

Friday, October 25, 2019

**Osgoode Professional
Development Centre**

26th Floor, Classroom B
1 Dundas St W
Toronto ON M5G 1Z3

Faculty

Brian Gover/Luisa Ritacca
Stockwoods LLP &
Richard Steinecke
Steinecke Maciura LeBlanc

This advanced program was developed because of the success of the Basic Program and an identified need for advanced training. It is a “beyond-the-basics” learning opportunity for adjudicators. The advanced program will help discipline panel members develop their skills to deal with challenging situations while chairing hearings and deliberations. The program is intended to develop critical thinking and the “how to” needed to meet unique situations. Participants will learn how to confidently control the proceedings, demonstrate fairness, assess the evidence, facilitate panel deliberations and ensure adequate reasons for the decision while meeting head-on, a complex array of challenges that can arise in hearings.

Discipline Orientation Committee

- **Tina Langlois**, College of Medical Radiation Technologists of Ontario (Chair)
- **Eyal Birenberg**, College of Optometrists of Ontario
- **Aoife Coghlan**, College of Occupational Therapists of Ontario
- **Genevieve Plummer**, Ontario College of Pharmacists
- **Ravi Prathivathi**, College of Nurses of Ontario

CONDUCTING A DISCIPLINE HEARING

Advanced Program

8:30 a.m. – 9:00 a.m.

**Registration and
LIGHT CONTINENTAL BREAKFAST**

9:00 a.m. – 9:10 a.m.

Welcome from Federation
Introduction of Faculty and
Participants

9:10 a.m. – 9:15 a.m.

Overview of Day
Introduction to the concepts
of controlling the proceedings,
giving parties a fair opportunity to
participate, explaining the decision,
and managing conflicts/potential bias

9:15 a.m. – 10:45 a.m.

“You’re In Charge” – Case Scenarios
Groups of 4-6 members will consider
challenging situations that test the
panel’s ability to be in charge of
conducting the hearing and control
the proceedings

10:45 a.m. – 11:00 a.m. BREAK

11:00 a.m. – 12:00 p.m.

**“Give Everyone a Chance” –
Role Play**
Attendees will act out scenes which
demonstrate the first and last rule
structure for objections, motions,
and submissions, and how the panel
ensures fairness to the parties

12:00 p.m. – 12:45 p.m.

LUNCH (provided)

12:45 p.m. – 1:45 p.m.

“Only the Evidence” – Case Scenarios
Small groups will discuss and report
on how they would deal with the
evidence and how the evidence forms
the basis for the decision

1:45 p.m. – 2:30 p.m.

“Explain Yourself” – Role Play
Attendees will act out the
deliberation process, highlighting the
Chair’s role in leading the deliberation
process and how it is separated
from the reason-writing process. A
perfunctory credibility assessment,
which could lead to an appeal, will be
demonstrated

2:30 p.m. – 2:45 p.m. BREAK

2:45 p.m. – 3:15 p.m.

“Explain Yourself” – Role Play
The scenario continues as facilitators
help attendees to understand the
requirements for adequate reasons in
their decisions

3:15 p.m. – 4:00 p.m.

**“No Connection with Participants” –
Group Discussion using Scenarios**
Scenarios will be presented which
demonstrate situations where panel
members may find themselves
unwittingly mingling with the parties
or realize that they may know a
witness from their personal or
professional lives

4:00 p.m. – 4:15 p.m.

Concluding Remarks and Evaluation

All registrations will be confirmed via fax or email within five (5) business days of receipt of the form. If you do not receive a confirmation, please contact the Federation office by phone (416-493-4076), fax (1-866-814-6456), or email (info@regulatedhealthprofessions.on.ca)

See Registration Form for rates and payment information.