



**FAIRNESS** COMMISSIONER

COMMISSAIRE À L'ÉQUITÉ

**OFFICE OF THE FAIRNESS COMMISSIONER**

595 Bay Street, Suite 1201, Toronto ON M7A 2B4

## **Fair Registration Practices Report 2020**

The Fair Registration Practices Report was created as required in the:

- Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA) s.20 and 23(1), for the regulated professions named in Schedule 1 of FARPACTA
- Health Professions Procedural Code set out in Schedule 2 of the Health Professions Act, 1991 (RHPA) s. 22.7(1) and 22.9(1), for health colleges

Guidelines for this report are available to download as a .pdf on the OFC website.

<https://www.fairnesscommissioner.com/en/Publications/Pages/Guidelines.aspx>

Organization: College of Veterinarians of Ontario

Name of the regulated profession: Veterinarian

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## Qualitative Information

The following qualitative information is collected for the purpose of highlighting a regulator's enhancements to improve fair access year over year, including actions that result from recommendations made in the OFC's Assessment of Registration Practices.

For each of the categories below, where applicable, please describe any improvements/changes implemented in the last year by your organization or a third-party for the purpose of changing fair access.

Please also describe the impact of these improvements/changes on applicants. If you have been working on improvements/changes over the last year that have not yet been implemented, describe your progress and the expected impact the improvements/changes will have on applicants and your organization.

Provide as much detail as possible. This can include the rationale for the improvements/changes, relevant findings from preliminary work leading up to the improvements/changes, methodology, relevant dates and anything else you think is important.

Include as much supporting material as possible to support your description (e.g., relevant reports, policies, protocols, websites, other documents and anything else you think is important). This material can be provided in the form of hyperlinks to electronic sources.

### **a.** Requirements for registration, including acceptable alternatives

#### **i)** Describe any improvements / changes implemented in the last year

CVO Jurisprudence Exam and the COVID 19 Pandemic: On March 18, 2020, the Registration Committee reviewed a request asking that all licensure applicants be temporarily exempted from having to successfully complete the CVO Jurisprudence Exam. The exam was in an online format and could be taken at approved proctoring centres. The majority of these proctoring centres are located at universities and colleges across Canada. CVO staff also proctor the exam at the College's office on an as needed basis. These proctoring centres closed due to measures taken to control the spread of COVID-19 and the Registrar's direction was to stop proctoring the exam at the College office as a step to control the spread of the virus and to protect staff.



The Registration Committee considered the request and directed the Registrar to issue licences to applicants with a temporary exemption from having to successfully complete the CVO Jurisprudence Exam. Applicants must meet all other licensing requirements. Prior to the licence being issued, the applicant must provide a declaration confirming that they have read and reviewed the CVO Jurisprudence Exam workbook (version 03/2020) and all links contained within the workbook. A condition is placed on each licence issued that requires the licensee to successfully complete the CVO Jurisprudence Exam in accordance with the College's policies on exam completion within a reasonable time frame set by the Registrar. If a licensee does not successfully complete the CVO Jurisprudence Exam within the time frame set out by the Registrar then their licence would expire.

CVO Jurisprudence Exam maintenance: The exam underwent a full update in September 2018 and a statistical analysis was performed in the fall of 2019. The College requested an interim review of the pass rates and functioning of the two Jurisprudence Examination forms in use. This interim review resulted in removing a small number of items, revising the pass mark and updating the questions to reflect current standards and legislation. The revised exam and a new exam portal were launched in April 2020.

ii) Describe the impact of the improvements / changes on applicants

CVO Jurisprudence Exam and the COVID 19 Pandemic: Veterinarians have been considered an essential service since early in the pandemic and this solution has permitted applicants that are required to take the exam with a pathway to licensure.

CVO Jurisprudence Exam maintenance: The revised exam and a new exam portal were launched in April 2020, as applicants have not been able to take the exam during the pandemic there is not yet any impact to report.

iii) Describe the impact of the improvements / changes on your organization

CVO Jurisprudence Exam and the COVID 19 Pandemic: Staff have been keeping records about which applicants have submitted the temporary exam exemption declaration. Staff are also exploring the implementation of remote proctoring to assist in managing this issue.

CVO Jurisprudence Exam maintenance: No impact as applicants have not been able to take the exam during the pandemic.

**b. Assessment of qualifications**

## i) Describe any improvements/changes implemented in the last year

Alternate pathways: The provincial licensing bodies and the Canadian Veterinary Medical Association – National Examining Board agreed to establish [alternative pathways](#) for veterinarians to demonstrate entry to practise knowledge, skills and judgment. These alternative pathways came into effect on April 1<sup>st</sup>, 2020. This direction came after evaluating the variable needs of veterinarians who have graduated from acceptable unaccredited veterinary schools and recognizing that there is more than one way for a veterinarian to demonstrate competency. These pathways allow candidates to be assessed without completing the Preliminary Surgical Assessment and Clinical Proficiency Examination but are designed to assess candidates on the same broad competencies. These alternative pathways include demonstration of clinical competence through participation in an evaluated clinical year at an accredited veterinary school.

National Competency Examinations: The examinations required for veterinary licensing include the Basic and Clinical Sciences Examination (BCSE), North American Veterinary Licensing Examination (NAVLE), Preliminary Surgical Assessment (PSA) and Clinical Proficiency Examination (CPE). The pandemic has affected the offering of these exams as testing locations were originally directed to close and have since reopened with limited seating to accommodate physical distancing.

## ii) Describe the impact of the improvements/changes on applicants

Alternate pathways: Applicants that have graduated from acceptable unaccredited veterinary schools now have two additional recognized pathways to General licensure. These new pathways provide applicants with alternative methods to demonstrate clinical competence.

National Competency Examination: The BCSE and NAVLE are computer-based examinations that can only be taken at Prometric Testing Centres. The BCSE is offered on a continuous basis and candidates have been able to sit this exam since the public health restrictions resumed in person testing for essential professions in June 2020. The NAVLE is offered during testing windows that occur twice a year. The NAVLE's testing windows have been expanded to allow for candidates to have access to the exam given that testing centres have had to reduce capacity at their locations. The PSA is an in person, hands on qualifying examination for the CPE. The CPE is an in person, objective structured clinical examination. The PSA and the CPE are normally offered at veterinary



schools in Calgary, Saskatoon, Montreal, and Charlottetown. Completion of the PSA and CPE is required for internationally educated veterinarians to obtain General licensure in Canada.

Veterinarian waiting to take these exams have faced delays. These examinations have occurred in 2020, but not as often as they normally would be scheduled. Scheduling and offering these examinations during the pandemic has been difficult and has resulted in rescheduling and cancelling of some exam administrations. The CVMA has attempted to ensure the safety of candidates taking the exam during the pandemic. There is currently a backlog of veterinarians waiting to take these exams. These exams have only been offered in Saskatoon which means that these veterinarians must make their way to that province.

The College continues to issue Restricted Licences to candidates who have successfully completed the BCSE and NAVLE in order to allow them to practice veterinary medicine in Ontario under supervision while waiting to complete the clinical examinations.

iii) Describe the impact of the improvements/changes on your organization

Alternate pathways: The College is pleased to offer additional ways for internationally educated veterinarians to demonstrate their clinical competence.

National Competency Examination: The College continues to monitor this situation and regularly discusses the upcoming exam administrations with the CVMA so that we can provide the most up to date information to our applicants. The Registration Committee reviews individual requests for variances to our usual licensure requirements based on the impact of the pandemic. The Committee met more often in 2020 in order to respond to requests as quickly as possible.

**c. Provision of timely decisions, responses, and reasons**

i) Describe any improvements/changes implemented in the last year

As College staff primarily worked from home in 2020, decision and reasons documents were not mailed to applicants. All decision and reasons documents were sent electronically through Microsoft One Drive. This is a secure manner to send confidential documents.

ii) Describe the impact of the improvements/changes on applicants



Applicants receive a secure electronic copy of their decision and reasons document. The document arrives immediately and there is no mail delay.

- iii) Describe the impact of the improvements/changes on your organization

This change streamlines the distribution of decision and reasons documents for staff.

**d. Fees**

- i) Describe any improvements/changes implemented in the last year

No change this year.

- ii) Describe the impact of the improvements/changes on applicants

No change this year.

- iii) Describe the impact of the improvements/changes on your organization

No change this year.

**e. Timelines**

- i) Describe any improvements/changes implemented in the last year

As mentioned in b. above, there were delays to the exam administrations in 2020 due to the pandemic.

- ii) Describe the impact of the improvements/changes on applicants

See b. above.

- iii) Describe the impact of the improvements/changes on your organization

See b. above. The College holds frequent Registration Committee meetings to review requests for Restricted Licensure.

**f. Policies, procedures and/or processes, including by-laws**

- i) Describe any improvements/changes implemented in the last year



The College updated its licensure policy manual for staff. This policy manual pertains to processing licence applications and licensed member matters.

- ii) Describe the impact of the improvements/changes on applicants

Having detailed and up-to-date policies help staff provide consistent and timely responses to applicant inquiries and requests.

- iii) Describe the impact of the improvements/changes on your organization

All levels of licensure staff have access to this robust resource that they can use and refer to daily to help them provide customer service in a manner that meets the College's customer service commitment to applicants, licensed professionals and members of the public.

#### **g.** Resource for applicants

- i) Describe any improvements/changes implemented in the last year

Website refresh for applicants – As part of the Customer Diversity Task Force initiative, College staff reviewed the [licensure section](#) of the website in its entirety. Three separate pages were created to describe the licensure process and steps for [accredited school graduates](#), [unaccredited school graduates](#) (internationally educated veterinarians) and [applicants licensed in Canada](#). The [licence types](#) page now includes more information about what the licence holder is permitted to do and what the main requirements for licensure are. The [licence requirements](#) page has been updated from a chart to an accordion style page. The College's [licensure policies](#) were previously in a PDF document and now are accessible on their own webpage.

CVO Jurisprudence Exam – The CVO Jurisprudence Exam Candidate Instruction Guide and Workbook were revised for the launch of the new CVO exam and the new CVO exam portal that occurred in April 2020.

- ii) Describe the impact of the improvements/changes on applicants

Website refresh for applicants – Applicants can now better navigate the licensure section of the website. This format is more appealing and easier to read. The text has been revised for greater clarity. Applicants can be directed to specific pages based on what type of applicant they are and to find specific licensure policies.



CVO Jurisprudence Exam – The changes to the CVO Jurisprudence Exam Candidate Instruction Guide and Workbook had minimal impact on applicants as they were not able to take the CVO Jurisprudence Exam due to the COVID pandemic.

- iii) Describe the impact of the improvements/changes on your organization

Website refresh for applicants – no changes for the organization.

CVO Jurisprudence Exam – as applicants were not taking the exam in 2020, there are no changes to report for the organization.

#### **h.** Review or appeal processes

- i) Describe any improvements/changes implemented in the last year

Registration Committee meetings – A higher than usual number of Registration Committee meetings took place in 2020 to accommodate the high number of licence requests that included pandemic related considerations. Registration Committee meetings normally occur every 4 – 6 weeks. In 2020, the Registration Committee met almost monthly.

Development of risk assessment tool - A risk-based assessment tool has been introduced to assist the Committee’s decision-making when considering exempting a licensure requirement or determining if an applicant meets all licensure requirements.

- ii) Describe the impact of the improvements/changes on applicants

Registration Committee meetings – Applicants were able to have their requests reviewed on a timelier basis.

Development of risk assessment tool – Applications are carefully considered using the risk-based assessment tool. This tool assists the Committee in decision-making and helps the Committee articulate the reasons why a particular decision was made. This process leads to a fulsome and clear decision and reasons document that helps the applicant understand why a particular decision was made.

- iii) Describe the impact of the improvements/changes on your organization



Registration Committee meetings – The unprecedented times resulted in a very active year for College staff and the Registration Committee.

Development of risk assessment tool – As indicated above, this tool assists the Committee in decision-making and helps the Committee articulate the reasons why a particular decision was made. This process assists the College’s decision and reasons writer.

**i. Access to applicants’ records**

i) Describe any improvement/changes implemented in the last year

No changes this year.

ii) Describe the impact of the improvements/changes on applicants

No changes this year.

iii) Describe the impact of the improvements/changes on your organization

No changes this year.

**j. Training and resources for registration staff, Council, and committee members**

i) Describe any improvements/changes implemented in the last year

The College continues to conduct an annual orientation session for all Registration Committee members. This orientation covers fairness in decision making, conflict of interest and confidentiality. Also covered during this orientation session is:

1) Anti-discrimination: New committee members are required to complete a learning module in Human Rights Principles.

2) Cultural Diversity: New committee members are required to review the Managing Cultural Differences document distributed by the Ontario Regulators for Access Consortium.

3) Objectives of FARPACTA: Committee members are required to review the "understanding fair-access law" module on the Ontario Fairness Commissioner website.

The Committee training schedule is reviewed and updated each year.

Council has regular education sessions throughout the year. Council members are required to complete an orientation session and a learning module on accessibility and the needs and experiences of persons with disabilities.



- ii) Describe the impact of the improvements/changes on applicants

No changes this year.

- iii) Describe the impact of the improvements/changes on your organization

No changes this year.

**k. Mutual recognition agreements**

- i) Describe any improvements/changes implemented in the last year

No changes this year.

- ii) Describe the impact of the improvements/changes on applicants

No changes this year.

- iii) Describe the impact of the improvements/changes on your organization

No changes this year.

**l. Describing any improvements/changes implemented in the last year**

- i) Describe any improvements/changes implemented in the last year

Criminal Record Screening - At its meeting in September 2019, Council supported the addition of criminal record checks as a requirement for initial licensure. It was reported in the College's 2019 Fair Registration Practices Report that Council indicated support for the addition of criminal record screening as a legislated requirement for initial licensure. In 2020, the Registration Committee worked on preparing a policy statement on criminal record checks. Applicants will be asked to provide a criminal record check with their application beginning in January 2022.

CVO Jurisprudence Exam –

- a) Exam Update: The College began work to update the CVO Jurisprudence Exam. A full review of the exam's blueprint was undertaken. A new blueprint was approved by Council in December 2020. The revised exam will be piloted in Spring 2021 and officially launched in September 2021.
- b) Remote Proctoring: The College began investigating remote proctoring solutions in 2020. A remote proctoring vendor was selected, and remote proctoring has been offered to applicants since the end of March 2021.



### Memorandum of Agreement with the Canadian Veterinary Medical Association – National Examining Board (CVMA-NEB) –

The College and the CVMA-NEB have a MOA that describes the NEB’s provision of evaluation services (credential authentication, language assessment and examination services) at the request and on behalf of the College. The document summarizes the respective roles and responsibilities of the NEB and the College concerning these evaluation services. The term of the MOA was to end on December 31, 2020. The CVMA-NEB and College staff met twice in the fall of 2020. These meetings were held to bring both organizations up-to-date with each other in terms of current activities, processes and policies and to conduct a review of the MOA. After the review was conducted, the College was pleased to sign off on an updated MOA that will now run until December 31, 2025.

**Strategic Plan** - A new strategic plan for the College was approved in 2020. Tactics under the strategic plan’s objectives include development of the competency profile for veterinary medicine, modernizing the College’s legislation and limited licensure competency assessments. Follow this link for more information: <https://cvo.org/About-CVO/Strategic-Plan.aspx>

**Modernizing the College’s legislation** - The initiative related to modernizing the College’s legislation continues. There are two licensure projects related to this initiative:

- a) **Registration Regulations:** College staff have worked with the Registration Committee’s proposed licence categories to draft new registration regulations. The draft registration regulations were provided to Council at its meeting in March 2020.
- b) *Two-part register:* Council supported the addition of a two-part register structure into the proposed licensure category model in March 2020. Council directed that continued development of the concept occur. Staff will develop next steps pertaining to this project and review it with the Committee.

The College continues its work on moving the legislative reform agenda forward and it is hopeful that the government will assist us in making changes to support the modernization of the Veterinarians Act.

**National Competency Profile** – In 2020, veterinary leaders from across North America have begun a project to develop a competency profile for veterinarians. The work will continue in 2021.

**Limited licensure project** - The Canadian Council of Veterinary Registrars has had discussions about limited scope licensure and the challenges with assessing the competence of veterinarians who do not possess the broad competence necessary to complete the National Board Examinations and become “general practitioners”. The CCVR worked with a consultant to study competency assessment options for limited licensure. This study was completed in December



2020. Discussion on limited licensure and new assessment strategies is underway at the CCVR.

Diversity work - In December 2019, the College's Council appointed a task force to focus on specific issues related to its diverse customer base. The purpose was to analyze and consider the College's currency in its approach to gender, race and generation in its licensure and quality practice programs and in the general promotion and publication of its resources. With the events of May and June 2020 putting a direct spotlight on systemic racism, this topic was added to the agenda of the task force. The intent was not to divert the original purpose but rather to enhance the recommendations to Council. This topic is viewed as extremely important and the need for Council to take a position and act on it was viewed as imperative. In December 2020, Council reviewed and accepted the report from the task force inclusive of several recommendations. One of the recommendations was to develop a public statement on its denouncement of systemic discrimination on any grounds and publish such statement with a Council approved action plan to foster partnerships and processes to reduce bias and racism and promote equity. The College's commitment to inclusion statement can be found here: <https://cvo.org/About-CVO/Our-Commitment-to-Inclusion.aspx>

- ii) Describe the impact of the improvements/changes on applicants

Criminal Record Screening - None at this time.

CVO Jurisprudence Exam -

Exam Update: Refreshing the exam ensures applicants enter the profession with current knowledge of Ontario legislation and regulations, as well as College standards and guidelines.

Remote Proctoring: Applicants now have two options to satisfy the CVO Jurisprudence Exam licence requirement. They can submit a declaration indicating that they have reviewed the exam materials or they can proceed with taking the exam with remote proctoring.

Memorandum of Agreement with the CVMA-NEB – Reviewing and revising this document on a regular basis ensures that the College has a good understanding of the current state of the evaluation services that applicants receives from this third party. This document details the third party's obligation to conduct assessments of qualifications and examinations in a transparent, objective, impartial and fair manner.

Strategic Plan - None at this time.



Modernizing the College’s legislation - None at this time.

National Competency Profile - None at this time.

Limited licensure project - None at this time.

Diversity work: The College’s continued efforts in this area ensures that diversity, equity and inclusion remain in the forefront of its ongoing work in order to be fair to all applicants.

iii) Describe the impact of the improvements/changes on your organization

The College continues to advance all of the above-described initiatives in order to continuously improve the organization and our processes.

**m.** Describe any registration-related improvements/changes to your enabling legislation and/or regulations in the last year

No changes this year. The College continues work in order to advance our legislative reform initiatives.

**Quantitative Information**

The following quantitative information is collected for the purpose of observing statistical changes and trends related to application, licensure, appeals and staffing year over year.

**a.** Languages

Indicate the languages in which application materials and information about the application process are available.

Language	Yes/No
English	Yes
French	No

Other (please specify):

**b.** Gender applications

Indicate the number of applicants in each category as applicable

Gender	Number of applicants
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Male	112
Female	222
None of the above	0

Additional comments:

c. Gender of members

Indicate the number of members in each category as applicable. Select the option that best corresponds to the terminology used by your organization.

Gender	Number of members
Male	1920
Female	3139
None of the above	0

Additional Comments:

For the following sections d,e & f, the OFC recognizes that the term initial education infers that applicants may receive their education in multiple jurisdictions.

For the purpose of these questions, include only the jurisdiction in which an entry-level degree, diploma or other certification required to practice the profession or trade was obtained.

d. Jurisdiction where applicants obtained their initial education

Indicate the number of applicants by the jurisdiction where they obtained their initial education in the profession or trade

Ontario	Other Canadian Provinces	USA	Other International (list countries and # of applicants)	Unknown	Total
121	41	20	1 – Argentina 15 – Australia 8 – Brazil 1 – Bulgaria 7 – Cayman Islands 1 – China	0	334



			1 - Costa Rica 10 - Egypt 4 - France 4 - Germany 11 - Grenada 19 - India 6 - Iran 2 - Iraq 6 - Ireland 1 - Italy 1 - Japan 4 - Mexico 1 - Morocco 3 - New Zealand 2 - Pakistan 1 - Paraguay 1 - Poland 1 - Romania 11 - Saint Kitts and Nevis 1 - Serbia 1 - South Africa 3 - Spain 2 - Sri Lanka 1 - Switzerland 1 - Syria 1 - Taiwan 1 - Ukraine 18 - United Kingdom 1 - Venezuela		
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Additional comments:



e. Jurisdiction where applicants who became registered members obtained their initial education

Indicate the number of applicants who became registered members in the reporting year by the jurisdiction where they obtained their initial education in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International (list countries and # of applicants)	Unknown	Total
120	40	15	13 – Australia 5 – Brazil 6 – Cayman Islands 1 – Chile 1 – China 1 – Colombia 9 – Egypt 3 – France 2 – Germany 11 – Grenada 19 – India 3 – Iran 3 – Iraq 5 – Ireland 1 – Japan 4 – Mexico 2 – New Zealand 4 – Pakistan 1 – Paraguay	0	304



			10 – Saint Kitts and Nevis 1 – Serbia 2 – Spain 2 – Sri Lanka 1 – Syria 1 – Tunisia 17 – United Kingdom 1 – Venezuela		
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Additional comments:

f. Jurisdiction where members were initially trained

Indicate the total number of registered members by jurisdiction where they obtained their initial education in the profession or trade.

Ontario	Other Canadian Provinces	USA	Other International (list countries and # of applicants)	Unknown	Total
3314	328	109	1 – Albania 4 – Argentina 94 – Australia 4 – Austria 4 – Bangladesh 1 – Belarus 6 – Belgium	0	5059



			2 – Bosnia and Herzegovina 19 – Brazil 6 – Bulgaria 10 –Cayman Islands 6 – Chile 3 – China 13 – Colombia 3 – Costa Rica 5 – Croatia 2 – Czech Republic 1 – Denmark 102 – Egypt 1 – Finland 12 – France 11 – Germany 39 – Grenada 10 – Hungary 258 – India 53 – Iran 10 – Iraq 57 – Ireland 2 – Israel 6 – Italy 4 – Japan 1 – Jordan 7 – Kenya 12 – Korea		
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			1 - Lithuania 1 - Malaysia 15 - Mexico 3 - Morocco 4 - Netherlands 17 - New Zealand 5 - Nigeria 69 - Pakistan 1 - Paraguay 3 - Peru 11 - Philippines 17 - Poland 1 - Portugal 13 - Romania 6 - Russia 52 - Saint Kitts and Nevis 10 - Serbia 4 - Slovakia 1 - Slovenia 10 - South Africa 10 - Spain 27 - Sri Lanka 1 - Sudan 1 - Sweden 6 - Switzerland 2 - Syria		
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			3 – Taiwan 1 – Thailand 8 – Trinidad and Tobago 3 – Tunisia 2 – Turkey 4 – Ukraine 131 – United Kingdom 1 – Uruguay 5 – Venezuela		
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g. Application processed

Indicate the number of applications your organization processed in the reporting year. Enter the data by jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

January 1, 2020 to December 31, 2020	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
New applications received	121	41	20	152	0	334
Applicant actively pursuing licensing. Those who had some contact with your	4	2	4	25	0	35



organization in the reporting year						
Inactive applicants. Those who had no contact with your organization in the reporting year.	17	6	4	42	0	69
Applicants who met all requirements and were authorized to become members <u>but did not</u> become members	1	0	0	2	0	3
Applicants who became <u>fully</u> registered members	118	40	15	97	0	270
Applicants who were authorized to receive an alternative licence <u>but were not</u> issued a licence	0	1	0	12	0	13
Applicants who were issued an alternative class of licence*	2	0	0	32	0	34

- An alternative class of licence enables it holder to practice with limitations, but additional requirements must be met in order for the member to be fully licensed.

Additional comments:

h. Classes of certificate/licence

Provide a description of the classes of certificate/license offered by your organization. You should have at least one class listed.

#	Certification	Description
1	Restricted Licence	A restricted licence is a licence with conditions or limitations on the practice of veterinary medicine imposed by a committee under the Veterinarians Act, most often the Registration Committee. The conditions most often



		<p>placed on a restricted licence are the requirement to be supervised, restricted to practising a specific scope of veterinary medicine or restricted to a specific employer. There are three defined levels of supervision - immediate, direct or indirect.</p>
2	Academic Licence	<p>A holder of an academic licence may engage in the practice of veterinary medicine only in the department of the Ontario Veterinary College of the University of Guelph in which he or she holds a professional appointment. An academic licence terminates when the licensee ceases to hold the professional appointment.</p>
3	Postgraduate and Resident Licence	<p>The holder of a postgraduate and resident licence must be enrolled as an intern, resident or Doctor of Veterinary Science student at the Ontario Veterinary College of the University of Guelph. The holder of a postgraduate and resident licence may engage in the practice of veterinary medicine only as required by the program in which he or she is enrolled and only at the Ontario Veterinary College. A postgraduate and resident licence terminates when the licensee ceases to be enrolled as an intern, resident or Doctor of</p>



		Veterinary Science student.
	Educational Licence	The holder of an educational licence must be enrolled in a non-clinical program of postgraduate veterinary education provided by the Ontario Veterinary College of the University of Guelph. Examples are Epidemiology and Pathology. The educational licence terminates when the licensee ceases to be enrolled in a program of non-clinical postgraduate veterinary education.
	Public Service Licence	The holder of a public service licence may engage in the practice of veterinary medicine only in the course of employment as a veterinarian by the Crown in right of Canada (Federal employee)
	Short Term Licence	The holder of a short term licence may engage in the practice of veterinary medicine only under the supervision of the member whose undertaking has been given, and to what extent required by the appointment for special purpose as a visiting veterinarian. A short term licence can be issued for not more than 30 days.
	General Licence	The holder of a general licence may practise veterinary medicine in Ontario, without restriction on scope or place of practice.



## Additional comments:

## i. Reviews and appeals processed

State the number of reviews and appeals your organization processed in the reporting year. Enter the data by jurisdiction where applicants were initially trained in the profession, i.e. before they were granted use of the protected title or professional designation in Ontario.

January 1, 2020 to December 31, 2020	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applicants that were subject to an internal review or that were referred to a statutory committee of your governing council, such as Registration Committee	6	3	2	77	0	88
Applicants who initiated an appeal of a registration decision	0	0	0	1	0	1
Appeals heard	0	0	0	0	0	0
Registration decisions changed following an appeal	0	0	0	0	0	0

## Additional comments:

## j. Paid Staff

Provide the number of paid staff employed by your organization in the categories shown, as of December 31, 2020.

You may use decimals if you need to count half units. For example, on full-time employee plus one part-time employee will be equivalent to 1.5 employees.



Category	Number of staff
Total number of staff employed by the regulatory body	20
Number of staff involved in the appeals process	3
Number of staff involved in the registration process	5

Additional comments:

2 staff are involved in the registration process full time and 3 others contribute to the registration process.

### Submission

**Name of individual with authority to sign on behalf of the organization: Jan Robinson**

**Title: CEO & Registrar**

**Date: 2021/04/26**

