

# College of Naturopaths of Ontario Council Review 2022

All - Discipline Committee

June 2022

**Confidential**

# Discipline Committee Self/Peer Review

## Average Rating by Competencies

Competency		Previous	Change
1.	Self/Peer Review	<div><div>9.35</div></div> 8.87	0.48

## Competencies

### Discipline Committee Self/Peer Review

1. Participates with a good balance of listening and talking.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	1	0	0	0	2	8	46	40		
Overall Average						9.23						8.82	0.41

2. Is always prepared for Discipline Committee meetings.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	5	31	29		
Overall Average						9.37						8.81	0.56

3. Willingly and constructively engages in difficult conversations when necessary.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	5	50	32		
Overall Average						9.31						8.76	0.55

4. Actively participates in all Discipline Committee discussions.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	4	30	52		
Overall Average						9.56						8.92	0.64

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5. Is independent and objective.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	5	46	34		
Overall Average						9.34						8.88	0.46

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6. Takes an active role in policy reviews when necessary.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	5	34	27		
Overall Average						9.33						8.94	0.39

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7. Is focused on delivering on the Discipline Committee's mandate.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	5	49	38		
Overall Average						9.36						9.08	0.28

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8. Doesn't hesitate to comment, criticize constructively, or disagree.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	5	44	33		
Overall Average						9.34						8.77	0.57

## Highest and Lowest Rated Questions

### Highest Rated Questions (High to Low)

Question	Competency	Overall
4. Actively participates in all Discipline Committee discussions.	Self/Peer Review	9.56
2. Is always prepared for Discipline Committee meetings.	Self/Peer Review	9.37
7. Is focused on delivering on the Discipline Committee's mandate.	Self/Peer Review	9.36
8. Doesn't hesitate to comment, criticize constructively, or disagree.	Self/Peer Review	9.34
5. Is independent and objective.	Self/Peer Review	9.34

### Lowest Rated Questions (Low to High)

Question	Competency	Overall
1. Participates with a good balance of listening and talking.	Self/Peer Review	9.23
3. Willingly and constructively engages in difficult conversations when necessary.	Self/Peer Review	9.31
6. Takes an active role in policy reviews when necessary.	Self/Peer Review	9.33

## Discipline Committee Effectiveness

## Average Rating by Competencies

Competency		Previous	Change	
1.	Committee Effectiveness	<div><div>9.31</div></div>	8.90	0.41



## Competencies

### Discipline Committee Effectiveness

1. The Discipline Committee effectively discharges its responsibilities as set out in the committee terms of reference.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	1	1	9		
Overall Average						9.73						9.33	0.4

2. The composition of the Discipline Committee provides for strong governance.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	1	1	9		
Overall Average						9.73						9.33	0.4

3. All members of the Discipline Committee actively participate and contribute to meetings.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	3	2	4		
Overall Average						9.11						9	0.11

4. Sufficient time allowed to enable the Discipline Committee to undertake fulsome discussions.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	2	2	6		
Overall Average						9.4						9.22	0.18

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5. All members are prepared for Discipline Committee meetings.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	2	3	5		
Overall Average						9.3						8.88	0.42

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6. All members attend Discipline Committee meetings. (As set out in by-laws)

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	3	2	3		
Overall Average						9						8.29	0.71

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7. The Discipline Committee appropriately exercises its authority and fulfills its duties and responsibilities authorized under the Regulated Health Professions Act, 1991.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	1	0	9		
Overall Average						9.8						9.33	0.47

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8. The Discipline Committee bi-annually reviews relevant regulations made under the Naturopathy Act, 2007.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	0	2	1	2		
Overall Average						9						7.83	1.17

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9. The Discipline Committee annually reviews all program policies and related procedures and appropriately report outcome to Council.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	1	1	1	4		
Overall Average						9.14						8.88	0.26

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10. Reports to Council, yearly or otherwise, are well developed and thorough.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	1	2	2	2		
Overall Average						8.71						8.88	-0.17

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11. The Discipline Committee has the requisite knowledge to appropriately contribute to the annual review of Discipline Rules of Procedure.

	0	1	2	3	4	5	6	7	8	9	10	Prev.	Change
Committee Ratings		0	0	0	0	0	0	1	2	1	2		
Overall Average						8.67						8.38	0.29

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Please provide any additional feedback about the Discipline Committee that you would like to share.

- I have not had sufficient time as a member of the DC committee to offer valid responses to the above questions.
- N/a
- Tutorials as means of increasing expertise of committee.
- I have not attended a Discipline Committee meeting so far but have participated in an Uncontested hearing.
- I was not able to answer most questions as I was not involved with any discipline panels this year
- Some of these questions don't really apply. The DC committee meets as a group only a couple of times per year for training. Discipline panels (small groups) work together often and on many different platforms.

## Highest and Lowest Rated Questions

### Highest Rated Questions (High to Low)

Question	Competency	Overall
7. The Discipline Committee appropriately exercises its authority and fulfills its duties and responsibilities authorized under the Regulated Health Professions Act, 1991.	Committee Effectiveness	9.8
1. The Discipline Committee effectively discharges its responsibilities as set out in the committee terms of reference.	Committee Effectiveness	9.73
2. The composition of the Discipline Committee provides for strong governance.	Committee Effectiveness	9.73
4. Sufficient time allowed to enable the Discipline Committee to undertake fulsome discussions.	Committee Effectiveness	9.4
5. All members are prepared for Discipline Committee meetings.	Committee Effectiveness	9.3

### Lowest Rated Questions (Low to High)

Question	Competency	Overall
11. The Discipline Committee has the requisite knowledge to appropriately contribute to the annual review of Discipline Rules of Procedure.	Committee Effectiveness	8.67
10. Reports to Council, yearly or otherwise, are well developed and thorough.	Committee Effectiveness	8.71
6. All members attend Discipline Committee meetings. (As set out in by-laws)	Committee Effectiveness	9
8. The Discipline Committee bi-annually reviews relevant regulations made under the Naturopathy Act, 2007.	Committee Effectiveness	9
3. All members of the Discipline Committee actively participate and contribute to meetings.	Committee Effectiveness	9.11