



Transition Council Highlights

Meeting: September 23 & 24, 2024

The Transition Council met on September 23 & 24, 2024. Transition Council meetings are open to the public. Upcoming Transition Council meetings are virtual and a livestream will be available. Highlights and replays from discussions are available on the College website at cvo.org/Council.

As set out in the *Veterinary Professionals Act*, the Transition Council includes members of the Legacy Council and three Registered Veterinary Technicians, appointed by the Ontario Association of Veterinary Technicians. The Transition Council is at work developing regulations, by-laws and standards that will come into effect with the establishment of the College of Veterinary Professionals of Ontario. The Transition Council considered the following items at the meeting.

Regulation Concept Development

The Transition Council is considering draft concepts around regulations. The Transition Council is reviewing each of the draft regulatory concepts and, once finalized, approves them for circulation and public consultation. The Transition Council will then review the consultation feedback and finalize the concepts for submission to the Ontario Ministry of Agriculture, Food and Agribusiness (OMAFRA) for their review and consultation. OMAFA develops the regulatory language.

At the September meeting, the Transition Council looked at seven areas: licensure, professional misconduct, authorized activities, alternative dispute resolution, prescribed offences, conflict of interest, and committee & panel composition and quorum. A replay of the overview and discussion on each item is available on the College website.

Alternative Dispute Resolution: The College has offered voluntary alternative dispute resolution through its policy-based Mediated Resolutions Program (MRP) since 2013. The *Veterinary Professionals Act* recognizes the importance of the program within the screening process for complaints and provides a framework for a regulatory structure. The Transition Council approved the concept which includes administration of an alternative dispute resolution program, a list of ineligible complaints, and an opt-out approach to encourage engagement with the program.

Prescribed Offences: Applicants and licensed members are required to share information related to offences and/or charges. The *Veterinary Professionals Act* maintains these expectations and introduces a strengthened legislative framework related to member self-reporting. The *Veterinary Professionals Act* requires a member to report any applicable offence and/or charge as soon as reasonably practicable. It also outlines the information necessary in the report. The Transition Council approved the draft concept which outlines the specific offences a member will need to self-report, including offences relevant to the practice of veterinary medicine, and offences relevant to professionalism.

Composition and Quorum of Statutory Committees and Panels: The *Veterinarians Act* is specific about the composition and quorum for statutory committees and associated panels, which has been detrimental to the College's ability to adapt to increases in workload. This has been evident for the Complaints Committee, which has had delays in processing complaints due to the College's inability to appoint more committee members. The *Veterinary Professionals Act* permits the College to develop Regulations and By-laws related to composition and quorum for both committees and panels. The Transition Council approved a concept which includes minimum composition and quorum requirements in regulation to ensure equitable representation among veterinarian, veterinary technician, and public voices. The concept also permits membership to be drawn from a variety of different areas, including Council members, public members appointed by government, members of the College, and the public.

Licensure: Licensure is a fundamental role of the College. Veterinarians currently licensed with the College will continue to be licensed under the *Veterinary Professionals Act*. Veterinary Technicians will be required to seek licensure with the College if they wish to continue to use the title veterinary technician or veterinary technologist. The Transition Council approved a concept which identifies two types of licences – veterinarian and veterinary technician - and proposes three subclasses under each licence type – general, provisional, and short-term.

Professional Misconduct: Most acts of professional misconduct currently listed in regulation remain current. The Transition Council approved a concept which reflects the one profession, two professionals model and outlines what types of professional misconduct apply to members. The concept also proposes regulatory language that is focused on clarity and transparency, and competency. The language should also reflect the introduction of authorized activities, the introduction of a mandatory quality assurance program, occurrence of ungovernable behaviour, and any form of animal abuse or neglect by a member.

Conflict of Interest: A conflict of interest arises when a member's duties and responsibilities may be influenced by some other interest that the member has, usually a personal or financial interest. Failing to properly avoid or manage a conflict of interest is an act of professional misconduct. The Transition Council approved a concept that includes language that outlines the type of behaviours that would qualify as a conflict of interest, and underscores perception that a member's professional judgement has been influenced.

Authorized Activities Presentation: College staff provided an overview of the concept development work related to authorized activities. The *Veterinary Professionals Act* introduces authorized activities, replacing the previous exclusive scope of practice model. The authorized activities model outlines what activities constitute the practice of veterinary medicine and who, in addition to a veterinarian, can perform them.

Development of Terms of Reference

The Transition Council continued to review the development of its Terms of Reference, which will provide guidance on its procedures, principles, objectives, and decision-making. The draft document will be returned to the Transition Council for final review.