

Royal College of DENTAL SURGEONS of Ontario

2025 Fair Registration Practices Report

Prepared for the Office of the Fairness Commissioner (OFC)



FAIRNESS COMMISSIONER
COMMISSAIRE À L'ÉQUITÉ

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1. Background

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

“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 22.9 of Schedule 2 of the RHPA and Section 23 of FARPACTA 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 annual Fair Registration Practices Report (FRP).

Please note that this report covers the time-period from January 1 to December 31, 2025.

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.

2. Organization information

Organization name	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):

Profession/ Trade Name	Dentist
Academic requirement	4-year university-based dental degree. Successful completion of the National Dental Examining Board of Canada (NDEB) examinations leading to a Certificate of completion of the NDEB
Experience requirement	The RCDSO does not have an experience requirement, but does have a requirement for continuous practice

	<p>within three years of submitting an application: the continuous practice requirement. Continuous practice requirement: if the applicant completed the NDEB more than three years before the date of the application, the applicant must have engaged in the practice of dentistry on a continuous and regular basis in Canada, the United States of America or another jurisdiction approved by the Registration Committee for a period of at least three years immediately before the date of the application. The jurisdictions currently approved by policy include those that are recognized as equivalent by the Commission on Dental Accreditation of Canada (currently includes Ireland, Australia, New Zealand).</p>
<p>Language requirement</p>	<p>Proficiency in English or French according to the RCDSO's Language Proficiency Policy .</p>
<p>Additional information on licensing requirements (may include links to appropriate page on regulator website):</p>	<ul style="list-style-type: none"> • Successful completion of the RCDSO's jurisprudence and ethics exam • Authorization to work in Canada (Canadian citizen, permanent resident or other authorization under the Immigration and Refugee Protection Act) • Certificates of Professional Standing from jurisdictions in which the applicant is currently, or was previously, registered to confirm good standing • Completion of an online application form with questions on education history, professional history, conduct and health history

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4. Third party assessments

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

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

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 for dentists in Canada. It develops and administers national exams and assessments for dentists seeking licensure with a Canadian regulator. The RCDSO oversees the NDEB's work through a variety of mechanisms: • The RCDSO-NDEB MOU (since June 2023) enables the RCDSO to ensure that credentialing and assessment services are conducted in a way that is transparent, fair, and impartial according to our legislative obligations. • The RCDSO shared updates with the OFC in 2025 on continued progress to strengthen third accountability related to the length and cost of the NDEB's assessment process, to address concerns related to the availability of exam seats and to support the discretionary approach to evaluating

candidate competence related to success and failure rates. These updates were shared during our action planning meetings and are outlined in the section below on Accomplishments.

- National Dental Regulatory Authorities oversee the NDEB's work through the Canadian Dental Regulatory Authorities Federation (CDRAF). The CDRAF's review of NDEB processes is ongoing through a multi-stakeholder working group, chaired by the RCDSO's Registrar. Additionally, the NDEB provides regular updates to the CDRAF Board throughout each calendar year. Updates include changes or advancements in its operations, including Equivalency Process. The NDEB also provides CDRAF with annual technical briefings on individual examinations, and a report including key data and outcomes annually.
- A member of the RCDSO Council sits on the NDEB Board.
- Informal structures are in place to monitor performance: NDEB attends CDRAF Board meetings; RCDSO representatives attend NDEB standard setting workshops, and act as examiners and graders; and the RCDSO and the NDEB engage in direct communication to provide updates and share concerns, including where candidates have reported concerns directly to the RCDSO.

5. Accomplishments, risks and mitigations

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

A. Accomplishments

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|---|---|
| 1 | In 2025, the RCDSO made substantial progress towards improving the quality, consistency and timeliness of the NDEB's assessment process through our strengthened partnership with the NDEB. Key highlights of those improvements were shared with the OFC during action planning meetings. Highlights include: 1. Two examination simulators for the NDECC exam were added in 2025. NDECC seat capacity increased by 20% from July 2024-June 2025 with further increases in 2025 up to 34%. 2. Candidates are given priority registration for the NDECC within six months of passing the ACJ. 3. Canadian residents/PR are given priority registration to begin the Equivalency Process. 4. Wait times for the NDECC reduced. First time test-takers are offered a seat in the next available exam, within 2-4 months, and repeat test takers within 3-6 months. 5. Wait times for credential verification reduced from 23 weeks in 2024 to 10 weeks in 2025. 6. NDEB engaged directly with |
|---|---|

	<p>ITD community to exchange information and ideas to better support the ITD community. These accomplishments demonstrate marked progress towards improving seat capacity and reducing the overall completion time for the NDEB exams. The introduction of a new pathway to registration for ITDs is also a key accomplishment in this area. The Association of Canadian Faculties of Dentistry's (ACFD) Bridging Program has now received preliminary accreditation by the Commission on Dental Accreditation of Canada, which reduces the number of exams required for ITDs in the equivalency process. The new pathway streamlines licensure for internationally trained dentists who have small gaps in knowledge, skills and abilities and to build their competence and support their entry to practice in Ontario.</p>
2	<p>In 2025, the RCDSO successfully amended our Registration Regulation to support the divestment of our professional liability program and to streamline our registration process and reduce barriers to registration. The primary purpose of the amended regulation, in force in January 2026, was to introduce a requirement for registrants to obtain and maintain professional liability insurance. The amendments also streamlined our registration and reinstatement provisions, including our continuous practice requirement (outlined in the registration requirements section of this report). The amendments to the continuous practice provision simplify registration for specialty applicants and introduce the option for the Registration Committee to approve additional jurisdictions from which they will accept continuous practice, reducing barriers to registration from applicants who are practising in jurisdictions that are not accredited. The updates to our reinstatement provisions allow for a more streamlined process following a suspension for non-payment of fees such that the Registrar can use their discretion to lift the suspension within a 60-day grace period before revocation.</p>
3	<p>In 2025, the RCDSO processed over 900 applications for registration, over 1,000 applications for Health Professional Corporations and nearly 500 Certificates of Standing while continuing to meet and exceed our regulated timelines, as was reported through our quarterly reports to the Ministry of Health, and to Council via our Council Dashboard reports, which are publicly available on the RCDSO website. The reports submitted to the MOH show that the average time it takes for the RCDSO to process complete applications from both internationally trained dentists and labour mobility applicants is less than three days, which continues to exemplify the RCDSO's commitment to timely and fair registration processes and quality service delivery.</p>

B. Risks and Mitigations

Risk	Mitigation Measure
<p>Availability of exam seats in the NDEB equivalency process and length of the equivalency process.</p>	<p>This risk is mitigated by the RCDSO's partnership with the NDEB through the RCDSO-NDEB MOU and the national multi-stakeholder working group that continues to critically assess the NDEB equivalency process. The RCDSO continues to maintain an open dialogue with the NDEB about challenges with the equivalency process and will continue to drive NDEB accountability for process improvements.</p>
<p>Diversity of international education standards for dentists, including some dental schools in international jurisdictions where clinical practice on patients is not required before graduating. These differences in educational standards result in practice gaps for internationally trained dentists as compared to the beginning practitioner graduating from a dental school in Canada and may result in challenges for those candidates in successfully completing the equivalency process.</p>	<p>The new pathway to licensure for ITDs established by the ACFD, the Bridging program, will mitigate this risk. The program was introduced in 2025 and is intended to target candidates who have minor gaps in competence. Targeted training is provided to build competence in missing areas of scope and standards. The program is in its second pilot year at three universities in Canada. The program has received preliminary approval by the Commission of Dental Accreditation of Canada, which eliminates the requirement for these candidates to complete the NDECC exam. The alternative pathways mitigates this risk by supporting candidates on the cusp of competence with an alternative pathway to the virtual OSCE.</p>
<p>Throughout the reporting period the RCDSO saw an increase in applicants facing challenges in obtaining a</p>	<p>The RCDSO has established a process to allow applicants who face challenges in obtaining a COS due to unrest or an</p>

<p>Certificate of Standing from international jurisdictions due to unrest or an unstable political climate. Candidates from international jurisdictions, such as Iran, Ukraine and Syria, faced challenges with obtaining documents in a timely manner, or in a format required to demonstrate that registration requirements have been met.</p>	<p>unstable political climate to demonstrate good standing through an affidavit. If, after an attempt to obtain the COS from the international jurisdiction is unsuccessful, we ask the applicant to obtain an affidavit outlining all of the required information and attesting to its contents. This allows the RCDSO to mitigate the risk and the applicant to demonstrate their compliance with our requirements without further delay or undue hardship.</p>
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6. Changes to registration practices

During the January 1 to December 31, 2025 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

Registration process	Changes Made (Yes / No)	Description
Timelines for registration, decisions and/or responses	No	
Changes to internal review or appeal process	No	
Assessment of qualifications, including	No	

competency-based assessments and examinations		
Registration requirements either through regulation, by-law or policy	Yes	<p>In 2025, the RCDSO introduced changes to the requirements for registration through an amendment to the General Regulation O. Reg. 205/94 to the Dentistry Act, 1991. These amendments were introduced largely to support the divestment of the College’s professional liability program to a third party as of January 1, 2026. The amendment established a requirement for insurance at registration, and a mechanism to ensure coverage is maintained after registration. The RCDSO also amended the continuous practice requirement to streamline it and reduce barriers to registration by:</p> <ul style="list-style-type: none"> • Allowing continuous practice from additional jurisdictions approved by the Registration Committee; • Adding the National Dental Specialty Examination (NDSE) as an anchor point for continuous practice for the Specialty Certificate; and • Ensuring the provision only requires continuous practice in the preceding three years. <p>Updates were also made to the RCDSO’s reinstatement and suspension provisions to include suspension for failing to provide information about or evidence of insurance coverage and to streamline the process for reinstatement by allowing the Registrar to lift an administrative suspension by request (which is discretionary) within a 60-day suspension window. Changes to the RCDSO’s bylaws were introduced in parallel to establish a requirement for minimum professional liability protection to ensure the public is protected. RCDSO’s By-law 22 was amended to establish the requirement to</p>

		maintain liability coverage and to outline the minimum amount of coverage required. These amendments were supported by a communications plan rooted in the public interest. The RCDSO consulted with the profession and public on the amendments through consultation surveys. All comments were reviewed and considered before the amendments received final approval by Council. In addition to the public consultations, information about the amendments were communicated to the profession throughout the consultation periods through the College’s newsletter, website and email blast system.
Documentation requirements for registration	No	

B. Training, policy and applicant supports

Registration process	Changes Made (Yes / No)	Description
Anti-racism and inclusion-based policies and practices	Yes	The RCDSO continues to hold Inclusion and anti-racism as a strategic focus in our policies and practices. RCDSO has made great strides in embedding an anti-racism culture through training, expectations and policies. RCDSO has anchored its work to its EDI Commitment Statement published in 2024. All Staff, Council and committees actively participate in regular inclusion-based training and reflection periods. This learning helps to support empathy, cultural competence and equitable thinking so that applicants and registrants regardless of their race, ethnicity or background have equal access to our processes. In September 2025, RCDSO’s Council approved a partnership with

	<p>First People’s Group (FPG) an Indigenous led and owned consultancy firm. FPG is supporting the RCDSO in the development of its first Reconciliation Action Plan. To date, RCDSO has conducted a literature review, internal scan with focus groups for staff/board members, and it is currently in the external scan phase of the work. FPG and RCDSO staff are engaging with Indigenous Organizations and leaders to build a plan that has meaningful action. The hope is that this plan, once complete, will set the foundation for impactful efforts toward reconciliation. Registration staff participated in a focus group related to the RCDSOs upcoming Reconciliation Action Plan to explore the aspects of registration that can be examined to support actions toward reconciliation. 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, unconscious bias, AODA customer services, and leaders receive training on managing bias in hiring. In addition to the mandatory training listed, RCDSO added a Cultural Competency Training module in 2025 for all staff. Registration staff also took the Equity Sequence - Equity Impact Assessment Training and the Registration Committee will be completing this training in 2026 to support decision-making rooted in equity.</p>
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C. System partners

Registration process	Changes Made (Yes / No)	Description
Steps to increase accountability of third parties	Yes	<p>In 2025, the RCDSO continued to strengthen its relationship with our third-party service provider, the NDEB. The RCDSO-NDEB MOU is in place to support accountability of the NDEB and ensure the two organizations have a framework to ensure the NDEB is carrying out assessment and credentialing services fairly. The MOU will be next reviewed in 2027 to ensure it remains effective and current. The RCDSO-NDEB MOU is being used as a model for other jurisdictions and other regulators in their own efforts to increase accountability with third parties. The RCDSO continues to act as Chair to the national working group established at the CDRAF to critically assess the NDEB’s equivalency process. The working group has started discussions about some different models for responding to assessment needs of specific candidate groups, including models used in jurisdictions such as New Zealand and Nova Scotia. RCDSO maintains an ongoing dialogue with the NDEB to drive accountability for process improvements. As a result of the MOU and working group, the NDEB introduced a plan to reduce the duration of the equivalency process for all candidates through a combination of consideration of eligibility criteria, increasing seat capacity and prioritization of exams. The NDEB has seen marked improvement in seat capacity, exam availability and wait times for applicants. Updates on those improvements were shared during action planning meetings with the OFC in 2025. Highlights are outlined in the Accomplishments section of the report.</p>

Mutual recognition agreements	No	
Accreditation of educational programs	No	

D. Responsiveness to changes in the regulatory environment

Registration process	Changes Made (Yes / No)	Description
Steps to address labour issues (minister/stakeholders consultations, check demand-supply gap, etc)	Yes	The RCDSO engages with system partners, including researchers and academics, to monitor health workforce (labour market) trends and distribution of dentists in Ontario. Currently, we are participating in three initiatives to contribute to a more data-centric approach to labour market issues: 1. In 2025, we provided the Canadian Institute for Health Information aggregate level statistics on age/sex distribution of Ontario dentists 2. In 2025, we partnered with Canadian Health Workforce to provide feedback on a minimum data set they are compiling of data elements that would support a number of initiatives related to health profession workforce planning in Canada, including related to labour mobility. 3. The RCDSO is engaged with a not-for-profit organization to show workforce migration patterns for dentists across Canada to support informed decision making for the changes and patterns in distributions of health professionals. In terms of our registration process, the RCDSO continues to register all applicants efficiently, including labour mobility and internationally trained applicants. As reflected in our MOH and OFC data reports, 60% of dentists

		<p>registered with the RCDSO in 2025 were internationally trained. Looking at OFC data in the recent 2024-2025 annual report, the RCDSO ranks above the five professions listed, in terms of the percentage of internationally trained individuals as compared to the rest of the applicant body. Since 2023, we have tracked and reported on processing and decision timelines for processing times and applications and we are consistently well within the regulated timelines (15 and 30 day). We reported to Council on our adherence to these timelines, which are available publicly via Council materials. Since 2024, we have provided the MOH with quarterly updates on our applications volumes and processing times, stratified by Ontario, non-Ontario and international applicants.</p>
Other	Yes	<p>In 2025, the MOH expanded the “As of Right” rules to additional health professions, including dentistry. The rules are intended to expediate the process for dentists registered in other Canadian jurisdictions to being practise in Ontario. The RCDSO worked swiftly to ensure the changes could be implemented effectively and efficiently for the January 1, 2026 in effect date. Staff updated internal processes to support the changes by developing a website page and screening form, and an attestation form to support the Ministry’s requirements, which were available on our website as of January 1. Staff communicated information about the As of Right rules and process to the membership through the RCDSO newsletter and website.</p>

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

	Race-based data collected? (Yes or No)
Members	No
Applicants	No

Additional description:

In 2025, staff completed a comprehensive review of the data the RCDSO collects, including reflecting on what race and identity-based data the RCDSO wants to collect in the future to better understand any inequities and remove barriers. Registration, Equity, Data and Policy staff examined the demographic data collection projects from several other College’s in order to identify risks and opportunities for the RCDSO. More than half of our registrant base is internationally trained; 54% male, 46% female and a substantial number of RCDSO applicants come from a wide array of intersectionality and lived experiences. To that end, we have determined that we will be launching a registrant demographic data collection project and seeking a skilled external firm to assist us in this work in 2026. In the interim, we continue to seek input from all applicants about their experience with the application process via our application exit survey.

B. Other identity-based or demographic data collected

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

Additional description:

The RCDSO currently collects some demographic data from applicants relating to gender, language and country of origin as it relates to location of original dental training. Over the past few years, the College has been focused on training, awareness and incorporating anti-racism and inclusion-based practices for staff, Council and Committees to support our EDI efforts, including data collection. In 2026, we will be launching a comprehensive demographic data collection project and seeking a skilled external firm to assist us in this work.

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
Dentist	11759

Class of License	Total Number of Members	Number of Internationally Educated Members
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Full / General/ Independent Practice Provisional (education, graduate and short duration licenses)	11708 51	4623 29
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Gender	Number of Members
Male	6280
Female	5479

Jurisdiction of Initial Training	Number of Members
Ontario	4599
Other provinces and territories	1184
United States	1324
Other International	4652

Country of Initial Training	Number of Members
Canada	5783
India	1444
United States of America	1324
Iran	501
Australia	317
Iraq	276
Egypt	247
Ireland	155
Pakistan	132
Syria	128
Philippines	123
Romania	108
China	100
Poland	77
United Arab Emirates	64

Hungary	60
Jordan	57
Ukraine	55
United Kingdom	53
Brazil	52
Other Countries	703

Official language of preference	Number of Members
English	11759

Racial identity (optional)	Number of Members
Not collected	11759

E. Data Notes

The data in this section is reported based on numbers of registrants under each required category. Prior to 2023, 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. From 2023 onward, data is reported based on numbers of registrants to ensure the totals added up as required by the report template. This shift in reporting requirements/how the data is reported could impact analysis of RCDSO data year over year. The RCDSO provides an option for applicants to select their gender as “male”, “female”, or “gender diverse”. To date, we have not had any registrants identify as "gender diverse." When a dentist applies to the RCDSO, we ask whether they are fluent in English and/or French, rather than asking language of preference. As a result, in A.5, we've responded with 100% English as the default. Our application and website materials are available in both English and French, we have French-speaking staff who support French-speaking applicants and registrants and the College has a partnership with a translation service to provide support for more complicated language needs. The RCDSO understands that race-based data is a

valuable tool for understanding inequities and barriers. The College collects identity and race-based data from Board members and Board candidates on a voluntary basis. Over the past few years, the College has been focused on training, awareness and incorporating anti-racism and inclusion-based practices for staff, Council and Committees to support our EDI efforts, including data collection. In 2026, we will be launching a comprehensive registrant demographic data collection project and seeking a skilled external firm to assist us in this work.

F. Applicant Profile

Profession Name	Total Number of Applicants
Dentist	924

Gender	Number of Applicants
Male	410
Female	514

Jurisdiction of Initial Training	Number of Applicants
Ontario	219
Other provinces and territories	99
United States	64
Other International	534
Other/not collected	8

Country of Initial Training	Number of Applicants
Canada	318
India	260

United States of America	64
Australia	46
Iran	43
Egypt	30
Ireland	26
Pakistan	26
United Arab Emirates	13
Turkiye	9
Other Countries	89

Official language of preference	Number of Applicants
English	924

Racial identity (optional)	Number of Applicants
Not collected	924

G. Data Notes

The RCDSO does not collect language of preference from applicants, only language of fluency from which they can select English and/or French. The RCDSO does not collect racial identity from applicants at this time – see comments in membership data section above.

H. Application Decisions

The table below summarizes the outcome of registration decisions finalized in 2025. Some applications may have been received in the previous year.

Jurisdiction of initial training	Successful	Unsuccessful	Withdrawn
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Ontario	207	0	6
Other provinces and territories	91	1	1
United States	61	0	2
Other International	512	0	9
Other/not collected	0	0	1

Applications with decisions pending

The table below summarizes the inventory of applications in progress as of December 31, 2025. Again, some of these applications may have been received in the previous year.

Jurisdiction of initial training	Incomplete	Complete	Total
Ontario	5	1	6
Other provinces and territories	6	0	6
United States	1	0	1
Other International	12	1	13
Other/not collected	7	0	7

I. New Registrants

For the 2025 reporting year, the breakdown of new registrants by class of registration is provided below:

Class of registration	Total new registrants	Number of internationally educated registrants
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Full / General/ Independent Practice Provisional (graduate, education and short duration licenses)	843 28	556 17
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J. Data Notes

The data reported in question B.9 does not add up to 924 (the total number reported in B0) because a portion of those who applied in 2025 did not subsequently register and/or they 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.

Jurisdiction of initial training	Number of internal reviews and appeals processed	Number of decisions changed following internal review or appeal
Ontario	4	0
Other provinces and territories	4	0
United States	2	0
Other International	7	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.

Jurisdiction of initial training	Number of applicants who sought external review or appeal	Number of decisions changed following external review or appeal
Ontario	0	0
Other provinces and territories	1	0
United States	0	0
Other International	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. complaints/conduct matters with another regulator should not have formed basis of refusal	1

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. Withdrawn: application was submitted and applicant subsequently withdrew it	10
2. Discarded: Applicant cancels or	7

discards application before it is submitted or does not proceed 3. Expired: Application expired after being inactive for a period of time	4
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L. Data Notes

The RCDSO interprets question B.11 as asking us to report the number of files referred to/considered (“reviewed”) by the Registration Committee in the reporting year. These are original considerations, not re-considerations. The RCDSO does not have an internal appeals process. Decisions of the Registration Committee can be appealed to the Health Professions Review and Appeal Board (HPARB). One decision of the Registration Committee (application submitted in 2024) that was refused in 2025, was appealed to HPARB in 2025. The HPARB decision is still pending.

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.