



Good Character & Reputation Decision-Making Guidelines

Approval Date: September 26, 2017

Purpose

The purpose of this guideline is to encourage consistent decision-making among physiotherapy regulators across all Canadian jurisdictions with respect to conduct and criminal record information.

Principles

The Registrars Committee has adopted the Council for Healthcare Regulatory Excellence (CHRE)'s key principles for determining good character¹. These key principles form the basis of the guidelines.

Decision-making Guidelines

Positive findings arising from a regulatory history check or criminal record screen will be considered for further action by the College. The objective is to determine whether:

1. The applicant has acted, or there is reason to believe they are liable in future to act:
 - a. in such a way that puts at risk the health, safety or wellbeing of a patient or other member of the public
 - b. in such a way that his/her registration would undermine public confidence in the profession
 - c. in such a way that indicates an unwillingness to act in accordance with the standards of practice or code of ethical conduct for the profession
 - d. in a dishonest manner

2. To assist with answering 1(a) to 1(d) above, the Registrar² will consider the following:
 - a. The time period of the conduct or conviction.
 - b. The seriousness of the conduct of conviction.
 - c. The relevance of the offense to the practice of physiotherapy.
 - d. Competence of the applicant to be admitted to the profession.³
 - e. Behaviour and character of the applicant after the offense, e.g., evidence of rehabilitation, completion of sanctions.

3. To determine if the applicant has been rehabilitated, the Registrar may require the applicant to provide evidence of the following:
 - a. Demonstrates insight and awareness.
 - b. Understands what their personal risk factors are which contributed to their misconduct or offense.
 - c. Can make choices considering their risk factors to re-offend.
 - d. Followed through with sanctions.
 - e. Made a character change, and if so, is this sustainable.
 - f. Shows remorse for past conduct (e.g, harm caused to patients, employer, profession).

¹ A common approach to good character across the health professions regulators. CHRE. 2008

² For some College's this may be a Registration Committee or other panel. To be modified as appropriate.

³ While competence may be outside of Good Character & Reputation, if a conduct issue identified lack of competence it would need to be considered.



4. To determine if the applicant is competent to be readmitted to the profession, the Registrar may require the applicant to provide evidence of the following:
 - a. Followed through with sanctions.
 - b. Jurisprudence knowledge is adequate.
 - c. Recognizes professional knowledge limits.