



COLLEGE OF  
**Optometrists**  
OF ONTARIO

# **ANNUAL REPORT 2018**

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# VISION

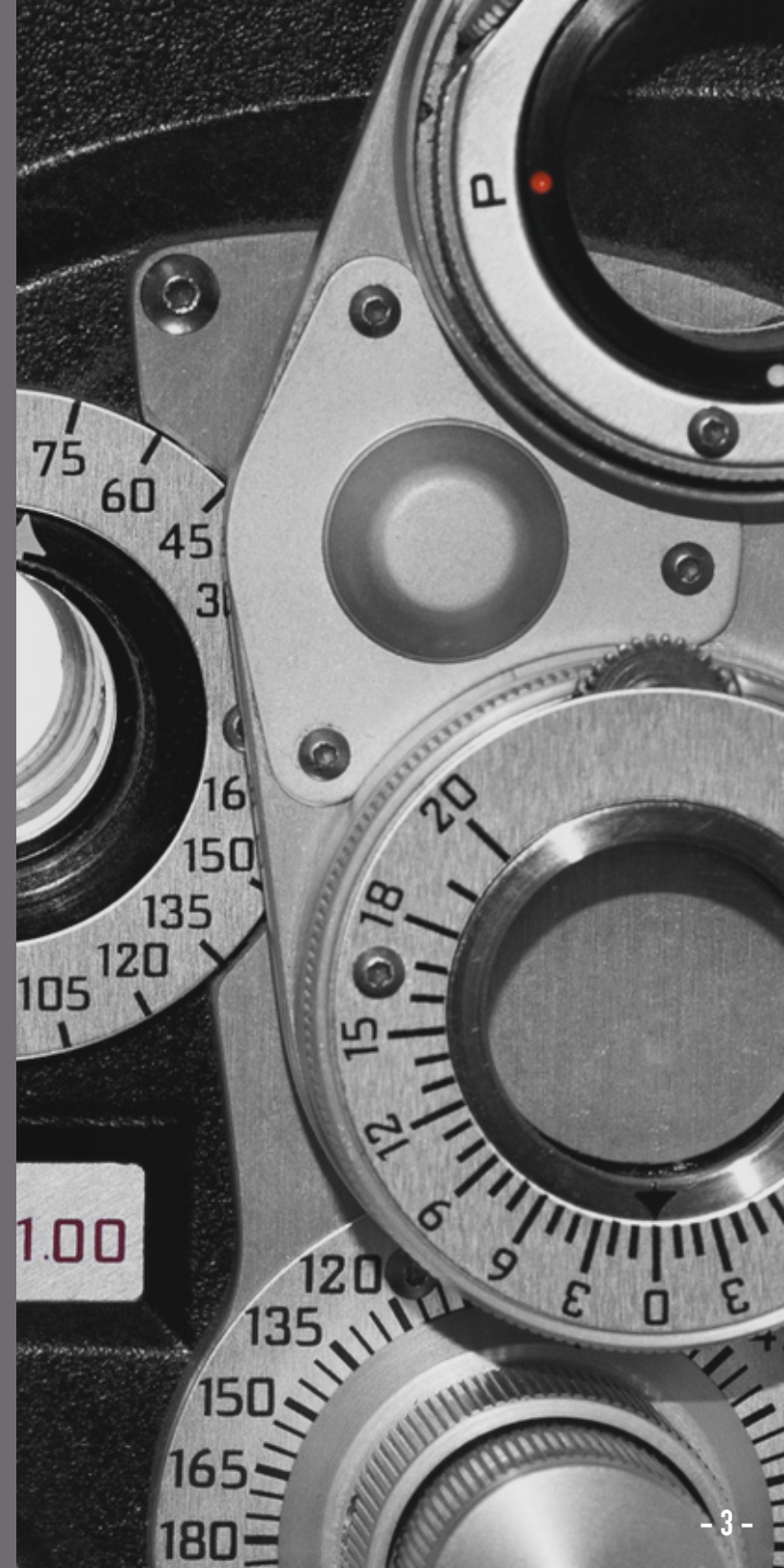
The best eye health and vision for everyone in Ontario,  
through excellence in optometric care.

# MISSION

To serve the public by regulating Ontario's optometrists.  
The College uses its authority to guide the profession in the  
delivery of safe, ethical, progressive and quality eye care at  
the highest standards.

## Our role in ensuring optometrists provide quality patient care includes:

- 👁️ setting the qualifications required to enter practice;
- 👁️ setting the conditions to maintain registration;
- 👁️ developing quality assurance programs to promote clinical excellence;
- 👁️ promoting safe and ethical practice by our members;
- 👁️ developing professional and ethical standards and guidelines; and
- 👁️ responding openly, fairly and with authority when complaints arise.



# PRESIDENT'S MESSAGE



**Dr. Pooya Hemami**

**As the regulatory body overseeing optometry in Ontario, the College's role is to ensure the public is receiving safe, ethical, and quality eye and vision health care that meets the highest standards. The public interest is at the heart of everything we do and who we are.**

Ensuring public safety can look like a lot of things – from ensuring optometrists are keeping current with the latest clinical knowledge through our continuing education (CE) policies; to engaging in rigorous and fair registration, complaints and discipline processes; and even making sure that we, as the College, are an effective, well-managed, and efficient regulatory body.

In addition to our work with optometrists and the public, we took some time in 2018 for self-reflection and self-improvement: Council underwent a complete governance review that included evaluating committee composition; assessing our Council and committee evaluation and Council election processes; and initiating a new strategic plan. Through this review, we created the Audit, Finance and Risk Committee, the Governance/Human Resources Committee, as well as the ad hoc Strategic Planning Committee, which will oversee upcoming work on a new strategic plan. We are also modernizing the way we recruit and select College volunteers.

Council also struck a Quality Assurance (QA) subcommittee to independently review our QA program and determine if it is in keeping with our mandate, goals and objectives.

In addition to this important governance work, 2018 highlights include:

## **CE Audit**

The previous CE cycle ended December 2017. This was the first audit cycle that made use of the OE Tracker and it was well received by members. The OE Tracker process provides a much more efficient way to document members' education history and ensure full compliance, which enhances public assurance in the CE process while greatly reducing staff overhead burden in the audit process and overall audit times. Our new cycle runs from January 2018 to December 2020.

## **Internet Dispensing**

Another important milestone in 2018 was the January court decision in favour of our joint application with the College of Opticians of Ontario seeking an injunction against B.C.-based Essilor Group of Canada Inc./Clearly from unlawfully dispensing prescription eyewear in Ontario over the internet without following provincial legislation. The decision emphasized our key position that, while the internet can be an important tool in vision care, dispensing corrective lenses in Ontario without the involvement of a licensed, Ontario-based optometrist, physician or optician is against the legislation.

# PRESIDENT'S MESSAGE

This decision reflected several years of work on behalf of both colleges to protect patient safety and ensure the public receives the best eye care.

Essilor/Clearly filed an appeal in March 2018 and, in April 2019, the Court of Appeal granted the appeal. Both colleges continue to review this decision.

## Designated Drugs Act

One of our main goals is to ensure patients have greater access to existing and emerging treatments as they become available. In 2017, we submitted amendments to the Optometry Act and its Designated Drugs and Standards of Practice Regulation to the Ministry of Health and Long-Term Care that, among other things, would allow Ontario optometrists to prescribe all oral and topical drugs approved by Health Canada that fall within their scope of practice. We continue working toward this goal and are committed to collaborating with government and stakeholders to move forward on these amendments.

## National Board of Examiners in Optometry (NBEO) Examination Considered as Alternate Standards Assessment

The College started a process to consider the NBEO series of examinations as an approved alternate standards assessment for registration purposes. We actively sought a broad level of stakeholder feedback, which led to Council's decision to approve the exam in early 2019. Irrespective of this decision, the College is committed to ensuring that candidates can access a standards assessment examination that is offered in both official languages and may be taken, in its entirety, in Canada.

Looking over these achievements, I would like to take this opportunity to say a special word of thanks to our outgoing Registrar, Dr. Paula Garshowitz, whose tenure will end in mid-2019. Since taking over as Registrar in 2011, Dr. Garshowitz has provided principled and effective leadership of the College's operations while enhancing stakeholder relations.

I look forward to continuing the College's important work into 2019 and to working with Council, committee members, QA assessors, coaches and College staff who all help ensure optometric excellence in Ontario. The work being done to create a new strategic plan is especially exciting and will ensure we're flexible in a changing climate and responsive to the public's needs.

Dr. Pooya Hemami,  
President  
College of Optometrists of Ontario





# COLLEGE COUNCIL AND COMMITTEES

## WHO WE ARE

The College is overseen by a Council of 17 to 18 members: 10 elected optometrists, one of which is an elected faculty member from the University of Waterloo School of Optometry and Vision Science, and up to eight government-appointed public members.

Functioning as a Board of Directors, the Council creates policy, determines the strategic plan, and provides leadership and guidance to ensure public safety.



## 2018 COUNCIL:

Dr. Pooya Hemami, President  
Dr. Richard Kniaziew, Vice-President  
Dr. Patrick Quaid, Treasurer  
Dr. Linda Chan  
Dr. Bill Chisholm  
Dr. Patricia Hrynchak  
Dr. Dino Mastronardi  
Dr. Kamy Morcos  
Dr. Christopher Nicol  
Dr. Areef Nurani

## PUBLIC MEMBERS APPOINTED BY THE LIEUTENANT GOVERNOR IN COUNCIL

Ms. Maureen Chesney  
Mr. Bashar Kassir  
Mr. Hsien Ping (Albert) Liang  
Ms. Irene Moore  
Ms. Luisa Morrone  
Ms. Ellen Pekilis  
Mr. Brian Rivait  
Mr. John Van Bastelaar

# EXECUTIVE COMMITTEE

## WHO WE ARE

Dr. Pooya Hemami (Chair)

Dr. Richard Kniaziew

Mr. Hsien Ping (Albert) Liang  
(August 2018-January 2019)

Ms. Irene Moore (to August 2018)

Dr. Areef Nurani

Dr. Patrick Quaid

Mr. Brian Rivait

Mr. John Van Bastelaar

### Staff support:

Dr. Paula Garshowitz, Registrar

Mr. Justin Rafton, Policy Analyst

## WHAT WE DO

The Executive Committee works with the Registrar to ensure that College resources are allocated properly, and that staff and committees are advancing College work and supporting Council priorities.



# 2018 HIGHLIGHTS

## OUTREACH

The Committee plays an active role in the optometric regulatory community throughout North America. Outreach is an excellent way to exchange information and keep up with the latest issues affecting health-care regulation.

In 2018, Executive members and staff met with:

- the Federation of Optometric Regulatory Authorities of Canada (FORAC) to discuss entry-to-practice matters and specialization concepts, among other topics;
- the Association of Regulatory Boards of Optometry (ARBO) to explore its annual general meeting theme: demands and opportunities presented by the evolution of regulation; and
- the Ontario Association of Optometrists (OAO), where we discussed issues affecting the regulation of the profession, including proposed amendments to drug-prescribing authority and scope expansion.

We also met with many other important stakeholders, including the Optometry Examining Board of Canada (OEBC-BEOC), the National Board of Examiners in Optometry (NBEO), Touchstone Institute, and the University of Waterloo School of Optometry and Vision Science.

## COMMUNICATION AND TRAINING

Connecting with optometrists is a vital part of what we do. It is important that they have a chance to meet Council and staff, to learn about College policies, and to share their concerns.

- College Registrar Dr. Paula Garshowitz presented at the OAO Symposium on optometrists' duty to obtain informed consent from patients, providing practical information about informed consent including what it is, why it is important, and when and how to document it.
- Council members provided updates to members in Eastern, Northeastern, and Northwestern Region society meetings as well as at the OAO Annual Symposium and Vision Institute Annual Fall Conference.

## PUBLIC PROTECTION

Executive meets regularly with our partners in public protection to work on areas of mutual interest. Some projects this year included:

- A successful application for an injunction to prevent unauthorized practice of optometry, enforcing a decision by a panel of the Discipline Committee to revoke a member's certificate of registration.
- Review of the College's risk management framework, including cyber protection of data and records.
- By-law amendments, flowing from the changes enacted by the *Protecting Patients Act, 2017* that came into force on May 1, 2018.
- The Citizen's Advisory Group, a partnership with nine other Ontario health regulators to enhance public engagement with and consultation on regulatory activities.
- Continued commitment to increased transparency of Council materials and information about members available on the College public register.



# GOVERNANCE COMMITTEE

## WHO WE ARE

Dr. Pooya Hemami (Chair)  
Dr. Richard Kniaziew  
Ms. Irene Moore  
Dr. Christopher Nicol  
Ms. Ellen Pekilis  
Mr. John Van Bastelaar  
Dr. Marta Witer

### Staff support:

Dr. Paula Garshowitz, Registrar  
Mr. Justin Rafton, Policy Analyst

## WHAT WE DO

**This is a newly struck ad hoc committee composed of current and past leadership, and members who may potentially be leaders, formed to assess governance best practices.**

## 2018 HIGHLIGHTS

Consultant David Brown presented Council with the Governance Review report at its January meeting. After surveying Council, committee chairs, and senior staff, and interviewing other regulators, Mr. Brown gained insight into the College's culture, functioning, policies, and electoral process, and how well it is meeting its mandate. The report recommended developing governance best practices, which would ensure the College is proactive in this current evolving regulatory climate. After reviewing Council's response to the recommendations, Mr. Brown provided a timed implementation working plan for the Committee's review.

The Committee proposed several changes to be implemented in the coming year, including:

- 👁 striking a standing Audit/Finance/Risk Committee and introducing the role of Human Resources to a restructured standing Governance/HR Committee;
- 👁 transitioning the function of treasurer to a qualified staff member and maintaining financial oversight via the Audit/Finance/Risk Committee; and
- 👁 striking an ad hoc Strategic Planning committee to oversee a strategic review and present a report upon completion.

The Committee drafted new terms of reference for the restructured Executive Committee, Governance/HR Committee and the new Audit/Finance/Risk Committee. Beginning in 2019, the new Governance/HR Committee will recommend committee appointments to Council. The current Committee began this process by reviewing Council member preference and volunteer applications, making recommendations to the Executive Committee.

# REGISTRATION COMMITTEE

## WHO WE ARE

Dr. Patrick Quaid (Chair)  
Dr. Vanesh Kathiravelu  
Dr. Dino Mastronardi  
Ms. Ellen Pekilis  
Mr. John Van Bastelaar  
Dr. Abraham Yuen

**Staff support:**

Ms. Hanan Jibry, Assistant Registrar

## WHAT WE DO

**The Registration Committee is responsible for the College's entry-to-practice process, ensuring that anyone who wishes to practise in Ontario possesses certain skills, knowledge, credentials and is of good character.**

## 2018 HIGHLIGHTS

The Committee continued discussions with each of the following stakeholders: FORAC, Touchstone Institute, the OEBC and the International Optometric Bridging Program. Discussions with FORAC and Touchstone were focused on streamlining the pre-registration process for internationally trained candidates.

Directed by the Committee, Touchstone Institute continued to develop a separate assessment of competencies related to prescribing drugs as part of the evaluating exam, which should be ready for use by July 2019.

Proposed amendments to the Registration Regulation (O.Reg. 837/93) were submitted to the Ministry of Health and Long-Term Care for approval.

The Committee signed an agreement with FORAC to formalize the use of the Internationally Graduated

Optometrist Evaluation Exam to evaluate incoming international candidates, and to clarify that FORAC will communicate exam results to the candidates.

The College did not proceed with any proposals for an alternate Canadian entry-to-practice exam and continued to work with the other regulators to find solutions related to OEBC. Following several requests to observe the OEBC clinical exam (OSCE), Committee members were permitted to observe the OSCE in November 2018, after which Council approved the OEBC written exam and OSCE for registration purposes.

The Committee reviewed proposals for an online Jurisprudence seminar and exam and signed a contract for the development and administration of the online seminar.

# MEMBERSHIP BY THE NUMBERS



- First five years: 26%
- 6-10 years: 21%
- 11-20 years: 21%
- 21+ years: 32%



- Female: 56%
- Male: 44%



Where members received their initial education



# MEMBERSHIP FOR 2018\*



TOTAL  
MEMBERSHIP

2514

New Registrations: 143  
Reinstatements: 5

FEMALE

Practicing: 1368  
Not Practicing: 50



MALE

Practicing: 1066  
Not Practicing: 30



RETIREMENTS/RESIGNATIONS: 20

DEATHS: 1

## RESIGNATIONS (REG #)

Brooke Dina Bonner (18089)  
Ashely Firby (0984)  
Martin Osler (64624)  
Koroush Riahie Chalie (0838)  
Garry Rosien (8129)

## RETIREMENTS (REG #)

Errol Abella (0612)  
David Adams (7638)  
Michel Bastien (72712)  
Jennifer Clayfield (8945)  
Susan Cooper (7704)  
Erika During (8713)  
Fred Fydell (7831)  
Robert Hammond (7536)  
Anne Karidas (8916)  
Allan Kaufman (8014)  
Mary Nolan (8434)  
William Rowe (7519)  
Darrel Stewart (7720)  
Carol Westall (9258)  
Patricia Wheeler (8426)

## DEATHS (REG #)

Betty Fretz (7606)

## REVOCATIONS (REG #)

Victor Lee (13058)  
Jasleen Jhajj (11121)  
Erick Vesterback (0830)

## SUSPENSIONS (REG #)

Zuhal Butuner (9007)  
Sheetal Patel (0714)  
Leila Siblani (15090)

\* Based on Registrar's report, Dec. 31, 2018.

# QUALITY ASSURANCE COMMITTEE

The Quality Assurance Committee helps optometrists maintain and enhance their knowledge, skill, and judgment to ensure the public continues to access safe, high-quality eye care. The Committee consists of two panels, the Quality Assurance Panel (QAP) and the Clinical Practice Panel (CPP).

## QUALITY ASSURANCE PANEL

### WHO WE ARE

Mr. John Van Bastelaar (Chair)  
Dr. David White (Clinical Chair)  
Dr. Linda Chan  
Mr. Hsien Ping (Albert) Liang  
Dr. Sharon Markowitz  
Dr. Kamy Morcos  
Dr. Areef Nurani  
Dr. William Ulakovic

#### Staff Support:

Ms. Bonny Wong, Coordinator,  
*Quality Programs*  
Mr. Sean Knight, Coordinator,  
*Quality Programs (Acting)*

QAP works with optometrists, offering tools and feedback to continually maintain and improve their competence. The QA program includes CE, practice assessment, practice evaluation, and remediation, among other components.

### 2018 HIGHLIGHTS

#### QAP approved three new policies in 2018:

- 👁️ **QA Assessor Eligibility and Appointment** establishes eligibility criteria, application processes, training and appointment procedures, and conditions for disqualification for Quality Assurance Program Assessors.
- 👁️ **QA Committee Panel Members: Appearance of Bias/Conflicts of Interest** outlines the appearance of bias/conflict of interest as it relates to the Quality Assurance program, when an assessor may be in a conflict of interest, and how to declare conflicts of interest.
- 👁️ **QA Assessors – Appearance of Bias/Conflicts of Interest** outlines and addresses the appearance of bias/conflict of interest for members of the QAP, and how to declare conflicts of interest.

The previous CE cycle closed December 31, 2017.

Thanks to the OETracker system, the College audited all members to confirm they reported the required

number of CE hours, resulting in 25 referrals for a deficiency in CE hours for the cycle. Eight of these members were deficient by five hours or less.

The College conducted a further audit of randomly selected members to determine the accuracy of reporting and whether members complied with all requirements of the CE program (e.g., minimum 50 category A hours, with 20 hours related to ocular health treatment and assessment). Of the 114 members randomly audit, one was found to be deficient and was required to undergo a practice assessment.

### Results

**6 discharges**

**7 discharges with advice**

**1 discharge with conditions**

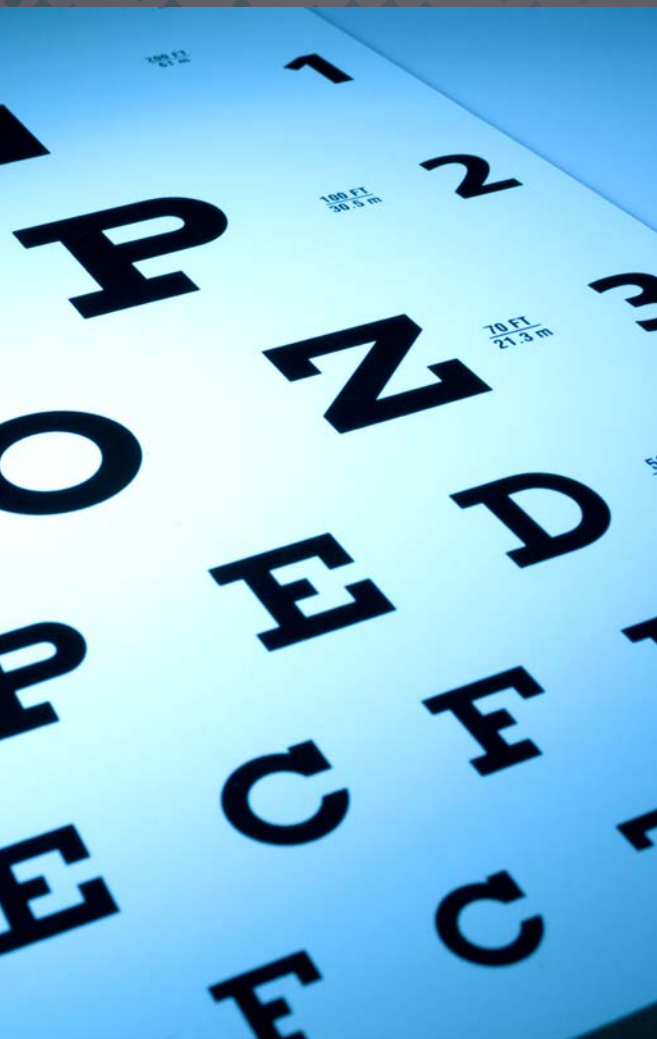
**2 still undergoing assessment**

**1 member switched to non-practising**

**7 non-practising members**

**1 resignation**

# QUALITY ASSURANCE PANEL



## 2018 RANDOM QA PRACTICE ASSESSMENTS

- 👁 45 Random QA practice assessments outstanding from 2016 and 2017
- 👁 107 members randomly selected in 2018 to undergo practice assessments

### Results

- 80 discharged**
- 38 discharged with advice**
- 32 still undergoing assessments**
- 1 member switched to non-practising**
- 2 resignation/retirement**

## OTHER ASSESSMENTS

- 👁 1 member discharged following 2012-14 CE deficiency assessment

## RESULTS OF ADVICE

Subject of Advice	Number of Members
Records Management – Clinical (e.g., record a measurement of all anterior segment structures, consider recording axis for all non-spherical keratometry readings etc.)	36
Records Management – General (e.g., revise patient record format, improve legibility, provide further details in record, record patient counselling, record relevant family history etc.)	23
Continuing Education (e.g., Review OPR 6.1)	6
Clinical Care (e.g., Provide patient counselling on problems identified)	3
Action (e.g., Report to the Ministry of Transportation when required)	1

## 2018 DIRECT PATIENT CARE HOUR DEFICIENCY ASSESSMENTS

- 👁 5 carried over from 2017
- 👁 7 members referred for patient care hour deficiency in 2018

### Results

- 1 discharge**
- 3 discharges with advice**
- 2 discharges following practice evaluation**
- 3 open files**
- 2 members switched to non-practising**
- 1 suspension**



# CLINICAL PRACTICE PANEL

## WHO WE ARE

Dr. Dennis Ruskin (Chair)  
Dr. Catherine Chiarelli  
Dr. Patricia Hrynchak  
Dr. Sarah MacIver  
Ms. Luisa Morrone  
Dr. Karin Simon  
Dr. Tim Tsang

### Staff support:

Dr. David Wilkinson, Practice Advisor

CPP establishes and clarifies new and existing standards of practice, regulatory requirements, and clinical practice guidelines in the Optometric Practice Reference (OPR).

## 2018 HIGHLIGHTS

### Health Quality Ontario

The panel reviewed and provided feedback on the Health Quality Ontario Quality Standard *Glaucoma Care for Adults*.

### Revising our standards: OPR

The panel is always reviewing the College's standards of practice to ensure that they are in line with technological, legal, and social developments. The OPR details the regulatory and professional standards of practice for optometry in Ontario.

Following a joint meeting with the QA Panel, the CPP removed the guideline section from the OPR, leaving

the development of clinical practice guidelines to organizations that can articulate the profession's view of best practices.

On the recommendation of the panel, Council approved updates to several OPR documents in 2018:

### Standards of Practice

- 4.1 – Clinical Equipment
- 4.2 – Required Clinical Information
- 4.3 – Delegation and Assignment
- 6.5 – Contact Lens Therapy
- 7.2 – Patients with Glaucoma

# QUALITY ASSURANCE SUBCOMMITTEE

## WHO WE ARE

Ms. Ellen Pekilis (Chair)  
Dr. Patricia Hrynchak  
Dr. Areef Nurani  
Mr. John Van Bastelaar  
Dr. David White

### Staff Support:

Mr. Justin Rafton, Policy Analyst

The QA Subcommittee was struck to conduct an independent evaluation of the QA Program; develop various member resources and tools, such as a self-assessment and continuing professional development component; and increase member engagement in the program.

## 2018 HIGHLIGHTS

Following consultations with other regulators involved with their own QA Program reviews, the subcommittee decided to hire an external consultant to undertake the review. The subcommittee received the initial draft report and its findings.

# PATIENT RELATIONS COMMITTEE

## WHO WE ARE

Mr. Brian Rivait (Chair)  
Dr. Linda Bathe  
Ms. Maureen Chesney  
Dr. Ken Hadley  
Mr. Hsien Ping (Albert) Liang  
Ms. Irene Moore  
Ms. Luisa Morrone  
Dr. Christopher Nicol  
Dr. Yuan (Mike) Yang

### Staff support:

Ms. Mina Kavanagh, Director,  
Investigations and Resolutions

## WHAT WE DO

The College has a **ZERO TOLERANCE** policy on sexual abuse of patients. Our programs not only deal with abuse, but also prioritize preventing sexual abuse of patients. In addition to promoting awareness and education around issues of sexual abuse and boundary violations, the Patient Relations Committee offers information and guidelines to both the public and to optometrists regarding the patient–practitioner relationship.

## 2018 HIGHLIGHTS

After reviewing the *Protecting Patients Act, 2017* and the resulting amendments to the *Regulated Health Professions Act*, the Patient Relations Committee revised the College's therapy and counselling program to significantly increasing funding for those alleging sexual abuse by an optometrist.

The Committee also moved forward on a new e-learning module *Eye Consent – the Optometrist's Guide to Consent*, which, once released, will address consent in health care; implied vs express consent; and what is required of an optometrist regarding informed consent with patients, among other topics.



# FITNESS TO PRACTICE COMMITTEE

## WHO WE ARE

Dr. Linda Chan (Chair)

Ms. Ellen Pekilis

Dr. Dennis Ruskin

### Staff Support:

Mr. Eyal Birenberg, Coordinator,  
Investigations and Hearings

## WHAT WE DO

The Fitness to Practise Committee receives referrals from the Inquiries, Complaints and Reports Committee and conducts a hearing when there is evidence that an optometrist might be incapacitated due to a mental or physical condition.

## 2018 HIGHLIGHTS

The Committee did not receive any referrals or conduct any hearings during 2018.





# INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE

## WHO WE ARE

Dr. Annie Micucci (Committee and Panel 2 Chair)

Dr. Derek MacDonald (Panel 1 Chair)

Ms. Maureen Chesney

Dr. Bill Chisholm

Dr. Camy Grewal

Mr. Bashar Kassir

Dr. Richard Kniaziew

Ms. Irene Moore (January – August)

Ms. Luisa Morrone (September – December)

Mr. Brian Rivait

Dr. Karin Schellenberg

### Staff Support:

Ms. Mina Kavanagh, Director,  
Investigations and Resolutions

## WHAT WE DO

The Inquiries, Complaints and Reports Committee (ICRC), which sits as two independent panels, investigates and makes decisions on allegations of professional misconduct, incompetence, or incapacity brought against members of the College. These allegations proceed from formal complaints, information brought to the attention of the Registrar, mandatory reports, or referrals from the Quality Assurance Committee.

## 2018 HIGHLIGHTS

👁 71 complaints

👁 10 Registrar's Reports

### 81 new cases were filed in 2018

The two panels considered a total of 86 cases that were filed in 2016, 2017 and 2018.

75 decisions were issued:

👁 2 in a case filed in 2016

👁 34 in cases filed in 2017

### 39 in the cases filed in 2018

As of December 31, 2018, 43 cases were carried over for a decision in 2019; eight of those cases were filed in November and December 2017.

# NUMBER OF CASES FILED IN 2016, 2017 AND 2018 AND CONSIDERED BY PANELS OR NEWLY FILED IN 2018

TYPE OF CASE	NUMBER
Complaints	89
Registrar's Reports	13
Incapacity Inquiries	0
<b>TOTAL CASES</b>	<b>102</b>

DECISIONS ISSUED	
Complaints	69
Registrar's Reports	6
Incapacity Inquiries	0
<b>TOTAL</b>	<b>75</b>

HPARB APPEALS <i>status as of December 31, 2018</i>	
Total # of appeals pending	2
New appeals filed in 2018	5
Panel decisions confirmed	7
Review held – decision pending	0
Matters returned to the ICRC	0
Appeals withdrawn	3

NATURE OF ALLEGATIONS	NUMBER
Unprofessional behaviour and/or communication	78
Improper billing/fees	21
Breach of RHPA/Code/Regulation/Standards of Practice	29
Related to eyeglass and/or contact lens prescription	15
Quality of care	13
Staff supervision	13
Failure to diagnose/misdiagnosis	12
Related to eyeglass and/or contact lens dispensing	10
Other	10
Release of prescription	7
Failure to refer	7
Improper delegation	7
Conflict of interest	6
Release of record	6
Unnecessary/unsuccessful treatment	6
Unsafe practices	3
Breach of patient confidentiality	3
Advertising	3
Lack of consent	2
Allegations of sexual nature	1
Record keeping	1
Related to drug prescription	1

DISPOSITIONS	
<i>Some cases may have multiple dispositions or involve multiple members</i>	
No further action	36
Advice or recommendation	17
Remedial agreement (educational activities)	4
Abuse of process (case closed)	6
Verbal caution	3
Specified Continuing Education or Remedial Plan (SCERP)	5
Referral to Discipline Committee	4
<b>TOTAL</b>	<b>75</b>
Withdrawn	3

ALTERNATIVE DISPUTE RESOLUTION (ADR)	
Complaints referred to ADR	5
Complaints withdrawn through ADR	2
Complaints carried over to 2019	1

**OTHER ACTIVITIES:**  
 The ICRC launched the Alternative Dispute Resolution (ADR) pilot project, which includes mediation between the parties. When a complaint is deemed suitable and the parties agree, the ADR process is available as an effective alternative to a formal investigation. After a successful ADR, the complaint is disposed of through the ratification of a Memorandum of Agreement.

# DISCIPLINE COMMITTEE

## WHO WE ARE

Dr. Karin Simon (Chair)

Dr. Linda Bathe

Dr. Linda Chan

Ms. Maureen Chesney

Dr. Mark Eltis

Dr. Vivian Habib

Dr. Pooya Hemami

Mr. Bashar Kassir

Mr. Hsien Ping (Albert) Liang

Dr. Dino Mastronardi

Ms. Irene Moore

Dr. Kamy Morcos

Ms. Luisa Morrone

Dr. Christopher Nicol

Dr. Areef Nurani

Ms. Ellen Pekilis

Dr. Patrick Quaid

Mr. Brian Rivait

Dr. Dennis Ruskin

Mr. John Van Bastelaar

### Staff Support:

Mr. Eyal Birenberg, Coordinator,  
Investigations and Hearings

## WHAT WE DO

The Discipline Committee hears allegations of professional misconduct and/or incompetence made against a College member. The Committee considers evidence in each case and decides whether to order a range of penalties, including reprimands, suspensions, fines or revocation of an optometrist's Certificate of Registration.

## 2018 HIGHLIGHTS

### Discipline hearings

In 2018, the Discipline Committee held six discipline hearings into allegations of professional misconduct/incompetence. To read the full decision of the Discipline Committee, please click on the member's name.

[Dr. Jon Barnes](#)

[Dr. Andrew Mah](#)

[Dr. Gregory Miller](#)

[Dr. Gordon Ng](#)

[Dr. Farrukh Sheikh](#)

[Dr. Gyanesh Verma](#)

In addition, the Committee is preparing to conduct one penalty hearing in 2019 following a 2018 finding of guilt against Dr. Gregory Miller.

### Discipline referrals

The Discipline Committee received four referrals of specified allegations of professional misconduct from the Inquiries, Complaints and Reports Committee (ICRC). The Committee is preparing discipline hearings in these matters. They are expected to take place in 2019. To read a full Notice of Hearing, please click on the member's name.

[Marg L. Courchesne](#) (Revoked Member)

[Dr. Farrukh Sheikh](#)

[Dr. Ampreet Singh](#)

[Dr. Casey L. Tepperman](#)

### Other activities

Two Committee members attended the Advanced Discipline Orientation session, provided by the Federation of Health Regulatory Colleges of Ontario.



# FINANCIALS

## SUMMARY STATEMENT OF FINANCIAL POSITION

as of December 31, 2018

	2018	2017
<b>ASSETS</b>		
Current assets		
Cash	<b>\$ 2,657,433</b>	\$ 2,588,514
Short-term investments	<b>1,239,752</b>	953,549
Prepaid expenses	<b>21,383</b>	15,885
	<b>3,918,568</b>	3,557,948
Long-term investments	<b>3,439,032</b>	3,388,184
Capital assets	<b>144,837</b>	181,233
	<b>7,502,437</b>	7,127,365
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current liabilities</b>		
Accounts payable and accrued liabilities	<b>325,362</b>	309,044
Fees received in advance	<b>2,316,403</b>	2,183,370
<b>Liability funds in trust</b>	<b>43,530</b>	
	<b>2,685,295</b>	2,492,414
<b>Net assets</b>		
Invested in capital assets	<b>144,837</b>	181,233
Appropriated special policy funds	<b>3,370,000</b>	2,800,000
Unappropriated surplus	<b>1,302,305</b>	1,653,718
	<b>4,817,142</b>	4,634,951
	<b>\$ 7,502,437</b>	\$ 7,127,365

The criteria applied by management in the preparation of the summary statements of financial position and revenue and expenditures are as follows:

- a) the information in the summary statements of financial position and revenue and expenditures is in agreement with the related information in the complete audited financial statements; and
- b) the summary statements of financial position and revenue and expenditures contain all the information necessary to avoid distorting or obscuring matters disclosed in the complete audited financial statements, including the notes therein.

Management has determined that the summary of statements of changes in net assets and cash flows do not provide additional useful information, and as such, a summary of these statements have not been included.

# SUMMARY STATEMENT OF REVENUE AND EXPENDITURES

as of December 31, 2018

	2018	2017
<b>REVENUE</b>		
Annual registration fees	\$ 2,373,117	\$ 2,278,951
Professional corporation fees	367,622	287,115
Services and other fees	81,347	21,960
	<b>2,822,086</b>	<b>2,588,026</b>
<b>EXPENDITURES</b>		
Committee expenses	607,459	630,151
Council meeting and training	96,140	83,180
Membership contributions	23,910	23,350
College representation	38,335	33,777
Jurisprudence examination	21,026	13,055
Continuing education	624	1,664
	<b>787,494</b>	<b>785,177</b>
<b>COLLEGE ADMINISTRATION ACTIVITIES</b>		
Salaries and benefits	1,033,319	942,382
Office and general	303,336	285,785
Occupancy	149,705	149,243
Professional fees	125,347	132,259
Amortization	39,011	41,397
	<b>1,650,718</b>	<b>1,551,066</b>
<b>TOTAL EXPENDITURES</b>	<b>2,438,212</b>	<b>2,336,243</b>
<b>EXCESS OF REVENUE OVER EXPENDITURES AND INCOME</b>	<b>383,874</b>	<b>251,783</b>
<b>OTHER EXPENDITURES</b>		
Unauthorized practice	116,040	129,703
Research for entry-to-practice exam	1,470	17,500
Quality Assurance program review	49,600	
	<b>167,110</b>	<b>147,203</b>
<b>OTHER INCOME</b>		
Investment income	138,956	182,957
Unrealized (loss) gain on investments	(173,529)	72,260
	<b>(34,573)</b>	<b>255,217</b>
<b>EXCESS OF NET REVENUE OVER EXPENDITURES</b>	<b>\$ 182,191</b>	<b>\$ 359,797</b>



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