



June 26, 2023 Council Meeting Materials

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Council Meeting Draft Agenda

Date: June 26, 2023 **Time:** 9 a.m.

Please join the meeting in person or remotely from your computer, tablet or smartphone.

MEETING LOCATION (for those attending in person)

College of Optometrists of Ontario

65 St. Clair Ave. E., Suite 900
Toronto, ON M4T 2Y3

LOGIN INFORMATION (for those attending remotely)

Join Zoom Meeting

<https://us02web.zoom.us/j/86217329457?pwd=Ofh5dmJaTWd4U3BPS0xvSG9oSXZtUT09>

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AGENDA

Time	Discussion Item	Presenter/ Speaker	Document Included	Action	
Please complete the Conflict of Interest Form online prior to the meeting.					
1	9:00 am	Call to order, roll call and welcome	B. Matthie	Yes	Information
2	9:02 am	Introductions	B. Matthie	No	Information
3	9:04 am	Conflict of Interest declarations	B. Matthie	No	Decision
4	9:06 am	Approval of agenda	B. Matthie	Yes	Decision
5	9:08 am	Approval of minutes – March 20, 2023 and April 24, 2023	B. Matthie	Yes	Decision
6	9:10 am	Action items from the March 20 meeting: <ul style="list-style-type: none"> • Review the proposed five-year schedule of Council meetings and incorporate any changes to dates. – COMPLETED • Undertake 60-day consultations on the following: <ul style="list-style-type: none"> ○ By-law 13 – Specific Composition and Selection of Committee Members amendments – COMPLETED ○ By-law 19 – Fee amendments – COMPLETED • Collect ideas and develop plans for the College’s 10th Anniversary celebrations - ONGOING 			
7	9:15 am	Committee Reports <ul style="list-style-type: none"> • Discipline (no updates) • Examination Appeals (no update) • ICRC 	Committee Chairs	Yes	Information



		<ul style="list-style-type: none"> • Registration • Quality Assurance • Patient Relations (no update) • Governance and Nominations • Q3 Finance Report / Dashboard Report 			
8	9:25 am	Financials <ul style="list-style-type: none"> • Draft Budget 2023 – 2024 • Draft Operational Plan • Funding for Therapy and Counselling Reserve Fund 	M. Bianchi / N. Leris	Yes	Decision
9	9:55 am	Registrar’s Report	N. Leris	Yes	Information
10	10:10 am	President’s Report	B. Matthie	Yes	Information
	10:15 am	Break			
11	10:30 am	Results of Consultation: Review of CKO Fee Schedule Proposed amendments to By-law 19	M. Bianchi / B. Fehst	Yes	Decision
12	11:30 am	Presentations: Third Party Assessment of Council	M. Boon, CMTO	No	Information
	12:00 pm	Lunch Break			



13	1:00 pm	Council Effectiveness Evaluation, including Third Party Assessment	S. Goodwin	Yes	Decision
14	1:30 pm	By-law 13: Public Consultation Results	B. Fehst	Yes	Decision
15	1:50 pm	Review of Kinesiologist Core Competency Profile - Update	F. Teape	Yes	Information
16	2:00 pm	Revised Policy: Per Diem and Council and Committee Compensation Policy	M. Bianchi	Yes	Decision
17	2:10 pm	Strategic Planning	N. Leris	Yes	Decision
18	2:20 pm	Communications Update <ul style="list-style-type: none"> • Elections update • CKO 10 year Anniversary Celebration 	B. Fehst / C. Li	Yes	Information
19	2:35 pm	Revised Committee Slate	B. Fehst	Yes	Decision
20	2:40 pm	Review of Action Items	B. Matthie	No	Review
ADJOURNMENT					

Next meeting – September 25 and 26, 2023



March Council Meeting Minutes

Date/Time of Meeting:	Monday, March 20, 2023 – 9:25 a.m.
Council present:	Jennifer Pereira, Corby Anderson, Teresa Bendo, Matthew Daher, Susan Garfat, Brad Markis, Ben Matthe, Chad McCleave, Victoria Nicholson, Jana Smith, Leanne Smith, Jotvinder Sodhi, Heather Westaway, Ryan Wight
Regrets:	Sara Gottlieb
Staff members:	Nancy Leris, Michelle Bianchi, Lynn Butler; Brian Fehst, Colleen Foster, Arifa Gafur, Magdalena Reder, Fiona Teape
Guest presenter:	Deborah Adams, Registrar and CEO, CRPO

1. Call to order, roll call, welcome

Jennifer Pereira, Chair and Council President, called the meeting to order at 9:21 a.m. and welcomed Council, staff members and guests.

The Chair shared a Land Acknowledgement.

As the notice of the meeting had been duly given in accordance with the by-laws of the College of Kinesiologists of Ontario (CKO) and a quorum was present, the meeting was duly constituted for the transaction of business.

2. Introductions

Jennifer Pereira welcomed the following guest to Council:

- Deborah Adams, Registrar and CEO, College of Registered Psychotherapists of Ontario (CRPO)

The Chair reminded meeting attendees that all Council members, committee chairs and committee members should respond to meeting requests by the due date, as late responses delay timely decision-making and project timelines. If members are unable to attend a meeting, they should advise CKO as soon as possible so that alternative plans can be made.

3. Conflict of Interest Declarations

The Chair asked whether any Council members present wished to declare a conflict of interest. There were no declarations.

The completed forms are required under CKO's By-law 16.05 – Conflicts of Interest/Declaration Forms. Council members must sign them before each meeting.

4. Approval of Agenda

UPON A MOTION duly made by Heather Westaway and seconded by Victoria Nicholson, it was resolved that the agenda be approved. Carried.

5. Approval of Minutes from the December 5, 2022 Council Meeting

UPON A MOTION duly made by Teresa Bendo and seconded by Corby Anderson, it was resolved that the minutes of the December 5, 2022 Council meeting be approved. Carried.

Approval of Minutes from the February 13, 2023 Council Meeting

UPON A MOTION duly made by Teresa Bendo and seconded by Susan Garfat, it was resolved that the minutes of the February 13, 2023 Council meeting be approved. Carried.

6. Action Items from the December 5, 2022 Council Meeting

- 1) Investigate the costs of holding in-person meetings and report back to Council. This will be taken into consideration when determining the frequency of in-person and/or hybrid meetings.
(Completed)

Michelle Bianchi, Director of Operations and Financial Services, reported back to Council on the costs of holding in-person meetings. The average for a one-day in-person meeting is approximately \$7,500. This amount includes boardroom and audio/visual equipment rental, meals, travel and hotel costs.

- 2) Correct two incorrect date ranges in the draft Request for Proposal (RFP) for Strategic Planning.
(Completed)

Nancy Leris, Registrar/CEO, provided an update that she had made the corrections.

- 3) Determine if recordings from the Canadian Network of Agencies of Regulation (CNAR) conference can be shared with all Council members. If so, then share the links with Council members.
(Completed)

Brian Fehst, Manager of Professional Practice, provided an update that the recordings from the CNAR conference cannot be shared with all Council members. Brian advised that only those who attended the conference can access the recordings.

- 4) Undertake 60-day public consultations on the following:
- By-law 6 Election of Officers amendments **(Completed)**
 - By-law 10 Election of Council Members amendments **(Completed)**
 - By-law 12 Committees amendments **(Completed)**
 - By-law 19 Fees amendments **(in-progress)**
 - Business Case Fees **(in-progress)**

Brian Fehst provided the status updates of the 60-day public consultations, as noted. The consultations on By-laws 6, 10 and 12 are complete. The consultation on By-law 19 and the Business Case Fees are underway.

- 5) The CKO team will conduct further research regarding By-law 13 – Amendments for the Selection of Committees: **(Completed)**

Brian Fehst noted that a status update on the consultation would be provided later in the meeting.

Action Item from the February 13 special Council meeting:

- Undertake 60-day public consultation on the draft emergency class regulation **(in-progress)**

Fiona Teape, Director of Regulation, noted that a status update on the consultation would be provided later in the meeting.

7. Presentation – Building Council Competence

Jennifer Pereira introduced Deborah Adams, Registrar and CEO of CRPO, who provided a presentation on Building Council Competence.

CRPO's Competency Framework includes a Competency Matrix for both Council and committees, as well as the Discipline and Fitness to Practise Hearing Panel, and a Committee Composition Matrix. Deborah explained how a competency framework allows CRPO to be effective and efficient by directing that qualified individuals are elected, appointed and recruited and that appropriate training and professional development is provided to ensure continued competence across all regulatory and governance functions.

Deborah also spoke about assessing Council effectiveness – how CRPO developed the Council evaluations, their learnings and next steps.

CKO Council members appreciated the presentation and engaged in an informative Q&A session with Deborah following the formal presentation.

8. Committee Reports

Reports were provided in the Council package, highlighting committee meetings, activities, changes and discussions that took place since the December Council meeting. A Q2 financial report and dashboard were also included.

Ben Matthie, chair of the Planning and Finance Committee, provided an update that, as of the end of Q2, CKO was on track to meet the projected revenue numbers. He also noted that there were over 170 applicants scheduled to write the entry-to-practice examination on April 19, 2023.

Ben indicated that there were no unexpected expenditures in Q2. During the next two quarters there will be expenses for ongoing projects as planned, including a review of the Kinesiology Core Competency Profile and updates to e-learning modules and CKO's database.

The Planning and Finance committee is aware that the College's lease will be expiring in June 2024. Currently the office space is on the sublease market but there has been no interest to date. The College is investigating different options to reduce its rental fees including sharing space with another College or finding a smaller office space.

CKO has a total of five investments with CIBC and Wood Gundy. We use a ladder approach to investing in GICs, which provides us with flexibility and liquidity of funds if needed.

9. Registrar's Report

Nancy Leris, Registrar/CEO, presented the Registrar's Report.

The Registrar began with an introduction of CKO's newest staff member, Arifa Gafur, Professional Conduct Coordinator.

The Registrar then provided updates on the following items:

Online exam - CKO's spring 2023 online entry-to-practice exam will be held on April 19. As of the first week of March, a total of 172 applicants registered for the exam, although the final registration numbers are anticipated to increase. Four of the candidates who have registered require special accommodations. A webinar for exam applicants was held on March 16.

As of Right Rules Legislation - In February, CKO participated with HRPO (Health Profession Regulators of Ontario) in providing feedback to the Ministry of Health (MOH) on a proposal to allow practitioners registered in other Canadian jurisdictions to practise in Ontario, without being registered in Ontario.

HRPO identified a number of areas for consideration. These include:

- authority of regulators over registrants who practise outside their jurisdictions;
- team-based health care and differing scopes of practice between jurisdictions;
- regulatory history that goes beyond the public portion of a regulator's register;
- liability insurance that may not cover the registrant in a different jurisdiction;
- use of a registration number for managing compensation in different jurisdictions; and
- timing for someone to practise without being registered.

HRPO feels that the MOH's proposal may introduce additional risks to the public and have indicated that they are willing to discuss further options with the MOH.

HRPO Anti-Racism in Health Regulation Project - Since November 2022, CKO has participated as a member of the Steering Committee for this project. Progress includes an environmental scan, consultations and engagement of the regulatory Colleges, an overview of project deliverables, an EDI

Toolkit (including a self-assessment and Equity Impact Assessment) and an action plan. Next steps include finalizing the draft materials and guidance to colleges for implementation. Training sessions will also be provided for staff of colleges.

Dr. Jordan Peterson vs. College of Psychologists of Ontario - This case is a judicial review of a decision of the Inquiries, Complaints and Report Committee of the College of Psychologists of Ontario, where the committee ordered Dr. Peterson to enter a Specified Continuing Education and Remediation Program (SCERP) regarding professionalism in public statements.

The order was made after several individuals reported concern with public statements made by Dr. Peterson on social media. The appropriate parameters of the regulation of the use of social media by regulated professionals is an issue currently facing all regulators. Public statements that are supported by health professionals with credentials inevitably reflect on the profession itself.

While HPRO was prepared to support all colleges on this case in the court, the College of Physicians and Surgeons of Ontario is providing their support on behalf of all HPRO colleges as they already have similar matters before the courts.

Dr. B. Hardick vs. College of Chiropractors of Ontario - This is another case that is under discussion by regulated health professions. The key issue was a by-law change that would disqualify a person for running for Council within six years of their being found to have committed an act of professional misconduct. The previous by-law requirement was three years.

In 2018, Dr. Hardick was the subject of professional discipline by the College of Chiropractors of Ontario (CCO)'s Discipline Committee. Dr. Hardick claimed that the by-law change was targeting him specifically and that the change was made in bad faith. In October 2022, he requested a stay of the by-law pending a more formal judicial appeal. This would allow him to run for CCO Council, with an undertaking to resign if he lost the judicial appeal. However, the judge ruled that CCO Council acted in the public interest and did not act in bad faith. In February 2023, the motion was dismissed, and Dr. Hardick was ordered to pay \$20,000 in costs to CCO.

This case highlights the importance of regulatory colleges acting in the public interest to enhance public confidence in the College, by members of the public who might be concerned about Council members who had been found to have committed professional misconduct or incompetence. It also stresses the importance of fully vetting potential Council members against College processes, guided by the goals of the College Performance Management Framework.

Council/Staff Training - The College's four new Council members and some staff are attending the Council on Licensure, Enforcement and Regulation (CLEAR) - 2023 Introduction to Regulatory Governance online webinars series.

CKO is planning our spring staff team-building event to build and encourage team collaboration and cohesiveness. Staff will also be returning to the office in a hybrid work model this spring.

Office Space - CKO is continuing its planning for office relocation once its lease expires at the end of June 2024. In the meantime, CKO signed an agreement with property management, giving them the right to negotiate a sublease of our office space until the end of the lease.

Conclusion - The Registrar concluded by thanking CKO staff for their commitment and hard work for this last quarter.

10. President's Report

Jennifer Pereira, Chair and Council President, opened by discussing the role of CKO, followed by her President's Report.

The President provided the following summary of activities that she has been involved with in her role as President:

- Attended various committee meetings;
- Been in constant communications with the Registrar/CEO;
- Been in contact with staff (with the Registrar's knowledge);
- Managed stakeholder communications;
- Participation in Council orientation; and
- Working on Council development and succession planning.

The President also noted that this year is a very special year for CKO, as it is the 10th anniversary of our inception in 2013. This milestone provides an opportunity to commemorate and celebrate the last decade.

Jennifer noted that there are many different fiscally responsible ideas on how to celebrate, from designing a 10th anniversary logo to creating a special section on the website that looks back in time and highlights the "then and now." She also suggested that CKO can recognize key people and their accomplishments over the past 10 years. There is also an opportunity to celebrate in person at the September Council meeting.

Jennifer concluded by asking Council members to send their ideas about celebrating to her or the Registrar.

11. Registration Updates

Fiona Teape, Director of Registration, provided an update on registration items noting that the Registration Committee has met once since the last report to Council. On February 10, 2023, the Committee met to review and recommend for Council approval draft amendments to the *Kinesiology Act, 2007*, for an emergency class certificate of registration, as well as to review and recommend updates to the Language Proficiency Policy.

Language Proficiency Policy

The requirement for language proficiency (English or French) is required for entry-level kinesiologists to practise safely and effectively. With the new Registration Requirements (Ontario Regulation 508/22) under the *Regulated Health Professions Act, 1991*, health regulators are required to accept a satisfied English or French proficiency testing result, if the applicant demonstrates English or French language proficiency satisfactory to the College on a test that is approved under the *Immigration and Refugee Protection Act (IRPA)* for assessing language proficiency. The language proficiency assessment must be completed within two years before the date of making the application.

The recommended revisions to CKO's Language Proficiency Policy reflect the language proficiency examinations approved under the IRPA and establish benchmarks for these additional language proficiency examinations.

The Registration Committee has recommended that the amended Language Proficiency Policy be submitted to Council for final review and approval.

Resolution – Revisions to the Language Proficiency Policy

UPON A MOTION duly made by Teresa Bendo and seconded by Vicki Nicholson, it was resolved that Council approves the revised Language Proficiency Policy as presented. Carried.

Emergency Class Certificate of Registration

At the February Council meeting, CKO Council approved the draft proposed amendments to the General Regulation of the *Kinesiology Act, 2007*, and directed staff to circulate the draft amendments to CKO members for comment for at least sixty (60) days. To be completed on April 17, 2023.

Registration Database Management System Updates

CKO is moving forward with updates to the IMIS Document Management System (DMS), to address security recommendations and improve the system's functionality and reporting. The project will begin mid-March 2023 and continue over nine weeks. The registration team will be involved throughout the planning, development and testing phases.

12. Practice Standard and Guideline Update: Complementary and Alternative Therapy Guidelines

Brian Fehst presented the Quality Assurance Committee's proposed practice guideline on the use of complementary and alternative therapies in kinesiology practice. The guideline was developed in response to enquiries regarding members' ability to offer complementary and alternative therapies in addition to conventional kinesiology treatment.

The publication of this guideline will reinforce CKO's mandate to protect the public by ensuring that that the expectations of the College are clear regarding how complementary and alternative therapies may be used by kinesiologists in Ontario. Patients and clients will be able to expect that kinesiologists, following this guideline, will apply the same rigorous and objective approach to complementary and alternative therapies as they would to conventional kinesiology treatment, care and services.

Resolution - Practice Standard – Complementary and Alternative Therapy Guidelines

UPON A MOTION duly made by Heather Westaway and seconded by Leanne Smith, it was resolved that the Council approves the Practice Standard – Complementary Alternative Therapies for publication by the College as presented. Carried.

13. Communications - Changes to Fees and By-law 19 Consultations

Lynn Butler, Manager of Communications, presented an update on the communications rollout and tactics planned for the proposed changes to fees and By-law 19, including the 60-day consultation period.

Prior to Council meeting, the communications rollout was shared with the Planning and Finance Committee on February 27, 2023, and the Patient Relations Committee on March 2, 2023, for their feedback. Suggestions and changes were incorporated into the communications.

All materials will be posted following the Council meeting, and the 60-day consultation period for the proposed changes to fees and By-law 19 will be underway. The consultation period will last from March 24 to May 22. If the changes to fees and By-law 19 are approved, all materials will be updated and posted before the anticipated implementation on September 1, 2023.

14. By-law Updates Consultations (By-laws 6, 10, 12) and Review (By-law 13)

Brian Fehst presented by-law updates to Council. The government of Ontario has proposed a series of reforms and modernization initiatives that will impact the governance of health professional regulatory colleges in Ontario. In response, CKO has undertaken a review of our by-laws including By-laws 6, 10, 12 and 13, which were presented to Council on December 5, 2022.

The review included an environmental scan focused on two key areas relevant to governance reforms and current best practices:

- Council and committee terms (including maximum term limits and cooling-off periods); and
- Election processes (including eligibility and nominations).

The information from the environmental scan informed proposed amendments to each of the by-laws, and the following motions were brought forward to Council for approval for a 60-day external consultation on each by-law.

In December, By-laws 6, 10 and 12 were approved by Council to go for a 60-day consultation. Council also requested additional review of By-law 13 before going for consultation.

The consultation and review results were presented to Council with the following recommendations for approval.

Resolution – Amendments to By-law 6 – Election of Officers

UPON A MOTION duly made by Ben Matthie and seconded by Vicki Nicholson, it was resolved that Council accepts and approves the amendments to By-law 6, as presented. Carried.

Resolution – Amendments to By-law 10 – Election of Council Members

UPON A MOTION duly made by Susan Garfat and seconded by Teresa Bendo, it was resolved that Council accepts and approves the amendments to By-law 10, as presented. Carried.

Resolution – Amendments to By-law 12 – Committees - General

UPON A MOTION duly made by Teresa Bendo and seconded by Susan Garfat, it was resolved that Council accepts and approves the amendments to By-law 12, as presented. Carried.

Resolution – Amendments to By-law 13 – Specific Composition and Selection of Committee Members

UPON A MOTION duly made by Corby Anderson and seconded by Teresa Bendo, it was resolved that Council accepts and approves the amendments to By-law 13 for a 60-day consultation, as presented. Carried.

15. Kinesiologists Core Competency Profile - Update

CKO's Steering Committee for the Review of the Kinesiology Core Competency Profile held its first meeting on March 6, 2023. The six-person group was appointed from volunteer members of Council at the December 2022 Council meeting.

This initial Steering Committee met to select the remaining four to six Steering Committee members and other subject matter experts from the volunteer applications received by CKO. In total, 21 volunteer applications were received between December 2022 and January 2023.

Recommendations for selection were made by the senior psychometrician leading the project prior to the Committee's meeting. The next stage of the project will involve the senior psychometrician meeting for one-on-one interviews with the selected subject matter experts and scheduling a two-day virtual meeting with the Steering Committee.

16. College Performance Measurement Framework (CPMF)

Brian Fehst, Manager of Professional Practice, presented the third annual CPMF submission to the Ministry of Health (MOH) that provides updates on the College's performance improvement commitments in seven different areas.

This year's report shows how CKO meets the requirements for all CPMF evidence that the MOH has identified as benchmarks, including fully meeting 44 items, partially meeting three items and not meeting one item.

The College's action plan is to address items 10.2.a.i and 10.2.a.ii, both of which are related to how the assessment components of Quality Assurance incorporate "right-touch" regulation practices. Overall, this year's CPMF report demonstrates and supports the CKO's commitments to process improvement and operational adherence to regulatory best practices.

Resolution – Approval of College Performance Management Framework

UPON A MOTION duly made by Vicki Nicholson and seconded by Susan Garfat, it was resolved that Council approve the College Performance Management Framework for submission to the Ministry of Health and for posting to the College website on March 31, 2023 and as presented. Carried.
There was one abstention: Matthew Daher

17. Communications Update

Lynn Butler, Manager of Communications, provided an update on the CKO's communications and outreach activities.

University Visits - University visits resumed this year and were held for graduating students at 18 universities with kinesiology programs. The visits were conducted virtually with a CKO presentation, followed by an interactive Q&A session.

Pre-meetings were scheduled with each university contact to discuss what the presentation includes, and to learn more about the information their students were looking for.

Response to the virtual nature of the visits was good. Universities indicated that the logistics were easier to arrange and that virtual presentations also allowed more of their students to attend the presentations.

Visits will be followed up with surveys to gather more information about the visits and the best way to provide kinesiology students with the information about CKO and our mandate to protect the public. A recorded version of the presentation will also be forwarded to the universities for posting on their classroom websites.

University Liaison Committee Meeting - The College facilitated the annual CKO-Universities Liaison Committee Meeting on December 12, 2022. The meeting was well attended by representatives from Ontario's academic institutions with kinesiology undergraduate programs.

The professional associations also attended. The meeting is designed to facilitate collaboration among the regulatory body, the academic institutions and the professional associations to improve the practice of kinesiology.

CKO presented an update on the outlook for 2023, including the MOH's Performance Management Framework, our new strategic planning process for 2023 – 2026 and modernization of the governance regulatory framework.

CKO also provided a registration and examination update, including registration statistics and provided an overview of the results of the first two online entry-to-practice examinations.

Additional meeting highlights included an update on the Quality Assurance Program, changes to standards and guidelines and an interactive session on EDI-B.

Ongoing Communications - CKO also continued with our ongoing communications in support of the following: Core Competency Profile Update project, online entry-to-practice examination, consultations, surveys, renewals, e-Learning modules, Peer and Practice Assessments (PPA) and the website. CKO also supported communications for Council, including upcoming elections in July and orientation for new Council members.

18. Risk Management Plan Review

Nancy Leris, Registrar and CEO, presented a review of CKO's risk management process and review cycle.

The Registrar outlined some of the driving forces that have resulted in changes to the risk occurrence scores and risk mitigation strategies, including:

- Clarity on how CKO's consideration of our financial situation is incorporated into the plan;
- An overview of how information (including electronic records) is securely stored by CKO and protected against unauthorized access; and
- Ensuring that the plan does not contain unnecessary details and accurately identifies who may be responsible for specific items.

The Registrar outlined the key risks affecting the organization, particularly those that could significantly impact the achievement of objectives. She also detailed the proposed amendments that have been reviewed by the Planning and Finance Committee and are being recommended to Council for approval.

Resolution – Approval of Risk Management Plan

UPON A MOTION duly made by Chad McCleave and seconded by Ben Matthie, it was resolved that Council approves the Risk Management Plan for 2022-2023 as presented. Carried.

19. Insurance Update

Michelle Bianchi, Director of Operations and Financial Services, provided an overview of the insurance carried by CKO. The insurance provider offers a full spectrum of insurance products and works with their partners to increase safety.

CKO is insured in the following areas:

- Liability and Crime;
- Cyber Liability;
- ADD or Death for Council members and volunteers;
- Directors and Officer Liability; and
- Errors and Omissions

The insurance protects directors, officers and committee members for wrongful acts, although Council members are expected to act in good faith and in the best interest of CKO.

20. Revised Committee Slate

Since the Council meeting on December 5, 2022, there have been the following changes to the Committee slate.

Planning & Finance Committee:

- Chad McCleave to become Chair
- Teresa Bendo to become Vice-Chair
- Jotvinder Sodhi to be added to the Planning and Finance Committee

Examination Appeals Committee

- Removal of Jennifer Periera
- Removal of Leanne Smith
- Appointment of Jotvinder Sodhi

Quality Assurance Committee

- Appointment of Jotvinder Sodhi

ICRC Committee

- Appointment of Jotvinder Sodhi

Governance and Nominations Committee appointments of:

- Jennifer Pereira
- Chad McCleave
- Victoria Nicholson
- Claude Balthazard
- Melanie Jones-Drost

Resolution – Revised Committee Slate for 2022/2023

UPON A MOTION duly made by Susan Garfat and seconded by Corby Anderson, it was resolved that Council approves the revised 2022/2023 Committee Slate as presented. Carried.
There was one abstention: Matthew Daher

21. Five-year Council Meeting Schedule

Jennifer Pereira shared the proposed five-year schedule of Council meetings.

The draft calendar was developed using similar time periods as have been used previously. While considering dates for Council meetings, the CKO team reviewed days of significant and religious holidays to avoid scheduling meetings on those days. CKO is committed to ensuring that the schedule is equitable and inclusive.

Jennifer asked Council members if they have or know of any conflicts with the proposed dates. She also noted that this is a living calendar and Council members are welcome to reach out to the President or the Registrar with any updates.

Proposed Five-year Schedule of Council Meetings				
2024	2025	2026	2027	2028
March 25	March 31	March 30	March 22	March 27
June 24	June 30	June 29	June 28	June 26
September 9	September 8	September 14	September 27	September 25
December 2	December 1	December 7 or 8	December 6	December 4

22. Review of Action Items

- Review the proposed five-year schedule of Council meetings and incorporate any changes to dates.
- Undertake 60-day consultations on the following:
 - By-law 13 – Specific Composition and Selection of Committee Members amendments
 - By-law 19 – Fee amendments
- Collect ideas and develop plans for the College’s 10th Anniversary celebrations.

24. 2023 Council Meeting Dates

Council will hold their next meet on **June 26, 2023**.

Adjournment

The Chair thanked Council, committee members and staff for their work to fulfill CKO’s legislated mandate – to serve and protect the public interest.

UPON A MOTION duly made by Chad McCleave, the Council meeting of March 20, 2023 was terminated at 2:12 p.m.

DRAFT



Special Council Meeting Minutes

Date/Time of Meeting:	Monday, April 24, 2023 / 7:00 p.m.
Council present:	Jennifer Pereira, Teresa Bendo, Matthew Daher, Susan Garfat, Sara Gottlieb, Benjamin Matthie, Chad McCleave, Victoria Nicholson, Jotvinder Sodhi, Heather Westaway, Ryan Wight
Regrets:	Corby Anderson, Bradley Markis, Jana Smith, Leanne Smith
Staff members:	Nancy Leris, Michelle Bianchi, Brian Fehst, Arifa Gafur, Magdalena Reder, Fiona Teape
Guests/observers:	Rebecca Durcan, Legal Counsel

1. Call to order, roll call, welcome

Jennifer Pereira, Chair and Council President, called the meeting to order at 7:01 p.m. and welcomed Council, staff members, and guests.

As the notice of the meeting had been duly given in accordance with the by-laws of the College of Kinesiologists of Ontario and a quorum was present, the meeting was duly constituted for the transaction of business.

Jennifer welcomed Rebecca Durcan of Steinecke Maciura LeBlanc as College legal counsel.

2. Conflict of Interest Declarations

Jennifer Pereira asked whether any Council members present wished to declare a conflict of interest. There were no declarations.

3. Approval of Agenda

UPON A MOTION duly made by Teresa Bendo and seconded by Benjamin Matthie, it was resolved that the agenda be approved. Carried.

4. Proposed Amendments to the General Regulation for Registration (Emergency Class) - review results from the public consultation

Jennifer Pereira invited Fiona Teape, Director of Registration, to provide the results of the public consultation regarding the proposed amendments.

Fiona provided a high-level summary of the proposed amendments required under the *Regulated Health Professions Act, 1991* and noted that Council had approved, in principle, the proposed amendments during the February 13, 2023 Special Council Meeting.

A 60-day consultation period commenced on February 17 and ended on April 17, 2023. The Ministry also posted the College's draft proposed amendments for feedback between February 23 and April 11, 2023. The College received 39 responses.

While a majority (72%) of the respondents were in support of the regulation, the following themes emerged:

- what would constitute an emergency and who would be eligible for the Emergency Class;
- more information is needed about the supervision of Emergency Class registrants;
- there is a perceived need for safeguards with respect to Council having the authority to declare an "emergency circumstance";
- while acknowledging that this falls outside the scope of the College, there was interest and concern regarding how the Emergency Class will function with the "As of Right" initiatives announced by the Government of Ontario, and questions as to whether these should be developed in concert;
- and a fair amount of concern regarding the entry-to-practice exam not being required for Emergency Class registrants, as well as the removal of the exam requirement for certain registrants to move from the Emergency Class to the General Class.

Lastly, it was highlighted that the Lieutenant Governor in Council, when considering the College's submission, could potentially change wording/language of the final draft without additional consultation with the College.

Jennifer thanked Fiona for her summary of the feedback obtained and opened the floor for questions.

Council discussed if new graduates could apply to the Emergency Class during a public health emergency, even if the entry-to-practice exam for the General Class was still being administered. It was clarified the candidate could and may want to, depending on the timing of the next exam sitting and their personal willingness to assist during the public health crisis. However, in the long term the candidate would likely prefer to challenge the exam to be able to practice without the restriction of a supervisor.

It was noted that criteria and standards will need to be developed around supervision, the determinants of a 'satisfactory practice', and the assessment of clinical and non-clinical practices for registrants who apply to transition to the General Class. Consideration was also given to the potential time commitment and availability of supervisors during an emergency circumstance. Legal counsel indicated that supervision has historically been accepted by the Ministry as an appropriate and proportional public protection model. Counsel was of the opinion that the supervision piece was unlikely to be perceived as a barrier to registration, but rather as a public safety measure.

Examples were sought and provided regarding who would seek registration under the Emergency Class under the prior practice requirements of section 9.1 (1)3(ii) of the proposed regulation. Kinesiologists in another province or returning from retirement were identified as most likely. Moreover, Legal counsel clarified that non-registered practitioners within Ontario could also potentially demonstrate, to the College's satisfaction, that they have met this requirement. In view of the consultation feedback, Council discussed potential alternatives to the removal of the entry-to-practice examination requirement for the transfer from the Emergency Class to the General Class. Council carefully considered the approach taken by other regulators and the structure and limits of the current General Regulation. Council also reflected on the Ministry's suggested consideration of factors such as the length of time of an applicant's practice and the demonstrated ability to practice safely. Council concluded that the safeguards of currency of practice, supervision, and a peer and practice assessment could provide assurances of competency and public safety, while meeting the emergency class requirements set out under Ontario Regulation 508/22 of the RHPA.

Finally, legal counsel clarified that in accordance with the wording of the proposed amendments, Council could open the Emergency Class without direction from the Ministry. However, if directed by the Ministry, the College must act on that direction.

UPON A MOTION duly made by Heather Westaway and seconded by Susan Garfat, it was resolved that the Council of the College of Kinesiologists of Ontario approves the draft proposed amendments to the General Regulation of the Kinesiology Act, 2007, as appended to this resolution, and directs staff to submit the final document to the Ministry by the deadline of May 1, 2023.
Carried unanimously.

Adjournment

Jennifer thanked Rebecca Durcan for attending and the Council and staff for their continued dedication and wished everyone well.

UPON A MOTION duly made by Benjamin Matthie the Council meeting of April 24, 2023 was terminated at 7:58 p.m. Carried.

Five-year Schedule of Council Meetings

2024	2025	2026	2027	2028
March 25	March 31	March 30	March 29	March 27
June 24	June 30	June 29	June 28	June 26
September 9	September 8	September 21	September 27	September 25
December 2	December 1	November 30	December 6	December 4

Discipline Committee Report

Committee: Discipline
Prepared for: Council
Date: June 26, 2023

Meetings

There are no new cases that have been referred to the Discipline Committee.

ICRC Report

Committee: ICRC
Prepared for: Council
Date: June 26, 2023

Meetings

The ICRC panel met on May 24, 2023, to issue decisions on two matters, to approve the appointment of an investigator to three cases, and to administratively withdraw one case.

Matters

There are 6 active complaints that are under investigation.

There are 3 active reports that are under investigation.

Committee Report

Committee: Registration
Prepared for: Council
Date: June 26, 2023

Registration Committee Meetings

A panel of CKO's Registration Committee has met three times since the last report to Council to review the following referrals from the Registrar:

- Educational Equivalency Assessment (12);
- Reinstatement to the general class after being inactive for more than two years (3);
- Exemption from one-year period of eligibility for registration, following notification of passing the exam (2);
- Exemption from exceeding the allotted timeline for writing the exam (1); and
- Course Review (1).

Panels took place on March 31, April 13 and June 22, 2023.

Examination Appeals Committee Meetings

Two applicants have requested an appeal to the Examination Appeals Committee following the Spring 2023 exam session. A meeting will be set for late July 2023.

Spring Exam - Historical Examination Counts

Spring Exam Candidates - Year-to-Year		
Session	Examinees	Percentage of Examinees that passed
April 2017	226	71%
April 2018	213	74%
April 2019	191	70%
April 2020	<i>(deferred due to COVID-19)</i>	n/a
April 2021	<i>(deferred due to COVID-19)</i>	n/a
April 2022	243	68%
April 2023	195	71%

2023 Spring Examination

The College of Kinesiologists of Ontario (CKO)'s 2023 Spring Entry-to-Practice examination was held on April 19, 2023. A total of 223 candidates registered for the exam, while 195 candidates wrote the exam. This included five candidates who requested testing accommodations. All candidates wrote the exam in English.

A total of eight applicants were not able to complete the exam either due to technical issues or missed appointments. This includes four applicants who were rebooked for April 20, and four applicants who decided not to rebook their exam. Three applicants registered for the exam but did not show up for the exam. 21 applicants deferred/withdrew from the exam.

The final exam results are as follows:

April 2023 - Number of Examination Candidates	
Registered	223
Wrote	195
Passed	139
Failed	56
% Passed	71%

Membership Update

As of June 7, 2023, the total membership stands at 3001 registrants, with 2573 registrants in the General Class and 426 registrants in the Inactive Class. The total membership for the same time last year was 2939. This represents a 1.2% increase in total registrants over the same period last year.

During the period of March 1, 2023, to May 31, 2023, we registered 37 new registrants.

Year-to-Year Historical Registration Counts

Registration Numbers as of March 31 of each year:

Years	General Class	Inactive Class
2014	1280	29
2015	1419	123
2016	1731	215
2017	2294	287
2018	2422	372
2019 *	2441	410
2020	2467	404
2021	2458	426

2022	2506	400
2023	2541	421

* As of March 11th, 2019

Health Professions Database Report

CKO submitted our annual Health Professions Database (HPDB) report to the Ministry of Health (MOH) in May 2023. The HPDB provides a snapshot of Ontario's regulated healthcare workforce to inform health human resources planning. It is comprised of standardized, consistent, and comparable demographic, geographic, educational and employment information on all regulated allied health professionals in Ontario.

We continue to make updates to our data management system for the reporting of our registrant data to ensure the continued error-free and seamless submission to the MOH.

Emergency Class

On May 1, 2023, CKO submitted our draft regulation for an emergency class of registration to the MOH. In late May the MOH provided their draft, based on our submission, for review and comment. Both versions are substantively similar, with only cosmetic changes made for style and wording.

The CKO team is currently developing policies to help guide the implementation of this new class, which will be presented to the Registration Committee in August 2023 before going to Council.

Kinesiology Core Competency Profile Review

On May 26, 2023, educators from the CKO's University Liaison Committee attended a one-day virtual meeting to review and provide feedback on draft updates made to the Kinesiology Core Competency Profile (Profile) by the project's lead psychometrician. This feedback has been incorporated into the draft Profile, which will be presented to the project's Steering Committee in July 2023.

Jurisprudence E-Learning Module Review

CKO is finalizing a contract with our current vendor to update the jurisprudence module hosting platform and content. The project is estimated to be completed at the end of August 2023.

Annual Renewal

CKO is preparing for the 2022/2023 annual renewal term. Minor updates will be included in the online renewal form. CKO is committed to improving our renewal processes to make it more streamlined and efficient for registrants.

Database Management System

CKO's database management system underwent extensive updates for security and performance improvements in June 2023.

Committee Report

Committee: Quality Assurance Committee
Prepared for: Council
Date: June 26, 2023

Meetings

The Quality Assurance Committee (QAC) has met two times, including in panels, since the Council meeting on March 20, 2023. QAC panel meetings took place on April 12 and April 17, 2023.

Peer and Practice Assessment

27 registrants were selected to participate in the Peer and Practice Assessment (PPA) spring/summer 2022 cycle. Of these:

- Two exemptions were granted:
 - one for pending retirement, and
 - one due to resignation from the College;
- Two deferrals were granted:
 - one due to caregiving responsibilities, and
 - one due to not practising as a kinesiologist;
- Of the 23 remaining registrants, all PPAs have been completed and the QAC has met and rendered the following decisions:
 - No Further Action with respect to 22 PPA cases.
 - One registrant was directed to complete competency enhancement in the form of a Demonstrated Change Report. The completion date of the competency enhancement is October 19, 2023.

30 registrants were selected to participate in the PPA fall/winter 2022 cycle. Of these:

- One exemption was granted for pending retirement;
- Six deferrals were granted:
 - one has no patients at this time,
 - three reported not practising as a kinesiologist,
 - one due to extenuating professional circumstances, and
 - one transitioned to the Inactive Class certificate of registration, not practising due to family and health issues.

- One deferral was granted outside the typical deferral timeline due to an unanticipated family emergency.
- Of the 22 remaining registrants, all PPAs have been scheduled and completed with four taking place outside the standard PPA cycle period (90 days) due to extenuating circumstances. To date, the following decisions have been made regarding PPAs:
 - No Further Action with respect to six PPAs cases;
 - Notices of Intent to Direct Competency Enhancement in the form of Demonstrated Change Reports has been issued for one PPA; and
 - One registrant has been directed to complete competency enhancement in the form of a Demonstrated Change Report. The completion date for the competency enhancement is October 19, 2023.

Committee Report

Committee: Governance and Nominations Committee
Prepared for: Council
Date: June 26, 2023

Meetings

The Governance and Nominations Committee (“the Committee”) has met twice times since the last regular Council meeting on March 20, 2023. The Committee’s Orientation meeting took place on April 25, 2023. The Committee also met on June 14, 2023.

Committee orientation

The Committee met on April 25, 2023 and received orientation and training regarding its terms of reference and responsibilities. At this meeting, as per the Terms of Reference, Victoria Nicholson was elected as Chair of the Committee for one year.

Assessment of eligibility to stand for election to Council

On June 14, 2023, the Committee met to consider nominations to stand for election to Council in Electoral Districts 2, 3 and 6. Nominee eligibility was assessed and evaluated against the eligibility criteria set out in the College’s by-laws. Nominee applications were also reviewed against the *Council and Committee Competency Profile*. The following nominees were deemed eligible to stand for election in their respective Electoral Districts:

- Electoral District 2:
 - Pheing Ngo
- Electoral District 3:
 - Caseline Capaz
 - Susan Garfat
- Electoral District 6:
 - Alyssa King
 - Alicia Oliveira

The elections will take place from July 11 – July 18, 2023.

Third-party assessment and evaluation of Council performance and effectiveness

The meeting agenda for the Committee’s June 14, 2023 meeting included a review of a proposal from a third-party consultant regarding administration of the College’s Council Effectiveness Review Framework (“CERF”). The engagement of the third-party consultant resulted from the College’s effort to meet the requirements set out in the College Performance Measurement Framework (“CPMF”) (specifically Domain 1, Standard 1, Measure 1.2.b). The CERF currently includes the following components:

- Chair performance feedback survey
- Member self-reflection survey
- Committee effectiveness evaluation survey

The Committee was provided with an overview of the consultant’s proposals and provided comments, feedback and suggestions.



REVENUES

COLLEGE OF KINESIOLOGISTS OF ONTARIO - REVENUE REPORT FOR QTR 3 FOR THE FISCAL YEAR 2022/2023				
1	2	3	4	5
CATEGORY	APPROVED REVENUE FORECAST (Sept 1 2022 to Aug 31, 2023)	INTERIM REVENUES QTR 1, QTR 2 & QTR 3 SEPT 1 - May 31 2023	PROJECTED REVENUES QTR 4 JUNE 1 - AUG 31 2023	VARIANCE
	\$	\$		\$
Revenue:				
Jurisprudence Fee (\$48.25)	29,433	14,327	15,106	0
Application Fee (\$100)	62,900	24,000	25,000	-13,900
Examination Fee (\$400)	200,400	81,310	80,800	-38,290
Registration Fees*	1,854,063	362,683	1,511,505	20,125
Interest Income	18,000	47,173	10,000	39,173
TOTAL REVENUE	2,164,796	529,493	1,642,411	7,108
*Registration Fees made-up of:	Approved Forecast	Interim Q1, Q2 & Q3 (Sept 1/22 - May 31/23)	Projected (June 1/23 -Aug 31/23)	Variance Q2
	\$	\$		\$
New Registrants				
- Sept - Nov (\$650)	37,700	68,250		30,550
- Dec - Feb (\$487.50)	51,675	32,175		-19,500
- Mar - May (\$325)	25,675	12,125		-13,550
- Jun - Aug (\$162.50)	8,775		8,775	0
Renewal (\$650)	1,650,000	191,570	1,458,430	0
Change in Status (members back to active)	5,138	11,813		6,675
Professional Corporation	1,200	400	400	-400
Professional Corporation Late fee	400	200		-200
Inactive Renewal (\$200)	60,000	17,000	43,000	0
Inactive Renewal Late Fee(\$50)	3,000	4,550		1,550
Renewal Late Fee (\$100)	6,000	21,000		15,000
Re-instatement Fee (\$300)	4,500	3,600	900	0
Total	1,854,063	362,683	1,511,505	20,125

NotesRegistration:

More people registered in Q1 than projected and less in Q2 & Q3. We expect to meet projections in Q4.

New registrants will be slightly less than budgeted however exam results were distributed by end of May which could impact these numbers

Total number of exam candidates for both September and April exam this fiscal year is 413. This is lower than projections.

Revenues for "Late fees" for general and inactive class including members change in status during the year exceeded projections.

Members changing status was higher than projected. This is due to an increase in members returning to normal activities after Covid

Revenues from late fee charged was also high. Members waited past the deadline to renew.

COLLEGE OF KINESIOLOGISTS OF ONTARIO - EXPENDITURE FORECAST FOR QTR 3 (Mar. 1/23 - May 31/23) FOR THE FISCAL YEAR 2022/2023				
1	2	3	4	5
CATEGORY	APPROVED BUDGET Sept 1 2022 to Aug. 31, 2023	ACTUAL QTR 1, 2 & 3 SEPT 1- May 31, 2023	PROJECTED EXPENSES QTR 4 JUNE 1 - AUG 31 2023	VARIANCE
	\$	\$		\$
<u>Expenditure:</u>				
Council & Committees	60,750	41,000	14,825	4,925
Professional Fees	69,775	51,700	18,075	0
Communications & Media	137,500	52,917	19,583	65,000
Rent & Facility Costs	238,000	175,000	63,000	0
Office & General	113,312	69,112	37,590	6,610
Salaries & Wages	1,195,000	760,725	389,275	45,000
Registration	300,820	132,580	143,440	24,800
Quality Assurance	56,210	26,175	9,815	20,220
Professional Conduct	53,700	44,000	25,500	-15,800
TOTAL EXPENDITURE	2,225,067	1,353,209	721,103	150,755

Major Highlights:Council and Committee

Payment for meetings in Q3 for Council, Registration, Quality Assurance, Professional Conduct, Planning and Finance, ICRC and Patient Relations.

Expenses for steering committee for the review of the Kinesiology Core Competency profile. Projections in Q4 for outstanding per diems for Council & Committee and expenses for in person Council meetings.

Professional Fees

Legal fees: Expenses under general legal fees for review of COI, Jurisprudence e-Learning module, College By-laws and review of draft emergency class legislation.

Expenses for Audit was higher than projected due to additional work done by auditor.

Projections in Q4 for Council third Party Evaluation /Assessment as required by CPMF. This includes review of the Council Effectiveness Evaluation Framework.

Communications & Media

Payment for monthly cost for I.T. provider/ Office 365

Expenses for phased replacement of IT equipment.

Projections in Q4 for payment to IT Service Provider. Savings resulted from public awareness campaign and website updates not completed.

Office & General

Payment for Insurance, Membership fees, Office Supplies, Postage and bank charges.

Cost for recruitment of Senior Communications Officer and Conduct Coordinator

Payment for council and staff professional development. Savings resulted from working with a hybrid model.

Salaries & Wages

This consists of the salaries and benefits for staff .

Payment of staff merit increases in Q3 and salary increase in Q3. Compensation survey to be completed in Q4 for staff salary review.

Savings resulted from new staff hires and outstanding staff salary reviews and merit increases.

Registration

Payment of monthly license with ASI and maintenance of database.

Ongoing projects - Review of Kinesiology Core Competency Profile through Q4

Payment for administration of the September exam

Payment for administering the April exam and Jurisprudence review in Q4.

Payment for data base service pack upgrade will be completed in Q4

Quality Assurance

Payment for maintenance and subscription of Self Assessment portal.

Payment for Peer and Practice Assessments and including payment for the review of Sexual Abuse eLearning Module.

The review of the Professionalism and Ethics e-Learning module was not completed as planned due to change in priorities.

Professional Conduct

11 new intake matters, 2 required Registrar's report, 5 became complaints, 2 were issued cease and desist letters and 2 are pending in Q3.

Projections in Q4 for these ongoing cases.

Rent & Facilities Cost

Payment for monthly rent. College's lease is expiring in 2024 and new lease options are being considered and to be implemented in the fall.

Overall highlights:



(36 new registrants between Mar. 1, 2023, and May 31, 2023)

April 2023 Exam: 223 registered (195)

Operational highlights (Q3: Mar. 1 2023 To May 31 2023)

Focus	Deliverables	Status	Comments and Impacts
Governance	Governance and Nominations Committee Slate and Orientation	Green	Committee Orientation was completed on April 25, 2023. Chair was appointed to the Committee. A workplan was also reviewed by Committee for upcoming Committee work.
	Elections: Review of Council nominations for eligibility	Yellow	Meeting scheduled for June 14, 2023
	By-laws Consultations	Green	Public consultation re: proposed amendments to by-law 19: closed May 22, 2023. Public consultation re: proposed amendments to by-law 13: closed May 26, 2023
	Council Effectiveness Evaluation Framework review	Yellow	Consultant has engaged. It will be presented to Council on June 26, 2023, with evaluation to follow. Governance and Nominations Committee will review framework and recommend to Council.
Corporate	Recruitment of Staff	Green	Completed interviews for a new Senior Communication Officer. Onboarding of new staff will begin on June 12, 2023.
	Results of Consultation: Review of CKO Fee Schedule	Yellow	Consultation regarding the change in CKO's fee schedule ended on May 22, 2023. Results of the consultation will be presented to the Planning and Finance Committee for review and recommendation to Council on June 26, 2023.
	Office Space **	Red	Office lease expires June 2024, the office space is currently on sublease market and CKO has received some interests and showings. CKO continues to explore options for office relocation and will update the Planning and Finance Committee and Council on the progress.
	I.T.	Green	Implemented Multi-Factor Authentication (MFA) and Password Policy on all staff computers
	Review of College Health Benefits	Green	CKO completed our annual review of health benefits to ensure we attract and retain qualified staff in a competitive market. Change of agent on record. The benefits renewal will be effective in June.
	Compensation Survey	Green	Collaboration with HPRO on a compensation survey as part of CKO's policy to conduct compensation reviews every three years. Our collaboration with HPRO reduces the cost for these surveys and provides us with the opportunity to benchmark our compensation with other similar size regulators to retain qualified and competent staff.

Focus	Deliverables	Status	Comments and Impacts
<i>Communications</i>	Webinars: Review of CKO Fee Schedule		Two webinars were completed to garner feedback from the public, members and stakeholders. This was part of the consultation for fee increase. The webinars were scheduled at 12 p.m. on May 4, 2023 and at 6 p.m. on May 10, 2023. A total of 91 participants attended both webinars.
	Elections		Elections were scheduled for July 2023. Nominations closed on May 26, 2023, Eligibility will be assessed by Governance and Nominations Committee June 14, 2023.
	Communications in support of College programs and activities		Ongoing. Communications support includes <ul style="list-style-type: none"> website update re: webinars/survey re: April 2023 examination; survey regarding incomplete examination following completion of application; and public consultations regarding by-laws 13 and 19, as well as proposed fee increase.
<i>Registration</i>	Entry-to-Practice Examination		CKO held the online Entry-to-Practice Exam on April 19, 2023. Exam results were released to candidates on May 17, 2023. 195 candidates wrote the exam.
	Regulatory Amendments for the Emergency Class		In April 2023, Council approved draft regulatory amendments for the creation of an Emergency Class. The package was submitted to the Ministry of Health on May 1, 2023. On May 24, 2023, the Ministry released their draft regulation to CKO with no substantial changes. The draft is expected to be approved by the Lieutenant Governor in Council by August 31, 2023.
	Emergency Class Registration Policies and Procedures		The CKO team has started developing policy and processes to support the administration of the Emergency Class certificate, including supervision guidelines, a reporting template and bylaw updates for review by Council in September 2023.
	Health Professions Database		CKO successfully submitted the 2022 Health Professions Database (HPDB) report to the Ministry of Health.
	Office of the Fairness Commissioner		In the process of completing first draft of the Ontario Fairness Commissioner's report (OFC) for the 2022 reporting year. Report was delayed by the OFC from March to May.
	Kinesiologist Core Competency Profile Review		Ongoing – A psychometrician has updated the core competency profile draft. The timeline was adjusted to include a one-day focus group on May 25, 2023, with academic representatives to review and discuss draft updates to the profile. Steering Committee will convene in late June/July 2023 for a secondary review.
	Database Management System		The database management system underwent extensive service pack updates for security and performance improvements.
	Jurisprudence Online Module		CKO is working with a vendor to transition to a new platform/tool to significantly reduce cost estimate for module updates. Current modules' content must be scaled down and streamlined.
	Registration Committee Meetings and Panels		Four panel meetings were held to review and render decisions on referrals from the Registrar.
<i>Quality Assurance</i>	Peer and Practice Assessments		Ongoing – Fall 2022 assessments were complete, while review by the Quality Assurance Committee is ongoing. Spring 2023 assessments are in progress and assessments will be completed by July 2023.
<i>Professional Conduct</i>	Inquiries, Complaints, Reports Committee (ICRC)		ICRC panel met on May 24, 2023, to discuss six cases – two completed investigations, three approval for appointment of an investigator and one withdrawal request. There are three active complaint investigations and two active report investigations.
	Upcoming meetings		ICRC training for new and returning members will occur during the first week of July (date to be determined).
<i>Patient Relations</i>	eLearning module: Prevention of Sexual Abuse		Revised module was sent to the vendor for publishing. The vendor is currently working on it, and it is expected to be launched in September 2023.
	Committee meetings		Patient Relations Committee met on March 2, 2023, to review communications materials pertaining to fees increase and proposed amendments to by-law 19.

** - In red as it is a priority for the College

Legend:

Completed

Ongoing

Incomplete



College of Kinesiologists of Ontario - Revenue Projections & Operating Cost Estimation - 2023/2024 - 2026/2027				38				
	Approved Revenue Forecast	Revenues Received to date	Projections (Sept to Aug)		Proposed Fees			
	2022/23	Sept 2022 to May 31 2023 \$	2022/2023	2023/2024	2023/2024	2024/2025	2025/2026	2026/2027
Revenues	(\$)	\$	(\$)	(\$)		(\$)	(\$)	(\$)
Jurisprudence Fee	29,433	14,327	29,433	28,226	42,325	43,482	44,351	44,929
Application Fee	62,900	24,000	49,000	60,000	90,000	91,500	99,300	100,500
Examination Fee	200,400	81,310	162,110	194,000	218,250	225,450	227,250	229,500
Registration Fees	1,854,063	331,635	1,874,188	1,865,763	2,030,700	2,074,363	2,122,350	2,155,675
Interest At Bank	18,000	47,173	57,173	25,000	25,000	15,000	18,000	20,000
Other Income		-	-					
Total Revenue Projections	2,164,795	498,445	2,171,904	2,172,989	2,406,275	2,449,795	2,511,251	2,550,604
Operating Expenses	Approved Budget 2022/2023	Expenditures To Date Sept 1 2022 to May 31 2023 \$	Projections 2022/2023 (Sept to Aug) \$	2023/2024 \$		2024/2025 \$	2025/2026 \$	2026/2027 \$
Council and Committees	60,750	41,000	55,825	65,575	65,575	67,500	71,300	75,100
Professional Services	69,775	51,700	69,775	119,000	119,000	75,000	72,000	74,000
Communications/Media	137,500	47,617	72,500	153,000	153,000	109,100	114,200	119,300
Rent and Facilities Costs	238,000	175,000	238,000	244,200	244,200	123,000	159,000	164,500
Office and General	113,312	69,112	106,702	130,450	130,450	141,800	144,950	148,100
Staff Salaries/Benefits & Stat Remittances	1,195,000	760,725	1,150,000	1,257,500	1,257,500	1,320,375	1,386,394	1,455,713
Registration Costs	300,820	132,580	276,020	292,687	292,687	186,325	190,630	196,200
Quality Assurance Costs	56,210	26,175	35,990	98,395	98,395	41,850	35,000	44,700
Professional Conduct	53,700	44,000	69,500	84,500	84,500	80,250	83,000	85,750
TOTAL OPERATING COSTS	2,225,067	1,347,909	2,074,312	2,445,307	2,445,307	2,145,200	2,256,474	2,363,363
SURPLUS (DEFICIT)	(60,272)	(849,464)	97,592	(272,318)	(39,032)	304,595	254,777	187,241
Reserve Fund Contribution								
Internally Restricted Reserve Fund balance	Amount							
Abuse Therapy Fund	\$30,000							
Amount of funds used as of May,2023	\$11,830							
Abuse Therapy Fund Current Balance	\$18,170							
Amount required to return fund to the correct balance	\$11,830							
Investigations and Hearings	\$170,000							
Property and Technology Fund	\$ 90,000							
Total Reserve fund	\$290,000							



Performance Report: September 1, 2023 – August 31, 2024

Communications

Focus:

- Increased transparency around Council and committee processes;
- Increased communication to the public about the role of registered kinesiologists; and
- Increased communication to registrants on patient/client-centred care and reducing harm.

Impact:

- Registrants and the public understand patient/client-centred care in the context of kinesiology and ways to minimize risk of harm;
- The public, employers and other regulated health professionals understand the practice of kinesiology and the obligations of registered kinesiologists;
- The public and registrants have access to more information about Council and Governance & Nominations Committee; and
- Transparency about governance qualifications and training to enhance public confidence in the public interest with focus on Council and Committee.

Activity Highlights:

- Public awareness campaigns – both print and digital – that highlight the role of CKO, what registered kinesiologists do and how CKO and regulation protect the public;
- Council and Committees section of the website – to provide more information on the assessment and education of Council and committee members, their orientation and training, as well as agendas and minutes of the Governance & Nominations Committee meetings (excluding in-camera items);
- Patient-centered website tools to help empower patients to make informed healthcare choices; and
- Dynamic information-sharing between CKO and Kinesiologists on best practices to avoid patient harm and ensure safe, ethical and up-to-date practice through all appropriate platforms and media through quality assurance and continuous professional development.

Key deliverables for the fiscal year:

1. Implement a public awareness campaign that highlights the importance and value of working with registered kinesiologists;
2. Publish more information on the obligations of Council members – how they are trained and details on governance and information regarding the nominations on committee and Council;
3. Continuous outreach to the public and profession to serve on Council/Committees; and
4. Increase Council and Committee competency in technical, leadership, decision-making and interpersonal skills with a focus on equity, diversity and inclusion.

Corporate

Focus: delivers public-interest-focused, competency-based governance to enhance oversight processes that improve patient safety and avoid the risk of harm

Impact:

- Demonstration of value to the public;
- Demonstration of effectiveness;
- Enhanced accountability;
- Competent Council members; and
- Building trust in CKO by increasing transparency through enhanced reporting on performance achievements in CKO functions and demonstrating how the public interest is served through these functions.

Activity Highlights:

- Multiple training programs, processes and platforms to encourage and facilitate effective, efficient discharge of governance responsibilities in the public interest and for public protection from risk of harm;
- Enhance the Council and committee evaluation framework to include Council and committee member's development plan;
- Enhance additional opportunities and training initiatives that will enhance the ability of Kinesiologists to direct the profession to the public interest through their contributions to CKO's governance, policy and standards development, as well as participation in Committees and with statutory responsibilities;
- Development of performance measures for CKO functions; and
- Review of Committee Terms of Reference to align with by-law changes, best practices, competency-based appointments and update of Committee composition.

Key deliverables for the fiscal year:

- Completion of 2022/2023 Financial Audit and annual report;
- Completion of the College Performance Measurement Framework (CPMF) to the Ministry of Health;
- Orientation and training opportunities for Council and Committees;
- Development of a new three-to-five-year strategic plan;
- Development of new budget for the next fiscal year;
- Implementation of changes to CKO's fee schedule and by-laws;
- Development of Council/Committee online orientation/training modules on Conflict of Interest Governance, Finance etc.; and
- Updated terms of reference for Committees to reflect changes in by-laws and development of Committee specific competencies.

Registration

Focus: Entry-to-practice review, maintenance of online entry-to-practice exam, policy development, improvement of data management system

Impact:

- Entry-to-practice requirements are defensible and clearly defined;
- Compliance with by-law and legislative requirements for reporting of data; and
- Automated processes and well-organized data management system increase operational efficiencies.

Activity Highlights:

- Assessment of and review of Kinesiology Core Competency Profile, to identify required updates to entry-to-practice requirements;
- Development of new entry-to-practice examinations;
- Updated Jurisprudence E-Learning Module;
- Review and update existing registration policies, and development of new registration policies;
- Automate prioritized registration processes in IMIS data management system;
- Revision of the educational assessment tool for the entry-to-practice examination;
- Review and update of the online application and annual renewal form; and
- Development of policies for implementation of the emergency class registration regulation.

Key deliverables for the fiscal year:

1. Kinesiology Core Competency Profile updated;
2. Educational Equivalency Framework updated;
3. Jurisprudence E-learning Module updated;
4. Registration Policy review and development;
5. Automation of registration processes; and
6. Updated database management system.

Professional Practice & Quality Assurance

Focus: Harm reduction through risk management, increased transparency and accountability.

Impact:

- CKO's efforts become more risk-focused to assist registrants in reducing the potential for harm;
- Promote registrants' continuing competence and continuous quality improvement;
- Improve patient-centred care and inter-professional collaboration; and
- Improve public protection and reduce risk.

Activity Highlights:

- Articles and other resources developed for registrants and the public on patient/client-centred care in kinesiology and how to reduce risk of harm. Articles will be highlighted through the CKO's various channels, including the Citizen Advisory Group.
- Continue peer and practice assessment operations through hybrid platform to ensure registrants' continuing competence, promote continuous quality improvement and identify profession-wide practice issues;

- Support registrants in applying relevant practice standards and guidelines to their practice and obtain feedback on value/efficacy of supports;
- Develop/amend processes and policies to explain how we use a risk-based, evidence-informed approach for assessment;
- Demonstrate how quality assurance activities engage and support registrants in incorporating Continuous Quality Improvement (CQI) into their practice, and help registrants improve practice as individuals and as part of a team;
- Emphasis on engaging kinesiologists to provide CKO with current information about emerging frontline patient and practice issues to identify areas for practical support to address issues with the goal of ensuring patient safety, enhancing the patient's experience and the quality of patient care.

Key Deliverables for the fiscal year:

1. Revise peer and practice assessment and competency enhancement program with risk focus in line with the Ministry of Health's Performance Measurement Framework
2. Establish expectations and supports to promote culture of continuous quality improvement;
3. Develop/amend processes and policies to demonstrate risk-based, evidence-informed approach to programming;
4. Development of peer and mentoring programs for kinesiologists.

Professional Conduct

Focus: Analysis of risk within the practice of kinesiology and support to quality assurance and patient relations to reduce the potential for harm.

Impact:

- Compliance measurement and reduction of risk to the public; and
- Improve transparency measures through communication through CKO's website.

Activity Highlights:

- Respond to legislative changes and the Ministry of Health's CPMF requirement to ensure full compliance;
- Timely updates to the public register and database regarding professional conduct matters;
- Ensure that information regarding member conduct is readily available and appropriately monitored;
- The complaint process and relevant available support to complainants are clearly communicated on our website, including information on access to sexual abuse therapy; and
- Track and monitor CKO's response to inquiries to ensure we meet the CPMF requirement.
- Develop accessible, up-to-date and documented guidance setting out the framework for assessing risk and acting on complaints, including the prioritization of investigations, complaints, and reports.

Key Deliverables for the fiscal year:

1. Timely response to complaints;
2. Complainants effectively supported by and informed with the progress of complaints; and
3. CKO addresses complaints in a right touch manner.



Resolution: Approval of Budget and Operational plan for new fiscal year 2023-2024

Whereas Council and the Planning and Finance Committee have reviewed the proposed Budget presented by CKO and considered whether provision has been made to meet CKO's requirements during the new fiscal year – September 1, 2023, to August 31, 2024; and

Whereas Council plans to continue with operations in a prudent manner; and

Whereas opportunity has been provided for Council members to raise questions and gain a full understanding of the risks faced by CKO, the medium-term financial outlook for CKO and detailed proposed expenditures; and

Whereas the Registrar is asking for a vote from Council to approve the proposed Budget and Operational Plan as presented.

Therefore, be it resolved that Council of the College of Kinesiologists of Ontario approves the Budget and Operations Plan for the new fiscal year 2023-2024, beginning September 1, 2023.

Moved by:

Seconded by:

Date:



Issue or Decision Note

Issue or Decision: Contribution to restricted funds for therapy and counselling for victims of sexual abuse
Prepared for: Council
Date: June 26, 2023

Background:

Subsection 85.7(1) of the *Health Professions Procedural Code* (“the Code”, which is schedule 2 to the *Regulated Health Professions Act, 1991* (“RHPA, 1991”)) requires the College of Kinesiologists of Ontario (“the College”) to establish a program to provide funding for therapy and counselling for persons alleging sexual abuse by a member of the College while they were a patient. This program is administered by the College’s Patient Relations Committee (“the Committee”).

S. 85.7 of the Code sets out the general parameters for these funds (including but not limited to eligibility, timing and payment). The College has developed an operational framework relating to the maintenance of the fund. Funding eligibility may continue until the earlier of 5 years from the date on which the person received therapy or counselling for which funding was provided, or the date the person becomes eligible for funding. The maximum amount payable is the amount that would be covered by the Ontario Health Insurance Plan (OHIP) for 200 half-hour sessions of individual outpatient psychotherapy delivered by a psychiatrist on the date the patient/client became eligible to receive funding.

Money to be used for these purposes is held by the College as a restricted fund. This restricted fund is monitored to ensure the College meets its legislated requirements. Contributions and withdrawals may be made as required with the goal of ensuring that the College’s funding for victims of sexual abuse is sustainable and viable.

Issue for Consideration:

A proposed contribution to the restricted reserve fund for therapy and counselling for patients/clients who are victims of sexual abuse by a kinesiologist.

Analysis:

The most recent contribution to the fund was \$20,000. This contribution was made in the fiscal year 2018/2019 and brought the total value of the fund to \$30,000.

There is currently one open claim, which was approved by the Committee in 2020. Eligibility for funds under this claim will cease on the earlier of August 2024 or the date on which \$16,060 is paid towards this claim. To-date, \$11,830 has been paid towards this claim.

To maintain the College's ability to meet this legislative requirement, the College is proposing that a contribution of \$11,830 be made to the restricted reserve fund.

Public Interest Rationale:

The proposed amendments to the by-laws pertaining to the College's fee schedule are intended to:

- 1) Mitigate risks to the College's ability to effectively fulfill its mandate to protect the public; and
- 2) Ensure that the College is able to provide ongoing, sustainable support to patients/clients who are victims of sexual abuse by their kinesiologist.

Decision for Council:

1. Consideration of the proposed contribution, in the fiscal year 2022/2023, of \$11,830 to the fund for therapy and counselling for victims of sexual abuse.
-

Resolution: Reserve fund allocation to the fund for therapy and counselling for patients/clients who have reported sexual abuse by a member of the College

MOTION

Whereas as of June 24, 2019, the total amount in the internally restricted reserve fund dedicated to therapy and counselling for patients/clients who have reported sexual abuse by a member of the College (“the fund”) was \$30,000; and

Whereas maintaining the fund is required to mitigate the risk of unpredicted increases or expenditures in the future; and

Whereas in 2020, the Patient Relations Committee approved a claim with a maximum amount of \$16,060 payable from the fund; and

Whereas as of May 9, 2023, payments towards this claim have reached \$11,830 in total;

Therefore, be it resolved that the Council of the College of Kinesiologists of Ontario approves a contribution to the College's Abuse Therapy Reserve Fund for the fiscal year 2022-2023 in the amount of \$11,830.

Moved by:

Seconded by:

Date:

1. Section 1 of Ontario Regulation 401/12 is amended by adding the following paragraph:

3. Emergency.

2. The Table to section 4 of the Regulation is amended by adding the following item:

3.	Emergency	Kinesiologist registered in the Emergency Class	R. Kin (Emerg)
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3. The Regulation is amended by adding the following section:

Emergency class

9.1 (1) The Council may declare that emergency circumstances exist that make it in the public interest to issue emergency certificates of registration under any of the following circumstances:

1. The Minister has requested the College to initiate registrations under this class based on the Minister's opinion that emergency circumstances call for it.
2. Any other emergency circumstances that lead the Council to form the opinion that it is in the public interest to issue emergency certificates of registration.

(2) The following are non-exemptible registration requirements for an emergency certificate of registration:

2. The applicant must satisfy the registration requirements set out in clauses 5 (1) (a), (c), and (d).
3. The applicant must have either,
 - i. satisfied the program requirements described in clause 5 (1) (a) no more than two years prior to the date of application for the emergency certificate of registration, or
 - ii. practised the profession of kinesiology for at least 1500 hours during the three years immediately prior to the date of the application for the emergency certificate of registration.

(3) An applicant who has failed the registration examination set by Council under section 10 on their third attempt is not eligible for an emergency certificate unless the applicant has successfully completed another program which satisfies the requirements in clause 5 (1) (a).

(4) Every emergency certificate of registration is subject to the following terms, conditions, and limitations:

1. The member shall practise kinesiology only under the supervision of a holder of a general class certificate of registration whose certificate is not subject to additional terms, conditions and limitations and who is in good standing.
2. The member shall, at all times when providing kinesiology services, identify themselves as practising under supervision.
3. The member must satisfy the professional liability insurance requirements set out in paragraph 1 of subsection 7 (1).
4. The Registrar may revoke the certificate at any time where the Registrar is satisfied that it is in the public interest to do so based on the circumstances of the particular case.
5. Unless another period of less than one year is stated on the certificate, the certificate expires at the end of the registration year under the College by-laws, unless it is renewed.
6. Unless another period of less than one year is stated on the certificate, a renewed emergency certificate of registration expires one year after it is issued, unless it is renewed again.
7. Despite paragraphs 5 and 6, an emergency certificate of registration expires 90 days after the date the Council determines that emergency circumstances no longer exist even where the certificate would otherwise expire before or after that time.

(5) A member who holds, or who held in the previous six months, an emergency certificate of registration may be issued a general certificate of registration despite not having met the requirements set out in clause 5 (1) (b) and subsection 5 (2), if the member,

- (a) applies for the general certificate of registration;
- (b) satisfies all other requirements for the general certificate of registration
- (c) satisfied the registration requirement described in subparagraph 3 ii of subsection (2) at the time of applying for the emergency certificate of registration;
- (d) provides satisfactory evidence based on their practice for a period of at least one year under the emergency certificate of registration that the member has the knowledge, skills and judgement to practise kinesiology competently; and

(e) successfully completes a peer and practice assessment designed to assess the practice competencies of a holder of an emergency certificate of registration

(6) The requirements in clauses (4) (b), (c), (d) and (e) are non-exemptible.

Commencement

4. This Regulation comes into force on the later of the day the day subsection 3 (3) of Schedule 6 to the *Pandemic and Emergency Preparedness Act, 2022* comes into force and the day this Regulation is filed.

Issue / Decision Note

Issue or Decision: Results of a public consultation regarding proposed amendments to the College of Kinesiologists of Ontario's fee schedule and relevant by-laws
Prepared for: Council
Date: June 26, 2023

Issue:

Review of the results of a 60-day public consultation regarding proposed amendments to the College of Kinesiologists of Ontario's fee schedule and relevant by-laws.

Background:

To fulfil its mandate to protect the public by effectively regulating the practice of kinesiology in Ontario, the College of Kinesiologists of Ontario ("the College") must operate based on sound financial principles. The College regularly reports on its financial status and performance via audited annual financial statements (contained in the College's annual report) and by providing evidence required by the relevant standards and measures of the College Performance Measurement Framework ("CPMF").

Fees paid by members are the College's sole source of revenue. Council's ability to make by-laws, including by-laws requiring members to pay such fees, is set out in s.94(1)(t) of the *Health Professions Procedural Code* ("the Code"). The College's fee schedule, which describes the fees that may be paid by members, is set out in the College's By-law 19. Items of the fee schedule pertaining to Professional Corporations are set out in By-law 22.

At inception, the College's fee schedule was set to ensure 10 years of operation without the requirement for fee increases. Recently, the College has considered whether its current fee schedule allows the College to fulfil its mandate in an environment of increasing regulatory costs. As a result, a business case was presented to Council on December 5, 2022, proposing that the College amend its fee schedule (as set out in By-laws 19 and 22) by increasing fees.

As part of the consideration process, amendments were proposed to By-law 19 to ensure the fee schedule is reviewed on an ongoing basis. The intent of these amendments is to ensure that Council may adjust the College's revenues to continue effectively fulfilling its mandate to protect the public.

Proposed amendments to By-law 19 included:

- Amendments, in keeping with proposed amendments to the College's fee schedule, to the specific fees set out in the by-law;
- A By-law (19.11) establishing annual fee increases to be implemented beginning September 1, 2024;
- A By-law (19.12) establishing a mechanism by which Council may waive the annual fee increase for a given year'; and
- A By-law (19.13) providing Council with the authority to review and adjust the amount of any fees or fee increases set out in By-law 19.

After review by Council and in keeping with s. 94(2) of the Code, the proposed amendments to the fee schedule and By-law 19 were circulated for a 60-day public consultation, the consultation results have been reviewed and referred to Council by the Planning and Finance Committee.

Issues for Consideration:

Review of the results of the 60-day public consultation, which ended on May 22, 2023, on proposed amendments to the fee schedule and by-laws.

Analysis:

The public consultation included the following:

- a six-question survey, which was posted on the College’s website. Members of the College and other stakeholders were notified via email at the beginning of the consultation period. Of the six questions in the survey, the majority of the were about the fee schedule amendments, with question three specifically about the proposed amendments to By-law 19 (“Are the proposed changes to the Fees By-law fair and transparent?”);
- Survey questions also provided opportunities for more open-ended comment regarding the proposed fee schedule and by-law amendments; and
- webinars presented by the College on May 4 and May 10, 2023. These webinars included a slide that specifically described the proposed amendments to By-law 19, with a rationale for each proposed amendment.

A total of 280 responses to the survey were received. The following table is intended to provide an overview of themes identified in consultation responses:

Comment Theme	Considerations/Response
<p>Concern regarding the rate of pay for kinesiologists and the lack of opportunities to expand their practices (i.e. limited third-party coverage for kinesiology treatment, care and services)</p>	<p>The College acknowledges that the practice environment can be challenging from a business perspective, particularly during times of financial/economic uncertainty. While the College understands these concerns, the College’s legislated mandate to protect the public by regulation of the profession in the public interest is not compatible with anything that could be construed as advocacy on behalf of or direct promotion of the profession.</p> <p>The College believes that, given the robust consultation process, members will understand and accept the need for the proposed fee increase at this time.</p> <p>The College has previously implemented measures to assist members in dealing with circumstances of hardship. This included payment by installment, and, depending upon circumstances, waiving specific fees. While protecting the public is the College’s priority and legislated mandate, the College</p>

	is also committed to providing operational supports so as to promote inclusion and reduce barriers to registration.
Comparison between College fees and other College. College fees disproportionately high.	<p>The College conducted an environmental scan focused on regulatory Colleges of similar membership size and similar scope (allied health care professionals). This environmental scan revealed a wide range of fees charged to members of various regulatory Colleges.</p> <p>Each regulatory College operates in its own context, including varying numbers of members or additional fees (i.e.: more than one entry to practice exam, Credentialing fees, and Quality Assurance fees/costs borne by the member(s)).</p> <p>Comparisons were made in survey responses between the CKO and other allied health care professional Colleges with lower fees. Consideration of the differences between Colleges revealed that, while some of these other Colleges have member bases up to 3-4 times larger than the CKO, their fees are not necessarily lower by a commensurate amount. It is ultimately difficult to make a valid comparison between regulatory Colleges, even where similarities (for example member scope) may exist.</p>
Current fee schedule is excessive, any increase is unacceptable	<p>The College's current fee schedule emerged from careful, consultative evaluation of the regulatory environment and associated operational costs.</p> <p>As the College has no other reliable or predictable source(s) of income, its fees, and occasional and reasonable fee increases, are the sole means by which the College ensures it has the resources to meet its mandate.</p> <p>The College believes that its members understand and accept the principle that the College must operate on strong financial footing and that this may, from time to time, require the College to consider and implement reasonable fee increases.</p>
Extent of the proposed fee increase is excessive, a lesser fee increase, which may include distribution over several years, may be acceptable	The fee increase was carefully considered by College staff, committees and Council. This analysis considered the costs of regulation, including anticipated cost increases. The

	<p>proposed fee increase was intended to be the lowest increase required to minimize any risk to the College's financial stability. Part of this analysis included consideration of a more distributed approach to fee increases (incremental and predictable annual increases). The College's analysis showed that the proposed fee increase results in lower fees than would have resulted from a consistent annual increase over the same 10-year period.</p>
<p>Timing of proposed fee increase is particularly challenging due to financial uncertainties and pandemic recovery</p>	<p>The College acknowledges that the challenges it is facing in these current circumstances are also difficult for members of the College, and for the public at large.</p> <p>The College has arrived, through careful consideration, at the conclusion that the nature and extent of the proposed fee increases reflect operational needs. The College has endeavored to propose the lowest possible fee increase given the circumstances.</p>
<p>The College should focus on managing expenses/cost-cutting rather than fee increases</p>	<p>The College's financials are posted on the College's website, with the audited financial statements presented as part of the Annual Report. This audit is conducted by an outside audit firm and is one of the requirements the College must meet.</p> <p>The College is always looking at ways to reduce costs. We have moved the exam to online, more meetings are being conducted remotely, Non-renewal of current lease and relocating the College's physical office will also generate cost savings, keeping staffing low, finding efficiencies to reduce cost in quality assurance programs and member eLearning portals, collaborating with HPRO health regulators on investigations and other pertinent projects to reduce costs including other cost reduction measures.</p> <p>The College has and will continue to take steps to ensure that its operations are efficient and cost-effective.</p>
<p>The College should focus on revenue growth by membership growth or other means rather than fee increases</p>	<p>The College notes that out of 500 applicants in a given year, it is expected that approximately 250 will complete the registration process. This is partly offset by the number of members who, for example,</p>

	<p>transition to the Inactive Class of certificate of registration and/or whose certificate of registration is suspended or revoked (for administrative or other reasons).</p> <p>For the College to realize the same sustained revenue increase by membership growth alone, an additional 250 registrants would be required in 2023/2024 and onwards. This required level of growth is not consistent with year-over-year or cumulative growth trends to-date.</p> <p>In addition, membership growth may be affected by factors that are beyond the College's control. The College will implement a robust communications and awareness strategy. This strategy may support the College's mandate by raising awareness of the benefits of regulation and the role of regulated health care professionals.</p>
<p>Fee increases not justified as the College does not currently provide adequate services for, or effective advocacy on behalf of, members</p>	<p>The College is a Regulator. Regulators and professional associations have very different roles, both of which are required for the development of a profession. These differences can lead to misplaced expectations from members. For example, the College's outreach and awareness initiatives are limited to public education and educating members regarding their responsibilities.</p>
<p>Lack of clarity as to how the fee increases are required to support the College's mandate</p>	<p>There are several items the College must work on:</p> <p>Requirements in accordance with the French Language Services Act. Requires the College be able to provide services in English and French.</p> <p>Compliance with all legislation associated with reducing barriers to registration</p> <p>Cost of keeping up with evolving technology, including (but not limited to) the College's website, Exam (which is currently administered virtually), and eLearning Modules</p> <p>Funds for investigations which includes legal costs, investigator costs, and committee per diem remuneration</p> <p>Registration, including translation of materials used for assessment of educational equivalency</p>

	<p>Maintenance and administration of legislated funding for treatment and support for individuals who have reported sexual abuse by a member of the college And the legislated requirement for the College to have a proper functioning membership database/public register.</p>
<p>Fee increases may prompt resignations/non-renewal, which would be counterproductive and also have an adverse effect on the College's reputation and ability to protect the public</p>	<p>It is difficult to predict group behaviour based on what individuals indicate they may do in response to a change to the regulatory environment (such as fee increases). In addition, there is a lack of evidence from other Colleges clearly indicating any trends, such as resignations or administrative suspensions/revocations for non-payment, that may have been associated with fee increases.</p> <p>The College acknowledges that some R.Kins may be experiencing or may have experienced financial difficulties, particularly over the last 3 years. This and any future proposals to increase fees are not decisions to be made lightly or without appropriate consultation. As stated elsewhere, the College has implemented and will continue to consider operational measures to help members mitigate or manage the implications of fee increases.</p>

In addition to responses to the public consultation survey, the College also received letters of response to proposed amendments to By-law 19 from the Ontario Kinesiology Association (OKA) and Athletic Therapy Ontario (ATON).

More detailed review and analysis of all feedback received via the consultation process is included in Appendix A to this decision note. Complete documentation of all feedback is included as Appendix B to this decision note.

After due consideration of survey responses and the additional letters, the following additional changes are proposed to the amended By-law 19 (a detailed review of all proposed amendments to the by-laws, including those proposed to By-laws 19 and 22 for consistency with the amended fee schedule is included as Appendix C to this decision note):

Current by-law	Proposed By-law	Proposed changes as a result of public consultation	Rationale for post-consultation changes
N/A	<p>19.11 Annual Fee Increases Effective September 1, 2024, and each year thereafter, until this By-law is further amended, inflationary increases shall be applied to all fees by Council.</p>	<p>19.11 Annual Fee Increases Effective September 1, 2024, and each year thereafter, until this By-law is further amended, <u>Council shall consider and may apply, based on the College’s budget and operating requirements,</u> inflationary increases shall be applied to <u>some or</u> all fees by Council.</p>	<p>Intended to be more specific without linking fee increases to a specific measure, index or value.</p> <p>The Planning and Finance Committee recommended that the by-law should not refer to “inflationary” increases. This was based on the nature of the proposed increases (based on the College’s operational needs rather than an index of inflation). Also based on feedback via the consultation that indices of inflation may not necessarily be connected to regulatory costs or to the costs associated with the practice of the profession.</p> <p>Change to “[...]shall consider and may apply[...]” intended to clarify that changes to the fee schedule will include Council’s consideration regarding whether change may be required in any given year.</p>

Public Interest Rationale:

The proposed amendments to the by-laws pertaining to the College’s fee schedule are intended to:

- 1) Mitigate risks to the College’s ability to effectively fulfill its mandate to protect the public;

- 2) Ensuring that the College can effectively adapt to evolving and emerging best practices in health professional regulation;
- 3) Reduce the need to allocate resources in such a way that may create or reinforce real or perceived unfair advantages or disadvantages
- 4) Ensure that all decisions or processes prioritize risk of harm to the public; and
- 5) Promote and preserve public confidence in the College's ability to govern the profession in the public interest, including ensuring optimal public availability of health care services by reducing barriers to registration for qualified applicants.

Decision for Council:

Council is requested to consider the results of the consultation and is invited to:

- 1) Approve the proposed amendments to By-laws 19 and 22, including the proposed fee increase; or
- 2) Refer the proposed amendments to By-laws 19 and 22, including the proposed fee increase, for further consideration with specific questions.



Appendix A: Consultation Report: Proposed amendments to the fee schedule and By-law 19

June 8, 2023

About the College

The College is a regulatory body that oversees kinesiologists working in the province. The College receives its authority from the *Kinesiology Act, 2007* and the *Regulated Health Professions Act, 1991*.

The College regulates kinesiologists and protects the public by:

- setting requirements to enter the profession so that only qualified individuals can practise kinesiology;
- maintaining on its website a list of individuals qualified to practise kinesiology, known as the public register, or Find a Kinesiologist;
- developing rules and guidelines for kinesiologists' practice and conduct, including a code of ethics;
- investigating complaints about kinesiologists and disciplining when necessary; and requiring kinesiologists to participate in a program that helps ensure that their knowledge and skills are up to date, and monitoring that participation.

Background and Context

To effectively fulfill its mandate to promote public safety by regulating the practice of kinesiology in Ontario, the College's operations must be based on sound financial principles. The College's sole source of income is member fees.

The College is required to report to the provincial government regarding its financial status and performance. The *Regulated Health Professions Act (RHPA, 1991)* requires the annual report of the College to contain audited annual financial statements to the Ministry of Health. The annual College Performance Measurement Framework ("CPMF") also includes specific performance standards pertaining to stewardship and management of resources.

The College's fees were set from inception to cover the costs of fulfilling its legislated mandate over the last decade, and the College has successfully done so without implementing any fee increases. However, increased costs over the last ten years have required the College to review its fee structure to plan for anticipated cost increases in various areas of its mandate to ensure the College can continue to fulfilling its legislated mandate to regulate the profession in the public interest.

Consultation Process

The Fee consultation consisted of three phases:

1. Pre-consultation:
 - Presented Business Case for fee increase to Planning and Finance Committee - November 30, 2022

- Approved to move forward to Council.
 - Presented to Council – December 5, 2022
 - Approved to move forward with Public Consultation
 - Preparation for Consultation:
 - Survey Questions
 - Fees Chart
 - Fact Sheet
 - FAQ's
 - By-Law 19 comparison chart
 - Webpage set up.
 - Consultation communication plan reviewed by:
 - Planning and Finance Committee – February 27, 2023
 - Patient Relations Committee – March 2, 2023
 - Council – March 20, 2023
2. Consultation Period: March 22 – May 22, 2023
- Website updates on Consultation page:
 - Link to survey
 - FAQ page added.
 - Emails to registrants and stakeholders sent with link to consultation page (March 22nd)
 - News item published to website
 - Email invitation to registrants and stakeholders to attend information webinars.
 - Webinars held May 4th and May 10th.
3. Post consultation:
- Feedback analysis and summarize.
 - Presentations to Planning and Finance committee and.
 - Presentation to Council
 - Once final decision is made:
 - Web updates
 - Email to Registrants and stakeholders
 - News item for web
 - Newsletter article

What we Heard

Feedback from Survey

The College received 286 responses in total through online survey, email, telephone and webinar sessions.

The survey consisted of the following questions:

1. I am a/an:
 - Registered Kinesiologist
 - Patient/Client of a registered kinesiologist
 - Member of the public
 - Representative of a professional association
 - Academic
 - Student
 - Another regulated health professional
2. Do you support the proposed increases to the fees?
3. Are the proposed changes to the fees By-law fair and transparent?
4. Do you understand why the College is increasing fees at this time?
5. Do you have any concerns with the proposed increases to the fees?
6. Additional Comments?

Respondents were also provided an opportunity to provide general comments regarding the proposed amendments to the fee schedule and by-laws. For a detailed review of the responses, see the attached response report (Appendix B).

Summary of Responses CKO Received by Method of Contact

Method of Contact	Number of Responses	Total Percentage Based on 286 responses
Online Survey	280	97.9%
Email (R. Kins)	3	1.05%
Email (Associations)	2	.7%
Telephone	1	.35%
Total Responses	286	100%

Summary of Survey Responses CKO Received by Respondent Type

Author Type	Number of Responses	Total Percentage (based on 280 responses)
Registered Kinesiologist	273	97.5%
Member of the public/Client	3	1%
Representative of a Professional Association	1	.35%

Student	2	.8%
Another Regulated Health Professional	1	.35%
Total Responses	280	100%

Analysis of Survey results/webinar feedback

An overview of responses to survey questions 2-5 follows (note that question 1, as described previously, was a demographic question and question 6 was intended to capture open-ended responses not covered by questions 2-5):

Question	Yes	Neutral	No	No response
2 – support fee increases?	25 (8.93%)	31 (11.07%)	224 (80%)	0
3 – changes to by-law 19 fair and transparent?	101 (36.59%)	N/A	175 (63.41%)	4
4 – understand why College is increasing fees?	152 (55.07%)	N/A	124 (44.93%)	4
5 – any concerns with the proposed fee increases?	246 (88.49%)	N/A	32 (11.51%)	2

In addition to the direct responses, open-ended comments were received regarding each question as follows:

Question	Number of Comments
1	5
2	219
3	124
4	118
5	190
6	84

The following themes were identified from the comments that elaborated on concerns regarding the proposed fee increase:

- Concern that kinesiologists' pay/compensation is not, on average, sufficient to support the proposed fee increases;
- Comparison between College fees and other Colleges. The College's fees are relatively and disproportionately high;
- Current fee schedule is excessive, any increase is unacceptable;
- Extent of the proposed fee increase is excessive, a lesser fee increase, which may include distribution over several years, may be acceptable;

- Timing of proposed fee increase is particularly challenging due to financial uncertainties and pandemic recovery.
- The College should focus on managing expenses/cost-cutting rather than fee increases;
- Revenue growth by membership growth or other means rather than fee increases;
- College does not provide adequate services for, or effective advocacy on behalf of, members (e.g., no advocacy for third-party coverage for kinesiology treatment, care and services);
- Lack of clarity as to how the fee increases are required to support the College's mandate; and
- Fee increases may prompt resignations/non-renewal, which may have an adverse effect on the College's reputation and ability to protect the public.

The following table provides the College's considerations and response to the above respondent comment themes:

Comment Theme	Considerations/Response
Concern regarding the rate of pay for Kinesiologists and the lack of opportunities to expand their practices (i.e. limited third-party coverage for kinesiology treatment, care and services)	<p>The College acknowledges that the practice environment can, particularly during times of financial/economic uncertainty, be challenging from a business perspective. While the College understands these member concerns, the College's legislated mandate (regulation of the profession in the public interest) is not compatible with anything that could be construed as advocacy on behalf of or direct promotion of the profession.</p> <p>The College believes that, given the robust consultation process, members will understand and accept the need for the proposed fee increases at this time.</p> <p>The College has previously implemented measures to assist members in dealing with circumstances of hardship. Examples include payment by installment, and, depending upon circumstances, waiving specific fees. The College is committed to providing such operational supports on an ongoing basis in the interests of promoting inclusion and reducing barriers to registration.</p>
Comparison between College fees and other College. College fees disproportionately high.	The College conducted an environmental scan focused on regulatory Colleges of similar membership size and similar scope (allied health care professionals). This

	<p>environmental scan revealed a wide range of fees charged to members of various regulatory Colleges.</p> <p>Each regulatory College operates in its own context, including varying numbers of members or additional fees (i.e.: more than one entry to practice exam, Credentialing fees, and Quality Assurance fees/costs borne by the member(s)).</p> <p>Comparisons were made in survey responses between the CKO and other allied health care professional Colleges with lower fees. Consideration of the differences between Colleges revealed that, while some of these other Colleges have member bases up to 3-4 times larger than the CKO, their fees are not necessarily lower by a commensurate amount. It is ultimately difficult to make a valid comparison between regulatory Colleges, even where similarities (for example member scope) may exist.</p>
<p>Current fee schedule is excessive, any increase is unacceptable</p>	<p>The College's current fee schedule emerged from careful, consultative evaluation of the regulatory environment and associated operational costs.</p> <p>As the College has no other reliable or predictable source(s) of income, its fees, and occasional and reasonable fee increases, are the sole means by which the College ensures it has the resources to meet its mandate.</p> <p>The College believes that its members understand and accept the principle that the College must operate on strong financial footing and that this may, from time to time, require the College to consider and implement reasonable fee increases.</p>
<p>Extent of the proposed fee increase is excessive, a lesser fee increase, which may include distribution over several years, may be acceptable</p>	<p>The fee increase was carefully considered by College staff, committees and Council. This analysis considered the costs of regulation, including anticipated cost increases. The proposed fee increase was intended to be the lowest increase required to minimize any</p>

	<p>risk to the College's financial stability. Part of this analysis included consideration of a more distributed approach to fee increases (incremental and predictable annual increases). The College's analysis showed that the proposed fee increase results in lower fees than would have resulted from a consistent annual increase over the same 10-year period.</p>
<p>Timing of proposed fee increase is particularly challenging due to financial uncertainties and pandemic recovery</p>	<p>The College acknowledges that the challenges it is facing in these current circumstances are also difficult for members of the College, and for the public at large.</p> <p>The College has arrived, through careful consideration, at the conclusion that the nature and extent of the proposed fee increases reflect operational needs. The College has endeavored to propose the lowest possible fee increase given the circumstances.</p>
<p>The College should focus on managing expenses/cost-cutting rather than fee increases</p>	<p>The College's financials are posted on the College's website, with the audited financial statements presented as part of the Annual Report. This audit is conducted by an outside audit firm and is one of the requirements the College must meet.</p> <p>The College is always looking at ways to reduce costs. We have moved the exam to online, more meetings are being conducted remotely, Non-renewal of current lease and relocating the College's physical office will also generate cost savings, keeping staffing low, finding efficiencies to reduce cost in quality assurance programs and member eLearning portals, collaborating with HPRO health regulators on investigations and other pertinent projects to reduce costs including other cost reduction measures.</p> <p>The College has and will continue to take steps to ensure that its operations are efficient and cost-effective.</p>

<p>The College should focus on revenue growth by membership growth or other means rather than fee increases</p>	<p>The College notes that out of 500 applicants in a given year, it is expected that approximately 250 will complete the registration process. This is partly offset by the number of members who, for example, transition to the Inactive Class of certificate of registration and/or whose certificate of registration is suspended or revoked (for administrative or other reasons).</p> <p>For the College to realize the same sustained revenue increase by membership growth alone, an additional 250 registrants would be required in 2023/2024 and onwards. This required level of growth is not consistent with year-over-year or cumulative growth trends to-date.</p> <p>In addition, membership growth may be affected by factors that are beyond the College's control. The College will implement a robust communications and awareness strategy. This strategy may support the College's mandate by raising awareness of the benefits of regulation and the role of regulated health care professionals.</p>
<p>Fee increases not justified as the College does not currently provide adequate services for, or effective advocacy on behalf of, members</p>	<p>The College is a Regulator. Regulators and professional associations have very different roles, both of which are required for the development of a profession. These differences can lead to misplaced expectations from members. For example, the College's outreach and awareness initiatives are limited to public education and educating members regarding their responsibilities.</p>
<p>Lack of clarity as to how the fee increases are required to support the College's mandate</p>	<p>There are several items the College must work on:</p> <p>Requirements in accordance with the French Language Services Act. Requires the College be able to provide services in English and French.</p> <p>Compliance with all legislation associated with reducing barriers to registration</p>

	<p>Cost of keeping up with evolving technology, including (but not limited to) the College's website, Exam (which is currently administered virtually), and eLearning Modules</p> <p>Funds for investigations which includes legal costs, investigator costs, and Committee per diem remuneration</p> <p>Registration, including translation of materials used for assessment of educational equivalency</p> <p>Maintenance and administration of legislated funding for treatment and support for individuals who have reported sexual abuse by a member of the college</p> <p>And the legislated requirement for the College to have a proper functioning membership database/public register.</p>
<p>Fee increases may prompt resignations/non-renewal, which would be counterproductive and also have an adverse effect on the College's reputation and ability to protect the public</p>	<p>It is difficult to predict group behaviour based on what individuals indicate they may do in response to a change to the regulatory environment (such as fee increases). In addition, there is a lack of evidence from other Colleges clearly indicating any trends, such as resignations or administrative suspensions/revocations for non-payment, that may have been associated with fee increases.</p> <p>The College acknowledges that some R.Kins may be experiencing or may have experienced financial difficulties, particularly over the last 3 years. This and any future proposals to increase fees are not decisions to be made lightly or without appropriate consultation. As stated elsewhere, the College has implemented and will continue to consider operational measures to help members mitigate or manage the implications of fee increases.</p>

Analysis of feedback regarding Question 3 of the survey

A more detailed breakdown of responses to question 3 (which pertained specifically to amendments to By-law 19) is described here.

Of the 280 respondents who completed the survey, 276 responding to question 3. Respondents to question 3 self-identified as follows:

Author Type	Number of Responses	Total Percentage (based on 276 responses)
Registered Kinesiologist	269	97.46%
Patient/client of a registered kinesiologist	1	0.36%
Member of the public	2	0.72%
Representative of a professional association	1	0.36%
Academic	0	0%
Student	2	0.72%
Another regulated health professional	1	0.36%

Respondents were given the opportunity to respond (“Yes” or “No”) as to whether the proposed amendments to By-law 19 are fair and transparent. A breakdown of responses by respondent type follows:

Respondent Type	Yes	No
Registered Kinesiologist	101 (36.59%)	168 (60.86%)
Patient/client of a registered kinesiologist	0	1 (0.36%)
Member of the public	0	2 (0.72%)
Representative of a professional association	0	1 (0.36%)
Academic	0	0
Student	0	2 (0.72%)
Another regulated health professional	0	1 (0.36%)

Below is a table listing the general categories of comments received that were specifically relevant to proposed amendments to By-law 19. It should be noted that some comments included elements of multiple themes.

Comment Category	Number of comments	Discussion	Proposed change(s) to By-law 19
Proposed By-law 19.11 does not include adequate detail regarding nature and/or extent of annual inflationary fee increases	19	- Setting a specific figure (such as 2% per annum), or linking inflationary fee increases to a specific measure (such as Consumer Price Index	Changed wording of proposed By-law 19.11 to clearly state that Council shall consider and may apply changes to the fee schedule based

		<p>“CPI”) was contemplated.</p> <ul style="list-style-type: none"> - It was determined that doing so would limit Council’s decision-making flexibility to set inflationary fee increases that are aligned with the College’s budgetary/operational needs in any given year. - The intent was to ensure that By-law 19 permits inflationary fee increases without prescribing or requiring a specific per annum fee increase. 	on the College’s operational needs, including the budget.
Proposed amendments to By-law 19 may result in unilateral fee increases without member consultation	7	<ul style="list-style-type: none"> - The <i>Health Professions Procedural Code</i> (“the Code”) (Schedule 2 to the <i>Regulated Health Professions Act, 1991</i>) (specifically section 94(1)(s) and 94(1)(t) permits Council to make or amend by-laws pertaining to fees. - Section 94(2) of the Code states that clauses 94(1) (s) and (t) are included in the list of by-laws for which a 60-day consultation is required prior to approval by Council. 	No change

		<ul style="list-style-type: none"> - Therefore, a consultation period is currently required prior to any change(s) to the fee schedule as set out in by-law 19, or amendments to the content of by-law 19. The only possible exception stated in legislation would be with Ministerial approval (the Code s. 94(2.1)). 	
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The table below provides information regarding some general comment themes that emerged from responses to question 3 but were not specific to proposed amendments to By-law 19:

Comment Category	Number of comments	Discussion	Proposed change(s) to By-law 19
Lack of transparency/disclosure regarding College revenue and expenses	18	<p>These comments pertained to the proposed fee schedule amendments rather than specifically to the proposed amendments to the by-laws.</p> <p>All comments fall within the parameters of the themes identified in responses to other survey questions.</p>	<p>No changes proposed to the amended by-laws as a direct result of these comments.</p>
Lack of clarity regarding benefit of increased fees to the members	10		
Lack of clarity regarding benefit of fee increase to the College	8		
Lack of clarity regarding benefit of increased fees to the public	4		
Concerns regarding fees being higher than other regulatory Colleges	6		
Concern regarding fees being unfair or disproportionate to the wage(s) of members	25		
Lack of clarity regarding measures to reduce operating costs	2		

Increased membership would provide sufficient revenue such that a fee increase would not be required.	3		
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In addition to the comments noted in the tables above, an additional 10 comments were received that were broadly supportive of the proposed changes to By-law 19, as well as 12 comments that did not appear to be relevant to the proposed changes to By-law 19.

Analysis of feedback received from Professional Associations

In addition to responses to the public consultation survey, the College also received letters of response to proposed amendments to the fee schedule and By-law 19 from the Ontario Kinesiology Association (OKA) and Athletic Therapy Ontario (ATON, also referred to as the Ontario Athletic Therapists Association - OATA). The feedback from these letters is as follows.

The OATA feedback letter, which was dated May 1, 2023, contained comments specific to proposed amendments to by-law 19:

Comment	Discussion	Proposed change(s) to By-law 19
Disagreement with proposed wording of by-law 19.11 regarding “inflationary increases”	<p>Disagreement with the concept of describing annual fee increases as ‘inflationary increases’.</p> <p>Noted that indices of inflation can vary year-to-year, which may complicate business forecasting and planning.</p> <p>Stated that measures of inflation (such as the Consumer Price Index (“CPI”)) may not be well-correlated to cost of business for the College or members of the College.</p> <p>Strongly recommended that, if “inflationary increases” wording is used by the College, the proposed increase(s) should be tied to an objective measure or</p>	<p>Comments are consistent with the intent of the proposed by-law 19.11, which was intended to promote a flexible approach to annual fee increases by not linking them directly to a specific index of inflation.</p> <p>Acknowledge that wording “inflationary increases” may well create impression that inflation is the sole or a main driver of annual fee increases. Fee increases should be clearly linked to operational and business planning needs.</p> <p>For those reasons, further changes to the wording of</p>

	index of inflation (such as the CPI).	by-law 19.11 are proposed as follows:
Proposal of an alternative recommendation	<p>That any proposed annual fee increases be directly related to the College’s budget and expenditure projections as approved by Council, rather than an inflationary index.</p> <p>Recommendation intended to promote transparency and accountability.</p>	<p>“19.11 Annual Fee Increases Effective September 1, 2024, and each year thereafter, until this By-law is further amended, <u>Council shall consider and may apply, based on the College’s budget and operating requirements,</u> inflationary increases shall be applied to <u>some or</u> all fees by Council.”</p>

Feedback from the OKA took the form of a letter dated May 10, 2023 and included the following comments:

Comment	Discussion	Proposed change(s) to By-law 19
<p>“Kinesiologist earnings are well below the average within the allied health care sector where current salaries are not sufficient to support increased regulatory fees.”</p>	<p>This general theme also emerged from responses to the College’s public consultation survey.</p> <p>The College acknowledges that the practice environment can, particularly during times of financial/economic uncertainty, be challenging from a business perspective. While the College understands these member concerns, the College’s legislated mandate (regulation of the profession in the public interest) is not compatible with anything that could be construed as advocacy on behalf of or direct promotion of the profession.</p> <p>The College believes that, given the robust consultation process, members will understand and</p>	<p>No change proposed.</p>

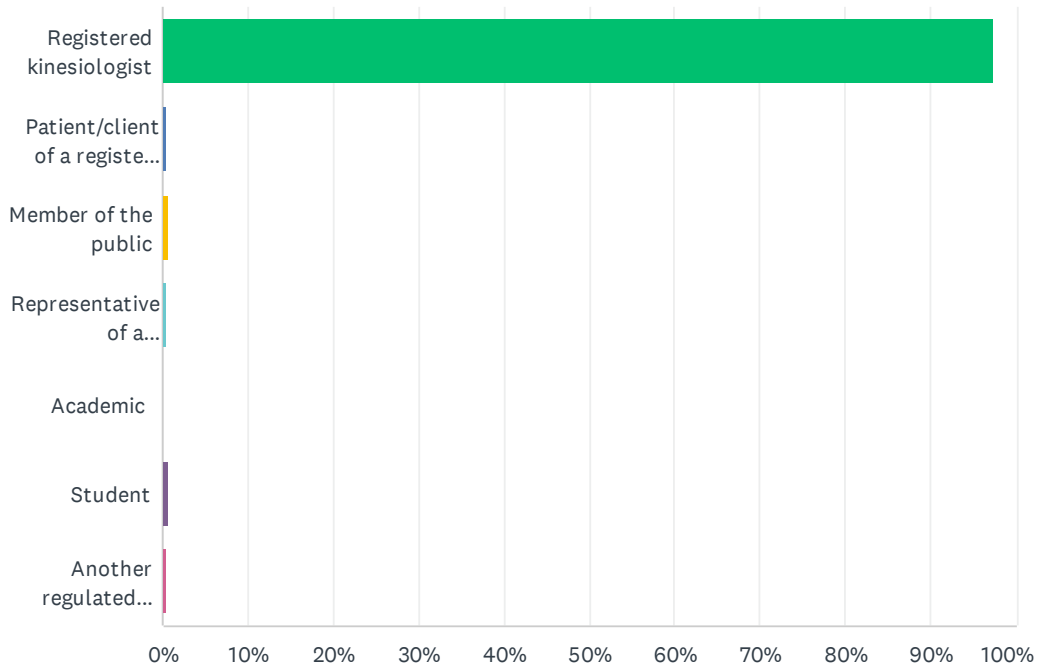
	<p>accept the need for the proposed fee increases at this time.</p> <p>The College has previously implemented measures to assist members in dealing with circumstances of hardship. Examples include payment by installment, and, depending upon circumstances, waiving specific fees. The College is committed to providing such operational supports on an ongoing basis in the interests of promoting inclusion and reducing barriers to registration.</p>	
<p>“The overlap between the current economic climate and the demographics of the kinesiology workforce mean that a fee increase may have an exaggerated negative impact.”</p>	<p>This also emerged as a general theme of responses to the College’s public consultation survey.</p> <p>The College acknowledges that the challenges it is facing in these current circumstances are also difficult for members of the College, and for the public at large. The College also acknowledges that demographic factors (for example: age, years of practice, practice location) may affect how proposed fee increases impact individual members.</p> <p>The College has arrived, through careful consideration, at the conclusion that the nature and extent of the proposed fee increases reflect operational needs. The College has endeavored to propose the lowest possible fee increase given the circumstances.</p>	<p>No change proposed.</p>

	<p>This and any future proposals to increase fees are not decisions to be made lightly or without appropriate consultation. As stated elsewhere, the College has implemented and will continue to consider operational measures to help members mitigate or manage the implications of fee increases.</p>	
<p>“A fee increase could jeopardize the growth of the profession.”</p>	<p>This comment was also consistent with themes that emerged from responses to the College’s public consultation survey.</p> <p>The College’s environmental scan did not produce clear or conclusive evidence from other regulatory Colleges indicating any trends, such as resignations or administrative suspensions/revocations for non-payment, that may have been associated with fee increases.</p> <p>One benefit of the public consultation process is that it allows potential concerns and future issues to be more clearly identified. This supports the preparation and implementation of measures that may mitigate risks and, as much as possible given the restrictions imposed by the College’s mandate and need to refrain from advocacy on behalf of its members, support members of the College in adapting to proposed changes.</p>	<p>No change proposed.</p>
<p>The College should focus on a growth strategy as opposed to fee increases to generate the revenue required to meet increased</p>	<p>Does not pertain specifically to proposed amendments to the wording of By-law 19 (proposed insertion of by-laws). That said, consideration has been given to</p>	<p>No change proposed.</p>

<p>regulatory costs and demands.</p>	<p>this comment, which also emerged from responses to the College's public consultation survey.</p> <p>The College notes that out of 500 applicants in a given year, it is expected that approximately 250 will complete the registration process. This is partly offset by the number of members who, for example, transition to the Inactive Class of certificate of registration and/or whose certificate of registration is suspended or revoked (for administrative or other reasons).</p> <p>For the College to realize the same sustained revenue increase by membership growth alone, an additional 250 registrants would be required in 2023/2024 and onwards. This required level of growth is not consistent with year-over-year or cumulative growth trends to-date.</p> <p>In addition, membership growth is difficult to reliably predict, given that it may be affected by factors that are beyond the College's control. One challenge is mandate-specific limitations on what the College may do to promote or advocate for the profession, or directly drive growth of the profession.</p>	
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Q1 I am a/an:

Answered: 280 Skipped: 0

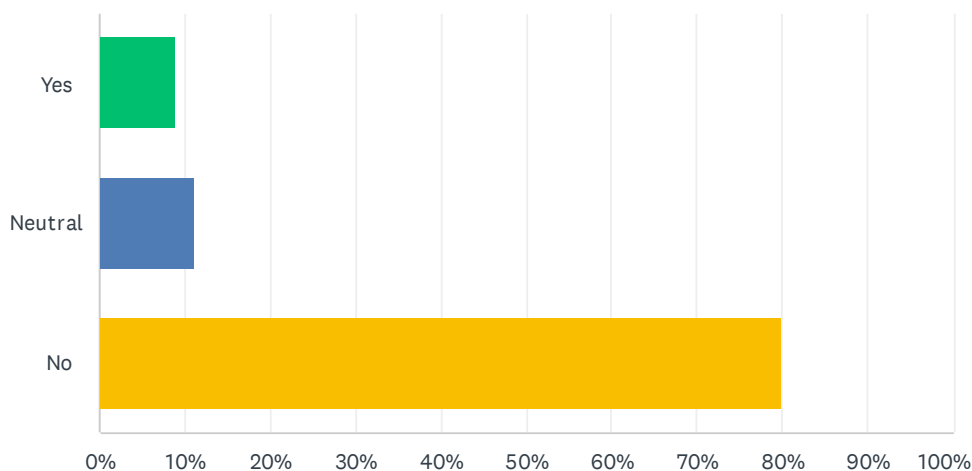


ANSWER CHOICES	RESPONSES	
Registered kinesiologist	97.50%	273
Patient/client of a registered kinesiologist	0.36%	1
Member of the public	0.71%	2
Representative of a professional association	0.36%	1
Academic	0.00%	0
Student	0.71%	2
Another regulated health professional	0.36%	1
TOTAL		280

#	OTHER (PLEASE SPECIFY)	DATE
1	\$18/hr can't afford to stay in job everyone good leaves.	5/10/2023 7:12 PM
2	Inactive Registered Kinesiologist	4/3/2023 12:55 PM
3	Registered Kinesiologist (Inactive)	3/22/2023 11:52 PM
4	Also an osteopathic manual practitioner	3/22/2023 8:54 PM
5	Certified Athletic Therapist	3/22/2023 4:49 PM

Q2 Do you support the proposed increases to the fees?

Answered: 280 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	8.93% 25
Neutral	11.07% 31
No	80.00% 224
TOTAL	280

#	PLEASE TELL US WHY:	DATE
1	Coat to me. Bad time to increase when cost of everything is high right now.	5/22/2023 5:58 PM
2	Unfortunately jobs are very scarce within our field. Most of us are having to work for PTA wages. Increasing prices will price people out of the profession in a time where we are actively heading in to a recession.	5/21/2023 11:26 PM
3	No, because the COKO charges more than most professional Colleges in Ontario and still, Kinesiologists are not as well compensated as other healthcare professionals. The College does nothing to raise awareness about kinesiology with the funds they raise through membership fees.	5/21/2023 4:24 PM
4	Fees are already high, really don't find value in what the collage provides.	5/21/2023 10:53 AM
5	I respect that the cost of living has increased dramatically since 2013 when the fees were first set in place, but those same costs affect Kinesiologists dramatically as well and increasing our salaries are somewhat out of our control. Kinesiology is at a place where if more advocating is not done (and I understand this is not part of your mandate), people will not see the worth in maintaining registration, especially if it becomes more expensive in the next few years.	5/21/2023 10:49 AM
6	Compared to the fees I pay as a registered RSW the current fee is already double the price that I pay and I make significantly more money than a RKIN	5/21/2023 8:49 AM
7	I think it is reasonable to increase the fees after 10 years BUT I think it's important that the fee increase is associated with better services for kinesiologists. The response time for the college is absolutely ridiculous most of the time. I've almost been registered for 9 months now and I'm only now getting a request to confirm my address for the certificate to be mailed now. In 9 months I could've created a new human life yet I can't even get a certificate in that time?	5/20/2023 12:01 PM

Provide your feedback! Changes to the College's Fees and By-law 19

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That's crazy! So increase the fees but increase the service as well. Also from the few structure it seems a lot of the cost goes into examination which doesn't apply to renewals. I wonder if some of that brunt should be shifted onto the applicant. I know if it's too high that will deter registration but perhaps somewhere in between?

8	Too many other cost of living increases to contend with	5/19/2023 10:25 PM
9	Kinesiologists are underpaid as it is and undervalued as a profession. Also Kinesiology is a regulated profession but is not covered under benefits. SO how can we be taken more seriously if we are not covered under benefit plans, and paid similar to a physiotherapy assistant or personal trainer when we are more qualified	5/19/2023 7:22 PM
10	We already one of the highest	5/19/2023 12:13 PM
11	Making wages same to professionals with less education and experience. RKin still not widely recognized by insurance companies thereby not increasing available job opportunities. Fee increase is not going to support kinesiology practice in the community and for advocacy.	5/19/2023 11:48 AM
12	The fees are expensive as they are. With the community facing financial difficulties due to increased inflation, this will put more stress on us and deter future Kinesiologists from even pursuing Kinesiology as a career.	5/19/2023 9:00 AM
13	While I do understand that there is inflation, I feel it important for COKO to recognize that its members are also facing inflation in a complex healthcare environment. By increasing fees, this may prove counterintuitive and deter the number of members of the College (negatively), thus making the need for further fee increases required, rather than desired. .	5/18/2023 11:40 PM
14	Costs are too high and combined with high inflation puts excessive strain on business owners.	5/18/2023 9:12 PM
15	As a R.Kin our wages are not on par with other health care professionals. To ask us to pay more to be able to continue to work while we are not being compensated equitably yet is unfair and unwarranted.	5/18/2023 4:55 PM
16	Our profession has high fees already.	5/18/2023 4:34 PM
17	If you look at Kinesiology billing rates in MVA rehabilitation, you will see that Kins are allowed to bill at \$40.00 / hour less than OT, PT, etc. That is very significant, and the rates have not been increased in over 10 years. If you look at the wages that are being offered to Kis in many jobs posted on indeed, you will see jobs posted at \$17-24 / hour in many case. This is far below the rates being offered to PT, OT, Speech, Chiro etc. For WSIB work through health care companies, the Kins are also often paid at a lower rate than other rehab providers. I personally experience these factors in my practice. I have been very closely involved with the Kinesiology profession since 1991, with 19 years on the Board. I very fully understand the struggles that Kinesiologists are going through, professionally and financially. I have provided mentorship to a great many Kins over the past 34 years. Kinesiologists are currently struggling financially, moreso than many other professions. Additionally, the cost of living has brought significant hardship to young Kinesiologist getting established in the profession. This is NOT a good time to increase the Kinesiology College fees. This will bring further financial hardship. yours sincerely, Greg Gillam, R.Kin. 10800	5/18/2023 4:34 PM
18	Yes - if the College can play a role in increasing high paying jobs. I feel the College does not do much in that regard. Where are the jobs and the salary increase? Being registered provides you with access to professional and rewarding jobs. No - if the goal is to increase salary - should be capped like the health sector. Much of the health care sector is not receiving pay increases because of the actual government. What can the College do about this?	5/18/2023 4:16 PM
19	As a registered kinesiologist, I do not make enough money or have enough opportunities to warrant a fee increase. Kinesiologists are grossly underpaid and undervalued in the workplace. There is not enough education and advocacy of our services and value. The fees are high enough as it is, any further increase will surely see more and more kins terminate their membership. I already do not feel that the money I pay for my membership is going to use in a way that benefits me.	5/18/2023 4:08 PM
20	Professional dues are already in the high end for licensure compared to other Health Care Providers, and we are often paid considerably less than other professions	5/18/2023 4:08 PM
21	Making it harder to get ahead.	5/18/2023 3:54 PM
22	We already have some of the highest fees in the exercise/rehab field with the lowest wages.	5/18/2023 3:14 PM

Provide your feedback! Changes to the College's Fees and By-law 19

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How does this make sense?

23	The fees to be a Registered Kinesiologist are already significantly higher than most other regulatory bodies in Ontario. The fee increase does not make sense. We will be losing many Kinesiologists if this fee increase goes ahead.	5/18/2023 3:08 PM
24	With the cost of living rising, raising the fees will make me reconsider my registration with the college as I will no longer be able to afford it	5/18/2023 3:07 PM
25	We are not covered by insurance companies, it is difficult to find FT positions. We also bear the burden of our own insurance, etc.	5/16/2023 11:31 PM
26	The fees are already high in comparison to other colleges as well as CSEP. CSEP is also valid Canada wide vs COKO.	5/11/2023 11:05 AM
27	I can't even pay for chicken right now	5/11/2023 10:54 AM
28	We already pay too high of fees.	5/10/2023 10:23 PM
29	Why are you not transparent with Costs such as salaries, rent, IT and office supplies?	5/10/2023 7:12 PM
30	Kinesiologists make far less than a number of other professions yet have to pay higher fees than most colleges.	5/10/2023 6:56 PM
31	It's a marginal increase and it well thought out by the College, with appropriate stakeholder input.	5/10/2023 6:45 PM
32	The increase is conservative.	5/10/2023 6:25 PM
33	The current fee of \$650 is already drastically more expensive than many other regulated health professions. The expensive costs to obtain/maintain registration will not encourage more people to join the college, rather it is already deterring individuals from considering the profession. Kinesiologists do not consistently get paid as well as other regulated health professions, therefore the registration fee plus the costs associated with obtaining professional liability insurance total ~\$1000. It is not feasible based on the current wages of the majority of kinesiologists.	5/10/2023 7:47 AM
34	Our fees are higher than other regulatory bodies that are paid substantially more annually.	5/9/2023 9:49 PM
35	Kins already do not get paid enough and now to have an increasing fee is just not fair. I foresee a lot of people either A. Not even becoming kins or B. People will change careers and not register anymore. Kins are a huge asset and we deserve fair wages and fair fee prices	5/6/2023 8:12 AM
36	Because you do nothing and yet think charging us more is acceptable. We have they highest fees and are overall the most underpaid. You're simply greedy.	5/5/2023 3:45 PM
37	Specifically the registration/ renewal fee. Kinesiologists do not get paid enough. PT's pay \$575/yr and have an average salary more than double of the avg pay for a Kin. I am aware that the number of members is much higher for PT allowing for a lower fee. But when the wage is low the high registration fee is a burden. While the fee has not changed for 10 years, would it not be expected that the number of those registered should have only continued to increase over those years as well?	5/5/2023 7:41 AM
38	I understand that operation costs increased however the fees are already a significant expense to young kinesiologists burdened by all the other cost of living expenses, school loans and below average salaries often dictated by other regulated health professionals.	5/4/2023 10:57 PM
39	After not increasing for 10 years, going to \$700 for the renewal fee is understandable (not happy about it) but it's more the By-law changes that are concerning with the COKO potentially increasing fees yearly.	5/4/2023 1:42 PM
40	As I understand that there is a deficit for the college, but considering Kin wages do not match other health care providers we are experiencing inflation. I am curious if the wages of CKO staff are superior to those of us working frontline.	5/4/2023 12:53 PM
41	The average job posting for a Kinesiologist is around \$20/hr. This annual dues increase would bring already high fees, relative to what the average Kin earns, to greater than a week worth of wages for a Kinesiologist	5/4/2023 12:42 PM
42	Currently with inflation my work place hasn't increased my pay rate due to inflation. College has to put minimum wage.	5/4/2023 12:32 PM

43	I understand the need to increase feeds but are not happy with having to pay the extra cost.	5/4/2023 12:28 PM
44	This is a reasonable increase in fees that is aligned with understandable increases in expenses due to a number of fiscal constraints.	5/4/2023 12:25 PM
45	Wages for Kinesiologist's has not changed much and the annual registration fee was already a major issue for new graduates.	5/4/2023 12:24 PM
46	Already a significant price to pay annually	5/4/2023 12:23 PM
47	The profession (as a regulated health profession) is still very young. We should focus on increasing the number of RKins that join the college as a mechanism to increase revenue, not ask existing RKins (who, on average, make less than every other registered health professional) to handle the increased administrative costs of the college. A fee increase will serve to impose yet another barrier to increasing the growth of the profession. I strongly encourage decision makers to put people over profits in the short term so that the profession can continue to grow. Given currently lower salaries for RKins, increasing fees may have a high probability of decreasing membership. For example (and focusing on the renewal fee increase for simplicity a \$50 increase for 2500ish active members will realize increase revenue by \$125,000. But if the renewal increase concurrently leads to a decrease in active members by say 10%, even with the fee increase, the College will realize a \$37,500 loss. Please, put people before profit and consider other ways (internal spending cuts and/or membership growth) as more sustainable strategies to increase revenue. I worry that this is a really bad idea in the current climate.	5/4/2023 9:29 AM
48	Absolutely not! We already pay some of the highest fees within comparable industries. My fees are considerable higher than my wife - she is a registered Physiotherapist. We have a much more competitive market (PTAs, Fitness, Chiropractic's and more) and have much lower billing rates when compared to Physiotherapy for example. You will definitely lose members. Many R.Kins are already hanging on financially.	5/4/2023 9:05 AM
49	The fees are already exorbitantly high. I am the member of another college, as is my husband and our fees are 4x higher than the others, with very minimal provisions made to members.	5/3/2023 4:51 PM
50	\$650 is already fairly steep. Kinesiology has not progressed since the colleges inception.	5/3/2023 1:47 PM
51	Kins typically make minimum wage or low wages and it is difficult and takes years to establish a good income as a kin. I don't believe there should be an increase of fees until we are widely recognized as a regulated health professional in the community with wages that reflect our worth. Also, most insurance companies don't cover kind under their plans and that deters patients from seeing us over a physio. If plans widely had Kin coverage I feel like the college could increase fees.	5/2/2023 9:53 PM
52	I can appreciate the need for a one time increase to fees, however I am uncomfortable with unlimited year over year possibility of increases that would not be evaluated or receive the same feedback as this proposed change currently is.	5/2/2023 3:07 PM
53	Other healthcare professionals pay less membership fees to their college and they make a much larger salary than most kinesiologists. Based on the average pay for Kinesiologists, the fee increase is not sustainable and will cause myself to have to give up my registration. The job market is volatile, most jobs are part-time and low paying, it is not worth being registered anymore. With this fee increase, then a increase in liability insurance on top of having to have a membership with the insuring body will go up, the cost of living increasing.	5/2/2023 2:07 PM
54	Firstly, I believe that increasing fees for the Ontario Kinesiology Association could result in a decrease in membership as some members may find the new fees unaffordable. This could negatively impact the organization's revenue and ability to provide services and support for its members. As a result, it may not be the best course of action for the organization. Moreover, increasing fees may deter potential new members from joining the organization, further reducing revenue and membership. This could also limit the organization's ability to reach new customers and expand its influence in the field of kinesiology. I believe that it is crucial for the OKA to remain accessible and affordable for new members. Additionally, the increased fees could lead to dissatisfaction among current members who may feel that they are not receiving enough value for their money. This could lead to negative word-of-mouth marketing and further discourage potential new members from joining the organization. As a member, I feel it is important to ensure that the benefits offered by the OKA align with the fees charged. Furthermore, increasing fees may result in members seeking alternative organizations or	4/28/2023 1:30 PM

services that offer similar benefits at a lower cost. This could result in a loss of market share for the Ontario Kinesiology Association, reducing its influence and relevance in the industry. This would be detrimental to the organization's reputation and overall success. In conclusion, as a member of the Ontario Kinesiology Association, I believe that while it may be tempting to increase fees to generate more revenue, it is important to consider the potential negative consequences such as a decrease in membership and customer satisfaction. A better approach would be to focus on improving the organization's value proposition and finding alternative ways to generate revenue that do not involve increasing fees.

55	The college has done nothing for me as a registered kinesiologist to warrant an increased fee. The value proposition as a registered kinesiologist is low. If your costs have gone up, make necessary adjustments, like any of us have to do to maintain business activity. Consider moving your headquarters to somewhere less expensive, encourage graduating kinesiology students to become registered kinesiologists. When asked for a break during the pandemic, the college had no problem taking the full amount of fee. This was voiced by others and an email sent out regarding it. It left a bad taste in member's mouth.	4/28/2023 10:08 AM
56	The college doesn't appear to provide any benefit to kinesiologists. Why am I being charged additional fees when there is no apparent additional benefits to myself as a practitioner.	4/27/2023 6:47 PM
57	The fees are too expensive.	4/27/2023 6:25 PM
58	We already pay more than other regulated health care professionals and make less money per hour.	4/27/2023 5:09 PM
59	Fees already high and Kinesiologists pay is low	4/26/2023 1:11 PM
60	There is still limited coverage for Kinesiology services for clients such as on benefit plans.	4/22/2023 2:26 PM
61	We already have a high fee. This fee increase would put us equal to the fees of both physiotherapist and occupational therapist. As much as we want to be equal in regulation and respect to these professions, currently kinesiologist average salary in Ontario is half that of these two professions therefore it makes no sense that we are paying the same.	4/21/2023 8:14 PM
62	\$650 is already too high for our profession. It is more than more a lot of regulated health professionals and we're still fairly new.	4/21/2023 1:22 PM
63	With all the other increases people are experiencing, and the fact that salaries are not meeting these increase I think this is a very poor time to increase our fee.	4/19/2023 9:32 AM
64	For a profession that requires an undergraduate degree (not a graduate degree or more) and gets paid one of the lowest wages for a regulated health profession, we already have one of the highest annual fees. I understand that we are likely one of the smallest Colleges but the increased fees may have a larger effect on recruiting or keeping members than we might think. Especially when a lot of Registered Kinesiologists are employed under another title and don't necessarily have to be registered with a College or "practicing Kinesiology" to maintain their employment.	4/17/2023 11:32 PM
65	Wait after the pandemic and b/c inflation right now.	4/16/2023 2:00 PM
66	Money grab I have never received any continuous learning opportunities or education/conferences Never been offered nor is the college transparent with where our fees go. What are you doing with our/my money!!???? Absolutely do not support this increase and in fact many of my colleagues have plainly stated if there is an increase the probability of renewal is VERY low. I personally will not renew. Enough is enough, inflation rising and you want to increase cost for same non-existent services. No thanks!	4/11/2023 7:09 AM
67	Students right out of undergrad are having enough trouble raising the money to write the exam, this will prevent some from registering.	4/10/2023 1:46 PM
68	I understand that costs increase, at the same time fee increases are difficult to accommodate for RKins also facing rising costs across the board.	4/3/2023 5:57 PM
69	\$700 is a lot of money to renew my license. I understand that inflation keeps going up, but I personally have not seen an increase to my wages, so my pay has stayed the same but I'm expected to pay more fees, on top of other living expenses.	4/3/2023 8:46 AM
70	Currently R.Kins do not get proper recognition with insurance to group for coverage, until we get better recognition which can help cover client costs then I don't see why even keeping our	4/1/2023 10:20 AM

recognition is important.

71	Clarity on breakdown of how money is spent would be good.	4/1/2023 9:05 AM
72	Given the average salaries of Registered Kinesiologists, and in comparison to our other registered counterparts in Physio, Massage, etc. this may be seen as a deterrent for those wishing to become registered or those who are looking to maintain registered status.	4/1/2023 8:32 AM
73	The fees are high enough. We pay more than physios do	3/31/2023 10:12 PM
74	I can understand some fees associated with becoming registered, but I don't agree that the fees should be increased in all areas	3/31/2023 6:49 PM
75	Because most Kinesiologist do not make a wage that can afford this. You are simply pushing people out of our profession.	3/31/2023 6:30 PM
76	- i don't agree as Rkins don't earn nearly enough compared to other registration fees for other healthcare professional members. The standard or average income for an Rkin should reflect the fees accordingly and I believe they are extremely disproportionate. Hence why I am an inactive member because i don't see the point in paying for such high registration fees and not getting paid enough as an Rkin.	3/31/2023 3:31 PM
77	Our current renewal price is already much higher than any other regulatory body in Ontario. Inflation has affected us all. However, bill-124 has prevented healthcare professionals from receiving wage increases that align with inflation. We're all feeling the stress, so that is my concern with increasing renewal prices. Why are we paying more if we're not getting paid more. Members need to understand the "why" in increasing their renewal fees. In addition to the breakdown of how this money is being allocated, a summary as to whether or not (and where) the college is actually experiencing deficits would be appreciated.	3/31/2023 12:51 PM
78	Kinesiologists do not make a livable wage, especially in the bigger cities of Ontario. The average private clinic, where jobs are most attainable, pay \$18-\$20. It's immoral to increase fees when the health care industry refuses to increase our wages.	3/31/2023 11:32 AM
79	After 10 years, I am sure the costs have increased in regards to managing the College and I feel this is a fair increase to help support the public and our profession.	3/31/2023 11:27 AM
80	I do not believe we should be paying close to the same fees as a physiotherapist when insurance doesn't cover nearly the same amounts for treatments.	3/31/2023 11:02 AM
81	With everything being so expensive today, such as rent, groceries, cost of gas, etc., additional costs on top of these essentials may cause some difficulties for me and likely others.	3/31/2023 11:01 AM
82	Inflation has dramatically increased and our wages have not risen. Registered nurses for example have much lower fees	3/30/2023 9:25 AM
83	I find it tough to support the current cost of the annual renewal fee already. I work in a multi-disciplinary clinic with PT and RMT's who both pay lower annual fees. Why is it that the COKO has such fees to begin with? How do the colleges differ and why is there such discrepancies. Additionally, just coming out of school, the majority of my class mates did not write the exam simply due to the cost of the exam and registration. I found it to be a significant deterrent for alot of individuals thinking about becoming an R.kin. Additionally, the wages currently for an, R.kin are lower than I believe they should be in Ontario. This adds additional burdens to Kins struggling to save in Ontario.	3/29/2023 6:47 PM
84	Paying 650 per year plus insurance just to maintain registered as a Kinesiologist is already very high. A registered nurse makes a lot more than an R.Kin and they pay less than what we have to pay yearly to maintain our registration with the college.	3/29/2023 3:51 PM
85	There is no value for the members. The fee structure is already high, and increasing the fees could lead to reduced membership.	3/28/2023 8:06 PM
86	Not without a more thorough forensic look into the financial portfolio. There is not enough information at this point to justify the decision at this point.	3/28/2023 1:39 PM
87	My income vastly dropped with the COVID-19 pandemic. My number of client/patients decreased by more than half, after no one was training for approximately one year. Now is not the time to increase the fees paid by R. Kins. as I'm sure most of us, will be playing monetary catch up for a few more years.	3/28/2023 1:12 PM

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88	As a registered kinesiologist, our pay scale is quite low and our fees are already higher than all other registered health professions. I feel as though an increase will drive people away from the profession	3/28/2023 12:40 PM
89	The increase of \$50 is not so bad per year however in my experience the feedback from COKO can be more efficient and less challenging	3/28/2023 11:21 AM
90	R.Kin fees are already way above other professionally regulated career fees. I understand that we have a smaller population of R.Kins than other professions, but the fees we pay are already astronomical in terms of our yearly income. Most R. Kins are underpaid for the knowledge and education that we have. Eg. when looking for a job in my field after finishing my masters degree and obtaining my R.Kin license, I was offered \$16 an hour. I have come a long way from that, but I basically went into debt when it came time to pay my R. Kin fees. If our yearly salaries reflected what they should, college fees would make more sense. Other professions may have high college fees, but employers pay them accordingly.	3/28/2023 8:42 AM
91	It is extremely expensive already given the median average income of a kinesiologist	3/27/2023 11:21 PM
92	The fees are already very high compared to many other colleges who have less members. Compared to many other colleges as well, our salaries are generally much lower. Grocery, rent and other bills are already increasing beyond our control and this is adding another layer of stress and worry.	3/27/2023 4:00 PM
93	We are already paying astronomical registration fees while as a profession getting paid one of the lowest salaries in the health care industry!!!!!! This is ridiculous!!!!	3/27/2023 3:49 PM
94	This is ridiculous. Kinesiologist already majorly underpaid and the college does nothing about this. We cannot keep roofs over our heads, buy groceries or complete courses because the fees aren't manageable. Safer for the public how? You don't provide us insurance and you do nothing to further our education. This is disgusting and you will only lose more professionals and ultimately make it more dangerous. People will use personal trainers who take weekend courses and have no idea about chronic disease and further harm the public. Move your head office out of downtown Toronto before proposing your poverty waged kinesiologists fund your staff to work from home and not help us ever.	3/27/2023 11:36 AM
95	There is no reason for Kinesiologist to pay the same or more the Physiotherapist. If the fees increased, all the college would be doing is ensuring that future students will steer away from wanting to become a Kinesiologist due to fees. It is outrageous fee that we pay now, which is more then physiotherapist. It should remains the same.	3/26/2023 6:06 PM
96	This is creating a barrier for me as an R.Kin. I am currently working full time as a Registered Kinesiologist but if I would like to switch to part-time work the annual fees are very expensive vs how much income I will be making as an R.Kin. I also think the fee increase is particularly harsh for someone who wants to be in the inactive class. It is very expensive to maintain the R.Kin title knowing that you won't be able to make any income as an inactive member.	3/26/2023 1:23 PM
97	Seems a reasonable amount and inflation/all costs have increased.	3/25/2023 4:25 PM
98	\$50 may feel like a large increase to Kinesiologists where employers do not compensate their employed Kin as appropriately as they should. In regards to having an annual fee increase - the college having the ability to at anytime during the year to decide to increase fees or not for the upcoming renewal makes it difficult to plan financially. Having a set increase at a set time increment would allow kins to anticipate any increase to fees. 3-5year increment feels fair. I feel like kins already pay more per person than other RHCPs. Perhaps changing the fee structure to new registants pay an increased fee (I am assuming there is more background work to register a new kin) and renewal fee be slightly less than new registration	3/25/2023 3:31 PM
99	Our fees are already on par (or higher) than other regulated bodies and our salary base is lower than those other professions.	3/25/2023 10:45 AM
100	Many Kinesiologists are still recovering from large income losses from the pandemic. For many, business is still not the same and they may receive numerous last minute cancellations due to illness. Many R, Kins will find the price increases challenging.	3/25/2023 7:35 AM
101	Compared to other regulated health care professionals our annual registration fees are comparative in price (and have been high since the inception of the College in 2013) to theirs or more (PTs) BUT our service rates/what we can charge are not as high/comparable.	3/25/2023 2:30 AM

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Therefore our annual fees vs. our rate to charge for our service/pay doesn't equate to a larger change. Changing our fees to the rate of inflation sounds more reasonable 2-8%.

102	Our wage did not increase much due to inflation	3/24/2023 9:25 PM
103	The fees are already significant and more than many other professions	3/24/2023 9:15 PM
104	I would support the proposed increase if the renewal fee are locked-in for another 10 years. I do not support changes to by-law 19 that would allow annual fee increases. Our fee is similar to that of others in similar professions. If we could operate 10 years ago with fewer Kinesiologists, the growth of the profession should increase the College's revenue for operating costs.	3/24/2023 9:10 PM
105	The fees are already high compared to some other healthcare professionals annual renewal (RN, PT, OT, etc).	3/24/2023 8:46 PM
106	There has been no increase for registered kinesiologists, unless unionized kinesiologists do not get a yearly increase. There is no increase of service from the current employees.	3/24/2023 11:45 AM
107	The average R.Kin's salary has not increased. The services provided by CKO has not provided me any benefits. CKO should not need to increase their budget by \$148,000 (\$50 x 2960 members) to operate efficiently.	3/24/2023 11:41 AM
108	No new services or opportunities have been provided and avg income of RKin have not increased	3/24/2023 11:37 AM
109	The fees, as is, is higher than most regulatory bodies within the province. In order to increase the number of RKins in the province, especially under the current economic times we are in, the increase in fees is not seen as appropriate at this time.	3/24/2023 12:50 AM
110	The fees associated with annual renewal are already high, and the members receive nothing in return from the college for this fee.	3/23/2023 10:22 PM
111	I have been a kinesiologist for many years. When I first became registered I was told that as more kin's became registered fees would go down. This has obviously never happened. Most Kinesiologists do not make high wages and to increase fees in the midst of high inflation lacks consideration. I feel we are already paying enough.	3/23/2023 10:15 PM
112	The proposed fee increases are reasonable at this time.	3/23/2023 8:16 PM
113	Our fees are already high enough. Nurses only pay 361.60/ year, and teachers only pay \$200 a year.	3/23/2023 7:18 PM
114	- Although proposed increase to fees is less than comparable (profession-wise) COTO fees (\$743), CKO has considerably less applicants - Proposed increase in fees is more than CPTO (comparable profession), at \$635 annually, which also has larger registrant base	3/23/2023 4:25 PM
115	I thin that increasing fees where there is a field with very limited full time work or little pay (most are between \$15-\$18) is not realistic, with the inflation at almost 7%.	3/23/2023 4:08 PM
116	not in the manner they are listed	3/23/2023 4:06 PM
117	Wages earned are not commensurate with an increase to fees.	3/23/2023 3:42 PM
118	I think the renewal fee is too high as it is! And it doesn't include insurance of any kind, give us access to free courses or education that I know of. And during the pandemic lockdowns when gyms were closed and I couldn't meet with clients, CKO did not lower the fee at all - not by one cent! Now you want more money for what? I say no way!	3/23/2023 3:31 PM
119	Absolutely Not! This is an atrocious waste of resources for no significant or well-planned justification.	3/23/2023 2:47 PM
120	The College & Council have provided a solid business case for this action.	3/23/2023 2:16 PM
121	We already pay larger fees than other professional colleges and do not pose the nearly the same risk to patients with our practice. Saying this increase is for public safety makes no sense.	3/23/2023 2:05 PM
122	Until Kinesiology is accepted by more insurance providers, Kins aren't paid enough to have the fees increased.	3/23/2023 12:53 PM

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123	Coming out of post Covid, high inflation and higher living costs.....the optics of the College increasing the fees is not the best solution. What is the College doing internally to avoid increasing the fees? Relocating to a different facility with lower costs? Reducing the salaries of the employees within the College? Lowering expenses? I am not hearing any solutions coming from the College.	3/23/2023 12:42 PM
124	Ideally fees would not increase, but I understand the premise behind it and the increase is reasonable, being that the fees do not continue to increase at this rate and maintain at this level for the near future.	3/23/2023 12:30 PM
125	Indeed inflation has increased over the 10 years bit so has membership. This should offset inflation.	3/23/2023 12:09 PM
126	we all have to do more with less all businesses affected by increased regulations due to covid and future businss interruptions	3/23/2023 11:49 AM
127	Registration fees are already one of the highest College fees paid in the health industry. You should provide proof that it aligns with other health professional Colleges. It is difficult to maintain my Registration status with VERY high yearly fees to start with. I might even consider NOT maintaining my Registration status simply because of the high yearly charges! The College doesn't benefit or affect me in my profession, so its very hard to justify such a high yearly cost!	3/23/2023 11:42 AM
128	I understand that an increase in fees is required	3/23/2023 11:05 AM
129	Fees put out by the College for a newly registered kinesiologist are already quite high and when the student comes out of school, these costs could be prohibitive or at least have a significant financial impact. Further increasing the fees, while many student jobs (jobs held while in school, if any) are not increasing proportionally. Many of my classmates previously said they did not want to register for this reason. The fees to entry into the profession are already high.	3/23/2023 10:35 AM
130	Kinesiologists are one of the poorest paid healthcare professionals in Ontario, barely making above minimum wage in most settings. Our college fees are also higher than Physiotherapists and Occupational Therapists in Ontario and these professionals make significantly more.	3/23/2023 10:00 AM
131	I feel that the wages for Kinesiologist are lower than they should be and these fees are already too high.	3/23/2023 9:37 AM
132	We need to know what the other registered groups are doing.	3/23/2023 9:09 AM
133	It is already an expensive fee, especially compared to any other regulated helath professional	3/23/2023 8:11 AM
134	The renewal fee is already higher than other Colleges eg. CNO. The college has not made enough steps to allow kinesiologists to be recognized as having more education then PTAs. Currently most jobs are looking for either a PTA or kinesiologist. Not enough high paying jobs for kinesiologists despite the cost of becoming educated and registered through the College.	3/23/2023 7:21 AM
135	I understand inflation has affected all aspects of running a college and the proposed increases seem fair.	3/23/2023 4:57 AM
136	Fees are already not affordable to most kinesiologists.	3/22/2023 9:39 PM
137	the increases are ridiculously high??	3/22/2023 9:30 PM
138	Our fees are already astronomical in relation to the wages most kinesiologists can expect to make.	3/22/2023 9:15 PM
139	There is very little benefit to me being part of the college, I don't see the value or how my \$650 is being used. My wages in the hospital have not gone up. I would not pay a fee increase.	3/22/2023 9:09 PM
140	The current fee of \$650.00 in addition to the required insurance fee of \$150-300.00 is incredibly high for a workforce that has noted a precarious work environment, low wages, have been largely affected by the COVID 19 pandemic and now greatly impacted by the current financial pressures we are facing. Sadly, many Kins (including myself) have lost their employment, seen hours decreased or zeroed during this time. The current fee is a barrier for many Kins with little return on investment (other than public safety).	3/22/2023 9:07 PM
141	Poor value in being registered	3/22/2023 8:58 PM

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142	In comparison to other associations and colleges, this fee is very high and the college provides minimal support to the members. If there were to be an increase I would want to see a detailed breakdown of just how many times/ \$ amount the college has had to spend for "public safety" in comparison to how much we pay each year. Other colleges and associations have member nights, continuing education events, life insurance/benefit plans, discounts to services etc	3/22/2023 8:54 PM
143	I understand an increase is necessary and needs to follow inflation	3/22/2023 8:45 PM
144	I feel that our college fees are already high along with the additional costs and many new R.Kins have financial barriers already	3/22/2023 8:44 PM
145	Pay for Kinesiologists is sub par and the goal should be to grow members with the college, not lose them due to affordability. Increasing member fees is not right. We were told and informed as the college grows, fees should decrease. We pay more than teachers, chiropractors, naturopaths, etc for membership fees due to lower numbers members. Fees should decrease as we grow. Do not increase the fees. Compare to other regulated health care professionals and we pay more making \$25 per hour..	3/22/2023 8:41 PM
146	Other Licensed bodies; that have been around longer and arguably do just as much if not more than this respective college have lesser fees. In addition the members of these licensed professions on average make a lot more financially than the typical Registered Kinesiologist. There is no need to increase fees - if other bodies can make due, as can the College of Kinesiologists of Ontario.	3/22/2023 8:41 PM
147	The registration fees for kinesiology are already far higher than for physiotherapy and nursing (and kinesiologists on average earn less than those professions). Nurses registration fees also include their insurance fees, which isn't even an offering from CoKO. The CoKO has not earned the increase in fees. Myself and other colleagues have repeatedly contacted the college about matters without response. Coming back from maternity leave, I contacted the person listed on the website 3 weeks in advance of my return. I emailed weekly from then on and called the college with no response for several days. Finally someone returned my call one day after I started working (for that day I was inactive and could not work as a kinesiologist)	3/22/2023 8:36 PM
148	They haven't increased at all.	3/22/2023 8:36 PM
149	I am already unhappy with the wages being offered to Registered Kinesiologists and I think the fee of \$650 a year is already far too much to pay, for the salary I receive in my position, and my various positions over the past decade, since being a member of the college. That aside, my wage is not increasing due to inflation, so it will present even more of a financial hardship on myself and other Registered kinesiologists.	3/22/2023 8:35 PM
150	You offer no value for the already exorbitant memberships fees	3/22/2023 8:10 PM
151	It is understandable given the current economic state that the cost associated with running the business aspects of the College are increasing markedly.	3/22/2023 8:03 PM
152	"Being registered provides you with access to professional and rewarding jobs." Most of these jobs are paying \$18-20/hr for part time hours.	3/22/2023 8:01 PM
153	RKins generally don't earn a living wage as is. Other registered healthcare workers such as nurses and physiotherapists have much smaller annual fees. And since the public is being protected, not the active class workers, is there some way the college could collect fees from the public? I know taxes aren't an option, but there must be something.	3/22/2023 7:54 PM
154	Fees are already too expensive for what they provide compared to other registered professionals (ie Physiotherapy)	3/22/2023 7:42 PM
155	Wages are stagnant and low for Registered Kinesiologists. With increased cost of living the increase in fees is an undue hardship.	3/22/2023 7:41 PM
156	There has not been an I increased in 10 years and it is minimal	3/22/2023 7:36 PM
157	Inflation has hit everyone and personally I haven't had a raise in 5+ years. The \$650 is already difficult to pay each year.	3/22/2023 7:12 PM
158	The fees are already one of the highest in the province when compared to other college registrations.	3/22/2023 7:11 PM
159	Our fees are already higher than PT, OT, RD, and twice as much as Nurses. Maybe if the	3/22/2023 7:02 PM

Provide your feedback! Changes to the College's Fees and By-law 19

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College had an actionable plan on promoting awareness of Kinesiology and creating appropriately compensated job opportunities... but I have yet to see any action here in my time as a Kinesiologist

160	I don't have understand the justification for the increase. I already feel that our fees are too high. We pay more than other colleges that are in higher pay brackets than we are. This may seriously make me consider whether I want to register or not.	3/22/2023 6:57 PM
161	Kinesiologists already don't make enough money. I suggest you standardize a base salary before increasing fees for people who are being paid a lot less than they're with	3/22/2023 6:51 PM
162	The fees are already challenging to pay, especially with a kinesiologist's wage is on the lower scale compared to other regulated professionals. Also, we need to have insurance and ensure continued education requirement are meet as well. Also with minimum wage increase at my job in addition to the inflation would make this frustrating as well. If the fee do increase a payment plan would be appreciated.	3/22/2023 6:47 PM
163	I still don't understand what even the 650\$ I've paid for already gets me? Our earnings are so poor compared to other health professionals that we can hardly afford the fees as it is	3/22/2023 6:35 PM
164	Our fee's as a Kinesiologist are already higher than many other professions and I believe our fees are already too high to begin with. Our fee's don't include anything that helps support me in my everyday work and also does not include the cost of insurance. Rather, the college only supports me in my work with regulatory guidelines. Increasing the fees should provide some direct benefit to us as z Kinesiologists and the current structure does not.	3/22/2023 6:33 PM
165	Our fees are overly expensive as they are. Poorly payed discipline. Significantly higher than most licensed and regulated professionals. Where does our money go?	3/22/2023 6:31 PM
166	We pay more fees than physiotherapist and massage therapist without the increase in pay. For a registered kin who only makes an average of 40-50 thousand a year and ask them to pay such extraordinary fees annually is unacceptable.	3/22/2023 6:23 PM
167	There is no push by any government body or college or organization to support the workers who have suffered more than the college with said inflation rates. Most Kins you are charging have not been given a raise to compensate for the inflation, we're already taking a pay cut and youre doubling down by increasing it on your end. Most companies kins work for have reduced their staff numbers (to save money) and are overworking their employees... The additional stress of increased fees will only drain and burn out the population you're trying to vouch for to the public. How can I be a safe kin if I have no one to help me, if. I'm burnt out I'm underpaid and my college is ensuring that the already ridiculous fees (matching that of PT colleges fees and chiro college fees) go up even higher. What sort of business is costing you more money? How can you ensure we are being safe by turning a blind eye to the disgusting conditions the kins have to work in already? What's the insentive at this point to even remain with the college? I think what we really might need more than the college is a union	3/22/2023 6:01 PM
168	Unsure how increases in fees correlate to an increase in safety.	3/22/2023 5:55 PM
169	I'm currently not working as a registered kinesiologist but am not allowed to change my membership to inactive. I don't believe I should be paying more for a position that I'm currently not in but am not allowed to change.	3/22/2023 5:42 PM
170	Way too expensive already and kinesiologists have close to 0 coverage on insurance benefit plans.	3/22/2023 5:40 PM
171	The college prides itself on the fact that Kinesiologists are in the industry for the good of Canadian's health care. We are not here for the money. We accrue \$40k+ in student loans, spend \$500 to apply and write the exam, \$650 for college fees, \$160 on the association membership and then another \$200+ on insurance, and then are expected to purchase continuing education credits. To earn minimal salaries in comparison to other similar fields, I think it is evident we are truly here for the love of helping people. But to request the already incredibly high fees is not supportive of that notion. Increasing these already high fees is unsustainable, at the very minimum. Increasing these fees crosses the very values that the college is built upon. There needs to be more incentive to spend this money, as it is becoming a very large barrier to practice. At this point, I think most of us would be better off going back to our old personal training jobs instead, which seems to be a common theme for many Kinesiology graduates. You are hurting this industry and fees should be lowered to allow us all to grow and help Ontarians with their health care.	3/22/2023 5:39 PM

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172	I don't want to pay more.	3/22/2023 5:39 PM
173	There is no indication of how these increased fees will benefit the practice of kinesiology in Ontario.	3/22/2023 5:38 PM
174	Our salaries do not justify the amount we pay. We pay more then RPT annual fee and their salary is way higher. I find it hard paying the amount we pay now plus insurance plus OKA	3/22/2023 5:37 PM
175	It took me 10 years to secure full time work as a Kinesiologist. I struggled for many years to afford the \$650 working part time as a Kin and holding various other part time positions to supplement my income. I am one of the few lucky ones who are currently working full time as a Kin and I still struggle to afford my annual renewal fee. So many kins are struggling to find work given our current government and the cuts it has made to healthcare and not mention the current economy and the immense pressure inflation has put on business owners and the average household.	3/22/2023 5:36 PM
176	I do not support the increase to the annual renewal as it is already high compared to other registered health professions.	3/22/2023 5:34 PM
177	Prefer not with fee increases across business and life, but I understand that it is necessary.	3/22/2023 5:31 PM
178	An increase to the fees should be mirrored by an increase in the basic pay for a working Kinesiologist. An RKin should not be expected to pay higher fees to their college while the college does not advocate for better pay for them	3/22/2023 5:27 PM
179	We pay more than Physios and OTs and our wages are no where near what these other regulated health professionals make per hour or per year. I can see the justification of increasing our fees when they are already higher than all other professions	3/22/2023 5:26 PM
180	I already find that the fees are well above many other regulatory bodies.	3/22/2023 5:26 PM
181	The average wage of a kinesiologist is very low. You are asking kinesiologist to pay a ridiculous \$700. If you look at any other profession, the wages can justify the increase. Kinesiologist are the starving waiter. If you keep this up. There will be no more college to reign over because no one would want to be a kinesiologist. The college does not do anything in regards of governing the profession anyway. You can walk in to any clinic and ask the person if they use a registered kinesiologist. Most likely the answer is no. Most likely professionals are bending the rules to make it that they are delegating tasks to probably anyone.	3/22/2023 5:25 PM
182	I am in the process of completing my education and registration as an RMT in Ontario. I am currently living in Hamilton ON where fees for a massage therapy treatment average about \$110. Looking through job postings for registered kinesiologists most establishments are offering \$18-\$25 per hour. If registration fees for COKO continue to increase it would not be feasible for me to keep my COKO registration. I also recently accepted a job as a personal trainer where the going rate is \$85/ hr - there is nothing requiring me or anyone else to be registered as a kinesiologist to have this job. I know there has been effort to get insurance companies to cover training costs if done with a kinesiologist. However very few companies have accepted this. Putting this all together the benefit of paying more for a registration that does not help me gain clients or business doesn't make sense especially when an RMT designation does. This very much bothers me as I do believe that effort should continue to be made to promote kinesiology as a profession. But if I can only afford to register with one college massage therapy far out weighs the benefits of Kinesiology.	3/22/2023 5:23 PM
183	The fees were too high for RKINs that are not paid nearly as much as registered nurses but they have the same fee.	3/22/2023 5:20 PM
184	It's already really expensive for r kins to register given they are not in a high earning potential. The college needs to look beyond the gta to kins in smaller place who aren't making the same kind of money.	3/22/2023 5:20 PM
185	All other professions have lesser fees than us and this is not relative to average income levels of this profession.	3/22/2023 5:19 PM
186	Mortgage increase and current economic situation is getting ascertained kinesiologists should be compinsated and wage to be increased and considered	3/22/2023 5:17 PM
187	The fees are already way too high and not worth ir for the average wage a kinesiologist receives.	3/22/2023 5:16 PM

Provide your feedback! Changes to the College's Fees and By-law 19

188	The earning power associated with being a R.kin has not increased	3/22/2023 5:16 PM
189	Far too expensive compared to all other regulatory bodies. Highly out of context with the low rates we are paid. No change in practice standards to justify I.e. no specializations. Greedy. Stop renting expensive real estate at Yonge and Bloor while your employees work from home.	3/22/2023 5:15 PM
190	I'm not sure why our fees are higher when compared to other health professionals, for example, nurses.	3/22/2023 5:15 PM
191	Extremely unfair to be experiencing increased fees as such. I am a health care provider to help the public.	3/22/2023 5:13 PM
192	As Registered Kinesiologists, we make far less money per hour than other designations with similar levels of education. If these fees are increasing, it would be great to see R.Kins paid more money in the near future.	3/22/2023 5:12 PM
193	Not at all. Kinesiologists already pay a significant fee for their licenses. There are limited job opportunities and regardless, most kins are underpaid. I think this is a disgusting suggestion and a slap in the face - especially for those with limited opportunity in the North - 650 is already steep to afford. Please reconsider this	3/22/2023 5:11 PM
194	Kins don't make enough money to support the *apparent* needs of this college. Using inflation as an excuse is disrespectful. Instead of increasing fees, I can guarantee there are many inefficiencies within the college that can absolutely make up for the apparent lack of money made, even though our college fees are high than most other professions.	3/22/2023 5:05 PM
195	I think the fees are high enough given the lower rate of pay that Kinesiologists receive.	3/22/2023 5:05 PM
196	The hourly wage for R.Kins has not changed much even with the inflation and other costs. I think it's a bit early for the coko to apply fee change when the inflation has not been reflected on the wage yet. Possibly in 2024, we can consider increasing.	3/22/2023 5:03 PM
197	I might support this if some data to support that the college's workload has changed was provided. The statement is vague, and a stronger justification would be appreciated. If the below point could be substantiated, I think this would be very appreciated by Kinesiologists. "...Yet the human and financial resources needed for the College's regulatory activities related to registration, quality assurance, investigations and hearings, and public outreach have increased."	3/22/2023 5:03 PM
198	Compared to other regulated healthcare practitioners and college fees for those professionals, Kinesiologist pay more, but earn less.	3/22/2023 5:02 PM
199	Our rates haven't changed in the auto industry since 2013 and we're still paid 58.19 which is the same rate as an unregulated provider. Until we see an increase in our rates, you shouldn't increase the fee's.	3/22/2023 5:01 PM
200	Inflation affects your practitioners as well. Most barely make enough to be above the poverty line. Combined with higher insurance costs, simply passing this along will severely discourage Kinesiologists from wanting to practice. Expect to see fewer Kinesiologists registering and those existing transitioning careers to something that doesn't crimple us financially.	3/22/2023 5:01 PM
201	I might support them if I had a better understanding of why they are more expensive than other regulatory college fees.	3/22/2023 5:00 PM
202	650 is already a heavy cost for most kinesiologists. I understand that everything is more expensive however wages are not increasing to address this. I am uncomfortable with the idea of language in our bilaws that would allow for further increases without a need to gather a consensus from the kins en masse	3/22/2023 5:00 PM
203	The price of EVERYTHING has increased in the past year and people are struggling to meet basic needs. Increasing renewal fees for r.kins who already do not get paid enough is absolutely unfair!	3/22/2023 5:00 PM
204	I understand that because of inflation you want to charge more for membership. Unfortunately, R.Kin's are not usually not being paid more due to inflation for their work.	3/22/2023 4:59 PM
205	This is basically a 17% increase. It would have been easier to manage a gradual 1-3 % increase over a few years. I understand the college has not increased the fees in some time, but with renewal and PLI, it can come to well over a thousand to maintain practice . Kinesiologists simply don't make enough in many settings to be able to afford the ongoing	3/22/2023 4:58 PM

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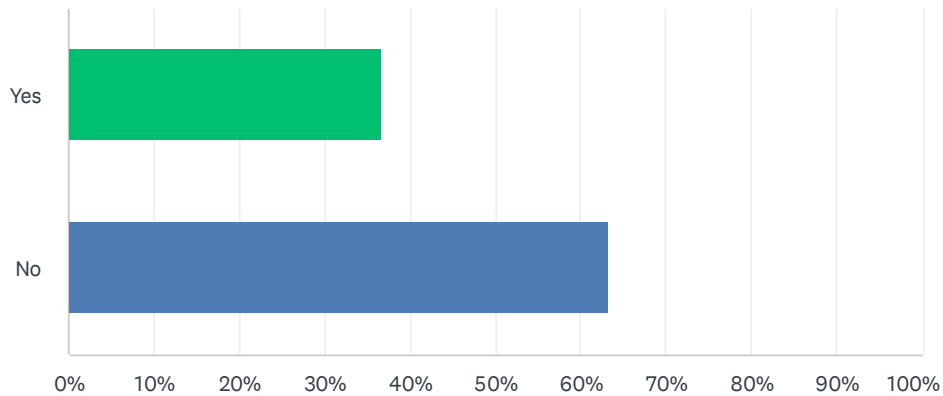
90

rates. Clinical setting kins still only make 19\$ an hour. The college needs to focus its efforts on increasing our value and usefulness in all settings before it can increase our rates.

206	I'm a registered Kinesiologist who works part time so it's difficult to cover the costs. We are also paying more than the college of physiotherapists	3/22/2023 4:56 PM
207	Fees are already high relative to other regulated healthcare professionals, especially when considering the earning potential of Kinesiologists is limited by the current scope of practice and controlled acts. Increasing fees while maintaining the same relative earning potential is unreasonable.	3/22/2023 4:54 PM
208	I don't think increase is reasonable given the amount of support the college provides. In my few encounters with the college it has taken weeks for response times and I don't think the level of service provided deserves more money.	3/22/2023 4:53 PM
209	As a recent graduate, I know that the primary barrier for my peers to becoming a Kinesiologist was the cost of becoming registered. Of the entire graduating class, I only know of two other students who registered, though I know many who wanted to. I also know people who took and passed the exam, and then did not register due to the upfront cost of registration fees for people who have not yet secured a job. I think that increasing the exam and registration fees will continue to discourage people from applying to become registered, will discourage people with a lower income going into the field after graduating, and will discourage people from working part-time. I am a Master's student and work part-time as a Kinesiologist, and it is a very large investment compared to the smaller returns you get as a part-time worker.	3/22/2023 4:53 PM
210	Many of us pay to register with the college as well as related associations. As Kinesiologists the fee is on the higher end to begin with, when comparing to nurses, osteopathy, physiotherapy, chiropractics. The value we receive for paying this higher than comparable fee is not worthwhile, besides simply holding registration to practice. Please consider maintaining fees as is, or lowering fees.	3/22/2023 4:53 PM
211	While I don't want to pay more, it is understandable that the cost of doing business increases over time.	3/22/2023 4:52 PM
212	We already pay on par with other health professionals and get very little from the college	3/22/2023 4:52 PM
213	I understand that due to inflation and changes over the years, an increase in fees is warranted. However, an increase of \$50 across all categories is too large and not feasible with the wages of Registered Kinesiologists remaining stagnant.	3/22/2023 4:51 PM
214	I don't find the benefit of such high fees when Kinesiology is still such a unrecognized profession with very low wages.	3/22/2023 4:50 PM
215	Can't afford it.	3/22/2023 4:49 PM
216	Kinesiology is heavily underpaid in most workplaces and the annual renewal fees are higher than PT/OT fees.	3/22/2023 4:44 PM
217	I appreciate that the fees have been stable for a decade and understand that operating costs have increased. The \$50 increase for renewal is fair and what I anticipated it would be.	3/22/2023 4:44 PM
218	Im just hoping that if the fees go up that means that we will be better recognized. I don't want to pay more for no additional benefit. Hopefully this means progression of the profession	3/22/2023 4:44 PM
219	The fees are high enough, and I don't feel like the college offers much for the high cost it already has set in place.	3/22/2023 4:44 PM

Q3 Are the proposed changes to the Fees By-law fair and transparent?

Answered: 276 Skipped: 4



ANSWER CHOICES	RESPONSES
Yes	36.59% 101
No	63.41% 175
TOTAL	276

#	PLEASE TELL US WHY:	DATE
1	Leaves the future fee increases unknown.	5/22/2023 5:58 PM
2	They are not fair. As stated above, we are heading in to a recession and our profession is not one where we all make greater than minimum wage in most circumstances.	5/21/2023 11:26 PM
3	Please see the answer for Question 2.	5/21/2023 4:24 PM
4	They are transparent.	5/21/2023 10:53 AM
5	I wish I could put both Yes and No. I still just don't feel confident that it is the right action, certain by-laws make me nervous as to what the fees will increase to in the future and how this will affect Kinesiologists.	5/21/2023 10:49 AM
6	Clear yes but fair NO	5/21/2023 8:49 AM
7	I think there should be some cap to the annual increases or a medium for feedback prior to increases so that kinesiologists can plan accordingly. Otherwise I think it's okay.	5/20/2023 12:01 PM
8	Fee structure on website does not allot money to go towards community advocacy and is not funding efforts to provide more job opportunities.	5/19/2023 11:48 AM
9	There is minimal clarity on what these overhead costs are and the fees associated that are being "inflated".	5/18/2023 11:40 PM
10	salaries are not disclosed - only total.	5/18/2023 4:16 PM
11	See above. The information provided about these proposed changes have been transparent, but not fair.	5/18/2023 4:08 PM
12	Little information on how this increase would enhance COKO operations is provided on your website. Would it lead to more jobs? More exams? etc...	5/18/2023 3:14 PM
13	Yes transparent, no not fair. This law should protect us the registered kinesiologists, this would override any say in the matter.	5/11/2023 11:05 AM

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14	You havent provided any detail of the proposed annual rate increases, just that you are empowering yourself to increase fees without consultation of college members	5/10/2023 10:23 PM
15	Why are you not transparent with Costs such as salaries, rent, IT and office supplies?	5/10/2023 7:12 PM
16	Webinars, and posted info on your website has made it very clear!	5/10/2023 6:45 PM
17	Transparent - yes. Fair - no. I'm sure costs of operating the college can be reduced substantially, perhaps from rent alone, moving offices to somewhere other than downtown Toronto.	5/10/2023 7:47 AM
18	Please break down expenses.	5/9/2023 9:49 PM
19	Definitely not fair! It does not need to be so expensive. It is going to turn a lot of people away	5/6/2023 8:12 AM
20	They aren't fair. You're a money grab.	5/5/2023 3:45 PM
21	With over 2mil in cash reserves the college has time for other ways to cut costs and remain profitable other than increasing fees. The non-transparent factor is of course the By-law and if fees will actually be increased yearly.	5/4/2023 1:42 PM
22	My concern is that the renewal structure is vague. It doesn't tell us how frequently and by how much the CKO can increase in the by-law. \$50 now is not a huge increase in 2023, but over the next 10 years, if it was increased \$50 annually that would be a large cost.	5/4/2023 12:53 PM
23	After the presentation, I'd love to see operational numbers on the college's side of the budget, not just the fee changes that we see already to better understand why this 8% increase should occur	5/4/2023 12:42 PM
24	I would appreciate a clearer definition stated in the bylaw for the means by which fees are expected to be adjusted in step with inflation.	5/4/2023 12:25 PM
25	Transparent yes Want there to be a vote to put forth whether members want the by-law changes to go through or not	5/4/2023 12:23 PM
26	The proposed fee increase is being presented transparently (I would answer yes to that part of the question), but is not fair to members. The College has no accountability to paying registrants and "inflationary" increases are not clearly defined.	5/4/2023 9:29 AM
27	I do not believe the fees represent the value provided to college members. It would be beneficial to provide a list of services and benefits that a kinesiologist received in return for their membership fee.	5/3/2023 4:51 PM
28	It is not fair due to the fact that Kinesiologists will not be able to vote on fees being increased, the college will decide themselves and they will be in favour of increasing every time.	5/2/2023 2:07 PM
29	As a member of the Ontario Kinesiology Association (OKA), I believe that we should be cautious about raising fees in order to generate more revenue. It is important to consider the impact that this could have on our fellow kinesiologists, who often earn lower salaries compared to other professions. If fees become unaffordable or members do not feel that they are receiving sufficient value in return, it could lead to dissatisfaction and a decrease in membership. Therefore, I propose that we explore alternative revenue streams or ways to enhance the value proposition for our members. For instance, we could seek partnerships with companies or institutions that would be willing to sponsor the OKA or provide discounts on products or services to members. Additionally, we could focus on providing more resources and support to our members, such as job listings, continuing education opportunities, and networking events. By prioritizing these areas, we can improve the value that the OKA provides to members without placing additional financial burdens on them. It is crucial that we support the professional development and success of our members while also ensuring that the OKA has the necessary resources to fulfill its mission.	4/28/2023 1:30 PM
30	you are generalizing cost increases, be specific, are your commercial costs going up? list them, are the cost of staffing going up? list them. Show a chart outlining the trend in registered kinesiologists over time, is the college involved in university programming and outreach? That's a college problem and not on the registered body. We are in the marketplace with other regulated bodies, look in the mirror and be more competitive.	4/28/2023 10:08 AM
31	What are the proposed annual increases? What additional benefits will kinesiologists see from the additional fees being paid to the college?	4/27/2023 6:47 PM

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32	The fees are already too expensive. Nursing fees are about half the price. I find it hard to come up with the money to register.	4/27/2023 6:25 PM
33	With many registrants, where are all the fees going?	4/26/2023 1:11 PM
34	Increasing fees but where is the expenditure sheet?	4/24/2023 9:59 PM
35	Income not increased	4/16/2023 2:00 PM
36	I am not clear on whether this is permanent or temporary to make up lost revenue. Can we expect these increases on a frequent basis moving forward?	4/10/2023 1:46 PM
37	The proposed changes to the fees by-law do not tie fee increases to any cost markers, making it possible for the Council to unilaterally enact fee increases that aren't in line with what is necessary	4/3/2023 9:15 AM
38	The comparison chart was very clear	4/3/2023 8:46 AM
39	Transparent yes, fair no as or recognitions standards are very low, work on that first so R.Kin work can be more profitable.	4/1/2023 10:20 AM
40	Not clear of why the amount is so high.	4/1/2023 9:05 AM
41	Would there be any way to demonstrate any budget shortfalls that the College has experienced since it's inception, and what are the rising costs? I think the membership needs to fully understand the rationale behind these proposed changes.	4/1/2023 8:32 AM
42	It would be more transparent with a detailed breakdown of what money comes in and how it is allocated and used to justify these increases	3/31/2023 6:49 PM
43	Transparent but not fair. Very costly as is currently.	3/31/2023 2:34 PM
44	Transparent but unsure if they are fair (see answer above for question 2)	3/31/2023 12:51 PM
45	Transparent, yes; fair, no.	3/31/2023 11:32 AM
46	It is a reasonable increase in rate and you have provided us with a clear outline of all fee changes	3/31/2023 11:27 AM
47	Is the budget shared amongst members? What do the staff cost, building, etc	3/31/2023 11:09 AM
48	Transparent yes. Fair, please see section 2	3/29/2023 6:47 PM
49	All we are paying for is to maintain registered. I am not receiving opportunities through the college to continue learning and growing in the profession (like free modules, courses, learning opportunities for people who need rehabilitation, a taping course, information about new opportunities, guidance, etc). I would like to know what exactly I am paying for and why it is justified to raise the price.	3/29/2023 3:51 PM
50	Members should be consulted with all increases.	3/28/2023 8:06 PM
51	See above please.	3/28/2023 1:39 PM
52	Again, if R. Kins. were not working due to the pandemic of the last three years, or barely working, slowly increasing patient/client volume, or just recently returned to previous volume, it will take years to recoup that. It is not the time to increase our fees.	3/28/2023 1:12 PM
53	I don't have a clear understanding of how increasing the price we pay to maintain our R.KIN designation is of any benefit to the general public	3/28/2023 12:40 PM
54	as stated	3/28/2023 11:21 AM
55	As above	3/28/2023 8:42 AM
56	They are not fair again because our salaries have yet to increase and match up with inflation. Already at \$650, we have not been provided with very much as members of the college to justify that high of a fee.	3/27/2023 4:00 PM
57	Not fair. How is the college working on getting kinesiolgists rates to match inflation? I am losing money each year and you're just further adding to burnout and stress. What is transparent is that COKO clearly don't care about the professionals concerning burnout and safety and also does not care about our patients well being.	3/27/2023 11:36 AM

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58	Inflation is not a reason to increase dues fees which are already expensive beyond measure. Including insurance and dues it is \$1000/year. And if someone is practicing, typically companies do not offset that amount when you make 40-45k a year.	3/26/2023 6:06 PM
59	While I understand with inflation increases can be necessary, I do think this is a large fee increase that is making it financially more difficult for members.	3/26/2023 1:23 PM
60	Stated and compared.	3/25/2023 4:25 PM
61	The fee increase makes sense.	3/25/2023 3:31 PM
62	Understandably costs are going up and as our regulatory body, the College needs to ensure that their is funding put in place for safety of the public.	3/25/2023 2:30 AM
63	We have this information well in advance and request for input is appreciated.	3/24/2023 9:15 PM
64	Though there is a breakdown registration would continue to increase with new grads thus providing	3/24/2023 11:45 AM
65	The ability for the college to increase fees every year is an issue.	3/24/2023 11:41 AM
66	Transparent yes- fair -No; no regulatory body should have unilateral ability to increase fees yearly	3/24/2023 11:37 AM
67	I don't feel it is fair to raise fees at all, no matter how small the amount.	3/23/2023 10:15 PM
68	It's worded in a way that suggests fee increases are automatic and can basically be increased at any time without consultation of the members, consultation about increases should always be a requirement to increase fees and they should never be automatic. Also there should be something available explaining where all the money is going that accompanies any fee increase proposals.	3/23/2023 8:16 PM
69	I don't understand what the fees are being used for.	3/23/2023 7:18 PM
70	- College states that "fees were set at the start to cover the costs of doing business and have successfully done so without passing any additional costs to the membership." However the College has not provided the public with a working definition/examples of "doing business". - The College reports, "costs and inflation have increased over the past decade as have financial pressures from proposed legislative changes.", however the College has not explained how proposed legislative changes have increased costs. Is it human resources? Is it salaries? Is it funding for external reviews or legal support? - The College has not explained HOW the increase in fees will ensure that the College has the processes, tools, and resources in place to fulfill its public protection mandate.	3/23/2023 4:25 PM
71	put higher increases on those coming into the association and failure to renew on time. do not add to those that have been loyal members since inception	3/23/2023 4:06 PM
72	Might be transparent but increasing these fees above most other allied health colleges does not make sense.	3/23/2023 2:47 PM
73	The College & Council have provided a solid business case for this action. They are well thought out and indicate that other cost reduction actions have been in place, are or will be occurring in the future.	3/23/2023 2:16 PM
74	I would agree that the proposed changes are transparent, however I don't agree that they are fair due to the services provided. CKO is advising that they are there for public safety, but do not outline where the payments get applied.	3/23/2023 2:05 PM
75	Transparent.....where is the transparency? Decisions are made for the best interest of the College. Fair - for who? The members or the College? From the College perspective it might seem fair, but from the member perspective given the current economic climate of the country, I would suggest not to have any increases.	3/23/2023 12:42 PM
76	Yes they are transparent.	3/23/2023 11:49 AM
77	Regardless of inflation, I want to know what these increased fees are specifically being used for. How is my registration fee being used each year??	3/23/2023 11:42 AM
78	The changes are clear	3/23/2023 11:05 AM
79	An annual rate of increase is not listed clearly. What would this percentage be? Would it	3/23/2023 10:35 AM

Provide your feedback! Changes to the College's Fees and By-law 19

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fluctuate with inflation or is there a set rate being proposed?

80	As above	3/23/2023 8:11 AM
81	See above	3/23/2023 7:21 AM
82	The proposed change to bylaw 19.13 allows council powers to increase fees beyond inflation with no consultation with membership and with no need to provide rationale for fee increases. Explanation and consultation with membership prior to fee increases will increase transparency and either a membership vote and/or mechanism to challenge proposed fee increases should be considered.	3/23/2023 6:02 AM
83	Transparent, yes. See additional comments for fairness.	3/22/2023 11:52 PM
84	We already pay one of the highest fees of registered health professionals.	3/22/2023 9:39 PM
85	Not fair at all when most people cant afford our services and from a business perspective we are not making as much as we used to	3/22/2023 9:30 PM
86	Very little information on how exactly inflation has affected the cost of business. If we are stuck making PTA wages even with being registered health providers then I don't need to pay additional fees to support wage increases for those working at the college.	3/22/2023 9:15 PM
87	For the reasons I have stated above, they are by no means fair or reasonable.	3/22/2023 9:07 PM
88	See above	3/22/2023 8:54 PM
89	"Unforeseen fees" So basically extra money just because?? Costs have gone up and kinesiologists pay have not. Why should we pay more?	3/22/2023 8:41 PM
90	I would like more information on what the anticipated and unanticipated costs are. I would like to know why a college that serves the entire province chooses offices in the most expensive area of that province (especially when many companies are switching to remote). I would like to know how it is fair that a college that protects the public and does literally nothing that benefits the kinesiologist can charge this kinesiologist more when we require this designation to work	3/22/2023 8:36 PM
91	Fees are already higher than the Physio college. Are your increased costs related to rent at Yonge and Bloor? A large portion of registrants are stuck under the Ontario governments maximum 1% pay raise mandate.	3/22/2023 8:36 PM
92	I worry that increasing fees inactive class/reinstatement fees put additional financial strain on those not working due to parental or medical leaves	3/22/2023 8:30 PM
93	It appears the average increase is ~8%, although this is a notable increase there has not been any fee increase since the inception of the College to my knowledge/recollection.	3/22/2023 8:03 PM
94	Yes they make sense and are transparent	3/22/2023 8:01 PM
95	It allows power to make the changes to fees at the whim of council annually. Inflation has struck hard, but again, RKins generally earn a low wage and it's infuriating that to be able to work, they'd be expected to pay nearly a full pay cheque to the college AND make changes to their personal budgets in order to account for an annual fee increase.	3/22/2023 7:54 PM
96	There is no reason other than inflation for this increase and the professionals are not getting anything more from the fees	3/22/2023 7:42 PM
97	Had to go to multiple sites and click through links to see the data - why not host everything clearly on one page. Reserve fund data wasn't shared, and if the college is truly planning to move to a more sustainable model pursuing another lease in Toronto is not realistic, even when sharing office space with another college. Most meetings are now able to completed virtually with no need for a physical location in a high end market.	3/22/2023 7:41 PM
98	Transparent yes, fair unsure about	3/22/2023 7:11 PM
99	Fees are not fair but I appreciate that the college is being transparent.	3/22/2023 6:57 PM
100	I don't think it's explained in detail what is included with our membership fees in the first place	3/22/2023 6:35 PM
101	Please see above.	3/22/2023 6:33 PM
102	There is no push to increase the wage of kins... Average salary for a Kin is unlivable and	3/22/2023 6:01 PM

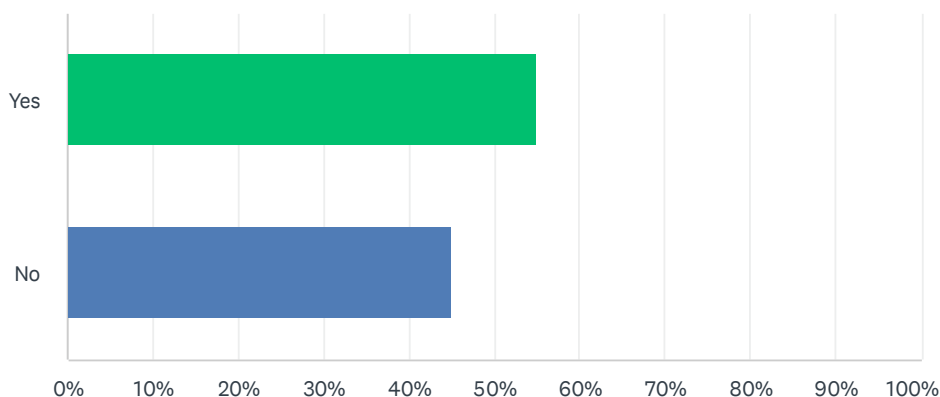
Provide your feedback! Changes to the College's Fees and By-law 19

you're contributing to the struggle

103	No, it would be good to have an itemized breakdown of how the percent increase will provide more safety.	3/22/2023 5:55 PM
104	Yes, cost of living has increased but there's no explanation on how this affects the college and its practices.	3/22/2023 5:42 PM
105	Transparent but no indication how this is fair to current and new COKO members.	3/22/2023 5:38 PM
106	I find the rationale for the fee increases incredibly vague and not well explained. More details are needed as to who and what projects the extra money will be allocated.	3/22/2023 5:36 PM
107	No they are not fair but they are transparent. If you cannot find a way to do the job within your current budget, you probably should not be in the position you are in. The college kept the fees at a ridiculous \$650 because of lack of members. So now that they have more members, you want to increase it.	3/22/2023 5:25 PM
108	Not fair as relative to income of average professional and when related to other healthcare professionals	3/22/2023 5:19 PM
109	See the above	3/22/2023 5:17 PM
110	Fees are already too high in comparison to other professions, given the significantly lower wages of kinesiologists.	3/22/2023 5:16 PM
111	I think focus should be on increasing the number of R.kin, and encouraging those who are qualified but not registered to join. Increase the number of payers not the rate	3/22/2023 5:16 PM
112	Where is the breakdown justifying these costs when your employees work remote? Membership will plummet.	3/22/2023 5:15 PM
113	Our fees compared to our hourly wage/income in our field are not proportionate. I think that these fees are expensive considering how underpaid R.Kins are across Canada.	3/22/2023 5:12 PM
114	A breakdown of exact costs and budget would be better for transparency.	3/22/2023 5:05 PM
115	See above. They're transparent, but not fair or just.	3/22/2023 5:01 PM
116	Transparent? Sure. Fair? No. When it costs more to make a living wage (when offered salaries are terrible), individuals will be less inclined to make a career out of being Kinesiologists. The profession will be a stepping stone.	3/22/2023 5:01 PM
117	Exactly what does the college do with these fees? What would the increase mean for the public and members?	3/22/2023 5:00 PM
118	I can't see what language will be included to allow for further increases	3/22/2023 5:00 PM
119	As mentioned before, the starting salary of r.kins on an average is \$20per hr and this is not fair.	3/22/2023 5:00 PM
120	I do not agree with the "unanticipated" reason. There are always unanticipated factors that effect peoples livelihood but I cannot charge more to a client for unanticipated costs.	3/22/2023 4:59 PM
121	They are transparent but not necessarily fair. Inflationary pressures are being felt by everyone not just the college. I would argue kinesiologists are experiencing current inflationary changes and pressures more so than the college.	3/22/2023 4:54 PM
122	I think that it is fair to review and increase the fees when needed, but they should not automatically increase every year. They could be reviewed annually, along with an assessment of the budget and costs.	3/22/2023 4:53 PM
123	As the majority of fees are applicable on an annual, basis, a \$50 increase is not feasible in my opinion.	3/22/2023 4:51 PM
124	Kinesiologists are paid poorly in most workplaces, yet paid the highest renewal fees	3/22/2023 4:44 PM

Q4 Do you understand why the College is increasing fees at this time?

Answered: 276 Skipped: 4



ANSWER CHOICES	RESPONSES
Yes	55.07% 152
No	44.93% 124
TOTAL	276

#	PLEASE TELL US WHY:	DATE
1	Increasing the registration fees for essentially no reason is pointless.	5/21/2023 4:24 PM
2	Inflation, higher costs.	5/20/2023 12:01 PM
3	but for profession that is hard to get compensated accurately for the increase in fee is a bit much	5/19/2023 7:22 PM
4	See above.	5/18/2023 11:40 PM
5	I understand why the college wants to increase fees. However, the statement indicates that are feedback doesn't matter.	5/18/2023 4:34 PM
6	see above	5/18/2023 4:34 PM
7	yes but why can't you diversify your source of income? Why only rely on registrations? Why can't you have sponsorship or donations?	5/18/2023 4:16 PM
8	I have read the reasons provided for increasing the fees, but given the general dissatisfaction amongst kinesiologists about the high fees and lack of financially viable employment positions available, I would hope that further options continue to be looked at before increasing the fees.	5/18/2023 4:08 PM
9	Inflation hit everyone, yet nothing is being done about salaries.	5/18/2023 4:08 PM
10	"The College's fees were set at the start to cover the costs of doing business and have successfully done so without passing any additional costs to the membership. However, costs and inflation have increased over the past decade as have financial pressures from proposed legislative changes." The business is set up, and all RKin's are feeling the effects of inflation. This isn't a good enough reason to increase the inflation burden on RKin's without offering something solid in return. We are some of the lowest-paid professionals in this field. Please keep this in mind	5/18/2023 3:14 PM
11	Due to inflation, however we are also on the receiving end as most Kin positions are not well paid or covered by insurance.	5/16/2023 11:31 PM

Provide your feedback! Changes to the College's Fees and By-law 19

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12	Inflation	5/11/2023 10:58 AM
13	Because youre greedy.	5/10/2023 10:23 PM
14	Why are you not transparent with Costs such as salaries, rent, IT and office supplies?	5/10/2023 7:12 PM
15	Why are we increasing the number of "projects" etc when there isn't enough money to do so? Maybe there should be another way to increase the amount of money the college has besides taking more money from those who have already paid for exams, and high registration fees.	5/10/2023 6:56 PM
16	Your presentation was very clear!	5/10/2023 6:45 PM
17	No.	5/10/2023 7:47 AM
18	Stated inflation	5/9/2023 9:49 PM
19	Yes but they should figure something else out. Don't increase our fees. Maybe fight to get better wages for kins first	5/6/2023 8:12 AM
20	The cost is so high already and operational costs should have gone down when the exam was switched to electronic instead of in person	5/4/2023 12:42 PM
21	Inflation but don't think there is a need for it	5/4/2023 12:23 PM
22	It seems like the cost of administering the exam is a big portion of the budget, so to do anything else requires more capital. However, perhaps more cost effective strategies could be explored rather than imposing a fee increase in members (i.e., drive more membership growth).	5/4/2023 9:29 AM
23	Increased cost of business	5/3/2023 1:47 PM
24	The current fees are higher than other professional bodies and there doesn't seem like a need to increase them even more.	5/2/2023 2:07 PM
25	As a member of the kinesiology field and the Ontario Kinesiology Association (OKA), I understand that professional organizations have various fees that are used to cover the costs associated with providing services and support to members. These fees can include membership fees, certification fees, and exam fees, among others. The OKA offers different levels of membership, with fees ranging from \$137.50 to \$275 per year, depending on the membership category. Additionally, the organization offers a certification program, with fees ranging from \$175 to \$550, depending on the certification level. When compared to other professional bodies in the kinesiology field, I believe that the OKA's fee structure is competitive. For example, the American Kinesiology Association (AKA) charges an annual membership fee of \$75 for professionals and \$25 for students, while the Canadian Society for Exercise Physiology (CSEP) charges an annual membership fee of \$115 for professionals and \$65 for students. However, it is worth noting that the fees charged by professional organizations often depend on various factors, such as the size of the organization, the scope of services provided, and the level of certification offered. As a member of the OKA, I believe that the benefits offered to members may justify the fees charged. These benefits include access to resources and support, job listings, continuing education opportunities, and advocacy efforts. While the fees may not be the lowest among professional bodies, I understand that they are used to provide valuable services and benefits to members. Therefore, I believe that the OKA's fee structure is competitive and in line with similar organizations in the kinesiology field.	4/28/2023 1:30 PM
26	Pivot and make adjustments necessary to reduce your own costs, and do not put it on the registered body. We pay higher fees than most and as I mentioned before, I see minimal value proposition in these fees already. Kinesiologists are already in the basement of regulated health professionals in Ontario. The college needs to lead us and not place any cost on us without sufficient proof of value. At least be transparent about specific cost increases. List them!	4/28/2023 10:08 AM
27	Again, we already pay more than other health care professionals, it makes no sense why we should have to pay even more	4/27/2023 5:09 PM
28	I understand the proposed rationale, but would like to note that the proposed rationale are weak and without merit.	4/27/2023 5:03 PM
29	Explanation is rate of inflation yet Kinesiologists pay is not increasing. What are the expenses that the College spend that are affected by rate of inflation that benefit the registrants?	4/26/2023 1:11 PM

Provide your feedback! Changes to the College's Fees and By-law 19

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30	In terms of transparency, I'd like to see how many active members are with CKO, what the associated revenue is with membership fees, yearly exam fees, etc. Revenues vs. expenditures - please share this vital information with your members.	4/21/2023 1:22 PM
31	I feel like there is very little transparency as to where all our fees go, and that this increase is just a money grab and poor timing.	4/19/2023 9:32 AM
32	Not specific	4/16/2023 2:00 PM
33	I understand the impact of the pandemic, but was some sort of an increase planned regardless?	4/10/2023 1:46 PM
34	Yes, I understand that inflation keeps increasing and there needs to be an adjustment	4/3/2023 8:46 AM
35	With all fees going up, and still no coverage so most insurance plans what is the point of holding recognition.	4/1/2023 10:20 AM
36	Understand inflation and no government funding but unclear of how current monies are used	4/1/2023 9:05 AM
37	I understand that much of it has to do with the cost of inflation, and that the fees have not changed since the College's inception.	4/1/2023 8:32 AM
38	The rich seem to get richer	3/31/2023 6:30 PM
39	I don't see a breakdown of where the college is experiencing financial deficits.	3/31/2023 12:51 PM
40	High fees, low benefits	3/31/2023 11:09 AM
41	While I understand the increase, I do not understand why the cost of a yearly kin membership is significantly higher than that of a RMT or PT	3/29/2023 6:47 PM
42	I don't feel that I am getting anything back from the current yearly fee I pay	3/29/2023 3:51 PM
43	The documents provided are not sufficient.	3/28/2023 8:06 PM
44	I need more information.	3/28/2023 1:39 PM
45	But again, it has not been long enough to recover financially from the pandemic to pay increased fees to the College.	3/28/2023 1:12 PM
46	as stated	3/28/2023 11:21 AM
47	I don't think the reasons for increasing fees are valid. If we want more people to become R.Kins, we need to make it affordable. Again, all professional fees are costly, but R. Kins are not paid enough to have to pay these yearly fees.	3/28/2023 8:42 AM
48	No it still does not justify that many members are making very low wages/salaries that are not comparable to other colleges.	3/27/2023 4:00 PM
49	During a recession where healthcare is crumbling and the funding is being cut along with our pay. What a disgusting time to do this. How out of touch is this college. Nursing unions are increasing pay and their fees are a third of ours and they have a much higher risk of harm. I can appreciate that we have a lower amount of kin's to nurses and physios, but that ratio will only grow more as the wages increase. I've told multiple people debating kinesiologists to not do it as it's not a career that can sustain living expenses.	3/27/2023 11:36 AM
50	I do not understand	3/26/2023 6:06 PM
51	While I understand with inflation increases can be necessary, I do think this is a large fee increase that is making it financially more difficult for members.	3/26/2023 1:23 PM
52	As stated , costs for all have increased. Our fees have not.	3/25/2023 4:25 PM
53	Everything is costing more. Unfortunately, pay checks are not increasing at the same pace.	3/25/2023 3:31 PM
54	Due to rising costs and because other Colleges are also increasing their fees	3/25/2023 2:30 AM
55	I don't fully understand the need to increase fees	3/24/2023 9:15 PM
56	I think the College should elaborate on what specifically the increase is going toward. For example, does "human and financial resources" include a raise for employees?	3/24/2023 9:10 PM
57	The argument of inflation has been used for everything however this is simply just making it an	3/24/2023 11:45 AM

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unaffordable registration to hold if there is no benefit to current members. Many kins work beneath physio, occupation or in non self owned businesses making it more likely that they would simply drop the certification

58	I have read the rationale. I disagree at this time	3/24/2023 11:37 AM
59	The same sob story everywhere. Expenses are going up yet we have kept the registration fees the same since 2013. Maybe the college should work on recruitment so you have more kin's registering bringing in more funds to the college.	3/23/2023 10:15 PM
60	They haven't been raised since inception, but increases need to be justified, with input accepted from the affected parties and the process needs to feel fair.	3/23/2023 8:16 PM
61	When the college came to my class at UofT, we were told that the fees would DECREASE as time went on. However that has never happened. It is something I think about every year when we have to renew at the same \$650 it's been since the beginning.	3/23/2023 7:18 PM
62	I don't think it's right	3/23/2023 4:08 PM
63	does not detail what the budget would be with the dissolution of bricks and mortar. Need to do this and analyze first before adding fees now. What does it mean by working with a "lean staff"	3/23/2023 4:06 PM
64	I think it's a money grab and unjustified.	3/23/2023 3:31 PM
65	No. The PT and Nursing college fees are cheaper and those colleges are just as active in advocating for their members and their professions.	3/23/2023 2:47 PM
66	Decreased reserves, inflationary pressure, increasing costs, increased legislative requirements, etc	3/23/2023 2:16 PM
67	I understand you are attempting to increase revenue	3/23/2023 2:05 PM
68	The reasons will be skewed to favor the College. Again, what is the College doing internally to offset or not to increase the costs? Having an office location downtown with the high rental costs, external expenses and high salaries are not practical. Other cheaper office locations, lower salaries, lower expenses should be considered by the College.	3/23/2023 12:42 PM
69	For individual pay increase, raises. Tech support to administer an exam shouldn't cost an exponential amount more annually.	3/23/2023 12:09 PM
70	You have cost savings coming in 2024 for not renewing downtown office - I think you should restructure / change time frames of some activities to save money until you recoup those changes	3/23/2023 11:49 AM
71	Yes I do understand. But I don't feel that it aligns with other health professional colleges. You should be showing us proof that it aligns with other Colleges.	3/23/2023 11:42 AM
72	Yes	3/23/2023 11:05 AM
73	50\$ is a big step, 25\$ would be more appropriate.	3/23/2023 9:09 AM
74	As membership numbers increase, will this fee decrease?	3/23/2023 8:11 AM
75	See above! Already twice as much as CNO	3/23/2023 7:21 AM
76	Support need to have more flexibility in adjusting fees without having to make a by law change	3/23/2023 6:02 AM
77	The reason is just an excuse to trend with the rest of increases happening across the country and make the more profit.	3/22/2023 9:39 PM
78	Wages have not increased. What additional benefits would members get from increased fees? Rather than increase fees, please look at ways to reduce spending and budgets within the operation of the college	3/22/2023 9:09 PM
79	You are basing this increase on an assumption that other operating costs will increase. There does not appear to be an immediate need for a fee increase at this time based in the information you have provided.	3/22/2023 9:07 PM
80	See above	3/22/2023 8:54 PM
81	Share number of members with us... share growth and details... really the title is the ONLY thing I pay for. I don't believe that's worth more than I already pay. Won't continue to pay fees	3/22/2023 8:41 PM

when I can do exactly what I do without the title.

82	Supposedly to cover costs and provide better services to its members	3/22/2023 8:41 PM
83	There has not been transparency for what costs have actually increased to warrant a \$50 increase (over \$100,000 total from the registered members)	3/22/2023 8:36 PM
84	I understand it but do not agree with it and hope that the decision will be to not increase fees.	3/22/2023 8:35 PM
85	'to meet anticipated and unanticipated demands' does not explicitly state why the money is needed, where it will go, and what changes we can expect	3/22/2023 8:30 PM
86	You are doing this strictly to line your pockets. If that statement upsets then then I hope you pause to critically evaluate the complete lack of value that you offer your members who actually work to pay the fees your require	3/22/2023 8:10 PM
87	as stated above	3/22/2023 8:03 PM
88	It makes sense. After 10 years it's probably time... but \$10 would make more sense than \$50. Also, it could be more penalty to late fees instead of the entire active class.	3/22/2023 7:54 PM
89	Compared to the annual income of the average Kinesiologist and those of other colleges our fee schedule is already too high.	3/22/2023 7:41 PM
90	Yes and no...I understand but feel it would be very hard for the members. Maybe there are other things that can be cut back	3/22/2023 7:12 PM
91	Increasing fees based on inflation while hcp wages are not being increased to account for cost of living increase? Hardly seems fair	3/22/2023 7:02 PM
92	I had anticipated a price decrease after the initial inception of the college. My assumption was that our fees were high because of the cost of starting a new registering body.	3/22/2023 6:57 PM
93	Although I do not support this.	3/22/2023 6:33 PM
94	To increase safety, but unsure how this will be met if we are held to the highest standard already.	3/22/2023 5:55 PM
95	Greed	3/22/2023 5:40 PM
96	I'd like to see a full break down of spending and where the fees are allocated. Are resources getting more expensive or is it just that people want raises? How will this improve my experience with the college?	3/22/2023 5:39 PM
97	No, this was not well defined.	3/22/2023 5:38 PM
98	In this economy this is likened to a slap in the face.	3/22/2023 5:36 PM
99	I understand that the price of everything is going up but the fee is already high for annual renewal.	3/22/2023 5:34 PM
100	From what I understand, inflation and increased interest rates are affecting every aspect of our lives. The college is increasing its fees to support its systems	3/22/2023 5:27 PM
101	Because you feel in order to be prepared for anything that arises in the future they may require funds to govern the college. This most likely translates to pay increases to people who are doing nothing that supports or governs the college. At least in face value.	3/22/2023 5:25 PM
102	What are the unexpected fees?	3/22/2023 5:20 PM
103	Not clear why it is necessary	3/22/2023 5:19 PM
104	See the above	3/22/2023 5:17 PM
105	The fees are unreasonable to begin with. Not sure how higher fees will make things any better for kinesiologists.	3/22/2023 5:16 PM
106	Inflation and low wages are enough of a burden. greed.	3/22/2023 5:15 PM
107	I think these fees are quite high	3/22/2023 5:12 PM
108	Greed	3/22/2023 5:05 PM

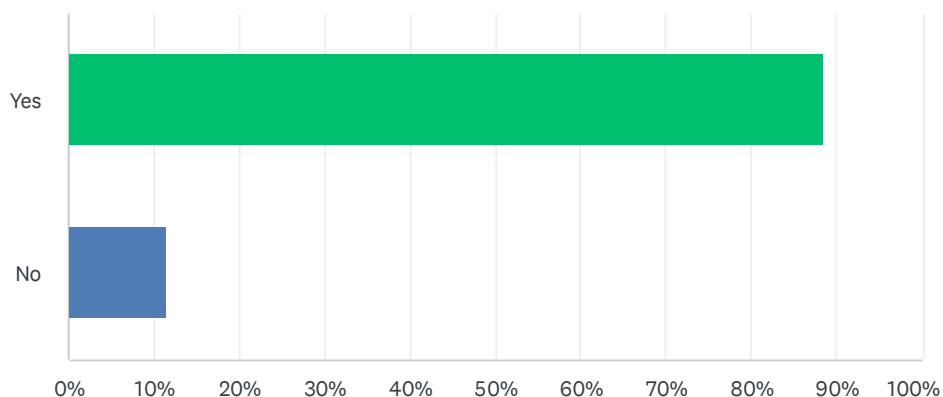
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109	I do understand as inflation has been a factor everywhere but I have always thought Kin fees were high, too high.	3/22/2023 5:05 PM
110	I understand the idea but not agreeable with it.	3/22/2023 5:03 PM
111	How can you increase fees to a profession that is comparable to a PTA or a personal trainer with extra steps?	3/22/2023 5:02 PM
112	Share your profits and salaries with your registrants. Show us what has changed at the college level.	3/22/2023 5:01 PM
113	Inflation. But as I have stated, R.Kin's salaries/billing/etc. have not kept up with this.	3/22/2023 4:59 PM
114	Although I can sympathize with the college, I believe increasing fees will set a precedent for further increases down the line. There are very few examples of fees being returned to baseline let alone decreased following an ability to increase.	3/22/2023 4:54 PM
115	Generally, but not specifically.	3/22/2023 4:53 PM
116	I do understand, but the fee increase is too high.	3/22/2023 4:51 PM
117	The college should advocate for Kinesiologist to be paid a fare wage before considering an increase in their annual fee.	3/22/2023 4:44 PM
118	No idea	3/22/2023 4:44 PM

Q5 Do you have any concerns with the proposed increases to the fees?

Answered: 278 Skipped: 2



ANSWER CHOICES	RESPONSES
Yes	88.49% 246
No	11.51% 32
TOTAL	278

#	PLEASE TELL US WHY:	DATE
1	That they will continue to climb yearly.	5/22/2023 5:58 PM
2	This will begin to price people out of the profession. Ontario is mostly rural, there are hardly any jobs in the field to begin with. The fees are unmanageable as is.	5/21/2023 11:26 PM
3	Please see the answer for Question 2.	5/21/2023 4:24 PM
4	Annual renewal fees are high to begin with for the value that the collage provides especially in comparison to what R.Kins earn.	5/21/2023 10:53 AM
5	A \$50 increase from this year to next doesn't seem as bad, but my greatest concern is how much it will be 5-10 years from now. In the webinar it was mentioned that a by-law is being put in place that would allow the college to continually increase the prices to follow current inflation if they see fit. If most of Kinesiologists are already screaming NO at this "small" increase, without feeling like the College is listening - who is to say they will just keep doing what they see fit to "protect the public". In order to protect the public from Kinesiologists, we need Kinesiologists in that equation.	5/21/2023 10:49 AM
6	R kins won't register due to the cost and consider and consider changing professions	5/21/2023 8:49 AM
7	Cost of living has also gone up making it challenging especially for new kinesiologists to afford registration fees. A \$50 increase I think is acceptable at this time but it definitely needs to be monitored. Perhaps increasing advocacy for proper compensation from employers for kinesiologists may help to "even the playing field" and make it more reasonable.	5/20/2023 12:01 PM
8	I don't think it is fair to increase kin fees when we as a profession are not covered by benefits, struggle to be noticed as a profession that is well knowledged more then a physiotherapy assistant or sometimes a personal trainer. if you increase fees then companies should understand the value of a kinesiologist and pay them accurately as well as benefit plans should cover kinesiology. how can a kinesiologist afford an increase in fees when we struggle with being valued and making our worth as a registered kinesiologist.	5/19/2023 7:22 PM
9	Kinesiologists are already one the lowest paid RHP in the province with the highest college	5/19/2023 12:13 PM

fees. Further increases will discourage new and existing Kinesiologists from joining the profession.

10	Very high already	5/19/2023 11:48 AM
11	Yes, many CKO members are recent university graduates. While already facing challenges from student loans, housing and costs associated with beginning a new chapter in life as a professional (moving, losing guardian financial support, becoming financially independent etc), this will increase the hardships faced by RKins and decrease in the quality in service provided, by increasing case loads while decreasing patient contact time due to the need for more patients to meet costs as a member of the CKO.	5/18/2023 11:40 PM
12	What are we getting in return for the increased fee? Is there added value? Perhaps costs should be cut back on your end.	5/18/2023 9:12 PM
13	It will become unaffordable for us to continue working in this profession.	5/18/2023 4:55 PM
14	It is already difficult to make a living as a kinesiologist.	5/18/2023 4:34 PM
15	see above	5/18/2023 4:34 PM
16	none beside the comments in the previous sections	5/18/2023 4:16 PM
17	See answer to first question.	5/18/2023 4:08 PM
18	It affects my earning power.	5/18/2023 4:08 PM
19	Too many expenses, and currently working to recover and re-build my business since COVID. After 20 years, it is like starting over. Every extra dollar is going into upgrades, education and advertising.	5/18/2023 3:54 PM
20	We are already paying a significant amount of fees at this time.	5/18/2023 3:21 PM
21	It is unclear what the increase in fees will achieve other than added financial burden on members.	5/18/2023 3:14 PM
22	\$700 to renew every year is not feasible when most kinesiologists make less than \$20 an hour.	5/18/2023 3:08 PM
23	Most kinesiology jobs that I have seen pay under \$20/hr which does not make it worth being a registered kinesiologist with the fees being raised	5/18/2023 3:07 PM
24	See above	5/16/2023 11:31 PM
25	Yes, I can't afford basic living expenses, this increase will not help.	5/11/2023 11:05 AM
26	a fee increase will drive away many college members. The annual fee is already too high. Its pretty tough forking over the better part of a weeks pay to a 9 person organization with salary/benefits expenses of \$932050, as well as 7% pension matching when many of us don't make that much money or have a pension.	5/10/2023 10:23 PM
27	Why are you not transparent with Costs such as salaries, rent, IT and office supplies?	5/10/2023 7:12 PM
28	I think it's unjust.	5/10/2023 6:56 PM
29	See above.	5/10/2023 6:45 PM
30	Pay for kinesiologists has not increased much since initiation of the college therefore puts financial strain put onto R.Kins to pay more fees with future inflation based fee increases.	5/10/2023 6:21 PM
31	1) Fees are already too high. 2) There will be a mass exodus of currently active members. 3) It will deter new members from considering the profession.	5/10/2023 7:47 AM
32	It may decrease membership increases fees further.	5/9/2023 9:49 PM
33	I feel as though the College doesn't provide/do enough to warrant an increase. Kinesiology on average is not a high paying profession. To me it seems unfair that a Kin is expected to pay similar fees to be registered as an Occupational Therapist who makes much more money.	5/9/2023 7:09 PM
34	Might not be able to continue to afford it and will then have to make a serious career decision	5/6/2023 8:12 AM
35	As fees rise kins may choose to gain certs with CSEP etc and not apply for registration after graduation because of the high annual fee. This will not build numbers registered with the	5/5/2023 7:41 AM

college, which in turn will require the fees to increase again. In 2013 I was working with a number of personal trainers with Kin degrees and at that time chose not to register due to the high cost.

36	Unless kinesiologists are fairly compensated and earn a respectable wage that reflects their knowledge base and skill set, I fear that many young kinesiologists will find alternative methods to work in the healthcare field without having to pay the administrative costs to work (ie. college registration fee, association fee and liability insurance)	5/4/2023 10:57 PM
37	Mainly just the fact that they may go up yearly with the By-law alterations.	5/4/2023 1:42 PM
38	Transparency - see above	5/4/2023 12:53 PM
39	I may have to pull out my registration as a kin if the fees go up as it is not worth it to keep my registration if I have to pay over \$1000/yr to be a Kinesiologist while making less than 50k	5/4/2023 12:42 PM
40	The salaries/hourly wage of Kinesiologists has not increased to reflect inflation	5/4/2023 12:32 PM
41	I cannot afford as per my current pay.	5/4/2023 12:32 PM
42	I am concerned about the fee increasing annually with the by-law amendments. I already contemplate myself continuing to be registered with the College and increasing the fee schedule yearly would be a concern.	5/4/2023 12:28 PM
43	Fees and cost of living are increasing everywhere so I just worry about an added cost to my overall monthly/yearly spending budgets.	5/4/2023 12:24 PM
44	Understood that fees would decrease as membership increases however this is not the case.	5/4/2023 12:24 PM
45	Unable to continue to afford the annual fees	5/4/2023 12:23 PM
46	See above. It imposes yet another significant barrier (real and/or perceived) to stifle growth. More effort to grow the membership would be a more sustainable strategy (in the near term) while the profession continues to gain a foot hold within the broader community of regulated health professionals.	5/4/2023 9:29 AM
47	Yes! We already pay some of the highest fees within comparable industries. My fees are considerable higher than my wife - she is a registered Physiotherapist. We have a much more competitive market (PTAs, Fitness, Chiropractic's and more) and have much lower billing rates when compared to Physiotherapy for example. You will definitely lose members. Many R.Kins are already hanging on financially.	5/4/2023 9:05 AM
48	This would make me unable to continue my membership. The cost already is nearly unmanageable.	5/3/2023 4:51 PM
49	I can't afford yearly increases.	5/3/2023 1:47 PM
50	My concern is with respect to the proposed mechanism for annual fee increases which could be problematic and pose financial barriers to Kinesiology providers.	5/2/2023 3:07 PM
51	The increases to these fees will cause more Kin prospects to decide not to become registered, as well as already registered kins; it will cause them to drop their registration. At the end of the day to me, it does not seem logical to stay registered anymore, there seems to be little to no benefit.	5/2/2023 2:07 PM
52	In my opinion, raising fees could potentially have a negative impact on membership, as some members may find the new fees unaffordable and may seek alternative organizations or services that offer similar benefits at a lower cost. This could ultimately result in a loss of market share for the OKA and reduce its influence and relevance in the industry. Instead of raising fees, I believe that the OKA should focus on improving its value proposition and finding alternative revenue streams. For example, the organization could explore partnerships with companies or institutions that would be willing to sponsor the OKA or provide discounts on products or services to members. Additionally, the OKA could provide more resources and support to its members, such as job listings, continuing education opportunities, and networking events. Overall, I believe that it is important for the OKA to prioritize the needs and perspectives of its members and to ensure that any changes to fee structures are fair and reasonable. By doing so, the OKA can continue to support the success and professional development of its members without putting additional financial burden on them.	4/28/2023 1:30 PM
53	See all above comments. Seeing this email makes me frustrated. I think others will be as well.	4/28/2023 10:08 AM

The fees have been overpriced since they began.

54	I've talked to people who do not want to become a kinesiologist due to the high cost of registration and fees. By increasing the price you could see lots of talented people not go into kinesiology. This could hurt the profession and quality of patient care.	4/27/2023 6:25 PM
55	Registered Kinesiologists already do not get paid enough money, definitely not compared to other regulated health care professionals. Having to pay even more money just to be able to work makes no sense. We already have to pay more than others. I don't think a lot of people will be able to afford an increase.	4/27/2023 5:09 PM
56	Hard to get a job as a Kinesiologist and most pay just a little above minimum wage. Membership fees already high plus insurance especially if not able to get full time job.	4/26/2023 1:11 PM
57	I understand the need to adjust fees according to the changes in inflation etc. However, I would place the increases in fees for those that are paying late. I also don't agree with having the office in the heart of downtown Toronto. There is no benefit except an extremely high cost of rent. I would rather see a detailed breakdown of where the expenditures are and what cutbacks have been made before automatically increasing member fees.	4/24/2023 9:59 PM
58	The increased in fees and the cost of living makes it challenging to pay extra in fees to both the CKO, OKA and insurance fees.	4/22/2023 2:26 PM
59	As above our fees are quite high when comparing other fees to salary ratios in our area of health care.	4/21/2023 8:14 PM
60	Kinesologist salaries do not reflect all the increases in our society and people are really struggling right now. I feel that increase our fees is putting more strain on a under paid field. This is poor timing and is unnecessary, and unless you are planning to fight for better salaries for Kins then this is added to the stress and strain.	4/19/2023 9:32 AM
61	The application fee and jurisprudence course fees can increase and they would still be similar to other Colleges, the annual fee, not so much	4/17/2023 11:32 PM
62	Income same, standard of living increased	4/16/2023 2:00 PM
63	My concern is that recent students will not have enough money to challenge the exam and to register.	4/10/2023 1:46 PM
64	I'm worried that if it keeps increasing I won't be able to afford to keep my license	4/3/2023 8:46 AM
65	As above	4/1/2023 10:20 AM
66	Seems high	4/1/2023 9:05 AM
67	Much of what was said above - our fees are higher than many of our counterparts in other registered professions yet these other professions are able to charge higher rates for their services, are more recognized, and thus more easily able to obtain clientele. It is also easier to find a job in other registered professions, whereas the ability to find a well-paid job as an RKin (aside from being self-employed) is much more limited.	4/1/2023 8:32 AM
68	Less people will want to become a kin. Why stay a kin when physios pay less for their college fee and make more	3/31/2023 10:12 PM
69	People cannot afford this.	3/31/2023 6:30 PM
70	With inflation, and disproportionate average job income not increasing wages, i don't believe a fee increase is helpful to any members. Or newcomers that want to join the koko. The fees are discouraging.	3/31/2023 3:31 PM
71	Not sure if it'll be worth staying registered and continue practicing as a registered kinesiologist with the increased fees. Considering a career change.	3/31/2023 2:34 PM
72	See above answers.	3/31/2023 12:51 PM
73	Refer to the answer to Q.2.	3/31/2023 11:32 AM
74	Where is the budget transparency? What does the college provide its members for professional development ?	3/31/2023 11:09 AM
75	Already charging an astonishing amount compared to other professional designations. You're	3/31/2023 11:07 AM

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going to lose membership as the cost of living is already the highest its ever been and people will not be able to afford this. Think about your members!!

76	See above	3/30/2023 9:25 AM
77	Financial burden	3/29/2023 6:47 PM
78	I do not think it should be increased because not all Registered Kinesiologists are making enough yearly to justify paying the amount we already pay.	3/29/2023 3:51 PM
79	If additional fees are being added, there should be value add for the members as well.	3/28/2023 8:06 PM
80	I want to know where my existing money is going and where the additional fees are going to exactly go.	3/28/2023 1:39 PM
81	Yes, as I have stated repeatedly, now is not the time to increase fees.	3/28/2023 1:12 PM
82	I do not feel as though my earning potential as a Registered Kinesiologist is reflective of a fee increase	3/28/2023 12:40 PM
83	as explained above	3/28/2023 11:21 AM
84	I don't feel that the college provides new R. Kins with opportunities for growth. If the college was more helpful for sending members job opportunities, courses etc, then we could justify the current fees we pay.	3/28/2023 8:42 AM
85	The already high fees and low salary as a Kinesiologist (compared to other healthcare professionals) has made me question if I should continue in this career path as if continues this way it will become ultimately unaffordable. As I talk with younger peers and people I know who are pursuing Kinesiology I will be transparent about the very high fees for the college and not comparable wages/salaries. I will ultimately recommend a different career path that will afford them a living wage and less worry for their future.	3/27/2023 4:00 PM
86	I'm concerned that I won't be able to afford the increase in cost of living that, as one of your many registrants, I am facing.	3/27/2023 3:49 PM
87	I think I've stated my piece in the above questions but to sum it up: We are in a recession and in a career that has extremely low pay across the board. The fees are already ridiculously high, it's an embarrassment to say what my wage is, there is no respect for us as professionals, the college is impossible to get a hold of and has a horrible workplace environment. Move out of Toronto, work for kinesiologists not against us. I've been nothing but burned out and adding this is absolutely a slap in the face.	3/27/2023 11:36 AM
88	Yes, rather than Increasing the fees, the college should look more at how they can push to make kinesiology more widely accepted by insurance companies to help increase the minimum wage for Kinesiologist. The wage gap is quite large between physio to kin but kine to PTA is a 2-3\$/hour difference which is nothing. The college needs to do a better job promoting and encouraging students to become Kinesiologist with a living wage. Otherwise increasing the dues will only cause people to void their license or look for alternative designations such as CSEP	3/26/2023 6:06 PM
89	In particular, the inactive class fee is very expensive for someone who is not working.	3/26/2023 1:23 PM
90	Want to ensure members and the public have a voice in opion so fees do not become prohibitive.	3/25/2023 4:25 PM
91	Nowhere does it say what the increases to the fees will be, and there is also no promise to limit future increases.	3/25/2023 10:45 AM
92	It may discourage R. Kins from continuing to be registered and therefore decrease the overall funding available. It may also discourage students from wanting to pursue a career in Kinesiology if they realize the fees for their exam, application and annual membership are high/higher than other professions.	3/25/2023 2:30 AM
93	Wage did not increase with inflation	3/24/2023 9:25 PM
94	I feel that we already pay so much in fees especially as we need to join the OKA in order to have the required insurance at a reasonable rate.	3/24/2023 9:15 PM
95	It will discourage people from registering and/or renewing. Employers are not paying higher wages to R.Kins than those without the certification in many fields. I know people who are not	3/24/2023 9:10 PM

	registering due to the fee - they will see no increase in pay from employers so "why register?"	
96	I understand that inflation is causing increased costs within the college, however inflation is also impacting practicing R. Kin's. It is often difficult to find fair paying jobs in the industry and many companies are not providing wage increases in alignment with the inflation rise.	3/24/2023 8:46 PM
97	If the increase is to pay current employees wages or rental space costs this is not acceptable. Look for ways to trim excess costs before collectively dinging thousands of members for a service that we do not get to see any in person value from.	3/24/2023 11:45 AM
98	Inability to afford the fees on an annual basis as cost of living as increased without an increase in my wage.	3/24/2023 11:41 AM
99	The job opportunities and pay rates have not caught up. Adding cost to RKins right now in a difficult economy is difficult to support	3/24/2023 11:37 AM
100	I don't think it is fair to increase fees.	3/23/2023 10:15 PM
101	Our college fees are already high compared to the average salary of a Registered Kinesiologist. I am concerned that the increase will discourage new graduates from becoming Registered.	3/23/2023 9:16 PM
102	as stated above.	3/23/2023 8:16 PM
103	The average wage is only 50k for an R.Kin. That's barely a liveable wage. RKins working in clinics for \$16-\$18/hour cannot afford to pay more than what is already required. For those who don't work in clinics, their wages have still not gone up in accordance to inflation. Inflation was up 7% and yet hospital wages were capped at 1.5% raises. Some of which didn't even happen during the pandemic.	3/23/2023 7:18 PM
104	- R.Kin salaries have not adjusted to 'inflation' - Proposed fees do not align with annual fees of other similar health regulatory colleges, whose registrant base is larger - As such, this may deter R.Kins from joining the profession and joining other professions (OT/PT), where cost-registrant analysis is more balanced	3/23/2023 4:25 PM
105	I probably won't continue my services and also I believe it's not fair to expect an increase of fees with little time between this and the renewal.	3/23/2023 4:08 PM
106	unsure if I will continue to support the org with fee increases, as I do have a choice	3/23/2023 4:06 PM
107	may not be able to maintain membership	3/23/2023 3:42 PM
108	As I said in #2, for the 650\$ fee I'm paying now, aside from saying I'm an RKin, how is that amount, OR MORE justified? Maybe if it included insurance or some other tangible benefit I could see the justification.	3/23/2023 3:31 PM
109	Yes. This creates yet another barrier of entry for Kinesiologists who are planning on Registering. Furthermore, it decreases the value of registration in the eyes for possible registrants. "The College is proposing to increase fees to meet anticipated and unanticipated demands. A fee increase is in the best interest of public safety and will ensure that the College has the processes, tools, and resources in place to fulfill its public protection mandate." Means nothing.	3/23/2023 2:47 PM
110	The costs associated joining a college for a lower paying profession is going to prevent new graduates from wanting to join our college. In the business, we already struggle to keep and promote joining the college and keeping registration. Making cost to join another barrier will only limit the growth of the industry	3/23/2023 2:05 PM
111	What are the benefits for the Kins? We have to be registered to practice, but your purpose is to protect the public, how are you helping kins	3/23/2023 12:53 PM
112	It should not happen.	3/23/2023 12:42 PM
113	Hope to not see them continue to increase and then the cost of registration becoming a barrier to individuals wanting to be a part of the profession.	3/23/2023 12:30 PM
114	I will struggle to pay the fees to stay part of the college. Kin's need to be compensated better for their work	3/23/2023 12:14 PM
115	annual increases pose significant financial strain for the kinesiologist whom also has to contend with inflation.	3/23/2023 12:09 PM

116	Kinesiologist do not make good money. Our wages are low and the any imposed risk from our type of treatment with clients is low. For those reasons the college does not have a huge burden to maintain our legislation. Cut more costs before raising fees.	3/23/2023 11:49 AM
117	Some Kinesiologists arent getting paid much more than minimum wage, so having to pay nearly \$1000 total (including professional insurance fees) is very difficult! You will start to see less people interested in becoming Kinesiologists if you continue to increase these fees yearly.	3/23/2023 11:42 AM
118	The cost of living and the cost to do business has increased, however if people are not yet making more money to support this, is the increase sustainable/ reasonable for new professionals?	3/23/2023 10:35 AM
119	See above comment.	3/23/2023 10:00 AM
120	When viewing the current job postings for Kinesiologists it appears that many of the jobs do not offer a pay that is much more than minimum wage. So you are asking people just starting out and some people who have been in the business for a long period of time to pay more for many unseen services.	3/23/2023 9:33 AM
121	We will loose members.	3/23/2023 9:09 AM
122	Overall cost of living increasing- food, housing, for members Lack of benefits for members based upon cost of membership	3/23/2023 9:07 AM
123	Wages for kinesiology graduates are terrible	3/23/2023 7:44 AM
124	See above	3/23/2023 7:21 AM
125	Struggle to pay the fee already and the insurance.	3/22/2023 9:39 PM
126	I will let my licence expire before I pay a 50 increase in fees...we do not get paid like physiotherapist	3/22/2023 9:30 PM
127	Some of the increases are up to 50% higher, too much of an increase especially for those just entering the profession.	3/22/2023 9:15 PM
128	Please see above	3/22/2023 9:09 PM
129	For the reasons I have stated above. In addition, many Kins hold other designations and certifications and the RKin designation is the most expensive of all of them. It can become very overwhelming for new grads to take on entry to practice and build their tool kit and resources in Kin with only their passion for health and well being to pay for all of it. Please see additional comments below.	3/22/2023 9:07 PM
130	Kin is too general and seems like public doesn't know what it is Insurance doesn't cover outside activities or sport	3/22/2023 8:58 PM
131	See above	3/22/2023 8:54 PM
132	Everyone is in a thight state with post pandemic status	3/22/2023 8:45 PM
133	I feel that our college fees are already high along with the additional costs and many new R.Kins have financial barriers already	3/22/2023 8:44 PM
134	See other answers.	3/22/2023 8:41 PM
135	The careers in the Kinesiolgoy field are hard to come by. Decent paying careers are even harder to come by. If the college fees it needs to increase its fees, they should consider how difficult the average R.Kin is doing on a day-to-day basis	3/22/2023 8:41 PM
136	This increase in fees will drive kinesiologists out of the business because they can barely afford to live already with the meagre salary that comes with health care.	3/22/2023 8:36 PM
137	May continue to discourage registration of new grads, many pursuing other careers or unregulated personal training. Trainers working under the scope of Kins puts the public at risk.	3/22/2023 8:36 PM
138	I don't agree with the increase in fees at all, but I also think that \$50/ year is much too drastic.	3/22/2023 8:35 PM
139	Why in the by law does it state that it can increase fees every year after the new bylaws has passed? Does this mean that we can expect an increase every single year thereafter????	3/22/2023 8:20 PM

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140	Absolute nonsense. Zero value for money	3/22/2023 8:10 PM
141	It's a lot!	3/22/2023 7:54 PM
142	No additional benefits for professionals with increase fees	3/22/2023 7:42 PM
143	What I said above	3/22/2023 7:12 PM
144	It's very expensive to be registered as a kin between Kin fees, association fees and insurance it \$1000/year, when Kins as a whole don't typically make high income. When compared to other regulated health care practitioners, our fees are comparable or more expensive but we typically make significant less money.	3/22/2023 7:11 PM
145	Once bylaw is established making fee increases easier to implement, what stops the college from drastically increasing them year to year? Is there going to be a % increase cap?	3/22/2023 7:02 PM
146	They are not comparable to similar professional colleges. Nursing pays much less. Physiotherapists pay similar (or maybe slightly less) but at in a much higher pay bracket.	3/22/2023 6:57 PM
147	As above, the college needs to do some work on recognition of Kinesiologists and standardized pay, instead of increasing the fees to belong to a college that just lets some of their members be paid just over minimum wage.	3/22/2023 6:51 PM
148	I believe that 700\$ (even) 650 for that matter is really high for our hourly rate. I feel very disheartened that our rates are almost only just above minimum wage. And our work is physical and demanding	3/22/2023 6:35 PM
149	Fee's are already higher than many other professions with more job security and higher annual salaries (i.e physiotherapists). Fees should align with this.	3/22/2023 6:33 PM
150	I will not keep my registration with the college if fees are increased	3/22/2023 6:23 PM
151	You are contributing to inflation	3/22/2023 6:01 PM
152	The fee increases will be passed on to patients which will deter them from seeking treatment, thus leading to less safety.	3/22/2023 5:55 PM
153	Just like the College is experiencing difficulties with inflation and cost of living so are it's members. Another increase in costs/fees add up contributing to household financial challenges. I appreciate the transparency, it can become difficult to adapt to all aspects of life cost increases without increases in monetary increases in our jobs due to current healthcare job pay caps/freeze.	3/22/2023 5:50 PM
154	The cost of everyday living has increased and it is difficult at times to make ends meet. An increase in mandatory payments to the college will put individuals in a difficult position and make them reevaluate their affiliation to the college.	3/22/2023 5:42 PM
155	You are single handedly killing this profession	3/22/2023 5:40 PM
156	We are here for the goodness of Canadian's health, not for the money as stipulated by the college. The fees should reflect that. This increase in fees creates a barrier to practice.	3/22/2023 5:39 PM
157	Any increase is too much for me at this time.	3/22/2023 5:39 PM
158	There has been no communication with RKins regarding the increase and how it is going to impact our practice.	3/22/2023 5:38 PM
159	Lack of details and transparency to both the public and the members as to how these fee increases are justified.	3/22/2023 5:36 PM
160	Increased cost to practice along with multiple increases in other areas is pushing cost of business substantially higher.	3/22/2023 5:31 PM
161	I cannot possibly keep up with an increase to already steep fees with the current base pay for kinesiologists in Ontario	3/22/2023 5:27 PM
162	I am a single income earner of the house who already struggles to pay and find justification for our current fees. You are pushing folks away from getting into the profession and staying regulated	3/22/2023 5:26 PM
163	Soon I will not be able to afford these fees to practice.	3/22/2023 5:26 PM

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164	The college of kinesiologist will take a backwards step and close to one foot out the door. People will eventually catch on and see the profession as useless.	3/22/2023 5:25 PM
165	Why would an inactive class have to pay more?	3/22/2023 5:20 PM
166	What is the cap ?	3/22/2023 5:19 PM
167	We hope the Government would consider this proposal,	3/22/2023 5:17 PM
168	If fee's are increased I will be forced to find another field of work where pay can be equal or higher and not have to pay any fees.	3/22/2023 5:16 PM
169	Concerned with approach increasing revenue base. Charging more to practitioners that are not earning more	3/22/2023 5:16 PM
170	As above. This will drive us out of the profession. Impact university enrolment. Our profession will be an embarrassment.	3/22/2023 5:15 PM
171	This will push me away from keeping my license	3/22/2023 5:13 PM
172	Our wages have not increased. R.Kins must have a University degree with a science background and are paid far less than other designations of similar education levels (ex. Registered Nurses). Our job opportunities and prospects are very limited, and R.Kin is not well integrated or compensated in the Canadian healthcare system (we are often in jobs working as assistants, not insurance coverable services). I don't believe increasing these fees are fair, as R.Kins make such a small amount of money compared to all other educated healthcare providers.	3/22/2023 5:12 PM
173	If this increases, it may deter me from keeping up with my registration. Absolutely disgusting	3/22/2023 5:11 PM
174	Kins don't make enough money to support you. Going to make many Kinesiologists struggle financially, and it goes very much unappreciated.	3/22/2023 5:05 PM
175	\$650 now, \$700 this august and yearly increases are next	3/22/2023 5:05 PM
176	Same as the comment above	3/22/2023 5:03 PM
177	Read above.	3/22/2023 5:02 PM
178	If this is because of inflation, should inflation decrease, will the fees ever return to their original value? I am doubtful.	3/22/2023 5:01 PM
179	To costly. It starts at 50\$ this year, but how much will it increase each subsequent year.	3/22/2023 5:00 PM
180	I believe that some R.Kin's will not pay. I saw this when the college was initiated and some of my colleagues went to become PTA's instead of paying the yearly fees.	3/22/2023 4:59 PM
181	As noted above.	3/22/2023 4:58 PM
182	Only that it's difficult for many to keep up	3/22/2023 4:56 PM
183	Concerns about access to registration status. Not clear what the money is being used for.	3/22/2023 4:53 PM
184	Access for those of us who are making barely above minimum wage	3/22/2023 4:52 PM
185	We are still recovering from the pandemic and our wages don't seem to budging any time soon. Therefore, it is not reasonable to increase fees.	3/22/2023 4:51 PM
186	I find it challenging to pay the fee every year	3/22/2023 4:50 PM
187	I probably won't be able to afford it	3/22/2023 4:49 PM
188	As above	3/22/2023 4:44 PM
189	Is there benefit to us after all said and done	3/22/2023 4:44 PM
190	The college doesn't offer courses or insurance or anything,. I just need to register to practice. I think rates are already excessive.	3/22/2023 4:44 PM

Q6 Additional comments:

Answered: 84 Skipped: 196

#	RESPONSES	DATE
1	Consult your registrants on the actual income they make. Many will fall below \$20/hour. Increasing fees while wages are not increasing is counterproductive.	5/21/2023 11:26 PM
2	Please do not increase registration fees, at least for students who are planning to become Kinesiologists.	5/21/2023 4:24 PM
3	Inflation affects all of us, I get that. The college does need to consider that as a small college this is not the appropriate time to do this. Lots more needs to be done to support Kinesiologists (and I know this is not your mandate), but frankly it should be!	5/21/2023 10:49 AM
4	Outrageous increase and not benefitting R kins and deterring new grads from registering	5/21/2023 8:49 AM
5	please rethink the increase as our fee is pretty pricey when looking at the benefits one gets from being a R.KIn	5/19/2023 7:22 PM
6	As a parent it is difficult to save and pay that yearly fee. I would prefer the fees not to be raised	5/19/2023 5:26 PM
7	I do not support the proposed changes.	5/18/2023 4:34 PM
8	Kinesiologists are currently struggling financially, and the cost of living has brought significant hardship to young Kinesiologist getting established in the profession. This is NOT a good time to increase the Kinesiology College fees. This will bring further financial hardship. Greg Gillam, R.Kin., 10800	5/18/2023 4:34 PM
9	I debated on terminating my membership with the college last year due to the high fee and other reasons stated above, and this just gives me further reason to consider it again this year.	5/18/2023 4:08 PM
10	No pay increase from employers	5/11/2023 10:58 AM
11	If you increase fees a single cent, I will not renew my college membership. In your webinar on May 10th, Michelle stated that she had polled other colleges on membership changes after a fee increase and she stated that there was no noticeable decrease in membership. Registered Kins are in a special position compared to many other regulated health professionals in that we can decline to renew our membership, become PTAs and have a very negligible change to our job, the same cannot be said for other allied health professionals such as PTs and OTs. The fact that an organization with 9 fulltime employees is paying nearly \$250000 in rent this year is ludicrous. You stated during the meeting on May 10th, that you have switched to a hybrid model and work from home for a portion of the week in an effort to cut costs, I dont see how this cuts costs for anything other than the college employees transportation costs.	5/10/2023 10:23 PM
12	Your calmness and patience with the Q&A was admirable!	5/10/2023 6:45 PM
13	Don't increase the fee. It's that simple. It's already high compares to other regulatory fees. What additional benefits do we get that the fee has to be so high?	5/6/2023 8:12 AM
14	I have been a kinesiologist for over 20 years and while the number of jobs requesting specifically a kinesiology degree have significantly increased it is disheartening to see many are for wages not much higher than minimum.I am lucky to be in a double income household and make a decent rate of pay -thanks to working for 20+ yrs and I find the 650 a bit of a stress when the time comes. I can't imagine a recent grad with student loans facing the prospect of paying \$700 while they work their \$18/hr job if they are lucky.	5/5/2023 7:41 AM
15	Would you ever consider monthly payment plans, instead of lump sum payments?	5/4/2023 12:32 PM
16	College need to work with insurance companies and work places to set minimum wedge and insurance companies to include Kinesiologist services in their coverage	5/4/2023 12:32 PM
17	I really worry that this will be yet another barrier to growth. Please reconsider. There are other ways to increase revenues that don't require squeezing more from the existing membership. I	5/4/2023 9:29 AM

Provide your feedback! Changes to the College's Fees and By-law 19

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know it's only \$50, but given recent salary survey data from Kinesiologists, average salaries are well below other regulated health care professionals and I really worry that this increase will be a another big barrier to growth.

18	It doesn't make financial sense to continue as a Kin if fees go over \$650 (+insurance). I can make more working in a factory.	5/3/2023 1:47 PM
19	It does not seem logical to stay registered anymore, there seems to be little to no benefit. I make more as a housekeeper than I do as a Kin and I have less responsibility and no education needed as well as no fees involved.	5/2/2023 2:07 PM
20	Why would new graduates want to join the OKA versus other professional organizations offering lower fees and better services?	4/28/2023 1:30 PM
21	It is already hard to find jobs in the profession and to make a livable wage.	4/27/2023 6:25 PM
22	Until the pay for registered Kinesiologists increases then the college fees should stay as they are	4/27/2023 5:09 PM
23	The reasoning on the first amendment to by-law 19 - the wording "power to" frightens me, it makes it seem as though the college council is wanting to take power and when it comes to monies coming from those they are regulating it does not sound good. The College is supposed to be protecting the public and helping Kinesiologist continue to be regulated. A better wording would be "ability to".	4/21/2023 8:14 PM
24	CNO - annual fee \$305; initial application \$339 (higher than CKO); exam fee \$406; Jurisprudence exam \$40 College of PTs - annual fee \$635 (and require a graduate degree) Registered Therapeutic Recreation Ontario - annual fee \$198	4/17/2023 11:32 PM
25	With the inflation rates of everything and the low recognition of R.Kins in the health field, this is not the time to start raising fees as I feel it will discourage people from entering the profession.	4/1/2023 10:20 AM
26	Provide summary of costs for clarity	4/1/2023 9:05 AM
27	As we have emerged from the pandemic the economy has certainly improved. However, salaries have not necessarily increased to match the rising cost of inflation. Well-paid opportunities for Kinesiologists have not exactly increased either. It is very difficult for new graduates to not only find employment but then to also incur the costs of the exam and application to the College - but without the promise of a salary, and plethora of job opportunities, to justify these costs. Basing my views on the premise 'You need to give value before you get value' - perhaps the College could provide some opportunities to justify these rising costs - e.g. educational opportunities/conferences/workshops, more assistance for members trying to find jobs or promote themselves as being self-employed, fundraisers, etc. So many people do not know what a Registered Kinesiologist is vs a Personal Trainer, etc. so it would be beneficial to have the College engage in more opportunities to educate the public and industry about what is a Registered Kinesiologist and what they are able to do.	4/1/2023 8:32 AM
28	People cannot afford this.	3/31/2023 6:30 PM
29	I admit that no one likes having their fees increase. But I understand that outside costs to the College have increased over time and need to be covered by the membership.	3/31/2023 11:27 AM
30	Other than saying I'm a professional college member the COKO has provided no benefit to my career. It is not a requirement for my hospital, union secured permanent position.	3/31/2023 11:09 AM
31	If we were offered free online courses about different opportunities as a registered kinesiologist or continuing education about specific topics, I would think this is fair and justified. However, I personally work in a personal training position and as a physio assistant part time, and went back to school to pursue something else because I don't make a lot as a registered kinesiologist. I feel that most people who go into this field don't really know what to do with it, and it's rare that someone can make 80-100 000/ year being a registered kinesiologist. If we had more opportunities to see what options are out there to make more money or learn more about the profession and ways we can help people then I think that would be great.	3/29/2023 3:51 PM
32	Is this the only method to gather input? Are virtual town halls being considered?	3/28/2023 8:06 PM
33	I would like to see COKO have easier accessibility	3/28/2023 11:21 AM
34	I am happy where I am today as an R. Kin. However, it is very unrealistic to think that more people will want to choose this career path when R. Kins do not make the wages they deserve!	3/28/2023 8:42 AM

Provide your feedback! Changes to the College's Fees and By-law 19

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We have an amazing scope of practice, knowledge, and education to add to any employment opportunity. However, we are still underlooked and having to pay astronomical amounts yearly to keep our license.

35	It would be great to get an explanation as to how this benefits us as registered health care providers.	3/27/2023 3:49 PM
36	Myself and many other of my coworkers are looking at changing fields because of how horrible this college is. I'd take any other profession over this and it's my biggest regret being associated with this college. Outrageous.	3/27/2023 11:36 AM
37	Yes, rather than Increasing the fees, the college should look more at how they can push to make kinesiology more widely accepted by insurance companies to help increase the minimum wage for Kinesiologist. The wage gap is quite large between physio to kin but kine to PTA is a 2-3\$/hour difference which is nothing. The college needs to do a better job promoting and encouraging students to become Kinesiologist with a living wage. Otherwise increasing the dues will only cause people to void their license or look for alternative designations such as CSEP	3/26/2023 6:06 PM
38	I hope you will take this into consideration.	3/26/2023 1:23 PM
39	I have more concerns over the proposed annual increase than the increase for this upcoming renewal. It is not clear what the increase would be and how that number would be decided. The proposed changes to by-law 19 may create more uncertainty as it gives the power to increase every year but then also decide at some point to not increase. I think it is preferable to have a set increase schedule. ex. every 3 years, fees will increase 5%. Something more predicable.	3/25/2023 3:31 PM
40	What would the increase fees go towards? "to meet anticipated and unanticipated demands" is extremely vague.	3/25/2023 10:45 AM
41	Overall, I can justify a small increase to most fees but keeping it closer to inflation is more palatable.	3/25/2023 2:30 AM
42	Again, I think if amendments to by-law 19 are made it should include a term where increases cannot be proposed for another 10 years.	3/24/2023 9:10 PM
43	Fees should go down as membership goes up, we still have to purchase our own insurance on top of fees. Focus your energy on supporting a wage increase for kins rather than adding 150 000 to an operating budget.	3/24/2023 11:45 AM
44	I strongly disagree with the proposed changes to the by law and fee schedule.	3/24/2023 11:41 AM
45	Until the CKO can offer learning opportunities and better advocate for higher wages for RKins. I will not support an increase. I realize their are costs associated with these advancements. Focusing on increased membership would be a better way to gain operating funds at this time.	3/24/2023 11:37 AM
46	I will be disappointed in the college if it raises fees.	3/23/2023 10:15 PM
47	Given all of my above comments, plus the fact that many Kinesiologists have either been out of work or had to reduce hours because of the pandemic, I think this is a very unfortunate time to discuss raising fees. I understand inflation has been up, but you have to understand that our wages have not gone up with the rate of inflation. I think raising the fees, especially by a substantial amount of \$50 (or 8%), will be a big turn off to a lot of members. These fees on top of our liability insurance plus OKA fees put us at paying around \$1000 a year, which is very unaffordable to many people who make an average of 50K before tax. I am very displeased.	3/23/2023 7:18 PM
48	Not fair to expect increase of fees with no guarantee. Also how do we pay more than the college of physiotherapy Ontario	3/23/2023 4:08 PM
49	where is full transparency of budget within FAQs?	3/23/2023 4:06 PM
50	Leave the fee as is!	3/23/2023 3:31 PM
51	Don't increase the fees.	3/23/2023 2:47 PM
52	You should share a comparison table with other registered professional fees.	3/23/2023 9:09 AM
53	The fee for NSF cheques should be increased or cheques should not be accepted at all.	3/23/2023 6:14 AM
54	Make sure you have reviewed other college bylaws. I was unable to access them to review myself. Thank you!	3/23/2023 6:02 AM

Provide your feedback! Changes to the College's Fees and By-law 19

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55	For section 19.13, I believe fees should not be allowed to be adjusted at anytime, rather only once or twice per year.	3/22/2023 11:52 PM
56	An increase in fees would make me reconsider being a kinesiologist and would cause me to consider other career options. When interacting with students I would advise them to weigh the cost vs. salary. Majority of kinesiologists make barely above minimum wage.	3/22/2023 9:39 PM
57	Increasing these fees by these large amounts will greatly impact to association as well as kinesiologists ...The increases are not fair especially in these financial times	3/22/2023 9:30 PM
58	Please find ways to reduce spending rather than increase fees. Are financial records available for members to see the budget and how our money is being used? If this is not available to members, fees should not be increased. We need to see how the money is being spent before I agree to paying more.	3/22/2023 9:09 PM
59	At the inception of regulation, this fee structure was discussed given the large monetary investment and at that time COKO shared the fee would decrease (not increase) over time as the number of Kins in the province increased. This does not appear to be the situation! Sadly, COKO does not have the mandate to provide Continuing Education and is merely a regulatory body. Many Kins feel there is little we get in return for this regulation. In addition to Registration, Insurance, other certifications and continuing education there is little left and I have become frustrated over the years with the yearly registration fee. Putting the fee up in anticipation of an issue is the wrong approach at this time.	3/22/2023 9:07 PM
60	Have been considering cancelling for last few years and will defiantly leave with increased fees	3/22/2023 8:58 PM
61	I will be withdrawing my membership upon proposed increases	3/22/2023 8:54 PM
62	Concern with members that will not be able to afford the increase thus less members less revenue	3/22/2023 8:45 PM
63	Don't raise the fees you'll lose members.	3/22/2023 8:41 PM
64	Please break down for us the increase in spending and be more transparent where our money goes. Offer insurance policies so we don't have to pay additionally for a society that offers it. Please do not increase the fees by \$50. It may not seem like a lot but every kinesiologist I know is barely keeping their head above the water as it is and most will consider a career change, which is a travesty because the public needs experienced kinesiologists not solely recent graduates who haven't yet realized the cost of being a kinesiologist is not worthwhile. This increase in price will actually hurt the public you are trying to protect.	3/22/2023 8:36 PM
65	Your organization needs to start over from top to bottom.	3/22/2023 8:10 PM
66	Kinesiologists still are not known to the public enough to justify increase the fees to protect them.	3/22/2023 8:01 PM
67	When RKins are on par with other regulated health professionals in terms of wages, it might make sense to increase the annual fees at that point. Right now, without RKins benefiting from health insurance coverage for their clients, it's difficult earning a living.	3/22/2023 7:54 PM
68	I technically do not need to be registered but have been hanging onto the registration for the title and other potential employment opportunities, if the fees increase I would consider not registering again.	3/22/2023 7:11 PM
69	I'm still waiting for my wall certificate and I wrote the exam last year April. Besides being registered and able to practice in the field I don't see all the benefits of being registered. Our hourly rate is so low and I feel like we aren't a recognized field in healthcare. I think the college needs to send out a more detailed explanation of what we currently get from the college, where our annual fees go and how the increase in fees will help the college	3/22/2023 6:35 PM
70	Allow 3 separate payments without jumping through hoops about why. Covid has affected us all.	3/22/2023 6:31 PM
71	What about the option of dual payment options for dues to alleviate the burden in August of full payment all at one time?	3/22/2023 5:50 PM
72	I do not support increasing membership fees.	3/22/2023 5:39 PM
73	Additional things the college can do. Work with our colleges like physio/chiro/surgeons/nurses	3/22/2023 5:25 PM

to push the idea to use registered kinesiologists in their clinics opposed to unregistered or people they are just delegating acts to.

74	I don't think my colleagues will agree who work in this field. This is a controversial topic and will possibly pull graduates away from a career path in this direction.	3/22/2023 5:19 PM
75	We have to stress out, certified kinesiologists, who are after 60 years old, for us, it is more hard to find a job , I guess Government should consider this as well	3/22/2023 5:17 PM
76	Kinesiologists are still not recognized by some insurance and benefit plans. Wages for kinesiologists are barely above the minimum wage. Even though kinesiology is a regulated health professional it is not recognized by insurance companies and kinesiologists are not allowed to sign off on part 4 of an ocf18 treatment and assessment plan.	3/22/2023 5:16 PM
77	I would like to see more emphasis on expanding scope of practice for R.kin	3/22/2023 5:16 PM
78	Start sharing office space with another college. Reduce your overhead. Eliminate unnecessary positions. We all need to be frugal	3/22/2023 5:15 PM
79	This news shattered me today- I, as well as colleagues are very very upset about this. I do not understand how kins can be paying more than other allied health with limited opportunity - not to mention far less pay.	3/22/2023 5:11 PM
80	Unprecedented and hindering to the profession as a whole. I'm truly disappointed that I have to fill out a survey explaining why this is a bad idea.	3/22/2023 5:01 PM
81	I have already mentioned above in detail to why this increase proposed is NOT fair. How about we advocate for kins and their value so more people are encouraged to pursue this profession?	3/22/2023 5:00 PM
82	When are we going to get widely accepted approval from insurance companies as a paramedical service?! This would greatly increase the number and quality of Kinesiologists. Been waiting for this for 10 years!	3/22/2023 4:52 PM
83	The change to the fee (the actual numbers) is transparent but why is the change needed is not. How does this benefit us how does this progress our profession	3/22/2023 4:44 PM
84	What had the association done and achieved that is worth increasing the fee when the license right now basically is worth nothing? There is practically no return on investment.	3/22/2023 4:42 PM



**RESPONSE TO
CKO FEE INCREASE PROPOSAL**

MAY 01, 2023

**NANCY LERIS
REGISTRAR & CHIEF EXECUTIVE OFFICER**

**COLLEGE OF KINESIOLOGISTS OF ONTARIO
160 BLOOR STREET EAST, SUITE 1402, TORONTO ON M4W 1B9**

The OATA is pleased, once again, to have the opportunity to comment on changes being proposed by the College Council; this time the By-Law amendments relating to fees. We have two comments:

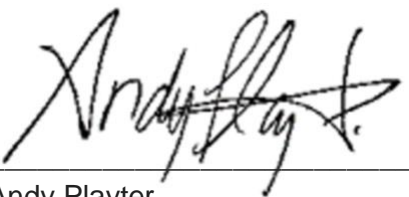
1. "Inflationary" Increases: We wish to raise several concerns with respect to both the wording and substance of proposed subsection 19.11.

First, we do not agree in principle with tying the fee annual fee increases to the year-over-year rate of inflation. As we have seen in recent years, year-over-year rates inflation (as per the CPI) can fluctuate dramatically and those fluctuations make it exceedingly difficult for practitioners to project or manage expenditures and expenditure plans. Tying College fees to rates of inflation exacerbates those challenges and also challenges practice viability as a Kinesiologist. Doing so also removes from Council responsibility and accountability for strong and prudent financial management to restrain costs even in times of high inflation. Finally, rates of inflation may have absolutely nothing to do with College costs and, therefore, are not necessarily relevant to fee adjustments. For example, current high rates of inflation are attributable to high interest rates, labour shortages particularly in the trades, the war in Ukraine, accumulated demand overhang for goods and services and supply chain issues. None of these inflation drivers are directly relevant to or impact 1:1 on College costs.

Should the College persist in tying the fee increases to "inflationary increases", we strongly believe that the calculation thereof has to be explicitly tied in the wording of the By-Law to an objective measure. We assume that measure is the Consumer Price Index (CPI), but in any case the measure must be explicitly identified in the By-Law.

2. The Alternative: We believe that the proper approach is to tie any fee schedule adjustments to budgets and expenditure projections approved by Council that are made fully transparent to registrants and for which Council is held accountable and responsible.

The OATA Board and its members across Ontario urge the College to give our recommendations every consideration.



Andy Playter
OATA President



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May 10, 2023

Nancy Leris, Registrar and CEO
 College of Kinesiologists of Ontario
 160 Bloor St. East, Suite 1402
 Toronto, ON M4W 1B9

Dear Ms Leris:

On behalf of the Ontario Kinesiology Association, representing 1,345 registered kinesiologists in Ontario, we would like to share our strong concern over the proposed by-law amendments regarding fees.

On one hand, as an organization whose main operating budget also comes from registrant / member fees, we can certainly understand the need to have more flexibility to adjust fees on a year-to-year basis and also the need to increase fees to meet growing legislative pressures. For example, conversations about requiring regulatory colleges to align with the French Language Services Act could be clear future cost drivers. However, when our organization considered a fee increase of our own, we concluded that the underlying economics within the sector may not tolerate a fee increase at this time. We share the results of our thinking below and strongly encourage the College to vote down the proposed fee increase.

1) Kinesiologist earnings are well below the average within the allied health care sector where current salaries are not sufficient to support increased regulatory fees.

Although Kinesiologists have been regulated in Ontario for 10 years, integrating kinesiologists into Ontario's health system continues to be challenging. This may explain why in the most recent CKO strategic plan the College aimed to "Promote" by, for example, *"increasing communication to various groups on the importance of working with registered kinesiologists and other regulated health professionals"*. Data from our recent member survey revealed that the median income for registered kinesiologists is less than \$55,000 per year. This is an important number as recent statistics Canada dataⁱ show that the average annual salary for health care workers (non-management) in Canada is nearly \$70,000. Considering that working a full-time minimum wage job would yield a salary of just of \$30,000 per year, many registered kinesiologists in Ontario are earning salaries that are almost closer to minimum wage than to the *average* salary for a health care worker in Canada. As a result, we should not ask kinesiologists to shoulder cost burdens imposed on the College by way of a fee increase.

2) The overlap between the current economic climate and the demographics of the kinesiology workforce mean that a fee increase may have an exaggerated negative impact.

According to the CKO 2021-2022 Annual report, nearly 70% of registrants are under the age of 40 years old. As a cohort of early career professionals, many are likely attempting to buy their first homes and begin families all while trying to grow their practice among other health care providers who have been entrenched in our healthcare systems for decades. Moreover, given current inflationary pressures, including high interest rates, high home prices, elevated rates for everyday groceries, etc., it is likely that fee increase at this time would have an exaggerated negative impact on our cohort of early career kinesiologists. Does the College want to increase the financial burden placed on those same early career professionals that we hope will continue to grow and elevate the profession moving forward?

3) A fee increase could jeopardize the growth of the profession.

We encourage the College to consider a growth strategy rather than a fee increase strategy to raise revenue. During our annual survey, members often remark that high fees associated with regulation is a major concern. It is plausible that an increase will actually drive potential kinesiologists away from registration. This in turn, may actually undermine the benefit of the fee increase. If a fee increase served to halt growth, or even worse, cause decline, would the College still realize financial benefit? Aligned with comments above, we'd encourage the College to double-down on the "*promote*" strategy from the most recent strategic plan to generate more revenue through organic growth as opposed to generating more revenue by a fee increase at this time.

Thank you in advance for fulsomely considering our concerns. While we recognize that the College is under increasing financial pressure, we hope that the College does NOT choose to relay this burden to individual kinesiologists. Instead, the OKA would strongly encourage and vigorously support a more sustainable organic growth strategy in line with the College's most recent strategic plan.

Sincerely,

ONTARIO KINESIOLOGY ASSOCIATION



Steven Fischer, R.Kin, PhD, CCPE
President

ⁱ <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410032002&pickMembers%5b0%5d=3.7>

Emails received from Registrants regarding proposed amendments to the fee schedule

Email Comments
<p>“I have expressed this previously within the self-assessments. I am a single parent supporting my son with special needs. I chose to work part time to best support him. My income is very low as a result of my struggle to find work that allows me to be home almost every afternoon by 3:30pm. I have brain stormed to create potential income, I've had communications with potential clients, that go nowhere. I've attended workshops to help grow my very small business. I've resourced the Small Business Enterprise Centre without a sustained increase in my income. I currently work independently with a Chiropractic wellness clinic where my patient numbers are from zero per week to 1-3 patients per week. I teach community fit joints classes for people over 50 to supplement my little income.”</p>
<p>“As a Registered Kinesiologist for over 10 years this proposal is not totally clear to me. I believe we do already pay quite elevated fees per year to retain our membership. It would be nice to have more information in regards to why these fees would need to change and what the college anticipates to justify increasing the fees? I would also like more clarification as to how the protection of the public and raising fees improves the services in the interest of the client? “</p>

Telephone – 1 Call received from Registrants regarding proposed amendments to the fee schedule

Questions	Answers
<p>Registrant wanted information on how we are reducing costs</p>	<p>Explained that we have a lean staff, we are not renewing our lease, that we are always looking at ways to reduce costs. Such as holding more online meetings.</p>
<p>What type of projects do we have to do</p>	<p>Listed projects that must be done in order to fulfil the College’s mandate ie: Core Competencies, Data Base Upgrade</p>



Appendix C: Proposed Amendments to By-laws 19 and 22 of the College of Kinesiologists of Ontario

The following is an overview of proposed amendments to By-laws 19 and 22 of the College of Kinesiologists of Ontario.

Document Layout

The document is structured as a table that sets out the current by-law provision(s), the proposed changes (additions are in red, deletions are in red and struck out), additional amendments made as a result of the public consultation and the rationale for the latter proposed amendments.

By-Law 19: Fees

Current by-law	Proposed by-law	Changes as a result of public consultation	Rationale for consultation changes
<p>19.01 Application Fee There shall be a non-refundable application fee of \$100. No further application fee will be required if the applicant reapplies to the College or pursues further evaluation from the College within one year of payment of the application fee in question.</p>	<p>19.01 Application Fee There shall be a non-refundable application fee of \$15000. No further application fee will be required if the applicant reapplies to the College or pursues further evaluation from the College within one year of payment of the application fee in question.</p>	N/A	<ul style="list-style-type: none"> - Intended to set out the proposed changes to the fee schedule in By-law 19.
<p>19.02 Jurisprudence Fee An applicant who applies to attempt the College's jurisprudence course shall pay a fee of \$50.</p>	<p>19.02 Jurisprudence Fee An applicant who applies to attempt the College's jurisprudence course shall pay a fee of \$7550.</p>	N/A	<ul style="list-style-type: none"> - Intended to set out the proposed changes to the fee schedule in By-law 19.
<p>19.03 Examination Fee An applicant who applies to attempt an examination that is a requirement for a certificate of registration in the General Class shall pay a fee of \$400. An applicant who applies to have the results of an examination re-scored shall pay a fee of \$50. The fee will be reimbursed in case of a change in score.</p>	<p>19.03 Examination Fee An applicant who applies to attempt an examination that is a requirement for a certificate of registration in the General Class shall pay a fee of \$45000. An applicant who applies to have the results of an examination re-scored shall pay a fee of \$50. The fee will be reimbursed in case of a change in score.</p>	N/A	<ul style="list-style-type: none"> - Intended to set out the proposed changes to the fee schedule in By-law 19.

<p>19.04 Registration Fee The registration fee is an amount equal to the annual fee. The College registration year runs from September 1 to August 31. For applicants who have never been registered with the College, the initial registration fee, pro-rated on a quarterly basis, is as follows:</p> <p>i. September 1 to November 30, \$650; ii. December 1 to February 28, \$487.50; iii. March 1 to May 31, \$325; iv. June 1 to August 31, \$162.50.</p>	<p>19.04 Registration Fee The registration fee is an amount equal to the annual fee. The College registration year runs from September 1 to August 31. For applicants who have never been registered with the College, the initial registration fee, pro-rated on a quarterly basis, is as follows:</p> <p>i. September 1 to November 30, \$700650; ii. December 1 to February 28, \$525487.50; iii. March 1 to May 31, \$350325; iv. June 1 to August 31, \$175162.50.</p>	N/A	<ul style="list-style-type: none"> - Intended to set out the proposed changes to the fee schedule in By-law 19.
<p>19.05 Annual Fee A registration year begins on September 1 in one year and ends August 31 in the following year. Every member shall pay an annual fee of \$650. The annual fee must be paid on or before September 1 in the registration year. A member shall not pay an annual fee for the registration year in which the member is issued a certificate of registration and has paid the registration fee. No later than 60 days before the annual fee is due, the Registrar shall notify the member of the amount of the fee and the day on which the</p>	<p>19.05 Annual Fee A registration year begins on September 1 in one year and ends August 31 in the following year. Every member shall pay an annual fee of \$700650. The annual fee must be paid on or before September 1 in the registration year. A member shall not pay an annual fee for the registration year in which the member is issued a certificate of registration and has paid the registration fee. No later than 60 days before the annual fee is due, the Registrar shall notify the member of the amount of the fee and the day on which the fee is</p>	N/A	<ul style="list-style-type: none"> - Intended to set out the proposed changes to the fee schedule in By-law 19.

<p>fee is due. The obligation to pay the annual fee continues even if the Registrar fails to issue a notice or the member fails to receive such notice. If a person is first issued a certificate of registration between July 1 and September 1 of any registration year, the Registrar shall make reasonable efforts to notify the member as soon as possible of the amount of his/her annual fee and of the fact that it is due on September 1</p>	<p>due. The obligation to pay the annual fee continues even if the Registrar fails to issue a notice or the member fails to receive such notice. If a person is first issued a certificate of registration between July 1 and September 1 of any registration year, the Registrar shall make reasonable efforts to notify the member as soon as possible of the amount of his/her annual fee and of the fact that it is due on September 1</p>		
<p>19.06 Late Fee If a member who fails to pay the annual fee on or before the date on which it is due, shall pay a penalty of \$100, in addition to the annual fee.</p>	<p>19.06 Late Fee If a member who fails to pay the annual fee on or before the date on which it is due, shall pay a penalty of \$15000, in addition to the annual fee.</p>	N/A	<ul style="list-style-type: none"> - Intended to set out the proposed changes to the fee schedule in By-law 19.
<p>19.07 Inactive Fee There shall be a non-refundable application fee of \$50 for any member who chooses to move their certificate of registration to Inactive. The fee for the issuance of Inactive certificate of registration is \$200. If an Inactive member fails to pay the annual fee on or before the day on which the fee is due, the member shall pay a penalty of \$50. Where a member in the Inactive Class is reissued his or her general certificate of registration in accordance with the Registration Regulation and</p>	<p>19.07 Inactive Fee There shall be a non-refundable application fee of \$50 for any member who chooses to move their certificate of registration to Inactive. The fee for the issuance of Inactive certificate of registration is \$25000. If an Inactive member fails to pay the annual fee on or before the day on which the fee is due, the member shall pay a penalty of \$10050. Where a member in the Inactive Class is reissued his or her general certificate of registration in accordance with the Registration Regulation and</p>	N/A	<ul style="list-style-type: none"> - Intended to set out the proposed changes to the fee schedule in By-law 19.

<p>the by-laws, the annual fee, prorated on a quarterly basis, is as follows: i. September 1 to November 30, \$650; ii. December 1 to February 28, \$487.50; iii. March 1 to May 31, \$325; iv. June 1 to August 31, \$162.50.</p>	<p>the by-laws, the annual fee, prorated on a quarterly basis, is as follows: i. September 1 to November 30, \$2650; ii. December 1 to February 28, \$187.50487.50; iii. March 1 to May 31, \$125325; iv. June 1 to August 31, \$162.50.</p>		
<p>19.08 Reinstatement Fees If the Registrar suspends a member’s certificate of registration for failure to pay a required fee, the Registrar may lift the suspension upon payment of a reinstatement fee calculated by adding: i. the fee(s) which the member failed to pay and which gave rise to the suspension; and ii. any late payment fee or late filing fee which became owing to the College after the member’s suspension and before the lifting of that suspension. A person who applies for reinstatement of a certificate of registration shall pay, at the time the person makes such application, a non-refundable fee of \$300.</p>	<p>19.08 Reinstatement Fees If the Registrar suspends a member’s certificate of registration for failure to pay a required fee, the Registrar may lift the suspension upon payment of a reinstatement fee calculated by adding: i. the fee(s) which the member failed to pay and which gave rise to the suspension; and ii. any late payment fee or late filing fee which became owing to the College after the member’s suspension and before the lifting of that suspension. A person who applies for reinstatement of a certificate of registration shall pay, at the time the person makes such application, a non-refundable fee of \$35000.</p>	<p>N/A</p>	<ul style="list-style-type: none"> - Intended to set out the proposed changes to the fee schedule in By-law 19.
<p>N/A</p>	<p>19.11 Annual Fee Increases Effective September 1, 2024, and each year thereafter, until this By-law is further amended,</p>	<p>19.11 Annual Fee Increases Effective September 1, 2024, and each year thereafter, until this By-law is further amended, Council shall consider and may</p>	<ul style="list-style-type: none"> - Intended to be more specific without linking fee increases to a specific measure or index of inflation.

	<p>inflationary increases shall be applied to all fees by Council.</p>	<p><u>apply, based on the College's budget and operating requirements, inflationary increases shall be applied to some or all fees by Council.</u></p>	<ul style="list-style-type: none"> - Planning and Finance Committee recommended that the by-law should not refer to "inflationary" increases. This was based on the nature of the proposed increases (based on the College's operational needs rather than an index of inflation). Also based on feedback via the consultation that indices of inflation may not necessarily be connected to regulatory costs or to the costs associated with the practice of the profession. - Change to "[...]shall consider and may apply[...]" intended to clarify that changes to the fee schedule will include Council's consideration regarding whether change may be required in any given year.
<p>N/A</p>	<p>19.12 Power to Waive Fee Increases</p>	<p>No change proposed</p>	<p>N/A</p>

	Council may, prior to September 1 of any given year, decide to waive the fee increase for that year.		
N/A	19.13 Review of Fees At any time, Council may review and, with or without amending these By-laws, adjust the amount of any fees or fee increases set out in By-law 19.	No change proposed	N/A
19.11 Power to Waive a Fee The Registrar may waive or reduce the application fee associated with a particular application where the Registrar is satisfied in their sole and absolute discretion that such waiver or reduction is appropriate having regard for the actual costs incurred by the College in processing that application.	19.141 Power to Waive a Fee The Registrar may waive or reduce the application fee associated with a particular application where the Registrar is satisfied in their sole and absolute discretion that such waiver or reduction is appropriate having regard for the actual costs incurred by the College in processing that application.	Change of by-law numbering	- For consistency of positioning within the by-laws (currently, By-law 19.11 is located at the end of By-law 19). By re-numbering to By-law 19.14, this would be maintained.

By-Law 22: Professional Corporations

Current by-law	Proposed by-law	Rationale for changes
<p>22.01 Application Fee The fee for the application for a certificate of authorization, including for any reinstatement of a certificate of authorization, for a professional corporation is \$200.</p>	<p>22.01 Application Fee The fee for the application for a certificate of authorization, including for any reinstatement of a certificate of authorization, for a professional corporation is \$200.</p>	<p>As set out in the proposed amendments to the fee schedule. Proposed change is a \$30 increase to the application fee.</p>
<p>22.02 Registration Fee The registration fee is an amount equal to the annual fee. The College registration year runs from September 1 to August 31. The fee for the annual renewal of a certificate of authorization is \$400. For corporations who have never been registered with the College, the initial registration fee, pro-rated on a quarterly basis, is as follows:</p> <p>i. September 1 to November 30, \$400; ii. December 1 to February 28, \$300; iii. March 1 to May 31, \$200; iv. June 1 to August 31, \$100.</p>	<p>22.02 Registration Fee The registration fee is an amount equal to the annual fee. The College registration year runs from September 1 to August 31. The fee for the annual renewal of a certificate of authorization is \$400. For corporations who have never been registered with the College, the initial registration fee, pro-rated on a quarterly basis, is as follows:</p> <p>i. September 1 to November 30, \$400; ii. December 1 to February 28, \$300; iii. March 1 to May 31, \$200; iv. June 1 to August 31, \$100.</p>	<p>No change.</p>
<p>22.03 Annual Fee The registration year begins on September 1 and ends August 31 in the following year. Each corporation shall pay a renewal fee for a certificate of authorization of \$400.</p>	<p>22.03 Annual Fee The registration year begins on September 1 and ends August 31 in the following year. Each corporation shall pay a renewal fee for a certificate of authorization of \$400.</p>	<p>No change.</p>
<p>22.04 Late Fee A professional corporation or a member listed in the College's records as a shareholder of a professional corporation shall pay a late fee of \$200, in addition to the renewal fee for each notice sent by the Registrar to the corporation or member for</p>	<p>22.04 Late Fee A professional corporation or a member listed in the College's records as a shareholder of a professional corporation shall pay a late fee of \$200, in addition to the renewal fee for each notice sent by the Registrar to the corporation or member for failure of the</p>	<p>As set out in the proposed amendments to the fee schedule. Proposed change is a \$50 increase to the late fee.</p>

failure of the corporation to renew its certificate of authorization on time.	corporation to renew its certificate of authorization on time.	
<p>22.05 Reinstatement Fee A professional corporation or a member listed in the College's records as a shareholder of a professional corporation who applies for reinstatement shall pay, at the time of application, a non-refundable fee of \$300.</p> <p>If the Registrar suspends a professional corporation for failure to pay a required fee, the Registrar may lift the suspension upon payment of a reinstatement fee calculated by adding:</p> <p>i. the fee(s) which the professional corporation or a member listed failed to pay and which gave rise to the suspension; and ii. any late payment fee or filing fee which became owing to the College after the member's suspension and before the lifting of that suspension</p>	<p>22.05 Reinstatement Fee A professional corporation or a member listed in the College's records as a shareholder of a professional corporation who applies for reinstatement shall pay, at the time of application, a non-refundable fee of \$300.</p> <p>If the Registrar suspends a professional corporation for failure to pay a required fee, the Registrar may lift the suspension upon payment of a reinstatement fee calculated by adding:</p> <p>i. the fee(s) which the professional corporation or a member listed failed to pay and which gave rise to the suspension; and ii. any late payment fee or filing fee which became owing to the College after the member's suspension and before the lifting of that suspension</p>	No change.
<p>22.06 Miscellaneous Fee The fee for the issuing a revised certificate of authorization is \$50</p>	<p>22.06 Miscellaneous Fee The fee for the issuing a revised certificate of authorization is \$50</p>	No change.



Resolution – Amendments to the College’s Fee Schedule as set out in By-laws 19 and 22

Whereas the College of Kinesiologists of Ontario (“the College”) is committed to ensuring that it operates based on sound financial principles; and

Whereas the Council of the College (“the Council”) has the authority, as per the *Health Professions Procedural Code* (“the Code”), which is Schedule 2 to the *Regulated Health Professions Act* (RHPA, 1991), to set the College’s fee schedule; and

Whereas the College has presented a business case for increasing the fees set out in the by-laws to ensure that the College’s operations remain on sound financial footing; and

Whereas the proposed fee increase was reviewed by Council and approved for circulation in a public consultation from March 22 to May 22, 2023; and

Whereas the results of the public consultation, including feedback from stakeholders such as professional associations, has been reviewed by the Planning and Finance Committee and referred to Council for consideration; and

Whereas Council has reviewed the results of the public consultation, including additional amendments to the by-laws that were proposed in response to feedback that has been received;

Therefore, be it resolved that the Council of the College of Kinesiologists of Ontario approves the proposed amendments to By-laws 19 and 22, including the proposed increase to the College’s fee schedule.

Moved by:

Seconded by:

Date: June 26, 2023

GOODWIN CONSULTING

Sam Goodwin is an accomplished advisor, facilitator, planner, strategist, and communicator with 38 years of public and private sector experience.

Sam's practice areas include Board governance, organizational effectiveness, strategy development and strategic planning, regulatory practice and program design, responsible gambling, change management, and facilitation. He focuses on practical approaches, frameworks, and tools. Present and past clients include:

- College of Massage Therapists of Ontario
- College of Dental Technologists of Ontario
- College of Midwives of Ontario
- Responsible Gambling Council
- Alcohol and Gaming Commission of Ontario
- Ontario Cabinet Office
- iGaming Ontario
- Trillium Health Partners
- Toronto Police Service
- Toronto Police Services Board
- Ontario Charitable Gaming Association
- Canadian Gaming Association
- Ontario Lottery and Gaming
- Canadian Partnership for Responsible Gambling
- Canadian Responsible Gambling Association
- Interprovincial Lottery Corporation
- Atlantic Lottery Corporation
- Ministry of Community and Social Services
- Ministry of Children and Youth Services
- Ontario Association of Community Care Access Centres
- Ontario Racing
- Ontario Ministry of Natural Resources
- Ontario Ministry of Health Promotion and Sport
- Ontario Ministry of Community Safety and Correctional Services
- Ontario Association of Children's Aid Societies

Board governance

Organizational effectiveness and coaching

Strategy development & strategic planning

Regulatory policy & program design

Implementation planning

Change management

Facilitation

Sam has subject matter expertise in several policy fields, including Board governance, regulatory affairs, liquor and gaming, environment, economic development, and social services.

GOODWIN CONSULTING

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(he/him/his)

The first ten years of Sam's career were spent in the Ontario Public Service in various strategy, policy, and program delivery roles. He is a certified Change Management Professional (PROSCI). Sam is also part of a team teaching a Masters course at York University on financial accountability in the public and non-profit sectors.

Project Examples

The following project examples demonstrate Sam's extensive experience working with public sector and non-profit organizations.

College of Dental Technologists of Ontario – Strategic Planning and Governance Advice:

Providing ongoing advice and facilitation related to Board Governance effectiveness (Council evaluation, CEO performance evaluation), as well as participating in and facilitating the development of a new strategic plan and providing ongoing governance coaching to senior staff and Council members.

College of Midwives of Ontario – Council Governance Advisor: Providing ongoing governance policy advice, as well as facilitation of key Board Governance processes, including CEO performance evaluation and the Council annual evaluation. Sam also provides ongoing governance coaching for Council leaders.

College of Massage Therapists of Ontario – Governance Advisor: Currently facilitating key annual governance processes, including the CEO Performance Evaluation and Council Effectiveness Evaluation, and providing governance advice to senior staff and governance coaching for Council members. As required, Sam has researched, developed, and facilitated discussions of new government policies, including CEO and Council evaluation processes, succession planning, and mentoring.

Responsible Gambling Council: Facilitation of the annual CEO performance evaluation process, as well as facilitation and strategy development related to new business and organizational challenges as requested. Contributed last year to the design and development of RGC's best-in-class responsible gambling conference.

iGaming Ontario: Facilitating Board and senior team discussions about how to translate the vision into action in a way that guides the development of new business processes and programs. Other recent projects have included facilitating Board strategic planning.

Trillium Health Partners – Strategic Plan Development: Providing strategic planning advice to the President and Chief Strategist, including participating in strategic planning discussions, advising on key hospital strategies, and drafting sections of the strategic plan document.

Toronto Police Service – Strategic Planning: Facilitating senior team discussions to develop a long-term vision of modern policing and thinking through effective engagement processes within the organization.

Toronto Police Service – Human Resources Strategy Development: Support to the Human Resources Command to develop a long-term, transformational HR strategy for the Service. Including facilitating meetings, providing program design and implementation advice, preparing briefing material for senior executives, and drafting the final strategy document.

Toronto Police Service – #MyService Culture Program Development Phase 1: Strategic advisor on the design and development of the program, providing analysis and recommendations on critical themes and steps in the process and facilitating focus groups with a wide range of TPS members at all levels.

Canadian Gaming Association: Facilitating the development of an industry responsible gambling strategy, currently in the stakeholder engagement and research phase, and working with a planning committee of Board members and key stakeholders. Also, providing support to external communications, i.e., developing communications plans and drafting communications materials.

Alcohol and Gaming Commission of Ontario: A strategic advisor to the organization over the past 15 years, Sam's current project is a modernization of the AGCO's approach to casino regulation. Sam is facilitating program design and strategy development workshops, drafting public consultation documents, and developing organization design options. Past projects have included:

- Compliance program design and research and advice on compliance best practices.
- A review of Board Governance effectiveness, including the development of new Governance policies.
- Planning and facilitating executive team planning sessions and annual retreats.

Canadian Responsible Gambling Association: Facilitating the CRGA's strategic planning process, including conducting cross-Canada stakeholder interviews, developing discussion instruments that captured the input and framed the critical strategic questions, and facilitating strategic planning workshops.

Ontario Racing – Governance and Business Planning: Facilitating the development of the initial Governance model and two-year strategic business plan. The work involved facilitating planning meetings with senior staff, designing the overall structure and direction, and briefing senior government officials.

Issue / Decision Note

Issue or Decision: Consideration of the College of Kinesiologists of Ontario's Council Effectiveness Review Framework (CERF)
Prepared for: Council
Date: June 26, 2023

Issue

Consideration of the Council Effectiveness Review Framework and its use in the assessment and evaluation of Council performance and effectiveness.

Background

Since 2014, the College of Kinesiologists of Ontario ("the College") has implemented a Council Effectiveness Review Framework (CERF) to assess and evaluate Council performance and effectiveness. Council and committee members were asked to respond to the following three surveys:

- Chair performance feedback survey
- Member self-reflection survey
- Committee effectiveness evaluation survey

Through the Ministry of Health's College Performance Measurement Framework (CPMF), the College has identified opportunities for consideration of the CERF and its implementation. Domain 1, Standard 1, Measure 1.2.b of the CPMF requires evidence of a third-party assessment of Council effectiveness every three years at minimum. To meet this requirement, the College has reached out to a third-party consultant with suitable experience and expertise to conduct the assessment in 2023. In preparation, the consultant has participated in preliminary discussions with the College and reviewed the CERF.

Issue(s) for Consideration

Review and consideration of a proposed action plan, including revisions to the CERF, for a third-party assessment of Council effectiveness.

Analysis:

Following consideration of the College's requirements, the third-party consultant has proposed that they will:

- Administer the CERF, including by survey or one-on-one interview;
- Prepare a report on the CERF administration, including opportunities for Council effectiveness improvement;
- Conduct a workshop to brief Council on the CERF report and discuss/reflect on opportunities for governance process improvement;

- Provide further advice regarding possible changes or revisions to the evaluation process or materials; and
- Provide a final, public report that can be shared in a regular Council meeting.

The consultant has identified potential changes to the CERF, that could be implemented in the current assessment cycle:

- Consolidation and/or removal of some CERF survey questions;
- Adding “Unable to observe” to the existing rating scale;
- Reporting an average of evaluation ratings rather than total numbers/ratings; and
- Placing more emphasis on comments and suggestions.

These potential changes to the CERF are intended to be minor, not substantive, and are intended to streamline the assessment process. All proposed changes are included as Appendix A to this note.

Public Interest

Regular assessment and evaluation of Council and committee performance and effectiveness will promote the public interest by ensuring a high-performing and competent Council. Ongoing assessment and evaluation will:

- Promote continuous improvement;
- Align Council governance with identified and emerging regulatory governance best practices;
- Identify opportunities for training and education to ensure that Council members, collectively and individually, are well prepared to fulfil their fiduciary responsibility to serve the public interest.

Decisions for Council:

Council is requested to consider the proposed amendments to the CERF and:

- Approve amendments to the CERF as determined by Council in discussion with the consultant; or
- Delay amendments to the CERF pending the results of the 2023 Council performance and effectiveness review.



Draft Potential Changes to COKO Council Evaluation Questionnaires

ver1 – May 8, 2023

1. Chair Evaluation

Yellow – a question that has been consolidated with another one

Red text – wording from one question that has been consolidated with another

Blue – propose to eliminate

Section 1: Ethics and values

The Chair or President:	
1. Acts independently of any stakeholder, group or entity connected with the profession of kinesiology.	
2. Demonstrates ethical behaviours in accordance with College values and beliefs.	
3. Demonstrates ethical behaviours both while attending to Council business and in personal and professional pursuits.	
4. Encourages feedback on how his/her performance could be enhanced and on how Council's performance could be enhanced.	
5. Encourages discussion on how Council's performance could be enhanced.	

Section 2: Relationships **with the Registrar**

The Chair or President:	
1. Establishes and maintains a positive working relationship with the Registrar.	
2. Ensures that Council performs a governance role that respects and understands the role of management.	
3. Leads an effective process for the performance evaluation of the Registrar.	
4. Ensures that the Registrar's annual performance objectives are established.	

Section 3: Relationship **with other Council members**

The Chair or President: _____	
3. Has a positive working relationship with other Council members, acting as a sounding board and providing tactful advice on matters of concern.	
4. Seeks contributions to the agenda. Seeks input from all Council members during	

discussions and decision-making.	
5. Ensures productive and orderly discussion at meetings, including ensuring that all Council members have the opportunity to participate.	
6. Controls Council members who are dominating discussion to ensure that all Council members have the opportunity to participate. _____	
7. Ensures that Council decisions reflect the public interest and that Council reflects upon the public interest in all of its deliberations. _____	
8. Rules appropriately on procedural matters.	
9. Has the support of the other Council members.	

Section 4: Public Profile

The Chair or President:	
1. Is a positive representative of Council. _____	
2. Ensures that public statements on behalf of Council reflect decisions made by Council.	
3. Acts as spokesperson for the College upon occasion at conferences, in meetings with stakeholders and with government. _____	
4. Enhances the public image of the College through public statements, inter-professional collaboration and by seeking opportunities to profile the College's work.	

Section 3 5: Competence Effectiveness

The Chair or President:	
1. Understands what is required of the position of chair. _____	
2. Ensures that Council gets sufficient information to allow for informed decision-making, and to meet its obligations of governance, due diligence and fiduciary accountability.	
3. Ensures that Council deals with matters appropriate to its mandate, understands and mitigates risks faced by the College, and makes governance decisions which are in the interests of the public.	

4. Leads Council in meeting its legislative responsibilities.	
5. Ensures that Council decisions reflect the public interest and that Council reflects upon the public interest in all of its deliberations.	
6. Leads Council in meeting its performance responsibilities.	
7. Is well prepared to chair meetings.	
8. Is well prepared as Chair, including managing time well during meetings , sticking to the agenda, and bringing matters to a close in a timely way.	
9. Brings minor matters to an early close.	
10. Encourages wider and deeper discussion of important issues, including drawing out contributions from all Council members and encourages collegiality between all Council members	
11. Draws out contributions from all Council members.	
12. Encourages collegiality between all Council members.	
13. Differentiates between management and governance functions in Council discussion and refers operational issues to management.	
14. Is adept at summarizing outcomes from Council discussion, including encouraging clarity of Council decisions.	
15. Ensures clarity of Council decisions.	

Section 6

What are the Chair's or President's strengths?

1. _____
2. _____
3. _____

Section 7

Are there any opportunities for the Chair to enhance their effectiveness? Please state three areas in which you think the Chair or President could enhance performance.

1. _____
2. _____
3. _____

2. Council Member Reflection

A. How well has Council done its job?

<p>1. The College has a three to five-year strategic plan or a set of clear long range goals and priorities that is reflect in an annual operational plan.</p>	
<p>2. Council has ensured that the College has a one-year operational or business plan.</p>	
<p>3. Council gives direction to staff on how to achieve the goals primarily by setting or referring to policies.</p>	
<p>4. Council ensures that the College’s accomplishments and challenges are communicated to members and stakeholders, including how it has used its financial and human resources.</p>	
<p>5. Council has ensured that members and stakeholders have received reports on how the College has used its financial and human resources. _____</p>	
<p>6. Council exercises appropriate oversight of the financial reporting process, including internal controls.</p>	
<p>7. Council considers the quality and adequacy of financial accounting and reporting, makes inquiries of the independent auditor, reviews the management recommendation letters written by the independent auditor, and monitors the process to ensure that all significant matters are addressed.</p>	

B. How well has Council conducted itself?

<p>1. Council members are aware of what is expected of them -- having sufficient knowledge of the College’s mandate and of the legislative and regulatory framework in which it operates to make sound decisions.</p>	
--	--

<p>2. The agenda of Council meetings is well planned so that Council is able to get through all necessary business.</p>	
<p>3. It seems like most Council members come to meetings well-prepared. They have read the materials, sought clarification if necessary and can discuss matters and offer views.</p>	
<p>4. Council receives relevant and concise written reports well in advance of meetings.</p>	
<p>5. All members participate in important Council discussions, with a focus on encouraging and dealing with different points of view.</p>	
<p>6. Council does a good job of encouraging and dealing with different points of view.</p>	
<p>7. Once Council has made decisions, regardless of personal opinion, all Council members support those decisions.</p>	
<p>8. Council members act and speak with integrity, honesty, and with an understanding that their remarks are made in a public forum and reflect upon the College.</p>	
<p>9. Council ensures that its members and all committee appointees meet all applicable independence requirements.</p>	

C. Council's relationship with the Registrar

<p>1. There is a clear understanding of where Council's role ends and where the Registrar's begins, with Council providing direction to the Registrar by setting new policies or clarifying existing ones.</p>	
<p>2. There is good two-way communication between the Council and the Registrar and Council trusts the judgement of the Registrar</p>	

3. Council trusts the judgment of the Registrar.	
4. Council provides direction to the Registrar by setting new policies or clarifying existing ones.	
5. Council has discussed and communicated the kinds of information and level of detail it requires from the Registrar on what is happening in the organization.	
6. Council has developed and implemented formal criteria and a process for annually evaluating the performance of the Registrar, focusing primarily on accomplishment of strategic goals and priorities, as well as adherence to policies and by-laws.	
7. Council evaluates the Registrar primarily on the accomplishment of the College's strategic goals and priorities, as well as adherence to policies and by-laws.	
8. Council provides feedback and shows its appreciation to the Registrar on a regular basis.	
9. Council ensures that the Registrar is able to take advantage of professional development opportunities.	

D. Council Expertise

1. Council members have sufficient knowledge of the College's mandate and of the legislative and regulatory framework in which it operates to make sound decisions.	
2. Council members participate in ongoing education and development of their knowledge base concerning the profession of kinesiology, and self-governance of health professions in Ontario.	
3. Council has sufficient knowledge to meet its fiduciary responsibilities.	
4. Council reviews the plans and reports of the College with a critical eye, seeks clarification and offers helpful advice.	

<p>5. Council ensures that its committees operate within their terms of reference, and all independence requirements, and also that members of committees are provided with sufficient training and advice from staff.</p>	
<p>6. Council ensures that new Council members are provided with orientation and training.</p>	

My suggestions for **Governance effectiveness** improvement over the next year – for example **new or changed processes, new or evolved priority behaviours, areas of focus or strategic priority, etc.**

E. Performance of individual Council members (Not to be shared)

<p>1. I am aware of what is expected of me as a Council member.</p>	
<p>2. I understand and adhere to Council’s Code of Conduct and Robert’s Rules of Order in Council meetings.</p>	
<p>3. I have a good record of meeting attendance.</p>	
<p>4. I read the minutes, reports and other materials in advance of our Council meetings and I am prepared for discussion and decisions where required.</p>	

5. I am familiar with what is in the organization's by-laws and governing policies.	
6. I am a good listener at Council meetings.	
7. When I have a different opinion than the majority, I raise it. However, I also ensure that the points that I raise are on topic, and that once I have stated my view, I allow others to express their views without interruption.	
8. I support Council decisions once they are made even if I do not agree with them.	
9. I maintain confidentiality of all Council decisions.	
10. I promote the work of the College in the community whenever I have a chance to do so.	

3. Committee Effectiveness Evaluation

Yellow – a question that has been consolidated with another one

Red text – wording from one question that has been consolidated with another

Blue – propose to eliminate

Mandate and Objectives	
1. The committee's mandate was clearly available and was reviewed regularly.	
1. Overall, the committee is effective and achieving its mandate and objectives, including that: <ul style="list-style-type: none"> • Committee members understood the mandate and operated in a manner that reflected an understanding of it. • Staff provide the necessary resources and support to ensure that committee fulfills its mandate. • Committee regularly reviewed its operational plan to ensure that organizational goals were achieved. 	
2.—	
3.—	
4.—	
5. Committee's policies and decisions reflected the mandate and its legislative requirements set out in the applicable legislation and the <i>Regulated Health Professions Act, 1991</i>.	
Governance	
2. Committee members were advised of and adhered to: <ul style="list-style-type: none"> • the College's Code of Conduct • Confidentiality and non-disclosure requirements. • Conflict of interest by-laws, including declared any potential conflicts of interest. 	
3. Committee members were advised of and adhered to the College's confidentiality and non disclosure agreements.	
4. Committee members were advised of and adhered to the College's conflict of	

interest by laws and declared any potential conflicts of interest.	
3. Committee member attendance was consistent and punctual. Committee members came to meetings prepared and ready to contribute.	
4. Committee members came to meetings prepared and ready to contribute.	
5. When committee rendered decisions, clear instructions regarding responsibility, timelines and accountability were provided.	
5. Committee members were given sufficient opportunity to contribute and express opinions, and were encouraged to speak and participate, in a environment of courtesy and respect.	
6. Committee members' contributions and opinions were respected. Members were treated with courtesy.	
Operations	
6. Meetings are held with appropriate frequency.	
7. Staff provide the necessary resources and support to ensure that committee fulfills its mandate.	
8. Staff provide appropriate environmental scans, comparator materials and analysis to enable committee to make informed decisions.	
7. Agendas and meeting materials are appropriate, provided in a timely manner , enhance committee members' understanding of the issues, and support informed decision making.	
8. A detailed agenda is provided to committee in a timely manner.	
9. Meeting minutes reflect the discussion, next steps and action items.	
10. Discussions are focused on the topics on the agenda. Issues receive time and attention according to their relevance.	
11. Overall, committee is effective and achieving its objectives.	



Resolution: Council Effectiveness Review Framework

Whereas Council's commitment to a culture of continuous improvement is demonstrated by regular assessments using the College of Kinesiologists of Ontario's ("the College") Council Effectiveness Review Framework ("CERF"); and

Whereas the College has committed to meeting the College Performance Measurement Framework ("CPMF") requirement for third-party review of Council performance and effectiveness; and

Whereas the College has engaged in discussions with a third-party consultant regarding an assessment and evaluation of Council effectiveness in 2023; and

Whereas the third-party consultant has proposed an implementation plan, which includes proposed revisions to the CERF; and

Whereas the Governance and Nominations Committee has reviewed the third-party consultant's proposals regarding CERF amendments; and

Whereas Council has considered the third-party consultant's proposals regarding the CERF;

Therefore, be it resolved that the Council of the College of Kinesiologists of Ontario approves the amended Council Effectiveness Review Framework and implementation plan.

Moved by: _____

Seconded by: _____

Date: June 26, 2023

Issue / Decision Note

Issue or Decision: Public consultation regarding proposed amendments to By-law 13: Specific Composition and Selection of Committees
Prepared for: Council
Date: June 26, 2023

Issue:

Review of the results of a 60-day public consultation regarding proposed amendments to By-law 13 – Specific Composition and Selection of Committees.

Background:

The government of Ontario has called for improvements and reforms to professional regulatory governance. The College of Kinesiologists of Ontario’s (“the College”) most recent Strategic Plan (2019-2022) included a commitment to improving its alignment with governance best practices. The College has identified these best practices in documents, such as the College of Nurses of Ontario’s *Vision 2020* (which was broadly supported by the Council of the College of Kinesiologists of Ontario), as well as in third-party reviews of regulatory College governance.

To accomplish the goal, consistent with priorities identified in the College’s Strategic Plan, of alignment with governance best practices, the College has reviewed and proposed amendments to By-law 13. This review of By-law 13 was also intended to ensure the by-laws pertaining to the composition and selection of committees are clear, relevant and consistent with current and anticipated legislation and best practices in regulatory governance.

Following an environmental scan and internal review of By-law 13, proposed amendments were presented to Council for consideration on March 20, 2023. The proposed amendments were approved for circulation in a 60-day public consultation, as required by s. 94(2) of the *Health Professions Procedural Code* (Schedule 2 to the *Regulated Health Professions Act, 1991*).

Issue for Consideration:

Review of the results of the 60-day public consultation regarding proposed amendments to By-law 13, was completed on May 30, 2023.

Analysis:

The public consultation took the form of a six-question survey, which was posted on the College’s website. Members of the College were notified via email at the beginning of the consultation period.

A total of 12 responses to the public consultation were received. There were 11 responses to the survey, with one response received in the form of a letter from the Ontario Athletic Therapists Association (OATA) that was also referred to as “Athletic Therapy Ontario” or “ATON” in the letter.

90.91% of survey respondents agreed that the proposed amendments clearly describe the processes related to the composition and selection of committees. 90.91% of survey respondents agreed that the by-law is relevant and important to College governance.

The survey and the letter received from OATA also included open-ended comments and responses, some of which supported the proposed amendments. Other open-ended responses included questions about the proposed amendments to By-law 13 and their potential impacts. A more detailed review of feedback from this consultation process is provided in the consultation report – please refer to Appendix A to this decision note.

After careful consideration of survey responses and the additional comment as described in the consultation report, no further amendments are proposed to the amended By-law 13 – please refer to Appendix B to this decision note.

Public Interest Rationale:

Unclear or inconsistent by-laws pertaining to the specific composition and selection of Committees (including election, selection or appointment of individuals to fill a vacancy or vacancies) could result in decisions or processes that:

- Are not based on universally applied principles;
- Create an unfair advantage or disadvantage (or the perception of an unfair advantage or disadvantage); and
- Do not consider risk of harm and protect the public.

They could also:

- Bring discredit to the College and undermine public confidence in the College’s ability to govern the profession in the public interest;
- Result in a governance complaint against the College; and
- Create liability for either the College and/or the person involved.

Decisions for Council:

Council is requested to consider the consultation results and:

- Approve the proposed amendments to By-law 13 for publication; or
- Refer the proposed amendments to By-law 13 for further consideration with specific questions.

Appendices:

Appendix A: Consultation Report – Proposed Amendments to By-law 13

Appendix B: Post-Consultation Draft – Proposed By-law 13 Amendments



Appendix A: Consultation Report: Proposed Amendments to By-law 13

June 26, 2023

About the College

The College is a regulatory body that oversees kinesiologists working in the province. The College receives its authority from the *Kinesiology Act, 2007* and the *Regulated Health Professions Act, 1991*.

The College regulates kinesiologists and protects the public by:

- setting [requirements to enter the profession](#) so that only qualified individuals can practise kinesiology;
- maintaining on its website a [list of individuals qualified to practise kinesiology](#), known as the public register, or “Find a Kinesiologist”;
- developing [rules and guidelines for kinesiologists’ practice and conduct](#), including a code of ethics;
- investigating [complaints about kinesiologists](#) and disciplining when necessary; and
- requiring kinesiologists to participate in a [program that helps ensure that their knowledge and skills are up to date](#), and monitoring that participation.

Background and Context

Health profession regulators like the College of Kinesiologists of Ontario exist to protect the public.

The government of Ontario has called for improved openness and transparency in licensing and professional regulation and has directed Ontario health regulators to implement strategies to improve the way they protect the public. This announcement follows [reviews of regulatory bodies in other Canadian provinces](#). As a result, the College of Kinesiologists of Ontario (“the College”) has commenced the process of reviewing its regulatory practices.

The College has proposed amendments to By-law 13, which pertains to the specific composition and selection of committees. These amendments are intended to:

- Create internal consistency within the by-laws;
- Facilitate the selection and appointment process; and
- Align the by-laws with governance best practices and anticipated or proposed legislative reforms to health professional regulatory governance.

The purpose of this consultation was to receive and understand feedback on the proposed amendments to By-law 13.

Consultation process

In March 2023, the College notified members and stakeholders of the consultation and its process. A dedicated webpage was created on the College’s website to promote the consultation, and everyone was invited to submit feedback via Survey Monkey or email. The consultation period ended on May 30, 2023.

What we heard

Feedback from Survey

The survey asked respondents to share their understanding and provide comments about the following questions:

- Question 2: Do the by-law amendments clearly describe the composition and selection of committees for the College?
- Question 3: Is the by-law relevant and important to College governance?
- Question 4: Are there any details that could be made more clear?
- Question 5: Do you have any concerns with the proposed amendments?
- Question 6: How can the by-law be improved?

For more information about the survey responses, please refer to the attached summary and individual response reports.

Analysis and use of the feedback

Feedback from Survey

11 respondents completed the survey. All respondents (100%) self-identified as a Registered Kinesiologist, with one respondent self-identifying as a Registered Kinesiologist holding an Inactive Class certificate of registration.

The quantitative data gathered from the survey responses is as follows:

Question	Yes	No
Question 2	10 (90.91%)	1 (9.09%)
Question 3	10 (90.91%)	1 (9.09%)

Below is a table capturing specific comments (or themes) from the feedback and proposed changes to the by-laws associated with these comments.

Comment	Rationale	Change
<p>Response to Question 5:</p> <p>“A three year term is beneficial for mentorship but may be an overwhelming timespan for a busy person with family and many commitments”</p>	<p>While active participation by all committee members is an expected, it is acknowledged that multiple competing priorities may affect the ability of a committee member to attend all proposed/scheduled committee meetings. In addition, committee work may be accomplished via panels, which may allow the work of the committee to be equitably distributed.</p> <p>Efforts are and will continue to be made to ensure that</p>	No change

	<p>participation may be optimized by scheduling committee meetings (and panel meetings) at times that are convenient for committee members.</p> <p>The College also notes that committee members receive remuneration for their time, which is intended to help offset any perceived costs associated with committee service.</p> <p>The College has determined that the proposed amendments to By-law 13 are consistent with established and emerging governance best practices and are also consistent with the goal of promoting mentorship and succession planning.</p>	
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Feedback from OATA letter

The College received a letter with comments from the Ontario Athletic Therapists Association (OATA) on the proposed amendments on May 1, 2023. The general themes of the letter included:

- The need to ensure that committees have enough members with the relevant competencies and experience to perform the work of the committee(s); and
- Recognizing the importance of balancing continuity with opportunities for participation.

Below is a table capturing specific comments (or themes) from the letter and discussion of each comment:

Comment	Discussion	Change
<p>Response to proposed change to By-law 13.08, requesting clarification of the rationale for the maximum term limit (2 consecutive three-year terms, or 6 consecutive years) in light of a Council maximum term limit of 3 consecutive three-year terms or a maximum of nine consecutive years)</p>	<p>The maximum term for Council members has been amended to 2 consecutive three-year terms (By-law 10.06). In the interest of avoiding confusion or conflict, this change will take effect for Council members elected on or after July 2023, with the previous maximum term (3 consecutive three-year terms) applicable to Council members elected prior to July 2023.</p> <p>The intention of the proposed amendment is to align the Council and committee terms</p>	<p>No change</p>

	<p>with emerging and established regulatory governance best practices, as well as regulatory reforms that may be implemented by the Provincial government. This approach is consistent with the approach adopted by other health professional regulatory Colleges.</p>	
<p>Response to proposed change to By-law 13.12 requesting clarification regarding the rationale for the provision that time spent as a committee member to fill a vacancy will not count against the individual's maximum term limit.</p>	<p>This proposed amendment to By-law 13 is intended maintain committee function and decision-making, particularly where the vacancy or vacancies may result in the committee not being properly constituted or unable to obtain quorum.</p> <p>The proposed amendment would, for example, permit an individual who has reached the maximum term limit to continue serving on a committee in extenuating or exceptional circumstances.</p> <p>The proposed amendment would also ensure that an individual who has not been previously appointed to a committee would not feel disadvantaged by, for a example, a brief term of service to fill a short-term vacancy.</p>	<p>No change.</p>
<p>Response to proposed change to By-law 13.14 expressing the believe that the proposed amendment may exclude non-registrants of the College from committee service.</p>	<p>The College concurs that non-registrants of the College may bring a beneficial combination of perspective, expertise and experience. The College currently has provisions in the by-laws that are consistent with this principle.</p> <p>By-law 13 (specifically, by-laws pertaining to specific composition of statutory committees) currently requires that statutory committees include public appointees (appointed by the Lieutenant Governor in Council) to Council.</p>	<p>No change.</p>

	<p>Other by-laws (specifically By-law 12.03.iii) also explicitly contemplate the appointment (to non-statutory committees) of individuals who are neither Council members nor members of the College.</p>	
<p>Response to “subsection 13.11 VI” indicating disagreement and requesting clarification of the rationale for a 3-year cooling-off period for former Council members prior to appointment to a committee.</p>	<p>Proposed amendments to By-law 13 establishing and clarifying three year cooling-off period(s) are consistent with established and emerging regulatory governance best practices and are included in the requirements of Domain 1 (Governance) of the College Performance Measurement Framework (CPMF).</p> <p>There is also some evidence from recent legal decisions (for example: Hardick v. College of Chiropractors of Ontario, 2023 ONSC 1479 (CanLII)) consistent with the application of cooling-off periods.</p> <p>Cooling-off periods will also promote meaningful succession planning and mentorship on committees.</p>	<p>No change.</p>

Appendix B: Proposed Amendments to By-law 13 of the College of Kinesiologists of Ontario

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The following is an overview of proposed amendments to By-law 13 of the College of Kinesiologists of Ontario.

Document Layout

The document is structured as a table that sets out the current by-law provision(s), the proposed changes (additions are in red, deletions are in red and struck out), additional amendments made as a result of the public consultation and the rationale for the latter proposed amendments.

By-Law 13: Specific Composition and Selection of Committees

Current by-law provision	Proposed by-law	Changes as a result of public consultation	Rationale / Explanation
<p>13.08 Term of Office of Committee Members The term of office of a committee member shall commence immediately after the appointment and shall continue for approximately one (1) year. The chair of every statutory and non-statutory committee shall be eligible for appointment for a maximum of two (2) consecutive one (1) year terms.</p>	<p>13.08 Term of Office of Committee Members <u>Effective September 2023, and unless stated otherwise in the by-laws or the committee terms of reference, t</u>The term of office of a committee member <u>appointed by Council</u> shall commence immediately after the appointment and shall continue for approximately one (1) year<u>three (3) years. A committee member shall be eligible for appointment to any committee(s) for a maximum of two (2) consecutive three (3) year terms or a maximum of six (6) consecutive years.</u> The chair of every statutory and non-statutory committee shall be eligible for appointment for a maximum of two (2) consecutive one (1) year terms.</p>	No change	N/A
	13.09 Maximum Term Exceeded	No change	N/A

	<u>Where there may be exceptional circumstances, a committee member may exceed their maximum term limit for the earlier of 6 months or until the committee member's successor is appointed.</u>		
13.09 Chairs Unless stated otherwise in these by-laws, the chair or chairs of each committee shall be appointed by Council. The chair of any statutory committee must be a member of Council.	13.1009 Chairs Unless stated otherwise in these by-laws, the chair or chairs of each committee shall be appointed by Council. The chair of any statutory committee must be a member of Council. <u>Unless stated otherwise in these by-laws, the chair of every statutory and non-statutory committee shall be eligible for appointment for a maximum of two three (3) consecutive one (1) year terms.</u>	No change	N/A
	13.11 Term of Office - Vacancies <u>The term of office of a committee member appointed to fill a vacancy will continue until the original term would have expired.</u>	No change	N/A
	13.12 Maximum Term – Vacancies <u>Time spent as a member of a committee to fill a vacancy is not considered for the purposes of determining an individual's maximum term limit.</u>	No change	N/A
13.10 Decisions Regarding Appointments	13.130 Decisions Regarding Appointments	No change	N/A

<p>As soon as possible after the annual election of the President, the Vice-President and the Executive Committee, the Governance and Nominations Committee shall present a slate of recommended chairs and members of each committee to the Council, based on the College's governance policies as approved by Council. The Council shall appoint the chair and members of each committee. Where, for any reason, the Council fails to appoint a new committee at the time provided for in this by-law, the existing members of the committee shall continue to serve as the committee provided that a quorum exists.</p> <p>If any vacancies occur in the chair or membership of any committee, the Governance Committee shall recommend a member to serve as a replacement. The Council shall appoint a replacement chair. Where the chair of a committee is unable to act for a matter or for a period of time, he/she shall appoint from the committee a person to act on his/her own behalf, failing which the President shall appoint an acting chair from the committee.</p> <p>Despite the above, in circumstances of urgency, the</p>	<p>As soon as possible after the annual election of the President, the Vice-President and the Executive Committee, <u>and at other times as needed</u>, the Governance and Nominations Committee shall present a slate of recommended chairs and members of each committee to the Council, based on the College's governance policies as approved by Council, <u>with consideration given to committee member requests regarding appointments</u>. The Council shall <u>review the proposed slate and</u> appoint the chair and members of each committee <u>as required</u>.</p> <p>Where, for any reason, the Council fails to appoint a new committee at the time provided for in this by-law, the existing members of the committee shall continue to serve as the committee provided that a quorum exists.</p> <p>If any vacancies occur in the chair or membership of any committee, the Governance Committee shall recommend a member to serve as a replacement. The Council shall appoint a replacement chair. Where the chair of a committee is unable to act for a matter or for a period of time, he/she shall appoint from the committee a person to act on his/her own behalf, failing which the President</p>		
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<p>Executive Committee can act to immediately fill a vacancy.</p>	<p>shall appoint an acting chair from the committee. Despite the above, in circumstances of urgency, the Executive Committee can act to immediately fill a vacancy.</p>		
<p>13.11 Eligibility for Appointment to a Committee A member shall be eligible for appointment to a committee of the College as a non-Council member if, on the date of appointment:</p> <ul style="list-style-type: none"> i. The member has filed a completed application in the form approved by the Registrar; ii. the member practises kinesiology in Ontario, or if the member does not practise Kinesiology, the member resides in Ontario; iii. the member is not the subject of any disciplinary or incapacity proceedings; iv. no finding of professional misconduct, incompetence or incapacity has been made against the member in the preceding three (3) years; v. the member is not subject to any order, direction, or term, condition or 	<p>13.141 Eligibility for Appointment to a Committee A member shall be eligible for appointment to a committee of the College as a non-Council member if, on the date of appointment:</p> <ul style="list-style-type: none"> i. tThe member has filed a completed application in the form approved by the Registrar; ii. the member practises kinesiology in Ontario, or if the member does not practise Kinesiology, the member resides in Ontario<u>holds a certificate of registration in good standing with the College;</u> iii. the member is not the subject of any disciplinary or incapacity proceedings of the College or any other regulatory body; iv. the member has not been the subject of a finding of professional misconduct, incompetence or incapacity in the preceding three (3) years at the College or any other regulatory body; 	<p>No change</p>	<p>N/A</p>

<p>vi. limitation of the Discipline Committee, the Fitness to Practise Committee or the Quality Assurance Committee;</p> <p>vii. the member is not an employee, officer or director of any professional kinesiology association such that a real or apparent conflict of interest may arise, including but not limited to being an employee, officer or director of the Ontario Kinesiology Association;</p> <p>viii. the member has not been disqualified from the Council or a committee of the Council in the previous three (3) years;</p> <p>ix. the member is not a member of the Council or of a committee of the college of any other health profession;</p> <p>x. the member has not been a member of the staff of the College at any time within the preceding three (3) years; and</p> <p>xi. the member has not been appointed to a committee of the College as a non-Council member in each</p>	<p>v. <u>the member is not subject to any order or direction of the Discipline Committee or the Fitness to Practise Committee of the College or of any other regulatory body;</u></p> <p>vi. <u>the member's certificate of registration with the College or any other regulatory body is not subject to any terms, conditions and limitations other than those that apply to all members in the member's class of registration;the member is not subject to any order, direction, or term, condition or limitation of the Discipline Committee, the Fitness to Practise Committee or the Quality Assurance Committee;</u></p> <p>vii. the member is not an employee, officer or director of any professional kinesiology association such that a real or apparent conflict of interest may arise, including but not limited to being an employee, officer or director of the Ontario Kinesiology Association;</p> <p>viii. the member has not been disqualified from the Council or a committee of</p>		
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<p>of the three (3) consecutive prior terms.</p>	<p>the College in the previous three (3) years;</p> <p>ix. the member is not a member of the Council or of a committee of the college of any other health profession;</p> <p>x. the member has not been a member of the staff of the College at any time within the preceding three (3) years; and</p> <p>xi. the member has not been appointed to a committee of the College as a non-Council member in each of the three (3) consecutive prior terms<u>three (3) calendar years have passed since the member last served on Council or a committee of the College for the maximum term;</u></p> <p>xii. the member is not holding a responsible position with any organization/group whose mandate or interests conflict with the College;</p> <p>xiii. the member is not a consultant to third party provider engaged by the College;</p> <p>xiv. the member has not resigned from Council or a College committee within the previous three years other than for health or</p>		
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	<p>personal reasons acceptable to Council;</p> <p>xv. the member is not in default of payment of any fees, fines, costs, or other amounts owed to the College;</p> <p>xvi. the member is not in default of completing and submitting any required form or information to the College;</p> <p>xvii. the member does not have a criminal finding of guilt that is relevant to the member's ability to practise the profession;</p> <p>xviii. the member is not the subject of a charge that is relevant to the registrant's ability to practise the profession; and</p> <p>xix. before the appointment, the member has successfully completed any qualification process established by the Council.</p>		
<p>13.12 Removal of Committee Members The Council shall disqualify a person appointed to a Committee from sitting on that Committee if the person:</p>	<p>13.152 Removal of Committee Members The Council shall disqualify a person appointed to a Committee from sitting on that Committee if the person:</p> <p>i. is subject of any disciplinary or incapacity</p>	No change	N/A

<p>i. is subject of any disciplinary or incapacity proceeding;</p> <p>ii. is found to have committed an act of professional misconduct or is found to be incompetent by a panel of the Discipline Committee;</p> <p>iii. is found to be incapacitated by a panel of the Fitness to Practise Committee;</p> <p>iv. fails to attend two consecutive meetings of the Committee in which he or she is a member, without reasonable cause in the opinion of Council;</p> <p>v. fails to attend a hearing or review of a panel for which the person has been selected, without reasonable cause in the opinion of Council;</p> <p>vi. ceases to either have a primary practice of kinesiology or primary residence in Ontario;</p> <p>vii. becomes an employee, officer or director of any professional kinesiology association such that a real or apparent conflict of interest may arise, including but not limited to being an employee,</p>	<p>proceeding <u>of the College or of any other regulatory body</u>;</p> <p>ii. is found to have committed an act of professional misconduct or is found to be incompetent by a panel of the Discipline Committee <u>of the College or of any other regulatory body</u>;</p> <p>iii. is found to be incapacitated by a panel of the Fitness to Practise Committee <u>of the College or of any other regulatory body</u>;</p> <p>iv. <u>holds a certificate of registration with the College or any other regulatory body that becomes subject to terms, conditions and limitations other than those that apply to all members in the member's class of registration</u>;</p> <p>v. fails to attend two consecutive meetings of the Committee in which he or she is a member, without reasonable cause in the opinion of Council;</p> <p>vi. fails to attend a hearing or review of a panel for which the person has been selected, without reasonable cause in the opinion of Council;</p>		
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<p>viii. officer or director of the Ontario Kinesiology Association; becomes a member of the Council or a committee of the college of any other health profession;</p> <p>ix. breaches the conflict of interest provision(s) for members of Council and committees, in the opinion of the Council, after being given notice of the concern and an opportunity to respond to the concern;</p> <p>x. fails to discharge properly or honestly any office to which the person has been appointed, in the opinion of the Council, after being given notice of the concern and an opportunity to respond;</p> <p>xi. becomes in default of payment of any fees prescribed by by-law or any fine or order for costs imposed by the College or court of law;</p> <p>xii. becomes in default of completing and returning any information required by the College</p> <p>xiii. ceases to hold a certificate of registration; or</p>	<p>vii. ceases to either have a primary practice of kinesiology or primary residence in Ontario;</p> <p>viii. becomes an employee, officer or director of any professional kinesiology association such that a real or apparent conflict of interest may arise, including but not limited to being an employee, officer or director of the Ontario Kinesiology Association;</p> <p>ix. becomes a member of the Council or a committee of the college of any other health profession;</p> <p>x. breaches the conflict of interest provision(s) for members of Council and committees, in the opinion of the Council, after being given notice of the concern and an opportunity to respond to the concern;</p> <p>xi. fails to discharge properly or honestly any office to which the person has been appointed, in the opinion of the Council, after being given notice of the concern and an opportunity to respond;</p> <p>xii. becomes in default of payment of any fees prescribed by by-law or any</p>		
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<p>xiv. is found guilty of a criminal offence which, in the opinion of Council, is of such a nature that warrants disqualification.</p> <p>A person who is disqualified from sitting on a committee shall cease to be a member of that committee.</p>	<p>fine or order for costs imposed by the College or court of law;</p> <p>xiii. becomes in default of completing and returning any information required by the College</p> <p>xiv. ceases to hold a certificate of registration; or</p> <p>xv. is found guilty of a criminal offence which, in the opinion of Council, is of such a nature that warrants disqualification.</p>		
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Resolution – Amendments to By-law 13 - Specific Composition and Selection of Committees

Whereas the College of Kinesiologists of Ontario (“the College”) is committed to the adoption and implementation of best practices in governance; and

Whereas the government of the Province of Ontario has proposed a series of governance reforms and modernization initiatives; and

Whereas these reforms and modernization initiatives may impact the eligibility criteria and processes associated with specific composition and selection of Committees; and

Whereas other health regulatory Colleges’ by-laws have begun to reflect some of the measures proposed by the government of Ontario to reform and modernize health profession regulation governance; and

Whereas the College has reviewed and proposed amendments to its Committee selection and appointment processes set out in By-law 13 in keeping with proposed governance reforms, modernization initiatives and practices at other Colleges that may be recognized as exemplars or best practices; and

Whereas Council has reviewed and approved the proposed amendments to By-law 13 for circulation in a 60-day public consultation; and

Whereas Council has reviewed the results of the 60-day public consultation regarding By-law 13;

Therefore, be it resolved that the Council of the College of Kinesiologists of Ontario approves the proposed amendments to By-law 13 for publication.

Moved by:

Seconded by:

Date: June 26, 2023

Decision Note

Decision: Proposed revisions to the <i>Per Diem and Council and Committee Compensation Policy</i>
Prepared for: Council
Date: June 26, 2023

Background

The *Per Diem and Council and Committee Compensation Policy* (“the Policy”), reviewed by Council on June 26, 2017, sets out the remuneration paid to individuals attending meetings or performing other work on behalf of the College of Kinesiologists of Ontario (“the College”). The College’s most recent financial audit, presented to Council on December 5, 2022, identified a discrepancy between the Policy and practices regarding remuneration for meetings. Records indicated that meeting attendees were paid 50% of one per diem for meetings scheduled for 3 hours or less, which is inconsistent with the wording of the Policy. The Policy states that remuneration is as follows:

*“meetings scheduled for less than three hours - half day per diem
meetings scheduled for three hours or more - full day per diem.”*

Relevant Existing Regulation

Participating in the regulation of the profession is considered one of the key elements of professional regulation. Remuneration such as per diem payments is intended to offset, to some extent, income that members of the College may lose due to participating in work on behalf of the College (which may include Council and committee meetings). The per diem remuneration for Council and committee meetings set out in the Policy was intended to be consistent with what the government of Ontario pays to the public Council members appointed by the Lieutenant Governor in Council.

Subsection 94(1)(h) of the *Health Professions Procedure Code*, which is Schedule 2 to the *Regulated Health Professions Act, 1991 (RHPA, 1991)* permits Council to make regulations “providing for the remuneration of the members of the Council and committees other than persons appointed by the Lieutenant Governor in Council and for the payment of the expenses of the Council and committees in the conduct of their business”.

Revisions to the Per Diem and Council and Committee Compensation Policy

To ensure internal and external operational consistency, the College reviewed the Policy, which included consideration of the following:

- The College’s Policy and Material Development and Review Framework; and

- The remuneration ranges and rates set out in the Agencies and Appointments Directive of the Public Appointments Secretariat;

Proposed amendments to the Policy based on this review are as follows:

Page # and Policy Item	Proposed Amendment	Rationale
Pg. 2, "Procedure", point 1	<ul style="list-style-type: none"> • meetings scheduled for three hours or less less than three hours - half day per diem 	Wording changed for consistency with the Agencies and Appointments Directive and to clarify that a half per diem would be paid for meetings scheduled for 3 hours.
Pg. 2, "Procedure", point 2	<ul style="list-style-type: none"> • meetings scheduled for three hours or more more than three hours - full day per diem 	Wording changed for consistency with the Agencies and Appointments Directive.
Pg. 3	<p>10. Except in circumstances authorized by the Registrar or their designate, payment will only be made for claims for remuneration and/or reimbursement that are received no later than three (3) months after the prescribed work was completed.</p>	<p>Insertion of a 3-month time limit for submission of claims for remuneration or reimbursement. An exception is included for circumstances approved by the Registrar or their designate.</p> <p>This is intended to avoid financial and reporting issues that may be associated with prolonged or significant delays in receipt of claims.</p>

The Policy, as amended, was presented to the Planning and Finance Committee on June 8, 2023. The Planning and Finance Committee reviewed the proposed amendments and referred the amended Policy to Council for consideration.

Decisions for Council:

1. Approve the amended *Per Diem and Council and Committee Compensation Policy*; or
2. Return the Policy back to staff with specific questions for consideration.

Appendices:

Appendix A: Revised – *Per Diem and Council and Committee Compensation Policy* - Tracked Changes

College of Kinesiologists Policies and Procedures Manual			
SECTION: FINANCIAL			POLICY #:
POLICY: Per Diems and Council and Committee Compensation		COVERAGE: Council, Committees, Task Forces, Workgroups, including, but not limited to, Oral Examiners, Examination Proctors, Registration Interviewers and Quality Assurance Reviewers	
CREATED: <u>March 21, 2011</u>	REVISED: <u>June 26, 2017</u>	NEXT REVIEW:	PAGE #: 1 of 3

POLICY STATEMENT:

The College shall provide Council and non-Council members of the College with a per diem for prescribed work done on behalf of the College.

Council members appointed by the Lieutenant-Governor-in-Council shall be paid a per diem by the Minister for work done on behalf of the College provided that the work performed is consistent with the requirements of RHPA and with the Government of Ontario directives and Ministry of Health and Long Term Care re-imbusement policies.

1. Members of Council and Committees, both statutory and also specified Committees whose members are appointed by Council, shall be paid a per diem as well as reasonable travel and accommodation expenses.
2. The Ontario Government defines and pays the per diem rates paid to public appointees. The Ontario Government also defines and pays the allowable travel and accommodation expenses which may be paid to public appointees. The College is not permitted to pay any per diem, honorarium or salary replacement costs to a public appointee.
3. The College will pay per diems to its members performing prescribed work on behalf of the College. Such work includes preparing for and attending meetings as elected members of Council, appointed members of Committees, special meetings as determined by the Executive Committee or President in consultation with the Registrar, attending training on matters of the business of the College, acting in the role of Peer Assessor by carrying out assessments, preparing reports and attending meetings organized by the College.
4. Unless otherwise determined by Council and set out in policy, the per diem rates paid to elected and appointed members described above shall correspond to the per diem rates paid to members appointed by Order-in-Council.

PROCEDURE:

Meeting Attendance (in-person or via teleconference) per diems are paid as follows:

- meetings scheduled for ~~three hours or less~~less than three hours - half day per diem
- meetings scheduled for ~~three hours or more~~more than three hours - full day per diem
- Council/Committee members are paid at the following rates as of this date:
 - Member: \$150 per day
 - Vice Chair: \$175 per day
 - Chair: \$250 per day

5. Meeting Cancellations

- i. If a meeting scheduled for one or more consecutive calendar days or consecutive business days has commenced and concludes in less than the scheduled time, the full per diem for the consecutive days scheduled will be paid.
- ii. If a meeting is cancelled 3 business days prior to the scheduled start time, a maximum of one per diem will be paid.
- iii. If a scheduled meeting is cancelled with more than 3 business days' notice, no per diem will be paid.

6. Decision writing per diems are payable in half day increments to the Chair or other panel members of the Discipline Committee, Fitness to Practice Committee and Registration Committee who write the decision and reasons of a case.

7. Preparation time per diems are payable for meetings where materials review is necessary.

- For each scheduled half meeting day (3 hours or less), 50% of 1 per diem is allowed.
- For each scheduled full meeting day (more than 3 hours), 1 per diem is allowed.
- Preparation time per diems are payable at the regular member rate (\$150).

8. Other activity per diems are payable as follows:

Where approved by Executive Committee, attendance by Council members at conferences, formal consultation meetings with stakeholders, training sessions and other special meetings where Executive Committee has determined that a per diem should be paid to a member.

- a. Travel, meal and accommodation expenses will be paid according to College policy.

Travel: The College will only reimburse members for economy air and train travel fares. Members are required to attach receipts and booking material to support expense submissions. Members are reimbursed at the mileage rate of \$.40 cents per kilometer for travel within southern Ontario and \$.41 cents for travel within Northern Ontario.
- b. Accommodation: Members who are required to travel out of town and overnight for a College engagement may seek accommodation. Members are encouraged to obtain the lowest available hotel rate. The College can assist by providing information on local hotels offering government rates.
- c. Meals: Members may claim meal expenses where the meal has not already been provided by the College. All expenses must be accompanied by original itemized

receipts. Reimbursement will be paid to a maximum of and include HST and reasonable gratuities:

Meal	Maximum Amount
Breakfast	\$10.00
Lunch	\$12.50
Dinner	\$22.50

9. Peer and practice assessor per diems: The College compensates assessors for their attendance at shadow assessments and all post-training assessments. Assessors may claim travel, meal and accommodation expenses incurred as part of their assessment per College policy. Assessors are compensated as follows:

	Type	Reimbursement (per diem)
1.	Shadowing a clinical/mixed PPA (4 hrs, in person)	\$150 per assessment
2.	Shadowing a non-clinical PPA (2.5 hrs, telephone)	\$75 per assessment
3.	Clinical/mixed assessment	\$300 per assessment
4.	Non-clinical assessment	\$300 per assessment

10. Except in circumstances authorized by the Registrar or their designate, payment will only be made for claims for remuneration and/or reimbursement that are received no later than three (3) months after the prescribed work was completed.



Resolution – Revisions to the *Per Diem and Council and Committee Compensation Policy*

Whereas the College of Kinesiologists of Ontario’s (“the College”) 2022 audit identified a discrepancy between the College’s remuneration practices and the wording of the *Per Diem and Council and Committee Compensation Policy* (“the Policy”); and

Whereas the Policy was intended to be aligned with the remuneration paid by the Public Appointments Secretariat to Public members of Council; and

Whereas amendments to the Policy have been proposed to more accurately reflect the wording of the *Agencies and Appointments Directive* of the Public Appointments Secretariat; and

Whereas the Planning and Finance Committee has recommended that the amended Policy be referred to Council for consideration and approval; and

Whereas Council has reviewed and considered the proposed amendments to the Policy;

Therefore, be it resolved that the Council of the College of Kinesiologists of Ontario approves the revised *Per Diem and Council and Committee Compensation Policy*.

Moved by: _____

Seconded by: _____

Date: June 26, 2023



Briefing Note

Issue or Decision: Strategic Planning Process and RFPs
Prepared for: Council
Date: June 26, 2023

Issue:

To review and provide an update on the planning and execution of a meeting of Council, staff and any others deemed to be important for the successful development of a strategic plan to direct the affairs of the College of Kinesiologists of Ontario (“the College”) over the next three years.

Background:

Strategic planning assumes that certain aspects of the future can be created or influenced by the organization. Strategic planning is ongoing; it is "the process of self-examination, the confrontation of difficult choices, and the establishment of priorities" (Pfeiffer et al., *Understanding Applied Strategic Planning: A Manager's Guide*). Strategic planning involves "charting a course that you believe is wise, then adjusting that course as you gain more information and experience" (Wilder Foundation, *Strategic Planning Workbook*).

As the board of Directors for the College, it is Council’s duty to confirm the College’s strategic directions and monitor progress towards achieving the goals set out in the strategic plan. The strategic planning process involves consideration of, by College staff and Council, the vision for the organization's future. The specific priorities, procedures, and strategies to achieve that vision will emerge from this consultation. The resulting strategic plan should include measurable goals which may be aspirational but are ultimately realistic and achievable.

Simply put, strategic planning helps determine

- Where an organization intends to go over a pre-determined period of time
- How it plans to get there – what it needs to do to get there
- How it will know if it got there, or if it’s on the right path.

Strategic plan vs. business plan

- The focus of a *strategic plan* is usually on the entire organization, and is considered a living and dynamic process
- The focus of a business plan is usually on a particular product, service or program, for a fixed period of time. Our Business Plan is a detailed one-year plan with the next two years often reflected but with less detail and carry-over work described.

Common Types of Strategic Planning

While several models exist under the umbrella of strategic planning, two types are the most commonly used and depend upon the status of the organization and the environment in which the organization operates.

Issues-based strategic planning has been used by the College in previous planning exercises. In the first exercise, the intent was to ensure specific decisions were in place to guide the change from being a transitional Council to being a regulator.

Issues-based strategic planning is the most common approach used by organizations in a dynamic or competitive environment and examines

- Specific issues facing an organization, e.g. finances, competition, marketing, staffing
- Short-term strategies to address those issues
- Action plans to carry out the strategies

Goals-based strategic planning is typically used by organizations in a stable environment and focuses on an organization's

- Purpose (could also include vision and/or values)
- Goals to work towards the purpose
- Strategies to achieve the goals
- Action plans (who will do what and by when)

In most cases, strategic planning provides an opportunity to consider accomplishments, evaluate what is working, and address what must happen and when to achieve the desired future state. The question of resources must be addressed in strategic planning to assist in determining what is possible and the timelines that may apply.

The current planning environment of the College is relatively stable and predictable, though it is noteworthy that the Government of Ontario has proposed potential changes to the legislative framework governing the health professions and to the oversight and governance of regulators.

Outline of Proposed Process

The proposed strategic planning process has three key parts to it. The first part involves “planning to plan”. Considerable work is required to carry out an environmental scan and to gain input from all parties. Documentation will be prepared to enable Council and staff to review the “current state”, gather insights into the influences and forces impacting the College and to consider these in the context of the regulatory mandate of the College and the limitations imposed by resources.

Once preparations are complete, Council and staff will come together for a one-day workshop. This meeting will not be open to the public. The RHPA permits the College to have planning workshops as private or in-camera meetings. Jointly, Council and staff will develop the key components of the strategic plan. They will set a timeline and determine the strategies for achieving the goals identified. Outcomes from the meeting will be compiled into a draft strategic plan, for review by Council and staff at a later meeting and then will be approved by Council.

The third part of the process, monitoring and evaluation, extends into the future.

Progress to-date:

On December 5, 2022, Council received and reviewed a Request for Proposal (“RFP”) document, which would be used to support the procurement of a consultant to serve as a facilitator for the strategic planning process (including the strategic planning meeting). Due to uncertainty around the focus of government after the COVID-19 pandemic, Council requested that the RFP be put on hold pending further decisions/notifications from the government on governance reform.

Also on December 5, 2022, Council considered the Executive Committee’s recommendations regarding the composition of a Steering Committee to guide the strategic planning process, including procurement of the facilitator. Council appointed Jennifer Pereira, Chad McCleave and Victoria Nicholson to the Steering Committee.

Next steps:

Guided by the Steering Committee and with Council’s approval, the procurement process will begin. Once the consultant is selected, the Steering Committee and the consultant will prepare for and implement the Strategic Planning process.

Timelines:

- Steering Committee meeting to review proposals by end of September 2023
- Meeting with successful vendor by November/December 2023
- Date for Strategic Planning Workshop to be determined by Council by Jan/Feb 2024

Council is being asked to:

- Grant permission for the College to proceed with the strategic planning process as described in the briefing note and to set date(s) for strategic planning workshop for February 2024.

Public Interest Rationale:

An effective and timely strategic planning process will:

- 1) Result in an appropriate and realistic strategic plan to address current and anticipated issues and/or achieve operational goals in a manner consistent with the College’s mission, vision, values and regulatory mandate;
 - 2) Provide clear direction for a three-to-five year period, which will serve as the basis for specific operational action plans;
 - 3) Promote transparency in the College’s operational planning process;
 - 4) Promote public confidence in the College’s ability to govern the profession in the public interest; and
 - 5) Result in a clear strategic plan with specific measures for monitoring and evaluation.
-



Resolution – Permission to proceed with the Strategic Planning process

Whereas the strategic directions and goals of the College of Kinesiologists of Ontario (“the College”) are set out in its strategic plan; and

Whereas the current Strategic Plan was designed to cover the period up to the end of 2022; and

Whereas Council has appointed members of Council to the Steering Committee for a strategic planning process to develop the College’s next strategic plan; and

Whereas Council has approved, in principle, a Request for Proposal for procurement of a facilitator for the College of Kinesiologists of Ontario Strategic Plan to be posted on Merx;

Therefore, be it resolved that the Council of the College of Kinesiologists of Ontario grants permission for the College to proceed with the strategic planning process and establishes the date(s) for strategic planning workshop for February 2024.

Moved by: _____

Seconded by: _____

Date: June 26, 2023



Communications Presentation to Council – June 26, 2023

Key Priorities for 2023

As described in the operational plan, the College's communications activities for 2023/2024 will focus on:

- Increasing transparency around Council and committee processes;
- Increasing communication to the public about the role of registered kinesiologists; and
- Increasing communication to registrants on patient/client-centred care and reducing harm.

Public Consultation: Fee Schedule and By-law 19

The College implemented a three-phase communications plan for the proposed changes to the fee schedule and By-law 19. Phase 1 of the plan began in February 2023 and included consultations with the Planning and Finance and Patient Relations Committees regarding the proposed fee increase. Council approved Phase 1 on March 20, 2023.

Phase 2 includes :

- A 60-day public consultation via the College's website
- Two one-hour webinars hosted by the College at 12 p.m. on May 4 and 6 p.m. on May 10, 2023 (the former of which was posted to the College's Youtube channel)

After compiling and analyzing the feedback received in Phase 2, Phase 3 commenced with a review by the Planning and Finance Committee on June 8, 2023 and consideration by Council at the June 26, 2023 meeting. Phase 3 will be completed with posting of final communications materials regarding the proposed changes to the fee schedule and By-law 19, which will go into effect on September 1, 2023.

Council Elections

Council elections in Electoral Districts 2, 3 and 6 will be held in July 2023. Voting will run from July 11 to July 18. Nominations were received in all Electoral Districts, and the College is looking forward to welcoming and orienting new Council members.

Ongoing Communications

The College also continued with its ongoing communications to support:

- Core Competency Profile Update project,
- online entry-to-practice examination,
- public consultations, surveys, renewals,
- e-Learning modules, PPA and the website.

Thank you.



Issue / Decision Note

Issue or Decision: Update to the College of Kinesiologists of Ontario Committee Slate
Prepared for: Council
Date: June 26, 2023

Background

Sections 94(1)(h.1) and 94(1)(h.2) of the *Health Professions Procedural Code* (schedule 2 to the *Regulated Health Professions Act, 1991* (“RHPA, 1991”) enumerate the authority of Council to make by-laws pertaining to filling vacancies on committee(s) and providing for the composition of committees. The College of Kinesiologists of Ontario’s (“the College”) By-law 12 (Committees – General) and By-law 13 (specific composition and selection of committees) set out some of the applicable criteria regarding appointments. The College’s *Council and Committee Competency Profile* and relevant policies (such as the *Committee Slate Selection Policy* and the *Governance and Nominations Committee External Member Selection Policy*) provide additional details.

Appointments to the College’s committees may be made based on the needs and requirements of each committee (including the Terms of Reference of each committee), the eligibility criteria set out in the College’s by-laws and policies, the expressions of interest received from Council and non-Council members and the relevant competencies, skills and experience of individuals who have indicated their interest in serving on a committee or committees.

Issue

Changes to the 2022-2023 slate of appointments to the College’s committees.

Analysis:

The following changes are proposed to the College’s committee slate:

Committee	Proposed change(s)
Planning and Finance	<ul style="list-style-type: none"> Removal of Bradley Markis
Quality Assurance Committee	<ul style="list-style-type: none"> Removal of Bradley Markis
Inquiries, Complaints and Reports Committee (ICRC)	<ul style="list-style-type: none"> Removal of Bradley Markis
Examination Appeals Committee	<ul style="list-style-type: none"> Removal of Bradley Markis
Governance and Nominations Committee	<ul style="list-style-type: none"> Election of Victoria Nicholson as Chair

The current slate, with proposed changes identified, is included as Appendix A to this decision note.

Public Interest

Transparent and objective selection and appointment processes promote the College's public protection mandate by ensuring that committee slate recommendations, committee needs and the committee member's skills, experience and competencies, are aligned with the governing by-laws, policies and procedures of the College. This serves the public interest by ensuring that committee members can and will effectively discharge their fiduciary duties, roles and responsibilities.

Decision for Council

To consider proposed changes to the slate of appointments to committees of the College for approval.

Committee Slate 2022/2023 (changes as of June 26, 2023)

Key: **Green = Committee Chair** **Pink = Vice-Chair** **Blue = Members removed from a committee**

Orange = Newly added member

Committee	2022-2023 Professional Members	2022-2023 Public Members	Members-at-large
Executive	<ul style="list-style-type: none"> Jennifer Pereira Ben Matthie Sue Garfat 	<ul style="list-style-type: none"> Victoria Nicholson Chad McCleave 	
Planning and Finance	<ul style="list-style-type: none"> Ben Matthie Jennifer Pereira Ryan Wight 	<ul style="list-style-type: none"> Chad McCleave, Chair Jotvinder Sodhi Brad Markis¹ 	
Registration	<ul style="list-style-type: none"> Jennifer Pereira, Vice-Chair Ryan Wight Corby Anderson Sue Garfat Heather Westaway Leanne Smith 	<ul style="list-style-type: none"> Sara Gottlieb, Chair Victoria Nicholson Jana Smith 	<ul style="list-style-type: none"> Miriam Fong William Gittings Agnes Coutinho Daniel Crête Conny Glenn Kristen Hoving Katelyn Methot Jasmeet Cheema Nino Baialardo

Committee	2022-2023 Professional Members	2022-2023 Public Members	Members-at-large
Quality Assurance	<ul style="list-style-type: none"> • Matthew Daher • Leanne Smith • Heather Westaway • Ryan Wight 	<ul style="list-style-type: none"> • Victoria Nicholson, Chair • Teresa Bendo, Vice Chair • Chad McCleave • Brad Markis (alternate)¹ • Jotvinder Sodhi 	<ul style="list-style-type: none"> • Mehrdad Alizadeh-Meghrazi • Delissa Burke • Casey Capaz • Jasmeet Cheema • Tudor Chirila • Jane Gage • Daniel Crête • Adeola Giwa • Brooke Hamilton • Stefano Rulli • Sherry Parent • Logan Strasser
ICRC	<ul style="list-style-type: none"> • Ben Matthie, Chair • Susan Garfat, Vice Chair • Corby Anderson • Ryan Wight • Leanne Smith • Heather Westaway 	<ul style="list-style-type: none"> • Teresa Bendo • Brad Markis¹ • Jotvinder Sodhi • Chad McCleave • Jana Smith 	<ul style="list-style-type: none"> • Delissa Burke • Jasmeet Cheema • Daniel Crête • Tudor Chirila • Conny Glenn • Brooke Hamilton • Stefano Rulli

Committee	2022-2023 Professional Members	2022-2023 Public Members	Members-at-large
Patient Relations	<ul style="list-style-type: none"> • Corby Anderson • Matthew Daher • Heather Westaway • Ryan Wight 	<ul style="list-style-type: none"> • Teresa Bendo, Chair • Victoria Nicholson, Vice-Chair • Jana Smith 	<ul style="list-style-type: none"> • Jane Gage • Aaron McCullagh • Casey Capaz • Brooke Hamilton • Stefano Rulli • Ashley Lowe • Ariel Zohar
Examination Appeals	<ul style="list-style-type: none"> • Matthew Daher • Ben Matthie 	<ul style="list-style-type: none"> • Chad McCleave, Chair • Brad Markis¹ • Jotvinder Sodhi 	
Discipline	<ul style="list-style-type: none"> • Jennifer Pereira, Vice-Chair • All 	<ul style="list-style-type: none"> • Sara Gottlieb, Chair • All 	<ul style="list-style-type: none"> • Mehrdad Alizadeh-Meghrazi • Conny Glenn • Sean Sabbatini
Fitness to Practise	<ul style="list-style-type: none"> • Ben Matthie, Chair • All 	<ul style="list-style-type: none"> • All 	<ul style="list-style-type: none"> • Nino Baialardo • Sean Sabbatini
Steering Committee: Strategic Planning	<ul style="list-style-type: none"> • Jennifer Pereira 	<ul style="list-style-type: none"> • Chad McCleave • Victoria Nicholson 	

Committee	2022-2023 Professional Members	2022-2023 Public Members	Members-at-large
Steering Committee – Review of Kinesiology Core Competency Profile	<ul style="list-style-type: none"> • Corby Anderson • Jennifer Pereira • Ben Matthie • Leanne Smith • Heather Westaway • Ryan Wight 		
Governance and Nominations	<ul style="list-style-type: none"> • Jennifer Pereira 	<ul style="list-style-type: none"> • Victoria Nicholson, Chair² • Chad McCleave 	<ul style="list-style-type: none"> • Claude Balthazard • Melanie Jones-Drost

Notes:

1) **Bradley Markis** – Outgoing public Council member who did not seek re-appointment. Term ended in May 19, 2023.

2) **Victoria Nicholson** – Elected as Chair of the Governance and Nominations Committee, as per the committee TORs, at the first Committee meeting in 2023.



Resolution - Revised Committee Slate for 2022/23

Whereas the Council term of Bradley Markis, who was appointed as a Public Member by the Lieutenant Governor in Council, ended on May 19, 2023; and

Whereas Bradley Markis did not seek re-appointment to Council as a Public Member; and

Whereas Bradley Markis is therefore no longer eligible to serve as a Public Council member of the College of Kinesiologists of Ontario's committees; and

Whereas on April 25, 2023, Victoria Nicholson was elected as Chair of the Governance and Nominations Committee in keeping with the Terms of Reference of the Committee; and

Whereas the committee slate of the College of Kinesiologists of Ontario must be kept up-to-date to ensure that it accurately depicts the current composition of committees;

Therefore, be it resolved that Council approve the proposed changes to the 2022/2023 Committee Slate.

Moved by:

Seconded by:

Date: June 26, 2023