

# FRPA QUARTERLY MEETING

September 26, 2023

# Agenda

1. Breakfast Networking
2. Welcoming Remarks
3. 2022 Annual report – data/findings
  - Regular FRPA updates (Operations)
  - 2023 Annual Survey review/release
4. CFTA reminders/obligations/issues
5. Training for Registration Appeal Committee Members
6. Closing Remarks and Evaluation



# FRPA-Reporting / Purpose – Section 15

- *15(1) The Review Officer shall prepare and submit to the Minister an annual report on the implementation and effectiveness of this Act and the regulations in helping to ensure that the registration practices of regulating bodies are transparent, objective, impartial and fair.*
- *15(2) ...Minister shall table ... [the annual report] in the House of Assembly or, where the Assembly is not then sitting, file it with the Clerk of the Assembly.*
- *15(3) The annual report ...must be made available to the public by the Review Officer and a copy provided to the regulating bodies.*

# FRPA-Annual Report – Section 15

- *15(4) Upon a request by the Review Officer, a regulating body shall submit statistical data and other internal review and registration decision information which the Review Officer may include in the annual report under subsection (1).*
- *15(5) The data and information that the Review Officer may request under subsection (4) includes*
  - *(a) application statistics;*
  - *(b) registration statistics;*
  - *(c) internal review statistics;*
  - *(d) information on timelines for processing registration decisions;*
  - *(e) information on timelines for processing internal reviews; and*
  - *(f) any other information the Review Officer deems necessary for completion of the annual report...*

# FRPA-Annual Report Sources

- *Annual FRPA Survey*
- *FRPA reviews (every 5 years).*

*...also, any developments and activities over the year.*

# Counts of RBs and Occupations Subject to the FRPA:

Regulating Body Type:	Regulating Bodies	Occupations			
		Trades*	Health	Other	Total
Self Regulating	41	1	26	22	49
Government Regulating <sup>1</sup>	6	19	0	16	35
<b>Total<sup>1</sup></b>	<b>47</b>	<b>20</b>	<b>26</b>	<b>38</b>	<b>84</b>

# Size and Economic Importance of FRPA Occupations (approx.):

	2021	2022	% Change
<b>FRPA – Total Registered Members<sup>1</sup></b>	155,572	153,263	-1.5%
<b>NS's Labour Force<sup>2</sup></b>	512,600	524,600	2.3%
<b>% of Labour Force*</b>	<b>30%</b>	<b>29%</b>	
<b>New FRPA Registrants<sup>3</sup></b>	15,744	12,556	-20.2%
<b>NS's Net Employment Gains<sup>4</sup></b>	22,647	17,482	-22.8%
<b>% of Net Employment Gains*</b>	<b>70%</b>	<b>72%</b>	

\* Without comparable Employment and Labour Force participation data, FRPA registration data is used to get a general idea.

\*\* Not all Registered members are “active”. Some work outside of NS.

# FRPA-Reporting

Year	FRPA Reviews						Areas of Non-Compliance*		
	Initiated	Average Time to Complete	With Identified Areas of Non-Compliance*		Resolved**		Identified	Resolved**	
	#	(months)	#	%	#	%	#	#	%
2020	15	9.1	15	100	7	47	140	64	46
2021	11	8.9	7	64	7	64	56	38	68
2022	11	6.2	3	27	8	73	4	0	0
2023	6	5.5	3	50	4	67	7	5	71
<b>Total</b>	<b>43</b>	<b>7.4</b>	<b>28</b>	<b>65</b>	<b>26</b>	<b>60</b>	<b>207</b>	<b>107</b>	<b>52</b>

## Of the 19 Action Plan Progress Reports due in 2023:

- 13 received/processed/posted – 6 to come, 2 overdue
  - 8 did now require Year 3 reports (7 from 2020 and 1 from 2021)
- 7 are Year-1 reports and 12 are Year-2 reports
- 9 are from FRPA Reviews launched in 2020, 8 are from 2021 reviews and 2 are from 2022 reviews.

# FRPA-Reporting – if non-compliant

## Nov 2021 FRPA amendments:

*16(12) ...the regulating body shall demonstrate compliance in the manner prescribed by the Review Officer within one year of the finding of non-compliance, unless the Review Officer extends the one-year deadline.*

# 2022 FRPA Data Findings

	2021	2022	% Change
Total Applications Received:	16,978	17,041	0.4%
Total Applications Processed:	16,618	13,590	-18%
Total Applications Still in Progress:	1,399	1,371	-2.0%

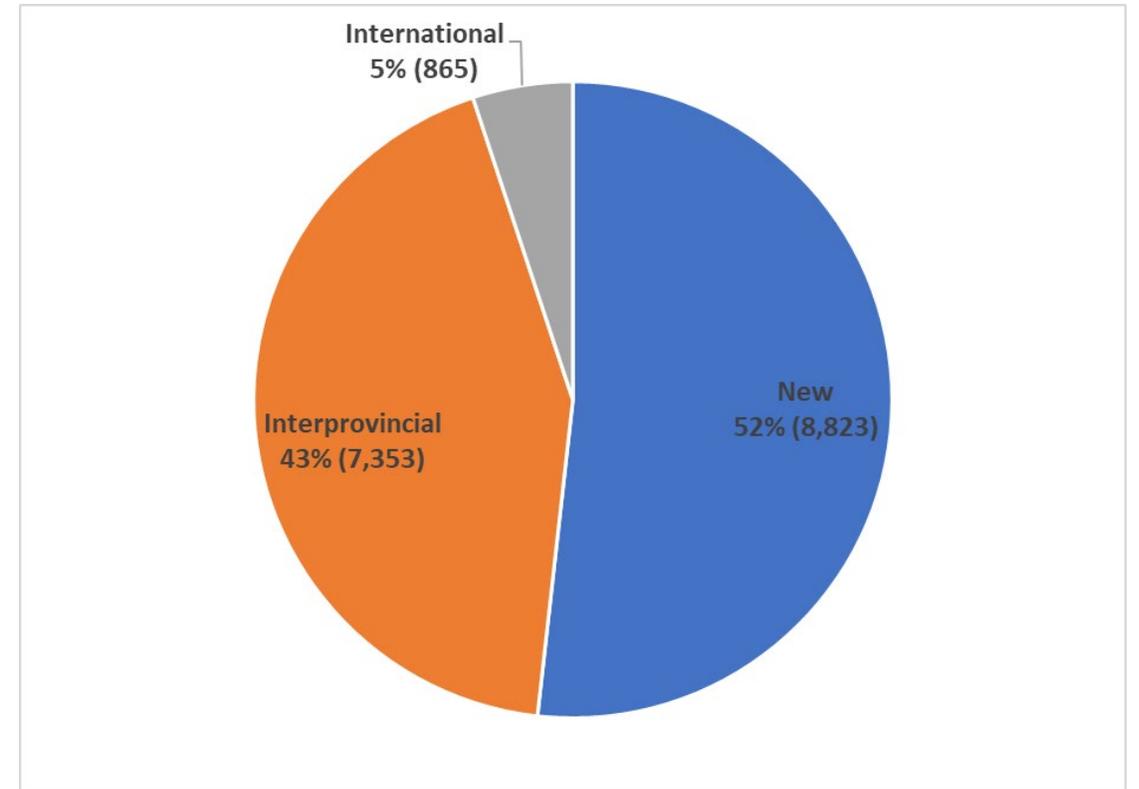
$$\text{2021 In-progress} + \text{2022 received} - \text{2022 Processed} = \text{2022 In progress}$$

...for any occupation or groups of occupations with complete/consistent reporting in both years.

...Off by 3.5K. (a single RB is off by 3.5K).

# 2022 FRPA Data Findings

	2021	2022	% Change
<b>Total Applications Received:</b>	<b>16,978</b>	<b>17,041</b>	<b>0.4%</b>
New	8,036	8,823	9.8%
Interprovincial	7,961	7,353	-7.6%
International	981	865	-11.8%



# 2022 FRPA Data Findings

	2021	2022	% Change
<b>Total Applications Processed (registration decisions rendered):</b>	<b>16,618</b>	<b>13,590</b>	<b>-18%</b>
Successful	15,744	12,556	-20.2%
<b>Success Rate</b>	<b>95%</b>	<b>92%</b>	
Unsuccessful	142	385	171.1%
Withdrawn/set as "inactive"	732	649	-11.3%
<b>New:</b>	8,066	9,071	12.5%
Successful	7,419	8,188	10.4%
<b>Success Rate</b>	<b>92%</b>	<b>90%</b>	
Unsuccessful	57	308	440.4%
Withdrawn/set as "inactive"	590	575	-2.5%
<b>Interprovincial:</b>	7,797	3,790	-51.4%
Successful	7,715	3,764	-51.2%
<b>Success Rate</b>	<b>99%</b>	<b>99%</b>	
Unsuccessful	16	2	-87.5%
Withdrawn/set as "inactive"	66	24	-63.6%
<b>International:</b>	755	729	-3.4%
Successful	610	604	-1.0%
<b>Success Rate</b>	<b>81%</b>	<b>83%</b>	
Unsuccessful	69	75	8.7%
Withdrawn/set as "inactive"	76	50	-34.2%

# 2022 FRPA Data Findings

Province of Origin	# of Successful Applicants	% of total
Ontario	2,107	56%
New Brunswick	416	11%
Alberta	324	9%
British Columbia	218	6%
Newfoundland	157	4%
Quebec	142	4%
Saskatchewan	61	2%
Prince Edward Island	59	2%
Manitoba	56	1%
Other/Unknown	224	6%
<b>Total Reporting</b>	<b>3,764</b>	<b>100%</b>

# 2022 FRPA Data Findings

**Table 10 – Distribution and success rates of International Applicants**

Country of Origin	International Applications		Success Rate
	Processed	Successful	
India	122	79	65%
Philippines	74	20	27%
United States of America	59	51	86%
Nigeria	35	23	66%
Ukraine	28	28	100%
United Kingdom	28	13	46%
Egypt	25	23	92%
Viet Nam	23	22	96%
Iran	18	16	89%
China	13	10	77%

# 2022 FRPA Data Findings

Occupation	Decisions Rendered in 2022				% of total Decisions	Success Rate
	Total	Successful	Unsuccessful	Withdrawn		
Insurance agents	2,348	2,348	0	0	17%	100.0%
Early Childhood Educators	1,211	1,157	26	48	9%	95.5%
Registered Nurses	1,178	1,137	0	0	9%	96.5%
Gas Fitters	1,094	1,056	7	7	8%	96.5%
Engineers	986	985	1	1	7%	99.9%
Teachers	677	620	0	51	5%	91.6%
Licensed Practical Nurses	508	500	0	0	4%	98.4%
Construction Electrician	406	251	0	0	3%	61.8%
Water & Wastewater Operators	349	213	136	136	3%	61.0%
Social Workers	335	335	0	0	2%	100.0%
All other Occupations	4,498	3,954	215	406	33%	87.9%
<b>Total Reporting</b>	<b>13,590</b>	<b>12,556</b>	<b>385</b>	<b>649</b>	<b>100%</b>	<b>92.4%</b>

# 2022 FRPA Data Findings

<b>Sector</b>	<b>Application Type</b>		
	<b>New</b>	<b>Interprovincial</b>	<b>International</b>
Education, law and social services	\$2,511	\$988	\$4,495
Health occupations	\$1,014	\$850	\$2,141
Natural and applied sciences	\$853	\$888	\$954
Art, culture, recreation and sport	\$587	\$384	\$587
Sales and service	\$335	\$318	\$451
Business, finance and administration	\$323	\$289	\$314
Trades, transport and equipment operators and related	\$130	\$35	\$35

# 2022 FRPA Data Findings

**Table 6 – Average Application Processing Times (# of Days)**

Application Type:	2021	2022	Change	
			#	%
	<b>...by Regulating Bodies:</b>			
New	14	19	5	34%
Interprovincial	6	10	4	74%
International	30	40	10	35%
	<b>...by 3<sup>rd</sup>-Party Assessors:</b>			
New	0.6	1.2	0.6	
Interprovincial	0.1	0.0	-0.1	
International	126	176	50	40%
	<b>Total:</b>			
New	15	19	4	30%
Interprovincial	6	10	4	71%
International	156	212	56	36%

# 2022 FRPA Data Findings

**Table 7 –2022 Counts of Reported Average Processing times by Occupation (# of days)**

	# of Days						Total*
	5 or less	5-10	10-20	20-40	40-50	50 or more	
<b>"New" Applications</b>							
RB	20	13	18	7	14	2	74
3rd party	0	2	3	1	0	1	7
Total	19	12	20	7	14	2	74
<b>"Interprovincial" Applications</b>							
RB	19	12	8	8	1	2	50
3rd party	2	0	1	0	0	0	3
Total	16	14	8	9	1	2	50
<b>"International" Applications</b>							
RB	8	9	6	9	3	4	39
3rd party	0	1	4	4	0	7	16
Total	4	8	3	11	3	9	38

# 2022 FRPA Data Findings

**Table 16 –2022 Counts of Reported Average Processing times for Health Occupations**

	# of Days						Total*
	5 or less	5-10	10-20	20-40	40-50	50 or more	
<b>"New" Applications</b>							
RB	16	4	3	2	0	0	25
3rd party	0	0	0	0	0	0	0
Total	15	5	3	2	0	0	25
<b>"Interprovincial" Applications</b>							
RB	15	5	3	3	0	0	26
3rd party	1	0	0	0	0	0	1
Total	13	7	3	3	0	0	26
<b>"International" Applications</b>							
RB	8	5	3	5	0	0	21
3rd party	0	1	2	1	0	6	10
Total	4	5	2	4	0	5	20

# Changes for 2023 Survey/Report

- Application processing times – as discussed.
  - New definition of “complete” application
  - Full registration process.
  - Separates portion entirely within control of RB.
- More calculated cells / increased clarity (which cohort)
  - Average processing times of decisions rendered.
  - Interprovincial Applications sum to application totals
  - International Applications sum to application totals
  - In progress = in progress last Year + received + processed.

# “Complete” Application Definition:

**FRPA** (as agreed/discussed):

*Date the regulating body has all the information necessary to render a decision.*

**PACA** (forthcoming regulations):

*“completed application” means an application that includes all information and documentation necessary for an authority to determine whether an applicant meets the requirements for registration and licensing, and includes information provided by a third party.*

# 2022 FRPA Data Findings

	2021	2022	% Change
<b>Internal Reviews (as reported)</b>			
<b>Total Conducted</b>	<b>25</b>	<b>4</b>	<b>-84%</b>
New	3	3	0%
Interprovincial	7	1	-86%
International	15	0	-100%
<b>Average Time to Complete (Days):</b>			
New	52	55	0%
Interprovincial	45	93	108%
International	63	90	44%

# Internal Review Process – Compliance

## 2022 and 2023 FRPA Reviews

- Total of 5 areas of non-compliance were identified across 4 Regulating Bodies related to the **Internal Review Process**:
  - Subsection 10(5) of FRPA - Independence of Internal Review Process
  - Subsection 11 of FRPA - Training for Internal Review Process
- 1 RB non-compliant with 10(5)
- 2 RB non-compliant with 11; and
- 1 RB non-compliant with both 10(5) and 11.

# Internal Review Process

## Section 10(5) of FRPA - Independence of Internal Review Process

Section 10(5) of the FRPA states:

***No one who acted as a decision-maker in respect of a registration decision may act as a decision-maker in an internal review in respect of that registration decision.***

# Internal Review Process

## Section 11 of FRPA - Training for Internal Review Process

Section 11 of the FRPA states:

***A regulating body shall ensure that individuals acting as decisionmakers in internal reviews receive training on conducting ...an internal review.***

- Compliant “Training” requires three features:
  - 1) be structured /formalized;
    - Examples: 1) Course with syllabus and instructor(s); 2) A defined reading list (“self-training”).
  - 2) Specific to the process of conducting the internal review; and
  - 3) include a means of verifying that the training was “received”.
    - Examples: 1) the results of a test, assignment, or some other form of evaluation at the end of the training; 2) A signed declaration that the training was completed.

# QUESTIONS?

# THANK YOU!

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