

# Royal College of DENTAL SURGEONS of Ontario

## 2023 Fair Registration Practices Report

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Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER  
COMMISSAIRE À L'ÉQUITÉ

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# 1. Background

Under section 20 of the Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA), which is substantially similar to section 22.7(1) of Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA),

“A regulated profession shall prepare a fair registration practices report annually or at such other times as the Fairness Commissioner may specify or at such times as may be specified in the regulations”.

Section 23 of FARPACTA and Section 22.9 of Schedule 2 of the RHPA then go on to indicate that the Fairness Commissioner shall specify the form in which these reports shall be prepared, along with the required filing dates. This section also stipulates that a regulator must make these reports public.

It is pursuant to these authorities that the Office of the Fairness Commissioner (OFC) has required that each regulator complete its 2023 Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2023.

The FRP:

- Collects information about the organization, applicants to the profession and current membership.
- Provides information to the public about how the organization has implemented fair registration practices during the reporting period.
- Helps the OFC to successfully undertake the education and compliance activities which include monitoring, applying a risk-informed compliance framework, assessing performance, and sharing best practices.
- Determines whether the regulator is complying with recently enacted legislative and regulatory provisions designed to reduce barriers for domestic labour mobility and internationally trained applicants.
- Identifies trends across regulated professions and regulated health colleges.

Please note that the 2023 version of the FRP has changed from the previous version in terms of both form and content as the OFC's enabling statutes have evolved and as the office migrates to a more permanent portal-enabled database solution.

## 2. Organization information

<b>Organization name</b>	Royal College of DENTAL SURGEONS of Ontario
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## 3. Registration requirements

Applicants to the regulated professions and compulsory trades must fulfil registration requirements to practice their profession or use a professional title. This section summarizes registration requirements for each profession or trade regulated by Royal College of DENTAL SURGEONS of Ontario

Licensing requirements (brief description for each requirement listed):

<b>Profession/ Trade Name</b>	Dentist
<b>Academic requirement</b>	<ul style="list-style-type: none"> <li>• 4-year university-based dental degree</li> <li>• Successful completion of the National Dental Examining Board of Canada (NDEB) examinations leading to a Certificate of completion of the NDEB</li> </ul>
<b>Experience requirement</b>	<ul style="list-style-type: none"> <li>• Continuous practice requirement: since completing NDEB certification, there is no three-year period in which</li> </ul>

	the applicant has not practiced dentistry on a continuous and regular basis in Canada or the United States. This requirement has been expanded by policy to include any jurisdiction recognized by the Commission on Dental Accreditation of Canada (currently includes Ireland, Australia, New Zealand)
<b>Language requirement</b>	<ul style="list-style-type: none"> <li>• Proficiency in English or French according to the RCDSO’s Language Proficiency Policy available on the RCDSO website.</li> </ul>
<b>Additional information on licensing requirements (may include links to appropriate page on regulator website):</b>	<p>Additional registration requirements include:</p> <ul style="list-style-type: none"> <li>• Successful completion of the RCDSO’s examination in ethics and jurisprudence</li> <li>• Authorization to work in Canada (Canadian citizen, permanent resident or other authorization under the Immigration and Refugee Protection Act)</li> <li>• Certificates of Professional Standing from jurisdictions in which the applicant is currently, or was previously, registered to confirm good standing</li> <li>• Completion of an online application form with questions on education history, professional history, conduct and health history</li> </ul>

### 4. Third party assessments

Third party organizations that assess qualifications on behalf of the regulator.

<b>Organization name</b>	<b>Function</b>
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The National Dental Examining Board of Canada	Competency-based assessment
The National Dental Examining Board of Canada	Academic credential evaluation
The National Dental Examining Board of Canada	OSCE / Skill based exam
The National Dental Examining Board of Canada	Knowledge based exam

Fair access legislation requires regulators to take reasonable measures to ensure that any third parties undertake assessment of qualifications in a way that is transparent, objective, impartial and fair.

Royal College of DENTAL SURGEONS of Ontario takes the following measure(s) to ensure fair and timely assessments:

The NDEB establishes and maintains a national standard of competence of dentists in Canada. It develops and administers examinations and assessments for dentists seeking licensure with a Canadian dental regulator. The RCDSO oversees this work in a variety of ways: 1. In June 2023, the RCDSO signed an MOU with the NDEB. The MOU enables the RCDSO to ensure that credentialing and assessment services are conducted in a way that is transparent, fair, and impartial according to our obligations under the Code. The 2022 OFC Report and the 2023 RICF Questionnaire speak to the process of establishing the MOU and how it strengthens our accountability relationship. Senior leaders from the NDEB and RCDSO recently completed a one-year review of the MOU in May 2024, which provided an opportunity for the parties to review the terms of the agreement, share updates on progress, and re-confirm our respective commitments. The MOU will be reviewed thereafter on a three-year cycle. 2. Dental Regulatory Authorities at the national level through the Canadian Dental Regulatory Authorities Federation (CDRAF) oversee the work of the NDEB. The CDRAF incorporated a review of NDEB processes into its strategic plan (2023-2026), which includes a review of service standards, application procedures and application outcomes. A multi-stakeholder working group is currently reviewing the NDEB’s processes. 3. A member of the RCDSO Council participates in NDEB governance by sitting on the NDEB Board. 4. Informal structures are in place to allow the RCDSO to monitor performance: NDEB attends all CDRAF Board

meetings to provide updates on NDEB activities; RCDSO representatives frequently attend NDEB meetings and workshops for standard setting, and act as examiners and graders for examinations; and the RCDSO and the NDEB regularly engage in direct communication through meetings to provide updates and share concerns.

## 5. Accomplishments, risks and mitigations

Key accomplishments and risks pertaining to fair registration practices during the reporting period are summarized below.

### A. Accomplishments

1	Strengthening the accountability relationship with the College’s third-party service provider, the NDEB, at both the provincial and national level, through the development of an RCDSO-NDEB Memorandum of Understanding and related work at the National level with Canadian Dental Regulatory Authorities to review the NDEB’s processes.
2	Meeting and maintaining the new regulated registration timelines (15 and 30 days) since January 2023. This was enabled by enhancements to technology and process improvement updates in late 2022 and early 2023 as reported on the 2022 OFC Report
3	Developing a regulation amendment to create an Emergency Class of Registration in very short timelines (less than 6 months), and related work to develop the tools and resources to implement the class with the support of a Council Working Group.

### B. Risks and Mitigations

Risk	Mitigation Measure
Time it takes for applicants to complete the NDEB equivalency process	This risk is mitigated by working directly with the NDEB to improve timelines and accessibility of exams through the avenues described under “Third Party

	<p>Assessments” earlier in this report. The NDEB has also recently introduced a plan to decrease the duration of the Equivalency Process, which will have a direct impact on the time it will take applicants to complete the process. This plan will incorporate a number of changes, including: prioritizing registration; reviewing eligibility criteria for the Equivalency Process, supporting alternative pathways to certification, and increasing testing capacity for the NDECC certification exam. The risk is also being mitigated through RCDSO partnership with the Canadian Dental Regulatory Authorities Federation and the NDEB to support the Association of Canadian Faculties of Dentistry in exploring the option of developing an alternative pathway to certification for internationally trained dentists who only have a few small gaps in clinical and cultural competency. In the summer of 2023, a grant was accepted by the government to pursue this work.</p>
<p>Outdated risk framework and tool for registration decisions</p>	<p>In 2021, we introduced a risk framework and tool in registration. A project is underway (to be completed in 2024) to develop a regulatory risk framework that will apply across all RCDSO regulatory program areas. The aim of the framework is to enable transparent, consistent and risk-based decision-making across the College. The registration department has started related work focused on registration-specific risk tools and policies. Although a registration risk framework and tool</p>

	has been in place since 2021, current updates will focus on developing decision tools and policies to support Registration Committee decision-making specifically.
Unpredictable nature of application volumes	In 2023, we hired an additional full-time staff member trained in processing registration applications and a registration clerk who supports all functions of the registration department. We have also engaged in cross-training of staff within the department to assist with processing and approving membership applications when we experience unpredicted changes in application volumes. Additionally, technology and process updates made in late 2022 and early 2023, as reported on the 2022 OFC Report and 2023 RICF questionnaire, have significantly reduced our processing times, positioning us to better respond to application volume changes as our processes are more streamlined and efficient.

## 6. Changes to registration practices

During the January 1 to December 31, 2023 reporting period, Royal College of DENTAL SURGEONS of Ontario has introduced the following changes impacting its registration processes. Changes, anticipated impacts, and risk mitigation are summarized below.

### A. Registration requirements and practices



<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Registration requirements either through regulation, by-law or policy	Yes	The RCDSO reported on changes to application requirements in the 2022 OFC Report, which were in places in early 2023. This has had a very positive impact on applicants, as our application timelines have reduced to be within the regulated timelines.
New or consolidated class of certificates or licenses	Yes	In 2023, the RCDSO developed an Emergency Class of Registration, as was required by the Ministry of Health. The new class of certificate has been in place since August 31, 2023. It has not been made active by the Ministry or Council. The requirements and restrictions applicable to the Emergency Class are contained in section 26.1 of the RCDSO's Registration Regulation (O. Reg. 205/94: General Regulation to the Dentistry Act, 1991).
Assessment of qualifications, including competency-based assessments and examinations	Yes	As previously reported, assessment of qualifications in general dentistry are conducted by the NDEB. There are no changes to report on the process for assessment of qualifications for general dentists. Starting in 2024, the NDEB no longer administers the National Dental Specialty examinations (NDSE). The Royal College of Dentists of Canada (RCDC) has re-assumed the responsibility of administering the NDSE. Although this change in provider may impact specialty applicants in that the exams are being administered by a new provider, the impact is expected to be minimal, as the RCDC administered the NDSE previously. Further, the NDEB and RCDC worked closely throughout 2023 on transitioning the NDSE back to the RCDC. To ensure a smooth transition, the 2024 RCDC

		<p>NDSE has, and will continue to, contain similar content and be administered in the same format as the 2023 NDEB NDSE. The RCDC will be launching a three-year review of existing NDSE competency profiles and blueprints for all specialties. The RCDC has launched a website dedicated solely to the NDSE with further information: National Dental Specialty Examination (ndse-ensd.ca). The RCDSO's Registrar has been in regular communication with the RCDC throughout this transition through participation on the NDSE's Examination Committee. As a participant on the Committee, the Registrar has been engaged with the RCDC throughout the development of the NDSE process and has had opportunities to provide input.</p>
<p>Documentation requirements for registration</p>	<p>Yes</p>	<p>As previously reported, the RCDSO regularly reviews our documentation and application requirements to improve the applicant experience, reduce processing times and ensure that our process is risk-based. In our 2022 report, the RCDSO reported on a dedicated Continuous Quality Improvement project to reduce timelines in anticipation of the new regulated timelines in 2023. These changes were enacted in early 2023, and have enabled the RCDSO to maintain our regulated timelines since that time. These changes have had a positive impact on applicants in that our timelines have been drastically reduced and the process is more streamlined and user-friendly. All applicants are given an opportunity to provide feedback on their registration experience to help inform process improvements. A strong majority of applicants report through the survey that the registration information the RCDSO provides through the</p>

		applicant portal, website and staff communication is clear and easy to understand, including information on our documentation requirements.
Timelines for registration, decisions and/or responses	Yes	The new Registration Regulation came into effect as of January 1, 2023, which introduced application processing and decision timelines of 15 and 30 days, respectively. The RCDSO has maintained these timelines without exception since January 1, 2023. Staff reported to Council throughout 2023 on our compliance with these timelines. In 2023, on average, we processed applications in less than 7 days. Decisions on complete applications were made on average in less than 5 days.
Registration and/or assessment fees	Yes	The RCDSO annual fee increased in 2023 by \$80, from \$2995 to \$3075. RCDSO Council approved the annual fee increases would include a Cost-of-Living Adjustment (COLA) based on the June Ontario CPI of 2.6% rounded to the nearest \$5. Both the semi-annual and quarterly annual fees also increased at the same rate from \$1500 to \$1540, and \$865 to \$885, respectively. Note that the semi and quarterly annual fee are only available to new registrants.
Changes to internal review or appeal process	No	
Access by applicants to their records	No	

**B. Training, policy and applicant supports**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Training and resources for staff who deal with registration issues	Yes	<p>In 2023, RCDSO staff continued to review and update process and training documents to ensure resources are current and reflect the most up-to-date processes. We now have a repository of process documents for almost all types of certificates, as well as a number of resources, training videos and information about our registration processes, such as renewal, processing Certificates of Registration for Health Professional Corporations, Registration Committee support, and more. All staff, including registration staff, are on a continuous learning journey as it relates to training in Equity Diversity and Inclusion (“EDI”) and building their cultural competency to ensure registration services are provided in a way that is equitable, transparent and fair. Staff have received mandatory training related to EDI fundamentals and unconscious bias. In 2023, several opportunities related to understanding the impact of systemic racism were made available to staff for learning and discussion. In fall 2023, members of the RCDSO leadership group completed an Intercultural Development Inventory (IDI) (<a href="http://www.idiinventory.com">www.idiinventory.com</a>) with coaching and discussion to assist in building cultural competence and shift perspectives across cultural differences. Additionally, as a Canadian Centre for Diversity and Inclusion (CCDI) employer partner – all staff have access to a wide range of learning content on demand.</p>
Resources or training to support	Yes	In 2023, we began the process of developing a welcome module for all new registrants

<p>applicants to move through the licensing process</p>		<p>Introduction to the RCDSO - Overview (agilitycms.com). The module contains information on the College’s purpose, standards, quality assurance requirements, mandatory reporting and other resources. The new registrant module launched in early 2024. Every new applicant is provided with a link to the module in our confirmation of registration email. Each year, registration staff present to 4th year students at the two dental faculties in Ontario about application and process requirements, including those students who are completing a qualifying program (i.e. their dental education was completed at school that is not accredited by our national accreditation body). Staff prepare a detailed memo for the students on application requirements compiled from information on our website, as well as an FAQ document. Staff also allow time for a Q&amp;A session following the presentation to answer applicants’ specific questions.</p>
<p>Anti-racism and inclusion-based policies and practices</p>	<p>Yes</p>	<p>As part of the RCDSO 2023-2025 Strategic Plan an EDI project has been established to build EDI accountability into our daily operations and regulatory work with registration as a priority area. RCDSO staff have been active participants in collaborative EDI work with members of the Health Professional Regulators of Ontario (HPRO). In 2023, HPRO launched its EDI Assessment and Action Toolkit. All regulatory areas including registration have been provided with a menu of EDI opportunities (i.e. how and when we collect diversity data, designing inclusive communication materials, identifying unintended bias in registration policies etc.) that can be considered to make our registration practices more inclusive. The</p>

		assessment of the registration processes are underway as it relates to the EDI action guide. In order to enable some of these EDI initiatives (including collection and analysis of diversity data for multiple identity factors) RCDSO will be looking at how and why we collect our data to ensure the highest standards are met for security and privacy of data.
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**C. System partners**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Steps to increase accountability of third-party service provider(s)	Yes	In 2023, the RCDSO took major steps towards improving the accountability of our third-party service provider, the NDEB. The RCDSO reported on the changes to our accountability framework in our 2023 RICF questionnaire. To reiterate the key points: in June 2023, the RCDSO signed a Memorandum of Understanding with the NDEB to strengthen our relationship and meet advice provided by the Fairness Commissioner that was issued in February 2022 around the need for the RCDSO to strengthen this relationship. The MOU unequivocally strengthens the accountability relationship as has been reported. Recently, in May 2024, the RCDSO and NDEB met to review the contents of the MOU and re-establish our commitments therein. The MOU will be reviewed on a three-year cycle going forward. Additional mechanisms to increase and maintain accountability of the NDEB are outlined above under “Third Party Assessments.”

Accreditation of educational programs	Yes	The RCDSO recently participated in the Commission on Dental Accreditation of Canada (CDAC) site survey at the University of Western Ontario, Faculty of Dentistry. The RCDSO appointed two staff members who were actively involved in the site visit, one as a member of the survey team, and one as an observer.
Mutual recognition agreements	Yes	RCDSO-NDEB MOU was signed in May 2023 to strengthen our accountability relationship. The details of the MOU are reported in the 2022 OFC report, and elsewhere in this report. The MOU in place with the National Dental Regulators since 2009 remains unchanged.

**D. Responsiveness to changes in the regulatory environment**

<b>Registration process</b>	<b>Changes Made (Yes / No)</b>	<b>Description</b>
Emergency registration plans	Yes	In 2023, the RCDSO developed a regulation amendment to introduce an emergency class of certificate as was required by the Ministry. To support the implementation of an emergency class certificate, staff developed a number of documents and tools to be used if/when the class is opened. This work was led by a Council Working Group. Further details are provided below in the Emergency Plan section of the report.
Technological or digital improvements	Yes	The RCDSO reported on a number of technology/digital updates in the 2022 OFC Report which have enabled compliance with the new regulated timelines since January 2023. Those digital improvements went live in early 2023 and as a result, the RCDSO offers a more streamlined and user-friendly end-to-end

		applicant experience. The RCDSO continued to make technology improvements in 2023, including a review of our online web portal, which is where an applicant completes an application form to be registered. These digital improvements aim to ease navigation within the portal, and more clearly display key information for applicants and registrants.
Steps to address labour shortages in the profession or trade	Yes	The RCDSO fulfills its duty to respond to labour market shortages by taking a number of proactive steps to obtain data from the profession and to better understand the oral healthcare landscape in Ontario from a health human resource planning perspective and to collect and share data with the Ministry. Those steps were outlined in the RCDSO's 2023 RICF questionnaire. The RCDSO is not aware of any data or other evidence to demonstrate that there currently is a labour market shortage in dentistry in Ontario.
Other	No	

## 7. Membership and application data

The Office of the Fairness Commissioner collects membership and application data from regulators through annual Fair Registration Practices Reports, which are also made available to the public. Information is collected for the purpose of discerning statistical changes and trends related to a regulator's membership, application volumes, licensure/certification results, and appeals year over year.

### A. Race-based data collected

	<b>Race-based data collected?</b>
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	(Yes or No)
Members	No
Applicants	No

Additional description:

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**B. Other identity-based or demographic data collected**

	Other identity-based or demographic data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

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**C. Languages of service provision**

Royal College of DENTAL SURGEONS of Ontario makes application materials and information available to applicants in the following languages.

Language	Yes / No
English	Yes
French	Yes
Other (please specify)	

**D. Membership Profile**

Profession Name	Total Number of Members
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Dentist	10976
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<b>Class of License</b>	<b>Total Number of Members</b>	<b>Total Number of Internationally Educated Members</b>
Full / General/ Independent Practice Provisional (education, graduate and short duration licenses)	10937 39	5166 21

<b>Gender</b>	<b>Number of Members</b>
Male	6119
Female	4857

<b>Jurisdiction of Initial Training</b>	<b>Number of Members</b>
Ontario	4684
Other provinces and territories	1105
United States	1278
Other International	3909

<b>Country of Initial Training</b>	<b>Number of Members</b>
Canada	5789
United States of America	1278
India	1041
Iran	425
Australia	260
Iraq	256
Egypt	203
Philippines	120

Romania	116
Ireland	114
Pakistan	110
Syria	107
China	96
Poland	82
Hungary	54
Other Countries	925

Official language of preference	Number of Members
English	10976

Racial identity (optional)	Number of Members
Not collected	10976

## E. Data Notes

• The data in this section is reported based on numbers of registrants under each required category. In previous years, the RCDSO reported the data in this section based on numbers of certificates of registration, rather than people, because a person can hold more than one certificate of registration and we wanted to ensure all relevant data was captured. This year it is reported based on numbers of registrants to ensure the totals added up as required. This shift in reporting requirements/how the data is reported could impact analysis of RCDSO data year over year. • The RCDSO does not collect language of preference from registrants at this time. When a dentist applies to the RCDSO, we ask whether they are fluent in English and/or French. Given that there is no option to select "not collected", or report on more than one language per registrant, in question A.5, we've responded with 100% English as the default. • The RCDSO does not collect data on racial identity from registrants at this time.

## F. Applicant Profile

Profession Name	Total Number of Applicants
Dentist	863

Gender	Number of Applicants
Male	386
Female	477

Jurisdiction of Initial Training	Applications received in 2023	Applications with decisions pending
Ontario	302	18
Other provinces and territories	51	0
United States	98	4
Other International	412	50

Country of Initial Training	Number of Applicants
Canada	353
India	139
United States of America	98
Australia	43
Iran	41
Ireland	36
Egypt	19
Iraq	14
Syria	14
Other Countries	106

Official language of preference	Number of Members
English	863

Racial identity (optional)	Number of Members
Not collected	863

### G. Data Notes

• The data in this section is reported based on numbers of applications received and processed. Note that an applicant can submit more than one application. • The RCDSO does not collect language of preference from registrants at this time. When a dentist applies to the RCDSO, we ask whether they are fluent in English and/or French. Given that there is no option to select "not collected", or report on more than one language per registrant, we've responded with 100% English as the default. • The RCDSO does not collect racial identity from applicants at this time. • The applicant data in column "applications with decisions pending" includes complete applications where the applicant chose to hold their registration until after January 1, 2024. The RCDSO offers an option for applicants to wait to be registered in January if they submit an application between October 1 – December 31 of a given year to avoid having to pay the renewal fee (our renewal runs at year end).

### H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2023. Some applications may have been received in the previous year.

<b>Jurisdiction of initial training</b>	<b>Successful</b>	<b>Unsuccessful</b>	<b>Withdrawn</b>
Ontario	280	1	7
Other provinces and territories	44	0	6
United States	87	0	3
Other International	376	0	4

## I. New Registrants

For the 2023 reporting year, the breakdown of new registrants by class of registration is provided below:

<b>Class of registration</b>	<b>Total new registrants by class</b>	<b>Number of internationally educated registrants</b>
Full / General/ Independent Practice Provisional (graduate, education and short duration licenses)	729 24	425 14

## J. Data Notes

The data in B.7-B.8 is based on numbers of applications received and processed. Note that an applicant can submit more than one application, so the number of applications does not necessarily equate to the number of new registrants. In addition, the data reported in question B.8 does not add up to 863 (the total number reported in B0) because a portion of those who applied in 2023 chose not to register or were registered but subsequently resigned or were suspended for non-payment of fees.

## K. Reviews and Appeals

Applicants for registration may appeal a registration decision. An **internal review or appeal** involves formal reconsideration of a registration decision further to an application and submissions by the applicant.

<b>Jurisdiction of initial training</b>	<b>Number of internal reviews and appeals processed</b>	<b>Number of decisions changed following internal review or appeal</b>
Ontario	4	0
Other provinces and territories	1	0
Other International	4	0
Multiple Jurisdictions	3	0

An **external review or appeal** involves review of a registration decision by an external appeal tribunal or court, such as the Health Professions Review and Appeal Board or Divisional Court.

<b>Jurisdiction of initial training</b>	<b>Number of applicants who sought external review or appeal</b>	<b>Number of decisions changed following external review or appeal</b>
Ontario	0	0
Other provinces and territories	0	0
Other International	0	0
Multiple Jurisdictions	0	0

**Issues raised in reviews and appeals** can point to challenges in the registration process. The table below summarizes top issues or reasons that applicants raised during these appeal proceedings.

Issue or reason raised	Number of appeals
1. N/A - no appeals	0

**Internationally trained applicants** face additional challenges in the registration process. The table below summarizes top reasons for not registering internationally trained individuals.

Reason for not registering	Number of internationally trained applicants
1. Applicant cancels or discards application before it is submitted or does not proceed	32
2. Application expired after being inactive for a period of time	22
3. Application was submitted and subsequently withdrawn	20

## L. Data Notes

The RCDSO did not refuse any applications from internationally trained applicants in 2023. The data in B.12 outlines the top three reasons why applicants were not issued licenses in 2023 due to reasons other than application refusal. We are unable to breakdown the data in B12 by jurisdiction of original training at this time, so this data is representative of the entire applicant population (Canadian trained and internationally trained).



## 8. Changes Related to New Legislative and Regulatory Requirements

By Ontario law, regulated occupations must provide registration practices that are transparent, objective, impartial and fair. Non-health occupations are governed by the *Fair Access to Regulated Professions and Compulsory Trades Act, 2006 (FARPACTA)*, while health professions are governed by the *Regulated Health Professions Act, 2011 (RHPA)*.

In 2021, both statutes were amended to incorporate substantive provisions to:

- A. Eliminate the use of Canadian experience requirements except under prescribed circumstances.
- B. Streamline language proficiency testing requirements.
- C. Provide for the continuity of registration processes during emergency situations.
- D. Set registration time limits. (FARPACTA only)

Royal College of DENTAL SURGEONS of Ontario has made the following changes to comply with these new legal obligations:

### A. Canadian Experience

**Change required: No changes required**

Royal College of DENTAL SURGEONS of Ontario has taken the following measures to comply with legislative requirements on eliminating Canadian experience requirements unless an exemption is granted or an alternative is identified that meets criteria prescribed in regulations (non-health regulators) or the exceptions in legislation are met (regulated health colleges).

### B. Language Proficiency Testing

**Change required: Yes**

Royal College of DENTAL SURGEONS of Ontario has taken the following measures to comply with recent legislative changes requiring that regulators accept language proficiency testing results derived from any of the tests accepted for immigration purposes to satisfy their language proficiency requirements:

The RCDSO is fully compliant with the regulatory requirement to accept language proficiency tests currently accepted by Immigration, Refugee and Citizenship Canada. The RCDSO has adopted benchmarks for each type of language proficiency test through policy, which is available on our website: Language Proficiency (rcdso.org). The policy was last updated in the Winter of 2024 to add the new language proficiency test required by the IRCC, the PTE.

Royal College of DENTAL SURGEONS of Ontario offers applicants the following options to demonstrate language proficiency.

- IELTS (General)
- CELPIP (General)
- TEF Canada
- TCF Canada
- Other language proficiency tests
- Education in English or French
- Other (please specify) Accept alternative evidence. See language policy

### **C. Emergency Registration**

#### **Change required: Yes**

Royal College of DENTAL SURGEONS of Ontario has taken the following measures to comply with requirements to establish an emergency class (health colleges) or develop an emergency registration plan (non-health regulators).

In 2023, the RCDSO developed a regulation amendment to create an emergency class of certificate as was required by the Ministry of Health. The regulation amendment was approved on August 31, 2023, and now exists in regulation: O. Reg. 205/94: GENERAL (ontario.ca) (see section 26.1 under “Emergency”). Although the emergency class has been created and the requirements are in

place, the class can only be opened for applicants if either the Ministry or Council require it to open. The class is not currently open. In 2023, staff carried out a project to develop a number of documents and tools to support the implementation of the emergency class certificate if/when the class is opened. This work was led by a Council Working Group who provided direction and approval on the contents of several resources, including: - An education policy to support Registration Committee decision-making on what constitutes approved education for applicants to this class. - Infographics to support key decision points for Council related to the emergency class, including: opening the emergency class, closing the emergency class, and determining whether to revoke an individual emergency class certificate. - A supervision framework which acts as a guide for emergency class registrants (who can only practice under supervision) and their supervisors on the College's expectations and requirements for supervision. Staff continue to work on technology updates, which will enable us to receive applications from emergency class applicants, as well as process documents and communication resources, which will be made available if/when the class is opened. This work is expected to conclude in 2024.

## Glossary of terms

**Applicant:** An individual who has applied for membership in a regulated profession or compulsory trade, with the associated rights to practice their profession / trade or use a professional title.

**Domestic labour mobility:** Applications subject to the Canadian Free Trade Agreement, which stipulates that a certificate issued by one province or territory should be recognized by all others unless there is an exception due to public health, safety and security reasons.

**Internationally educated / trained:** An individual whose initial professional education was not from a Canadian educational institution, or who is applying for trade certification based on experience gained outside Canada. This category includes individuals with education / training in the US and other countries. It also includes individuals who completed their initial professional education outside Canada and later addressed gaps with courses or a bridging program based in Canada.

**Jurisdiction of initial training:** For professions, the jurisdiction in which an applicant obtained their initial professional education used in full or partial fulfilment of registration requirements. For trades, the jurisdiction of initial trade experience listed on a Trades Equivalency Assessment (TEA) application.

**Member:** An individual who has satisfied the conditions for registration in their profession / trade and has been granted the right to practice and/or the right to use a professional designation or title. Members may hold a full license to engage in independent practice, or they may hold an alternate class of registration.

**Racial identity:** Voluntary self-report data of racial identity as a social description. Follows categories identified in the Ontario Anti-Racism Directorate Data <<https://www.ontario.ca/document/data-standards-identification-and-monitoring-systemic-racism>> .

**Registration requirements:** the entry-to-practice requirements that that an applicant must meet to be granted full membership in a regulated profession or trade, with the associated right to practice or right to use a professional title.

- **Academic requirement:** The formal education, or equivalent, that is required for licensing or certification in a particular regulated profession or trade.
- **Experience requirement:** The experiential training or work experience that is required for licensing or certification in a particular regulated profession or trade.
- **Language requirement:** The level of language proficiency that is required for licensing or certification in a particular regulated profession or trade, and the language proficiency tests accepted in fulfillment of this requirement.

**Third party service provider:** An external organization that assesses applicant qualifications on behalf of the regulator.