

Annual Report

March 1, 2017 - February 28, 2018



TABLE OF CONTENTS

| | |
|---|---|
| Table of Contents | 2 |
| Annual Meeting Notification | 3 |
| Introduction and Board of Directors | 4 |
| Chairperson's Report | 5 |
| Registrar's Report | 6 |
| Executive Director's Report | 7 |
| Treasury Report | 8 |
| Continuing Competency and Complaints/ Discipline | 9 |



ANNUAL GENERAL MEETING

Membership Year March 1, 2017 - February 28, 2018

The Board of Directors of the Newfoundland & Labrador Occupational Therapy Board is pleased to announce that the 2017-2018 Annual General Meeting (AGM) will be held as follows:

DATE: June 13, 2018

12:00 noon to 1:30 pm

Via teleconference

Teleconference Information: 1-800-613-5223

Participant code: 5208092#

The Newfoundland Labrador Occupational Therapy Board regulates the profession of occupational therapy in the province of Newfoundland and Labrador. The Board is responsible for setting conditions for entry to practice (licensure) and to monitor members to ensure adherence to the laws, regulations and standards that govern practice.

Regulation is aimed at preventing harm to the public by setting compulsory rules of conduct and standards of practice within the profession.



2017-2018 BOARD OF DIRECTORS

Glenda Cokes, Chairperson

Ashley Walsh, Registrar

Maria Rotondi, Treasurer

Tammy Priddle, Secretary

Patricia Moores, Member at Large

Blair Patrick, Public Representative

Patricia Grainger, Public Representative

Chairperson's Report Glenda Cokes, Chairperson

Self-regulation is a privilege grounded in the premise of public protection. The Newfoundland and Labrador Occupational Therapy Board of Directors, along with the Executive Director, strives to effectively regulate the practice of occupational therapy in the province and promote continuous quality improvement as we align with provincial and national mandates.

The Board and Executive Director continuously demonstrate commitment and dedication to supporting the safe practice of occupational therapy in our province. We have two 3 year terms ending at this AGM. Maria Rotondi has agreed to stay on for another 3 year term. The Board would like to thank Tammy Priddle for her commitment over the past three years; her experience as a clinician and leader in the public health care system has brought great value to the operations of the Board. We have put forth a call for nominations with some interest but no active nominations at this time. We continue to lobby government to appoint public members for the Board. Our current public members, Patricia Grainger and Blair Patrick, are continuing with the Board despite expired terms. Both have expressed interest to continuing with the Board and we are waiting for government's response.

Discipline: The terms for five of the occupational therapists on the disciplinary panel will be ending in 2018. New members will be appointed before the end of the year. The public members terms expired in 2016 and we are currently awaiting government to appoint new members. The three individuals that are expired can continue to serve until appointed or replaced in accordance with section 14(7) of the Occupational Therapy Act.

As per the Occupational Therapy Act (2009) all allegations are received by the chairperson and based on the review it is determined if the matter can be resolved at the level of the chairperson or referred on to the Complaints Authorization Committee (CAC). Over the past year the Board has received two complaints, both were referred to CAC. One has been resolved and the other ongoing.

Executive Director's Position: The part time executive director position was created by the Board in 2013. The contract was reviewed in November 2017 for a two year period with a 10% in lieu of benefits added to the compensation package.

The activities of the ED position continue to be extensive and far reaching as Kim regularly partners with the Board of Directors and various external partners. Please review the executive director's report where activities related to registration, continued competency, governance, provincial and national partnerships and education are outlined.

Future Directions: To meet the mandate of self regulation and protection of the public the Board of Directors of the Newfoundland and Labrador Occupational Therapy Board is committed to the following key activities:

- Continued partnerships with stakeholder groups including ACOTRO, CIHI, The Health Regulator's Network, the Department of Health and Community Services, The Office of the Privacy Commissioner, educational institutions and NLAOT as we strive to align our policies and practices with current trends and requirements of self-regulation.
- The Board has recently purchased a software/database platform and entered into a contract with Guild, a Nova Scotia based company. In the coming year the plan is to complete a website redesign and move to an online registration process. This new platform and available features will serve to improve communication with the membership.
- The Board has adopted a framework to guide the development of the Continued Competency Program. The Board recognizes this as a priority; work plans are in place to help guide this development. In 2018-2019 the goal is to introduce learning modules to help guide competency maintenance.
- Review and updating of the task assignment guidelines of occupational therapy support personnel.
- Ongoing review and update of regulatory documents and policy and procedures.
- Ongoing education of Board Directors and Disciplinary Panel members.

Registrar's Report Ashley Walsh, Registrar

I am pleased to report that the 2017-2018 licensing year has been both a busy and productive one for the board. The partnership between the board of directors and the executive director has continued to ensure an effective and active presence both provincially and nationally in areas of health regulation and quality assurance. In particular, the board has been busy ensuring an active presence with groups such as the Health Regulators Network and The Association of Canadian Occupational Therapy Regulatory Organization (ACOTRO). The dedicated work of our board, and especially that of the executive director, has also lent itself to partnerships within Atlantic Canada that have been crucial in advancing board goals of effective governance, communication and education. One of the focuses of the board over the last year has been development of a new regulatory database including a new upcoming website to facilitate and support communication, education and registration for our membership. This has led to the exploration of new ways we can offer effective and regular communication. Additionally, it supports the responsibilities of the board such as registration and renewals and allows new endeavours for the board in supporting education opportunities through learning modules that encourage the continued competence of our members. Please see the executive director's report for further information on this exciting development.

Registration and renewals for 2017 – 2018 was a success again this year. For the first time, completion of the Personal Health Information Act (PHIA) Training was a requirement for renewal. We would like to take this opportunity to thank the membership for embracing this added requirement and helping to ensure the efficient completion of the renewal process. The additional requirement of PHIA training is in keeping with the board's mandate of public protection and to our ongoing commitment to self-regulation. We are excited at the prospect of being able to offer further learning modules and opportunities to the membership as part of our new website in the coming months. During the 2017-2018 licensing year, there were 199 license renewals. Additionally, there were a further 14 licenced within the province as new applicants and as those re-entering practice for a total of 213 registered occupational therapists within the 2017-2018 licensing year.

The registration committee has continued to support the registration process throughout this licensing year. We would like to thank our committee members for their prompt, thorough and ongoing support to the board. In particular, the support of the committee in responding to and supporting several re-entry to practice candidates throughout their re-entry to practice program has been invaluable. We look forward to working on policy development, as well as, supporting ongoing registration requests in the coming year.

Registration Committee Members for the 2017-2018 Licensing Year:

Ashley Walsh, Committee Chairperson

Martina Hickey, NLOTB Member Representative

Andrea Pittman, NLOTB Member Representative

Jennifer Bouzane, NLOTB Member Representative

Patricia Grainger, NLOTB Public Representative

Kim Doyle, Executive Director

Executive Directors Report Kim Doyle, Executive Director

I am very pleased to advise our membership that we are finally in a position to move to online registration and renewal!

In the course of working with our Atlantic counterparts on our continuing competency program, College of Occupational Therapists of Nova Scotia (COTNS) completed a request for proposals to develop a new database and online platform to accommodate new initiatives such as hosting learning modules and a competency assessment. We have been able to piggy back on their project and hence purchase an affordable database/registration platform. The project has started and will be available to members in the fall. Members will have individual profiles which will allow registration/renewal, review and updating of membership profiles and the ability to upload/store licensing related documents. This new system will save on administration time for tasks such as processing renewals, submission of data to CIHI and updating member profiles as well as enhancing communication with members.

We are continuing to work with COTNS on the development of a continuing competency program. Our first learning module will be available in the fall 2018 and will address the topic of Ethics. See Continuing Competency section on page 8.

Under our public protection mandate, NLOTB receives complaints re: the practice of occupational therapy. The number of allegations received by the board have increased over the past 5 years, with 1-2 allegations processed annually. The allegations have included release of information without proper consent, biased opinion giving and failure to maintain the essential competencies of occupational therapy practice. One of the goals of our continuing competency program will be to support members in maintaining the essential competencies of practice.

NLOTB is a member of the Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO). Through ACOTRO, regulators collaborate to promote the best regulatory practices, enhance public accountability, build consistency across the country, and support each other in our efforts to respond to changes in occupational therapy practice and regulation. In practical terms, this means that we work together to streamline processes, advocate, and facilitate change in the

regulatory environment. I continue to represent NLOTB at the ACOTRO table and this work is substantial and accounts for a significant portion of my work hours.

ACOTRO is currently working on:

- A Memorandum of Understanding addressing cross-jurisdictional follow up occupational therapy practice.
- An agreement with CAOT re: administration of the National Occupational Therapy Certification Exam (NOTCE).
- The CoreCom Project: working with CAOT and ACOTUP to develop one competency document for the country.

ACOTRO continues to:

- Administer the SEAS program, the Substantial Equivalency Assessment System (SEAS), which evaluates the extent to which an Internationally Educated OT's (IEOT) education, qualifications and competencies are substantially equivalent to those of a Canadian educated OT.

On a provincial level, we have the Health Professions Regulatory Network. This network's mandate is to share best practices in self-regulation; share resources, information, trends and issues in health profession legislation; and to address issues of shared concern. I will be concluding my term as co-chair in the fall but will maintain active participation in the network.

I look forward to the coming year with plans to continue to improve our efficiencies with respect to service administration and to define/develop our policies and processes.

Treasurers Report

Submitted by Maria Rotondi, Treasurer
and Kim Doyle, Executive Director

NLOTB continues to operate in a fiscally conservative and prudent manner. The annual Audited Financial Statements for NLOTB year 2017-2018 were completed by Noseworthy and Chapman Chartered Accountants and will be available on the NLOTB website for review.

In the 2017-2018 membership year, membership fees collected totaled approximately \$72,800.00. Our expenses for the same membership year were \$69,380.00 spending slightly less than our revenue. NLOTB maintains investment funds of approximately \$160,000.00. These funds are to handle complaint hearings and large projects. We will be utilizing close to \$20,000.00 of this fund to purchase our new database/online registration system and a new website. More detailed financial information is available upon request.

| Expense Category | 2017-2018 Budget | Actual Year End |
|------------------------------|---------------------|----------------------|
| Teleconference | \$ 00.00 | \$ 213.78 |
| Insurance | \$ 4,500.00 | \$ 4,200.00 |
| Legal (non-complaint) | \$ 1,000.00 | \$ 316.25 |
| Legal (complaints) | \$ 7,000.00 | \$ 1,983.75 |
| Accounting | \$ 3,000.00 | \$ 2,645.00 |
| Office supports | \$ 2,000.00 | \$ 1,096.80 |
| IT | \$ 2,000.00 | \$ 3,469.35 |
| ACOTRO meetings | \$ 7,500.00 | \$ 4,558.61 |
| ACOTRO Membership fee/other | \$ 650.00 | \$ 1,162.01 |
| Bank charges | \$ 120.00 | \$ 103.61 |
| Education (fees) | \$ 2,000.00 | \$ 2,321.19 |
| Education (hotel/travel) | \$ 2,000.00 | \$ 1,271.04 |
| Advertising | \$ 1,000.00 | \$ - |
| Salaries | \$ 41,600.00 | \$ 45,319.16 |
| Continuing Competency | \$ 5,000.00 | \$ - |
| Dal Book Prize | \$ 250.00 | \$ 250.00 |
| OTHER | \$ 5,000.00 | \$ 100.05 |
| Overpayment of fees | \$ - | \$ 360.00 |
| TOTAL | \$ 72,120.00 | \$ 69,370.60 |
| REVENUE | | |
| Renewal | \$70,000.00 | \$69,322.68 |
| Licensing | \$5,000.00 | \$3,486.00 |
| Total Budgeted | \$75,000.00 | \$72,808.68 |
| Revenue over Expenses | | \$72,808.68 |
| | | -\$ 69,370.60 |
| | | \$3,438.08 |

Continuing Competency

NLOTB determined in late 2013, that independent development of a full Continuing Competency Program (CCP) was not feasible based on our resources. Three of the Atlantic OT regulators have partnered, with the College of OT's of NS (COTNS) taking the lead, to develop a program that can be used in part or whole by NLOTB.

In June 2013, COTNS passed a competency framework that consisted of three components: Competence Maintenance, Competence Evaluation and Competence Improvement. Following research and consultations, COTNS decided to explore creating a unique and specific COTNS blueprint for competence review. A consultant was hired to develop evidence based recommendations for the assessment and improvement of continuing competence, including recommendations for structure and tools. Details of the COTNS framework are available on their website. Annual learning modules will be available as part of competence maintenance. Kim Doyle, ED, represents NLOTB on the regional development committee.

In the fall of 2018, NLOTB will be re-establishing a Continuing Competency Committee to finalize our framework and to develop an implementation plan based on the work completed by COTNS and the committee to date.

Complaints and Discipline

The Occupational Therapists Act, 2005 states that “the board shall appoint at least 10 licensed occupational therapists who are not directors, one of whom shall be appointed to serve as chairperson, and the minister shall appoint at least 3 persons who are not licensed occupational therapists to represent the public interest, who shall constitute the disciplinary panel”.

The following list outlines our current Discipline Panel Representatives:

| <u>OT Reps: 2015-2018</u> | <u>OT Reps: 2016-2019</u> | <u>Public Reps 2013-2016</u> |
|---------------------------|---------------------------|------------------------------|
| Krista Wade | Susan Penney | Ron Sheppard |
| Phil Gushue | Michelle Ryan | Jim Courtney |
| Shelley Di-Nur | Alison Carter | Margaret (Pegi) Earle |
| Sherri Randell | Lisa Heale | |
| Melissa Greene | Nancy Hull | |

:



NL Occupational Therapy Board

PO Box 23076, RPO Churchill Square

St. John's, NL A1B 4J9

Canada

Phone: (709) 697-4920, Fax: (709) 383-0135

Website: www.nlotb.ca