

Annual Report

April 1, 2015 to March 31, 2016

2015/16

Health Professions Regulatory
Advisory Council





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June 30, 2016

The Honourable Dr. Eric Hoskins
Minister of Health and Long-Term Care
10th Floor Hepburn Block
80 Grosvenor Street
Toronto, ON M7A 2C4

Dear Minister,

I am pleased to present the Annual Report of the Health Professions Regulatory Advisory Council (HPRAC) for the fiscal year 2015/16. HPRAC reviewed its obligations with respect to legislation, directives, and the Memorandum of Understanding (MOU) between HPRAC and the Minister of Health and Long-Term Care. As a result of our review, HPRAC will be undertaking initiatives to ensure full compliance with our MOU. These initiatives will be included in our annual business plan for 2016/17. We remain committed to providing advice that is built on a foundation of independence, fairness, transparency and evidence-based decision-making.

Over the past year, Council has concluded work, and submitted reports on the regulation of chiropractic and podiatry and the model of foot care in Ontario and on registered nurse (RN) prescribing.

The strength of HPRAC's advice requires a broad seeking and sharing of expertise and I would like to acknowledge the extensive efforts of Council Members and Secretariat staff over the year as well as the thoughtful insight provided by our extensive network of stakeholders.

I look forward to your feedback and direction.

Sincerely,

A handwritten signature in black ink, appearing to read "Thomas Corcoran". The signature is written in a cursive style and is positioned above the printed name.

Thomas Corcoran
Chair

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Mandate of the Health Professions Regulatory Advisory Council

The Health Professions Regulatory Advisory Council (HPRAC) was established under the *Regulated Health Professions Act, 1991* (RHPA), with a statutory duty to advise the Minister of Health and Long-Term Care on the regulation of health professions and professionals in Ontario. This 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 providing its advice and preparing its recommendations, HPRAC is independent of the Minister of Health and Long-Term Care, the Ministry of Health and Long-Term Care (MOHLTC), the regulated health colleges, regulated health professional and provider associations, and stakeholders that have an interest in issues on which it provides advice. This ensures that HPRAC is free from constraining alliances and conflict of interest and that it is able to carry out its activities in a fair and unbiased manner.

HPRAC presents its recommendations in a report to the Minister. Recommendations are advisory only and the Minister is not bound to accept HPRAC's advice. The report is confidential, although the Minister may choose to publicly release an HPRAC report. Any follow-up action is at the discretion of the Minister. Should the Minister choose to accept HPRAC's advice, MOHLTC is responsible for implementation based on the direction of the government.

In developing its advice to the Minister, HPRAC strives to ensure that its processes are thorough, timely and efficient, and built on a foundation of independence, fairness, transparency and evidence-based decision-making. HPRAC undertakes research to support its conclusions, drawing on organizations and individuals with relevant expertise, in Ontario, other Canadian provinces and around the world, and adjusts its consultation process for each profession it considers.

When considering health professions regulatory matters, HPRAC ascribes to the following overriding principles:

- 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 health professionals, the regulatory colleges and the Health Professions Appeal and Review Board (HPARB).

Advisory Council Governance

According to the RHPA, HPRAC comprises at least five and no more than seven persons 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.

As of March 31, 2016, the following members comprised the Advisory Council:

Thomas Corcoran ICD.D, MBA, B.Sc., P.Eng., Chair - Thomas Corcoran is currently the Chair of NexgenRx Inc. and the MEMOTEXT Corporation. He is also a Director of ArtsandTV Inc. as well as the owner/founder of the Stonegate Group. Thomas Corcoran is the immediate past Chair of the Institute of Corporate Directors (ICD) Ontario Chapter, and Past Chair of Bridgepoint Health and the Bridgepoint Foundation. He has also held senior executive positions in the private and public sectors, including Vice President and Managing Director at Canada Life Insurance, U.K. Division, and Vice president at IBM Canada and Special Advisor to the Secretary, Management Board (Ontario Government). Thomas Corcoran is also a leader in voluntary sector governance and has served as Governor at the University of Waterloo; Chair, President's Advisory Council, University of Waterloo; Chair, Board of Governors, Crescent School; President and Chair, Ontario Chamber of Commerce; and Director, The Canadian Chamber of Commerce. Thomas Corcoran is a proud recipient of the Canada in Confederation Medal in 1992.

Rex Roman, Ph.D. (Vice-Chair) — Dr. Roman is a Bioethics consultant in Ontario. He is also currently involved in strategic real estate development in Europe. He has extensive experience in practical healthcare settings. His background includes a Fellowship in Mental Health and Ethics in the Department of Psychiatry at Women's College Hospital and a Fellowship with the Joint Centre for Bioethics at the University of Toronto. He has been a member of numerous Research Ethics Boards, including Vice-Chair of the REB of Women's College Hospital. Rex Roman has also been involved in strategic healthcare initiatives including leading a demographic study of health resource allocation for the Mississauga Halton Local Health Integration Network (LHIN). He has held both public and private sector positions with expertise in IT, change management, knowledge transfer, and strategic planning. Rex Roman holds a Ph.D. in moral philosophy from the University of Toronto and has lectured extensively on ethics, privacy, end-of-life and health issues across Canada.

Robert Carman (Member) — Robert Carman has held a series of high-level, high-profile public service positions with transformative mandates, including Deputy Minister of the Ministry of Community and Social Services, Secretary of Cabinet and Clerk of the Executive Council and Secretary of the Management Board of Cabinet. Robert Carman has consistently enhanced accountability and raised standards within the Ontario government. Following retirement from the public service, he has remained active within the public service realm, co-chairing the Quebec/Ontario Rapid Train Task Force, among other assignments. Robert Carman has also held senior private sector positions with Weston Foods and a national governmental relations firm, and is past Chair of both the Board of a Toronto area hospital and of an engineering firm. He is now president of Namrac & Associates Ltd., a specialty public policy

consultancy firm. Robert Carman is a forester by training and holds a B.Sc.F. from the University of Toronto, where he graduated as a gold medalist. Robert Carman is a member of the Order of Canada (1995), an honoree of the Public Policy Forum and a recipient of the Vanier Medal from The Institute of Public Administration of Canada.

Jeanette Dias D'Souza ICD.D (Member) — Jeanette Dias D'Souza is a strategic leader with experiences that span the public, broader public and private sectors. She is currently the Chief Financial Officer for the Ontario Institute for Cancer Research. In her previous role at the University of Toronto she worked on establishing the new Institute for Management & Innovation. Jeanette Dias D'Souza was formerly the VP Finance and Administration at a large Toronto College. Her former positions include being Assistant Deputy Minister with the Ontario government, serving in a number of portfolios including Energy, Infrastructure, Consumer Services and Research & Innovation. Her past experience involves work in the portfolios of Business Transformation, Alternate Service Delivery, Information Technology, Investments, and large-scale procurement. Jeanette Dias D'Souza's interests focus on matters of governance, risk and accountability. A Chartered Professional Accountant (CPA) by profession, Jeanette Dias D'Souza also holds an ICD.D Corporate Directors' designation. Jeanette Dias D'Souza is a member of the Executive of the Institute of Corporate Directors Ontario Chapter, and she was past Chair of the new ICD branch in York Region. She chaired a working subcommittee of the ICD Ontario Chapter, focusing on enhancing governance resources for not for profits (NFPs), and was recently featured in a national NFP initiative.

Said Tsouli, MBA (Member) — Said Tsouli holds a MBA from INSEEC Paris, France, and is currently the general manager at Surefield Seeds International. In the past, he was an Investment Advisor at RBC Global Asset Management. Said Tsouli worked for an international corporation as a business development manager and brought many businesses to Ontario. He also dedicated his time to help his community. He has been on the Board of Directors for the French Canadian Association of Ontario (ACFO de London-Sarnia) at the executive level. As well, he has been heavily involved with the city of London, Ontario and the community at large and was the previous Executive Director for the London, Ontario, Chapter of MAC. Said Tsouli was also a very active member of L'Assemblée de la francophonie de l'Ontario.

Mary Gavel (Member) — Mary Gavel has had a lengthy career working in senior positions in public hospitals and mental health facilities in the Province of Ontario in the areas of Risk Management, Patient Relations, Patient Safety and Privacy. This has given her a broad understanding of the complexities that face patients and health care providers within Ontario's healthcare system. She has extensive experience in supporting patients, families, staff and physicians with respect to adverse medical events, apology and the disclosure process. Her practical experience in conflict analysis and risk management has given her a strong foundation for assessing the system and making changes to improve the patient experience while enhancing the knowledge base of health care providers. Mary Gavel holds a Certificate as a Patient Safety Ambassador from the Patient Safety Education Program (PSEP - Canada) in addition to a certificate in Health Care Law from Osgoode Professional Development and Certificates in Risk Management and Patient Safety from the Ontario Hospital Association. Mary Gavel has been a faculty member at Osgoode Professional Development since 2008 for the Clinical Risk Certificate Program.

Paul Macmillan (Member) — Paul Macmillan is the Strategy and Operations Consulting practice leader at Deloitte Canada. Over his 30-year consulting career, Paul Macmillan has focused on enterprise strategy, business transformation and public policy. His clients have included a broad range of public and private sector enterprises. Paul Macmillan has served as Deloitte's Global Public Sector Industry Leader. He is co-author of the book *The Solution Revolution: How business, government, and social enterprises are teaming up to solve society's toughest problems* (Harvard Business Review, 2013). Paul Macmillan has served as a member of the Board of Directors of Bridgepoint Active Health Care. He holds a Bachelor's Degree in Public Administration from Carleton University and an MBA from the University of Ottawa. He is a Certified Management Consultant.

Secretariat of the Advisory Council

HPRAC is supported in its work by Ontario Public Service employees, who make up 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. The employees report to MOHLTC through the Health Workforce Planning & Regulatory Affairs Division (HWPRAD). 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 that lead 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.

As of March 31, 2016, HPRAC had three staff supporting the Council – an Interim Executive Coordinator (Gwen Gignac), a Senior Policy Analyst (Stirling Lafrance) and a Business Associate (Jade Jiang).

Activities in 2015/16

Ministerial Referrals

During 2015/16, HPRAC worked on two referrals. Both referrals were completed within the expected timeframes set by the Minister of Health and Long-Term Care (see below).

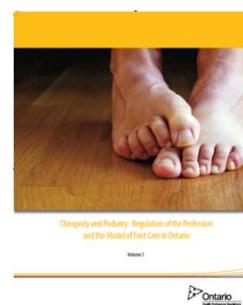
Completed Referral

Chiropody/Podiatry

Description: Referral to review issues relating to the regulation of chiropody and podiatry and provide advice as to whether and how there should be changes to existing legislation regarding these related professions. The Minister further requested that an analysis of the current model of foot care in Ontario be included in the review, as well as issues regarding restricted titles, and whether the existing limitations on the podiatrist class of members should continue.

HPRAC's recommendations have been submitted to the Minister but remain confidential until approved for release by the Minister.

Final Report: Not released by Minister as of March 31, 2016.



Registered Nurse Prescribing

Description: Referral to conduct broad consultations with key partners within the nursing and health care community to assess three models for RN prescribing: independent prescribing, supplementary prescribing and the use of protocols. HPRAC was requested to provide the results of its consultation and recommendations related to which model is most appropriate for Ontario.

HPRAC's recommendations have been submitted to the Minister but remain confidential until approved for release by the Minister.

Final Report: Not released by Minister as of March 31, 2016.



Referral in Progress

HPRAC currently has no referrals in progress.

Operations Management

Over the course of the year, Secretariat staff undertook a number of new operational activities, including:

- Providing information to the Minister's Task Force to Review Legislation to Prevent Sexual Abuse of Patients.
- Review of HPRAC's accessibility policy to ensure future compliance with the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) requirements.
- Review of HPRAC's compliance with government policies and directives to ensure future compliance as set out in its Memorandum of Understanding.
- Implementation and use of processes and templates to comply with the government's directive to disclose the expenses of HPRAC Council members and the Executive Coordinator.

In 2015/16, Secretariat staff processed over 100 inquiries from the public and health care professionals received through multiple channels, including letters, phone calls and email. In addition, HPRAC's website received over 201,000 visitors.

Financial Statement for April 1, 2015 to March 31, 2016

The Council's budget is contained within MOHLTC's Health Workforce Planning and Regulatory Affairs Division. For the fiscal period ending March 31, 2016, HPRAC's expenditures were:

Operating expenses	\$ 214,758
Total	\$ 214,758

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