

April 1, 2012 to March 31, 2013

Annual Report

**Health Professions Regulatory
Advisory Council (HPRAC)**



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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 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 (MOHLTC), the regulatory colleges, regulated health professional associations and stakeholders who have an interest in the 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 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.

During the course of the year, there were changes in the Advisory Council's composition. As of March 31st 2013, HPRAC is comprised the following members:

- **Thomas Corcoran (Chair)** — Mr. Corcoran is currently the Chairman of MEMOTEXT Corporation and of NexgenRx Inc. He is also Director of LifeCapital Holdings Inc., Director of ArtsandTV Inc. as well as

the owner/founder of the Stonegate Group. Mr. Corcoran 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 and Managing Director at Canada Life Insurance, U.K. Division, and Vice President at IBM Canada. Mr. 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. Mr. Corcoran received the Confederation of Canada Medal in 1992.

- **Rex Roman, Ph.D. (Vice-Chair)** — Dr. Roman is currently a Vice-Chair of the Research Ethics Board of Women's College Hospital. He recently completed a Fellowship in Mental Health and Ethics at the Department of Psychiatry at the hospital. Prior to that, Dr. Roman worked for the Mississauga Halton Local Health Integration Network (LHIN), leading a demographic study of mental health resource allocation. He has also been a Fellow with the Joint Centre for Bioethics. Dr. Roman holds a Ph.D. in philosophy from the University of Toronto.
- **Bob Carman (Member)** — Mr. Carman has held a series of high-level, high-profile public service positions with transformative mandates. From acting as Deputy Minister of the Ministry of Community and Social Services to his position as Secretary of the Cabinet and Clerk of the Executive Council of the Management Board of Cabinet, Mr. 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. Mr. 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. Now president of Namrac & Associates Ltd., a specialty public policy consultancy firm, he is a forester by training and holds a B.Sc.F. from the University of Toronto, where he graduated as a gold medalist. Mr. 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.
- **Martha Powell (Member)** — Ms. Powell returned to her hometown of Thunder Bay after spending more than 20 years in corporate communications and production in Toronto. From being a production secretary for Pierre Berton at My Country Productions to a 16-year stint at McGrath & Associates, where she started as a production assistant and ended as president of the company, to Senior Vice President of a national mutual fund company and subsequently owning her own marketing communications agency, Ms. Powell has always been dedicated to the best possible quality of production and marketing communications standards for her clients. She has excelled in production and research in many business sectors, including financial, pharmaceutical, telecommunications, automotive and public service. Ms. Powell has served on several corporate and not-for-profit Boards of Directors, including McGrath & Associates Inc.; Side Effects, Inc.; Spin Productions Inc.; Triangle Productions Inc.; Motivation Industrial Equipment Ltd.; and Habitat for Humanity, Thunder Bay Affiliate, where she was Chairperson of the Fundraising Committee from 2009/10. *Ms Powell resigned from Council effective through Order in Council Order June 27, 2012.*
- **Peggy Taillon (Member)** — Ms. Taillon has led the Canadian Council on Social Development (CCSD), Canada's longest established social policy and research organization, through an unprecedented period of renewal since 2008. Immediately prior to CCSD, she served as the Senior Vice-President at The Ottawa Hospital, and was previously the Executive Director of Ontario's Mental Health Implementation Task Force. Today Ms. Taillon's diverse voluntary roles include the International Initiative for Mental Health and Disability Leadership, the Inner City Health Project, the Ontario Accessibility Secretariat Advisory Council and the Canadian Reference Group on Population Health

under the Public Health Agency of Canada. She also founded the HERA Mission of Canada, which undertakes many development projects empowering women and children in Western Kenya. Originally from the small northern Ontario town of South Porcupine, Ms. Taillon was educated in Toronto and Ottawa and holds degrees in social work and law, as well as advanced diplomas in mediation and negotiation.

- **Said Tsouli (Member)** — Mr. Tsouli holds an MBA from INSEEC Paris, France, and is currently an Account Manager at Royal Bank of Canada and a business consultant at Incon Industrial Ltd. In the past, he has been the President of Samar Portfolio, a shipping company. Mr. Tsouli 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 involved heavily with the London Muslim Mosque and was the previous Executive Director for the London, Ontario, chapter of the Muslim Association of Canada. Mr. Tsouli was also the Executive Director for Regroupement multiculturel francophone de London and a member of L'Assemblée de la francophonie de l'Ontario.

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 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 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. From time to time, HPRAC engages individuals on contract to assist with special assignments.

Under the leadership of Executive Coordinator Laura Niles, the Secretariat added the temporary roles of Secretariat Lead and Policy Analyst to its staff complement, which includes an Administrative Assistant and a Policy Analyst. From September 2012 to March 31, 2013, the role of Secretariat lead was added to support the additional responsibilities of the Executive Coordinator within the Health Human Resources Strategy Division.

Activities in 2012/13

Research and Policy Development

Based on the July 2011 criteria for health professions seeking regulation under the RHPA, the primary focus of HPRAC was on the application of the criteria to the current ministerial referrals. At the end of each project, the Secretariat and Council developed a lessons-learned document, to ensure that current HPRAC processes benefited from continuous improvement.

Ministerial Referrals

In response to referral letters from the Minister of Health and Long-Term Care, the Honourable Deb Matthews, HPRAC developed current status and revised timelines for each referral as of March 31, 2012 (see Tables 1 and 2).

Table 1: Completed Referrals

Referral
<p>Spousal Treatment</p> <p><i>Description:</i> Advise on whether or not alternatives to the mandatory revocation provisions should exist in the <i>Regulated Health Professions Act, 1991</i> (RHPA), respecting the treatment of a spouse by a regulated health professional.</p> <p><i>Final report:</i> http://hprac.org/en/reports/resources/TheSpousalPatient_CombinedFinal_EN_secured.pdf</p>
<p>Physician Assistants (PAs)</p> <p><i>Description:</i> Advise on whether the PA profession should be regulated under the RHPA, either independently or in conjunction with an existing profession, and, if so, what would be the appropriate scope of practice, controlled acts, model of regulation and titles authorized to the profession.</p> <p><i>Final Report:</i> http://hprac.org/en/reports/resources/PA_ENG_VOL_1_E_FILE-COMPLETEFINALAODAS_nosignatures.pdf</p>

Table 2: Referrals in Progress

Referral	Due Date	Phase
<p>Dental Assistants (DA)</p> <p><i>Description:</i> Advise whether the practice of DAs ought to be regulated under the RHPA, and, if so, what would be the appropriate scope of practice, controlled acts and titles authorized to the profession, taking into account the activities these practitioners undertake with respect to x-rays and other forms of energy and the circumstances in which these activities are conducted.</p> <p><i>Activities completed:</i> Research reviews conducted, and writing of the report.</p>	Dec 31/13	Report development
<p>Paramedics and Emergency Medical Attendants (EMAs)</p> <p><i>Description:</i> Advise whether paramedics and EMAs should be regulated under the RHPA, and, if so, what would be the appropriate scope of practice, controlled acts and titles authorized to the profession.</p> <p><i>Activities completed:</i> Completion of three major research reviews, request for application and planning for consultation program.</p>	Dec 31/13	Consultation
<p>Diagnostic Sonographers</p> <p><i>Description:</i> Building on an HPRAC report completed in 2000, which recommended the regulation of diagnostic sonographers, make recommendations about the currency of, and any additions to, the advice provided.</p> <p><i>Activities completed:</i> Updated schedule and completion of three major reviews underway in preparation for consultation program.</p>	Jun 30/14 ¹	Research
<p>Chiropody/Podiatry²</p> <p><i>Description:</i> Review issues relating to the regulation of chiropody and podiatry and provide advice as to whether and how changes to existing legislation regarding these related professions should be made.</p> <p><i>Activities completed:</i> High-level project scoping and planning completed during the review period.</p>	TBD	Planning

¹ Letter to HPRAC Chair, May 7, 2013; deadline updated to June 30, 2014.

² Ibid.; the referral is to begin no later than January 2014.

Operations Management

Over the course of the year, Secretariat staff developed and implemented a number of operational activities, including:

- Maintaining the infrastructure needed to hold bi-monthly teleconference meetings of HPRAC, including web-based videoconferencing. These teleconferences complement the in-person council meetings that are held every second month.
- Maintaining web-based infrastructure to support all HPRAC activities with a cloud-based information repository.
- Researching and developing a new survey structure that is based on HPRAC criteria, to assist with data collection during the consultation phase of referrals.
- Procuring a report editor for all major reports and cover designs.
- Maintaining project management tools to enhance the effectiveness of internal activities and processes.
- Updating the internal operations manual.
- Procuring services to ensure that the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA) requirements are included in all major reports.

Presentations and Communications

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

- the Ontario Hospital Association (OHA) Health Achieve Conference;
- the Royal College of Dental Surgeons of Ontario (RCDSO);
- the Federation of Health Regulatory Colleges of Ontario (FHRCO);
- the College of Denturists of Ontario;
- a Pediatric Oncology Group of Ontario (POGO)–HPRAC presentation; and
- a diagnostic sonography symposium.

In addition, Secretariat staff processed over 35 enquiries from the public and health care professionals through multiple channels, including letters, phone calls and email.

Financial Statement, April 1, 2012, to March 31, 2013

The Council's budget is contained within MOHLTC's Health Human Resources Strategy Division. For the fiscal period ending March 31, 2013, HPRAC's expenditures were:

Salaries and benefits	\$ 196,657
Operating expenses	\$ 202,564
Total	\$ 399,221

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