

2023 Registration Review Report

Manitoba Veterinary Medical Association



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Introduction

The Fair Registration Practices Office (FRPO) issues this registration review report for the Manitoba Veterinary Medical Association under authority of The Fair Registration Practices in Regulated Professions Act (act). Registration reviews are conducted at times specified by the director of fair registration practices and in accordance with the review provisions in the act, section 15.1, 15.2, and 15.3. The purpose of this review is to determine compliance with the legislation and to identify areas that may need improvement. Compliance to the legislation refers both to the fairness of assessment and registration practice, with particular attention to the fair consideration of internationally educated applicants, as well as the co-operation of the regulator with the director.

Manitoba's fairness legislation was amended in December 2021. This review is largely restricted to the consideration of compliance regarding three new duties in the Fair Registration Practices Code: a duty that assessment criteria be necessary, a duty to abide domestic trade agreements and a duty to notify FRPO regarding changes in assessment and registration practice. Outstanding issues raised in previous registration review reports may also be raised or result in further recommendation for action.

This registration review results in an FRPO statement of compliance for the regulator. Reviews that result in recommendations to change practice or policy contain an action plan response from the regulator, current as of May 2023.

To provide context, a brief description of MVMA's state of progress under fairness legislation to date precedes the compliance analysis. The report also includes appendices containing a flowchart of the registration process for internationally educated applicants, as well as registration data. Data is the latest information available at the time of review completion.

State of Progress

Since the introduction of Manitoba's fairness legislation in 2009, MVMA has and continues to work co-operatively with FRPO and is committed to the fair assessment and registration of internationally educated veterinarians (IEVs).

MVMA has taken a number of actions to improve the assessment and registration process for IEVs. This includes:

- improving web information regarding application requirements and processes
- introducing by-law changes to allow IEVs from non-accredited programs to practice under supervision after successful completion of required written exams, but before practical exams
- providing a straightforward, timely pathway to registration for graduates of accredited programs from 12 countries outside of Canada
- recognising applicants from non-accredited programs who have completed the Program for the Assessment of Veterinary Education Equivalence (PAVE) in the United States, without the need for further testing
- introducing an opportunity for graduates of non-accredited programs to work on a limited licence under supervision of a board certified registered member — specialist veterinarian — for up to 12 months. This allows individuals an opportunity to determine if they would like to pursue further specialty training in Canada to become board certified veterinarians
- introducing a limited, permanent licence for graduates of non-accredited programs who hold board certification with the American Board of Veterinary Specialties (ABVS). This license restricts practice to the scope of practice of the IEV's board certification specialty through ABVS. IEVs from non-accredited programs who complete an internship as described above, then go on to complete specialty training in Canada, would also be eligible to be board certified members with this limited license.

MVMA is also working on several projects that will positively impact IEVs, including:

- an online map of practices that are willing and able to provide practice experiences for those in the National Examining Board (NEB) process. This is planned to include both employment opportunities and opportunities for NEB exam takers to obtain experience in areas not covered in their current supervised practice arrangement — i.e., small animal practitioners can see which large animal practices are able to host them for learning opportunities
- a supervision program with proactive and supportive elements to help support IEVs on restricted licences — supervised practice
- a mentorship roster with supports for mentors as well as materials to promote the Canadian Veterinary Medical Association (CVMA) mentorship program that is already in place

Fair Practice Analysis

I. Assessment criteria must be necessary – act, 8(4)

The criteria used in an assessment of qualifications must be necessary to assess competence in the practice of the profession.

With regard to substantive assessment criteria in a profession, for instance, the type and level of academic training required or the level of scrutiny brought to assess qualifications, FRPO recognises the authority of self-regulated professions setting these standards and will only question these requirements in the circumstance they are patently unreasonable. FRPO's evaluation focuses on the ways in which criteria and requirements may be unnecessary, unduly burdensome, or potentially result in forms of systemic discrimination, particularly as they may impact internationally educated applicants (IEAs).

MVMA's compliance to necessary assessment criteria

At this time, FRPO does not have concerns with the reasonableness and necessity of MVMA's assessment criteria and requirements for registration. MVMA complies with this duty. Substantive qualifications for applicants include graduation from a degree program in veterinary medicine. Graduates of accredited programs must complete one written exam and graduates of non-accredited programs must complete two written exams and two practical exams.

II. Duty to comply with domestic trade agreements – act, 4(1)

A regulated profession must ensure that its registration practices comply with the obligations of a domestic trade agreement.

The Manitoba government has labour mobility obligations that extend to regulated occupations, under both Chapter 7: Labour Mobility of the Canadian Free Trade Agreement (CFTA) and Article 13: Labour Mobility of the New West Partnership Trade Agreement (NWPTA). In Manitoba, regulated professions are required to comply with labour mobility obligations under The Fair Registration Practices in Regulated Professions Act, section 4(1), The Labour Mobility Act, section 3(1) and for health professions, under The Regulated Health Professions Act, section 32(3).

In the regulated occupations, the purpose of these obligations is to provide labour mobility through license-to-license recognition. This needs to occur without any material requirements for training, experience, examinations or assessments — CFTA, Article 705, paragraph 1, NWPTA, Article 13, paragraphs 1 and 2.

MVMA's compliance to abide labour mobility obligations

MVMA's labour mobility policies largely comply with the provisions set out in the Canadian Free Trade Agreement and the New West Partnership Trade Agreement. MVMA has appropriate requirements and MVMA accommodates applicants by directly contacting their provincial regulating authority.

FRPO identifies a concern regarding the lack of application information currently available on MVMA’s website. Information for mobility applicants is also not well distinguished in their application for registration. Providing clear and accessible web information and application documents is an obligation under the CFTA and NWPTA. FRPO understands MVMA has plans to introduce a new data management system and to address these issues in the near future.

III. **Notice of changes in registration practices – act, 5(2)**

A regulated profession that proposes to change its registration practices, as described in the information provided under clause (1)(a), must notify the director of the proposed change, at the time and in the manner and form required by the director.

The purpose of notification is to ensure FRPO has accurate, up-to-date information about the registration practices of Manitoba regulators. This supports FRPO’s oversight role and allows for proactive discussion about the fairness of proposed changes.

MVMA compliance to the duty to notify

In preparation for this registration review, FRPO requested updates regarding changes to assessment and registration practice. MVMA responded to this request and is in compliance with the duty to notify.

Recommendations

The Fair Registration Practices Office sees the following opportunities for the Manitoba Veterinary Medical Association to improve compliance to The Fair Registration Practices in Regulated Profession Act:

1. Introduce clear, complete and accurate information for mobility applicants on MVMA's website and application package.

Regulator Action Plan

In response to the recommendation made by the Fair Registration Practices Office, the Manitoba Veterinary Medical Association committed to the following action plan, current as of May 2023:

Recommendation	Action(s)	Anticipated Completion Date
<p>1. Introduce clear, complete and accurate information for mobility applicants on MVMA’s website and application package.</p>	<p>Action 1 — Update the MVMA website with information about labour mobility. The MVMA plans on adapting the excellent information from the College of Midwives of Manitoba’s website.</p> <p>Action 2 — The MVMA will update its application to provide clear information about the registration pathway for labour mobility applicants.</p>	<p>Action 1 — May 12, 2023</p> <p>Action 2 — September 30, 2023</p>

<p style="text-align: center;">Manitoba Veterinary Medical Association</p> <p style="text-align: center;">Comments</p>
<p>The MVMA appreciates the helpful suggestions and resources provided by the FRPO.</p> <p>The second action plan item relies in part on the timeliness of our data management contractor as we are in the process of implementing an online application portal as we build our new data management system.</p>

Compliance

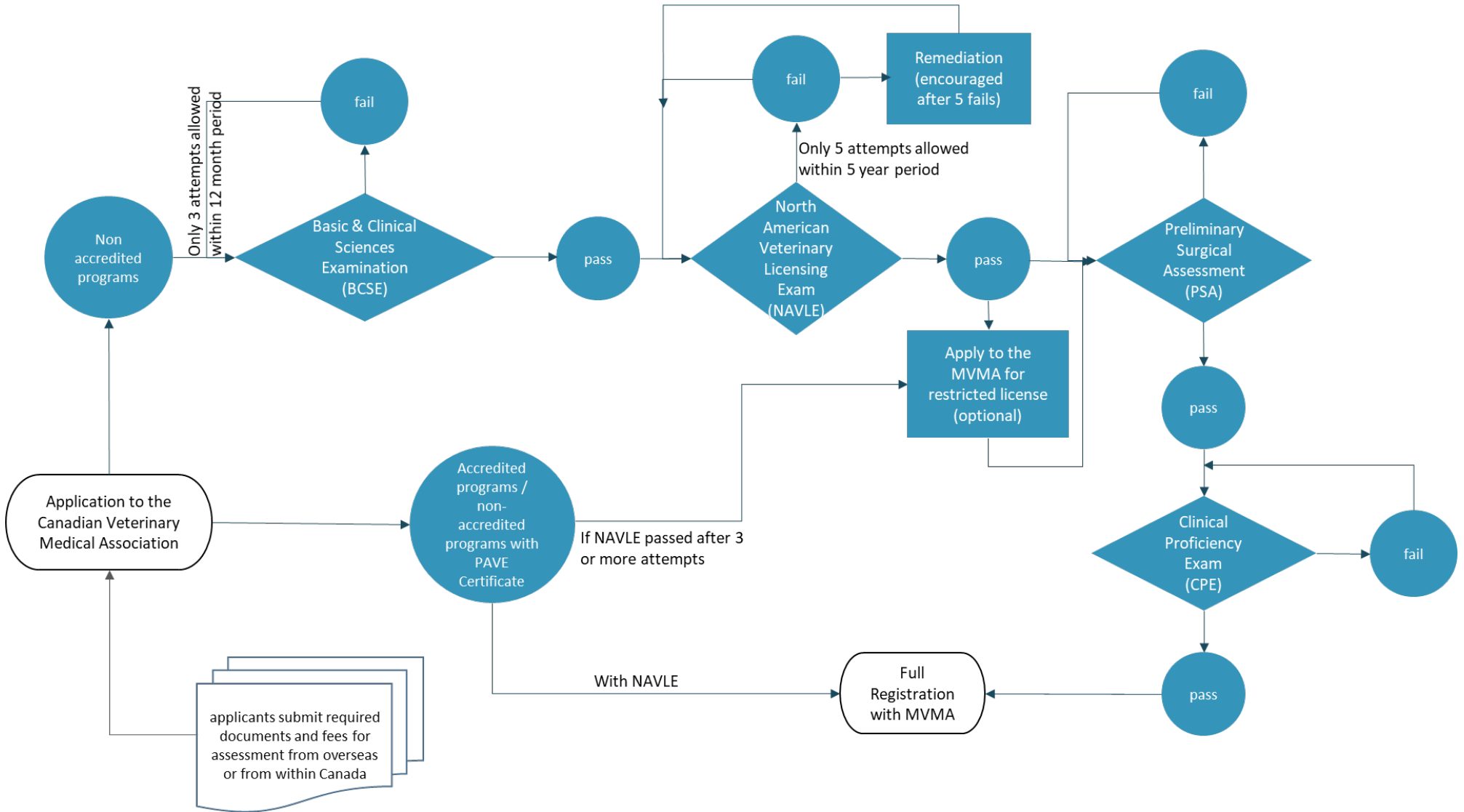
FRPO's 2023 registration review of the Manitoba Veterinary Medical Association (MVMA) examines their compliance to three duties in the Fair Registration Practices Code of the act; assessment criteria are necessary, labour mobility obligations are respected and FRPO is notified regarding changes in assessment and registration practice.

FRPO finds MVMA compliant with the duty to ensure assessment criteria are necessary and to notify FRPO regarding changes in assessment and registration practices.

FRPO raises a concern about a lack of information provided to mobility applicants both on MVMA's website and in their application package.

MVMA's action plan commitment to immediately update its website and to ensure its online application forms address FRPO's concern will bring MVMA into compliance with mobility legislation. These commitments will also help ensure mobility applicants have a clear understanding of the process and requirements for licensing in Manitoba.

Appendix 1 – Registration Process for Internationally Educated Applicants



Manitoba
Veterinary Medical
Association

Veterinarians



465
Registered
Members

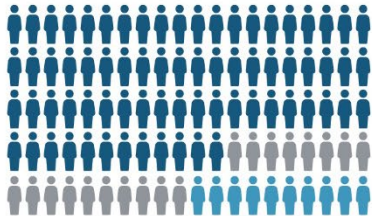
(As of December 2022)

2011-2022 Internationally Educated Applicant Data



78
applications

Application Outcomes



registered - 72% | in process - 18% | file closed - 10%

Closed File Status



Top Countries of Education



applicants were educated in **21**
different countries



Median Time to Registration

3 years

2012-2022 Domestic Applicant Data



280
applications

189 (68%)
registrations