

HPRAC

Annual Report

April 1, 2007 – March 31, 2008



Health Professions Regulatory Advisory Council (HPRAC)



TABLE OF CONTENTS

	Page
Letter to the Minister of Health and Long-Term Care	1
1. Mandate of the Health Professions Regulatory Advisory Council	2
2. Governance	3
3. The HPRAC Council	3
4. Management Structure	6
5. Activities in 2007-2008	8
6. Financial Report	11



55 St. Clair Avenue West
Suite 806, Box 18
Toronto ON M4V 2Y7
Tel (416) 326-1550
Fax (416) 326-1549
Web site www.hprac.org
E-mail HPRACWebMaster@ontario.ca

55, avenue St. Clair Ouest,
pièce 806, casier 18
Toronto ON M4V 2Y7
Tél (416) 326-1550
Télé (416) 326-1549
Site web www.hprac.org
Courriel HPRACWebMaster@ontario.ca

July 15, 2008

Hon. David Caplan
Minister of Health and Long-Term Care
10th Floor, Hepburn Block, 80 Grosvenor Street
Toronto, Ontario
M7A 1R3

Dear Minister,

I am pleased to submit to you, on behalf of the Health Professions Regulatory Advisory Council, its Annual Report for the fiscal year 2007-2008.

During the course of the year, the Council has been engaged in numerous projects relating to its statutory mandate, and on issues about which advice was requested in the most recent Ministerial referrals. This work requires us to be mindful of the extensive transformation that is occurring in the health system, and that the public interest must remain at the centre of potential changes in the regulation of our health professionals.

As Chair of HPRAC, I want to commend to you the commitment and in-depth participation of members of Council. They are active in our consultative programs, research, strategic analysis, and in the preparation of our documents. Their work with HPRAC takes them away from their careers frequently, and their contribution to public service is immense.

We are anticipating an active year ahead, and hope that our advice to you will contribute to the public policy decisions that will strengthen our health care system.

Yours truly,

A handwritten signature in black ink that reads "Barbara Sullivan". The signature is written in a cursive, flowing style.

Barbara Sullivan
Chair

1. 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 Regulated Health Professions Act (RHPA);
- Amendments to a health profession's Act or a regulation under any of those Acts;
- Matters concerning the quality assurance programs undertaken by colleges; and
- Any matter the Minister refers to HPRAC relating to the regulation of the health professions.

HPRAC also has the duty under the Act to monitor each college's patient relations program and to advise the Minister about its effectiveness.

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 the conduct of its work, HPRAC is mindful of the objectives of the *Regulated Health Professions Act*:

- 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).

2. 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. Its 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. HPRAC is supported in its work by four public servants who comprise its ongoing secretariat.

The Chair is responsible under the *RHPA* for ensuring that HPRAC carries out the advisory and other responsibilities assigned to the Chair, the Secretary, the Council's Chief Operational Officer, and the Council.

The Council meets a minimum of two days each month during the course of the year, and Council committees meet on average an additional two to three days each month to provide oversight on projects. Additionally, Council members are engaged in HPRAC's public consultation process and attend public hearings, workshops, presentations and focus groups during the course of the year. Council members also participate directly in the writing and editing of reports to the Minister.

3. The HPRAC Council

Members of HPRAC, and the terms of their appointment include:

Barbara Sullivan, Chair, is President of The Cheltenham Group, a company specializing in communications and corporate advisory services. She served as Member of the Provincial Parliament for Halton Centre from 1987 to 1995, during which time she chaired the government caucus, chaired the Select Committee on Energy, was parliamentary assistant to the Minister of Labour, and was Official Opposition Critic for

Health and for the Environment. Active in community affairs, she is Chair of Hamilton Health Sciences, one of Canada's major academic hospitals, and is a Director of Country Heritage Experience. She is past director and vice-chair of Bird Studies Canada, and past director of Oaklands Centre for developmentally disabled adults. She was Chair of the Oakville Centre for Performing Arts, Patron of Sheridan College's Performing Arts program, and was Commissioner and Acting Chair of the Commission on Election Finances in Ontario. She lives in Burlington, Ontario. Originally appointed in June, 2004, Ms. Sullivan has been reappointed to June, 2008.

Peter Sadlier-Brown serves as Vice-Chair of the Health Professions Regulatory Advisory Council. He provides strategic advice on public policy development to private and public sector clients. He has served as Assistant Deputy Minister for Environmental Economics with Ontario's Ministry of Finance, providing advice on issues relating to global climate change, air quality and public transit investment, and as Assistant Deputy Minister in the Ministry of Economic Development, where he was responsible for strategic development in innovative business growth, and led units responsible for trade, industrial, technology and business development. With the Ministry of Intergovernmental Affairs, he provided advice to the Ontario government on constitutional policy and jurisdictional issues and federal-provincial finance. He served as the Assistant Deputy Minister for Policy and Programs in the Ministry of Labour where he was responsible for Employment Standards and policy development for Ministry programs including Occupational Health and Safety and Workers Compensation. He was Assistant Deputy Minister with responsibility for budget development, fiscal planning and policy, intergovernmental finance and pension policy for the Ministry of Treasury and Economics. Mr. Sadlier-Brown was appointed Vice-Chair of HPRAC in April, 2006, and his appointment has been extended to August, 2008.

Ennis Fiddler, Member, is former Chair and Board Member of the Meno-Ya-Win Health Centre in Sioux Lookout, which governs the newly created Health Centre, where his focus was the hospital's amalgamation of native and non-native services in Sioux Lookout and the planning of a new hospital. He was

also involved in the development of the Sioux Lookout Health Authority and the Tikinagan Child and Family Services. He served as Chief of the Sandy Lake First Nation, and as a member of the Band Council. Currently, he is a board member of the North West Local Health Integration Network. He works as a consultant with the Sandy Lake First Nation on health issues, winter transportation issues and governance. He lives in Sandy Lake, Ontario. First appointed to a two year term in November, 2004, Mr. Fiddler's appointment to HPRAC has been extended to November, 2008.

Mary Mordue provides strategic advice in business integration, communications, sales process innovation, change management and marketing for Canadian and international clients. She is currently working with the global accounting and tax services firm of Ernst & Young LLP, developing new business for their Southwestern Ontario practice. Mary has served as Director of Strategic Planning, Marketing and Communications for a major international consultancy firm with annual sales in excess of \$1 billion in Canada. As a consultant, she has advised a wide range of industries and sectors including auto parts, confectionary, home health and laboratory, provincial and municipal governments, high tech components manufacturers and third party logistics service providers. She lives with her family in Drumbo, Ontario, where she is active in family and community life. Mary was first appointed to HPRAC in November, 2004 and is currently serving her second term on Council.

Kevin Doyle is a career journalist, who is now Executive Director of Public Affairs and Communications at the University of Windsor, following several years as Editor of the C.D. Howe Institute. Previously, he was Canadian Editor of Bloomberg News, an international news and analytic service, for whom he built the Canadian operations with bureaus across Canada and liaised with 75 news bureaus around the world to provide a comprehensive news service. He has served as Senior Fellow for the International Institute for Sustainable Development, working to resolve disputes between business organizations and environmental organizations, particularly in the logging, technology and resource sectors. For more than 10 years, he was Editor-in-Chief of Maclean's, Canada's national news

magazine, and during that period he opened bureaus in Moscow, London, Washington and New York and in cities across Canada. He has been General Editor of Newsweek Magazine, based in New York, Editor of FP News Service, Managing Editor of Maclean's, and Foreign Correspondent for the Canadian Press. Originally appointed in October, 2004, Mr. Doyle has been reappointed to October, 2008.

Robert Carswell practised law for many years with Fraser Milner Casgrain and predecessor firms, specializing in corporate and real estate law. He is now retired, but continues to do community work, until recently having served on the national board of directors of The Nature Conservancy of Canada and as president of the Toronto Ornithological Club. Over the years he served on the boards of various environmental and other community organizations, and taught such subjects as business mathematics and environmental law. Robert joined HPRAC for his first two-year term in December, 2006.

Catherine Smith is an Ottawa-based consultant, policy analyst and writer. As Partner with Information Ecosystems Group Inc., she has provided consulting expertise in information management, marketing, and strategic planning to a wide range of public and private sector clients. A former international marketing and trade policy analyst within government, and later a communications advisor, career counsellor, market trends researcher, and social marketing specialist, Catherine is now writing on aspects of consumer behaviour. Within the Ottawa IT sector, Catherine serves annually as a primary judge for government and industry technology awards. Her other longstanding, community based voluntary activities include membership in the Health Working Group of Team Ottawa Orleans and social policy advocacy with such organizations as the Canadian Federation of University Women. Ms. Smith was appointed to HPRAC in May 2007.

4. Management Structure

HPRAC has a modest staff complement that is responsible for managing the Council's day-to-day operations and affairs according to accepted business and financial practices, and for

supporting the Council by conducting consultations and research leading to formal recommendations and advice from HPRAC to the Minister. Four permanent staff members are public servants employed under the Public Service Act and are eligible for all rights and benefits accorded under the Act. The Executive Coordinator may be from either the classified staff of the Civil Service or from outside the Civil Service. From time to time, HPRAC engages individuals on contract to assist with special assignments.

Brian O’Riordan, who joined HPRAC in late March, 2005, serves as HPRAC’s Executive Coordinator.

During the course of the year, two long-standing senior policy analysts **Deanne Montesano** and **Sheila Mawji**, accepted other public service responsibilities. Deanne has joined the Office of the Provincial Chief Nursing Officer as a Senior Policy Analyst. Sheila has become a Senior Policy Advisor in the Standards Development Unit at Community and Social Services.

Policy analysts **Marc Jacquin** and **Susanna Tam** have recently joined HPRAC and will work with Brian O’Riordan and administrative assistant **Barbara Thompson**.

Because specialised expertise is frequently required in HPRAC’s work, Council relies on external counsel for particular and focused research studies, public consultations and documenting proposals for public policy alternatives. Project management oversight on all HPRAC external assignments is provided in-house.

Under the *RHPA*, the Council is authorized to “engage experts or professional advisors to assist it”. This expertise is selected through provincial government procurement rules, and must meet additional HPRAC tests concerning conflict of interest, body of knowledge, stakeholder credibility, technical competence, corporate capacity, experience in dealing with boards, competitive rates, understanding of the public policy process, commitment to the public interest, communications skills, accessibility to HPRAC and stakeholders, and where possible, hold vendor of record designations.

During the 2007-2008 fiscal year, HPRAC engaged external advisors through the Ministry of Health and Long-Term Care to undertake research, report writing, health law policy analysis, financial management and project support, jurisdictional and literature reviews, analysis, public consultations and other tasks to inform the Council and assist in formulating recommendations to the Minister. Their work assignments required both expertise in the health sector and public policy analysis, along with proven experience in the consultation process. The synthesis and examination of written and oral submissions and presentations was a key element of the work of external advisors, along with participation at workshops, meetings and hearings.

5. Activities in 2007-2008

Health Systems Improvement Act: HPRAC completed its *New Directions* report to the Minister of Health and Long-Term Care in April, 2006. The report led to many initiatives of the omnibus *Health Systems Improvement Act, 2007* including:

- major changes to the *RHPA* framework;
- the regulation of new professions of kinesiology, psychotherapy, and homeopathy;
- the changing of the regulatory structure of naturopathy to the *RHPA*;
- the regulation of pharmacy technicians as a class within the College of Pharmacy;
- changes in the scope of practice for Optometry to enable members of the profession to prescribe therapeutic pharmaceutical agents; and
- changes in the scope of practice for the profession of dental hygienists, previously recommended by HPRAC.

At the beginning of the 2007-2008 fiscal year, the Bill proceeded to public hearings and HPRAC was asked for advice and clarification during the course of the debate. The legislation was passed by the House in June, 2007, and all sections are expected to be proclaimed by June, 2009.

Use of Doctor Title in TCM: In September, 2006, HPRAC submitted recommendations to the Minister of Health and Long-Term Care concerning the use of the doctor title in

Traditional Chinese Medicine. To date, HPRAC's recommendations have not been made public, but will be shared by the Minister with the transitional College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario when it is established. At this time, a Registrar for the new College has been appointed, and a call for those with an interest in serving on the transitional council has been issued. HPRAC anticipates that the "title" matter will be one of the early matters that the transitional council will address.

Titles in Psychology: As a result of matters raised during consultations leading to the *New Directions* report, HPRAC reviewed the question of titles in the profession of psychology. The Council investigated the issue and presented a report to the Minister on November 1, 2006. This report was posted on HPRAC's website following consideration by the Minister in October 2007.

Personal Support Workers: On September 30, 2006, HPRAC submitted its final report to the Minister respecting the regulation of Personal Support Workers. The report was released by the Minister in June 2007, following his consideration.

Website Development: During the consultations that were a vital part of the *New Directions* report, it became clear that HPRAC's website was not efficient or user-friendly. The Council has initiated a new website design to make it more readily usable, and the second phase of the redesign proceeded in 2007 - 2008, incorporating an on-line event sign-in-feature for consultations, and a tool that enables individuals, organizations and regulators to provide advice and submissions through the website. While not yet perfected, it is a significant step forward, and provides HPRAC with a greater appreciation of the demands made of regulators under the *Health Systems Improvement Act*. HPRAC also recognizes that other communications technologies, including print and broadcast, may be preferred methods of communication for many who want to be part of HPRAC's consultative process. Finding an appropriate balance between on-line and print communications will continue to be a matter of interest for the Council.

Patient Relations: A statutory requirement of HPRAC is that the Council monitor patient relations programs of the health

professional colleges and report to the Minister on their effectiveness. In the last fiscal year, the Council moved forward on this mandate. An introductory workshop, involving professional members of health professions college councils, public appointees to councils, and college staff took place in April, 2007. From this meeting, HPRAC was asked to develop fundamental principles for patient relations programs and common indicators for evaluation. Focus groups and subsequent college meetings defined strategic goals and program elements that should be incorporated into patient relations programs. Colleges also submitted reports on patient relations activities. This was a process of engagement, and HPRAC is comfortable that its report to the Minister will describe new parameters for all professional colleges, and signal activities that may be selected as models for other colleges. An understanding among colleges that patient relations should be built into strategic and operating plans is, in HPRAC's view, a significant step forward. The Council chose not to present a "report card" on individual college's achievements, but rather to describe innovations and improvement in performance, and how those improvements can be shared among colleges. A report to the Minister on the effectiveness of patient relations programs will be made in May, 2008.

Current Requests for Advice from the Minister: On June 28, 2007, the Minister of Health and Long-Term Care, Hon. George Smitherman, requested HPRAC's advice on a number of matters impacting the regulation of health professions in Ontario. His request includes questions relating to:

- mechanisms to facilitate and support interprofessional collaboration between health colleges;
- the scope of practice of registered nurses in the extended class;
- regulations concerning non-physician professions who prescribe and/or use drugs in the course of their practice;
- framework and process for changes to drug regulations for non-physician prescribers;
- the regulation of diagnostic sonographers;
- consideration of an association model for personal support workers;
- the regulation of dental assistants;
- the regulation of paramedics and emergency medical attendants; and

- the regulation of chiropractic and podiatry.

The Council submitted an interim report to the Minister on Interprofessional Collaboration, and its report on the review of the scope of practice of extended class nurses (nurse practitioners) on March 31, 2008. These reports will be released following the Minister's consideration.

During the coming year, HPRAC will concentrate on the remaining questions, and on the final report to the Minister on interprofessional collaboration. Work on all of the projects outstanding will commence in the 2008-2009 fiscal year.

Presentations and Communications: During the course of the fiscal year, the Chair has made a number of presentations to organizations and participated in conferences and meetings regarding the regulation of health professions in Ontario. Council members and staff have also participated in a number of health professions conferences and meetings respecting health professionals and emerging trends that impact regulation.

6. Financial Report

The Ministry of Health and Long-Term Care provides quarterly expenditure reports to the Health Professions Regulatory Advisory Council. The Council's budget is contained within the Ministry's Health Human Resources Division. For the fiscal period ending March 31, 2008, HPRAC's expenditures were:

Fiscal year April 1, 2007 to March 31, 2008

Salaries and benefits	\$	244,697
Operating expenses	\$	1,089,398
		<hr/>
Total	\$	1,334,095

Health Professions Regulatory Advisory Council

55 St. Clair Avenue West
Suite 806, Box 18
Toronto, Ontario, Canada M4V 2Y7

Telephone: 416-326-1550

Toll-Free: 1-888-377-7746

Fax: 416-326-1549

Website: www.hprac.org

E-mail: HPRACWebMaster@moh.gov.on.ca



ISSN 1913-679X (Online)

ISBN 978-1-4249-6887 (2008 ed., PDF)

© Copyright Queens Printer for Ontario, 2008

07/08

