

APPENDIX A						
Transparency Measures put forward by AGRE	Already in Place	Proposed Action	By-Law Change Required	Impact on Registrants	Implementation	
1 All Colleges to make available on the public register the following information:						
a. Names of former members including fact of and date of member death, if known	Yes	No action required	No change required	No impact	No activity required	
b.Date of referral to Discipline Committee	Not currently on the public register.	Council adopted a broad interpretation, effective January 1, 2015, of "notation" as outlined in s. 23(2)6 of the Code to accommodate posting this information to the Public Register.	No change required but would add it to the by-laws in 2015 to clarify to the registrants exactly what will be available on the public register with respect to disciplinary proceedings.	Minimal impact as CMTO would just be expanding what is currently on the website. All of this information is already ultimately public given that the discipline hearing is a public process.	1st quarter of 2015	
c. Discipline Committee status	Not currently on the public register	Same comment as above.	Same comment as above.	Same comment as above	1st quarter of 2015	
d. Full Notice of Hearing	Not currently on the public register.	Council's interpretation of "notation" includes posting a summary of the allegations on the Public Register and providing the Notice of Hearing upon request.	Same comment as above.	Same comment as above	1st quarter of 2015	
2 For information deemed to be public, all Colleges to commit to making it available on the website as soon as possible, ideally within 24 h.	Do not do this currently	CMTO will commit to meet this timeline	No change required	No impact	1st quarter of 2015	
3 All Colleges to commit to an external review of the register search function on their website to evaluate clarity of information and ease of search	No	CMTO would commit to conducting this kind of review periodically	No change required	No impact	First external review would be conducted in 2015	
4 All Colleges to commit to providing information on their websites about what member information is available. All Colleges to consider providing reasons for why information is or is not available. The AGRE Communications WG should develop consistent language for the websites.	Don't explicitly do this now	CMTO will review the current offering and make changes that will be implemented after the by-law changes and resulting transparency initiatives are approved in September 2015.	No change required	No impact	2015	
ICRC Outcomes: Improving consistency in types/names of ICRC outcomes						
5 All Colleges should commit to adopting a consistent approach to the number and names of ICRC outcomes.	A consistent approach does not exist	CMTO will be working with the Federation on this in 2015	No by-change anticipated	No impact	2015	
Data: Improved data collection/analysis						
6 Regulators should increase their focus on data analysis to inform regulatory activities and improve public reporting.	No formal data analytics plan in place	This was identified as an opportunity in the Management and Organization Risk Assessment. An increased focus in being proposed for 2015.	No change required	No impact	2015	
Additional Categories of Information to be made public						

7	Non-members practising illegally		Yes - if CMTO has taken civil action against the non-member	No action required	No change required	
8	Premises inspection results - NOT APPLICABLE TO CMTO					
9	Health facility privileges - NOT APPLICABLE TO CMTO					
10	Licenses in other jurisdictions		No	Will be proposing to do this	Yes	No impact Post- Sept 2015
11	Criminal charges		No	For discussion with Council in February. Staff will be proposing that CMTO would only post criminal charges that it believes have a compelling public interest that is relevant to the College.	Yes	Registrants may be concerned if all charges are public. If it only those which CMTO thinks are serious, this concern will be mitigated.
12	Criminal convictions		No	For discussion with Council in February. Staff will be proposing that CMTO would only post criminal convictions that it believes have a compelling public interest that is relevant to the College.	Yes	Same comment as above Post- Sept 2015
13	Bail Conditions		Yes - if the bail restrictions limit the registrant's MT practice, CMTO negotiates an Undertaking with the registrant, part of which includes publicizing the bail conditions	For discussion with Council in February -- one option will be to post those bail conditions that have an impact on the registrant's MT practice.	Yes	Registrants may be concerned if bail conditions are posted. However, if it is only those that affect their practice, I think they will accept that. Post- Sept 2015
14	Undertakings		No	For discussion with Council in February -- could consider the seriousness of the Undertaking. Probably posting all Undertaking is not a public interest issue.	Yes	High. It will make registrants less likely to enter into an Agreement/Undertaking with the College if it is going to become public. Post- Sept 2015
15	ICRC: Verbal Cautions, including making Verbal Cautions public		No	For discussion with Council in February -- This could affect an ICRC's decision when deciding to issue an oral caution. Consider criteria for publishing cautions, e.g. if a registrant receives two or more cautions OR only if the caution addressed concerns with a compelling public interest.	Yes	High. It will make registrants less likely to accept an ICRC decision involving a caution and may lead to an increase in legal consultation and an increase in the number of issues going to HPARB. Post- Sept 2015

16	ICRC: SCERPs including making SCERPs public	No	For discussion with Council in February -- This could affect an ICRC's decision when deciding to issue a SCERP. Consider criteria for publishing cautions, e.g. if a registrant receives two or more SCERPs OR only if the SCERP addressed concerns with a compelling public interest.	Yes	High. It will make registrants less likely to accept an ICRC decision involving a SCERP and may lead to an increase in legal consultation and an increase in the number of issues going to HPARB.	Post- Sept 2015
17	Interim suspension explanations	No	For discussion with Council in February -- the explanation for an interim suspension could be justified as being in the public interest.	Yes	Low - an interim suspension would only happen in the most serious cases.	Post- Sept 2015
18	Discipline Committee: No findings	No	For discussion with Council in February -- requires some clarification re whether it would be permitted under section 23 (2) (7) the RHPA	Yes	Low - to date, there has never been a hearing at CMTO that resulted in no findings.	Post- Sept 2015
19	Agreement to resign pre-referral	Yes - as it is contained in the agreement that the reason for the resignation be made public	For discussion with Council in February -- some further clarification required	Yes	Low	Post- Sept 2015
20	Discipline findings - other jurisdictions	No	For discussion with Council in February -- will likely propose only to publish proceedings from other jurisdictions if they are already public in that jurisdiction.	Yes	Low - as already published elsewhere	Post- Sept 2015