



College of Traditional Chinese Medicine
Practitioners and Acupuncturists of Ontario

Ordre des praticiens en médecine traditionnelle
chinoise et des acupuncteurs de l'Ontario

Council Meeting

Tuesday, June 24, 2025

Excerpt from the Regulated Health Professions Act, 1991

***Schedule 2
Health Professions Procedural Code***

Duty of College

- 2.1 It is the duty of the College to work in consultation with the Minister to ensure, as a matter of public interest, that the people of Ontario have access to adequate numbers of qualified, skilled and competent regulated health professionals. 2008, c. 18, s. 1.

Objects of College

3. (1) The College has the following objects:
1. To regulate the practice of the profession and to govern the members in accordance with the health profession Act, this Code and the Regulated Health Professions Act, 1991 and the regulations and by-laws.
 2. To develop, establish and maintain standards of qualification for persons to be issued certificates of registration.
 3. To develop, establish and maintain programs and standards of practice to assure the quality of the practice of the profession.
 4. To develop, establish and maintain standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among the members.
 - 4.1 To develop, in collaboration and consultation with other Colleges, standards of knowledge, skill and judgment relating to the performance of controlled acts common among health professions to enhance interprofessional collaboration, while respecting the unique character of individual health professions and their members.
 5. To develop, establish and maintain standards of professional ethics for the members.
 6. To develop, establish and maintain programs to assist individuals to exercise their rights under this Code and the Regulated Health Professions Act, 1991.
 7. To administer the health profession Act, this Code and the Regulated Health Professions Act, 1991 as it relates to the profession and to perform the other duties and exercise the other powers that are imposed or conferred on the College.
 8. To promote and enhance relations between the College and its members, other health profession colleges, key stakeholders, and the public.
 9. To promote inter-professional collaboration with other health profession colleges.
 10. To develop, establish, and maintain standards and programs to promote the ability of members to respond to changes in practice environments, advances in technology and other emerging issues.

Duty

11. Any other objects relating to human health care that the Council considers desirable. 1991, c. 18, Sched. 2, s. 3 (1); 2007, c. 10, Sched. M, s. 18; 2009, c. 26, s. 24 (11).
- (2) In carrying out its objects, the College has a duty to serve and protect the public interest. 1991, c. 18, Sched. 2, s. 3 (2).

SCHEDULE 1 TO THE BY-LAWS

Code of Conduct for Members of the Council and All Committees

1. This Schedule applies to members of the Council and of all committees of the College.
2. Council and Committee Members must, at all times, maintain high standards of integrity, honesty and loyalty when discharging their College duties. They must act in the best interest of the College. They shall:
 - a. be familiar and comply with the provisions of the RHPA, its regulations and the Code, the Act, its regulations, and the By-Laws and policies of the College;
 - b. promote the public interest in his/her contributions and in all discussions and decision making;
 - c. direct all activities toward fulfilling the College's objects as specified in legislation;
 - d. diligently take part in committee work and actively serve on committees as appointed by the Council;
 - e. regularly attend meetings on time and participate constructively in discussions;
 - f. offer opinions and express views on matters before the College, Council and committee, when appropriate;
 - g. participate in all deliberations in a respectful and courteous manner, recognizing the diverse background, skills and experience of members on Council and committees;
 - h. uphold the decisions made by a majority of Council and committees, regardless of the level of prior individual disagreement;
 - i. place the interests of the College, Council and committee above all other interests;
 - j. avoid and, where that is not possible, declare any appearance of or actual conflicts of interest;
 - k. refrain from including or referencing Council or committee positions held at the College in any personal or business promotional materials, advertisements and business cards.
 - l. preserve confidentiality of all information before Council or committee unless disclosure has been authorized by Council or otherwise exempted under s. 36(1) of the RHPA;
 - m. refrain from communicating to Members, including other Council or Committee Members, on statutory committees regarding registration, complaints, reports, investigations, disciplinary or fitness to practice proceedings which could be perceived as an attempt to influence a statutory decision or a breach of confidentiality, unless he or she is a member of the panel or, where there is no panel, of the statutory committee dealing with the matter;
 - n. respect the boundaries of staff whose role is not to report to or work for individual Council or Committee Members;
 - o. be respectful of others and not engage in behaviour that might reasonably be perceived as verbal, physical or sexual abuse or harassment; and
 - p. regularly evaluate his or her individual performance, and that of the collective to assure continuous improvement.

PROVISION 11.16 OF THE BY-LAWS - Language of Meetings

Meetings of the Council and Committees shall be conducted in English.

SCHEDULE 2 TO THE BY-LAWS

Rules of Order of the Council

1. In this Schedule, "Member" means a Member of the Council.
2. Each agenda topic will be introduced briefly by the person or committee representative raising it. Members may ask questions of clarification, then the person introducing the matter shall make a motion and another Member must second the motion before it can be debated.
3. When any Member wishes to speak, he or she shall so indicate by raising his or her hand and shall address the presiding officer and confine himself or herself to the matter under discussion.
4. Staff persons and consultants with expertise in a matter may be permitted by the presiding officer to answer specific questions about the matter.
5. Observers at a Council meeting are not allowed to speak to a matter that is under debate.
6. A Member may not speak again on the debate of a matter until every other Member of Council who wishes to speak to it has been given an opportunity to do so. The only exception is that the person introducing the matter or a staff person may answer questions about the matter. Members will not speak to a matter more than twice without the permission of the chair.
7. No Member may speak longer than five minutes upon any motion except with the permission of Council.
8. When a motion is under debate, no other motion can be made except to amend it, to postpone it, to put the motion to a vote, to adjourn the debate or the Council meeting or to refer the motion to a committee.
9. A motion to amend the motion then under debate shall be disposed of first. Only one motion to amend the motion under debate can be made at a time.
10. When it appears to the presiding officer that the debate in a matter has concluded, when Council has passed a motion to vote on the motion or when the time allocated to the debate of the matter has concluded, the presiding officer shall put the motion to a vote.
11. When a matter is being voted on, no Member shall enter or leave the Council room, and no further debate is permitted.
12. No Member is entitled to vote upon any motion in which he or she has a conflict of interest, and the vote of any Member so interested will be disallowed.
13. Any motion decided by the Council shall not be re-introduced during the same session except by a two-thirds vote of the Council then present.
14. Whenever the presiding officer is of the opinion that a motion offered to the Council is contrary to these rules or the By-Laws, he or she shall rule the motion out of order and give his or her reasons for doing so.
15. The presiding officer shall preserve order and decorum, and shall decide questions of order, subject to an appeal to the Council without debate.
16. The above rules may be relaxed by the chair if it appears that greater informality is beneficial in the particular circumstances unless the Council requires strict adherence.
17. Members are not permitted to discuss a matter with observers while it is being debated.

18. Members shall turn off cell phones during Council meetings and, except during a break in the meeting, shall not use a cell phone, blackberry or other electronic device. Laptops shall only be used during Council meetings to review materials related to the matter under debate (e.g., electronic copies of background documents) and to make personal notes of the debate.
19. Members are to be silent while others are speaking.
20. In all cases not provided for in these rules or by other rules of Council, the current edition of Robert's Rules of Order shall be followed so far as they may be applicable.
21. These rules shall apply, with necessary modifications, to meetings conducted by teleconference or any other electronic means permitted by the By-Laws, including audio or teleconference.

SCHEDULE 3 TO THE BY-LAWS - Code of Ethics for Registered Members

Code of Ethics for Registered Members

All registered members of the College shall strive to attain the ideals identified in the College's Code of Ethics. The College's Code of Ethics for registered members is as follows:

1. General Responsibility

- Practise within the scope of TCM practice and abide by the laws of the jurisdiction;
- Maintain high competence (i.e., skills, knowledge and judgment) at all times;
- Practise professionally, honestly and with integrity;
- Respect the authority of the College and uphold the principles of self-regulation;
- Place the health and care of patients above personal gain.

2. Responsibility to Patients

- Recognize that the primary duty of a practitioner is the health and well-being of their patients;
- Respect a patient's value, needs, dignity and choices;
- Provide care to patients regardless of their race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or disability;
- Listen and explain to patients the available treatment options, and their goal, risks, effectiveness and cost. Provide the best treatment plan to the patient after the patient understands his or her options;
- Provide timely and quality care that is consistent with the standards of the profession;
- Provide the best care to patients, recognizing one's own limitations and referring patients to other practitioners, or other health care providers when the level of care needed is beyond one's competence;
- Being honest and fair when charging fees for services and any products or prescriptions;
- Protect patients from unsafe, incompetent and unethical care;
- Respect the physical, emotional or financial integrity of patients;
- Protect the privacy and confidentiality of the health information of patients.

3. Responsibility to Oneself and the Profession

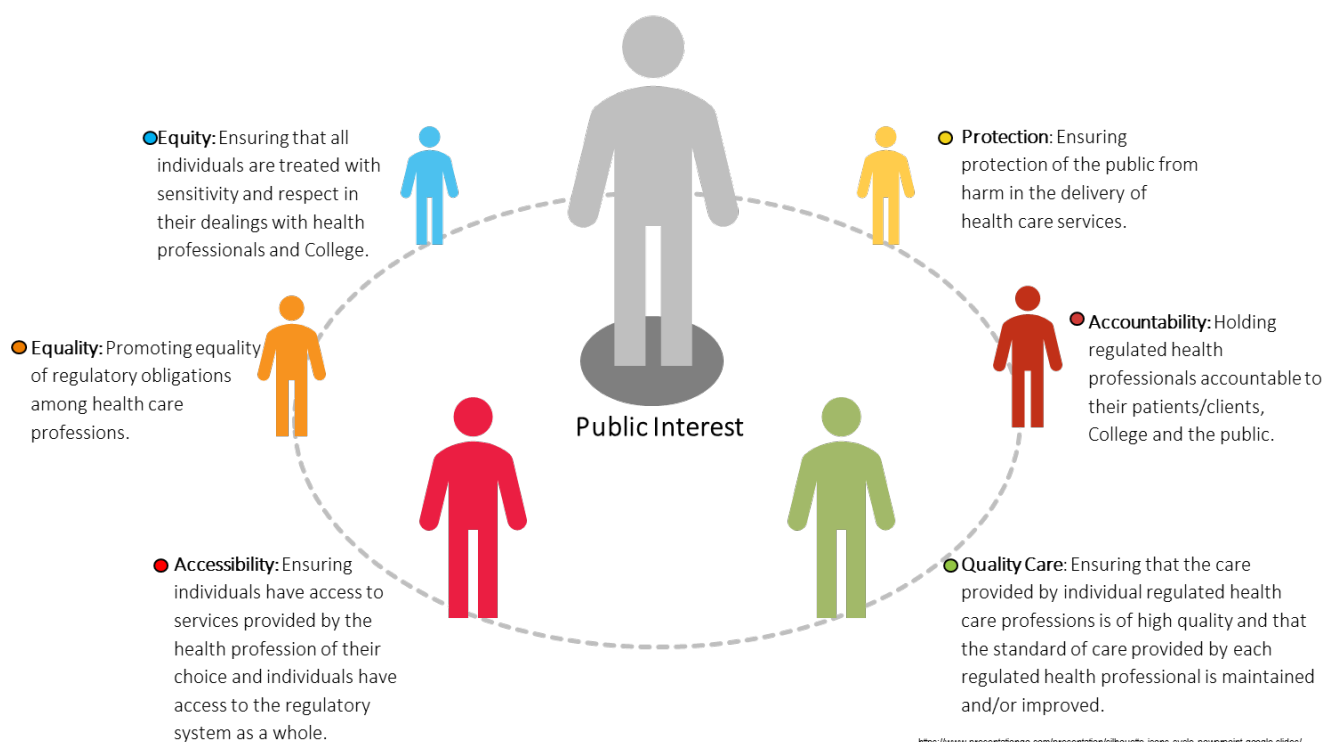
- Acknowledge the limitation of one's knowledge, skills and judgment;
- State one's qualification and experience honestly and fairly;
- Continually upgrade one's knowledge, skills and judgment to improve one's services to patients;
- Respect other health professionals and members of the TCM profession;
- Refrain from passing judgment on the services of another health professional or another member of the TCM profession, except when required in the interest of the patient and after obtaining appropriate information;
- Collaborate with other members of the TCM profession and with other health professionals in the interest of the patient and the public;
- Be transparent and timely in providing information to patients, or a third party when requested or authorized by the patient or by law;
- Contribute to the ongoing development of TCM practices and pass on one's knowledge and skills to others;
- Uphold the honour and dignity of the TCM profession.

4. Responsibility to the Public

- Contribute to improving the standards of health care in general;
- Contribute in matters of public health, health education, environmental protection and legislation issues that affect the quality of care to the public;
- Offer help in emergency situations, if appropriate;
- Promote and enhance inter-professional collaboration;
- Represent the profession well.

PUBLIC INTEREST

in the context of the College Performance Measurement Framework



Decision Making Tool for Council

It is the mandate of the College to regulate the profession of traditional Chinese medicine and acupuncture in the public interest. As such, all decision made by Council must uphold the public interest. Below are a series of considerations for Council members to help guide their decision-making process. Council members should consider each question prior to making any policy decision.

1. The proposed policy is related to the practice of traditional Chinese medicine and acupuncture.
2. The proposed policy falls within the College's statutory mandate in that it reflects a government directive or the duty, object of the College.
3. The proposed policy is related to the public interest.
4. The proposed policy is supported by the College's strategic plan, mission or goals.
5. The proposed policy impacts on: a) health care system, b) patients, c) College resources, d) College reputation, e) legal, f) stakeholders, or g) members?
6. The proposed policy is consistent with current College policies/positions and best practices amongst regulatory colleges.
7. The policy is being proposed to address a particular issue or concern.
8. There are consequences for NOT supporting this policy at this time.
9. After having considered all other alternatives the policy is the most effective solution at this time.

BRIEFING ON MEETING PROCEDURE

Guideline for Observers Attending a Virtual Council Meeting

Council meetings are open to the public. However, the public may be excluded from any Council meeting or part of a meeting pursuant to section 7 of the *Health Professions Procedural Code*.

Individuals attending as observers are requested to:

- Turn off or mute all electronic devices;
- Refrain from recording of proceedings by any means, including the taking of photographs, video recordings, voice recordings or via any other means;
- Ensure that your audio is on mute for the duration of the virtual meeting;
- Avoid using any of the virtual meeting features such as chat, reactions, etc.;
- Stop streaming video so that only Council members are visible to the Council;
- Refrain from disruptive behaviour;
- Refrain from addressing or speaking to the Council while the meeting is in process;
- Refrain from lobbying of Council members during the meeting, even during breaks;
- Respect that observers are not allowed to participate in debate of any matter before the Council, or ask any questions of the Council;
- Respect the authority of the presiding officer.

The College reserves the right to remove any observer from a Council meeting if these guidelines are not met. Once removed, you are prohibited from returning to the meeting.

In the event that the Council goes in-camera pursuant to Paragraph (d) of Section 7(2) of the Code, all observers will be returned to the “waiting room/lobby” until the Council completes its in-camera discussions. When Council returns, observers who remain in the waiting room/lobby will be returned to the meeting.

Robert's Rules of Order – Quick Reference

1. All those who wish to speak to an item MUST go through the Chair.
2. The Chair will keep a list of who wishes to speak. The Chair will call on you to speak.
3. Please raise your hand to let the Chair know you wish to speak.
4. To speak more than once to the same item, you need to wait till everyone else has had a chance to speak.
5. You may ask only one question at a time.
6. Voting is done by a show of hands. If a secret ballot is necessary (i.e. elections) paper ballots are used. For teleconference meetings, members are asked to voice their vote.
7. Each item to be decided will have a MOTION. A motion will be moved and seconded prior to discussion.
8. Should an amendment be made to the motion, the amended motion will be the item to be discussed and voted upon.
9. An amendment to a motion may be done as a “friendly” amendment, meaning the person who made the motion agrees with the change. And once again, the amended motion is the one that is voted upon.
10. Once the Chair calls an end to the discussion, a vote will be taken on the motion or amended motion.
11. Council members will be asked to vote:
 - a. in favour of the motion;
 - b. opposed to the motion; or
 - c. abstain from voting.(Abstentions do not affect the outcome of the vote)
12. A simple majority is required to pass a motion. (50% plus 1)
13. All votes will be noted by the minute taker.



COLLEGE OF TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS OF ONTARIO

AGENDA

Council Meeting

Wednesday, June 24, 2025

9:00 a.m. – 1:20 p.m.

705-55 Commerce Valley Drive West, Thornhill, Ontario

Item	Open/ In-Camera	Time	Speaker	Action	Section No.
1. Welcome and Call to Order	Open Session	9:00 a.m. (2 mins)	D. Worrada <i>Chair</i>	Information	Section 1
2. Declarations of Conflicts of Interest	Open Session	9:02 a.m. (3 mins)	D. Worrada <i>Chair</i>	Information	Section 2
3. Briefing on Meeting Procedure	Open Session	9:05 a.m. (5 mins)	D. Worrada <i>Chair</i>	Information	Section 3
4. Adoption of the Agenda	Open Session	9:10 a.m. (5 mins)	D. Worrada <i>Chair</i>	Motion	Section 4
5. Consent Agenda 1) Draft Minutes of March 19, 2025, Council Meeting 2) Registration Committee Report 3) Inquiries, Complaints and Reports Committee Report 4) Quality Assurance Committee Report 5) Patient Relations Committee Report 6) Discipline Committee Report 7) Fitness to Practise Committee Report 8) Dr. Title Working Group Report 9) Acupuncture Working Group <i>A consent agenda is a single item on an agenda that encompasses all the things the Council would normally approve with little comment. All those items combine to become one item for approval on the agenda to be called the consent agenda.</i> <i>As a single item on the agenda, the consent agenda is voted on with a single vote - to approve the consent agenda. This means that there is no discussion on the items, that are listed in the consent agenda.</i> <i>For item "i", only substantive decisions that the Executive Committee made on behalf of Council were included and ergo need to be ratified.</i> However, if a person wishes to speak about any component of the consent agenda, they will alert the Chair. The component will be removed from the consent agenda and discussed at some point in the meeting. The remaining components of the consent agenda can then be approved.	Open Session	9:15 a.m. (5 mins)	D. Worrada <i>Chair</i>	Motion	Section 5

Item	Open/ In-Camera	Time	Speaker	Action	Section No.
6. President's Remarks	Open Session	9:20 a.m. (10 mins)	J. Pritchard-Sobhani <i>President</i>	Information	Section 6
7. Registrar's Report	Open Session	9:30 a.m. (10 mins)	S. Cassman <i>Registrar & CEO</i>	Information	Section 7
8. Finance 1) Financial Statements – 4th Quarter	Open Session	9:40 a.m. (20 mins)	F. Ortale <i>Director IT, Finance & Corporate Services</i>	Information	Section 8
9. Update on Government Relations 1) Meeting with Ministry for Seniors and Accessibility 2) Letter to P.E.I. 3) Labour Mobility Consultation Letter 4) Expanding “as a Right” Labour Mobility	Open Session	10:00 a.m. (30 mins)	J. Pritchard-Sobhani <i>President</i> S. Cassman, <i>Registrar & CEO</i>	Information	Section 9
10. Elections 1) Election of District 4 2) Election of District 5	Open Session	10:30 p.m. (15 mins)	S. Cassman <i>Registrar & CEO</i>	Information	Section 10
Lunch		10:45 a.m. (45 mins)			
11. Updates	Open Session	11:30 a.m. (40 mins)	S. Cassman <i>Registrar & CEO</i>	Information	Section 11
12. Public Appointments Update 1) Committee Appointments	Open Session	12:10 p.m. (20 mins)	J. Pritchard-Sobhani <i>President</i> S. Cassman, <i>Registrar & CEO</i>	Motion	Section 12
13. Per Diem Policy Review	Open Session	12:30 p.m. (30 mins)	S. Cassman <i>Registrar & CEO</i>	Discussion	Section 13
14. Risk Management Framework	Open Session	1:00 p.m. (5 mins)	S. Cassman <i>Registrar & CEO</i>	Information	Section 14
15. Other Business	Open Session	1:05 p.m. (5 mins)	S. Cassman <i>Registrar & CEO</i>	Information	Section 15
16. Review of March 19th, 2025, Council Meeting Effectiveness Survey	Open Session	1:10 p.m. (5 mins)	D. Worrad <i>Chair</i>	Information	Section 16
17. Next Meeting Dates and Meeting Effectiveness Survey	Open Session	1:15 p.m. (5 mins)	D. Worrad <i>Chair</i>	Information	Section 17
18. Adjournment of the June 24th, 2025, Council Meeting	Open Session	1:20 p.m.	D. Worrad <i>Chair</i>	Motion	



**COLLEGE OF TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND
ACUPUNCTURISTS OF ONTARIO**

CONSENT AGENDA

Council Meeting

Tuesday, June 24, 2025

9:00 a.m. – 12:00 p.m.

55 Commerce Valley Dr. West, Thornhill, ON, L3T 7V9

Item	Open/ In-Camera	Time	Speaker	Action	Page No.
1. Consent Agenda	Open Session	9:20 a.m. (5 mins)	D. Worrada <i>Chair</i>	Motion	
a) Draft Minutes of March 19, 2025 Council Meeting					Page 2
b) Executive Committee Report					Page 14
c) Registration Committee Report					Page 15
d) Inquiries, Complaints and Reports Committee Report					Page 19
e) Quality Assurance Committee Report					Page 21
f) Patient Relations Committee Report					Page 23
g) Discipline Committee Report					Page 24
h) Fitness to Practise Committee Report					Page 26
i) Dr. Title Working Group Report					Page 27
j) Acupuncture Working Group					Page 28
k) Nominations Committee					Page 29
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<i>However, if a person wishes to speak about any component of the consent agenda, they will alert the Chair. The component will be removed from the consent agenda and discussed at some point in the meeting. The remaining components of the consent agenda can then be approved.</i>					



COLLEGE OF TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND ACUPUNCTURISTS OF ONTARIO

MEETING OF COUNCIL

MINUTES

March 19, 2025 from 9:02 a.m. to 3:41 p.m.
Via Teams

IN ATTENDANCE

External Chair

Deborah Worrada

Council

Kimberley Bishop

Meiying Chen

Iftikhar Choudry

Judy Cohen

Kathy Feng

Kevin Ho

Terry Hui

Fanny Ip

Christine Lang

Deborah Sinnatamby

Joanne Pritchard-Sobhani

Xianmin Yu

Jin Qi (Jackie) Zeng

Public Member (as of 10:35 a.m.)

Professional Member

Public Member

Public Member

Professional Member (as of 10:02 a.m.)

Public Member (as of 9:38 a.m.)

Professional Member

Professional Member

Professional Member (as of 1:00 p.m.)

Public Member (out 10:30 a.m., back at 1:26 p.m.)

Professional Member / President

Professional Member / Vice-President

Professional Member

Staff

Sean Cassman

Francesco Ortale

Ryan Chu

Mary Kennedy

Mohan Cappuccino

Jennifer Nghiem

Temi Adewumi

Registrar and CEO

Director, IT, Finance and Corporate Services

Manager of Professional Conduct

Manager of Quality Practice

Manager of Registration and Examinations

Policy Analyst

Recorder

Guest

Sandi Verrecchia, President & CEO

Satori Consulting (10:29 a.m. to 11:33 a.m.)

Observers

Sarah Kibaalya (MOH)

Vivian Pang (MOH)

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1. WELCOME AND CALL TO ORDER

After calling the meeting to order at 9:02 a.m., Ms. Worrada welcomed participants to the March 19, 2025 Council meeting of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario.

Council members were referred to the excerpt of *Schedule 2 of the Health Professions Procedural Code*, *Schedule 1 to 3 of the By-Laws* and the *Decision-Making Tool*.

Mr. Cassman informed Council members that the meeting was being recorded for training purposes.

1a. DECLARATIONS OF CONFLICT OF INTEREST AND REMINDER OF CONFIDENTIALITY

Ms. Worrada asked if any Council members had any conflicts of interest with regard to the matters being considered at the day's meeting. There were no conflicts declared.

1b. BRIEFING ON MEETING PROCEDURE

Ms. Worrada provided an overview of the meeting procedure.

2. ADOPTION OF THE AGENDA

The agenda of the March 19, 2025 meeting of Council was adopted as presented.

MOTION: T. Hui - F. Ip

THAT the Agenda of the March 19, 2025 Meeting of the Council of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario be adopted as presented.

CARRIED

3. CONSENT AGENDA

- a) Draft Minutes of December 5, 2024 Council Meeting
- b) Executive Committee Report
- c) Registration Committee Report
- d) Inquiries, Complaints and Reports Committee Report
- e) Quality Assurance Committee Report
- f) Patient Relations Committee Report
- g) Discipline Committee Report
- h) Fitness to Practice Committee Report
- i) Dr. Title Working Group Report

Council Meeting

College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario

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- j) Acupuncture Working Group Report
- k) Nominations Committee

MOTION: M. Chen – J. Cohen

THAT the Consent Agenda of the March 19, 2025 Meeting of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario, be approved as presented.

CARRIED

4. PRESIDENT'S REMARKS

The President welcomed Council members, staff and observers from the Ministry of Health.

Thanks and appreciation were extended to Council members, the Registrar, Mr. Cassman, staff, and College legal counsel, for a seamless transition in which there have been no disruptions in the College fulfilling its mandate to protect the public.

Mr. Ortale and Ms. Krol were also thanked for assisting the Council and Executive Committee with the succession plan.

An overview was provided on the governance review results, competencies for Professional members, as well as an election pre-orientation session. There have also been improvements to operational policies to ensure successful staffing. In addition, the annual performance evaluation for the Registrar/CEO was recently completed.

The President reported that the governance review results have showed a marked improvement over those of 2021.

Council, at its April 29, 2024 meeting approved the consultation for the Doctor Title competencies, assessment and blueprints. The next steps will be to move to Phase 3 in order to draft regulation amendments for submission to the Ministry of Health. Council was also scheduled to discuss an expansion of the TCM scope of practice.

QA staff have met with members to provide further education on the QA program. A townhall to meet with registrants is planned for June 2025.

5. REGISTRAR'S REPORT

Mr. Cassman extended congratulations to Ms. Bishop, who was recently awarded the King Charles III Coronation Medal for her commitment to philanthropy and serving her community.

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Updates were provided on several strategic projects, which include the Doctor Title project moving to Phase 3 after Council approval. For the school program approval project, a meeting will be held with TCM schools to obtain feedback and buy in.

A townhall meeting with members is planned for June 23, 2025 and presents an opportunity to build relationships with the profession.

In terms of governance modernization, the Nominations Committee has now met to discuss implementation of the Council's competencies. The day's Council meeting was recorded to provide training to candidates. To ensure objectivity, staff are also working on an assessment framework.

The College has held discussions with a TCM association about their progress in having their members' services covered by insurance. Assurances have been provided by the association that their members will adhere to the standards of the College. The Registrar will continue to work with associations on such initiatives to the benefit of public safety.

A pre-orientation session was held for potential Council members in Districts 4 and 5 which are holding elections this year. Feedback from the session was positive.

6. FINANCE - 3RD QUARTER STATEMENT OF OPERATIONS

Mr. Ortale presented the College's third quarter financial statement for the 2024/2025 fiscal year, which covers revenue and expenses from April 1, 2024 to December 31, 2024.

Cash: The College's cash position as of December 30, 2024 is \$7.2 million.

Revenue:

- The College's revenue is at \$4.6 million (92.78%) of the projected revenue. The bulk of the revenue is from annual renewal being on target, at \$3.5 million. There has also been an increase in administration fees.
- The Pan-Canadian exam is at 103.42%, with 350 candidates overall. This figure includes application fees. Safety and Jurisprudence fees are 116.9% of the projection, representing approximately 230 candidates per program.
- Other income is at 112.4%, comprising mostly bank interest, with \$10,000 from cost orders.
- The government funds represent the amount expected from the government, based on the estimated budget.

Expenses:

- Overall, expenses are at 61.21%. Mr. Ortale outlined the various components, most of which are below budget or on target. The College is maintaining a net income of \$1.35

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million.

- Common factors for the Council/Committees' budget includes per diems. For ICRC and discipline, these factors are investigation, and legal costs.

Exceptions include:

- The accounting fee of 94.95% is a one-time cost. Government relations is at 72.71% due to an increase in fees. The school program approval project is at 68.39% due to FICS' fees. IT maintenance is over budget, due to an increase in licensing fees.
- It is expected that costs for the payment gateway will increase due to annual renewal.

Mr. Ho joined the meeting at 9:38 a.m.

7. FINANCE - OPERATING BUDGET FISCAL YEAR 2025-26

Mr. Ortale presented the budget, starting with an overview of its format. The budget is based on historical data from the previous year, and includes such factors as membership growth, membership fees, the strategic plan and rate of inflation. Consideration is also given to managers' projection of expenses and requirements of the CPMF.

Revenue: The College is anticipating 2,900 registrants for the year 2025/2026 year with a projected revenue of \$3,642,000. This will correspond with an increase in administration fees. This figure also considers registrants who will be revoked, suspended, resign, or leave the province.

Pan-Canadian exam: 150 TCMP and 250 acupuncture candidates are expected, including Chinese exam candidates.

Other income includes bank interest and cost orders, which are expected to increase. Interest is 3%, based on historical data.

Expenses: To calculate expenses, the College considers its input leads, strategic goals, CPI and meeting of CPMF requirements.

Overall, the budget has been decreased by 4.1%, with most funds allocated to Council and committees. The College anticipates overall expenses of \$5.5 million, with a deficit of \$378,000.

An overview was provided of increases or decreases in professional services, special programs, administration, general operating and IT expenses.

Savings have been realized in the Council and committees due to a focus on staff-led trainings and a review of legal expenses. The work of the committees will remain at the

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same level.

The Chinese Pan-Canadian exam will continue despite the decrease in its funding from the government. Its costs are being allocated through other sections of the budget.

MOTION: K. Ho - I. Choudry

THAT the Council of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario approves the Operating Budget for the Fiscal Year of 2025-26.

CARRIED

8. GOVERNANCE REVIEW

The governance consultant, Sandi Verrecchia, President & CEO, Satori Consulting, joined the meeting at 10:29 a.m.

Ms. Sinnatamby left the meeting at 10:30 a.m., and Ms. Bishop joined at 10:35 a.m.

The presentation, *Board Effectiveness and Governance* focused on key areas of board effectiveness review, governance best practices and board leadership.

Board effectiveness review

- The survey results show that the highest rated question at 9.5 was consensus on viewpoints. The lowest was on mentorship, and receiving adequate training and orientation.
- Overall, the Board is performing at a high level in the execution of its fiduciary duty. Comments were also made about staff adding value and support.
- An overview was provided of effectiveness of various committees. Due to the lower scores for the Executive Committee, an explanation was provided for how its officers are elected.
- Future plans include development of competencies for committees, which will ensure that Committee selections align with best practices and remove any perception of politics.

Primary roles of a governance board

- An overview was provided of Council members' duties as individuals and directors.
- A discussion was held on the impact of lack of preparedness, which leads to ineffective meetings, and a potential for personal liability if decisions are made without

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adequate knowledge. Council members also provided feedback on ways to reduce the amount of meeting material.

Fiduciary duty

- Council members were reminded of their legal duty to act in the College's and the public's interests. An explanation was provided of how input is obtained from the profession.
- Council members were encouraged to check with the President or Registrar if they encounter any confusing situations.

Summary

- Council was encouraged to keep up the good work, use mentoring to help new Council members and focus on relevant content in meeting materials.
- While mentoring does occur informally on Council, it was also noted that a more structured mentoring program would ensure that all Council members are in sync.
- The self-reflection piece is also critical to helping Council members individually. Council members expressed their opinions on personal areas of improvement.

The President expressed appreciation for Satori Consulting's work, noting the improvements in governance.

Ms. Verrecchia left the meeting at 11:33 a.m.

MOVING IN-CAMERA

MOTION: T. Hui - K. Bishop

THAT, in accordance with Sections 7. (2)b of the Health Professions Procedural Code, the meeting will now move in-camera (at 12:45 p.m.).

CARRIED

Ms. Worrada, and all staff except Mr. Ortale left the meeting at 12:48 p.m.

The discussion held during the in-camera session is recorded separately.

MOVING OUT OF CAMERA

Ms. Worrada and remaining staff returned to the meeting at 1:24 p.m. and 1:26 p.m.

Council members were reminded that discussions held during the in-camera session are

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confidential.

MOTION: K. Ho - K. Feng

THAT the meeting be moved out of camera at 1:28 p.m.

CARRIED

11. COLLEGE PERFORMANCE MEASUREMENT FRAMEWORK APPROVAL

Mr. Cassman confirmed that the requirements of the CPMF report have not changed this year. This has given the College an opportunity to improve on the following requirements:

- Council competencies will be implemented in 2025, and work will follow on Committee competencies.
- A policy was passed on succession planning at the December 2024 Council meeting, and Mr. Chu has been appointed as the Deputy Registrar.
- The conflict of interest declarations have been placed permanently on the website, as this was more convenient than being included in every package.
- The governance review, due every three years, is in the process of being completed.

The report will be submitted on March 31.

MOTION: K. Bishop - K. Ho

THAT the Council of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario approves the College Performance Measurement Framework as presented.

CARRIED

12. UPDATE ON DOCTOR TITLE NEXT STEPS AND APPROVAL

Mr. Cassman reported that, as approved in April 2024, the consultation process for Phase 2 is now complete. Feedback received was positive and shows that the initiative is on the right track.

The College also obtained feedback from the Ministry of Health.

The Working Group asked that Council approve the documentation, which would then move the project into Phase 3.

Amendments were made on the following items:

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- Removal of the full time requirement for Path 1, due to concerns that the full time requirement was redundant and restrictive.
- Removal of the four year transition period for a degree program to be accomplished. Concerns were expressed about the four year timeline being unrealistic.

MOTION: C. Lang - K. Ho

THAT the Council of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario approves the Doctor Title Working Group material as presented, and to begin preparations for Phase 3 of the project.

CARRIED

Scope of practice change request from the Ministry of Health

Mr. Cassman reported that the Ministry of Health is asking all health colleges to consider increasing their scope, as it will help with the overall health care system.

In its feedback, the Ministry also asked the College how the Doctor class will be differentiated from other classes.

Given their work on the competencies, Council was asked to direct that the Working Group be the body that works on the scope changes. Work will begin after Phase 3 is completed.

Feedback would also be obtained from associations and members, as well as British Columbia, which is allowed acts not permitted to Ontario practitioners.

The project would be defined in terms of how the TCM profession can ease the burdens of the health care system. It would also confirm that members are able to perform certain treatments, or can be trained, while fitting into the government's priorities.

Council members noted the ability to provide additional treatments that are within the TCM scope, but not allowed in the controlled acts. Providing such treatments would be a means to improve public health and obtain the public's confidence.

Council directed that the Working Group proceed on the scope increase.

13. ALIGNING QA PROGRAM DATES WITH COLLEGE FISCAL YEAR

- 13.1 Aligning QA Program dates with registration year
- 13.2 CPD completion cycle
- 13.2 Targeted Self-Assessment Tool 2025
- 13.4 Learning Hub

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Ms. Lang and Ms. Kennedy presented on the components of the QA program, changes to the reporting period, and continuing professional development component, as well as changes to the self-assessment tool.

An overview was also provided of the new learning hub, as well as competency based programming in alignment with right touch regulation and the CPMF framework.

Aligning QA program dates with the fiscal year

The QA program currently runs from January to December. It was proposed this be changed to run in alignment with registration, from April to March. This will also consider right touch regulation, and ensures consistency in the member's knowledge, skills and judgment.

Changes to the self-assessment tool

In order to address gaps and areas of concern, in 2025, the tool will become more targeted to focus on record keeping. The QA team will also develop webinars to ensure members meet this requirement.

Extending number and timeline to submit of professional hours

The College currently has an annual requirement of 15 hours for professional development, which is tied to the self-assessment tool.

- The QAC has discussed the possibility of extending the number of hours to 45 and spreading them over a three year period. The categories for courses will remain the same, with a change to the requirement to submit annually.
- This would allow for a more flexible timeline and allow for members to conduct more extensive and targeted learning that might not be possible within 15 hours. The proposal is also in line with the quality assurance cycles of other professions.
- Council members noted that the proposal aligns with currency, and considers the needs of more experienced practitioners who require advanced level courses. However, several Council members recommended keeping both timelines, as some practitioners may appreciate the accountability of a yearly requirement.
- It was emphasized that registrants could develop both short and long term goals within this framework, based on their assessment of their knowledge and skills.

Learning Hub

- An overview was provided of the online learning hub which includes resources, learning opportunities aligned with the Standards, and access to QA forms.

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- The hub will be self-directed and its design will be based on adult learning principles. The intent is to provide members with the abilities to self regulate and better assess their own knowledge, skill, and judgment.

MOTION: K. Bishop - F. Ip

THAT the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario, as recommended by the Quality Assurance Committee, changes the reporting cycle for professional development to a three year cycle and the requirements as presented.

CARRIED

MOTION: F. Ip - T. Hui

THAT the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario, as recommended by the Quality Assurance Committee, changes the reporting year for the Quality Assurance program to the registration year reflecting (April 1 to March 31), to take effect immediately.

CARRIED

14. ELECTIONS

a) Election of District 4 and 5

Mr. Cassman provided an overview of the timeline for nominations and election.

There has been positive feedback regarding District 5, which has been vacant for three years. The College recently created pre-orientation sessions, which are raising interest in the elections and also provide continuing education credits.

10 members (including current, former and non-Council members) attended the session.

There are plans to hold future sessions, in the hopes of increasing nominations. An update on the District will be provided at the June meeting.

Ms. Feng joined the meeting at 10:02 a.m.

15. RISK MANAGEMENT REPORT

Mr. Cassman reported that the risk levels remain the same.

Mr. Ho was recently re-appointed for another three year term in February. The risk level would have been raised had the re-appointment not occurred.

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Future plans include making the risk reporting more objective. Council members also commended the layout.

Concern was expressed about the risk of not being constituted, given that the College has the minimum number of public members. A request has been made to the Public Appointments Secretariat for more public members.

16. OTHER BUSINESS

There was no other business.

17. DECEMBER 5, 2024 MEETING EVALUATION REVIEW

An overview was provided of the results of the review. Members were encouraged to complete the evaluation. It was also confirmed that nine members completed the evaluation.

18. NEXT MEETING DATES AND MEETING EFFECTIVENESS SURVEY

Mr. Cassman proposed that the June Council meeting be moved to align with the June 23 townhall, and reduce travel time for members.

The date for the meeting will be scheduled at a later time.

19. ADJOURNMENT

The meeting was adjourned at 3:41 p.m.

MOTION: J. Pritchard-Sobhani - K. Ho

THAT the meeting of the Council of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario of March 19, 2025 be adjourned until the next meeting or at the call of the President.

CARRIED

Ms. Worrad was thanked for an excellent job chairing the meeting.



FOR: Information

SUBJECT: Executive Committee Report

Executive Committee Members

Joanne Pritchard-Sobhani	Professional Member/President
Xianmin Yu	Professional Member/Vice-President
Judy Cohen	Public Member
Deborah Sinnatamby	Public Member
Jin Qi (Jackie) Zeng	Professional Member

Since the last Council meeting held on March 19th, 2025, the Executive Committee met on May 14th, 2025.

FOR INFORMATION

1) Finance Update for Q4

The Financial Statements for the 4th quarter of the 2024-25 Fiscal year was presented to the Executive Committee by the College. It was noted that overall expenses are below budget or on target. The Committee had the opportunity to ask questions regarding several aspects of the report prior to it being submitted to Council for review and approval.

2) CARB Update

The Executive Committee was advised that the Executive Director resigned, and an interim Executive Director was appointed.

3) 2025 Elections

The Registrar provided an update on the implementation of the new election process, in accordance with the new Bylaw amendments. As part of the nomination process, candidates are now required to complete a pre-orientation session.

4) Government Relations

The Registrar reported on several aspects of government relations. The first report was a congratulatory letter sent to Ms. Jones on her re-appointment as the Minister of Health. The College has also reached out to other ministers who could be potential supporters.

5) Town Hall Event

The Executive Committee was updated that the Town Hall registration has opened with excellent response. The Town Hall will count as four continuing education credits.

6) Doctor Title

The Committee was told that the Doctor Title is now in phase 3, drafting of the regulations.

This report is current as of June 6, 2025, in anticipation of the Council meeting scheduled for June 24, 2025.



FOR: Information

SUBJECT: Registration Committee Report

Registration Committee Members

Terry Hui (Chair)	Professional Member
Judy Cohen	Public Member
Kevin Ho	Public Member
Kimberley Bishop	Public Member
Akari Yokokawa (Non-Council)	Professional Member
Brendan Cheung (Non-Council)	Professional Member
Fanny Ip	Professional Member
Joanne Pritchard-Sobhani	Professional Member
Ming C. Cha (Non-Council)	Professional Member
Xianmin Yu	Professional Member

Since the last report, the Registration Committee met on the following dates:

- April 10, 2025 - RC and Panel 2 Meeting
- May 22, 2025 – Panel 1 Meeting

All meetings were held via Teams.

This report is current to June 4, 2025, unless otherwise noted, in anticipation of the Council meeting scheduled for June 24, 2025.

FOR INFORMATION

1. PAN-CANADIAN EXAMINATIONS

Spring 2025 Pan Canadian Examination

A total of 202 candidates wrote the exams, as shown in the table below. The results are expected to be released by the end of June 2025.

	ACU	TCMP	Total
English	96	34	130
Simplified Chinese	44	24	68
Traditional Chinese	2	2	4
Total	142	60	202

Fall 2025 Pan Canadian Examinations



The application for the Fall sitting became available on the College website on June 2, 2025, with a submission deadline of July 15, 2025. The examinations are scheduled to take place in person at venues across Canada on the following dates:

- Traditional Chinese Medicine Practitioners examination - October 27 and 28, 2025
- Acupuncturists examination - October 30 and 31, 2025

Toggle Feature

The exam administrator, CARB-TCMPA, informed us that a language toggle feature will be available starting with the Spring 2025 examination. This feature allows candidates to view each exam question in English, Simplified Chinese, or Traditional Chinese, regardless of what language they originally requested for their exam.

We have proactively communicated with all candidates who selected the English version of the exam to inform them of the potential implications of using this feature. Candidates who choose to view any part of the exam in a language other than English will be required to demonstrate language fluency through alternative means, as outlined in the College's Language Fluency Policy.

CARB-TCMPA has tracked the use of the language toggle during the exam and has reported this information to the College. According to the report, 11 candidates who had originally selected the English version of the exam used the toggle feature to view questions in another language. As a result, these candidates will be required to submit additional proof of language fluency when applying for registration with CTCMPAO, following the same process as candidates who write the exam in Chinese.

2. ANNUAL RENEWAL

As of now, 2992 members successfully renewed their registration with the College for the 2025-2026 year. There are 35 registrants who have been administratively suspended for failing to submit their online renewal form and/or annual renewal fees.

3. PROGRAM APPROVAL PROJECT

The Registration Committee approved the Standards that will be used to assess Ontario-based TCM education programs. The Committee also directed staff to re-engage the services of FICS, the consultant used for the Pilot phase, to continue with implementation of the program review and approval process.

4. ANNUAL MEETING WITH ONTARIO SCHOOLS

On March 27, 2025, the College held an online meeting with Ontario educators, including 20 representatives from 13 schools, to discuss the school program approval project, the Doctor title, and clinical training standards. Educators shared information about their approaches to clinical training, reflecting differences in facilities and patient availability, while emphasizing their commitment to quality training and patient safety.

5. APPEAL TO HEALTH PROFESSIONS APPEAL AND REVIEW BOARD (HPARB)

Currently, there is one appeal to the Health Professions Appeal and Review Board in progress.

6. QUARTERLY REGISTRATION STATISTICS FOR MOH

The Q4 report required by the Ministry, with data about application processing times, was submitted in advance of the May 31 deadline.



7. OFFICE OF THE FAIRNESS COMMISSIONER

All health professional regulators are required to submit a report to the OFC each calendar year with statistics about applicants and members, and information on registration processes. Staff have compiled the necessary information and submitted the report by the March 31, 2025 deadline.

8. REGISTRATION COMMITTEE PANEL UPDATES (From February 28, 2025, to June 4, 2025)

	Decisions made by the Registration Committee				
	Approved	Approved with TCLs	Request for More Info	Rejected	Total
Fourth Exam Attempt Proposal					
General Class application	1	2			3
Refresher Course Proposal	1				
TCL Variation					
Title Variation					
Transfer from Inactive Class					
Totals					

The Registration Committee Panel reviewed a total of 4 cases at its last two meetings - 1 case at the April 10, 2025 meeting and 3 cases at the May 22, 2025 meeting.

9. MEMBERSHIP STATISTICS

Registration by District

	District 1	District 2	District 3	District 4	District 5	Practicing outside ON/Unknown	Total
General	209	177	1710	551	80	137	2864
Inactive	17	9	100	21	5	43	195
Student	0	0	4	0	0	1	5
Total Members	226	186	1815	572	85	181	3064

Registration Updates

	16-Nov-23	28-Feb-24	21-May-24	3-Sep-24	13-Nov-24	26-Feb-25	04-Jun-25
General R. Ac	1388	1408	1355	1404	1437	1472	1454
General R. TCMP	1358	1396	1379	1410	1423	1443	1409
Student R. Ac	5	3	5	4	4	2	2
Student R.	5	2	2	2	1	2	3



TCMP							
Inactive R. Ac	89	87	90	88	85	88	96
Inactive R. TCMP	80	79	87	89	88	88	100
Current Members	2925	2975	2918	2997	3038	3095	3064
Resigned	580	602	681	685	693	715	800
Revoked	83	84	84	85	85	85	85
Suspended	203	187	226	217	216	212	243

Changes since previous reports

	17-Aug-23 to 16-Nov-23	17-Nov-23 to 28-Feb-24	29-Feb-24 to 21-May-24	22-May-24 to 3-Sep-24	3-Sep-24 to 13-Nov-24	13-Nov-24 to 26-Feb-25	27-Feb-25 to 04-Jun-25
Current members	81	50	-57	79	41	57	-31
Resignations	5	22	79	4	8	22	85
Revocation	0	1	0	1	0	0	0
Suspensions	-3	-16	39	-9	-1	-4	31

Members practising with terms, conditions and limitations: 213

Jurisprudence Course Tests (From February 27, 2025 to June 04, 2025)

Passed	Failed	Total
70	2	72

Safety Program Tests (From February 27, 2025 to June 04, 2025)

Passed	Failed	Total
62	0	62

This report is current to June 5, 2025, in anticipation of the Council meeting scheduled June 24, 2025.



FOR: Information

SUBJECT: Inquiries, Complaints and Reports Committee Report

Inquiries, Complaints and Reports Committee Members

Xianmin Yu	Professional Member, Chair
Meiying Chen	Professional Member
Bo (Kathy) Feng	Professional Member
Christine Lang	Professional Member
Jin Qi (Jackie) Zeng	Professional Member
Fanny Ip	Professional Member
Matthew Colavecchia	Non-Council Professional Member
Melody Hon	Non-Council Professional Member
Hui Liu	Non-Council Professional Member
Kimberly Bishop	Public Member
Judy Cohen	Public Member
Iftikhar Choudry	Public Member
Kevin Ho	Public Member
Deborah Sinnatamby	Public Member

The Inquiries, Complaints and Reports Committee (the “ICRC”) is divided into three main panels to accommodate the number of ongoing matters, and to accommodate the selection of panel members, should the need arise for a discipline hearing. Since the last quarterly report, the ICRC met four times on March 4, 2025, March 10, 2025, April 7, 2025, and May 22, 2025.

New Cases and Nature of Concerns

Note: Some cases may have more than one concern

Complaints	Nature of Concerns		Registrar Report Investigations	Nature of Concerns	
3		Advertising			Advertising
	2	Billing and Fees			Billing and Fees
	2	Communication			Communication
	3	Competence / Patient Care			Competence / Patient Care
		Fraud			Fraud
	1	Professional Conduct & Behaviour			Professional Conduct & Behaviour
	1	Record Keeping			Record Keeping



	1	Sexual Abuse / Harassment / Boundary Violations			Sexual Abuse / Harassment / Boundary Violations
	1	Unauthorized Practice			Unauthorized Practice

Completed Cases and Outcomes*

Note: Some decisions have more than one outcome

Complaints	Outcomes		Registrar Reports Investigations	Outcomes	
7	3	Take no action	6	2	Take no action
	2	Advice		1	Advice
		Written Caution			Written Caution
	1	Oral Caution			Oral Caution
		SCERP			SCERP
		Refer to Discipline			Refer to Discipline
	1	Undertaking/Withdraw		3	Undertaking/Withdraw

Complaints cases before the Health Professions Appeal and Review Board

New Cases	Pending Cases
1	-

Pending Cases

Complaints	Registrar Report Investigations	Incapacity Inquiries	Total # Cases
13	29		42

This report is current as of May 29, 2025, in anticipation of the Council meeting scheduled for June 24, 2025.



FOR: Information

SUBJECT: Quality Assurance Committee Report

Quality Assurance Committee Members

Christine Lang (Chair)	Professional Member
Kimberley Bishop	Public Member
Evelyn Cho	Non-Council Professional Member
Iftikhar Choudry	Public Member
Jin Qi Zeng	Professional Member
Terry Hui	Professional Member
Bo Feng	Professional Member
Meiying Chen	Professional Member

Since the last quarterly report, the Quality Assurance Committee (QAC) met in Panels on March 24, 2025, March 25, 2025, and June 2, 2025.

FOR INFORMATION

1. Quality Practice Programs

a) 2024 Peer and Practice Assessment

Status	Total
Total Assessments <ul style="list-style-type: none">Random Selection (67)Registrar Referral (3)	70
Assessed (pending review of submission(s) and follow-up)	19
Completed	32
Awaiting Assessments	
To be Scheduled	11
Deferral	1
Not Currently in Practice	
Inactive status / Resigned	7



b) 2025 Peer and Practice Assessment period April 1, 2025 to March 31, 2026

Status	Total
Total Assessments <ul style="list-style-type: none">• Random Selection (150)• Registrar Referral (1)	151
Assessed (pending review of submission(s) and follow-up)	12
Completed	0
Awaiting Assessments	
To be Scheduled	121
Deferral	0
Not Currently in Practice	
Inactive status / Resigned	17

Workplan

The Quality Practice team continues to work on projects to meet deliverables of the QA Committee Workplan.

This report is current to June 5, 2025, in anticipation of the Council meeting scheduled for June 24, 2025.



FOR: Information

SUBJECT: Patient Relations Committee Report

Patient Relations Committee Members

Iftikhar Choudry (Chair)	Public Member
Meiying Chen	Professional Member
Judy Cohen	Public Member
Deborah Sinnatamby	Public Member
Nisha Thadani	Non-Council Professional Member
Akari Yokokawa	Non-Council Professional Member

Since the last quarterly report, the Patient Relations Committee (PRC) has not met.

FOR INFORMATION

This report is current up to June 10, 2025, in anticipation of the Council meeting scheduled on June 24, 2025.



FOR: Information

SUBJECT: Discipline Committee Report

Discipline Committee Members

Christine Lang	Professional Member, Chair
Meiying Chen	Professional Member
Bo (Kathy) Feng	Professional Member
Terry Hui	Professional Member
Fanny Ip	Professional Member
Joanne Pritchard-Sobhani	Professional Member
Xianmin Yu	Professional Member
Jin Qi (Jackie) Zeng	Professional Member
Evelyn Cho	Non-Council Professional Member
Matthew Colavecchia	Non-Council Professional Member
Hui Liu	Non-Council Professional Member
Akari Yokokawa	Non-Council Professional Member
Kimberley Bishop	Public Member
Iftikhar Choudry	Public Member
Judy Cohen	Public Member
Kevin Ho	Public Member
Deborah Sinnatamby	Public Member

The Discipline Committee did not release any decisions in this quarter.

As of May 29, 2025, there are five open cases which have been referred to the Discipline Committee by the Inquiries, Complaints and Reports Committee (ICRC).

	Member Name	Status
1	Mohmed Shoeb M. Chikhlikar	PHC was completed on April 11 & May 17, 2024. A contested hearing proceeded on: <ul style="list-style-type: none">- December 16-18, 2024.- January 6, 2025.- February 4, 2025 & February 10-12, 2025.- March 3, 2025. The next scheduled hearing date is pending.
2	Nathalie Xian Yi Yan	Pre-hearing was completed on April 15, 2025. Hearing dates to be canvassed.



3	Chun Sheng Liu (1)	PHC was completed on January 23, 2025. Motion hearing scheduled for July 7, 2025. Merit hearing dates to be scheduled.
4	Chun Sheng Liu (2)	PHC was completed on January 23, 2025. Motion hearing scheduled for July 7, 2025. Merit hearing dates to be scheduled.
5	Mai Thi Tuyet Pham	Pre-hearing was completed on May 2, 2025. Hearing dates to be canvassed.

There is no discipline decision currently under appeal.

This report is current as of May 29, 2025, in anticipation of the Council meeting scheduled for June 24, 2025.



FOR: Information

SUBJECT: Fitness to Practise Committee Report

Fitness to Practise Committee Members

Iftikhar Choudry	Public Member (Chair)
Meiying Chen	Professional Member
Bo (Kathy) Feng	Professional Member
Terry Hui	Professional Member
Fanny Ip	Professional Member
Christine Lang	Professional Member
Joanne Pritchard-Sobhani	Professional Member
Xianmin Yu	Professional Member
Jin Qi (Jackie) Zeng	Professional Member
Kimberley Bishop	Public Member
Judy Cohen	Public Member
Kevin Ho	Public Member
Deborah Sinnatamby	Public Member

Pursuant to the College Bylaw, every member of Council is a member of the Fitness to Practise Committee.

The Fitness to Practise Committee did not meet since the last quarterly report.



FOR: Information

SUBJECT: Doctor Title Working Group Report

Doctor Title Working Group Members

Joanne Pritchard-Sobhani	Professional Member / Chair
Kimberley Bishop	Public Member
Iftikhar Choudry	Public Member
Judy Cohen	Public Member
Terry Hui	Professional Member
Xianmin Yu	Professional Member
Ming C. Cha	Non-Council Professional Member

The Doctor Title Working Group has not met since the last quarterly report.

FOR INFORMATION

1. Next Steps

Since the finalization of Phase 2 of the Project at the March 19, 2025, Council meeting, the Working Group is now preparing to work on Phase 3 of the Doctor Title Project. The Working Group will meet to discuss the necessary components of the regulation amendments for submission to the Ministry of Health and Long-Term Care (MOHLTC).

This report is current to May 22, 2025, in anticipation of the Council meeting scheduled June 24, 2025.



FOR: Information

SUBJECT: Acupuncture Standard Ad Hoc Committee Report

Acupuncture Ad Hoc Committee Members

Meiying Chen	Professional Member
Shuli Chen	Professional Member
Ming Cha	Professional Member
Julia Chuang	Professional Member
Joanne Pritchard-Sobhani	Professional Member
Jin Qi (Jackie) Zeng	Professional Member / Chair
Kevin Ho	Public Member ()
Deborah Sinnatamby	Public Member

Since the last quarterly report, the Acupuncture Standard Ad Hoc Committee met on June 11, 2025.

FOR INFORMATION

1. Committee Meeting

Prior to this meeting, the Committee members collected a large number of documents and websites to aid in their research. The Committee had a fulsome discussion on the resources and what will be needed going forward, the Entry-Level Occupational Competencies, and the draft workplan. While the workplan has not yet been finalized, there will be 3 different stages of the project, including research and content development, stakeholder engagement, and presenting to the Council.

The Committee has come to an agreement on next steps for the project and will continue to work of recommendations to Council regarding a standard of practice for Acupuncture.

Staff will make updates to the workplan and add research materials based on the feedback provided for review and discussion at the Committee's next meeting.

This report is current to February 27, 2025, in anticipation of the Council meeting scheduled June 24, 2025.



FOR: Information

SUBJECT: Nominations Committee Report

Nominations Committee Members

Terry Hui	Professional Member
Christine Lang	Professional Member / Chair
Iftikhar Choudry	Public Member
Kevin Ho	Public Member
Deborah Sinnatamby	Public Member

The Nominations Committee is scheduled to meet on June 16, 2025.

FOR INFORMATION

1. Next Steps

The Nominations Committee will be meeting on June 16, 2025 to discuss the review process for nominations. This includes reviewing assessment tools to be used in the assessment of nominations.

The nomination packages for Districts 4 and 5 have been provided to members.

This report is current to June 10, 2025, in anticipation of the Council meeting scheduled June 24, 2025.



Financial Package

COLLEGE OF TRADITIONAL CHINESE MEDICINE PRACTITIONERS AND
ACUPUNCTURISTS OF ONTARIO

FINANCIAL PACKAGE

Council Meeting
Tuesday, June 24, 2025

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UNAUDITED College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario
Statement of Operations

Q4 April 2024 - March 2025

		Actuals Q4 2024-2025	Annual Budget 2024-2025	Actual to Budget %	Budget Remaining (balance of Year)
GL Code	Revenue				
4101000	Registration Fees	\$ 226,575.00	\$ 190,825.00	118.73%	\$ (35,750.00)
4102000	Renewal Fees	\$ 3,546,950.00	\$ 3,625,000.00	97.85%	\$ 78,050.00
4200000	Administration Fees	\$ 90,475.00	\$ 73,775.00	122.64%	\$ (16,700.00)
4300000	Pan Can Examination Fees	\$ 528,193.75	\$ 510,720.00	103.42%	\$ (17,473.75)
4400000	Other Income-Government Funds	\$ 142,000.00	\$ 340,000.00	41.76%	\$ 198,000.00
4500000	Other Fees	\$ 64,100.00	\$ 42,000.00	152.62%	\$ (22,100.00)
4600000	Other Income	\$ 281,844.22	\$ 201,000.00	140.22%	\$ (80,844.22)
	Total Income	\$ 4,880,137.97	\$ 4,983,320.00	97.93%	\$ 103,182.03
GL Code	Expenses				
	Council & Committees	\$ 1,094,108.90	\$ 1,127,200.00	97.06%	\$ 33,091.10
6100000	Council	\$ 66,981.70	\$ 101,500.00	65.99%	\$ 34,518.30
6201000	Executive Committee	\$ 16,043.14	\$ 30,500.00	52.60%	\$ 14,456.86
6202000	Registration Committee and Panel	\$ 32,603.10	\$ 68,300.00	47.74%	\$ 35,696.90
6203000	ICRC Committee	\$ 355,643.18	\$ 370,000.00	96.12%	\$ 14,356.82
6204000	Quality Assurance Committee	\$ 39,120.02	\$ 142,600.00	27.43%	\$ 103,479.98
6205000	Patient Relations Committee	\$ 18,274.86	\$ 47,750.00	38.27%	\$ 29,475.14
6206000	Discipline Committee	\$ 564,392.90	\$ 362,300.00	155.78%	\$ (202,092.90)
6207000	Fitness to Practice Committee	\$ 1,050.00	\$ 4,250.00	24.71%	\$ 3,200.00
6300000	Professional Services	\$ 236,354.42	\$ 246,000.00	96.08%	\$ 9,645.58
6301000	Legal Fees	\$ 56,309.72	\$ 95,000.00	59.27%	\$ 38,690.28
6302000	Accounting Fee	\$ 37,045.50	\$ 34,000.00	108.96%	\$ (3,045.50)
6303000	Expert Consultation	\$ 52,215.00	\$ 27,000.00	193.39%	\$ (25,215.00)
6304000	Government Relations	\$ 90,784.20	\$ 90,000.00	100.87%	\$ (784.20)
6400000	Special Programs/Projects	\$ 816,313.36	\$ 1,156,234.00	70.60%	\$ 339,920.64
6401000	Pan-Canadian Examinations	\$ 405,902.00	\$ 379,734.00	106.89%	\$ (26,168.00)
6402000	Doctor Title	\$ 142,309.37	\$ 203,500.00	69.93%	\$ 61,190.63
6403000	Strategic Initiatives	\$ -	\$ 100,000.00	0.00%	\$ 100,000.00
6404000	Program Approval	\$ 72,764.84	\$ 75,000.00	97.02%	\$ 2,235.16
6405000	Safety and Jurisprudence Test	\$ 43,873.41	\$ 35,000.00	125.35%	\$ (8,873.41)
6407000	Acupuncture Working Group	\$ 2,440.00	\$ 23,000.00	10.61%	\$ 20,560.00
6800000	Pan Can Chinese Language Examination	\$ 149,023.74	\$ 340,000.00	43.83%	\$ 190,976.26
6500000	Administrative Expenses	\$ 1,797,993.10	\$ 1,963,600.00	91.57%	\$ 165,606.90
6500000	Salaries and Benefits	\$ 1,797,993.10	\$ 1,913,600.00	93.96%	\$ 115,606.90
6502000	Casual Labour	\$ -	\$ 50,000.00	0.00%	\$ 50,000.00
6600000	Information Technology	\$ 181,942.77	\$ 291,500.00	62.42%	\$ 109,557.23
6602000	Equipment Expenses	\$ 9,256.89	\$ 12,000.00	77.14%	\$ 2,743.11
6603000	Software Licenses & Development	\$ 39,726.73	\$ 152,000.00	26.14%	\$ 112,273.27
6604000	Maintenance and Support Contracts	\$ 66,589.81	\$ 61,500.00	108.28%	\$ (5,089.81)
6605000	Online Services	\$ 56,551.90	\$ 54,000.00	104.73%	\$ (2,551.90)
6606000	Network Security	\$ 9,817.44	\$ 12,000.00	81.81%	\$ 2,182.56
6700000	Operating Expenses	\$ 456,545.94	\$ 555,100.00	82.25%	\$ 98,554.06
6701000	General Operating Costs	\$ 267,835.10	\$ 300,100.00	89.25%	\$ 32,264.90
6702000	Payment Gateway	\$ 133,355.47	\$ 150,000.00	88.90%	\$ 16,644.53
6703000	Subscriptions and Conferences	\$ 36,952.06	\$ 50,000.00	73.90%	\$ 13,047.94
6704000	Communications and Publications	\$ 18,403.31	\$ 55,000.00	33.46%	\$ 36,596.69
45	Total Expenses	\$ 4,583,258.49	\$ 5,339,634.00	85.83%	
46	Net Income	\$ 296,879.48	\$ (356,314.00)		

Meeting Date:	June 24, 2025
Issue:	Government Relations Update
Reported By:	Sean Cassman
Action:	Information

Issue

The College is continuing its efforts to engage with government.

Public Interest Rationale

Building a strong relationship with the government is vital to the success of the College in fulfilling its mandate of public protection.

Background

Below is a summary of interactions with the provincial government since the previous update, which includes meetings with the Ministry and responding to consultations.

Meetings with Ministry

Minister Jones

Following the reappointment of Minister Jones to the position of Minister of Health, the College sent a congratulatory letter. This is a standard letter that is sent whenever there is an appointment in the Minister of Health position to confirm our willingness to be a partner to the government in their work. The College also took the opportunity to reach out to two other Minister who we have not yet had a chance to interact with yet.

Minister Cho

MPP Raymond Cho was recently reappointed Minister of Seniors and Accessibility. Although this Ministry is considered a peripheral stakeholder, the College felt that there is an important overlap with seniors and access to TCM, therefore, Minister Cho has been identified as a key potential ally for supporting College initiatives. Minister Cho is also strongly engaged with the Chinese community and knowledgeable of issues within the profession.

The College's GR firm drafted an introduction letter which was sent to the Minister on April 4, 2025. In response, the Ministry staff requested a meeting with the College.

Meeting with Ministry of Seniors and Accessibility Staff

On April 24th the College had an introductory meeting with Minister Cho's staff at the Ministry of Seniors and Accessibility. The College was represented by Sean Cassman, Ryan Chu, and Jennifer Nghiem, and Jake Roseman from Hill & Knowlton. College staff presented an overview of the College, synergy with their ministry, and examples of our regulatory projects such as the Provisional Class proposal and the Doctor Title Project. The meeting was well received by Ministry staff, who came prepared with questions related to the Provisional Class.

Minister McGregor

MPP Graham McGregor was recently appointed Minister of Citizenship and Multiculturalism. As a peripheral stakeholder, Minister Graham was also identified as a key potential ally for supporting College initiatives. The College's GR firm drafted an introduction letter which was sent to the Minister on April 4, 2025.

Next Steps

College staff will be having an in-person meeting with the team at Hill & Knowlton in July for a strategy planning session, which will assist the College in its continued engagement with government bodies to further our mandate. Staff will bring the recommended approach to Council for feedback.

Encl.: Letter to Minister of Health
Letter to Minister of Seniors and Accessibility
Letter to Minister of Citizenship and Multiculturalism

Government Consultations

Prince Edward Island

In March, the College was made aware of the Prince Edward Island government consultation for a proposed amendment to their Regulated Health Professions Act to include Acupuncturist Regulations. The purpose of the proposed Acupuncturist Regulations is to establish the oversight body and set out the registration and transition requirements.

The College provided a response on April 15, 2025, to their proposed regulation. The response noted the College's concerns regarding the registration requirements, specifically with education, assessment of competencies, and practical experience. In addition, concerns with meeting the labour mobility requirements were also raised for their consideration.

Ontario

April 2025

On April 24, 2025, the College was informed of a consultation the Ontario government posted regarding their proposed "As of Right" regulation expansion. In response to the economic uncertainties due to recent U.S. trade actions targeting Canada and to build a more prosperous and resilient Ontario, the Government of Ontario is committed to addressing internal trade barriers through various initiatives. As part of this, the Ministry of Health is proposing four initiatives that would build on the current "As of Right" exemptions for four of the 26 regulated health professions.

Although the College is not included in this round of expansions, we still saw it important to provide a response. The College submitted a letter to the Ministry of Health on April 30, 2025, in response to the consultation for Reducing Barriers to Registration and Practise for Regulated Health Professionals Registered in other Jurisdictions. The letter included the College's concerns regarding professional conduct for health professionals practicing but not yet registered, and the removal of practice setting restrictions.



June 2025

The College was informed in May of another consultation the Ontario government posted regarding labour mobility. The Ministry of Labour, Immigration, Training and Skills Development proposed two initiatives under Bill 2. These rules would only apply to certified workers under the Ontario Labour Mobility Act, 2009 (OLMA) and not to regulated health professions under the RHPA.

The College decided to submit a letter to the Ministry of Labour, Immigration, Training and Skills Development on June 4, 2025, in response to the consultation for Expanding Labour Mobility for Certified Workers from Other Canadian Jurisdictions. The letter was similar to our feedback on the “As of Right” proposal for health professions.

Next Steps

Staff will continue to engage with government and participate in consultations, as required, and will keep the Executive Committee and Council informed on these matters.

Encl.:

- a) PEI Acupuncturist Regulations Consultation
- b) Letter to PEI Regulatory Consultation
- c) As of Right Expansion RR Attachment
- d) Letter to As of Right Expansion Consultation
- e) Expanding Labour Mobility RR Attachment
- f) Letter to Expanding Labour Mobility Consultation



College of Traditional Chinese Medicine
Practitioners and Acupuncturists of Ontario
Ordre des praticiens en médecine traditionnelle
chinoise et des acupuncteurs de l'Ontario

March 21, 2025

Honourable Sylvia Jones
Minister of Health
777 Bay St, 5th Floor.
Toronto, ON M7A 2J3

Subject: Congratulation & Continuing Our Work Together

Dear Minister Jones,

On behalf of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario (CTCMPAO), congratulations on your successful re-election and re-appointment as Minister of Health.

We look forward to continuing our collaborative work to protect the health and safety of Ontarians. As you know, CTCMPAO is the governing body established by the Government of Ontario. In accordance with the *Traditional Chinese Medicine Act, 2006*, our college is responsible for protecting the public through a transparent and effective regulatory environment while guiding the Traditional Chinese Medicine (TCM) profession.

According to the University of Toronto, an estimated 70 per cent of Canadians use complementary medicine, such as herbal remedies and acupuncture. Additionally, usage continues to grow as healthcare human resources shortages lead Ontarians to seek alternative medical solutions.

This demand can be further extrapolated from a sustained growth in the number of TCM practitioners in Ontario. Over the past five years, our college has experienced a 23 per cent increase in registered TCM Practitioners and Acupuncturists in the province, from 2,516 members in March 2020 to 3,091 members as of March 2025.

TCM and acupuncture offers a holistic approach to healthcare, focusing on prevention and the treatment of a wide range of chronic conditions. As demand grows for services in the areas of pain management, mental health, and women's health, it is increasingly important to encourage best practices and ensure public protection for those using these services. The College is continuing work on relevant regulatory projects such as our doctor title project, and a scope of practice expansion project.

We look forward to maintaining close collaboration with your government on key initiatives to support our mandate to maintain a robust regulatory environment for Ontarians to safely access TCM and acupuncture health services. Together, we can build a safer, healthier Ontario.

Once again, congratulations!

Sincerely,

Joanne Pritchard-Sobhani
Council President

Sean Cassman
Registrar and CEO

cc: Blair.Hains@ontario.ca, Syed.Raza@ontario.ca



College of Traditional Chinese Medicine
Practitioners and Acupuncturists of Ontario
Ordre des praticiens en médecine traditionnelle
chinoise et des acupuncteurs de l'Ontario

April 4, 2025

Honourable Raymond Cho
Minister of Seniors and Accessibility
College Park, 5th Flr, 777 Bay St
Toronto, Ontario M7A 1S5

Subject: Congratulations & Continuing Our Work Together

Dear Minister Cho,

On behalf of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario (CTCMPAO), we want to offer our congratulations on your successful re-election and re-appointment as Minister for Seniors and Accessibility.

CTCMPAO is the governing body established by the province. In accordance with the *Traditional Chinese Medicine Act, 2006*, our college is responsible for protecting the public through a transparent and effective regulatory environment while guiding the Traditional Chinese Medicine (TCM) profession.

According to the University of Toronto, an estimated 70 per cent of Canadians use alternative medicine, such as herbal remedies and acupuncture, including a sizeable portion of seniors and immigrant communities. According to the Centre for New Immigrant Well-being, 31 per cent of their surveyed Chinese Seniors report using traditional Chinese medicine to treat their health problems, with 29 per cent reporting they use TCM to consistently maintain good health. We anticipate the potential for further adoption as healthcare human resources shortages lead Ontarians to seek alternative medical solutions.

This increased demand can be further extrapolated from a sustained growth in the number of TCM practitioners in Ontario. Over the past five years, our college has experienced a 23 per cent increase in registered TCM practitioners and acupuncturists in the province, from 2,516 members in March 2020 to 3,091 members as of March 2025.

TCM and acupuncture offer a holistic approach to healthcare, focusing on preventative measures and addressing a wide range of conditions. As demand grows for services such as pain management and culturally appropriate care, it is increasingly important to encourage best practices and ensure public protection for those using these services. Our college is currently examining the viability of regulatory projects such as a doctor title and scope of practice expansion in response to sectoral need.

While our college is governed by the Ministry of Health, we believe it is important to share our ongoing work with your Ministry, given your role to support seniors in staying healthy, active and independent.

We look forward to maintaining close collaboration with your government on key initiatives to support our mandate to maintain a robust regulatory environment. Together, we can build a safer, healthier Ontario.

Once again, congratulations!

Sincerely,

Joanne Pritchard-Sobhani
Council President

Sean Cassman
Registrar and CEO

cc: jay.jung@ontario.ca , mathew.varsava@ontario.ca



April 4, 2025

Honourable Graham McGregor
Minister of Citizenship and Multiculturalism
14th Flr, 56 Wellesley St W
Toronto, ON M7A 2E7

Subject: Congratulations & Beginning Our Work Together

Dear Minister McGregor,

On behalf of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario (CTCMPAO), we want to offer our congratulations on your successful re-election and appointment as Minister of Citizenship and Multiculturalism.

CTCMPAO is the governing body established by the province. In accordance with the *Traditional Chinese Medicine Act, 2006*, our college is responsible for protecting the public through a transparent and effective regulatory environment while guiding the Traditional Chinese Medicine (TCM) profession.

According to the University of Toronto, an estimated 70 per cent of Canadians use alternative medicine, such as herbal remedies and acupuncture, with the potential for further adoption as healthcare human resources shortages lead Ontarians to seek alternative medical solutions. This increased demand can be further extrapolated from a sustained growth in the number of TCM practitioners in Ontario. Over the past five years, our college has experienced a 23 per cent increase in registered TCM practitioners and acupuncturists in the province, from 2,516 members in March 2020 to 3,091 members as of March 2025.

CTCMPAO is distinct from most other health regulatory colleges due to its unique relationship with the Chinese community. A disproportionate number of our practitioners are first and second-generation Chinese Canadians—some of whom speak English as a second language, and some of whom are trained outside of Canada. As we carry out our mandate, we must also consider the unique challenges and opportunities presented by our large Chinese membership. For example, beginning in 2023, at the request of the Ministry of Health, we began offering our entry-to-practice exams in Chinese.

TCM and acupuncture offer a holistic approach to healthcare, focusing on preventative measures and addressing a wide range of conditions. As demand grows for services such as pain management and culturally appropriate care, it is increasingly important to encourage best practices and ensure public protection for individuals using these services. Our college is currently examining the viability of regulatory projects such as a doctor title and scope of practice expansion in response to sectoral needs.

While our college is governed by the Ministry of Health, we believe it is important to share our ongoing work with your Ministry, given your role to promote equitable economic growth opportunities for all Ontarians and celebrate the province's diverse communities.



College of Traditional Chinese Medicine
Practitioners and Acupuncturists of Ontario
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chinoise et des acupuncteurs de l'Ontario

We look forward to maintaining close collaboration with your government on key initiatives to support our mandate to maintain a robust regulatory environment. Together, we can build a safer, healthier Ontario.

Once again, congratulations!

Sincerely,

Joanne Pritchard-Sobhani
Council President

Sean Cassman
Registrar and CEO

cc: nicolas.dimarco@ontario.ca, mark.pelayo@ontario.ca

March 11, 2025

CONSULTATION DRAFT

REGULATED HEALTH PROFESSIONS ACT

ACUPUNCTURIST REGULATIONS

Pursuant to sections 2 and 96 of the *Regulated Health Professions Act* R.S.P.E.I. 1988, Cap. R-10.1, Council made the following regulations:

Interpretation and Administration

1. Definitions

In these regulations

- (a) **“acupuncture”** means, depending on the context,
 - (i) the health profession in which a person uses traditional Chinese medicine theory, treatment principles and modalities, including the practice described in subclause (ii), to promote, maintain, restore or improve health, to prevent disorder, imbalance or disease, or to alleviate pain, or
 - (ii) the practice of using needles to stimulate specific sites on the skin, mucous membranes or subcutaneous tissues of the human body for the purposes described in subclause (i), in accordance with traditional Chinese medicine theory and treatment principles;
- (b) **“acupuncturist”** means a person who is registered in the register for acupuncture;
- (c) **“College”** means the College of Acupuncture of Prince Edward Island established under section 3;
- (d) **“Council”** means the Council of the College;
- (e) **“refresher program”** means a refresher program in a regulated health profession consisting of a formal curriculum, a set of individualized assignments of studies and experiences, a set of continuing education credits, a practicum or a combination of these elements.

2. Acupuncture designation

Acupuncture is designated as a regulated health profession.

3. College established

The College of Acupuncture of Prince Edward Island is hereby established as the college for acupuncture.

Registration

4. Parts of register

The register for acupuncture is divided into the following parts:

- (a) general registration;
- (b) special registration.

5. General registration

- (1) The registrar shall register an applicant in the general registration part where
 - (a) the registrar is satisfied that the applicant meets all the requirements for registration set out in subsection 12(2) of the Act and these regulations and registers the applicant pursuant to subsection 12(3) of the Act; or
 - (b) the Council directs the registrar to register the applicant in the general registration part pursuant to subsection 12(6) of the Act or reinstate the registration of the applicant in the general registration part pursuant to subsection 24(4) of the Act.

Reinstatement period

- (2) For the purpose of subsection 24(1) of the Act, a former member may apply for reinstatement of registration in the general registration part within three years after a lapse in the registration.

6. Education

- (1) For the purpose of clause 12(2)(c) of the Act, the requirement for general registration with respect to education is the successful completion of a post-secondary program in acupuncture, approved by the Council.

Examinations

- (2) For the purpose of clause 12(2)(d) of the Act, the required examinations for general registration are
 - (a) the Pan-Canadian Entry-level Examinations for Acupuncturists administered by the Canadian Alliance of Regulatory Bodies of Traditional Chinese Medicine Practitioners and Acupuncturists;
 - (b) the entry-level examinations administered by the National Certification Commission for Acupuncture and Oriental Medicine for national board certification in acupuncture; or
 - (c) other competency examinations approved by the Council.

Currency requirements

- (3) For the purposes of clause 12(2)(f), subclause 22(2)(a)(ii) and clause 24(4)(c) of the Act, an applicant shall have done one of the following within the four years immediately preceding the date of the application to demonstrate currency of professional knowledge and skills:
 - (a) successfully completed the educational requirement set out in subsection (1);
 - (b) actively practised acupuncture without any restrictions for at least 750 hours;
 - (c) successfully completed a refresher program in acupuncture satisfactory to the registrar.

Insurance requirements

- (4) For the purposes of clause 12(2)(j), subclause 22(2)(a)(v) and clauses 24(4)(f) and 25(3)(c) of the Act, an applicant or a member, as the case may be, is required to hold or be covered by

professional liability insurance under a policy that provides coverage of not less than \$2,000,000 per claim or occurrence and an aggregate limit of not less than \$2,000,000 excluding legal or court costs.

Other Requirements

- (5) For the purposes of clause 12(2)(k), subclause 22(2)(a)(v.1) and clause 24(4)(g) of the Act, an applicant shall hold current certification in cardiopulmonary resuscitation, level C (CPR-C).

7. Special registration

- (1) Where the Council directs the registrar to register an applicant pursuant to subsection 13(3) of the Act, the registrar shall register the applicant in the special registration part.

No renewal or reinstatement

- (2) Registration in the special registration part may not be renewed or reinstated.

Designations and Reserved Activities

8. Designation of members

For the purpose of subsection 89(1) of the Act, the designations of a member of the regulated health profession of acupuncture include

- (a) acupuncturist; and
- (b) registered acupuncturist or R.Ac.

9. Reserved activities

Subject to any terms or conditions imposed on the acupuncturist's registration, an acupuncturist is authorized to perform the following reserved activities:

- (a) diagnosing a disease, disorder or condition using traditional Chinese medicine theory, treatment principles and methodology, and communicating the diagnosis in circumstances in which it is reasonably foreseeable that it will be relied on in decisions respecting acupuncture treatment;
- (b) performing a procedure on tissue below the dermis or the surface of a mucous membrane while performing acupuncture.

General

10. Name of corporation

- (1) For the purpose of clause 15(2)(d) of the Act, the name of a corporation applying for a permit to carry on the business of providing the professional services of an acupuncturist shall be, in the opinion of the registrar, in good taste, dignified and professional.

Change of name

- (2) Before changing its name, a health profession corporation shall obtain written confirmation from the registrar that the proposed name meets the requirements of subsection (1).

11. Exception, corporation other than a health profession corporation

The prohibition in subsection 90(1) of the Act does not apply in respect of a corporation other than a health profession corporation carrying on the business of providing the professional services of an acupuncturist.

12. Transitional

(1) A person who,

- (a) during the year preceding the date this section comes into force, practises acupuncture in the province; and
- (b) immediately before this section comes into force, is a member of one of the following organizations:
 - (i) Association of Registered Acupuncturists of Prince Edward Island,
 - (ii) Maritime Association of Registered Acupuncturists,
 - (iii) The Chinese Medicine and Acupuncture Association of Canada,

is deemed, on and after the date this section comes into force, to be registered in the general registration part of the register for acupuncture.

Expiry of registration

(2) The registration of a person referred to in subsection (1) expires 90 days after the date this section comes into force, unless it is sooner revoked, and may be renewed in accordance with section 22 of the Act.

Exception on renewal

(3) Subclauses 22(2)(a)(i) and (ii) of the Act do not apply to a person referred to in subsection (1) the first time the person applies to renew the person's registration.

13. Commencement

These regulations come into force on



April 15, 2025

Subject: Proposed Regulation of Acupuncture

Dear Ms. Squires,

The College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario (CTCMPAO) welcomes Prince Edward Island's efforts to regulate the Acupuncturist profession. Thank you for the opportunity to review and comment on PEI's proposed Registration Regulation. We recognize the importance of effective regulation in protecting the public interest. Regulation can also benefit healthcare systems across the country, when labour mobility is facilitated by ensuring comparable standards are in place for practitioners across jurisdictions. To that end, we look forward to PEI's implementation of their regulatory framework for Acupuncturists.

After reviewing the draft Registration Regulation, we have some comments with respect to certain areas of the registration requirements, particularly in terms of their implications for labour mobility:

Section 4 – Parts of Register

CTCMPAO issues a General Class of registration which could accept labour mobility applicants from PEI who hold General Registration. However, it should be noted that Ontario does not have an equivalent class for the Special Registration in section 4.(b). Registrants under Special Registration would likely not be eligible for labour mobility to Ontario.

Section 6(1) - Education

We note that the required post-secondary program in acupuncture is not defined in terms of duration or required competencies. We believe that clearly defined educational standards are essential to ensure public safety with standards that can support inter-provincial labour mobility. There is also no indication as to whether there is a requirement for clinical, hands-on experience as part of the education program. Does PEI anticipate further definition of the education requirements, either in the regulation or in policy? We recommend that the regulations include a minimum number of hours for both theoretical and clinical training, similar to the requirements in Ontario. In Ontario, for example, the educational requirements are set out in the [registration regulation](#), covering the requisite number of hours for both theoretical and clinical training.

Section 6(2) – Examinations

We're pleased to see the Pan-Canadian Examinations, administered by CARB-TCMPA, listed as one of the options in this section. However, we note the third option under 6(2)(c): "other competency examinations approved by the Council." To ensure that all registered acupuncturists in PEI meet a consistent standard of competency, we recommend that the Council only approve examinations that are demonstrably equivalent to the Pan-Canadian Examinations in terms of content, rigor, and scoring.

Section 12 – Transitional

For persons who become registered via the requirements described in this section, it is unclear how the currency of their knowledge and skills will be assured.



- Clause 12(1)(a) requires that they have practised acupuncture in the province within the preceding year, but the extent of the required practice is not defined. We recommend that this clause be amended to require a minimum number of hours of practice within the preceding year to ensure that transitional applicants have recent practical experience.
- The further requirement under 12(1)(b), that Transitional applicants must be a member of one of the three Associations listed here, seems prudent, as these organizations have requirements for membership that involve training pre-requisites, either directly or indirectly. However, it is not clear if these Associations have ongoing currency or practice requirements in order to maintain membership. It seems possible that one could remain a member of an Association without having recent practical experience in acupuncture. We recommend that an additional currency requirement be placed on those entering through the transition provision.

We support PEI's plan to regulate acupuncture, and measures that will bolster public safety and confidence in the profession. We note the above recommendations only in reference to existing labour mobility provisions, should registrants in PEI choose to practise in another jurisdiction in the future. Based on the proposed registration regulation that we reviewed, it is not immediately apparent that the registration requirements, particularly regarding education, assessment of competencies, and practical experience, are comparable to those in other Canadian jurisdictions where the profession is regulated. To best ensure public safety and facilitate future labour mobility for PEI registrants, we encourage PEI to consider strengthening the proposed registration regulation to align with existing best practices in other regulated jurisdictions.

Sincerely,

Joanne Pritchard-Sobhani
Council President

Sean Cassman
Registrar and CEO

Reducing Barriers to Practice and Enhancing Labour Mobility for Regulated Health Professionals Registered in other Jurisdictions

Ministry of Health

April 2025

Executive Summary

In Ontario, the regulation of health professions is based on a self-governance model. There are 26 health regulatory colleges governing 28 health professions under the *Regulated Health Professions Act, 1991* (RHPA) and their respective health profession Acts (e.g., *Nursing Act, 1991*; *Medicine Act, 1991*). Under this framework, individuals must register with their respective health regulatory college before beginning to practise their profession in the province, using the title that is restricted to the profession, and performing those activities that are restricted to the profession.

In response to economic uncertainties due to recent U.S. trade actions targeting Canada and to build a more prosperous and resilient Ontario, the Government of Ontario is committed to addressing internal trade barriers through various initiatives. As part of this commitment, the Ministry of Health (Ministry) is proposing four initiatives that would, if approved, build on the current “As of Right” rules for four of the 28 regulated health professions:

1. Expand the “As of Right” rules to additional regulated health professions
2. Remove current practice setting restrictions for all as of right practitioners.
3. Expand the “As of Right” rules to include American-licensed physicians and nurses who are seeking to live and work in Ontario.
4. Automatically recognize another Canadian provincial/territorial nursing or physician certificates of registration (licence) as a valid Ontario certificate of registration when the professional is practising in Ontario.

How to Participate and Use of Collected Information

The Ministry of Health welcomes, values, and appreciates all input. You may send comments by email to regulatoryprojects@ontario.ca. Your feedback will provide the Ministry with a better understanding of your perspectives. Comments received will be used to inform analysis, policy considerations, and implementation.

1. Expand “As of Right” Rules to Additional Out-of-Province Regulated Health Professionals

The “As of Right” rules are a first-in-Canada approach that expedites the process for health care professionals registered in other provinces/territories to begin practise in Ontario. The rules currently enable physicians, nurses, respiratory therapists, and medical laboratory technologists registered in other provinces or territories to start working in Ontario’s public hospitals and long-term care homes without first registering with an Ontario health regulatory college. These four out-of-province professionals may practise for up to 6 months while completing the registration process and waiting for their application to be approved.

“As of Right” was implemented through legislative and regulatory amendments to a number of Acts, including the *Medicine Act, 1991; Nursing Act, 1991; Medical Laboratory Technology Act, 1991, Respiratory Therapy Act, 1991; and Fixing Long-Term Care Act, 2021*.

The Ministry of Health is proposing to expand Ontario’s “As of Right” rules to additional out-of-province regulated health professions and to remove the settings restriction.

In addition to physicians, nurses, medical laboratory technologists, and respiratory therapists, the Ministry of Health is proposing to expand the As of Right rules to the following additional out-of-province health professionals:

1. Audiologists, Speech-language Pathologists
2. Chiropodists
3. Dentists
4. Dental Hygienists
5. Dental Technologists
6. Denturists
7. Dietitians
8. Medical Radiation and Imaging Technologists
9. Midwives
10. Occupational Therapists
11. Opticians
12. Optometrists
13. Pharmacists, Pharmacy Technicians
14. Physician Assistants
15. Physiotherapists
16. Psychologists

These professions were selected based on the following criteria:

- The profession is regulated in all, or nearly all, of other provinces/territories
- The profession practices primarily in the public health care system or in collaboration or interaction with other regulated health professions
- The Ministry of Health has received stakeholder support for the profession being added to “As of Right”
- There are shortages/needs for the profession in Ontario.

Out-of-province professionals must meet conditions that are set in regulation to be able to use the “As of Right” rules to practice in Ontario. They include but are not limited to:

1. The professional is registered with a regulatory authority in another Canadian jurisdiction and holds an equivalent certificate of registration to Ontario.
2. A regulatory authority in a Canadian jurisdiction has not refused to register the professional within the past two years.
3. A finding of professional misconduct, incompetence or incapacity has not been made about the professional.
4. The professional must not be the subject of any current professional misconduct, incompetence or incapacity proceeding.
5. The professional holds professional liability insurance.

2. Remove Practice Setting Restrictions

In addition to adding more professions, the Ministry of Health is proposing to remove the current restriction that requires out-of-province professionals to practise in public hospitals, the University of Ottawa Heart Institute, and long-term care homes only. The removal of this restriction would enable “As of Right” professionals to practise in more health settings, including but not limited to:

1. Primary care
2. Home and community care
3. Laboratories and X-ray settings
4. Pharmacies
5. Integrated community health service centres and out-of-hospital premises (e.g., sleep clinics, dialysis centres, diagnostic imaging clinics, birthing centres, etc.)
6. Mental health settings (e.g., Homelessness and Addiction Recovery Hubs, residential facilities, etc.)

3. Expand the “As of Right” Rules to American-Licensed Physicians and Nurses who are Seeking to Live and Work in Ontario

In April 2025, the College of Nurses of Ontario (CNO) began accepting nursing education recognized or approved in any jurisdiction, provided the education was designed to prepare the applicant for the category they are applying to. Once an applicant meets this updated education requirement, they will become eligible to write the NCLEX-RN or REx-PN examination.

Further, in April 2023, the College of Physicians and Surgeons of Ontario (CPSO) removed supervision and assessment requirements for physicians who are trained and Board Certified in the U.S., allowing them to begin independent practise in Ontario immediately.

These two initiatives have removed barriers to practise for internationally educated nurses and U.S. registered physicians, making it faster and easier for them to begin providing care to patients in Ontario.

Building on the existing work of the CNO and CPSO, the Ministry of Health is proposing to expand the “As of Right” exemptions to include fully qualified, American State-level licenced physicians and nurses who are seeking to live and work in Ontario. This would enable fully qualified U.S physicians, nurse practitioners (NPs), registered nurses (RNs), and registered practical nurses (RPNs) to start providing services in Ontario health settings without first registering with the CPSO or CNO. This removes provincial barriers and allows them to work up to six-months while they await registration in Ontario. Like the current rules, U.S physicians and nurses would be required to meet the “As of Right” conditions in order to qualify.

4. Automatic Recognition of Another Provincial/Territorial Certificate of Registration

The Ministry of Health is proposing changes to the *Regulated Health Professions Act, 1991*, that would permit nurses and physicians who are registered in another province or territory to practise in Ontario using their home provincial/territorial certificate of registration without going through the registration process with the respective health regulatory college in Ontario. This automatic recognition of another Canadian jurisdiction’s certificates of registration would allow professions to practise using their existing certificates without the need to obtain a second certificate of registration in

Ontario and incur the administrative and financial burdens of applying and maintaining a second certificate of registration.

Automatic recognition would begin with physicians and nurses Ontario's health regulatory colleges (e.g. CPSO and CNO) would automatically recognize the license of the individual and register them. As with any other registrant, the regulatory college will have the authority to investigate and discipline a professional working in Ontario with their existing provincial/territorial certificate of registration.

Residents of Ontario will continue to be required to register with the Ontario health regulatory college and professionals would need to transfer their provincial registration to an Ontario health regulatory college when they make their permanent residence in Ontario.

The Ministry of Health welcomes responses to the following questions.

Current Registration Processes:

1. What challenges currently exist with the registration process for health professionals regulated in another province or territory, and for U.S registered physicians and nurses?

Patient Safety and Quality of Care:

2. What are the positive impacts to patient safety or the quality of care provided to patients in Ontario with each of the four proposals?
3. Are there any risks to patient safety or the quality of care with each of the four proposals? How could these risks be mitigated?

Benefits and Risks:

4. What are the benefits for patients and health professionals associated with each of the four proposals?
5. Are there any additional risks with these proposals that you would like to highlight?

Implementation:

6. What implementation considerations or supports should the ministry be aware of for each of the four proposals?
7. What supports would regulated health professionals from another province or territory or U.S registered physicians and nurses need to help with the transition to practising in Ontario?



Submitted by email

April 30, 2025

Health Workforce Regulatory Oversight Branch
438 University Ave, 10th Floor
Toronto, ON M7A 1N3

Dear Hon. Minister Sylvia Jones,

Re: Proposed Regulatory Amendments to Reducing Barriers to Practice and Enhancing Labour Mobility for Regulated Health Professionals Registered in other Jurisdictions (25-HLTC005)

We are writing on behalf of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario (the College) to provide our feedback regarding the Proposed Regulatory Amendments to Reducing Barriers to Practice and Enhancing Labour Mobility for Regulated Health Professionals Registered in other Canadian jurisdictions.

The College values the relationship it has built with government and would like to continue the collaboration towards our shared goals of safe access to culturally appropriate care for all Ontarians. For that reason, we are pleased to have the opportunity to comment on the proposed regulatory amendments. While the College is not directly impacted by the proposed labour mobility changes, we feel our feedback will be helpful in ensuring the highest professional standards are maintained across health disciplines to ensure Ontarians are provided with the safest and highest quality of care.

The College strongly agrees there is a pressing need to address the healthcare human resources shortage in Ontario and commends the government's efforts to address these capacity issues. The selection criteria listed were very useful in understanding the reasoning for expanding the As of Right rules to the specific out-of-province regulated health professionals. However, we believe it is crucial to maintain an appropriate equilibrium between facilitating access to care and safeguarding public protection by mitigating the risk of unintended loopholes that could be exploited. The College has outlined its feedback of the proposed initiatives below for consideration:

1. Expand "As of Right" Rules to Additional Out-of-Province Regulated Health Professionals

We appreciate the clarity provided for which professions are proposed to be included in the expansion of "As of Right" rules. We agree that regulation across Canada is necessary for "As of Right" to be implemented in a health profession. We do have a concern that if "As of Right" were implemented for TCM, it would lead to confusion for those seeking to register in Ontario from an unregulated province. It is the opinion of the College that if

further expansion of “As of Right” is considered in the future, the regulatory landscape across the country should remain as the deciding factor.

Although TCM is not included in this expansion of “As of Right”, we would like to note that, in general, there remain important considerations on the responsibilities of Colleges that regulate professions that are included. The draft document does not appear to address professional conduct concerns for health professionals practicing but not yet registered with regulatory colleges in Ontario. Specifically, with the proposed amendment allowing additional health professions to practice for up to 6-months while waiting for their application approval, it is unclear what expectations there are for how Ontario health regulatory colleges should address new complaints and enforce regulations for out-of-province practitioners who are not yet registered.

2. Removal of Practice Setting Restrictions

Regarding the proposal of expanding practice settings, it is our understanding that the restriction would be lifted entirely and would even allow for independent practice through “As of Right”. The College believes this opens room for serious risk to the public, and that there are restrictions needed to, at minimum, require an employer to have oversight of the practice.

Currently, for the TCM profession, Labour Mobility applications from members in good standing take a matter of days to process. In most cases, the need for a six-month “As of Right” period would not exist. An example of when it might take up to six months to process a Labour Mobility application would be if there are public safety concerns with the applicant. If there are questions about the applicant’s eligibility for registration, to refuse an application or impose terms, conditions, or limitations on an application, the application must be referred to a Registration Committee Panel for review and may take longer than a normal application. Under “As of Right,” the applicant would be able to practice freely in Ontario, without oversight, despite concerns on their ability to practice. We do not believe that risk posed by the lack of oversight is justified by labour shortage issue we are seeking to address.

Removing practice setting restrictions will also pose practical challenges to the Colleges regulating the included professions. For example, tracking and monitoring information will become difficult (if not practically impossible) when the applicant is practicing independently under “As of Right”, such as when the applicant actually began practicing in Ontario. Also, many Colleges have Temporary Classes, or equivalent, that may be undercut by individuals abusing “As of Right” rules.

The College strongly encourages the Ministry to reconsider the proposal to entirely remove practice setting restrictions for “As of Right” rules.

As your government contemplates the next steps in modernizing regulation, we hope that all colleges, including the College of Traditional Chinese Medicine Practitioners and

Acupuncturists of Ontario, will be included in robust consultation. As a partner to the Ontario government, we look forward to continuing to work with you in our shared goal of protecting the public.

Thank you for this opportunity to provide feedback. Should you have any questions or require further information, please contact the College's Registrar and CEO, Sean Cassman, directly.

Sincerely,



Joanne Pritchard-Sobhani
Council President



Sean Cassman
Registrar and CEO

Cc: Allison Henry, Director, Health Workforce Regulatory Oversight Branch (Health)
Stephen Cheng, Manager, Strategic Regulatory Policy Unit (Health)

Expanding Labour Mobility for Certified Workers from Other Canadian Jurisdictions

Ministry of Labour, Immigration, Training and Skills
Development

May 2025

Executive Summary

Note: The proposals being consulted on can only proceed if Bill 2, *the Protect Ontario Through Free Trade Within Canada Act, 2025*, receives Royal Assent.

In Canada, labour mobility refers to the movement of workers in regulated occupations, such as teachers, geoscientists, and plumbers, across provinces and territories. Under Chapter Seven of the Canadian Free Trade Agreement (CFTA), labour mobility is based on the principle of certificate-to-certificate recognition. This means that a worker certified for an occupation by a regulatory authority in one province or territory must be certified in that same occupation in any other province or territory that regulates the occupation without any requirement for additional material assessments, training, examinations or work experience (subject to limited exceptions).

Ontario's labour mobility commitments under the CFTA are enshrined in the following legislation:

- *Ontario Labour Mobility Act, 2009* (OLMA) – applies to 57 regulatory authorities governing over 240 occupations such as engineers, architects and electricians; and
- *Regulated Health Professions Act, 1991* (RHPA) – applies to 26 health regulatory colleges governing 28 health professions.

Additional provisions related to labour mobility are in the following:

- *Fair Access to Regulated Professions and Compulsory Trades Act, 2006* (FARPACTA) – which includes registration time limits, decision-making processes, and reporting requirements for occupations regulated by one of the “regulated professions” under the Act; and
- The authorizing statutes of each regulated occupation (e.g., *Building Opportunities in the Skilled Trades Act, 2021* (BOSTA), for the skilled trades).

In response to economic uncertainties due to recent U.S. trade actions targeting Canada and to build a more prosperous and resilient Ontario, the Government of Ontario is committed to addressing internal trade barriers through various initiatives. As part of this commitment, the Ministry of Labour, Immigration, Training and Skills Development (Ministry) is proposing two initiatives under Bill 2, which are as follows:

1. Expanding “As of Right” to all regulated occupations under the OLMA.
2. Implementing a labour mobility service framework across all regulated occupations under the OLMA.

The purpose of this consultation is to seek initial input on the Bill 2 proposals.

How to Participate and Use of Collected Information

The Ministry of Labour, Immigration, Training and Skills Development welcomes, values, and appreciates all input. You may send comments by email to labourmobility@ontario.ca. Your feedback will provide the Ministry with a better understanding of stakeholder perspectives. Comments received will be used to inform analysis, policy considerations, and implementation.

1. Expand “As of Right” Rules to all Regulated Occupations

The proposed “As of Right” rules under the OLMA would expedite the process for certified workers registered in other Canadian provinces or territories to begin working in Ontario. Currently, an “As of Right” framework is in place for certain health professions in the province. In Bill 2, the Government is proposing to introduce separate “As of Right” rules that would apply to all regulated occupations under the OLMA.

Currently, workers who are certified in other Canadian jurisdictions must apply to register with the relevant Ontario regulator and must wait until the registration process is complete before they can work in their occupation in Ontario. With “As of Right” under the OLMA, a certified worker from another Canadian jurisdiction would be required to submit their certificate of registration from their current province or territory to the Ontario regulator, and any other documentation which may be set out in the regulations. The Ontario regulator would have 10 business days to confirm receipt of notification. Upon confirmation of receipt by the Ontario regulator, the certified worker would be deemed registered and able to work immediately for up to six months while completing their full labour mobility application with the Ontario regulator (subject to any rules or limitations in the regulations). There would be some measure of immediate oversight and accountability on the part of regulators. The worker is deemed as registered but upon review of their complete application the regulator may uphold or revoke that registration status should the applicant not meet the requirements. It would be an offence for any person to submit false information to a regulator to access “As of Right.”

If Bill 2 passes, regulations would be needed to set out the regulated occupations for which “As of Right” is available, as well as any rules or conditions that apply”. In this consultation, the Ministry is seeking input to inform the development of those regulations.

The proposed “As of Right” rules under the OLMA would not apply to regulated health professions under the RHPA. The Ministry of Health is consulting separately on regulated health professionals registered in other jurisdictions.

2. Introduce a Labour Mobility Service Framework

Governments continue to hear that labour mobility applicants and employers lack an overall awareness of labour mobility as an option and process. As well a lack of clarity around timelines and application requirements. Under Bill 2, the Ministry is proposing further legislative amendments to the OLMA that would introduce a service framework to support timeliness, transparency, and clarity in the labour mobility process, and reduce administrative burden.

To address these concerns and support a seamless labour mobility system, Bill 2 is proposing to introduce the following:

1. **Registration time limits:** Require Ontario regulators under the OLMA to make and communicate registration decisions to labour mobility applicants within 30 calendar days of receiving a complete application. The proposed amendments would also change the time limit under FARPACTA from 30 business days to 30 calendar days, creating consistency across Ontario's regulated occupations.
2. **Application requirements:** Limit the documentation and create greater standardization that regulators can require in labour mobility applications, to help minimize delays and reduce expenses.
3. **Communication requirements:** Further specify the information regulators must clearly communicate to applicants and have available on their public-facing websites. Standardizing information requirements will help workers understand what is needed, reducing misinterpretations and missed employment opportunities.
4. **Reporting:** Require regulators to report to government on the success of applicants and registration service standards. This action would help inform labour mobility policy and implementation in Ontario.

Regulations would be required to implement the application, communication, and reporting requirement aspects of the service framework proposal.

The Ministry welcomes responses to the following questions.

Implementation – As of Right Rules:

1. What implementation considerations and supports should the Ministry be aware of with respect to the “As of Right” rules?
2. Are there scenarios in which “As of Right” would not be appropriate for a regulated occupation or particular work settings?
3. What are the considerations with respect to occupational standards and harmonization across provinces and territories?

Implementation – Service Framework:

4. What implementation considerations and supports should the Ministry be aware of with respect to the proposed service framework?

Benefits and Risks:

5. What are the benefits for workers, employers, and regulators associated with the proposals?
6. Are there any risks associated with these proposals that you would like to highlight?
7. What strategies would you propose to mitigate these risks?

For Future Considerations for Internationally Trained Applicants:

8. (For occupations, not listed under FARPACTA) What challenges currently exist with recognizing the qualifications of internationally trained applicants in your profession?
9. (For occupations not listed under FARPACTA) How long does it usually take for an internationally trained applicant to be registered in your profession in Ontario, upon submitting a complete application? How do these timelines compare to the registration timelines for Ontario-trained or labour mobility applicants?
10. Are there opportunities to expand the “As of Right” and service framework proposals to expedite the registration of internationally trained applicants, particularly for occupations where there is a shortage of experienced workers?

Submitted via email

June 4, 2025

Assistant Deputy Minister David Beaulieu
Ministry of Labour, Immigration, Training and Skills Development
Strategic Policy Division
315 Front Street West, 17th Floor
Toronto, ON M7A 0B8
labourmobility@ontario.ca

Re: Expanding Labour Mobility for Certified Workers from Other Canadian Jurisdictions (25-MLITSD003)

On behalf of the College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario (CTCMPAO), we appreciate the opportunity to provide feedback to the Ministry of Labour, Immigration, Training and Skills Development regarding the proposed amendments to the *Ontario Labour Mobility Act, 2009* (OLMA) and *Regulated Health Professions Act, 1991* (RHPA), posted to the Regulatory Registry on May 21, 2025.

The role of traditional Chinese medicine in Ontario's healthcare system

CTCMPAO is the governing body established by the province. In accordance with the *Traditional Chinese Medicine Act, 2006*, our college is responsible for protecting the public through a transparent and effective regulatory environment while guiding the Traditional Chinese Medicine (TCM) profession.

Recognizing the holistic benefits of Traditional Chinese Medicine (TCM) and acupuncture in preventative care and the treatment of various conditions, it's increasingly important to ensure public protection and encourage best practices within these fields. This is especially critical given the growing demand for pain management and culturally appropriate healthcare options.

It is estimated 70 per cent of Canadians use alternative medicine, such as herbal remedies and acupuncture,¹ including a sizeable portion of seniors and immigrant communities. According to the Centre for New Immigrant Well-being, 31 per cent of their surveyed Chinese Seniors report using traditional Chinese medicine to treat their health problems, with 29 per cent reporting they use TCM to consistently maintain good health.² We anticipate the potential for further adoption as healthcare human resources shortages lead Ontarians to seek alternative medical solutions.

This increased demand can be further extrapolated from a sustained growth in the number of TCM practitioners in Ontario. Over the past five years, our college has experienced a 23 per cent increase in registered TCM practitioners and acupuncturists in the province, from 2,516 members in March 2020 to 3,091 members as of March 2025.

¹ Department of Medicine. "University of Toronto Announces New Chair in Integrative Medicine," n.d. <https://deptmedicine.utoronto.ca/news/university-toronto-announces-new-chair-integrative-medicine-0>

² CNIW team. (2024). CNIW. Exploring Barriers to Medical Care Utilization among Senior Chinese Immigrants in Canada During the COVID-19 Pandemic: Opportunities and Challenges in the E-Health and AI Era. <https://cniw.org/wp-content/uploads/2024/11/2024112523543987.pdf>

CTCMPAO's stance on the proposed labour mobility changes

Our college recognizes the importance of facilitating the movement of qualified professionals across provincial and territorial borders. We are supportive of initiatives that aim to create a more robust and resilient healthcare ecosystem in Ontario.

Facilitating labour mobility through regulation can benefit healthcare systems across the country, provided that comparable standards are in place for practitioners across jurisdictions to ensure that consistent and high standards of care are maintained.

We note that the proposed regulatory changes under the *Regulated Health Professions Act, 1991* (RHPA) do not directly impact TCM Practitioners and Acupuncturists regulated under the RHPA and *Traditional Chinese Medicine Act, 2006*. However, we would like to provide the following recommendations for your consideration:

- Ensure that there is consistency in regulation across Provincial Jurisdictions before implementing “As of Right” rules on a profession.
- Ensure that there is an oversight mechanism for individuals working under “As of Right” rules, potentially through an employer.

Further considerations to improve access to health human resources

Given the existing network of TCM practitioners across Canada, the established regulatory framework for TCM in key provinces, and the limited number of practitioners seeking relocation, we acknowledge that inclusion in this specific regulation may not be immediately necessary.

However, we would like to **highlight CTCMPAO's proposed Provisional Class of registration** for TCM practitioners who may be qualified to practice in Ontario but might not meet all the current requirements for the General Class of registration. We believe it could offer a valuable pathway to reduce barriers to entry into the profession and address potential shortages.

A Provisional Class would allow experienced and trained providers with ten or more years of experience in TCM to register if they are qualified. This provides crucial flexibility and promotes equity of access to the profession for practitioners who may not perfectly align with all the existing requirements for the College's General Class registration yet possess a wealth of practical knowledge and expertise. Notably, this class would allow for CTCMPAO to ensure non-members are brought under the regulation of the College.

By increasing access to the practice through this Provisional Class, Ontario can significantly increase access to qualified TCM practitioners for patients across the province. This is particularly important in underserved areas where access to culturally appropriate healthcare options may be limited. Crucially, this approach ensures that patients can trust that the individuals providing their care are qualified, regulated, and operate under appropriate oversight.

The Provisional Class proposal could involve a period of supervised practice or mentorship, allowing practitioners to demonstrate their competence and adapt to Ontario-specific regulations and practices. This would provide a balanced approach, ensuring both patient safety and increased access to care.

Conclusion

CTCMPAO recognizes the importance of expanding labour mobility to address healthcare human resource shortages and appreciates the Ministry's efforts in this regard. While acknowledging that

the immediate inclusion of TCM practitioners in the current regulatory changes has not occurred, we strongly encourage your consideration for a new Provisional Class of registration.

This approach would allow experienced TCM practitioners from other regulated provinces to contribute their expertise to Ontario's healthcare system while maintaining the highest standards of public protection. By aligning registration regulations across jurisdictions and exploring innovative solutions like the Provisional Class, Ontario can build on its efforts to create a safe and robust labour force and improve access to healthcare services.

We look forward to continued collaboration with your government to achieve these goals.

Sincerely,



Joanne Pritchard-Sobhani
Council President



Sean Cassman
Registrar and CEO



Meeting Date:	June 24, 2025
Issue:	Elections
Reported By:	Sean Cassman
Action:	Information

Issue

College staff have continued to make progress on implementing the new election process.

Public Interest Rational

Council elections help ensure that Council is constituted with the appropriate number of Council members, which allows the College to function. Professional Council members, making decisions in the public interest, help the College achieve its mandate of public protection.

Background

As per section 4.06 of the College By-Laws, the professional Council Member positions for District 4 (two seats) and District 5 (one seat) are up for election in 2025 for a three-year term ending in 2028.

In March, the College held its first pre-orientation session which had 12 attendees from districts 4 and 5. The College received good questions and signs of interest from those in attendance.

As per the election timeline, staff have sent the nomination package to members in the districts and the deadline to receive all packages is July 4, 2025. Another orientation session has been offered in June for members that were not able to attend the first session. Staff will continue to send reminders out and schedule interviews once candidate packages have been received.

The Nominations Committee met on June 16, 2025, to discuss and finalize the evaluation process before confirming nominations. The evaluation will include a rubric/rating scale to be used for the interview and candidate package responses. The Committee will be interviewing candidates virtually and then meet for review and discussion. The Committee will complete this work through July, and staff will notify candidates by August 14, 2025 of their eligibility for nomination.

Next Steps

The Nominations Committee will interview candidates and review their packages once received. An update will be provided to Council at the next meeting.

Meeting Date:	June 24, 2025
Issue:	Public Appointments Update
Reported By:	Sean Cassman
Action:	Motion

Issue

The College has received a new public appointment to the College Council.

Public Interest Rational

Public Appointments are crucial to the public protection mandate of the College as they provide a perspective from a public/patient mindset. In addition, without the necessary number of appointments, the College Council becomes unconstituted.

Background

On June 5, 2025, the College received notice that a new public member had been appointed to Council, Heidi Machel for a one-year appointment. The College welcomes Heidi and looks forward to working with her.

Heidi has completed initial orientation, conflict of interest declaration, and confidentiality agreement; however there has not been time to properly consider Committee appointments. After discussion with the President, it is recommended that for now Council appoint Heidi to the Discipline and Fitness to Practice Committees to comply with College by-laws. Additional appointments can then be considered by Heidi and the Executive Committee and brought back to Council.

Next Steps

The College will continue to follow up with public appointments staff. We are seeking to still have an additional appointment granted to us, as well as have current public members reappointed. Staff will continue to keep Council updated on these requests.

Meeting Date:	June 24, 2025
Issue:	Council Per Diem Policy
Reported By:	Sean Cassman
Action:	Information and Discussion

Issue

At a previous Council meeting, it was decided that the remuneration policy for Council would be reviewed annually.

Public Interest Rational

For the College to achieve its public interest mandate, it relies on dedicated and qualified professional members to assist us in several ways, such as being on Council and Committees. To ensure that we can recruit such individuals, we must be able to provide adequate compensation. This means the College must review its remuneration policies regularly to ensure the compensation accurately reflects the contributions of the member.

Background

The Per Diem Policy for professional members of Council is due for a review. The policy sets out the procedures, timelines, per diem rates, and eligibility requirements for remuneration.

Any questions or concerns regarding the policy can be raised by Council.

Next Steps

Council is being asked to review and provide feedback on the remuneration procedures and rates set out in the Per Diem Policy.

The College is unable to make changes to the HBS Remuneration Framework; however, it has been provided for reference.

Encl: Per Diem Policy
HBS Remuneration Framework



NAME	Per Diem Policy		
TYPE	Council		
STATUS	Final	VERSION	2
DATE APPROVED	Sept 22, 2021	DATE REVISED	Sept 21, 2022

Background

The purpose of the policy is to establish the amounts and process for compensation of professional Council and Committee members of the College. Professional members of CTCMPAO's Council or its committees will receive remuneration for participation in College business as set out in this policy.

Procedures

In order to ensure consistent and efficient processing of claims, the following process will apply to all per diem claims:

- Members may submit claims based on rates and eligibility as set out in this policy.
- Members must submit their claims via the College Per Diem Form to College staff designated by the Registrar.
- Receipts are required in support of all expense claims. Receipts must be submitted with Expense Form.
 - Exception for meals. Receipts not required for eligible meal claims.
- Claims will be verified by program managers, and processed by College staff.
- Members will submit one Per Diem Form per month, and include claims that occurred in that month.
 - Payment for each month will be processed following the College's payroll schedule. For members to receive payment on the first payroll date of the month, they should submit their form within 7 days of the end of the month. Forms received after 7 days may be processed on the second payroll date of the month. If a delay in processing happens, College staff will notify the member of the delay.
 - If members do not include a claim from a particular month on the Per Diem Form from that month, they may include it on future submissions, provided it is within the same fiscal year. Claims from a previous fiscal year, that are received more than 14 days after that fiscal year ends (current fiscal year is April 1 – March 31), will not be processed.
- Tax documents will be provided by staff annually.

To ensure the relevancy of this policy, College staff will bring it to Council for review on an annual basis. Items to be reviewed are per diem rates, items eligible for claims, and the procedure for processing claims.



Per Diem Rates

The charts below set out the rates and maximum allowable per diems. Actual amounts will depend on the specifics of the claim. Members must follow the Per Diem Eligibility section below when entering their claims into the Per Diem Form.

Full and Half Per Diem Amounts

Position	Full Per Diem	Half Per Diem
Professional Council/Committee Member	\$275	\$137.50
Committee Chair	\$350	\$175
President	\$350	\$175
Vice-President	\$325	\$162.50

Additional Rates and Maximum Allowable Amounts

Claim Type	Rate	Maximum
Decision Writing and Deliberation	\$45/hour	\$275/item
Travel Time	\$20.69/hour	\$90/meeting
Preparation Time	\$45/hour	\$275/meeting
Meals	N/A	Breakfast: \$15.00 Lunch: \$20.00 Dinner: \$30.00



Per Diem Eligibility

Below is a list of items that are eligible for Per Diem claims. Only claims that meet the requirements of this list will be honoured.

- Meeting attendance
 - Members are eligible for a per diem for any Council or Committee meeting they attend, whether in-person or remotely. This may include mandatory training and orientation, panel meetings, hearings, etc.
 - Meetings over 3 hours are eligible for a full per diem. 3 or fewer hours eligible for a half per diem.
 - Members are eligible to claim up to one full per diem per day, even if they attend multiple meetings in one day.
- Meeting preparation time
 - Members will be paid hourly for meeting preparation, up to the number of hours equal to the scheduled meeting time, unless this total exceeds the maximum allowable amount. In this case, the maximum for preparation time will be paid.
- Decision writing
 - Discipline Committee and Fitness to Practice members are eligible for 1 maximum claim per matter.
 - Inquiries, Complaints, and Reports Committee and Registration Committee members are eligible for Per Diem on an hourly basis for the review of decisions, up to the maximum allowable amount.
- Presidential duties
 - The President of the College Council is eligible for a per diem for activities necessary for the fulfilment of their role.
 - The per diem for presidential duties will be paid on an hourly basis, up to a maximum of a full per diem. Hourly rate will be based on 7 ¼ hours being a full per diem.
- Travel Time
 - Members are eligible for compensation of travel time if they are attending an in-person meeting that exceeds 7¼ hours and the travel time 1 way is 1 hour or more.
 - Only eligible for travel on day of meeting
- Travel Expenses
 - Air travel is permitted if it is the most practical and economical way to travel.
 - When air travel is necessary members are required to choose the most efficient, effective and/or economical rate. It is expected that members will fly economy (coach).
 - Where a personally-owned vehicle is used and the radius of distance between residence and meeting site exceeds 40 km (ie. is greater than 40 km one-way) the member will be reimbursed for mileage.
 - Lesser distances are considered to be part of a normal day's work.
 - The rate is \$0.60 per kilometer.



- Accommodations
 - If you reside outside of a 40 km radius of the meeting site you may be eligible to claim an accommodation expense at the lowest available hotel rate
 - Members should consult with College staff on hotels offering a discounted rate to the College
- Meals
 - For in-person meeting attendance only
 - To be eligible to claim a breakfast expense you must depart your residence 2-hours prior to start of scheduled meeting time. If breakfast is provided at the meeting, members may not claim a breakfast expense.
 - To be eligible to claim a lunch expense you must attend a full-day (7 ¼ hour day) meeting. If lunch is provided at the meeting, members may not claim a lunch expense.
 - To be eligible to claim a dinner expense you must:
 - Have attended a full day (7 ¼ hour day) meeting which extends past 4:00pm;
 - have not been provided dinner; and
 - your return trip exceeds 2 hours.
 - Alcohol is not eligible to be claimed.
- Cancellations
 - If an in-person meeting is cancelled three or fewer days before the meeting date, Council members are eligible to claim a Per Diem.
 - In all eligible cases, members will receive per diems for the planned duration of the canceled meeting.
 - Cancellation of remote (virtual, teleconference, etc.) or ad-hoc meetings is NOT eligible to claim a Per Diem.
 - Discipline Hearings that are cancelled in process and are multi-day can claim one additional Per Diem.
 - If the meeting is canceled without a new date being set, members may also claim preparation time for the canceled meeting. If the meeting is rescheduled, members may not claim preparation time.

Meeting Date:	June 24, 2025
Issue:	Risk Management Plan
Reported By:	Sean Cassman
Action:	Information

Issue

The College is updating Council on the current risk management plan, which includes a high-level look at the risks facing the College.

Public Interest Rationale

The College must be able to carry out its responsibilities set out in legislation. To avoid situations where we are prevented from doing that, a risk management plan is necessary to predict and mitigate risks.

Changes to Risk Register

The Risk Register Summary has been attached to provide a high-level report of the 2025 Q1 risk assessment. While no changes have been made to the assessed risk since last Council meeting, the College is monitoring the risk related to public appointments. This is currently listed as an extreme risk and has been for some time. Recently, public appointments has been working to ensure we remain constituted, even if at a minimal level. It may warrant lowering of the risk level; however with the recent appointment being a one year appointment, and a current appointment expiring in September, no changes have been made at this time.

Next Steps

Staff will continue to monitor risks and maintain the risk management plan.

Encl.: Risk Register Summary

College of Traditional Chinese Medicine Practitioners and Acupuncturists of Ontario Risk Management Plan

Risk Management Vision

The College is committed to building and fostering an enterprise risk management culture that clearly faces reality through systematic process of risk identification, assessment, and management and will affect this through its strategic planning process. The College’s value of serving and protecting the public interest, providing quality service, accountability and transparency, teamwork and collaboration are the foundation of the organizational risk culture and will guide our actions.

Stakeholder Roles and Responsibilities

Role	Risk Management Responsibility	Assignment
Council	Responsible for approving Risk Tolerance Evaluation, reviewing Risk Management Plan and periodically reassessing success of Risk Management strategies.	Council Members
President	Responsible for leading Council in reviewing the Risk Management Plan, implementing certain procedures needed in specified emergency situations, ensuring action is taken as necessary to protect the separation of Council from operations.	Joanne Pritchard-Sobhani
Registrar and CEO	Responsible for ensuring comprehensive risk assessment within the organization, development and implementation of mitigation strategies, and ongoing evaluation of effectiveness of risk management by the organization.	Sean Cassman
Director, IT, Finance and Corporate Services	Responsible for identifying risk factors relating to financial management policies and procedures, adhering to sound financial risk management and mitigation policies and strategies. Champions organization-wide effort to protect the vital assets of the College and engage key stakeholders in risk management activities.	Francesco Ortale
Program Managers	Responsible for complying with obligations outlined in the Health Professional Procedural Code respecting procedure, timelines, transparency, objectivity and fairness.	Ryan Chu, Mary Kennedy, Mohan Cappuccino



Risk Management Process and Activities

The College regularly undertakes risk management activities to protect the interests of the public, its members and the Government of Ontario to which it is accountable. Risk management involves complex processes of risk assessment, development and implementation of mitigation strategies and evaluation of effectiveness, change and opportunity. Effective risk management requires the active engagement of everyone actively engaged in the organization and may include consultation with external experts such as auditors. The College adheres to a Risk Management Policy which requires regular review, evaluation and reporting to Council.

Risk Analysis Matrix

College staff engage in a collective and joint process to identify types of risks that are likely to affect the achievement of business goals. For each risk, staff consider what could happen, how and why it could happen, and the consequences of said risk.

Staff systematically review the following to identify potential risks and to categorize potential risks using a risk occurrence matrix:

- each function performed within the College,
- records and reports generated or retained by the College.
- business processes, policies and procedures.
- resources of the College including knowledge of history, processes and legislative, operational and policy environment, staff, furnishings and equipment.

Types of Risk Identified:

1. Governance
2. Loss Confidence in CTCMPAO
3. Finance
4. Information Management
5. Facility/Site Safety and Security
6. Human Resources
7. Statutory Obligations
8. Exam



Risk Occurrence Matrix

Consequence/ Impact		Likelihood (probability of occurring)	Rare The event may occur in exceptional circumstances. (0 – 5 %)	Unlikely The event has happened at some time. (6-33%)	Possible The event has happened periodically (34-65%)	Likely The event has happened previously and could reasonably occur again. (66-79%)	Almost Certain The event is extremely likely to occur (80-100%)
		Level	1	2	3	4	5
Negligible	1	1	1	2	3	4	5
Low financial/reputation loss, small impact on operations							
Minor	2	2	2	4	6	8	10
Some financial loss, moderate impact on business							
Moderate	3	3	3	6	9	12	15
Moderate financial loss, moderate loss of reputation, moderate business interruption							
Major	4	4	4	8	12	16	20
Major financial loss, several stakeholders raised concerns, major loss of reputation, major business interruption							
Extreme	5	5	5	10	15	20	25
Complete cessation of business, extreme financial loss, irreparable loss of reputation							

Risk Rating	Risk Priority	Description
1-4	L	Low Risk: May require consideration in any future changes to the work area or processes, or can be fixed immediately
5-9	M	Medium Risk: May require corrective action, planning and budgeting process



10-16	H	High Risk: Requires immediate corrective action
20-25	E	Extreme Risk: Requires immediate prohibition of the work, process and immediate corrective action

Risk Assessment

This step involved analysing the likelihood and consequences of each identified risk using the measures provided in the table above. The College considers two types of risk:

- Inherent risk – represents the current level risk that exists given the existing set of controls.
- Residual risk – represents the amount of risk that remains after additional controls are in place.

The staff looked at the existing controls for each risk and identified what we would do to control the risk. Then, using the chart, they rated the effectiveness of existing controls in preventing the risk from happening or minimising its impact should it occur.

- Likelihood is a qualitative description of probability and frequency, asking the question ‘what is the likelihood of the risk occurring?’
- Consequence was described as the outcome of the event, being a financial loss, loss of reputation, or business interruption, asking the question, ‘what is the consequence of the risk event?’
- The risk rating was the sum of the consequence rating times the likelihood rating.
- The risk priority chart provides an indication of urgency to how soon the staff needed to implement a strategy to address the risk.



Risk Register Summary

Risk		Risk Assessment		Risk Outlook	Notes
Category	Risk Description	Previous Quarter	Current		
Governance	Not reaching quorum to constitute a Committee or Council becoming unconstituted	●	●	↔	
Governance	Council/Committees operating outside of mandate or becoming involved with operational matters	●	●	↔	
Governance	Council/Committees not adhering to Code of Conduct, Conflict of interest, bylaws and other Council policies	●	●	↔	
Governance	Retention of current Council and Committee members	●	●	↔	
Loss of Confidence in CTCMPO	Applicant/member disengagement	●	●	↔	
Loss of Confidence in CTCMPO	Perception of College as not being transparent and/or fair	●	●	↔	
Loss of Confidence in CTCMPO	Insufficient support to external stakeholders	●	●	↔	
Financial	Insufficient financial resources impacting the ability of the College to meet its mandate	●	●	↔	
Financial	Poor financial management resulting in the College meeting its strategic initiatives	●	●	↔	
Financial	Risk of fraud and/or theft	●	●	↔	
Information Management	Information and computer systems are compromised	●	●	↔	
Information Management	Improper handling of digital data	●	●	↔	
Information Management	Breach of confidentiality	●	●	↔	
Information Management	Unintended destruction or loss of records	●	●	↔	
Facility/Site Safety and Security	Permanent damage to equipment and/or furnishings	●	●	↔	
Facility/Site Safety and Security	Computers, servers and other items of value are stolen	●	●	↔	
Human Resources	Disruption in work due to unexpected employee absence and/or resignation	●	●	↔	




Human Resources	Interpersonal conflicts				
Statutory Obligations (Patient Relations)	College is not taking appropriate measures to keep client/patients safe from sexual abuse				
Statutory Obligations (Registration)	Mitigating lack of oversight in TCM education				
Statutory Obligations (Registration)	College's registration process is not transparent, objective, impartial, and fair				
Statutory Obligations (QA)	QA Program is not effective for maintaining the continuing competency of members				
Statutory Obligations (All Departments)	Lack of tools helping members in understanding and meeting their statutory obligations				
Statutory Obligations (ICRC)	Complaints received are not resolved in a timely manner and/or backlog of Registrar's reports				
Statutory Obligations (ICRC/Discipline)	Fairness to member who receives a complaint or is going through discipline				
Statutory Obligations (CPMF)	Demonstrate to the Ministry that College is meeting statutory obligations in a clear and transparent way				
Exam	Exam security is breached				
Exam	Validity of the administration of the exam sitting is challenged				
Exam	Validity of examination is challenged				

March 19, 2025, Council Meeting Survey Results


Question 1. The agenda and supporting materials were available in OnBoard Meetings one week prior to the meeting.

Graphical Results

Selection	Percent	Count
Yes	 100%	4
Most of the time	0%	0
No	0%	0
Write-In	0%	0
		Total 4


Question 2. The materials were presented in a clear, succinct, and timely manner to allow meeting preparation.

Graphical Results

Selection	Percent	Count
Yes	 100%	4
Most of the time	0%	0
No	0%	0
Write-In	0%	0
		Total 4



Question 3. The meeting agenda was well planned and allowed for adequate time to deal with the necessary committee business.

Graphical Results

Selection	Percent	Count
Yes	 100%	4
Most of the time	0%	0
No	0%	0
Write-In	0%	0
		Total 4


Question 4. The Chair managed the meeting well allowing each member an adequate opportunity to participate in discussion and decision-making.

Graphical Results

Selection	Percent	Count
Yes	 80%	4
Most of the time	0%	0
No	0%	0
Write-In	 20%	1
		Total 5


Question 5. The treatment of all persons was courteous, dignified and fair.

Graphical Results

Selection	Percent	Count
Yes	 100%	4
Most of the time	0%	0
No	0%	0
Write-In	0%	0
		Total 4

Question 6. I received sufficient information and training to participate in deliberations and decision-making.




Graphical Results

Selection	Percent	Count
Yes	 100%	4
Most of the time	0%	0
No	0%	0
Write-In	0%	0
		Total 4

Question 7. I was able to access the meeting book in OnBoard Meetings, and am able to use the annotation function without difficulty. If you feel you need more support or training in OnBoard, please leave a comment.


Most of the time, I find it's easier to use a laptop to view the meeting package contents, rather than a tablet or mobile phone.
Yes
Yes, I've never used the annotation function.
Yes

Graphical Results

Selection	Percent	Count
Yes	 50%	3
Most of the time	 17%	1
No	0%	0
Write-In	 33%	2
		Total 6

Question 8. Webex Meetings and other communication devices (if any) worked well.

Graphical Results

Selection	Percent	Count
Yes	 100%	4
Most of the time	0%	0
No	0%	0
Write-In	0%	0
		Total 4

Question 9. Any additional comments?

None.