

# Annual Report

## April 1, 2010 to March 31, 2011

Health Professions Regulatory  
Advisory Council (HPRAC)



**Ontario**

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Health Professions Regulatory  
Advisory Council

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Conseil consultatif de  
réglementation des professions  
de la santé

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## Mandate of the Health Professions Regulatory Advisory Council

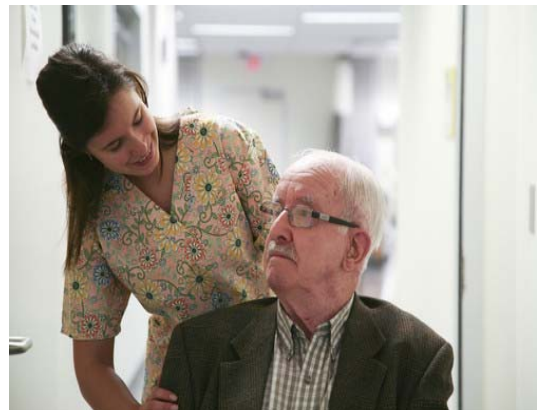
The Health Professions Regulatory Advisory Council (HPRAC) is established under the *Regulated Health Professions Act, 1991 (RHPA)*, with a statutory duty to advise the Minister on the regulation of health professions and professionals in Ontario. That duty includes providing advice on:

- Whether unregulated health professions should be regulated;
- Whether regulated health professions should no longer be regulated;
- Amendments to the *RHPA*;
- Amendments to a health profession's Act or a regulation under any of those Acts;
- Matters concerning the quality assurance programs and patient relations programs undertaken by health colleges; and,
- Any matter the Minister refers to HPRAC relating to the regulation of the health professions.

In this respect, the Minister relies on recommendations from HPRAC as an independent source of information, analysis and advice in the formulation of public policy. In providing its advice and conducting its affairs, HPRAC is independent of the Minister of Health and Long-Term Care, the Ministry of Health and Long-Term Care, the regulatory colleges, regulated health professional associations, and of stakeholders who have an interest in issues on which it provides advice.

In its recommendation-making process, HPRAC recognizes the objectives of the *RHPA*:

- To ensure that the health professions are regulated and coordinated in the public interest;
- To ensure that appropriate standards of practice are developed and maintained;
- To ensure that individuals have access to services provided by the health professions of their choice; and,
- To ensure that individuals are treated with sensitivity and respect in their dealings with the health professionals, the regulatory colleges and the Health Professions Appeal and Review Board (HPARB).



## Advisory Council Governance



HPRAC is, according to the *RHPA* statute, comprised of at least five and no more than seven persons who are appointed by the Lieutenant Governor in Council on the Minister's recommendation. As per the *RHPA*, Advisory Council members cannot be public servants or regulated health professionals. The Lieutenant Governor in Council designates one member of the Council as Chair and one as Vice-Chair. The Chair is responsible under the *RHPA* for ensuring that HPRAC carries out the advisory and other responsibilities assigned to the Chair, the Secretary, and the Council.

During the course of the year, there were significant changes in the Advisory Council composition:

- The tenure of Barbara Sullivan as the Chair of the Advisory Council ended in June 2010. Barbara served as the Chair since 2004 and led the development of a number of recommendations related to regulation of new health professions, scopes of practice, interprofessional collaboration, and patient relations. During her tenure as the Chair, HPRAC released a number of seminal reports on health profession regulation in Ontario such as: *Critical Links: Transforming and Supporting Patient Care*; *New Directions: Regulation of Health professions in Ontario*; and, *Interprofessional Collaboration among Health Colleges and Health Professionals*.
- The following Advisory Council members also completed their tenures:
  - Mary Mordue in November 2010;
  - Enis Fiddler in November 2010; and,
  - Kevin Doyle in October 2010.

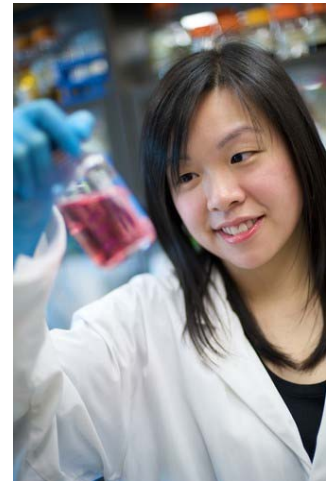
As a result of these departures, as per the *RHPA*, the Advisory Council has not been not fully constituted since June 2010.

In February 2011, the Government of Ontario appointed Thomas Corcoran as the new Chair of HPRAC. Mr. Corcoran is currently the Chairman of MEMOTEXT Corporation and of NexgenRx Inc. He is also Director of LifeCapital Holdings, Director of ArtsandTV Inc. as well as the owner/founder of the Stonegate Group. Thomas also holds the position of Chair, Ontario Chapter, Institute of Corporate Directors (ICD) and is Immediate Past Chair of Bridgepoint Health. He has also held senior executive positions including Vice President & Managing Director at Canada Life Insurance, U.K. Division, and Vice President at IBM Canada. Thomas is also a leader in voluntary sector governance and has served as Governor, University of Waterloo; Chair, President's Advisory Council, University of Waterloo; Chair, Board of Governors, Crescent School; President & Chair, Ontario Chamber of Commerce; Director, Canadian Chamber of Commerce and received the "Canada in Confederation" medal in 1992.

As of March 31, 2011, the Advisory Council was constituted of two members, and was not fully constituted as per the *RHPA*. The recruitment process for Advisory Council members was in progress at the end of the fiscal year with an expectation of being at quorum shortly.

## Secretariat of the Advisory Council

HPRAC is supported in its work by four Ontario Public Service employees who comprise its ongoing Secretariat. They are employed under the *Public Service of Ontario Act, 2006* and are eligible for all rights and benefits accorded under the Act, and they report to the Ministry of Health and Long-Term Care through the Health Human Resources Strategy Division. The Secretariat is responsible for managing the Council's day-to-day operations and affairs according to government policies, procedures and directives, and for supporting the Council by conducting consultations and policy research leading to formal recommendations and advice from HPRAC to the Minister. The Executive Coordinator provides leadership for the development, planning and implementation of business and operational plans, and systems and procedures for the effective administrative management of HPRAC. From time to time, HPRAC engages individuals on contract to assist with special assignments.



Don Embuldeniya, who joined HPRAC in April 2010, serves as HPRAC's Executive Coordinator. In 2010/11 the staff complement included two policy analysts and an administrative assistant.

## Activities in 2010/11

### HPRAC Reports to the Minister:

In April 2010, HPRAC presented "A Report to the Minister of Health and Long-Term Care on Interprofessional Collaboration among Eye Care Health Professions". Its recommendations called for changes to regulations under the *Opticianry Act, 1991* and the *Optometry Act, 1991* and for action by the Minister outside of legislation or regulation to promote collaboration among the eye health colleges and professions through an Eye Health Council. It notes decades of discord among the professions, and recommends that these professions transcend historical antagonisms to together address an escalating crisis in the rapid growth of eye diseases and conditions. The Minister released this report in July 2010 to the public and sought feedback on recommendation by September 2010. The Ministry is currently reviewing the recommendations outlined in the report.

## Ministerial Referrals:



In March 2010, the Minister of Health and Long-Term Care, Hon. Deb Matthews wrote a letter to the Chair of HPRAC, indicating that timelines for work on outstanding projects have been revised. The letter indicated that further work on regulation of personal support workers will be considered internally by the Ministry of Training, Colleges and Universities and the Ministry of Health and Long-Term Care. The Minister stated that she requires advice from HPRAC on the regulation of Diagnostic Sonographers, Dental Assistants and Paramedics/Emergency Medical Attendants

by December 31, 2013. The letter also noted that matters concerning Chiropractors and Podiatrists should not be addressed by HPRAC until advice on the regulation of above mentioned professions is completed.

## Research and Policy Development:

In January 2011, HPRAC Secretariat initiated planning activities to undertake policy research for advice on the regulation of Dental Assistants, Diagnostic Sonographers, and Paramedics/Emergency Medical Attendants to meet the requirement of the Minister by December 31, 2013.

With regard to the need to support development of evidence-informed recommendations, HPRAC began steps to review its current criteria for regulation of a new health profession under the *RHPA*. In August 2010, the Secretariat staff initiated a review of HPRAC's criteria for regulating a new health profession under the *RHPA*. Based on research evidence, the Secretariat proposed and circulated for consideration updated HPRAC criteria for regulation of a new health profession under the *RHPA*. The updated criteria are expected to be finalized by July 2011. Once finalized, the updated criteria will be used in making recommendations with regards to current and future ministerial referrals.

## Operations Management:

- Over the course of the year, the Secretariat staff developed and implemented a number of operational activities, including:
  - Development of Policies and Procedures Manual to outline policies, procedures, directives, and delegations of authority;
  - Development and implementation of the Accessible Customer Service Policy to outline what HPRAC does to comply with the *Accessibility Standards for Customer Service, Ontario Regulation 429/07* and what members of the public may expect from HPRAC. The policy is intended to benefit persons with disabilities, as defined in the Ontario Human Rights Code;
  - Developed a comprehensive orientation program for new Advisory Council members, which included all OPS policies, procedures and directives; and,
  - Adopted Government Common Series to govern the retention and disposition of all records created by HPRAC.

- The Secretariat staff undertook a number of initiatives to enhance and streamline activities of HPRAC. These initiatives included:



- Streamlined the HPRAC website so visitors can navigate the website more effectively, and as a result, the website is fully compliant with the Accessible Customer Service Policy. Modifications also included a RSS option so the stakeholders can receive real time information updates;
- Developed and implemented a suite of project management tools to enhance the effectiveness of internal activities and processes; and,
- Developed a web-based database to capture information of individuals and organizations with an interest in health profession regulation in Ontario.

### Presentations and Communications:

During the course of the fiscal year, the Chair and the Secretariat staff have made presentations to various organizations and participated in conferences and meetings regarding the regulation of health professions in Ontario, including:

- Federation of Health Regulatory Colleges of Ontario;
- Delegation from the Health Regulation Group of Singapore Ministry of Health;
- College of Optometrists of Ontario; and,
- Association of Ontario Midwives.

In addition, the Secretariat staff processed over 250 enquiries from the public and health care professionals.

## Financial Statement, April 1, 2010 to March 31, 2011

The Council's budget is contained within the Ministry's Health Human Resources Division. For the fiscal period ending March 31, 2011, HPRAC's expenditures were:

Salaries and benefits	\$ 413,677
Operating expenses	\$ 127,342
<b>Total</b>	<b>\$ 541,019</b>

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