

Transitional Council of the College of Homeopaths of Ontario



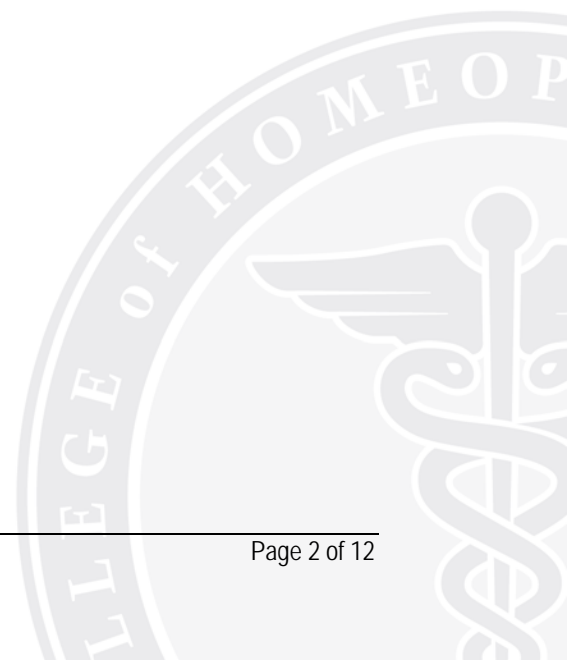
Annual Report April 1, 2010 to March 31, 2011

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The Mission of the transitional Council of the College of Homeopaths of Ontario is to protect the public interest through self-regulation of the practice of homeopathic medicine by setting high standards for competency and ethical practice. This is achieved through consultation with stakeholders in accordance with the Regulated Health Professions Act, 1991, and the Homeopathy Act, 2007.

Approved in principle January 22, 2010



COUNTDOWN TO PROCLAMATION

REPORT FROM PRESIDENT AND REGISTRAR

The road to proclamation is long and complex, especially for a new profession which has no broadly agreed upon entry-to-practice competencies, standardized practice or education programs, and without a recognized certification examination process. This year has been marked with progress and the transitional Council has made tremendous strides in drafting regulations, creating supporting policies, making policy decisions on the assessment of future registrants, and laying the groundwork for the development of entry-to-practice competencies—all fundamental developments in the regulation of the homeopathic profession.

Most specifically, significant amounts of work have gone into the drafting and development of the three required regulations including registration, professional misconduct and quality assurance, in addition to the planning for the development of the accompanying policies, programs and auxiliary collateral pieces required for the implementation of the College of Homeopaths of Ontario.

This report details Council's work during the period from April 1, 2010 to March 31, 2011. This transitional Council has worked hard and made significant progress during the past year. These efforts would not have been possible without the valuable support and guidance of the Health Professions Regulatory Policy and Program Branch of the MOHLTC, the forward thinking of those at the HPRAC, and the Minister's office for their desire to protect the public in their health care choices. In particular, we wish to acknowledge our sincere appreciation to the team in the Health Professions Regulatory Policy Branch of the MOHLTC without the guidance of Marilyn Wang, Allison Henry, Tim Blakely, Stephen Cheung, Doug Ross, Ekta Khullar, and Melissa Quan, Linda Au, and their support staff, this project would not be possible.

Much thought and energy has been devoted to ensuring that the transitional Council will be able to meet its mandate on time and within the resources allocated to the project. Our progress would not be possible without its commitment of staff and Council. Thank you to the talented public and professional Council members, legal counsel, and our extremely capable staff who bring a wealth of experience to the table and for their hard work, dedication, and consistent ability to meet deadlines.

It has been an exciting time for those involved in the process of regulating homeopathy. On behalf of the entire Council, we look to the considerable and challenging work ahead of us, as we countdown to proclamation and the registering of homeopaths in 2013 under the Homeopathy Act, 2007. We will continue to do our work in the public interest by being transparent, fair, objective, impartial and accountable.



Jim Dunsdon, BSc.PHM
President



Basil Ziv, B.Com, RSHom (NA), CCH
Registrar

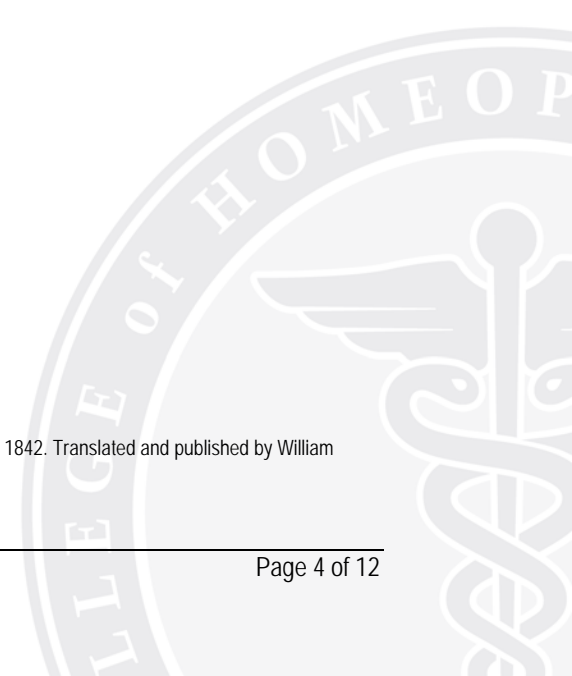
"The highest ideal of cure is rapid, gentle and permanent restoration of the health, or removal and annihilation of the disease in its whole extent, in the shortest, most reliable, and most harmless way, on easily comprehensible principles."¹

Christian Friedrich Samuel Hahnemann, MD 1755 – 1843, Founder of Homeopathy.

Acknowledgements:

The transitional Council of the College of Homeopaths of Ontario is extremely grateful to the Ontario Ministry of Health and Long Term-Care for supporting this initiative through funding and the sharing of expertise. Thank you to HealthForceOntario Marketing and Recruitment Agency with whom we share space on a day-to-day basis. We also wish to acknowledge the assistance and encouragement of the many other established regulatory health colleges, the Federation of Regulatory Health Colleges of Ontario, and other governmental departments, divisions and agencies who have used both words and actions to assist the transitional Council during this process. We are very appreciative to the other four transitional Councils – Kinesiology, Naturopathy, Psychotherapy/Mental Health, and Traditional Chinese Medicine/Acupuncture – who have worked collaboratively with us in the realization of our collective mandates. Finally, we wish to acknowledge the expertise, wisdom, and skill of Legal Counsel Richard Steinecke who makes the development of regulation and the interpretation of the law both fascinating and understandable.

¹ *Organon of Medicine*, 6th Edition, §2, Christian Friedrich Samuel Hahnemann, MD. Published in German, circa 1842. Translated and published by William Boericke in 1922.



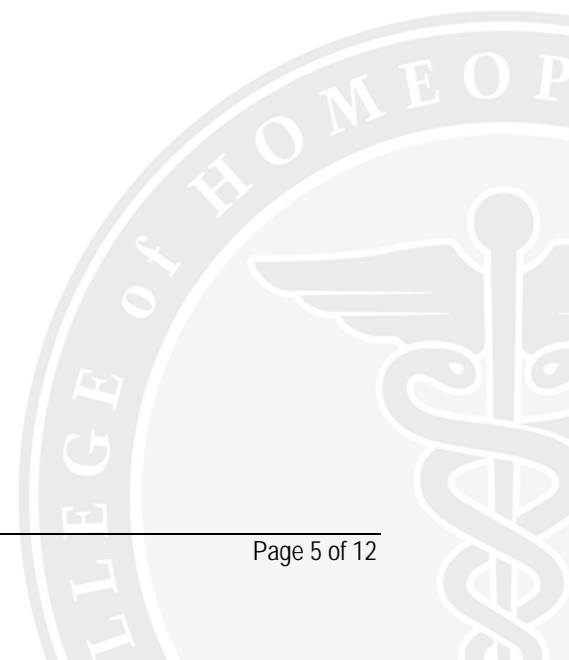
OBJECTIVES AND OBJECTS OF THE TRANSITIONAL COUNCIL

The Homeopathy Act, 2007, ("the Act") allows for the creation of the transitional Council of the College of Homeopaths of Ontario to allow self-regulation of the homeopathy profession within the framework of the Regulated Health Professions Act, 1991 (RHPA). It has a specific duty to protect the public interest.

The transitional Council is accountable to the Minister of Health and Long-Term Care, and responsible for establishing the College of Homeopaths of Ontario. The transitional Council also exercises the powers of a Council of a health regulatory college. During its existence the transitional Council has the mandate to:

1. Establish an accountability agreement, including a memorandum of understanding and loan agreement, with the Ministry of Health and Long-Term Care;
2. Establish, in collaboration with the Registrar, administrative processes and the infrastructure necessary for the College to operate;
3. Develop by-laws, professional ethics, policies and guidelines;
4. Develop competencies, entry-to-practice criteria, and practice standards, and registration, professional misconduct, and quality assurance regulations;
5. Develop processes to assess and register members;
6. Develop processes to handle complaints and the discipline of members;
7. Develop communication programs to reach members of the profession, the public and other stakeholders.

Once the transitional Council completes its work, and the Homeopathy Act, 2007 is proclaimed, the College will have the tools to fully regulate the practice of homeopathy in the public interest. It is anticipated that proclamation will occur in 2013.



A YEAR IN REVIEW

This report details the transitional Council's work during the period of April 1, 2010 to March 31, 2011. During this time period the transitional Council has made significant progress in fulfilling its mandate and accomplished the following tasks:

Developing Form and Function

The appointments of members of the transitional Council, both public and professional, are made by the Lieutenant Governor in Council, are administered by the Public Appointments Secretariat, an agent of the Ontario Government.

In September 2009, the appointment of nine professional members and seven public appointees to the transitional Council for the College of Homeopaths of Ontario was announced. These appointments remained substantially unchanged during the 2010/2011 operating year. In mid March 2011, the Registrar regrettably received news of the passing of Council member Joseph Lloyd Jones. The transitional Council benefitted greatly from Mr. Lloyd Jones wisdom and knowledge of both the academic environment and regulatory process. Although he was only able to be with us for the first year of our transitional period, his role as Chair, Professional Practice Committee was instrumental in the development of our professional misconduct regulation.

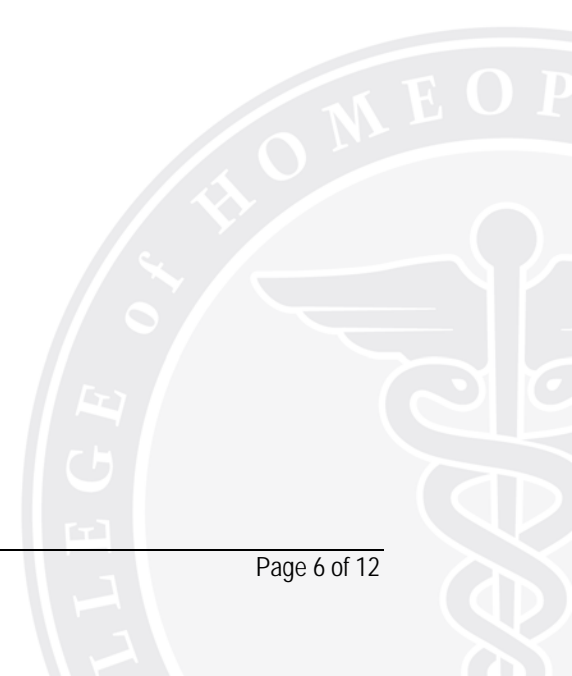
Over the course of the year, five Council meetings, twelve Executive Committee meetings, nine Registration Committee, and eight Professional Practice Working Group meetings were held.

Operational Structure

In addition to the Registrar, the transitional Council consists of three support staff including an Senior Operations Officer, Senior Policy and Communications Officer, and Executive Assistant.

The transitional Council utilized the facilities and infrastructure of HealthForce Ontario Marketing and Recruitment Agency located at 163 Queen Street East, Toronto, Ontario, in order to minimize costs and focus its efforts on policy development, communications and the regulatory process.

During the 12 month period covered in this report a Business Plan and a three-year budget with accompanying revenue projections was submitted to the Ministry of Health and Long-Term Care



Report – Council (Statutory)

Scope and Purpose:

In accordance with the Regulated Health Professions Act, 1991, Health Professions Procedural Code, Schedule 2, Section 4: "The Council shall have a Council that shall be its board of directors and that shall manage and administer its affairs. 1991, c. 18, Sched. 2, s. 4."

The Council is directly accountable to the government for the effective governance of the transitional Council in accordance with all applicable legislative requirements.

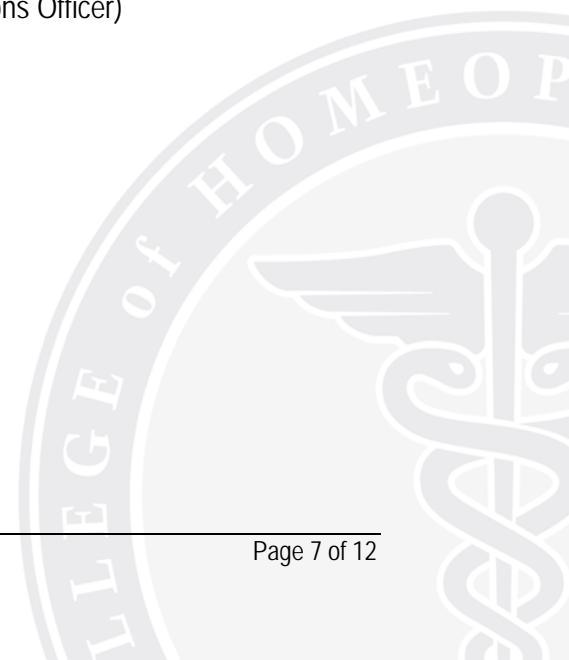
A Council member functions as a director of the TC-CHO and has the duty of participating fully in the governance of the TC-CHO, which is the self-regulating body for homeopaths in the province of Ontario. In the fulfillment of the role of Council member, each Council member has a fiduciary responsibility for the management and administration of the transitional Council's affairs; and is responsible for upholding the vision of the TC-CHO, contributing to its mission, and acting in accordance with its values.

Members:

Jim Dunsdon, President (Public)
Violetta Ilkiw, Vice President (Professional)
Whitney Collins (Professional)
John Curran (Public)
Kathy Desjardins (Professional)
Eden Gajraj (Public)
Ling Goh (Professional)
Ron Harris (Professional)
Joseph Lloyd Jones (Public)
Margaret Martin (Public)
John Millar (Professional)
Wangari Muriuki (Public)
Luba Plotkina (Professional)
Bhupinder Sharma (Professional)
Mirsada Vins (Professional)
Kelly Warren (Public)

Support:

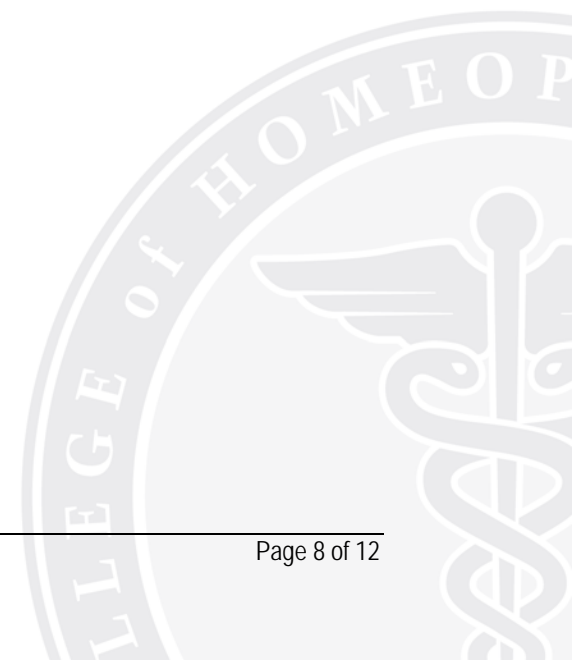
Janet Blanchard (Senior Policy and Communications Officer)
Grace Ivo / Mary Kennedy (Executive Assistant)
Katharine McEachern (Senior Operations Officer)
Basil Ziv (Registrar)



Number of Meetings: Five

Accomplishments of the transitional Council:

- Approved committee terms of reference and work plans.
- Approved budget, Council priorities documents, and timelines for proclamation.
- Initiated a Council wide planning session to confirm mission, vision and value statements, confirm governance structure, and set executive limitations.
- Provided policy direction on assessment of future registrants.
- Reviewed and approved policies related to harassment and discrimination, workplace violence, privacy code, observer guidelines, policy direction to Executive Committee as a decision making body, and the procedure for forming committees and groups.
- Received presentations on regulatory process, conflict of interest, competency development process, regulation development, registration regulation, issues of professional practice, disciplines, quality assurance, and homeopathy.
- Held annual elections for officers of the statutory Executive Committee, as well as determined the composition of the Registration Committee, and Professional Practice Working Group (formerly called Professional Practice Committee).
- Under a newly revised governance structure a number of additional task specific working groups were established and populated including the Governance Working Group, Communications Working Group, and the Steering Working Group. While the structure was set in place for the Governance, Communications, and Steering Working Groups were not scheduled until the 2011/2012 operating year.
- Approved the hosting of "An Examination of the Road to Regulation: Welcoming Homeopathy into Ontario's Regulatory Framework" for the education and information purposes of the homeopathy educational and professional leaders.
- Secured Directors and Officer's Liability, Errors and Omissions, Comprehensive General and Travel insurance.
- Approved a partnership agreement with University of Toronto on the collection of Ontario specific profession demographic and practice data to improve Council's understanding of the make up of the profession.



Report – Office of the Registrar (Statutory)

Scope and Purpose:

In accordance with the Regulated Health Professions Act, 1991, Health Professions Procedural Code, Schedule 2, Section 9(2): "The Council shall appoint one of its employees as the Registrar. 1991, c. 18, Sched. 2, s. 9."

The Registrar of the Transitional Council holds the most senior position on the Transitional Council's staff. The Registrar is accountable for ensuring compliance with statutory obligations as designated in the RHPA. The Registrar is responsible for coordinating the administrative and financial operations of the Transitional Council's staff, and for implementing and monitoring the policies set by the Council, ensuring that they are managed effectively. The Registrar leads the senior management team of the Transitional Council and facilitates the work of the Transitional Council staff through effective liaison with the President of the TC-CHO and the members of the Transitional Council. The Registrar is appointed by an Order in Council and is responsible to the Ministry of Health and Long-Term Care and Council jointly for the satisfactory performance of these duties.

Staff: Janet Blanchard (Senior Policy and Communications Officer)
Grace Ivo / Mary Kennedy (Executive Assistant)
Katharine McEachern (Senior Operations Officer)
Basil Ziv (Registrar)

Accomplishments of the Office of the Registrar:

- Supported Council and committees/working groups in their work and meetings.
- Coordinated outreach and response to all stakeholders.
- Presented by request at stakeholder meetings including that of the Singapore Government Ministry of Health.
- Organized a broad stakeholder meeting with representatives of professional education and association groups to provide education and feedback on the regulation of the profession.
- Consulted with the Ministry of Health and Long-Term Care on matters of the Memorandum of Understanding, Loan Agreement, finance, administration and regulation.
- Prepared annual and three-year budgets, business plan, revenue projections, Council priorities documents, work plans, and timelines for proclamation.
- Maintain positive relations with outside agencies, organizations and governmental departments and divisions related to the regulatory process.
- Monitored media and provided oversight to the media interest in the regulation of the homeopathic profession by CBC Marketplace.
- Preparation of the media training for Council members and President and Registrar.
- Developed Human Resources Skills Development Canada grant application to obtain funding for the competency and standards development project. The proposal was regrettably not approved.
- Developed a profession survey for collection of demographic and practice information to broaden the transitional Council's understanding of the Ontario homeopathic profession. Through a partnership agreement with University of Toronto this survey will be administered by the University in starting summer 2011.

Report – Executive Committee (Statutory)

Scope and Purpose:

The Executive Committee has all the powers of the Council to deal with any matter that, in its opinion, requires immediate attention other than the power to make, amend or revoke a regulation or bylaw. The Executive Committee is directly accountable to the Council and indirectly accountable to the government, the public, the profession for the effective governance of the College in accordance with all applicable legislative requirements.

Members: Jim Dunsdon, President (Public)
Violetta Ilkiw, Vice President (Professional)
Kathy Desjardins (Professional)
Eden Gajraj (Public)
Ling Goh (Professional)
Margaret Martin (Public)
John Millar (Professional)
Luba Plotkina (Professional)

Staff: Janet Blanchard (Senior Policy and Communications Officer)
Grace Ivo / Mary Kennedy (Executive Assistant)
Katharine McEachern (Senior Operations Officer)
Basil Ziv (Registrar)

Number of Meetings: Twelve

Accomplishments of the Executive Committee:

- The President maintains regular meetings with the Registrar and Vice President to ensure that Council and Executive Committee business is running smoothly leading up to and between meetings;
- Developed and approved committee terms of reference and work plan;
- Continued negotiations on behalf of Council on an accountability agreement, including a Memorandum of Understanding and Loan Agreement, with the Ministry of Health and Long-Term Care;
- Continued negotiations on behalf of Council on a service agreement with HealthForce Ontario Marketing and Recruitment Agency;
- Approved and passed to Council, the mission, vision and value statements for approval in principle;
- Initiated a Council wide planning session for Fall 2010 to confirm mission, vision and value statements, confirm governance structure, set executive limitations, and reach consensus on priorities and timelines;
- Responses to CPSO consultation on policy for complementary medicine,
- Reviewed and moved forward policies for Council review and approval on procurement, website privacy, and letters of support.

Report – Registration Committee (Statutory)

Scope and Purpose:

The Registration Committee provides direction to the College and the Registrar with regard to the registration processes. The Committee will develop standards, policies, guidelines, and regulations.

Members: Mirsada Vins (Professional), Chair April – November 2010
Wangari Muriuki (Public), Chair November 2010 – March 2011
Ling Goh (Professional)
Violetta Ilkiw (Professional)
Bhupinder Sharma (Professional)
Kelly Warren (Public)

Staff: Grace Ivo / Mary Kennedy (Executive Assistant)
Katharine McEachern (Senior Operations Officer)
Basil Ziv (Registrar)

Number of Meetings: Nine

Accomplishments of the Registration Committee:

- Revised working group terms of reference and work plan.
- Discussed registration issues, reviewed the components of registration regulation, and received a presentation by legal counsel on registration regulations process which was taken forward to Council.
- Researched and initiated the process for the development of entry-to-practice competencies and requirements.
- Investigated the regulation of homeopathy and the review of professional core competencies across international jurisdictions.
- Discussed registration issues related to all professionals under RHPA and specific to homeopathy;
- With assistance from legal counsel, drafted, discussed, and refined the registration regulation for Council approval and presentation to stakeholders through informal and formal consultations.
- Researched, discussed and proposed and/or agreed upon regulation classes, class titles, clinical practice, and education requirements.
- Researched and proposed for approval recommendations regarding an entry-to-practice assessment tool and prior learning assessment as an alternate to an evaluation by examination.
- Attended educational sessions with the Ontario Office of the Fairness Commissioner and CLEAR on labour mobility.
- Developed a competency development plan and provided direction on the development and submission of a proposal to Human Resources Skills Development Canada for funding.
- Proposed the development of the Steering Working Group to oversee the framework under which the competencies are to be developed and the Competency Working Group which will develop, with the guidance of a consultant, the entry-to-practice competencies. (The development of competencies to commence and be completed in 2011/2012.)
- Developed a definition of homeopathy and developed a “Factsheet on Homeopathy” for Executive Committee approval.

Report – Professional Practice Working Group (Non-Statutory)

Scope and Purpose:

The Professional Practice Working Group (formerly Professional Practice Committee) will develop the Professional Misconduct Regulation, a statutory component of the public protection mandate of health regulatory Colleges governed by the *Regulated Health Professions Act, 1991* (RHPA).

Members: Whitney Collins (Professional), Chair October 2010 – March 2011
Joseph Lloyd-Jones (Public), Chair April – September 2010
John Curran (Public)
Ron Harris (Professional)
Margaret Martin (Public)
John Millar (Professional)
Luba Plotkina (Professional)

Staff: Janet Blanchard (Senior Policy and Communications Officer)
Grace Ivo / Mary Kennedy (Executive Assistant)
Basil Ziv (Registrar)

Number of Meetings: Eight

Accomplishments of the Professional Practice Committee:

- Revised working group terms of reference and work plan.
- Discussed professional misconduct issues related to all professionals under RHPA and specific to homeopathy.
- With assistance from legal counsel, drafted, discussed, and refined professional misconduct regulation for Council approval and presentation to stakeholders through informal and formal consultations.
- With assistance from legal counsel, drafted, discussed and refined quality assurance regulation for Council approval and presentation to stakeholders through informal and formal consultations.
- Consulted with the Regulatory Health Policy Branch of the Ministry of Health and Long-Term Care on the draft professional misconduct and quality assurance regulations.
- Researched Code of Ethics across the homeopathic profession and within other health regulatory colleges; and drafted a proposed Code of Ethics for review by Council and stakeholders.
- Drafted and reviewed statements on public health, record keeping, and guidelines on professional conflict of interest.