

2021 Annual Report

Fair Registration Practices Act

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Fair Registration Practices Act

2021 Annual Report

Labour, Skills & Immigration

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Letter to the Minister

November 1, 2022

The Honourable Jill Balsler
Minister of Labour, Skills and Immigration
3rd Floor, 1505 Barrington Street, Halifax, NS B3J 3K5

Dear Minister Balsler,

I am pleased to present the 2021 Fair Registration Practices Act (FRPA) Annual Report in fulfillment of the requirements outlined in Subsection 15 (1) of the FRPA, which states:

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.

For your convenience, I am also quoting Subsection 15 (2) to highlight its requirements:

Within fifteen days of receiving the annual report under subsection (1), the Minister shall table it in the House of Assembly or, where the Assembly is not then sitting, file it with the Clerk of the Assembly.

Pursuant to Subsection 15 (3), this report must be made publicly available and will therefore be posted to the Department's website at this location:

<https://novascotia.ca/lae/fair-registration-practices/reports.asp>

Sincerely,



Aimee Naugler, Manager of Recognition of Prior Learning (RPL) & Labour Mobility (LM)
Department of Labour, Skills and Immigration

Executive Summary

The *Fair Registration Practices Act (FRPA)* ensures fair access to Nova Scotia’s labour force of regulated professions, covering a wide variety of occupations and trades that make up about 30% of Nova Scotia’s labour force¹.

Pursuant to Section 15 of the FRPA, this report was submitted to the Honourable Jill Balseer, Minister of Labour, Skills and Immigration (LSI) for submission to the House of Assembly of Nova Scotia. The purpose of this report, as provided for in this Section 15, is to detail:

“...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”.

In direct response to the above stated purpose of the Act and this report, and pursuant to Section 16 of the FRPA, regular reviews of the registration practices of regulating bodies against the specific requirements of the Act² are routinely conducted. Results of the FRPA reviews initiated in 2020 and 2021 are summarized in the following table:

Table 1 – Summary of FRPA Review results and status

Year	FRPA Reviews			Areas of Non-Compliance*		
	# Initiated	# With Identified Areas of Non-Compliance (Required Action Plans)	# Resolved (Full Compliance Achieved)	# Identified	# Resolved	# In Progress: (On Scheduled Path to Compliance)
2020	15	15 (100%)	6 (40%)	140	43 (31%)	97 (69%)
2021	11	7 (64%)	4 (36%)	56	0	56 (100%)
Total	26	22 (85%)	10 (38%)	196	43 (22%)	153 (78%)

*An “area of non-compliance” refers to a single response to a FRPA review question where one or more specific violations with the FRPA have been identified. The number of FRPA review questions (maximum possible compliance areas identified per review) has changed from 20 in 2020 to 15 in early 2021 to 12 by the end of 2021. Table 7 lists the topics of the FRPA review questions, which are also the topics of the “areas of non-compliance”.

¹ See Appendix A for a list and counts of all occupations, trades and regulating bodies subject to the FRPA.

² The specific requirements of the FRPA are detailed in Sections 5 through 12 and are formally referred to as the “*Fair Registration Practices Code*”. These specific requirements are intended to ensure that registration practices are “...transparent, objective, impartial and procedurally fair”.

As noted in this table, all 196 areas of non-compliance identified are either on a scheduled path to compliance (“in progress”) or have since been brought into compliance (“resolved”). Although the numbers of compliance issues identified in 2021 was significant, it was also a significant improvement over that of the previous year and this trend is expected to continue.

As required under Subsection 16(11), the detailed results of each of the 26 FRPA reviews noted in the above table (including the 22 Action Plans to address the 196 identified areas of non-compliance) have been made publicly available by posting to the FRPA website (<https://novascotia.ca/lae/fair-registration-practices/>). Regular progress reports on Action Plans are required until full compliance is achieved and are also posted to the FRPA website pursuant to Subsection 16(11).

Full compliance is expected within one year of the submission of an Action Plan. However, an extra year may be granted on a case-by case basis (either with or without compliance action). This was done in several cases for reviews initiated in the year 2020 but it is expected that this will not be necessary for those initiated in 2021 and beyond, as regulating bodies have now all had sufficient exposure to FRPA reviews, processes, and expectations.

In addition to conducting annual FRPA reviews, the FRPA program has provided ongoing supports to regulating bodies to help them to comply with the FRPA, including the provision of templates and resources, quarterly meetings and newsletters, and offering professional development opportunities.

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Overview of the Fair Registration Practices Act (FRPA)

The *Fair Registration Practices Act* (FRPA) ensures fair access to Nova Scotia's labour force of regulated professions, covering a wide variety of occupations and trades.

Sections 5 to 12 of the FRPA, formally referred to as the "**Fair Registration Practices Code**", detail specific requirements that are designed to ensure that the registration practices of regulating bodies are "**...transparent, objective, impartial and procedurally fair**" for all applicants.

For the purpose of administering the FRPA, including conducting FRPA reviews of the registration practices of regulating bodies, applicants are defined as being one of the following three types:

- 1) **"New" applicants** (47% of all applicants in 2021): Those who only include Canadian credentials in their application to apply for registration (licensure) and are not currently registered (licenced) to practice anywhere in Canada;
- 2) **"International" applicants** (6% in 2021): Those who are including international credentials in their application to apply for registration (licensure) and are not currently registered (licenced) to practice anywhere in Canada; and
- 3) **"Interprovincial" applicants** (47% in 2021): Those who are currently registered (licenced) to practice elsewhere in Canada (outside of Nova Scotia).

FRPA History and Canadian Context

FRPA received Royal Assent on November 25, 2008 and was proclaimed on December 7, 2009, making Nova Scotia one of the first provinces to adopt Fair Registration Practices Legislation behind Ontario and Manitoba. With the introduction of similar legislation in 2022 by New Brunswick and Saskatchewan (and previously by Quebec, BC and Alberta), Nova Scotia is now one of eight provinces with Fair Registration Practices Legislation for regulated professions. This is at least partly due to the recognition of the size and growth of regulated professions and therefore, the importance of this legislation to ensure fair access to the labour force.

2021 FRPA Amendments

Following a legislative review by Research Nova Scotia in 2019, which included consultations with regulating bodies and LSI staff, the FRPA was amended. These amendments, which went into force on November 5, 2021, included:

- the reduction and clarification of information that regulating bodies must include in FRPA review reports;
- a reduction in the frequency of submitting registration reports from two years to five-years;
- the creation of a mandatory requirement for regulatory bodies to demonstrate compliance if they are found to be non-compliant; and
- additional statutory requirements for regulating bodies to provide registration and other required information annually (via the annual survey).

Size & Growth of Professions Subject to the FRPA

As illustrated by Tables 2 and 3, professions subject to the FRPA are a large, diverse and growing segment of Nova Scotia's labour force. FRPA applies to 49 regulating bodies (also called regulatory authorities) in the province, covering 83 occupations and trades (all named in Appendix A), which had a total of 155,572 registered members as of December 2021. This is about 30% of the total labour force in the province. This is an increase of 24% (or 29,785) from 2020. However, much of this increase (51% or 15,164) is accounted for by an increase in membership totals reported by the Nova Scotia Apprenticeship Agency (NSAA), which were due to a clarification on which trades to report. Excluding these members from the 2021 figure for comparability with the 2020 figure, there is still a significant growth of 12%.

Table 2 – Regulated Professions Subject to the FRPA (counts)

Regulating Body Type:	Regulating Bodies currently subject to the FRPA	# of Trades	# of Occupations
Self Regulating	41	0	48
Government Regulating	8	21	14
Total	49	21	62

Table 3 – Size and Growth of Regulated Professions Subject to the FRPA

Regulating Body Type:	2020 December	2021 December	Growth ³
FRPA – registered members ⁴	125,787	155,572	Not Comparable
NS's Labour Force ⁵	499,500	511,400	2%
% of Labour Force⁶	25%	30%	

³ The increase in reported registered members (29,785 or 24%) was impacted by a clarification on which trades to report rather than a real increase. This factor accounts for about half (51% or 15,164) of this increase. Excluding these members from the 2021 figure for greater comparability with the 2020 figure still shows a significant, but uncertain, growth of 12%.

⁴ 2021 survey of 49 Regulating Bodies subject to the FRPA.

⁵ Statistics Canada, CANSIM 282-0087, Table: 14-10-0287-01.

⁶ Some "registered" members are not "active" in the labour force so these percentages may overstate the extent to which FRPA professions are represented in the labour force.

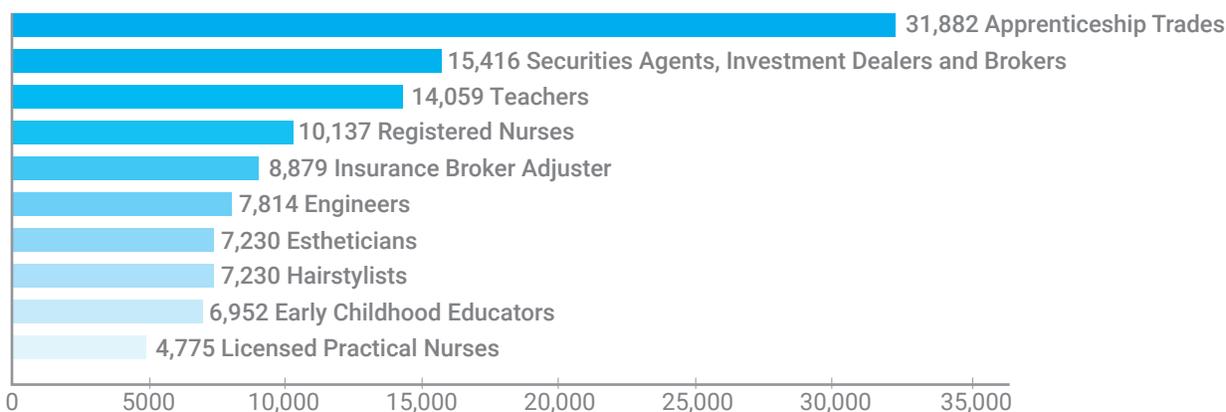
Data Findings, 2020

As required under Section 15 of the FRPA, Nova Scotia’s regulating bodies annually submit quantitative data about their registration processes for the previous calendar year. This is done through an annual survey. The data findings in this section are the aggregated results for all regulating bodies for the 2021 calendar year (see Appendix A for a complete list of all regulating bodies, and the occupations and trades that they regulate, currently subject to the FRPA and who submitted surveys for 2021). Statistics for specific regulating bodies can be found in the FRPA review reports for those regulating bodies as published on the [FRPA website](#).

Top 10 Professional Areas – Registered Members

Figure 1 shows the top 10 professional areas (occupations and trades) with the highest numbers of registered members in Nova Scotia in 2021.

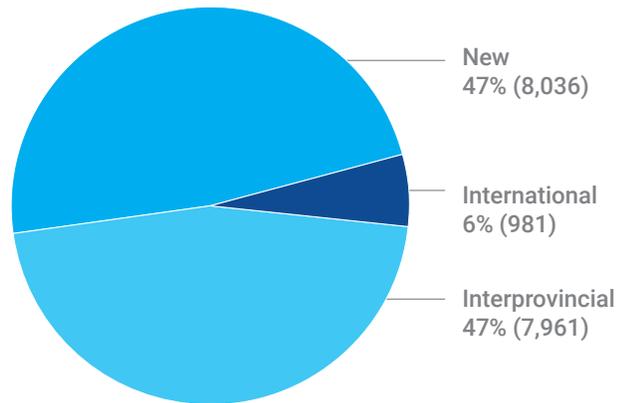
Figure 1 – # of registered members in 2021 by the top 10 fields (highest numbers)



Applications – Distribution by Application Type

As shown in Figure 2, in 2021, regulating bodies reported a total of 16,978 applications, which is up from the 13,663 reported in 2020. Application distribution for the three types (“New”, “Interprovincial”, and “International”) remained similar to that of previous years with “New” and “Interprovincial” applications each making up about 47% of the total and the remaining 6% being “International” applications.

Figure 2 – Distribution of the 16,978 applications received in 2021 by type*

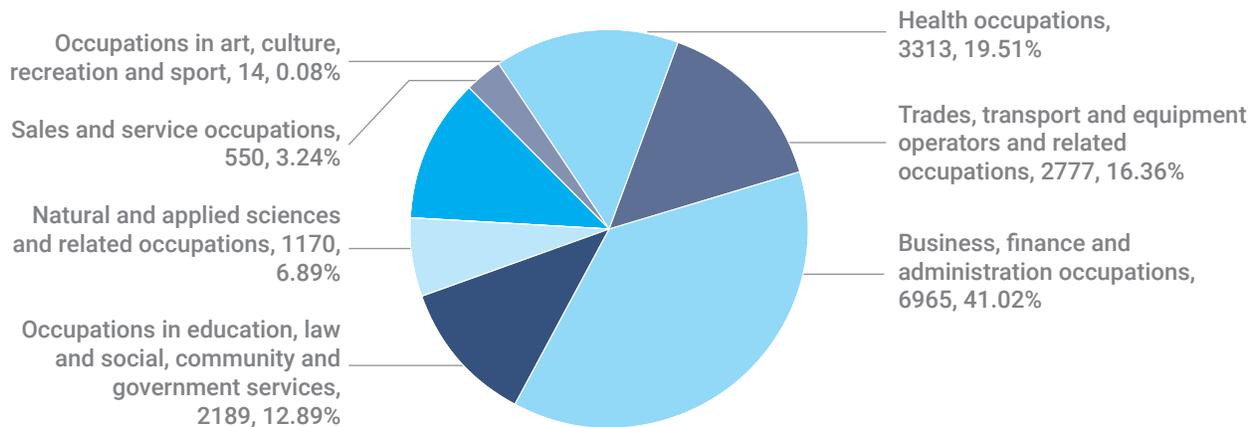


*Detailed definitions of “New”, “Interprovincial” and “International” applications on page 5.

Applications – Distribution by Sector

As shown in Figure 3, business, finance and administration occupations accounted for about 41% of the overall applications received in 2021, while health occupations represented about 19.5%, followed by trades and related occupations at 16.4%. In comparison to 2020, the finance and property sector reported 47% of total applications received, while the health care sector reported 23%, and the education and social services sector reported 13% for total applications received.

Figure 3 – Distribution of all applications by sector 2021⁷



⁷ For a list of the specific occupations within each of these sectors, see Appendix B.

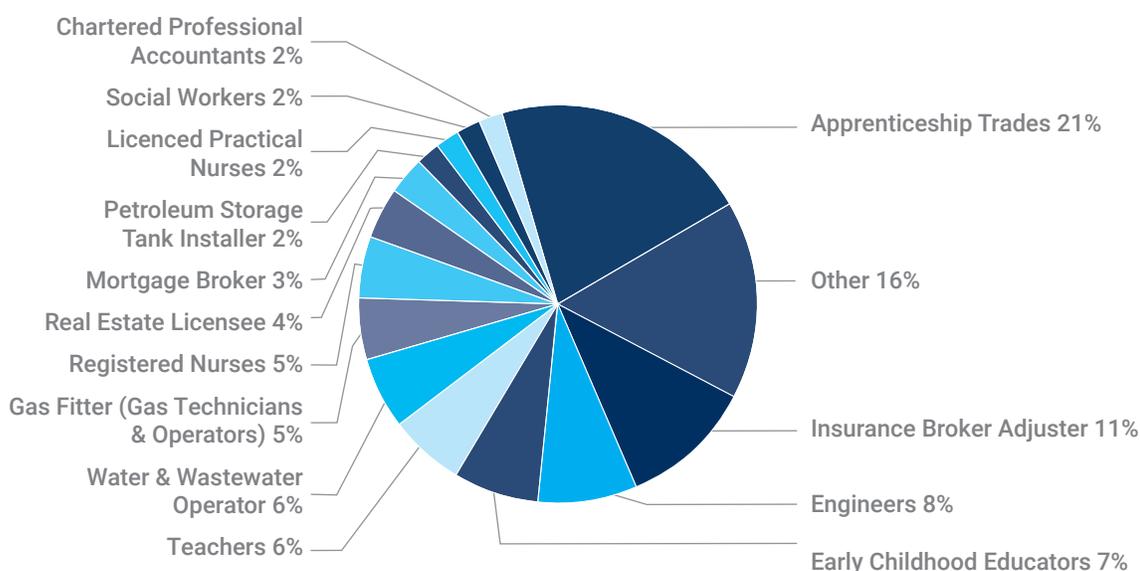
Distribution of Successful “New” Applications

“New” applications are defined as those submitted by applicants who only included Canadian credentials in their application to apply for registration (licensure) and are not currently registered (licensed) to practice anywhere in Canada.

In 2021, a total of 8,036 “New” applications were received. Of these applications and those that were in progress at the end of 2020, 7,419 were successful (decisions rendered to grant registration), which excludes applications received in 2021 but were still in progress in 2022.

As shown in Figure 4 below, Apprenticeship Trades⁸ and Insurance Broker Adjusters represented the largest proportion of successful applications with 21% and 11%, respectively.

Figure 4 – Distribution of the 7,419 successful “New” applications by occupation in 2021⁹



Distribution of Successful “Interprovincial” Applications

“Interprovincial” applications are defined as those submitted by applicants who are currently licensed to practice elsewhere in Canada (outside of Nova Scotia).

In 2021, a total of 7,961 “Interprovincial” applications were received. Of these applications and those that were in progress at the end of 2020, 7,715¹⁰ were successful (decisions rendered to grant registration), which excludes applications received in 2021 but were still in progress in 2022.

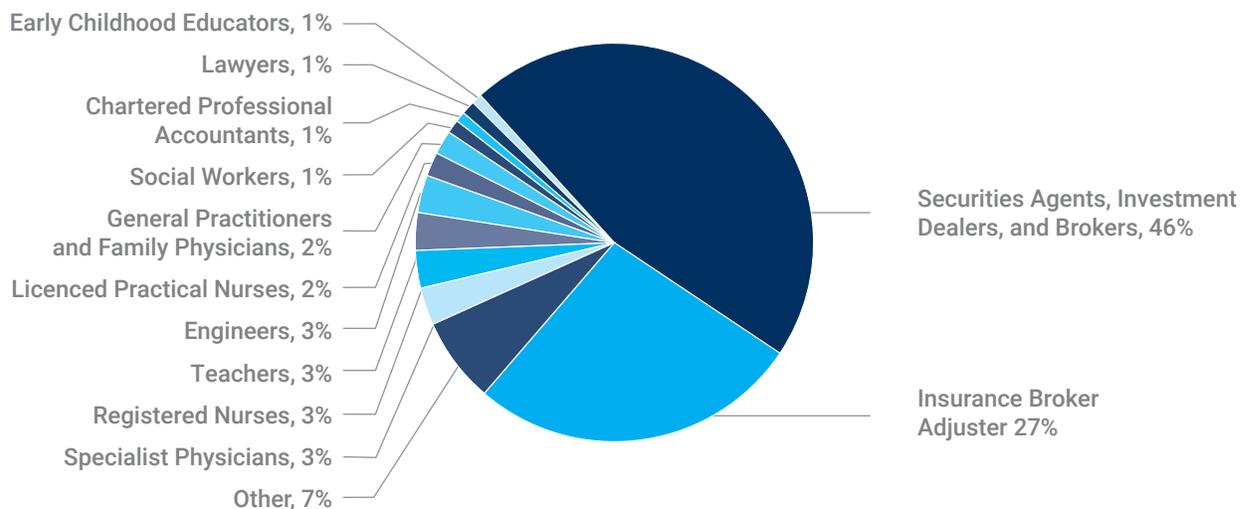
⁸ Apprenticeship Trades represents 12 compulsory trades and two trades requiring license or permit (14 total).

⁹ There are 50 occupations and occupation groups in the ‘Other’ category, each representing less than 100 successful applications and includes: Pharmacists; Interior Designers; Geoscientists; Music Teachers; Land Surveyors; Audiologists and Speech Language Pathologists; Veterinarians and Veterinarian Techs.

¹⁰ The Canadian Free Trade Agreement (CFTA) recognizes certificate-to-certificate transfer of licensing of “Interprovincial” applicants. However, there is a difference of 246 successful applications (where the number should be balanced) since not all interprovincial applications qualify under the CFTA and may result in a denial of application upon assessment.

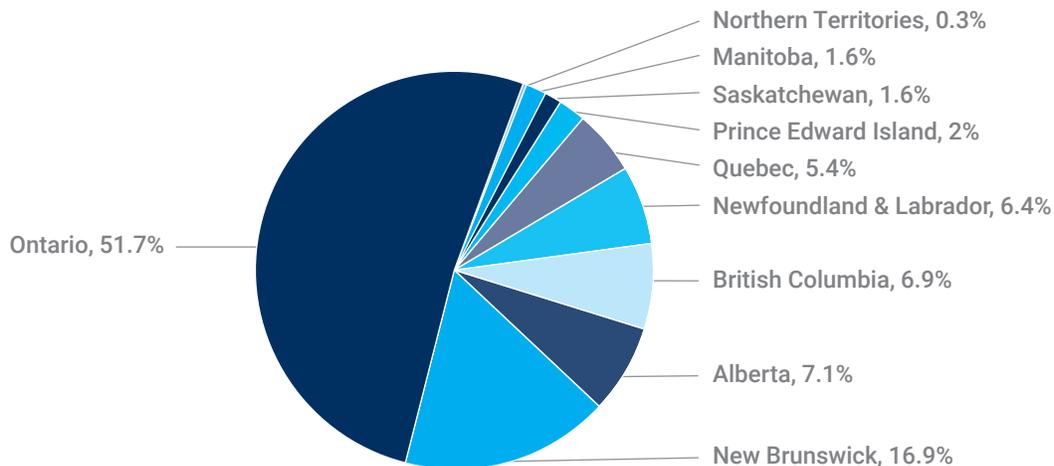
As shown in Figure 5, Securities Agents, Investment Dealers and Brokers represented the largest proportion of successful applications with 46%, while Insurance Broker Adjusters account for 27%.

Figure 5– Distribution of the 7,715 successful “Interprovincial” applications by occupation in 2021¹¹



As shown in Figure 6, “Interprovincial” applications came primarily from Ontario, the Atlantic provinces and Alberta. Annual applications from Quebec have been steadily declining from 2018 to 2021, with annual declines of 11%, 8.2%, 6.4%, and 5.4%, respectively.

Figure 6 – Province of origin of “Interprovincial” applicants in 2021



¹¹ There are 71 occupations and occupation groups in the ‘Other’ category, each representing less than 50 successful applications and includes: Pharmacists; Interior Designers; Geoscientists; Music Teachers; Land Surveyors; Audiologists and Speech Language Pathologists; Veterinarians and Veterinarian Techs.

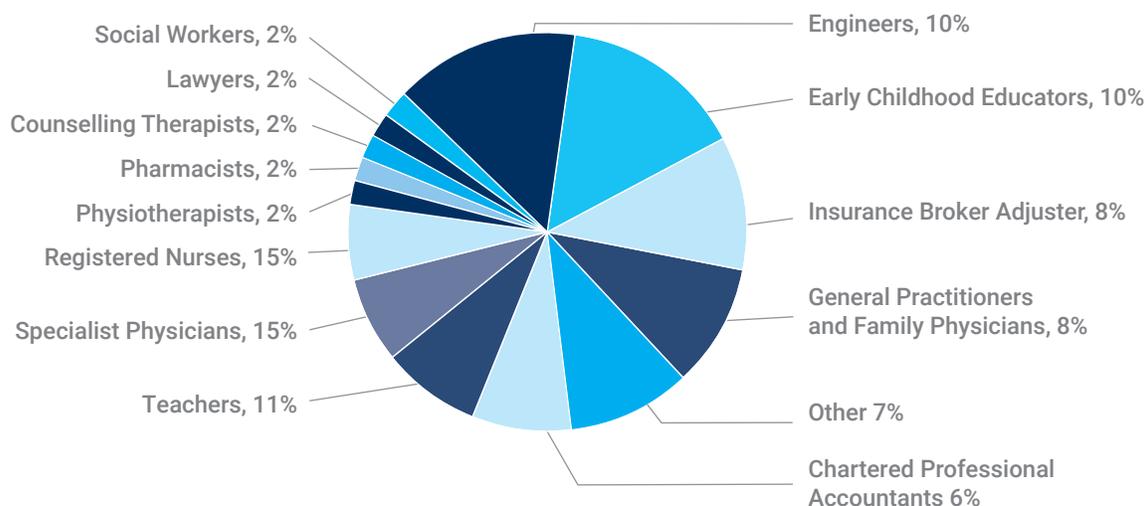
Distribution of Successful “International” Applications

“International” applications are defined as those submitted by applicants who include international credentials in their application to apply for registration (licensure) and are not currently registered (licensed) to practice anywhere in Canada.

In 2021, a total of 981 “International” applications were received (a 10% increase over 2020). Of these applications, and those that were in progress at the end of 2020, 610 were successful (decisions rendered to grant registration), which excludes applications received in 2021 but were still in progress in 2022. Of these 610 successful applications, 499 were reported with a country of origin, leaving 111 successful applications with “Unknown” countries of origins for their assessed qualifications. These “Unknown” countries were removed when calculating success rate based on country of origin to gain a more accurate rating.

As shown in Figure 7, Registered Nurses and Specialist Physicians represented the largest proportion of successful applications, each representing 15%. Half of all successful applicants were from health sector occupations.

Figure 7 – Distribution of the 610 successful “International” applications by occupation in 2021¹²



¹²There are 50 occupations and occupation groups in the ‘Other’ category, each representing less than 10 successful applications and includes: Pharmacists; Interior Designers; Geoscientists; Music Teachers; Land Surveyors; Audiologists and Speech Language Pathologists; Veterinarians and Veterinarian Techs.

As shown in Figure 8, in 2021, most successful “International” applications came from the U.S. (27%), India (15%) and the UK (13%). Applications were received from applicants with qualifications from 70 different countries.

Figure 8– Country of origin for successful “International” applicants in 2021¹³

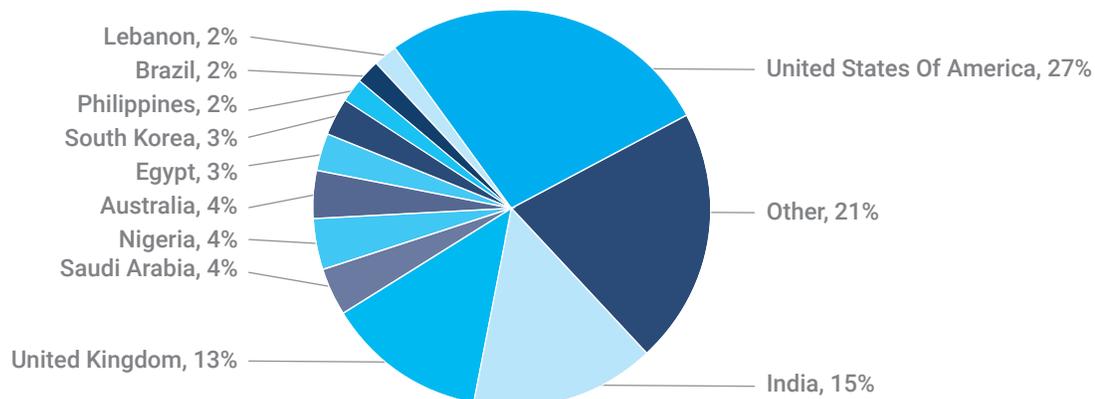


Table 4 below shows how the distribution of total “International” applicants by country of origin changed from 2020 to 2021 for the top five largest source countries, and for the ‘Other’ countries category. The increase in the proportion of applications from the US (from 9% in 2020 to 20% in 2021) was, by far, the largest increase with the only other increase among these top five countries being Nigeria (from 5% to 9%). The drop in the proportion of applications from the Philippines (from 11% in 2020 to 4% in 2021) was, by far, the largest decline, with India following as a close second (from 19% in 2020 to 14% in 2021).

Table 4 – Country of origin changes

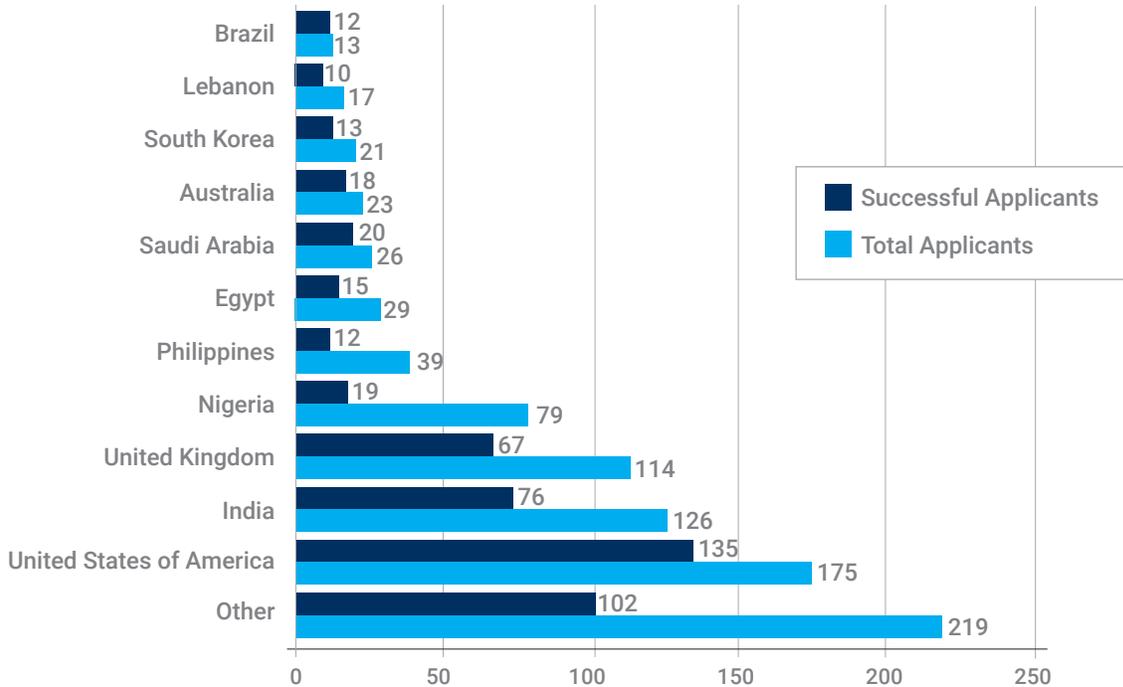
	2020	2021	Change (% points)
Other ¹⁴	22%	21%	-1
U.S.	9%	20%	+11
U.K.	14%	13%	-1
India	19%	14%	-5
Nigeria	5%	9%	+4
Philippines	11%	4%	-7

¹³ ‘Other’ category represents 59 different countries; the total number is based on 499 reported source countries which excludes 111 as “Unreported”, “Unknown”, or “Undeterminable” source countries.

¹⁴ The ‘Other’ category in Table 4 represents 58 countries for 2021 and 62 countries in 2020.

Figure 9 compares the number of total “International” applications received by country of origin (Top 11) with the number of successful applications. Success rates for “International” applicants are much lower than that for “New” and “Interprovincial” applicants as further detailed in the next section.

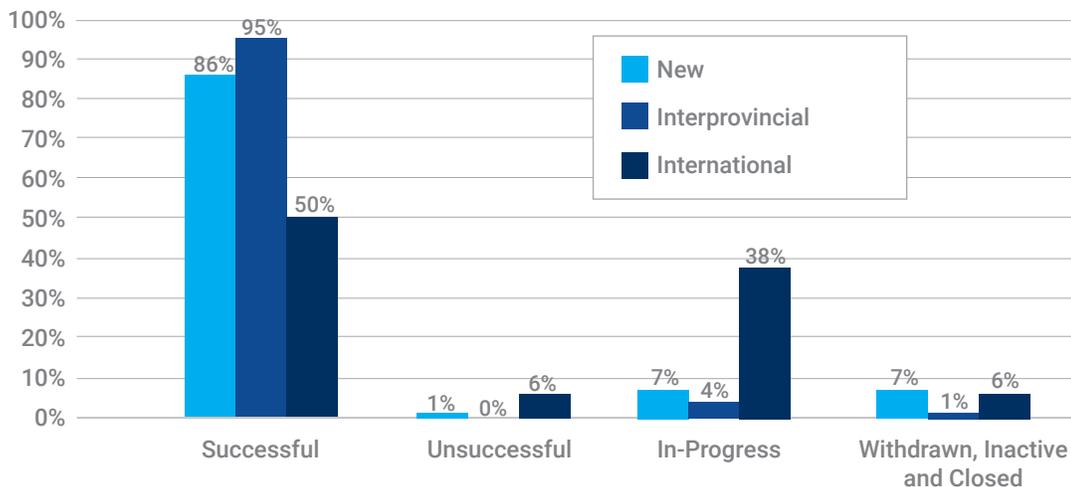
Figure 9 – Top 11 countries of origin for numbers of successful applications in 2021¹⁵



Success Rates

Figure 10 shows that “International” applications had lower success rates in 2021 than that of “New” and “Interprovincial” applications and had proportionately more applications still in progress at the end of 2021. The process of credential recognition and the extra time this entails is clearly a complicating factor for “International” applicants. This is further evident by the longer application processing times shown in Figure 11.

Figure 10 – Application success rates by application type in 2021

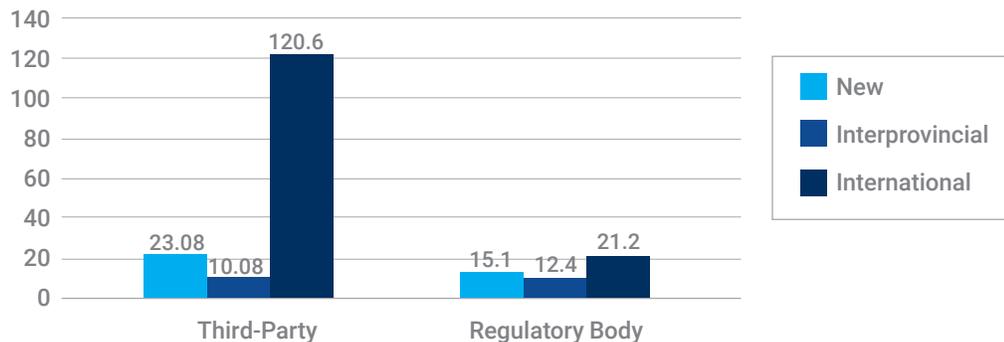


¹⁵ ‘Other’ category represents 59 different countries.

Application Processing Times

Figure 11 shows the average application processing times (in days), separated by third-party assessors and the regulatory body. The time captured from the date a completed application is received, to the date a registration decision is communicated back to the applicant, accounts for the regulatory body's processing time, while third-party processing time includes the average time spent to complete any third-party assessments, such as national exams and education credential assessments. Figure 11 shows that the average processing time for "International" applications is the longest to complete, with the majority of the processing time (about 85%) accounted for by third-party assessments.

Figure 11 – Average processing time by application stream (in days) for 2021



Compared to the prior year, the three application streams have changed from "Nova Scotia", "Domestic" and "International" to "New", "Interprovincial" and "International", respectively. Though these streams are generally the same, the description of each have varied slightly which are reflected in comparable Table 5. For example, the data captured for "Domestic" in 2020 included applicants who would be considered part of the "New" stream this year, as they obtained their education credentials in another province but applied to a Nova Scotian regulating body without first being registered in their credentialing province.

Table 5 shows the average application processing times (in days), from the date a completed application is received to the date a registration decision is communicated back to the applicant for each of the three application types. The processing times by the two processors (regulating bodies and third-party assessors) are shown separately. Total processing times are unfortunately unavailable and cannot be calculated by simply summing these two streams of processing times because application reviews and processing may happen concurrently.

Third-party processing time includes the average time spent to complete any third-party assessments, such as national exams and education credential assessments. Table 5 shows that regulating bodies rely on third-party assessors for all three application types but much more so for "International" applications.

The following are notable points from Table 5:

- 1) Processing times by regulating bodies declined significantly in 2021 as compared to 2020 for both “Interprovincial” applications (22% reduction to 12.4 days) and “International” applications (45% reduction to 21.2 days). However, processing times by regulating bodies remained relatively stable for “New” applications at a slight increase of 0.9 days (6% change) from 2020 to 2021.
- 2) Processing times for “International” applications were substantially longer than that of the other two streams. For example, in 2021, regulating bodies, on average, spent 1.5x longer processing “International” applications (21.2 days per application) than “New” applications (14.3 days per application). Similarly, regulating bodies spent 1.9x longer processing “International” applications than “Interprovincial” applications (11.4 days per application). However, this is an improvement over 2020, which saw even greater differences (2.7x and 2.4x respectively).
- 3) For “New” and “International” applications, the majority of the processing time was by third-party assessors in both 2020 and 2021. Some, though not all, of these third-party delays were explained in the additional comments by regulating bodies as exam postponements due to COVID, and the backlogs COVID created. For “Interprovincial” applications, regulating bodies spent more time processing than third-party assessors in both 2020 and 2021; which would indicate that most of these applications are guided by the CFTA in which credentials and third-party assessments are not required.

Table 5 – Average Application Processing times (# of days)

Applicant Type	2020	2021	Change	
			#	%
...by Regulating Bodies:				
New	14.2	15.1	0.9	6%
Interprovincial	15.9	12.4	-3.5	-22%
International	38.5	21.2	-17.3	-45%
...by Third-party Assessors:				
New	17.9	23.0	5.1	28%
Interprovincial	12.6	10.8	-1.8	-14%
International	54.4	120.6	66.2	122%*

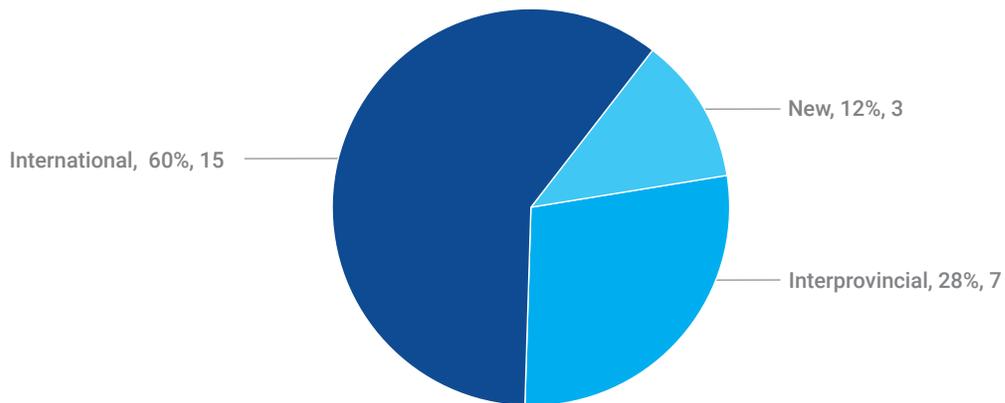
**This large increase can be attributed to two factors. Tracking the length of Third-party Assessors’ processing time is a new data point and had not been consistently tracked in previous years. There were also significant delays caused by exams being postponed.*

Internal Reviews/Appeals

Section 10 of the FRPA requires that regulating bodies provide an opportunity for applicants, who are initially unsuccessful, to appeal the original decision to not grant registration.

There were 25 appeals of application decisions in 2021. As shown in Figure 12, of these 25 appeals, 60% (15) were from “International” applicants, 28% (7) were from “Interprovincial” applicants and 12% (3) were from “New” applicants. At this time, it is unknown how many appeals were overturned as this data is not collected.

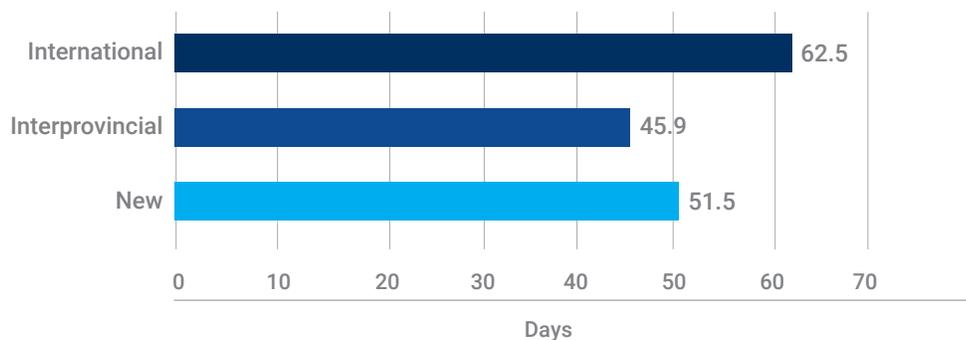
Figure 12 – The 25 internal reviews in 2021 by application type



Processing time for an internal review refers to the total time for all stages of the internal review process, from the time the applicant makes a request for review of the decision until the time the final decision is communicated to the applicant.

Figure 13 shows the processing times for the 25 internal reviews conducted in 2021. It shows that, on average, the length of time taken for internal reviews of “International” applications (62.5 days) was longer than that of both “New” applications (51.5 days) and “Interprovincial” applications (45.9 days).

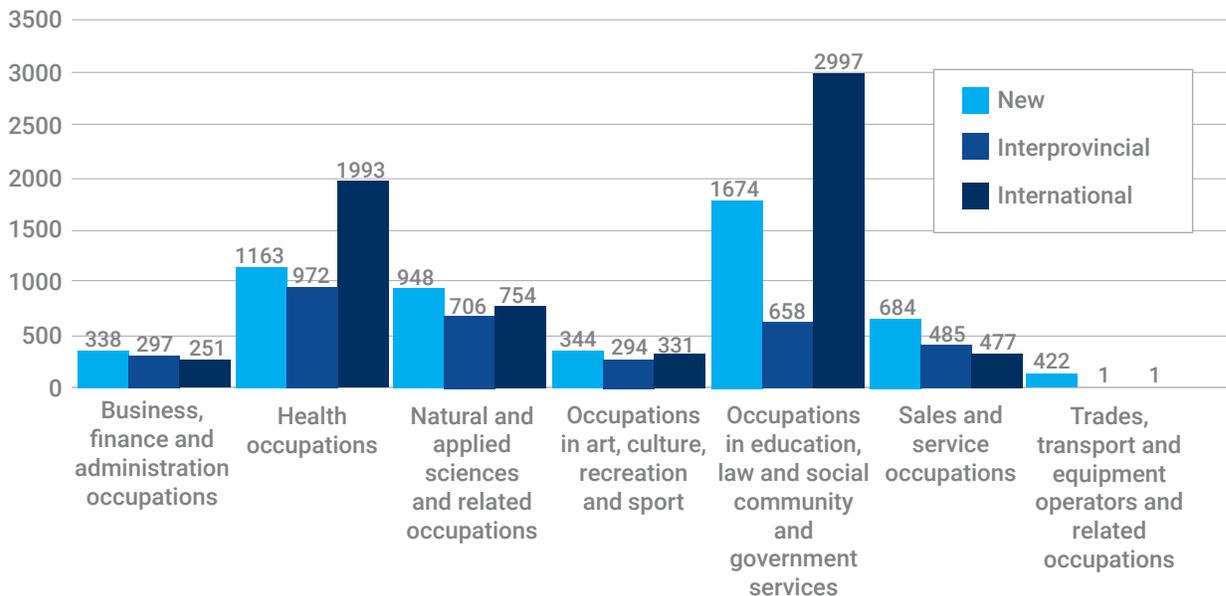
Figure 13 – Length of internal review process (in days)



Application Processing Fees

Figure 14 shows the costs that applicants incur from the application process. These include costs paid to the regulating body and those paid to third-party assessors (out of 49 regulating bodies, 20 use third-party assessors). Applicants in the health education, law and social, community, and government services sectors have, on average, the highest fees associated with becoming a registered member. “International” applicants paid significantly higher fees in the health sector as well as those in education and law and social sectors.

Figure 14 – Average application processing fees (\$dollars)



Occupations in the Health Sector

Occupations in the health sector are in demand in Nova Scotia. Therefore, the 2021 FRPA Annual Report includes additional information that will focus on the occupations of nursing (RNs, LPNs, NPs), Physicians (Specialists and General Practitioners), Medical Lab Technologists, mental health (Psychologists, Social Workers, Counselling Therapists), Paramedics, and the lesser known in demand health sector occupations of Denturists, Dental Technicians, and Midwives.

Figure 15 shows the total number of registered members by occupation in 2021. Registered Nurses, Licenced Practical Nurses and Specialist Physicians have the highest total number of registered members in Nova Scotia. There has been a decline of registered members for Registered Nurses (10,880) since 2020, and an increase of registered members for Licenced Practical Nurses (4469) since 2020. An increase or decrease in registered members for Specialist Physicians cannot be concluded as the regulatory body did not break down membership in 2020 per occupation as reported in 2021.

Figure 15 – # of registered members of in demand health sector occupations

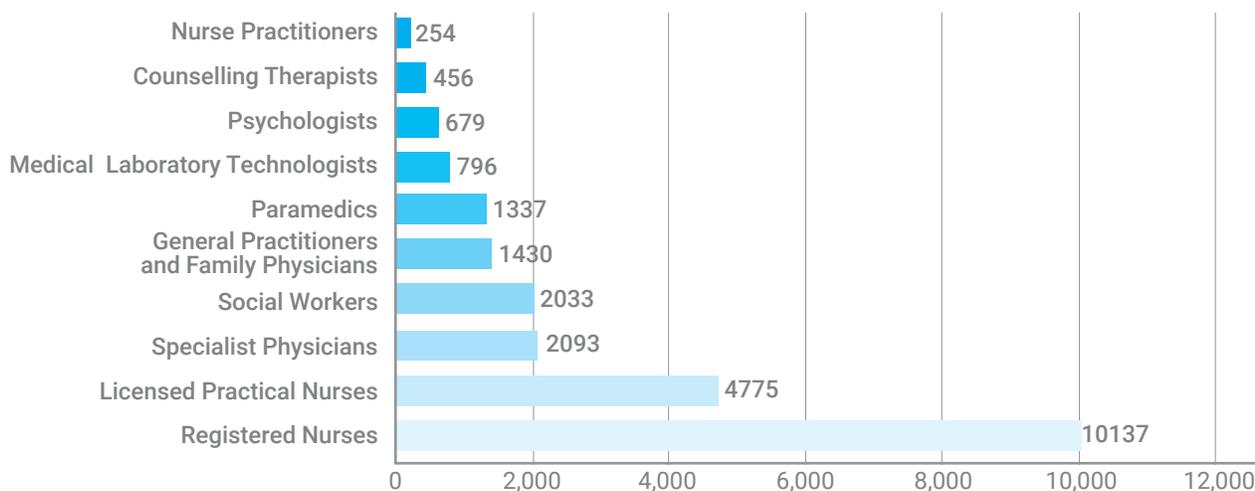


Figure 16 shows the number of successful applications of in demand health sector occupations according to the three streams of applicant type. Successful applications also included applications that were still in progress at the end of 2020. The number of successful applications for Licenced Practical Nurses for “New” and “Interprovincial” streams were comparable, the majority of successful Specialist Physician applications were from the “Interprovincial” stream, and the majority of successful Registered Nurses applications were from the “New” stream.

Figure 16– Successful applications by stream of in demand health sector

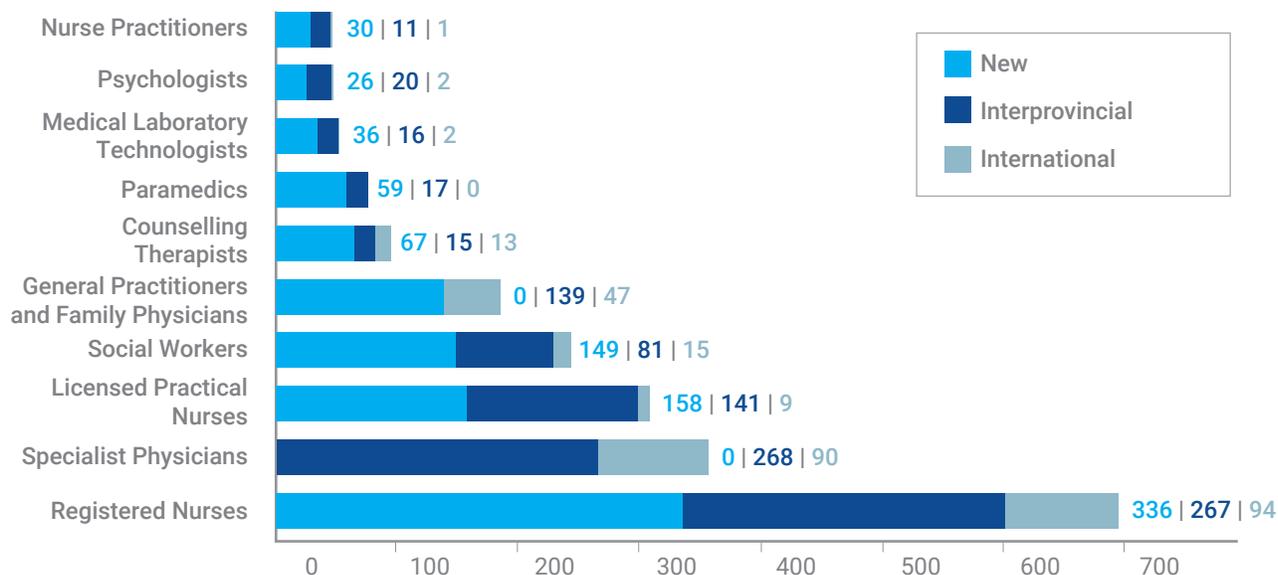
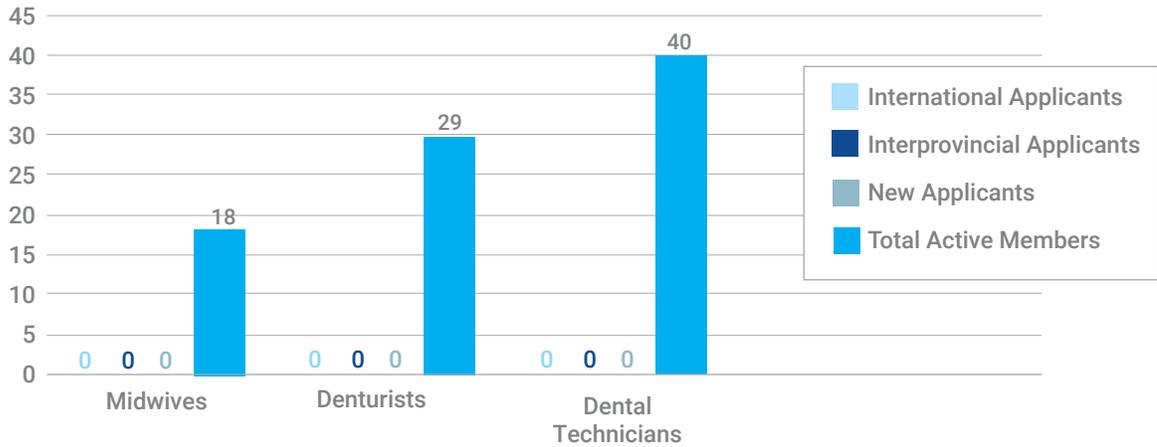


Figure 17 indicates the need for more Dental Technicians, Denturists, and Midwives as they are the health sector occupations with the least amount of registered members. Suggesting the need for these health care occupations has been gathered by analyzing registration trends in Nova Scotia. For example, in Manitoba and Saskatchewan there are approximately 300 and 200 Midwives per province respectively¹⁶, where in Nova Scotia there are less than 20. Denturists have not had an application in three years and the median age is 56.7¹⁷. In 2016 there were 135 registered Dental Technicians. In 2021 this number is now down to 40.

Figure 17 – Successful applications by stream and total active members of lesser known in demand health sector occupations



* Successful applications also included applications that were still in progress at the end of 2020

In the following figures, depicting applications, it is important to note the difference between the total number of applications and the number of successful (granted registration) applications are due to some applications received were unsuccessful, some were withdrawn by the applicant, and/or some are still in progress.

As indicated by Figures 18 and 19, Nigeria, United Kingdom, the United States of America, Saudi Arabia, and India round out the top 5 source countries for “International” applications for Specialist Physicians and General Practitioners and Family Physicians.

¹⁶[Job outlooks for Allied primary health practitioners - Job Bank](#)

¹⁷[Denturists | Careers Nova Scotia](#)

Figure 18 – Total applications and successful applications of Specialist Physicians by country (Top 10)

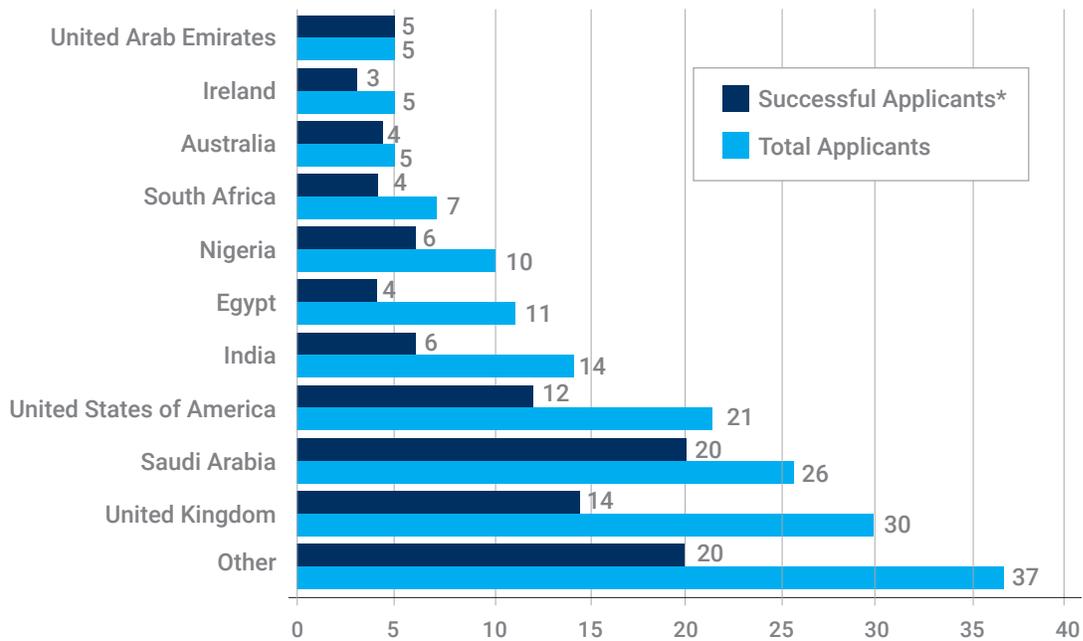
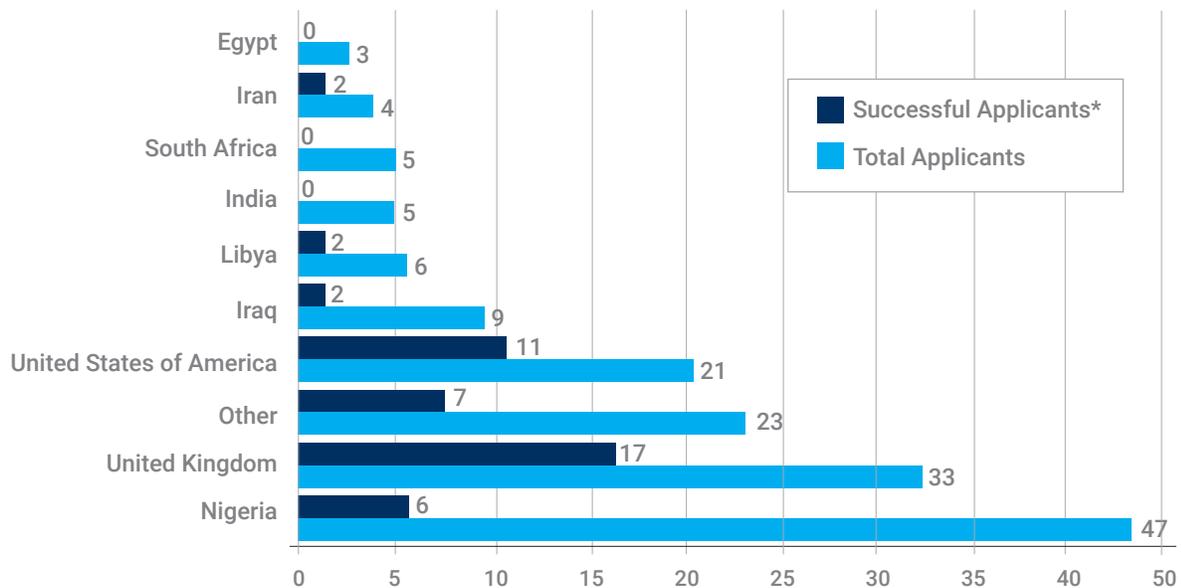


Figure 19– Total applications and successful applications of General Practitioners and Family Physicians by country (Top 10)



* Successful applications also included applications that were still in progress at the end of 2020

Figures 20 and 21 indicate the source country for Registered Nurses and Licenced Practical Nurses applications were largely unknown, however, of the source countries that were reported, the top source countries were the Philippines, India, United States, Nigeria, and the United Kingdom. A majority of the unknown source countries is a result of the number of applications that were deemed in progress at the conclusion of the reporting period, as well as the regulating bodies not collecting that information in their application process. For registered nurses the 'Other' category represents The Gambia, Kenya, Jordan, Dominica, Singapore, Iran, Australia, and Jamaica.

Figure 20– Total applications and successful applications of Registered Nurses by country (Top 10)

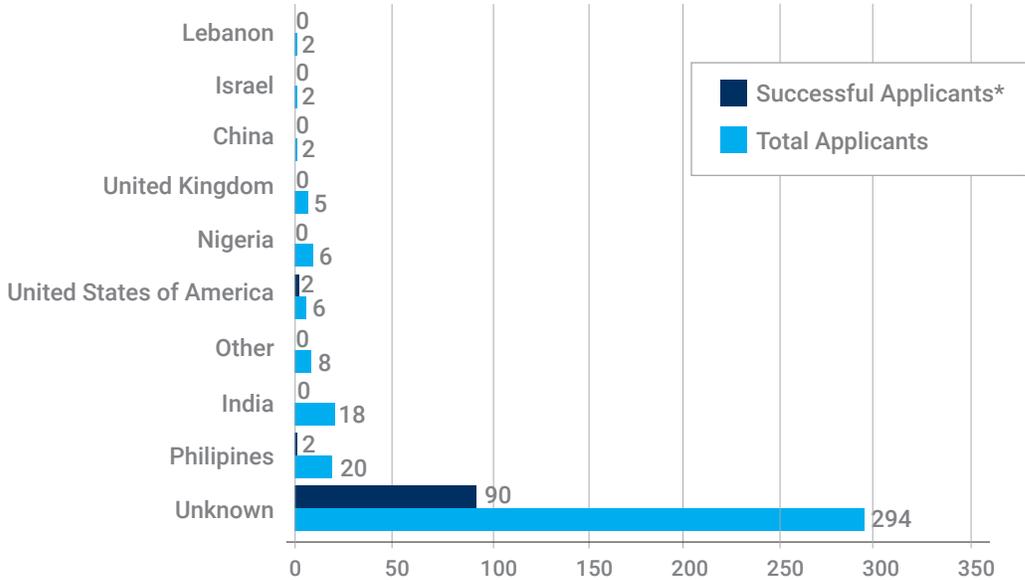
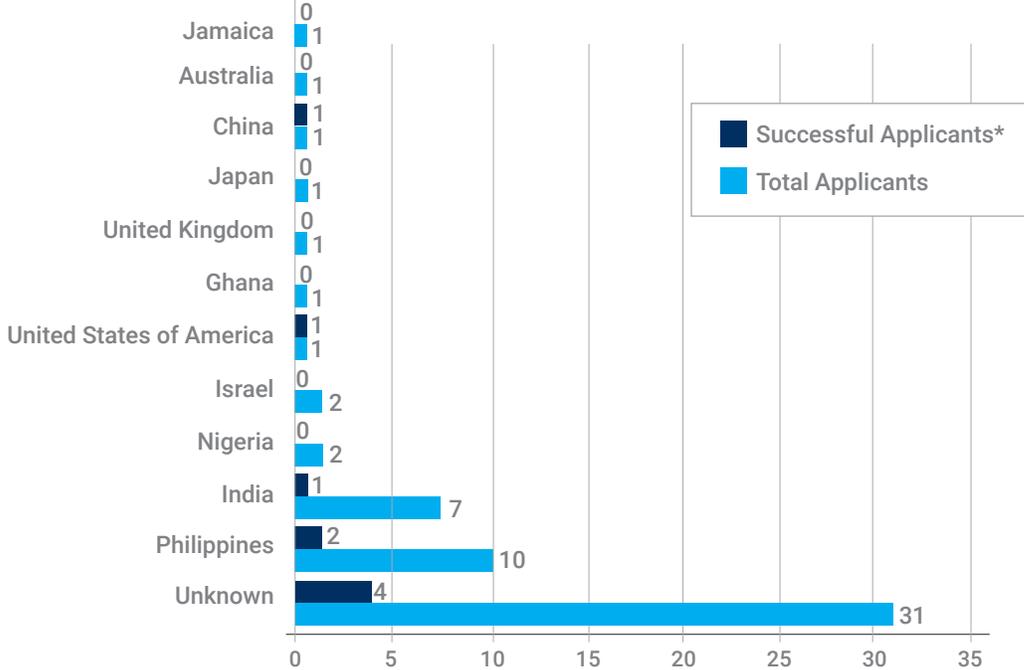


Figure 21– Total applications and successful applications of Licensed Practical Nurses by country (Top 10)



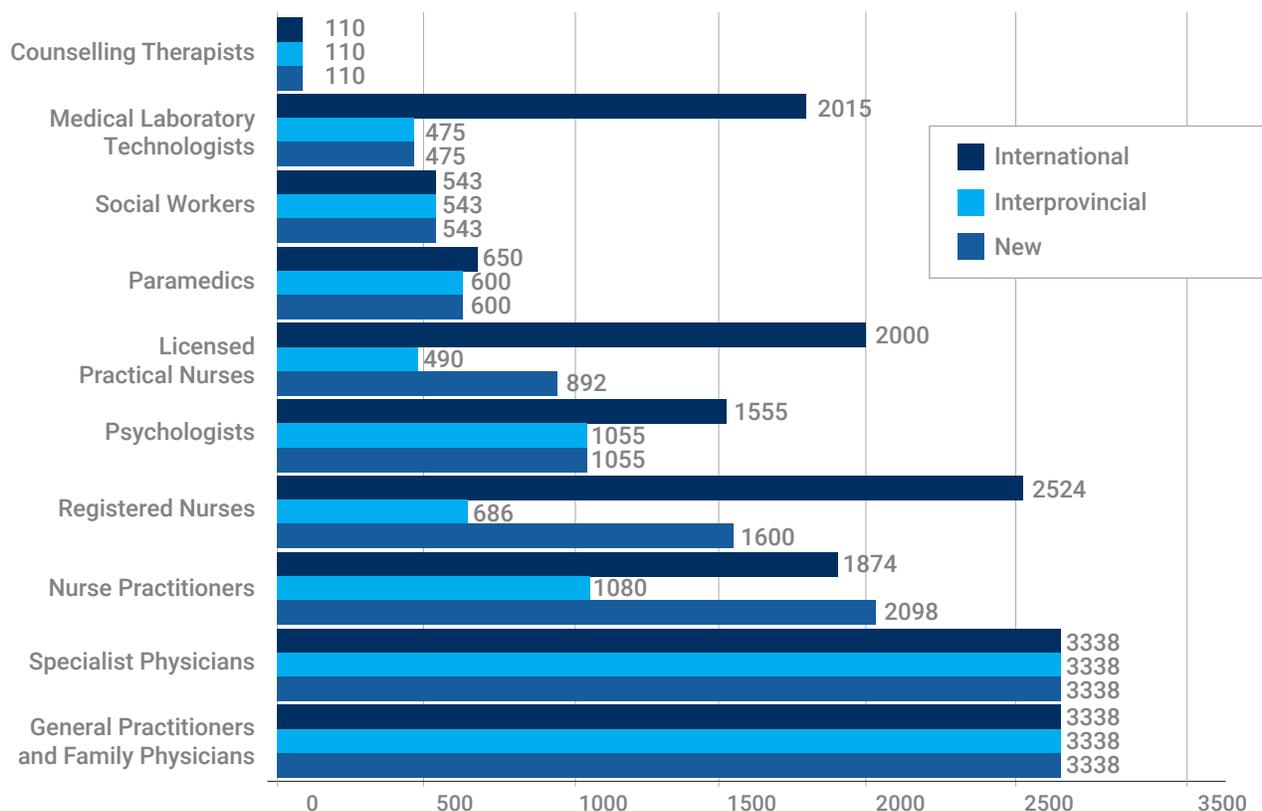
* Successful applications also included applications that were still in progress at the end of 2020

Medical Laboratory Technologists only saw two “International” applications in 2021, one from Sudan and one from China, both of which were successful.

For the mental health sector, which includes Social Workers, Psychologists, and Counselling Therapists, of the 32 “International” applications received, 31 were successful. Of those which were successful, 20 or 62.5%, were applications with the source country of the United States of America.

As indicated in the processing fee data, the cost of registering in the health sector is significant. Figure 22 shows the average costs of the three streams of applications broken down by occupation. General Practitioners and Family Physicians, Specialist Physicians, and Nurse Practitioners have the highest health sector registration costs in Nova Scotia.

Figure 22– Average costs associated with becoming a registered member by stream.



2021 FRPA Reviews

FRPA review reports support the overarching purpose of the FRPA, which is to ensure that the registration practices of regulating bodies: “...are **transparent, objective, impartial and procedurally fair.**”

Subsection 16(2) of the FRPA requires that every regulating body

“...review its registration practices in accordance with this Section and shall file a report on the results of the review with the Review Officer...”

...and following the initial review (“first report”), which has already been completed and submitted by all regulating bodies currently subject to the FRPA, Subsection 16(8) requires that subsequent reports:

“...must be filed every five years ...unless the Review Officer, based on an assessment of the information provided in a report, specifies a more frequent reporting”.

Results of the FRPA reviews initiated in 2020 and 2021 are summarized in Table 1 (Executive Summary), which shows that 196 areas of non-compliance (140 in 2020 and 56 in 2021) were identified across the 26 FRPA reviews (15 in 2020 and 11 in 2021). All 196 areas of non-compliance are either on a scheduled path to compliance (“in progress”) or have since been brought into compliance (“resolved”). At the time of the publishing of this report, all 56 areas of non-compliance identified in the 2021 reviews were still in progress.

In terms of the proportion of reviews that identified compliance areas, 2021 (7/11 = 64%) was a significant improvement over that of 2020 (15/15 = 100%). However, the number of compliance concerns identified (average per FRPA review) is not comparable between or within the two years because of changes in the way these compliance areas were counted/bundled. (For a more detailed explanation and a list of compliance areas, see Table 7).

Table 6 lists the 11 regulating bodies that had FRPA reviews initiated in 2021. It shows that seven of these reviews identified areas of non-compliance, and therefore, required action plans to address them, and four did not. On average, it took 8.8 months to complete a FRPA review.

Table 6 – FRPA Reviews Initiated in 2021

Regulating Body:	FRPA Review			Areas of Non-Compliance Identified* (Required Action Plan)
	Date Initiated: (all 2021)	Date Complete: (Report Signed):	Months to Complete	
Chartered Professional Accountants of NS	Dec 01	Jun. 29, 22'	6.9	NO
College of Occupational Therapists of NS	Dec 01	Jun. 20, 22'	6.6	NO
College of Paramedics NS	May 18	Mar. 31, 22'	10.4	YES
Licensed Professional Planners Association of NS	Feb 17	Nov. 26, 21'	9.3	YES
NS Association of Architects	Dec 01	May. 06, 22'	5.1	NO
NS College of Audiologists & Speech Language Pathologists	May 18	Mar. 28, 22'	10.3	NO
NS College of Dispensing Opticians	Feb 17	Oct. 12, 21'	7.8	YES
NS College of Optometrists	May 18	Mar. 25, 22'	10.2	YES
NS Real Estate Appraisers Association	Feb 17	Nov. 09, 21'	8.7	YES
NS Registered Music Teachers Association	Feb 17	Mar. 21, 22'	13.1	YES
Society of Certified Engineering Technicians & Technologists of NS	Dec 01	In Progress	In Progress	YES

* A total of 56 areas of non-compliance were identified across the seven regulating bodies that required Action Plans (as noted by the “YES”). No compliance issues were identified in the remaining four (as noted by the “NO”)

Table 7 summarizes the 56 areas of non-compliance identified by the 2021 FRPA reviews across the seven regulating bodies noted in Table 6 with identified areas of non-compliance. Compliance issues related to the “Internal Reviews Process” (19) and associated required training (5) was the largest accounting for 43% of the total (24 of the 56). Section 10 of the FRPA requires that all regulating bodies have an internal review process and details specific requirements.

The “Registration Process, Requirements, and Communications” was the next largest area of non-compliance comprising of 23% of the total (13 of the 56). This included non-disclosures of allowances and credential recognition available to applicants including “Interprovincial” and “International” applicants.

Table 7 – Compliance Areas Identified in FRPA Reviews Initiated in 2021

Topics of FRPA Review Questions / Areas of Non-compliance*:	Areas of Non-Compliance Identified*	
	#	%
Internal Review Process	19	34%
Registration Process, Requirements, and Communications - New Applicants - International Applicants - Interprovincial Applicants	13	23%
Internal Review Training	5	9%
Accommodation Practices for Applicants with a Disability	4	7%
Assessment Criteria	4	7%
Allowance for Alternative Documentation	3	5%
Communicating Registration Decisions	3	5%
Registration Process Fees	2	4%
Access to Registration Records	2	4%
General Support Provided During the Registration Process	1	2%
TOTAL	56	100%

* An “area of non-compliance” refers to a single response to a FRPA review question where one or more specific violations with the FRPA have been identified. The numbers of FRPA review questions (maximum possible compliance areas identified per review) have changed within 2021 from 15 to 12.

All seven of the regulating bodies with areas of non-compliance (as noted in Table 7) have committed to bringing their respective areas into compliance by submitting signed action plans with specific actions and timelines to address these areas. This detailed information (the 11 FRPA review reports, including seven Action plans, noted in Table 7) are, or will soon be (one is still “in progress”), published on the FRPA website (<https://novascotia.ca/lae/fair-registration-practices/>) pursuant to Subsection 16(11) of the FRPA. Progress reports on the seven action plans will also be published once received (due one year after each action plan was finalized). Full compliance is expected to be demonstrated in these reports, which should be achieved by the committed dates shown in these action plans, which are well before the one-year anniversary.

FRPA Professional Development

In the winter of 2021, two professional development events were organized to support our regulating bodies. On January 19th, The role of regulators and systemic racism was facilitated by Shamira Madhany of World Education Services. Also, in February a mini-series (February 3rd, 10th and 17th) was organized that examined the topics of credential assessment and alternative documentation that included assessment and recognition procedures in Canada, substantial difference in registration practices, and a live panel discussion featuring the experience of regulators in Nova Scotia. The mini-series was hosted by the Canadian Information Centre for International Credentials (CICIC).

FRPA Quarterly Meetings

In 2021, four FRPA Quarterly Meetings were held to support regulating bodies, to build rapport, and to maintain connections. Each quarterly meeting included regular updates and introductions or improvements to the review and/or annual reporting. The topics of the four quarterly meetings included: *Recognition of Prior Learning (RPL) and International Qualification Recognition (IQR) Funding Programs, Understanding and Supporting the Requirements of the Canadian Free Trade Agreement (CFTA), Immigrating to Nova Scotia, and the Annual Survey Data Collection.*

Topics for each quarterly meeting are developed and organized based on the feedback and/or trends provided by and/or indicated by regulating bodies.

Accompanying the quarterly meetings, the FRPA newsletter provides quarterly meeting information, messages from the FRPA Review Officer, and external professional development opportunities for regulatory bodies. It continues to be a consistent resource of information to regulating bodies. Before each meeting, the FRPA newsletter is distributed to regulating bodies and published on the [FRPA website](#).

Continuous Improvement and Consultations

The ways in which the FRPA is administered has been on a continuous path of improvement since it came into force in 2009 and this trend will continue. Much of the improvements are the result of consultations (formal and informal) with regulating bodies. Consultations with (and feedback from) regulating bodies that resulted in improvements in 2021 included those through:

- the FRPA Advisory Committee (now disbanded);
- the legislative review conducted by Research Nova Scotia in 2019; and
- regular FRPA meetings and interactions (including quarterly FRPA meetings)

Improvements made to the administrative processes of the FRPA in 2021 included the following:

- FRPA review questions were reduced (from 20 to 15 to 12 – now down to 10 in 2022) and are mapped to legislative requirements with clear compliance criteria that are viewable to regulating bodies for greater transparency;
- annual FRPA survey questions were reduced (from 12 to eight);
- improvements to templates and resources available to regulating bodies as published on the [FRPA website](#); and
- improvements to internal administrative processes including tracking and reporting capabilities.

Each of the above improvements ultimately makes it easier for regulating bodies to comply with the FRPA and to report on compliance through FRPA review reports (for individual regulating bodies and annual reports (for all regulating bodies). They also support the broader government commitment to reducing administrative burden (“red tape reduction”).

FRPA Advisory Committee

The FRPA Advisory Committee has provided valuable insight and advice on the administration of the FRPA since its inception in 2009. Since the administration of the FRPA is now well established, the Committee has fulfilled its purpose and was disbanded in 2021.

Many of the committee members have been involved since the inception of the FRPA and have contributed countless hours of review, consultation, and expertise. We are very grateful for the work completed by the Committee and will continue to apply their knowledge in future iterations of FRPA administration.

Regulating bodies will continue to be consulted through other means, which may include consulting focus groups of regulating bodies on specific initiatives.

Appendix A

Counts and Names of Regulating Bodies, Trades and Occupations

Regulating bodies are as outlined in the [FRPA Act](#):

- Schedule A – Self-regulating bodies (non-government); and
- Schedule B – Government Regulating bodies.

Total counts of regulating bodies and their associated occupations and trades, at the time of publication of this report, are as noted in the table below:

Regulating Body Type:	Regulating Bodies currently subject to the FRPA	# of Trades	# of Occupations
Self Regulating	41	0	48
Government Regulating	8	21	14
Total	49	21	62

All regulating bodies submitted Annual Surveys covering the year 2021.

The names of each regulating body and their associated occupations/trades that they regulate (all of which are subject to the FRPA), which make up the counts in the table above are listed in the two tables that follow:

Schedule A – Self Regulating Bodies	Occupation/ Trade
Association of Interior Designers of NS	Interior Designers
Association of NS Land Surveyors	Land Surveyors
Association of Professional Engineers of the Province of NS	Engineers
Association of Professional Geoscientists of NS	Geoscientists
Board of Registration of Embalmers and Funeral Directors	Embalmers Funeral Directors
Chartered Professional Accountants of NS	Accountants
College of Occupational Therapists of NS	Occupational Therapists
College of Paramedics of NS	Paramedics
College of Physicians and Surgeons of NS	General Practitioners and Family Physicians Specialist Physicians/Surgeons
Cosmetology Association of NS	Estheticians Hairstylists
Denturist Licensing Board	Denturist
Licensed Professional Planners Association of NS	Licensed Professional Planners
Midwifery Regulatory Council of NS	Midwives
NS Association of Architects	Architects

NS Association of Real Estate Appraisers	Real Estate Appraisers
NS Barristers' Society	Lawyers
NS Board of Examiners in Psychology	Psychologists
NS College of Audiologists and Speech-Language Pathologists	Audiologists Speech-Language Pathologists
NS College of Chiropractors	Chiropractors
NS College of Counselling Therapists	Counselling Therapists
NS College of Dispensing Opticians	Dispensing Opticians
NS College of Medical Imaging and Radiation Therapy Professionals	Medical Imaging and Radiation Therapy Professionals
NS College of Medical Laboratory Technologists	Medical Laboratory Technologists
NS College of Nursing	Licensed Practical Nurses Nurse Practitioners Registered Nurses
NS College of Optometrists	Optometrist
NS College of Pharmacists	Pharmacists
NS College of Physiotherapists	Physiotherapists
NS College of Respiratory Therapists	Respiratory Therapists
NS College of Social Workers	Social Workers
NS Dental Hygienists' Association	Dental Hygienists
NS Dental Technicians Association	Dental Technicians
NS Dietetic Association	Dietitians & Nutritionists
NS Institute of Agrologists	Agrologists
NS Real Estate Commission	Real Estate Agent
NS Registered Barbers Association	Barbers
NS Registered Music Teachers Association	Music Teachers
NS Securities Commission	Securities Agents, investment dealers, and brokers
NS Veterinary Medical Association	Veterinarians
Provincial Dental Board of NS	Dental Assistants Dentists
Registered Professional Foresters Association of NS	Foresters
Society of Certified Engineering Technicians and Technologists of NS	Engineering Technicians & Technologists
Total Self-Regulating Bodies: 41	Total Occupations: 48

Schedule B – Government Regulating Bodies	Occupation/ Trade (“Trades” are in Bold)
Minister of Education and Early Childhood Development - Office of Teacher Certification	Teacher
Minister of Education and Early Childhood Development - Early Childhood Educators	Early Childhood Educator
Minister of Environment and Climate Change	On-Site Sewage Disposer Pesticide Applicator Petroleum Storage Tank Installer Pump Installer Water & Wastewater Operator Well Diggers Well Drillers
Minister of Finance and Treasury Board	Insurance agents/brokers/adjusters
Minister of Labour, Skills and Immigration - Nova Scotia Apprenticeship Agency (All associated professions are “Trades”)	Auto Body Collision Technician Automotive Service Technician Boilermaker Bricklayer Communications Cabling Construction Electrician Oil Heat System Technician Plumber Refrigeration and Air Conditioning Mechanic Sheet Metal Worker Sprinkler Fitter Steamfitter/Pipefitter Truck and Transport Mechanic
Minister of Labour, Skills and Immigration -Technical Safety Division (All associated professions are “Trades”)	Amusement Device Mechanics Blasters Crane (“Mobile”) Operators Crane (“Tower”) Operators Elevating Device Mechanics Gas Fitter (Gas Technicians & Operators) High Pressure Welder Power Engineers
Minister of Natural Resources and Renewables	Hunting & Fishing Guides Timber Scaler
Minister of Service Nova Scotia and Internal Services	Hearing Aid Salesperson Mortgage Brokers
Total Government Regulating Bodies: 8	Total Occupations: 14 Total Trades: 21 Total: 35

