist	275

Gender	Number of Applicants
Male	65
Female	210

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	203	23
Other provinces and territories	55	8
Other International	17	8

Country of Initial Training	Number of Applicants
Canada	258
China	13
Hong Kong	4

Official language of preference	Number of Members
English	275

Racial identity (optional)	Number of Members
Not collected	275

G. Data Notes

The applications with decisions pending reflect numbers as of December 31, 2023, and include those that are incomplete, and others where the applicant has decided to delay their registration.

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
Ontario	196	0	0
Other provinces and territories	54	0	0
Other International	11	0	0

I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants by class	Number of internationally educated registrants
Full / General/ Independent Practice Student	247	10
General class with Terms, Conditions or Limitations (TCLs)	6	1
	8	0

J. Data Notes

The number of new registrants with terms, conditions or limitations is as of December 31, 2023

K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
Ontario	2	0
Other provinces and territories	1	0
Other/not collected	1	0

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Ontario	0	0
Other provinces and territories	0	0
Other/not collected	0	0

Issues raised in reviews and appeals can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals
1. Request to remove or modify a term, condition or limitation	4

Internationally trained applicants face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants

L. Data Notes

8. Changes Related to New Legislative and Regulatory Requirements

By Ontario law, regulated occupations must provide registration practices that are transparent, objective, impartial and fair. Non-health occupations are governed by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)*, while health professions are governed by the *Regulated Health Professions Act, 2011 (RHPA)*.

In 2021, both statutes were amended to incorporate substantive provisions to:

- A.** Eliminate the use of Canadian experience requirements except under prescribed circumstances.
- B.** Streamline language proficiency testing requirements.
- C.** Provide for the continuity of registration processes during emergency situations.
- D.** Set registration time limits. (FARPACTA only)

College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario has made the following changes to comply with these new legal obligations:

A. Canadian Experience

Change required: No changes required

College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario has taken the following measures to comply with legislative requirements on eliminating Canadian experience requirements unless an exemption is granted or an alternative is identified that meets criteria prescribed

in regulations (non-health regulators) or the exceptions in legislation are met (regulated health colleges).

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B. Language Proficiency Testing

Change required: No changes required

College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario has taken the following measures to comply with recent legislative changes requiring that regulators accept language proficiency testing results derived from any of the tests accepted for immigration purposes to satisfy their language proficiency requirements:

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College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario offers applicants the following options to demonstrate language proficiency.

- IELTS (General)
- CELPIP (General)
- TEF Canada
- TCF Canada
- Other language proficiency tests
- Success on a licensing exam or assessment
- Education in English or French
- Other (please specify) Interview with the Registrar OR accept TCLs

C. Emergency Registration

Change required: Yes

College of TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS of Ontario has taken the following measures to comply with

requirements to establish an emergency class (health colleges) or develop an emergency registration plan (non-health regulators).

The College has established an Emergency class, and the registration requirements are now included in the Registration Regulation.

Glossary of terms

Applicant: An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

Domestic labour mobility: Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

Internationally educated / trained: An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

Jurisdiction of initial training: For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

Member: An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

Racial identity: Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>> .

Registration requirements: the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement:** The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement:** The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

Third party service provider: An external organization that assesses applicant qualifications on behalf of the regulator.