



Recommended Remuneration By-law Changes

Existing	Recommended Change	Rationale
<p>3.4 Every Member who holds a certificate of registration in the general class or the supervised practice class shall pay to the College:</p> <ul style="list-style-type: none">i. an annual membership fee of \$1750 on or before October 1 of 2014. an annual membership fee of \$1850 on or before October 1 of 2015.ii. an annual membership fee of \$1950 on or before October 1 of 2016, October 1, 2017, October 1, 2018, and October 1, 2019.iii. an annual membership fee of \$1950 plus an inflationary increase of 2% on or before October 1, 2020.iv. each year thereafter until this by-law is further amended inflationary increases of 2% will apply to the annual membership fee.	<p>3.4 Every member who holds a certificate of registration in any class other than inactive shall pay to the College an annual membership fee of \$2150 on or before October 1 of 2018. Each year thereafter until this by-law is further amended inflationary increases of 2% will apply to the annual membership fee.</p>	<p>In order to both adequately support the College in its current structure and reduce funding requirements from the Ministry the College needs to increase membership fees.</p>

<p>3.5 Every Member who holds a certificate of registration in the inactive class shall pay to the College:</p> <ul style="list-style-type: none"> v. an annual membership fee of \$875 on or before October 1 of 2014. an annual membership fee of \$925 on or before October 1 of 2015. vi. an annual membership fee of \$975 on or before October 1 of 2016, October 1, 2017, October 1, 2018, and October 1, 2019. vii. an annual membership fee of \$975 plus an inflationary increase of 2% on or before October 1, 2020. viii. each year thereafter until this by-law is further amended inflationary increases of 2% will apply to the annual membership fee. 	<p>3.5 Every member who holds a certificate of registration in the inactive class shall pay to the College an annual membership fee of \$1075 on or before October 1 of 2018. Each year thereafter until this by-law is further amended inflationary increases of 2% will apply to the annual membership fee.</p>	<p>In order to both adequately support the College in its current structure and reduce funding requirements from the Ministry the College needs to increase membership fees.</p> <p>This fee represents 50% of the General fee. Many Colleges do not offer an inactive class and all members pay full fees. This class fee allows a reduced fee for members who are not currently practicing.</p>
<p>3.7 Every member who holds a certificate of registration in the transitional class shall pay to the College an annual membership fee of 1/12 of the annual membership fee paid by a Member in the general class for each month that the member holds a transitional certificate of registration.</p>	<p>Eliminated</p>	<p>This is redundant language as section 3.6 above applies. The elimination of this section does not change current practice, but just consolidates these sections.</p>
<p>3.9 Members may pay their annual membership fees and administration fees in instalments. Instalment amounts will be set by the College at least 60 days before the fees are due. The instalment due dates are as follows:</p> <ul style="list-style-type: none"> i. if paying the amount owing in one 	<p>Addition of a \$50 instalment fee when members choose to pay in instalments.</p> <p>Associated language:</p> <p>3.9 Notwithstanding section 3.2, Members may pay their annual membership fees and</p>	<p>Instalments are administratively burdensome and most Colleges do not offer instalments. Council proposes adding an additional instalment fee of \$50 that would discourage instalment payments.</p>

<p>ii. instalment: October 1 if paying the amount owing in two instalments: October 1 and February 1</p>	<p>administration fee in two instalments, subject to the following:</p> <ul style="list-style-type: none"> (i) Instalment amounts will be set by the College at least 60 days before the fees are due. (ii) Instalment due dates will be October 1 and February 1. (iii) Members paying in two instalments will be required to pay an instalment fee of \$50 with their first instalment payment. (iv) Failure to pay the designated amount and/or make any payment(s) by the designated date(s) may result in: <ul style="list-style-type: none"> a. the Member being in default and no longer in good standing with the College; b. proceedings under section 24 of the Health Professions Procedural Code to suspend the Member for non-payment of fees; and/or c. the inability of the Member to participate in instalment plans in the future, at the discretion of the Registrar. 	
	<p>4.3 If a member is granted an alternate payment arrangement for their annual membership fee by the Registrar and fails to meet the obligations under that plan then the member shall pay, in addition to the outstanding balance owed, a penalty equivalent to fifteen percent (15%) of the annual membership fee.</p>	<p>This language was added to clarify the application of the penalty fee. This reflects current practice and does not represent a change.</p>

<p>4.3 If a Member fails to pay any committee or program fee, the College may charge interest at a rate of 1.5% per month on any committee or program fee, that is unpaid as of the applicable due date, and the College shall consider the accrued interest on the any unpaid fee as part of the fee itself.</p>	<p>4.4 If a member fails to pay any committee, program or administration fee, the College may charge interest at a rate of 1.5% per month on any committee, program or administration fee, that is unpaid as of the applicable due date, and the College shall consider the accrued interest on the any unpaid fee as part of the fee itself.</p>	<p>Added 'administration fee' to this section to clarify the application of the interest fee. This reflects current practice and does not represent a change.</p>
<p>5.1 The Registrar may suspend a member's certificate of registration for failure to pay a fee set out in these by-laws if, after 30 days' notice of the default, the member's fees remain outstanding (Health Professions Procedural Code, section 24).</p> <p>5.2 When a member is suspended due to non-payment of fees the public register will contain a notation of the suspension.</p> <p>5.3 When a member is suspended due to non-payment of fees, the suspension will remain in effect until such time as all outstanding fees plus an additional administration fee of \$50 are received. If the suspension is not lifted, the member's certificate of registration is revoked one year after the day the suspension began.</p>	<p>5.1 When a member is suspended due to non-payment of fees, the suspension will remain in effect until such time as all outstanding fees plus an additional administration fee of \$50 are received. If the suspension is not lifted, the member's certificate of registration is revoked, without further notice, one year after the day the suspension began.</p> <p>5.2 When a member is revoked for non-payment of fees the former member shall pay all outstanding fees upon reinstatement.</p>	<p>The original 5.1 and 5.2 sections are being removed as the first is in the Code and the latter is in the General By-law. These items do not need to be covered in the Fees and Remuneration By-law.</p> <p>For the new 5.1 "without further notice" was added to clarify what the member can expect from the College as far as notices.</p> <p>The new 5.2 was added to clarify expectations for payment after revocation at the time of reinstatement.</p>
<p>6.2 Tax receipts are sent to members by the end of February the following year.</p>	<p>6.2 Tax receipts shall be available to members by the end of February the following year.</p>	<p>Now that members can print their tax receipts from the member portal we do not mail them out to members- the language here needs to change to match this new process.</p>
<p>7.2 Committee or program fees include, but are not limited to the following:</p>	<p>7.2 Committee or program fees include, but are not limited to the following:</p>	<p>This represents a clean-up of the language in this section, and a</p>

<p>i. For assessments and evaluation ordered by the Quality Assurance Committee</p> <p>(a) A Member shall pay up to \$2500 for each practice audit and each follow-up practice audit.</p> <p>(b) For programs given by an education institute, the fee charged by the institution;</p> <p>ii. For Specified Continuing Education or Remediation Programs ordered by the Inquiries, Complaints and Reports Committee</p> <p>(a) A Member shall pay up to \$2500 for each practice audit and each follow-up practice audit.</p> <p>(b) For programs given by an educational institution, the fee charged by the institution;</p> <p>iii. For monitoring, supervision, or assessment pursuant to a decision of the Registration Committee, the fee charged by the monitor, supervisor or assessor.</p>	<p>(i) For assessments and evaluations ordered by the Quality Assurance Committee or Specified Continuing Education or Remediation Programs ordered by the Inquiries, Complaints and Reports Committee or the Quality Assurance Committee</p> <p>(a) A member shall pay up to \$2500 for each assessment and each follow-up assessment</p> <p>(b) For programs delivered by a third party, the fee charged by that party</p> <p>(ii) For monitoring, supervision, or assessment pursuant to a decision of the Registration Committee, the fee charged by the monitor, supervisor or assessor.</p> <p>(iii) For Requalification Programs the applicant or member bears all costs.</p>	<p>replacement of the old language (audit) with the current language (assessment). This reflects current practice and does not represent a change.</p> <p>Also, this clarifies charges for requalification programs.</p>
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<p>9.2 The renewal of a certification of registration is due on or before April 1 of each year.</p>	<p>9.2 The renewal of a certification of authorization is due on or before April 1 of each year.</p>	<p>Changed “registration” to “authorization” to reflect appropriate language.</p>
<p>9.7 The fee for the issuing of a duplicate document or certificate respecting a professional corporation, other than the first certificate of authorization or one annual renewal of a certificate of authorization is \$100.</p>	<p>9.7 The fee for the issuing of a duplicate document or certificate respecting a professional corporation, other than the first certificate of authorization is \$100.</p>	<p>Modified language to provide clarity.</p>
<p>10.1 Council members and non-council committee members who are not public councilors shall be paid an honoraria for participation in and preparation for meetings and other expenses reasonably incurred in relation to the performance of their duties in accordance with the honoraria and expense policy as approved from time to time by Council. (Schedule 1)</p>	<p>10.1 Council members and committee members shall be paid honoraria for participation in and preparation for meetings and other expenses reasonably incurred in relation to the performance of their duties in accordance with the honoraria and expense policy as approved from time to time by Council. (Schedule 1)</p>	<p>The language in this section was changed so that non-elected public committee members are included.</p>
<p>11.1 FEES FOR CHANGE OF CLASS A Member requesting a change from the Inactive class to the General class more than once in any 12 month period shall pay a fee of \$500.</p>	<p>11.1 FEES FOR CHANGE OF CLASS A member requesting a change from the Inactive class to the General will be charged \$50.</p>	<p>This change removes a large fee in favour of a small fee that will be applied at the first change. There are administrative costs associated with a class change to General, and this fee will work to offset those costs.</p>
<p>11.2 FEES FOR LETTERS OF PROFESSIONAL CONDUCT AND LETTERS OF GOOD STANDING The fee for the College to issue a letter of professional conduct for a Member is \$40 if the Member requests that the letter be issued in fifteen (15) days or less and it is so issued, and \$60 if the Member requests that the letter is issued in three (3) days or less and it is so issued.</p>	<p>11.2 FEES FOR LETTERS OF PROFESSIONAL CONDUCT The fee for the College to issue a Letter of Professional Conduct for a member is \$40 if the member requests that the letter be issued in fifteen (15) days or less and it is so issued, and \$60 if the member requests that the letter is issued in five (5) days or less and it is so issued.</p>	<p>The current titles of these letters changed and so the language was changed to reflect that change. Additionally, the expedited timeframe was altered from 3 days to 5 days to allow appropriate time for administrative processes.</p>

	<p>11.3 FEES FOR LETTERS OF STANDING AND PROFESSIONAL CONDUCT</p> <p>The fee for the College to issue a letter of Standing and Professional Conduct for a member is \$40 if the member requests that the letter be issued in fifteen (15) days or less and it is so issued, and \$60 if the member requests that the letter is issued in five (5) days or less and it is so issued.</p>	
	<p>11.14 APPLICATION FOR REINSTATEMENT</p> <p>A person who submits an application for reinstatement in any class shall pay an application fee of \$100.</p>	<p>Although the section “Reinstatement Hearing” clarifies the cost for a hearing associated with reinstatement the College has never charged for reinstatements otherwise. This fee covers administrative costs associated with reinstatement.</p>
	<p>11.15 REQUEST FOR RECEIPTS, TAX RECEIPTS OR LETTERS</p> <p>A person who requests a hard copy of a receipt, tax receipt or letter shall pay a fee of \$50 for the provision of the hard copy document which is otherwise available electronically.</p>	<p>The College now offers electronic receipts available through the member portal. There were costs associated with setting up this infrastructure. Members requesting hard copies will be billed for the administrative costs associated with creating and mailing hard copies.</p>
	<p>11.16 REQUEST FOR FILE FROM MEMBER OR FORMER MEMBER</p> <p>A member or former member shall pay a fee of \$100 to obtain a copy of their registration file.</p>	<p>Although section “Access to Registration Applicant Records” did exist, we did not formerly charge a fee to members and former members. This fee will cover administrative costs associated with the file copy and mailing process.</p>

Additional Changes of Note:

- Language was changed where necessary to reflect gender neutral language.
- The capitalization of member was removed throughout the document to ensure consistency.
- New meal allowances were added to Schedule 1 to match with the rates paid to public members of Council as set by the Health Board Secretariat
- Honoraria rates for non-Council public members were added to Schedule 1.