

BRIEFING NOTE

TO: Board of Directors

FROM: Executive/Finance Committee

DATE: June 5, 2023

SUBJECT: Proposed Fees Schedule 2024-2028

☒ For Decision

☐ For Information

☐ Monitoring Report

Purpose:

To discuss and make a final decision on the 2024-2028 Fees Schedule.

Background:

In order to ensure a stable level of funding to maintain operations as well as realizing the College's strategic plan, the College has typically determined a five-year fee table outlining the various application and renewal fees that forms the majority of the College's annual revenue.

Registration fees are set out in bylaw and any updates to the fees must be circulated to stakeholders for at least 60 days before they are approved.

In February and March, 2023 the Finance Committee, and subsequently the Board, reviewed detailed forecasts relating to projected revenue and expenses for the next five years. Based on these projections, the Board approved a fees schedule for circulation that would see fees increase by 2.5% each year from 2024-2028. The proposed Fees Schedule is attached as **Appendix A**.

The Board was of the view that a 2.5% annual increase would best ensure the College would remain in a stable financial position for the next five years and avoid running a deficit budget.

For Consideration:

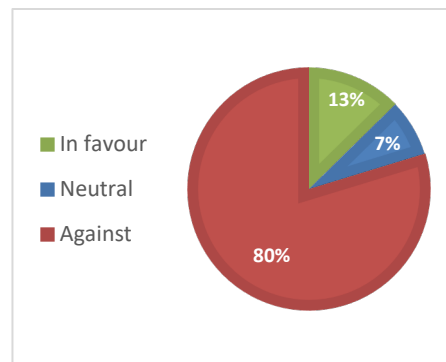
The proposed fee table was put out for circulation from March 22, 2023 to May 23, 2023, together with an information package that included an explanatory document and a chart comparing the COO's fees and staff-to-registrant ratio to other regulatory colleges. A survey inviting comments was shared via eblast and social media.

The Finance Committee met on May 23, 2023 to review the responses to the survey. 357 responses were received in total. The following is a summary of the responses received, with full results attached as **Appendix B**. Please note that where appropriate, responses have been redacted to remove personal or identifying information.

Overall Results

98% of respondents to the survey were Registered Opticians. In addition, responses were received from 2 registered students/interns 2 members of the public.

Based on the comments received, the majority of respondents (80%) indicated a **negative opinion** about the proposed Fees Schedule, or that they were **against** the proposed fee increases.

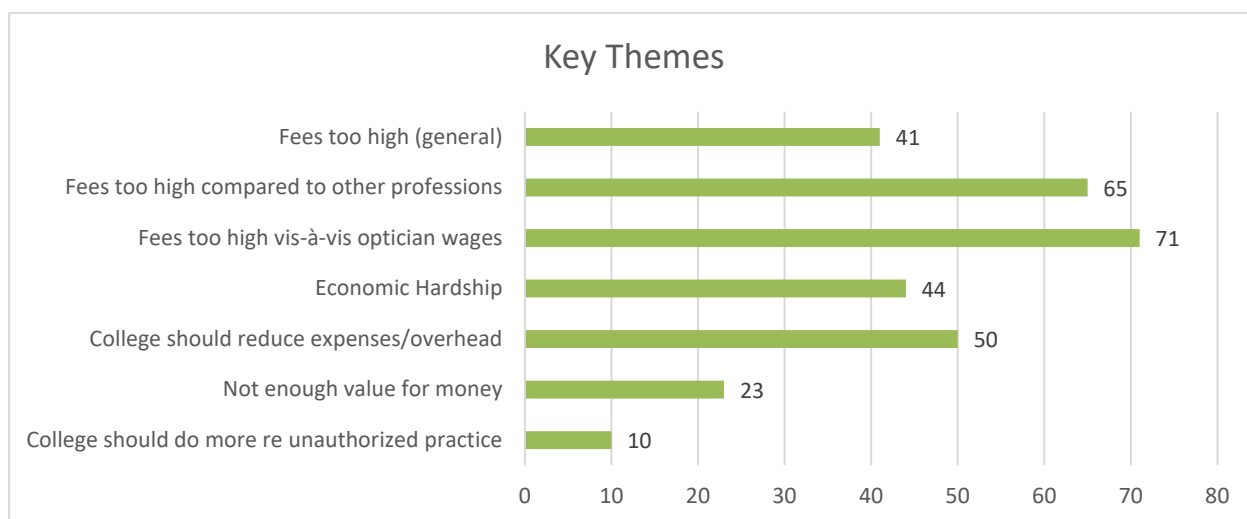


Key Themes

Favourable comments about the proposed Fees Schedule included:

- “Reasonable and fair price to keep board running well”
- “I think it's in line with current economy.”
- “I think the fees are fair and reasonable and I know the College is not wasteful of the registrants fees, however I often wonder if the (what some would consider to be high) fees discourage opticians who otherwise may be interested in working part time or occasional. Now how to resolve that conundrum is another thing... Cheers”

Amongst those who indicated a negative opinion or opposition to the Fees Schedule, a number of key themes were identified, as indicated in the following chart:



The following is a summary of the types of comments received in each area:

- **Fees too high (general):** 41 respondents commented or expressed concerns that the fees are already too high and/or that they did not believe it would be fair/appropriate for fees to be

raised further. A small number of respondents indicated that they would have been in favour of a smaller annual increase (e.g. 1%-2%). Examples of comments include:

- "I think our registration fee is high and need to be down"
 - "Renewal is already to expensive. Increasing more disagree 100%"
 - "2.5% yearly increase is too much should be 1%"
- **Fees too high compared to other professions:** 65 respondents commented that the fees paid by Ontario opticians were high compared to other Ontario health professionals and/or opticians in other jurisdictions (e.g. other Canadian provinces). Examples of comments include:
 - "Opticians are paying more than other professions and we are not earning that amt in a week unlike other self employed professionals who pay lower license fee"
 - "We are paying too much for the fees compare to Optometrist. I don't understand why we are paying more."
 - "It is ridiculous to increase our fees. Already compared to all of the other colleges in major provinces across the country, we have the most expensive fees by at least more than 240\$. Fees in BC are 675\$ + 75\$ (for refractions), Alberta's fees are 823.30\$. Saskatchewan is 871.33\$. Manitoba's are 794 63\$, and quebecs fees are 879.01\$..."
 - **Fees too high vis-à-vis optician wages:** 74 respondents expressed that the fee increase was out of proportion to the wages that opticians typically earn and/or the fact that optician wages are not increasing at a corresponding rate. Examples of comments include:
 - "A 2.5% increase each and every year seems rather high since the majority of us opticians do not get that consistent of an increase in our income."
 - "We can hardly afford present registration fees! Optician salaries did not increase. Working Hrs also decreased."
 - "The fee is drastically increasing with no touched increase to the optician minimum paid hours in Ontario. This increase is putting a lot of pressure on opticians to keep their license active with all the inflation and the prices jump."
 - **Economic hardship:** 42 respondents cited economic hardship, such as the continued impact of the COVID-19 pandemic, inflation, and cost of living increases as reasons why they did not believe it would be appropriate for fees to increase. Examples of comments include:
 - "Covid has effected every part of our daily lives. Along with health issues , it has devastated our financial situations. Business is not as before. Jobs are not secure. How dose increasing our fees make any sense, when our salary has not increased. Sales have not increased?!!! Only cost of living has INCREASED"
 - "Due to very bad economy, it will not be a good idea to increase the registration fees. Please keep as it was. Thanks."
 - "The market trend should not support the increase. The college is a service department. We understand the college staffs' need. However, the whole optical industry is in recession because of e-commerce. The opticians are in difficult. The college should consider that."
 - **College should reduce expenses/overhead:** 50 respondents expressed that the college should reduce its expenses and overhead rather than raise fees. Comments included suggestions such as moving the offices out of downtown Toronto, freezing staff wages, reducing the number of

college staff, or reducing expenses in general. Two respondents commented that the college should seek out government funding, and one respondent commented that the profession should be deregulated:

- “I am not agree about raising the price for our license. College of optometrist and Nurses they don't pay as much as we are paying. Because of the economy, it is better college of optician moves to the reasonable area for the rent and also not hiring the people or maybe has to cut the employees. Please don't forget I have fixed in come .I think we should help each other.”
 - “I’m ok with the fees. I would like to see a part of the strategic plan specifically dedicated to reducing expenses with the ultimate goal of reducing fees.”
 - “the college should be simplified to run with less than half the staff it currently has. reducing fees equally.”
 - “I believe the college could explore ways to reduce costs rather than raise fees. Perhaps the offices could move to a less expensive location. We already pay exorbitant fees compared to other healthcare professionals.”
- **Not enough value for money:** 23 respondents indicated they were opposed to a fee increase because they did not feel the college was doing anything for them or providing enough value for their money. Comments included suggestions that the college should be doing more to “advocate for the profession” or that the fees should cover things like professional liability insurance or continuing education content:
 - “We already pay more than most other regulated professionals including Optometrists. Leave us alone with the fee increase, I haven't seen any real return for our investment in the college.”
 - “The current registration fee is already at the higher end of similar healthcare providers' fees. If we increase it further, it could negatively impact the quality of life for our opticians, unless we also provide them with additional perks such as liability insurance, free continuing education, and other benefits. Therefore, any proposed fee increase should be accompanied by measures to support and enhance our opticians' well-being and professional development.”
 - “If we are going to see a rise in licensing fees, I would like to see better free/affordable CE available. Maybe the college could consider giving us 3 years for CE like the optometrists have, especially considering our licensing fees are already higher than theirs.”
 - **College should do more re unauthorized practice:** 10 respondents expressed that the proposed Fees Schedule was not justified because the college was not doing enough to address the harm to the profession caused by unauthorized practice:
 - “Fees are already expensive without increasing. You guys should deal with the online selling glasses to protect opticians.”
 - “Online glasses companies are operating without paying for their license and making profitable margins every year whereas opticians in store have to pay just to keep their license active.”

Finance Committee Review/Recommendations

As noted above, the Finance Committee met in May to review the detailed survey results and to consider whether to recommend any changes to the Board with respect to the proposed Fees Schedule.

On review, the Finance Committee was of the view that the proposed Fees Schedule remains the best way to ensure that the College will remain financially stable for the next five years. With respect to some of the concerns that were raised by survey respondents, the Finance Committee noted the following:

- The proposed Fees Schedule was arrived at following a review of detailed financial projections. Based on those projections, an annual increase of 2.5% was the minimum increase necessary to ensure the COO will remain financially stable and not run a deficit in the next five years.
- The Committee acknowledges that many registrants are continuing to experience economic hardship as a result of the pandemic and of sharp rises in the cost of living. The proposed fee increases, however, fall well below current inflation rates.
- Registration fees are determined based on what it costs the college to carry out its administrative functions, as required under legislation: registering and renewing opticians, running examinations, developing standards of practice, operating a quality assurance program, and maintaining a complaints and discipline process. Every health college in Ontario, regardless of size, has to carry out these same functions. Fees, therefore, are not based on what registrants earn; rather, they are based on what it costs to operate a regulatory college.
- The COO already takes steps to keep costs and overhead low while still ensuring it is able to carry out its functions and respond to questions and inquiries in a timely manner. Some cost-saving steps have included:
 - Operating with a lean staff-to-registrant ratio (approx. 1 to 233), as compared to other Ontario regulators (for example, the College of Midwives' ratio is 1 to 76, and annual registration fees are over \$2700). Conversely, there is a need to ensure that the college is adequately staffed to support all of its required functions, and to respond to registrants and members of the public in a timely manner. The board has identified staff retention and fair compensation as a priority for the organization as a way to ensure long-term operational stability and equitable practices.
 - Reducing board and committee expenses by holding most meetings virtually.
- The COO is also exploring potential cost-saving opportunities relating to its physical premises. The COO has been in its current premises since 2017 and was able to negotiate a favourable lease which will expire in 2027. Efforts are underway to explore potential space-sharing opportunities and/or other arrangements that will ensure the COO can continue to operate efficiently and effectively. The Registrar, CEO provides regular updates on these efforts in his quarterly reports to the board, which are included in the public meeting package on the COO's website.

- The board has identified reducing harm to patients as a result of unauthorized practice as a strategic priority.

Finally, the Finance Committee noted that the board reviews audited financial statements and budgets on a yearly basis and it will be open to the board to make adjustments to the Fees Schedule at any point during the next five years if warranted.

Public Interest Considerations

The Board is charged with ensuring that the College is adequately funded in order to carry out its statutory mandate. As registrant fees are the College's primary source of revenue, they ought to allow for the college to perform all statutory functions, including registration, quality assurance, investigations and discipline. The board is also responsible for ensuring that adequate funds are available to achieve the initiatives identified in the strategic plan, which were also developed with a public interest focus.

Diversity, Equity and Inclusion Considerations

The Board is responsible for ensuring that the College is adequately funded to implement strategic initiatives that are aimed ensuring equitable, inclusive and culturally safe care for Ontario patients, including training, resource development, and stakeholder engagement.

Action Required/Recommendation:

The Finance Committee recommends that the board approve the 2024-2028 Fees Schedule as presented.

Proposed amendments to the COO By-laws

Proposed amendments to Article 5.2 of the by-laws are set out below in red.

Current Fees By-law:

5.2 Registration Fees

(a) Annual Registration Fees

Class	2017	2018	2019	2020	2021	2022	2023
Registered Optician	\$899	\$921	\$944	\$968	\$742	\$867	\$992
Registered Intern Optician	\$132	\$136	\$139	\$142	\$146	\$146	\$146
Registered Student Optician	\$132	\$136	\$139	\$142	\$146	\$146	\$146
<i>Inactive Optician*</i>	-	-	-	-	-	-	\$331

Proposed Updated Fees By-law:

5.2 Registration Fees

(a) Annual Registration Fees

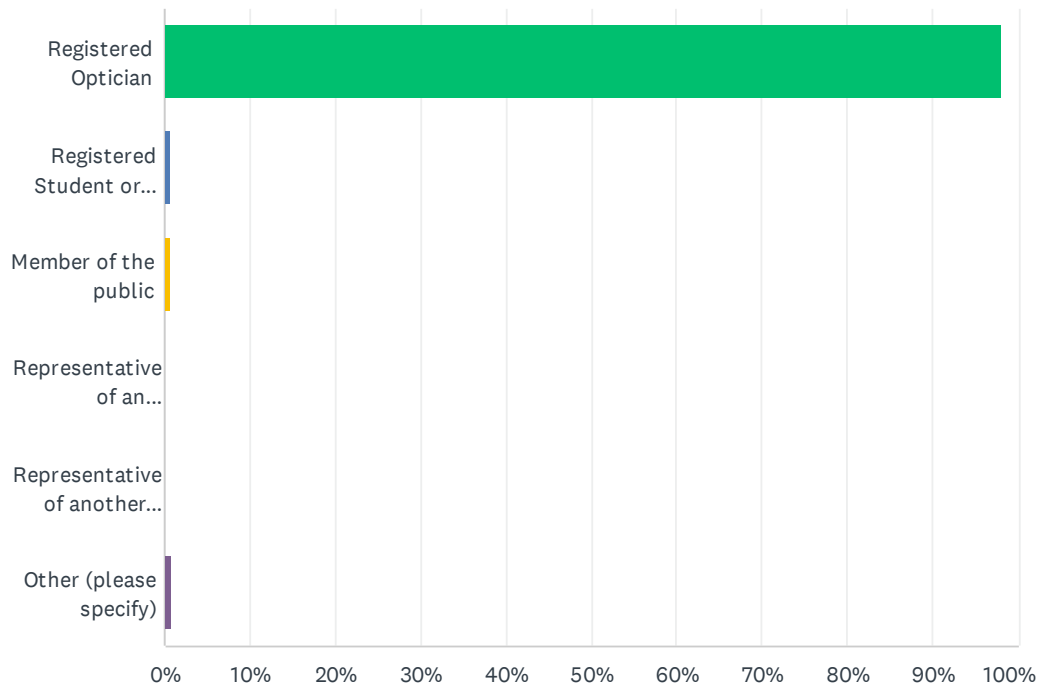
Class	2023	2024	2025	2026	2027	2028
Registered Optician	\$992	\$1,017	\$1,042	\$1,068	\$1,095	\$1,122
Registered Intern Optician	\$146	\$150	\$153	\$157	\$161	\$165
Registered Student Optician	\$146	\$150	\$153	\$157	\$161	\$165
<i>Inactive Optician*</i>	\$331	\$339	\$347	\$356	\$365	\$374

*In May 2022 the Board approved changes to the by-laws that added a fee for the new Inactive Optician class of registration that will be created once proposed amendments to the College's Registration Regulation are approved by the Ontario Government. The Board noted that the by-law changes would not come into effect until the amendments to the Registration Regulation are approved.

Fees for the Inactive Optician class have been proposed for 2024 to 2028. If approved by the Board, those fees will not come into effect until the amendments to the Registration Regulation are approved by the Ontario Government.

Q1 Please indicate if you are a :

Answered: 357 Skipped: 0



ANSWER CHOICES	RESPONSES	
Registered Optician	98.04%	350
Registered Student or Intern Optician	0.56%	2
Member of the public	0.56%	2
Representative of an opticianry association	0.00%	0
Representative of another regulatory body	0.00%	0
Other (please specify)	0.84%	3
Total Respondents: 357		

#	OTHER (PLEASE SPECIFY)	DATE
1	Not currently practicing/compassionate leave	3/25/2023 3:12 AM
2	retired/inactive Optician	3/24/2023 5:36 PM
3	Former optician considering reinstating	3/24/2023 1:56 PM

Q2 Please provide any comments or feedback on the proposed Fees Schedule.

Answered: 357 Skipped: 0

#	RESPONSES	DATE
1	The increase of the fees are too high, even for the inactive optician. Would you please consider to decrease the percentage.	5/15/2023 6:59 PM
2	A 2.5% increase each and every year seems rather high since the majority of us opticians do not get that consistent of an increase in our income.	5/14/2023 2:41 PM
3	I do not think it is fair to require inactive opticians pay an annual registration fee.	5/13/2023 11:22 AM
4	Seems reasonable with inflation, but it seems high to being with. I'm glad you gave the chart to compare other health professionals, but sometimes the comparison did not sit well.	5/10/2023 7:39 PM
5	2.5% increas is acceptable	5/10/2023 6:24 PM
6	Increasing membership fee would be shortsighted and unfair decision. Opticians play a vital role in providing eye care services to many people and making it harder for them to join professional associations by increasing fee will only discourage more people from entering the profession. Moreover, not all opticians can afford to pay higher membership fees, especially those who are just starting out or working in low income areas. Additionally, many opticians are already facing financial hardship due to the ongoing pandemic and increasing fee would only exacerbate these difficulties. Rather than increasing fee, professional associations should focus on finding innovative ways to provide more values to the members and support their professional development.	5/9/2023 8:17 PM
7	I agree with new fees .hope this budget can help COO to get better practical and educational center for opticianry students and future Opticians. specially, replace old equipment , introduce list of RGP mentors for student at Seneca College to access easily. if Covid-19 had effected on our Optician businesses badly . ██████'s decision and ██████ policy to accepting my RGP cases to graduate me since November 2022 hurt at least \$12750 on my family budget till now as a single mom! Best Regards , ██████	5/9/2023 6:47 PM
8	None.	5/9/2023 11:29 AM
9	You are amazing, why we should pay extra while you are not forcing the law and number of non licensed optician is getting bigger that licensed optician in the providence. For how long more are you closing your eyes and not doing your main task. Run an inspection team, make sure every optician are inline with the law. There are many optic shops that never had an license optician, never paid to college of optician, never be inline with current knowledge that you trying to force. they never took any optician courses but they are dispensing the prescription glasses !!!	5/7/2023 3:44 PM
10	I feel that the license fee that Opticians are required to pay based on their wages is already very high when compared to Nursing and Optometry. The average wage for an Optician is not increasing at the same rate as the fees are. In the past 30+ years I have been a licensed Optician the average hourly rate has increased by 25%-30% especially if you work for an independent Optician. The registration fee has gone up from \$125.00 per year to over \$1000.00 per year. The more the fees go up, the less likely I am to renew. Newly licensed Opticians are less likely to stay for the long term and end up using this profession as a stepping stone to another profession that pays better and has lower license renewal fees.	5/6/2023 5:25 PM
11	I think the fees are fair and reasonable and I know the College is not wasteful of the registrants fees, however I often wonder if the (what some would consider to be high) fees discourage opticians who otherwise may be interested in working part time or occasional. Now how to resolve that conundrum is another thing... Cheers.	5/6/2023 12:58 PM
12	It is what it is	5/5/2023 6:56 PM
13	I do find the fees prohibitively high; although I understand this has to work province-wide, there	5/5/2023 1:07 PM

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is a big disparity of wages geographically and many of us do not get any sort of reimbursement through our employers. I know other colleges have greater memberships and therefore lower fees, but I do wonder if there are ways to ensure overhead expenses also account for the fact that as individuals, many of us are struggling.

14	Not sure it's necessary.	5/5/2023 9:42 AM
15	keeping fees as low as possible is helpful for new registered optician.	5/4/2023 10:26 PM
16	Our fee is too expensive	5/4/2023 6:02 PM
17	Opticians are paying more than other professions and we are not earning that amt in a week unlike other self employed professionals who pay lower license fee	5/4/2023 5:13 PM
18	I do not want the fees to increase. Why is the Opticians college one of the ones with the highest operating costs per member?	5/4/2023 4:28 PM
19	Fees are high enough already.	5/4/2023 3:26 PM
20	Please conduct lease and space management review. The cost of running the college as an extension of MOH should be further reduced. Opticians fees are already a burden on optician low salaries.	5/4/2023 2:36 PM
21	Looks Great	5/4/2023 2:16 PM
22	always too high for the value rec'd College should have been abolished the moment online dispensing was allowed by the Province of Ontario. The College is nothing but a small clique of people paying themselves dividends and travel expenses.	5/4/2023 2:11 PM
23	Should not be increased	5/4/2023 2:01 PM
24	Absolute ridiculous decision. Is any board members consider the independent Opticians income? They are struggling pay their bills, family expenses, rent . You must cut the office expenses, executive salary and allowances. Move the office from downtown ASAP. The optical industry deeply affected by online dispensing. COO not doing anything, and almost every Optometrist operating optical dispensing in their own retail optical without Optician. The COO closed their eyes. Do your work, cut the cost. STOP THE INCREASE.	5/4/2023 10:19 AM
25	Since starting in my chosen carrier at the Professional Institute of Trade & Occupations in Penetanguishene, Ontario in 1966 . I have been a professional optician/contact fitter and mentor in my last 47 years in the optical industry . Thru life every profession has needed increase to maintain balance in professional development and standards . I personally have no objections to how our voted board members need to meet our end goals. "NO HARM DONE" to the public intrusted to us.	5/3/2023 2:46 PM
26	Although appreciated to have included, the HPRO fee schedule does not reflect increases from other colleges as this would be hard to predict. With the proposed increase of 2.5% COO's registration will be up with colleges of smaller number of registrants and staff. I am fully aware of wage increases in the government but many people in the private sector are still recovering from a 3 year devastating turn in business. I suggest no more than a 2% increase should be suffice. the 5 year projected revenue is close to where our accountants like and not draining registrants too heavily.	5/3/2023 9:24 AM
27	i think it is acceptable to go for the increase as everything is going up. i am in a retiring age so i would suggest that part time membership should also be considered.	5/3/2023 9:13 AM
28	Why are the opticians higher than the Optometrists? Where they make a substantial amount more than the opticians.	5/3/2023 8:19 AM
29	not in favor	5/2/2023 9:38 AM
30	I think the fee charged by the college is enough to take care of all the services. With the increased popularity of internet eyeglass ordering, it is becoming hard for individual stores to make money. So the college fee should not be increased.	5/1/2023 3:30 PM
31	I think an increase of 1.5% is quite sufficient to increase your profits. Three quarters of a million plus the added interest, is quite enough to cover any unforeseen circumstances. You are also basing this on, no increase in the number of Opticians every year. This is wrong. So I do not agree with the 2.5 increase.	5/1/2023 1:34 PM

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32	I feel the increase you are recommending is fair and I support it	5/1/2023 10:35 AM
33	I would not like to pay more fees considering some of us still have to pay off school expenses and opticians don't make as much as other health care providers. We aren't getting payed what we are worth.	5/1/2023 7:29 AM
34	It's so harder for us. We have pay for the lessons of the credit too. I disagree to increase the fee.	4/30/2023 11:26 PM
35	Not in favor of increasing the fees.	4/30/2023 6:18 PM
36	I think our fees are high enough. I would like to see what our fees go towards in order to justify raising them at all.	4/29/2023 9:43 PM
37	Think 2.5% is too high over five years . Feel 2.0% is a bit more reasonable and more justified.	4/29/2023 5:31 PM
38	salary of an optician is not compairable with other health group,our fee is quiet high,keep it mininum as possible	4/29/2023 4:37 PM
39	I feel that we are already paying for high fees for the college as I think we are the highest in Canada and amongst other professions. Increasing the fees is useless. DO NOT INCREASE FEES!	4/29/2023 1:03 PM
40	I am not agree about raising the price for our license. College of optometrist and Nurses they don't pay as much as we are paying. Because of the economy, it is better college of optician moves to the reasonable area for the rent and also not hiring the people or maybe has to cut the employees. Please don't forget I have fixed in come .I think we should help each other.	4/29/2023 12:43 PM
41	I'm not agree and if college has any expense we have them too. How we are cutting from the other things college can do that too . For example changing ur location and not paying more rent and etc. In panda mix like is not easy for any body and also I'm working for chain.	4/29/2023 9:06 AM
42	Hi I am a register optician and I don't know why you think last couple of years (Covid time) it wasn't only hard for college? Don't you think I was hard for us too? hi cost of food and rent and raising up our kids and working for a chain optical and having almost a fix income, why do you have to raise the fee? I think the best way to save money for college you can move your office from prime location in downtown and relocate somewhere with lesser rent don't you think so ? I think all of us we must help each other. remember we have to pay for each course to complete our portfolio and pay for sticker gas food rentso as you see isn't right to raise at this time Thanks	4/28/2023 9:34 PM
43	- Looking at the College of Dietitians, which would be close to our numbers. It indicates the operating budget is less than ours. One way to control would be to rent outside the Downtown core; as noted, work is now hybrid office space now needed is less, and that would put less pressure on the location. That would lead the cost benefits for the registrants.	4/28/2023 9:18 PM
44	I listen to the presentation and I am disappointed again. This college body doesn't truly care about their members. Come on stop lying to yourself . We all know. You just made a fool of yourself while you were explaining why and how ,are you kidding me !!! . I'm surprised you didn't get booed while you were waisting everyones time. Positive budget for the president fat pocket.	4/28/2023 9:18 PM
45	I'm ok with the fees. I would like to see a part of the strategic plan specifically dedicated to reducing expenses with the ultimate goal of reducing fees.	4/28/2023 6:57 PM
46	Appears reasonable	4/28/2023 4:41 PM
47	3% fees should be increased	4/28/2023 4:09 PM
48	I realize we have a low number of members and so this results in a higher registration fee. However increasing it by 2.5% may push those who were contemplating retirement to do so. We need to keep the members we have (and increase it with new members), and I do not beleive increasing fees by 10% over 5 years will help with this objective. Perhaps review other ways of funding?	4/28/2023 2:53 PM
49	2.5% less	4/28/2023 12:14 PM
50	2.5% would be the maximum I feel is appropriate as it closely reflects what employers are offering as raises.	4/28/2023 10:03 AM

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51	I think the cost of the fees are excessive now and I would not like to get an increase in those fees.	4/28/2023 8:35 AM
52	I think optician are paying already very high registration fee even higher then Optometrist who we call DOCTOR.	4/28/2023 8:26 AM
53	I do not agree with the increase. As it is the times we (I) are all going through are difficult and money is truly an issue. Please reconsider and avoid an increase. If anything lowering these fees would be much more appreciated. I absolutely understand what you all do for our College, however I still find our fees are extremely high. Moreover, this is done at the end of the year is very difficult.	4/28/2023 1:21 AM
54	I think it is too high should be reduced . optician do not make enough to justify that amount of fee . Question my self and my colleagues keep asking . Why do we have the college office downtown were the rent is the highest . Relocate , reducing cost most of the work is done remotely	4/27/2023 10:38 PM
55	I think it too much. Most opt is Working for others don't get a 2.5%annual raise, so to increase doesn't seem fair. As N Optician that works only part-time, what the fee is now isn't always doable & if fees continue to increase it make more sense to cancel my license then to continue. The fees can make those of us who wish to continue dispensing with less hours harder to stick with it. It dose t seem fair to have to pay full fees when you are dispensing less hours because we still want to contribute within the field. If the board's job is for the public's interests, then there should be other avenues to increase your budget then only from members: - increase the membership - seek government monies Sorry I'm not in favor of the new fees for 2024-2028	4/27/2023 9:10 PM
56	I thnk it's in line with current economy.	4/27/2023 8:13 PM
57	Based on the salary opticians get paid, 2.5% is too much to be honest.	4/27/2023 6:40 PM
58	I feel our fees are high	4/27/2023 5:30 PM
59	N/c	4/27/2023 4:02 PM
60	I think it is unconscionable that you would consider raising fees at all. We are in a period of recession with inflation out of control. A large percentage of opticians work at chain stores and do not see raises or even cost of living increases. We are seeing a drop in revenue across all industries and you want to charge us more! We are barely able to keep a roof over our heads and food on the table and you want to charge us more! Perhaps if the College didn't have an office in the Centre of one of the most expensive cities in North America some money could be saved in rent. Also , as portfolios and other necessary paperwork is all done online, a reduction of unnecessary staff can be looked at, to again reduce costs. As for saying that we are in the middle in professional license fees , we are towards the bottom in terms of SALARIES in comparison to other Professional groups. I really don't know how much you think the average Optician makes but every December there is a huge percentage of people who do without or have to borrow just to pay this obscenely large fee. There is a great problem in getting students into the profession because of the costs, both of the program and License fees. Many are foreign students who come get the education and leave, they don't want to pay this huge fee. I don't blame them. In conclusion , I'm sure I'm yelling into the wind as most likely the decision has already been made and this is just a formality. This is just put out to look like you are listening to the people who are paying for the college.	4/27/2023 3:18 PM
61	2.5% per year is not terrible, but considering how much it's drastically increased in the last 10 years plus the economic down turning it all adds up. Not every employer pays for their opticians' license so it's not exactly fair across the board.	4/27/2023 2:24 PM
62	Increase would be stressful	4/27/2023 1:23 PM
63	Renewal is already to expensive. Increasing more disagree 100%	4/27/2023 12:22 PM
64	another year is needed to recover. Living expensive, food just keeps going up.	4/27/2023 12:13 PM
65	The fees are already exorbitant compared to other professions. Raising them by a further 2.5% yearly for another 5 years, during an already challenging economic environment, is unacceptable and careless. Most opticians earn between 40-60k yearly. These fee increases are going to result in driving opticians away from the industry, or towards optometric clinics wherein they will no longer require a license to practice under "supervision" of an optometrist,	4/27/2023 12:07 PM

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because they won't be able to afford your fees. Unfortunately, it appears the college of opticians is prioritizing chasing profits over protecting the public.

66	Reasonable and fair price to keep board running well	4/27/2023 12:07 PM
67	I am pleased to see a new category has been added to the fee schedule for inactive opticians! I would like it to be clarified that their license is held as registered even if they are inactive. I would assume that they would have to complete the CE requirements the same as active opticians.	4/27/2023 11:49 AM
68	Do not agree. Reason: salary stays the same and every thing increases in price which create the financial stress.	4/27/2023 11:01 AM
69	We can hardly afford present registration fees! Optician salaries did not increase. Working Hrs also decreased.	4/27/2023 10:39 AM
70	If this is the minimum fee increase I guess it will do.	4/27/2023 10:25 AM
71	The 2.5% increase is understandable.	4/27/2023 10:03 AM
72	These fee increases are all fine as long as the input of the members remains a priority in any changes being made by the college.	4/27/2023 9:56 AM
73	While I understand the need to increase the fees, we have all undertaken a huge increase in the cost of living and not all companies are even back up and running all the store hours they did prepandemic. So some Opticians are still not making what they did before the pandemic. Therefore the increase of 2.5 per year is a little steep for some people to accommodate. As well we already pay more than nurses or massage therapist. To be honest that was quite surprising to hear what each of those occupations pay compared to Opticians. Of course the College needs to do what is in the best interests of all involved in our profession to ensure we can continue to provide quality care to those who need us.	4/27/2023 9:33 AM
74	How can you charge us more? I don't make enough to pay for this increase. Please reconsider.	4/27/2023 9:32 AM
75	I agree with 2.5 percent increase in order to maintain all the necessary needs of the college as well health ministry's requirements. I do believe our profession will benefit.	4/27/2023 9:23 AM
76	It is what it is. Every thing is going up. So why not increase a registration fees.	4/27/2023 9:00 AM
77	Our wages and positions do not justify the increase in any sense or form. Looking at the fees of other healthcare practitioners, we are already paying far too much in this profession. Our wages do not increase with inflation.	4/27/2023 8:21 AM
78	I think increase is ok but it should be around 1.5 %yearly	4/27/2023 8:10 AM
79	I am completely disagree by increasing fees we aren't making too much money and economy is not good , I think that is too much money and too much pressure.	4/27/2023 7:58 AM
80	Fees to upkeep the profession and its college is always a positive trajectory.	4/27/2023 7:54 AM
81	I understand the increase, this ends up being more money out of our pocket, I feel for the people who have to possibly travel and stay in hotels/fuel for seminars possible twice a year as and expense also, just don't feel its inline with opticians salaries.	4/27/2023 3:25 AM
82	I am paying for my license fee annually. So I'd rather say I prefer to keep the fee the same or it's better to have the fee reduced because I can't make more money on the job!	4/26/2023 11:13 PM
83	I think that it is already a challenge to find Opticians to hire or to encourage people to apply for the course. Opticians are just now starting to make \$30 or so an hour. Compared to what Surgeons and Pharmacists etc. make an hour, we aren't at the same level. I also think there are other ways to increase revenue, for example, by relocating the COO office to a more cost effective location. The rent/mortgage for an office in that area would be significantly more than a location outside of the downtown core. I understand having to keep us out of a deficit position. However, I think there are other options that should be considered before having to increase fees over and over.	4/26/2023 11:00 PM
84	Personally speaking, I believed that Opticians annual renewal/registration fee is way too high compare to other allied healthcare providers. Specific examples are the Nurses (RPN & RN) the RPN who possesses the diploma certificate compare with the Registered Opticians at the point of entry the job market are better paid than RO. Here is my point, the RPN as well as the	4/26/2023 10:34 PM

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Registered Nurses RN (BScN) with their higher hourly rates than the Opticians, their annual registration is about one-fifth(1/5) of what the opticians paid annually. So proposing an increment is not the best considering Opticianry hourly and yearly rates versa vis the daily opportunities that these two professions have in the job market. The nurses can work more time in 24hour window than the Registered Opticians that has one open 12hours in a day. We cannot do overtime compared to other health providers than can yet our registration fee is so high up there. Also, accessing the government loans to strat small scale business for young enterprenuers is very hard for the Opticians compared to other allied professionals like the Optometrist who can readily get loans from banks to start their practice. These are areas I think the Opticians can be helped to gain easy funding for starting their practice under the small scale business funding for professionals (Opticians seems not included to get these funding to start optical business) I would prefer, the body ask for more funding from the government rather than increasing our annual fees as a sole way of funding the board. Thank you.

85	The increases proposed by the college do not reflect the cost of living increases or the pay raises in a favorable manner.	4/26/2023 10:32 PM
86	I do not want to see any increases.it is already too high and should be reduced. Thank you	4/26/2023 10:10 PM
87	we appreciate your hard work ,,,my company will pay the fees and they approved the raise .	4/26/2023 9:54 PM
88	It was ALWAYS a big question mark why opticians Fee are so high (we are not earning that much to pay license fee that amount) it has to be balanced with annual income . If income more then \$120000 per year it fair enough to pay it. It has to decrease in half at least !!!! not increase!!!	4/26/2023 9:34 PM
89	I think it's fair to increase it by 2.5%.	4/26/2023 9:24 PM
90	I don't think it is a good time to increase the registration fee in next couple years because the economy hasn't been recovered after the pandemic. Or can be increased by 1.25% in 2024 and 2025 to help the small business owners who is the optician. It is still a tough period.	4/26/2023 9:16 PM
91	Everything else is going up... Not surprised with your decision although I would increase every 2 yrs not every year as suggested ... It does not affect Opticians where their employer's pay for their renewal but it certainly bites the employee / optician who works for an independent company and they have to pay on their own...	4/26/2023 9:09 PM
92	Seems fair	4/26/2023 9:08 PM
93	Ok with fees increment.I think 2.5% is pretty reasonable.	4/26/2023 8:49 PM
94	I believe it looks good according to the trend.	4/26/2023 8:26 PM
95	I think 2.5% is reasonable considering inflation among other reasons.	4/26/2023 8:02 PM
96	No! Stop raising fees. People can't afford it in this economy!	4/26/2023 7:48 PM
97	I don't think 2.5% increase yearly is reasonable. I recommend less than 2%	4/26/2023 7:20 PM
98	I wish that Opticians salary would also increase by 2.5%. The salary which Opticians receive does not reflect the cost of living expenses.	4/26/2023 7:06 PM
99	The college of opticians fees are the one of the highest amongst medical fields more than double nursing or dental hygienist annual fees. Other options need to be explored such as moving the head office to have lower rent/work from home options.	4/26/2023 7:05 PM
100	Would be nice if fees was half of what it is now	4/26/2023 7:03 PM
101	It should not be increased	4/26/2023 6:53 PM
102	The fee schedule increase is too high. Our fees are already high to begin with	4/26/2023 6:38 PM
103	Optometrist pay less then opticians. How is it allowed more then one family member is under the college of opticians. [REDACTED] seems fishy, many opticians asking that question. How much are these people making. Why is there pay not public. Maybe they make to much and this increase is for their benefit.	4/26/2023 5:58 PM
104	Try to keep fees as low as possible! I do not even get this percentage every year as a raise!	4/26/2023 5:44 PM
105	I feel 2.5% per year is a very fair increase.	4/26/2023 5:30 PM

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106	Disappointed	4/26/2023 5:03 PM
107	I think the fees are already too high ...dont agree with the increase ...u less the cost of living goes down or our earnings for opticians get increased ...just my concerns 😞	4/26/2023 4:55 PM
108	The fees we pay as opticians should reflect the wages we make. Our wages should go up significantly in reflection of these increases	4/26/2023 4:35 PM
109	With the current condition of the economy, it would be best not to increase the fees right now	4/26/2023 4:30 PM
110	Absolutely ridiculous!! Why does the college need to be in such an expensive location to operate? Why does the college not look at reducing their costs by finding less expensive rent instead of making its members pay ? There is no need for the college offices to be located in downtown Toronto. You could easily do the same work in a much less expensive location. It's time for the college to start looking at itself and what they can do to save money instead of putting it all on the members shoulders!	4/26/2023 4:08 PM
111	I think it's too high. The college doesn't do anything for its people only the public. Even questions take days to get answered. If we had the college available to us in a timely fashion I would agree, but we don't.	4/26/2023 3:44 PM
112	Absolutely a good idea. To be honest, with inflation I am surprised it didn't go up more.	4/26/2023 3:41 PM
113	Please do not rase fees, Our fees already higher than most of healthcare professionals	4/26/2023 3:39 PM
114	Any increase at this time is completely unacceptable. Looking at the table proves that our college is obviously not capable of adjusting resources to limit the increase in cost to its members. The sole fact that we have a higher fee, larger budget and less staff to member than Optometry who make 3 x our salary. Its been time for the last 10 years at least that you start to find ways to reduce spending rather then just increase our fees. Considering it take 24 - 48 hours to get a response from the College perhaps its time to move the office and not pay the crazy rent and may have people fill a few rolls rather than one that they don't really do in the first place. You would not run your Business this way so why run the college like that.	4/26/2023 3:34 PM
115	Stay the same or 1.5% increase.	4/26/2023 3:33 PM
116	While average hourly pay is not going up fast, fees going up fast I believe	4/26/2023 3:21 PM
117	If the board have made decision we can't change it	4/26/2023 3:17 PM
118	The fee increase is understandable, with the current inflation rate, but this profession can not support life in Canada anymore , the wages are not even close to pay for the basic shelter and food, therefore most opticians likely will be leaving this profession, for a different, higher pay. It was ok back in the nineties, early 2000's, but most likely no one will join as new optician, as the pay is too low, and staying the same for over 30 years. Taking into consideration the yearly fees and the schooling requirements, in a decade or less, it will not be worth the effort to become an optician in Ontario.	4/26/2023 3:10 PM
119	Absolutely NOT. Optician wages have not gone up for many years although cost of surviving has gone up! Companies have cut our hours of work down, cut benefits or no benefits for not F/T staff, tons of illegal Dispensing taking place under our licenses or NO lic., When was the kast time college investigated & sued the operation for illegal Dispensing?How can we survive on our low wages that is NOT going to be going up by 2.5%? Staff at college is making more for clerical work than us lic optician. Hire new staff at lower wages!!!	4/26/2023 2:57 PM
120	Consider the average salary for a licensed optician; fees are already a week's pay. Consider PLI, CE and other costs and we are paying for the pleasure of working. That's pretty unreasonable already (the professions with higher fees are doctors, dentists, ODs etc with higher earning opportunities).	4/26/2023 2:52 PM
121	Seems reasonable	4/26/2023 2:52 PM
122	I think it should be 1.5 % each year.	4/26/2023 2:49 PM
123	For part timers, the fees should be kept the same	4/26/2023 2:38 PM
124	I believe the college could explore ways to reduce costs rather than raise fees. Perhaps the offices could move to a less expensive location. We already pay exorbitant fees compared to other healthcare professionals.	4/26/2023 2:30 PM

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125	I feel 2.5% each year from 2024 - 2028 is too much. We as opticians do not receive that kind of increase each year so it is just costing us more to work. Our fees are one of the highest in our professional umbrella to our colleges. By paying so much to the college of opticians to protect the public, we can't afford to belong to the body that protects us (OOA).	4/26/2023 2:26 PM
126	I'm not in support of the increase in costs. Amidst all the increase of costs of gas, food, utilities, payroll taxes, and everything else. An increase in fees could make keeping someone employed difficult. Other medical professionals pay a fraction of what opticians are asked to pay.	4/26/2023 2:12 PM
127	In this time of economic hardships I feel the college should be subsidize the fees instead of increasing as we opticians wage and income is not on par with dentists and pharmacists and we pay almost the same fees I strongly urge you to reconsider the fee increase	4/26/2023 2:00 PM
128	Actually as a new registered optician I would like to ask the college to keep the fees at minimum range as possible. However, based on the evaluation or the estimate has been made college would take a best decision.	4/26/2023 1:55 PM
129	Ok	4/26/2023 1:53 PM
130	I believe that this increase is feasible and attainable. I don't think after 5 years that we should keep paying more and more. It should plateau at one point. I have been dispensing for over 20 years and our time in the industry should count for something. Especially when it comes to quality assurance. Any optician that has been dispensing more than 10 years should not have to be subjected to providing yearly QA reports. It should be a bi-annual basis. There should be more privileges for opticians that have been dispensing for more than 10 years. Rather than considered part of a large group expertise should be valued. But as for the increase. Yes this is a good idea. But not use this as leverage and an excuse to increase it further. After the 5 years it should plateau and stay at the 2028 rate till 2030.	4/26/2023 1:44 PM
131	I don't believe the fees should be increased, looking at other health professional that have a higher pay range have less fees for renewal. CNO (nurses), optometrist Ontario...	4/26/2023 1:31 PM
132	2.5% yearly increase is a reasonable increase.	4/26/2023 1:31 PM
133	the college should be simplified to run with less than half the staff it currently has. reducing fees equally.	4/26/2023 1:30 PM
134	Fees are ridiculously high as they are. You cannot compare our fees with other RHPs, if you do, then why don't you look at the whole picture, as we are one of the lowest paid. With only 14 staff (3346 registrants in 2021 and 233 registrants per staff as per email), the budget of close to \$1.3 million to pay them is a slap in the face to all registrants who make significantly less. I believe greater fiscal responsibility and cost savings by the staff should be where additional cash should come from, not off the backs of those people keeping the industry alive. Additionally, with the illegal internet sales of prescription eyewear in Ontario being the responsibility of the COO to regulate, that is also eating into the livelihoods of the members.	4/26/2023 1:30 PM
135	I don't think this proposed fees plan is suitable for opticians. Looking at the economy, it wouldn't be fair on us to expect such an increase. The fee is already high and some of us are just scraping by. With this increase, it will increase our burden. I think you should take our feedback seriously and into account. We just cannot afford it!!! Keep the fees as it was!	4/26/2023 1:30 PM
136	Smart and reasonable strategy.	4/26/2023 1:26 PM
137	Luxottica pays for my registration fee.... But I do not approve of the increase. So I say no.	4/26/2023 1:24 PM
138	I think the 2.5% increase is fair but after 2028 I wouldn't expect a larger increase. I would expect that the amount would be less.	4/26/2023 1:18 PM
139	I always thought that the fees are too high. For our profession I think a reasonable amount would be \$500 of annual fees.	4/26/2023 1:02 PM
140	Covid has effected every part of our daily lives. Along with health issues, it has devastated our financial situations. Business is not as before. Jobs are not secure. How does increasing our fees make any sense, when our salary has not increased. Sales have not increased?!!! Only cost of living has INCREASED	4/26/2023 1:00 PM
141	I think It is a reasonable increase.	4/26/2023 12:55 PM
142	2 years appropriate for me. Because 4 years too long time all ways.	4/26/2023 12:54 PM

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143	It is long overdue to implement the inactive designation especially considering the aging population and dire need for more opticians. There is an obvious need for more opticians and a large number of retired people would consider part time opportunities but you need to make it easier both from a paper perspective but also financially as it can take up to two months to recoup registration costs. Most of us have enjoyed a long fulfilling career but find it difficult to continue working full time and would be happy to continue offering our skills in a reduced capacity.	4/26/2023 12:54 PM
144	Consider a smaller increase (1.5%), many of us have not seen an increase in wages but have experienced an increase in costs associated with both business and personal life. Have you considered how to reduce costs? eg. Board expenses (virtual meetings would keep costs down, travel expenses are outrageous right now).	4/26/2023 12:50 PM
145	It's reflective of the inflation and the climate we're in today, I guess	4/26/2023 12:48 PM
146	I do not support the fee increase. Our fee is already high in comparison to others in our similar pay category. Do not make comparison with the fees that physicians make as they pay grade is way surpass us. Compare apples with apples.	4/26/2023 12:47 PM
147	Fees should not be increased otherwise it would be very difficult to maintain this profession Thank you	4/26/2023 12:47 PM
148	I think our fees are way to high give the industry and the COO has a huge infrastructure that isn't necessary for its roll. A big office in downtown Toronto serves very little purpose in achieving the "mandate" you have laid out. Sometimes spending less is required rather than charging more all the time. I think there should be a 4 year moratorium on any increases.	4/26/2023 12:44 PM
149	Too expensive	4/26/2023 12:44 PM
150	Fee is likely increasing significantly with in 1 year by 2.5%	4/26/2023 12:40 PM
151	That's great.	4/26/2023 12:40 PM
152	Schedule is aggressive and 1.5% is more in line with what salaries are growing in the profession.	4/26/2023 12:37 PM
153	I agree with the new rate.	4/26/2023 12:37 PM
154	Me and my colleagues agree that the fees are higher than most medical jobs and an increase is not fair especially with the economy today. You guys need to look long and hard at this as I might step down from this field if you guys raise prices. Our pay isn't going up and it's just not fair.	4/26/2023 12:36 PM
155	I guess everything else is going up so this is too be expected	4/26/2023 12:36 PM
156	No increase. Thanks	4/26/2023 12:35 PM
157	Could this be lowered to 2%? It's hard to make ends meet with the rising prices of everything and no change in wages.	4/26/2023 12:32 PM
158	We pay too much for fees.	4/23/2023 2:41 PM
159	Fees are too high for income earned by Opticians.	4/15/2023 8:14 AM
160	Keep fees as low as possible with inflation so high	4/12/2023 10:35 AM
161	Online glasses companies are operating without paying for their license and making profitable margins every year whereas opticians in store have to pay just to keep their license active .	4/12/2023 8:05 AM
162	I don't like the idea of 2.5% yearly increase from 2024 to 2028 is way too much. I am in favour of 2.5% fees increase for 2024 to 2028 but not on annual basis. Thanks	4/9/2023 11:20 AM
163	N/a	4/8/2023 11:18 AM
164	Due to inflation and increased price of everything these days, it is very difficult to pay for one more price increase.	4/5/2023 8:28 PM
165	I suppose if we're just letting inflation do its thing we can increase fees... I feel very underwhelmed by what the college provides to our profession. It seems that individuals working under optometrists can do everything we are licensed to do without repercussion to the patient while having limited technical knowledge and individuals/corporations ie online sales	4/5/2023 2:20 PM

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can still dispense while being unlicensed - how is the public protected there. Is our regulatory board still relevant in today's environment? The mandate to protect the public is a good mandate, I do not want to deregulate. However, I struggle within the current environment to have faith in the college's mandate.

166	We are paying too much for the fees compare to Optometrist. I don't understand why we are paying more.	4/5/2023 11:56 AM
167	Fees are already expensive without increasing. You guys should deal with the online selling glasses to protect opticians .	4/5/2023 1:00 AM
168	Nobody likes a fee increase however like everything the Costs rise.	4/4/2023 1:43 PM
169	It's already too expensive, keep prices the same or better lower it	4/3/2023 9:30 PM
170	As an optician, the increase of fees is definitely putting additional pressure on current inflations. I do understand prices of everything is going up which correlates many other services that will need to raise the cost as well. 2.5% is on the higher side of the increase rate which I personally feel should be lower compared to other profession fees. The salary range of other professions are higher but induce less fees and with the increase of optician license fees will show greater disparity and fairness.	4/3/2023 9:03 PM
171	Optometrists are more valuable than Opticians so why is our fees higher than them? Out of all the HPRO Colleges, Opticianry should be ranked differently based on health education and social standing. College of Respiratory Therapists and Dieticians of Ontario has more members and lower operating budget. It seems their members can self-regulate without a larger operating budget. Opticianry probably has the lowest health impact compared to other health colleges in that document so why is it necessary to further increase fees? Cost of fees should be directly related to number of complaints and not staff to member ratio. The value of the college is to protect the public, not the Optician so increasing fees is a disadvantage and cost to the Optician when most Opticians are in good standing. If the public is hurt, the consequence for the Optician that hurt the public should make up the difference in operating budget. With the advancement of technology, CE can easily be managed online and less staff required to review each portfolio and professional standing. If the complaints are high than that justifies more staff, but it should be at the cost of the public, not the Opticians. The college does not help increase Opticians income to pay for these fees so the value is not aligned. The college of opticians should consider to re-evaluate their funding position to increase value and support for Opticians. If the college's purpose is to help increase social standing, scope of practice, professionalism, and income of Opticians than increased fees are justified. If the college of Opticians is just a regulatory body to sustain licenses, CE and protect the public than fees should reflect the cost to fulfill those operations as a not for profit organization. An idea is to merge Ontario Association of Opticians with the College of Opticians to fulfill a variety of value for Opticians. That initiative will justify increased fees.	4/2/2023 2:45 PM
172	I believe the current price is extremely high compared with the income of of a licensed optician in Ontario. Any further increases will only further to discourage anyone in enrolling in the profession. The ratio of license fees to income has been way out of line for the past 20+ years.	4/2/2023 1:57 PM
173	What makes you think that you deserve a raise, we are struggling to makes end meet. Maybe consider moving your office to a more affordable location, make cost cuts. We pay more than nurse and pharmacists	4/1/2023 6:57 PM
174	Due to very bad economy, it will not be a good idea to increase the registration fees. Please keep as it was. Thanks.	4/1/2023 5:15 AM
175	I think its crazy that we pay more than Optometrists do in yearly fees.	3/31/2023 10:12 PM
176	We cannot say no, but it's not fair for the part-time and the freelancing optician pay full license fee	3/31/2023 9:02 PM
177	I believe the increases are fair and reasonable.	3/31/2023 8:34 PM
178	I absolutely disagree. The optical industry does not give a great income anymore. I think it is too much pressure on the people.	3/30/2023 5:19 PM
179	First, I would like to see published the last three financial statements. How can I get a copy of them? Second, I would like to know how the operating expenses are forecasted considering the substantial difference from year to year, especially the \$ 180.000+ calculated for the forth year. Third, does the College have compared our fees to other health group with similar salary	3/29/2023 5:37 PM

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standards? Finally, regarding equality and inclusion, I would like to know if there was an existing problem that needs to be addressed. Any time I look around at seminars and conventions, I believe the problem does not exist and should not cost hefty fees for analysis, studies, marketing researches and similars.

180	The fee is drastically increasing with no touched increase to the optician minimum paid hours in Ontario. This increase is putting a lot of pressure on opticians to keep their license active with all the inflation and the prices jump.	3/29/2023 2:45 PM
181	Our fee to wage disparity is higher than any other regulated profession, Optometrists have a slightly higher annual fee than us and earn vastly more. I would suggest an internal or external audit on Administration expenditures and salaries, glad to hear we may be relocating, downtown Toronto is unnecessary, there are plenty of small business communities that exist that can house an admin team. Can we utilize a remote working environment where a permanent office is not necessary and when needed we can book a board room at a convenient location? Can we utilize more online services and allow Opticians to do more to lessen Admin staff? What kind of lobbying does COO lobby? Do they travel? Is this travel necessary? Optician fees are the easiest way to get money, but does not change larger issues that need to be addressed, our fees need to be spent wisely and should be the last choice when trying to gain more funding.	3/29/2023 10:05 AM
182	I would love to see no fee increases as opticians already pays high fee comparing our nurses and may be others health regulated professionals	3/29/2023 9:33 AM
183	I agree with the plan of increasing registration 2.5% yearly from 2024 to 2028 to help maintaining the College of Opticians of Ontario activities.	3/29/2023 5:07 AM
184	The fee is too high already. The increase of it especially with this economy is not a good move.	3/28/2023 5:11 PM
185	i disagree . i wish to keep payment as is .	3/28/2023 3:37 PM
186	I live and work as an Optician outside of Canada, would it be possible to add in a non practicing or an associate member with a nominal fee? Or cap your annual fee to members who have been registered for 25+ years. Looking forward to your response. Regards, [REDACTED]	3/28/2023 7:53 AM
187	It is better deferral for few years more under the recession.	3/27/2023 4:40 PM
188	I am really disappointed with this decision. As an Optician our fees are already terribly high, and for what reason? It is getting to an unfattenable point for me. Not only do we have VEY HIGH licensing fees we also have to pay for liability insurance AND CE!	3/27/2023 4:06 PM
189	Appreciate the college for the reduced fee on the past couple years, however the business still in a setback at the moment. Will the fee can be delayed for one more year.	3/27/2023 3:02 PM
190	We already pay more than most other regulated professionals including Optometrists. Leave us alone with the fee increase, I haven't seen any real return for our investment in the college.	3/27/2023 2:51 PM
191	I am not in favor of changes; however, if they are necessary, then should be done.	3/27/2023 2:41 PM
192	It seems that annually the rate consistently increases. There needs to be a break. our rates of pay are not increasing and our member benefits are not increasing.	3/27/2023 2:02 PM
193	With how the economy is expected to change I feel 2.5% is too high. 2% would make this slightly more affordable.	3/27/2023 9:52 AM
194	Fees should be in line with wages and ability to pay. The College should consider inflation and years of service. There should be an early payment option and a multi-year payment discount.	3/27/2023 7:31 AM
195	Ideally 2% is my opinion of annual increase.	3/27/2023 7:19 AM
196	I am in favor of no increase to the fee schedule as I find it to be a ridiculous amount for the college to be charging opticians.	3/27/2023 3:40 AM
197	Since we are dealing with everyday high prices on everything, we would be pleased to not to see any increase or maybe 0.5% increase on the fees. Thank you!	3/26/2023 10:14 PM
198	I honestly don't think I will be working for another 5 years. Maybe 2 unless part time fees will be implemented in the future. It would be great if there is no increase for another 2 years.	3/26/2023 9:20 PM

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199	Don't increase fees as right now our annual renewal fee is higher than any other professions	3/26/2023 5:40 PM
200	I think maintaining a balance of an increase that both suits registrants and the COO finances is important. Though as a registrant a fee increase is never ideal. I respect that in order of the COO to maintain financial security is important. I am in favour of the 2.5% increase.	3/26/2023 5:32 PM
201	I think that the fees should stay under 1K. Based on what opticians earn vs the licensing fees, our fees are consistent with professionals that earn a higher income personally. I know all things recently have increased therefore a 1% increase annually so 5% over 5 years would be my preference if at all.	3/26/2023 4:30 PM
202	Optician fees are too expensive compared to other professional health care.	3/26/2023 2:48 PM
203	I will assure that our fees currently paid to the College is one of the higher fees as compared to similar diplomas. With our current times with life expenses going up drastically and no control over it, it would be insensitive to even suggest such a proposal. I will be disappointed if it does go up. Thank you,	3/26/2023 1:57 PM
204	Why are our fees higher then Optometrists? Secondly, the increase in fees for registered Opticians should be less and higher for inactive Opticians.	3/26/2023 12:43 PM
205	When cost of living has increased so much our own governing body should not have such a high increase. This is unfair to us members who are still having to recover from Covid's affects to our entire life. Please consider the ramifications to us personally.	3/26/2023 10:51 AM
206	This is unacceptable due to the fact that employers are not increasing wages at the same rate . This is a fee that is definitely too high at this time with interest rates as they are.	3/26/2023 10:42 AM
207	To whom it may concern, My name is [REDACTED] one of the [REDACTED] [REDACTED]. I would like to give my opinion to what I've observed. In my belief, there are a lack of opticians in this field and most older licensed opticians are alone working in their own practices, making it even hard to look for opticians in the area. In the meantime, low cost optical shops are getting traction; meaning there is a real shortage of optician. Since the inflation and price are giving so much pressure for those optician to hire at a high price per hour wages, they have started to hire part time and shorten the hours to compensate the cost. With that said I do not think it is a good idea to increase the price of the license, unless necessary due to cost increase. I would love to give more opinion about that if this message went through. But right now I will leave it as is. Thank you for your time. Sincerely, [REDACTED] [REDACTED]	3/26/2023 10:24 AM
208	i don't think at this time we should have an increase. we are still trying to recuperate from the close down...	3/26/2023 10:08 AM
209	According to your chart, EVERY occupation that pays less for their fees make more money than opticians. So what exactly are you asking?	3/26/2023 1:16 AM
210	Reduced/stable fees are far more sustainable and appealing year-over-year as an Optician on all levels.	3/25/2023 9:04 PM
211	This is ridiculous the rate should not increase by that much. Why are we paying such high fees ,no other profession has such high college fees in correlation to how many members. This is pure robbery. It should really stay at \$1000 and that should be the cap. If you really wanted to make more money you wouldn't lease such a fancy office downtown, it's not necessary . Last time I checked you lost every legal case that highly impacted us. Why are we paying such high fees to protect the public, you do absolutely nothing for us. You guys are really pushing the boundaries of how much you can rob people. Please stop this nonsense. Cause one day someone is going to come along and challenge this whole college and we won't be licensed anymore ,then how will you rob us left right and center?	3/25/2023 6:51 PM
212	Feel 2.5% is too much every year , especially when that's for every optician and student optician . How much more revenue is needed . When you take the 2.5% and times it by every registrant that's a lot . I don't even get a 2.5% raise every year .	3/25/2023 6:37 PM
213	Increases in registration and renewal fees are not acceptable, very disappointed.	3/25/2023 2:40 PM
214	I don't think it's fair for us to pay that much every year during recession when we pay for our insurance credits too.	3/25/2023 1:14 PM
215	This fee raise is unacceptable! Why do we pay more than Optometrists, Pharmacists and	3/25/2023 12:20 PM

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Psychologists when their wages are double and triple than ours! If anything you should discuss how to lower our yearly fee and make our wages higher! What extra do we get for the increase fee?

216	If the proposed fees goes up then the salary for Registered Optician should also go up	3/25/2023 11:35 AM
217	With the economy and inflated prices for all sorts of goods for day-to-day living. it is difficult for Opticians to pay for the higher annual fee. Especially if wages has not kept up with inflation.	3/25/2023 10:48 AM
218	I don't like it	3/25/2023 10:15 AM
219	Does not agree for an increase in our licensing fees	3/25/2023 10:11 AM
220	I disagree with the 2.5% increase. We pay enough fees and have to pay for liability insurance and continued education courses on top of this just to comply with the COO standards. The only way I would agree to the fee changes is if you included liability insurance.	3/25/2023 8:53 AM
221	Our fees for our license are one of the highest for health care professionals in Ontario. I do not feel it is a necessary increase as we pay an outrageous amount please try to cut your own costs at the college level eg. work from home, move the College out of Toronto, find optician more who do wrong.	3/25/2023 8:08 AM
222	We already pay some of the highest membership dues of regulated health professionals in Canada. I think the proposed 2.5% yearly increase is very high. Not every optician gets a 2.5% wage increase every year, and many pay out of pocket at Christmas time for their memberships. This in combination with many Ontarians feeling the pinch of inflation, I don't agree with the hike at this time. I would like to know specifically what these increased fees will be doing for us. The proposal mentions proper staffing to fight illegal dispensing. I'd like to know more about what specific things are being done and I think we should be communicated with more. And I think our college should be doing more to advocate for the profession in ways that we and the public can actually see.	3/25/2023 7:13 AM
223	Seems reasonable Interesting to what other professions are charged When considering our numbers rates look reasonable	3/25/2023 6:53 AM
224	Our fees are extremely high compared to, I believe, most professionals. Why is this? Is it Because of the College location and leasing fees in TORONTO? Would another city outside of the metropolis of Toronto help...I and fellow opticians believe so. There must be a better alternative to help decrease our fees. HONESTLY, our fees are not in line with other professionals who pay dues. Including university accountants and nurses. The luxury of being in Toronto does not seem feasible to myself and fellow colleagues I speak with. Can you please explain the location of the college and the fees that go along with it? Would moving locations reduce fees?	3/25/2023 3:12 AM
225	Dear sir/Madame I am new and I am not a registered Optician in Canada so I won't to register myself and get my license Thanks	3/25/2023 1:17 AM
226	We already get nothing for these fees. Don't increase them. You are punishing compliance.	3/24/2023 11:48 PM
227	Absolutely against this idea & the proposal. By considering the high inflation and everyday difficulties in the work environment. This idea could bring too much unnecessary stress into our daily life, which we already struggle with. For your information, my payment of the registration fee for 2023 resulted from one year of savings because I am the only breadwinner of my household.	3/24/2023 11:32 PM
228	Too much!!!!!!!!!!	3/24/2023 11:02 PM
229	Fees need to be reduced	3/24/2023 10:50 PM
230	It makes absolutely no sense that our college fees are that high. We pay more in fees than OD's and other health professions who make much more than our salaries. Also charging for inactive opticians is absurd.	3/24/2023 10:41 PM
231	That is ridiculous, Opticians wages have been stagnant for years but we are expected to increase the wages of those at the College? We are already being crushed by inflation and this only adds to that weight. A 2.5% reduction each year would be more fitting when you look at the cost of the renewal fee 25 years ago. It was raised as a "temporary measure" to pay for a court case but that was used as an excuse to exponentially increase our renewal fee for almost every year after. When you look at the wages of the average Optician and compare that	3/24/2023 10:33 PM

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to our renewal fee it is a shocking percentage already without your proposed increases. If this is approved we will be paying nearly \$1300 a year by 2028; unacceptable.

232	2.5% sounds fair	3/24/2023 10:30 PM
233	Not this time	3/24/2023 10:08 PM
234	I don't know what are u thinking, not every optician is a business owner , hardly we can afford our lives & u are increasing the fee every year?!!i think we need to go on strike. Every registrant pay less than us like nurses, daycare, etc	3/24/2023 9:19 PM
235	I think this is ludicrous. In a time where opticians are already far and few between, to increase an already incredibly high fee is a step in the wrong direction. These fees do absolutely nothing for the opticians themselves and there is continuous communication between us that we are not sure how much longer we will continue to practice. The current opticians wage is bordering "low income" and adding more fees is not going to help anyone(or motivate any new prospects for that matter).	3/24/2023 9:03 PM
236	Thanks for all your efforts.	3/24/2023 9:01 PM
237	This is absolutely rediculous. What has the college done for us that it warrants this increase. In the 13 years I have worked as an optician all they have done is increase the fees and what has that done for any of us?	3/24/2023 8:33 PM
238	Our fees shouldn't be compared to almost any of the other professions you list because we make the least of all of them. In addition our fees are already higher than every other province in Canada. What do you do with this money? How is this protecting Opticianry or the general public? It's ridiculous to raise the fees at all. They're too high as it is.	3/24/2023 8:02 PM
239	Please decrease the licensing fees. We are not getting that much paid in companies. This is gonna be huge amount	3/24/2023 6:55 PM
240	Totally disagree on this decision	3/24/2023 6:47 PM
241	Very good	3/24/2023 6:47 PM
242	Opticians are paying more fees than pharmacists and optometrists. We don't make as much money as they do	3/24/2023 6:44 PM
243	The increase would become unaffordable to many opticians old and new.	3/24/2023 6:08 PM
244	I don't agree with the increase, it's a bit too much	3/24/2023 5:42 PM
245	all seems reasonable except for the retired/inactive category which I think should be about \$100.00 per year. Thank You	3/24/2023 5:36 PM
246	The yearly fees are already too high given the fact that incomes have not been keeping up with the cost of living or inflation. On top of the yearly college fees, opticians have to buy insurance and also pay for CE requirements as well. This is an additional burden on opticians and one that needs to be a avoided at all costs.	3/24/2023 5:30 PM
247	More money? We already pay more than most , if not all, licensed health care practitioners. Ridiculous! I also have to cover 3-4 other licenses as an owner.	3/24/2023 5:28 PM
248	Fees are way too expensive given how little you make in this job. I'm considering leaving the industry due both low wages and high fees /ridiculous amounts of CE. I'm not a surgeon, please stop with such high fees and amount of CE.	3/24/2023 5:20 PM
249	You can't be serious?!?! I am already called sexual predator at every show if I took my wife's PD and told that you are there for the public and not us ... and that we need more equality and inclusion when we are already a stunningly diverse profession. Please be more serious about this, we are getting hit in all directions already, this is bizarre timing! What is this money going towards EXACTLY? I have to join the OOA to get insurance and at least they advocate for us on some remote level!	3/24/2023 5:15 PM
250	Fees are already too high need to remain the same or decrease due to the lack of business which is being taken from us by optometrists. We should push to go back to when optometrists were not allowed to sell glass.	3/24/2023 5:11 PM
251	if you're going to increase the fee you should also be providing us more benefits. inflation doesn't really apply on a license. this isn't the grocery store	3/24/2023 4:39 PM

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252	I think our registration fee is high and need to be down . Thank you	3/24/2023 4:35 PM
253	The fees are already far too high and should be reduced going forward, not increased.	3/24/2023 4:30 PM
254	Fees are fairly high for the amount of money opticians earn in one year.	3/24/2023 4:25 PM
255	Please do not raise the fees, however for some people who own small businesses and cannot afford 1500 licensing fee is not fair.	3/24/2023 4:23 PM
256	2.5% yearly increase is too much should be 1%	3/24/2023 4:14 PM
257	College needs to run its operations more efficiently with better financial accountability .ODs have more medical & legal responsibilities , are fewer but pay less for professional fees . More licensed opticians will seek employment in other fields or retire early .	3/24/2023 4:13 PM
258	Unless the college of opticians can guarantee that this funding will ensure a smoother customer service experience for renewing members, I strongly disagree with the proposed 2.5% fee increase.	3/24/2023 4:12 PM
259	If this amount is necessary to keep the budget above the rest, then that is fine.	3/24/2023 4:06 PM
260	Are fees are one of the highest in the medical field or even professional field. It is not sustainable to pay these high fees for everyone especially with the economy raising rates.	3/24/2023 4:06 PM
261	How about no increases at all.. I could only wish my earnings grew by your 2.5% increase every year but they don't so no Increase !!	3/24/2023 4:03 PM
262	Not agree on the proposal	3/24/2023 4:03 PM
263	ridiculous	3/24/2023 3:58 PM
264	With the recession that was predicted for the extremely near future, I do hope that this increase will not impact use as our wages don't go up.	3/24/2023 3:56 PM
265	No. If you plan to continue to rob people of money maybe make that known before they decide to sign up and try to make a career of this. Raising fees is insanity	3/24/2023 3:53 PM
266	No need for the college to increase the renewal fees	3/24/2023 3:40 PM
267	Honestly, increasing 2.5% is too much while all businesses are under pressure because of recession .	3/24/2023 3:40 PM
268	We as opticians are paying the highest fees for our college. With such a high inflation rate and low incomes we have please stop stop stop increasing the fee.	3/24/2023 3:38 PM
269	I am against increasing the yearly license fee.	3/24/2023 3:37 PM
270	If our wages were to increase by the same amount, I think that raising the registration rate would be acceptable, but during these years, our wages will not increase to such an extent.	3/24/2023 3:36 PM
271	Fees are already high enough! Plz don't increase anymore fees as it is very hard on us opticians with these amount of fees!	3/24/2023 3:32 PM
272	It is ridiculous to increase our fees. Already compared to all of the other colleges in major provinces across the country, we have the most expensive fees by at least more than 240\$. Fees in BC are 675\$ + 75\$ (for refractions), Alberta's fees are 823.30\$. Saskatchewan is 871.33\$. Manitoba's are 794 63\$, and quebecs fees are 879.01\$ If anything fees are too high as is. Please consider other alternatives to raise money. Should fees increase, I would demand a few things in return: 1) provide better quality certificates. The new ones are thin, small, and look cheap. 2) there should be FREE conferences hosted by the COO for continuing education (in person or online). 3) with more expensive fees, opticians practice should be expanded. For example, allow for independent automated refractions (much like those allowed by the COBC) giving opticians an new avenue of income to recoup cost of fees.	3/24/2023 3:30 PM
273	Please don't increase fee Thank you.	3/24/2023 3:29 PM
274	Our license fees are already one of the most expensive health care license fees in Ontario BY FAR. Our salaries are not increasing by 2.5% each year either. License fees should not be increasing period.	3/24/2023 3:27 PM
275	Why are you in Toronto move the office for cheaper rent. Why are you killing us with expensive	3/24/2023 3:25 PM

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	license fees. We pay more for education, licenses etc. then optometrists.	
276	Let's not go up 2.5%. Like 1-1.5% over 5 years	3/24/2023 3:23 PM
277	I don't feel our fees should be increased in any manner. Opticians pay one of the highest fees amongst regulated professionals already. I cannot say we had received MORE support or resources in any manner. If Opticians that are not in good standing or fail to practice responsibility are affecting our fees THEY should be the ones being fined more. I cannot say increasing fees for ALL Opticians would be desirable at all. If the fees were to increase, I may give up my license and bring my years of experience and work under an Optometrist instead.	3/24/2023 3:22 PM
278	I don't support and don't agree on the 2.5% increase fee because our optician salary is on the way lower than another jobs on the charts. Besides, we still have to pay almost of courses for every year to obtain credits to maintain our license.	3/24/2023 3:15 PM
279	I feel an increase is unnecessary. Our fees are already high enough	3/24/2023 3:13 PM
280	The fees are already high for the renewal so i would appreciate it if the fee does not increase any further.	3/24/2023 3:12 PM
281	the legal action is not worth pursuing and the financial burden of doing so should not fall on individual opticans, many of whom's wages are not even increasing to cover the proposed increase in fees or current general costs of inflation.	3/24/2023 3:07 PM
282	Get an office in a cheaper part of Toronto	3/24/2023 3:06 PM
283	Our fees are ridiculously high. Inactive opticians, such as those on Mat leave, should not have to pay a license fee for the period of time that they are off. This practice would disproportionately effect women opticians vs male at a time when they are not making their full wage as well as when they should be focusing on their family.	3/24/2023 2:58 PM
284	The additional fees are outrageous. Some opticians do not have the benefit of their companies paying for their fees and expenses. On top of the license expenses we are also expected to pay for any conferences to redeem credits. I truly believe that increasing the already expensive fees are going to deter current opticians from renewing their fees.	3/24/2023 2:57 PM
285	I would say no. You guys have to increase pay for the optician. Than it's considerable. No one would pay extra and more if the pay rate remains the same. Student opticians interns work for free. Optometry offices wants to use students to run the business. Why we paid and studied for. It wasnt my case. But i saw many of us working with low rate.	3/24/2023 2:56 PM
286	Strongly disagree to increase the price	3/24/2023 2:55 PM
287	I feel the fees are already high as they are. And on top of that we have to pay for credits which aren't included. Inflation does not provide more money for us to afford it.	3/24/2023 2:54 PM
288	Our profession pays an extraordinary amount every year already for registration fees. I disagree with any increase in general. Cost of living has gone up extraordinarily and people's wages have not. Opticians do not generally make large incomes as is. Again, I disagree wholeheartedly with the proposed fee increase.	3/24/2023 2:53 PM
289	If we are going to see a rise in licensing fees, I would like to see better free/affordable CE available. Maybe the college could consider giving us 3 years for CE like the optometrists have, especially considering our licensing fees are already higher than theirs.	3/24/2023 2:53 PM
290	2.5% each year is too much, consider 1.5%	3/24/2023 2:49 PM
291	I understand that there is inflationary pressures. This is a ridiculous amount to raise fees for Opticians for the minimal amount of work that the college does. It seems that the college needs to cut costs just like the rest of the population has had to do to deal with inflation. Maybe some of the regulatory boards need to amalgamate and pool their resources. Most of us Opticians who aren't self employed are just getting by. Our profession is no longer a well paid job and I can see why people aren't joining this profession anymore. Between licensing fees, malpractice insurance and paying for continuing education annually we are basically giving up a half of one month's gross salary.	3/24/2023 2:48 PM
292	Fees are too high. They should be reduced considering the effect COVID had on small businesses	3/24/2023 2:45 PM
293	The fee is high enough for us to pay out of our pockets. If the pricing is still up-rising, we are	3/24/2023 2:42 PM

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afraid that we do not have enough salary to cover that. Please keep the same price as 2023 at least.

294	Prices are very high. Most of us work in a retail environment with low salaries as other professions such as my sister a teacher and husband engineer have been positions, higher incomes and very low professional fees. Most opticians are unionized and therefore no job security and college doesn't assist with any of that. Other 2 professions and many others such as dental hygienist have a lot of responsibilities and health obligations and yet again don't pay these astronomical fees well over \$1,000- very ridiculous. They pay \$200-300 Please note my concern and many others and take it into consideration- there should be a freeze if not a discount especially for those not practicing. Course fees add to our expenses too- other professions free and completed during work hours. Thank you in advance	3/24/2023 2:40 PM
295	It looks good to me, but I think that people should have the choice of registering for five years or 1	3/24/2023 2:34 PM
296	It's all okay. I guess my concern is (and I realize it's hard to address) that when I semi retire and transition to part time optician employment of 8 hours a week I'll be working 1 hour a week (ie 10-12 percent of my hours) to pay COO fees. I realize that's on me and my decision but still...	3/24/2023 2:34 PM
297	Our license fee is already one of the highest fee . I don't think the college Needs to increase the fee even higher .	3/24/2023 2:32 PM
298	I think the fee is too much as it stands now. Maybe the college should reconsider a new location out of the heart of Toronto that is smaller and less expensive to rent. As an optician having to spend money also on continuing education every year to complete our portfolio it is getting too expensive.	3/24/2023 2:31 PM
299	The fee is already too high, what we are getting from this registration? Nothing! People are selling online, college couldn't do anything about it, customers buy online, our business is down due to online purchases and we get no support from college, this fee is already too too high and we even get anything back from college except that we have to do our credits, pay for them, pay for insurance and watch online selling. This is way too much	3/24/2023 2:29 PM
300	Ok	3/24/2023 2:22 PM
301	Our fees are already exorbitant compared to other regulatory bodies . What are we even paying for ? Half the time we can't even get ahold of anyone when you call the college	3/24/2023 2:22 PM
302	Stop increasing our fees, we pay just as much as a doctor and we don't even come close to making that much money per year stop this is also the reason why we don't have enough opticians	3/24/2023 2:22 PM
303	disagree to increase the fee.	3/24/2023 2:21 PM
304	That is fine	3/24/2023 2:20 PM
305	If they start increasing drastically I will rethink my career	3/24/2023 2:19 PM
306	Not happy with proposed fees, how can college changes optician more than optometrists, we don't even make good salaries compared to other professions	3/24/2023 2:17 PM
307	I do not think its a good time to increase the fees. Especially since most of us is still recovering from the effects of the pandemic	3/24/2023 2:17 PM
308	This is considerably wrong. And by the increasing fees even after 2028 it's not going to decline. The wage rate is not increasing. And we prepared for the exam gave a test. Re do the credits. Still we pay you fees. increase in the fee every year may result in change in professions for many. Not everyone can afford a living now a day with spike of inflammation and college is increasing the fee since years.	3/24/2023 2:15 PM
309	I think the fees as is currently is extremely high. The college does absolutely nothing for opticians, yet we pay one of the highest fees in professional services. Does it really cost \$1200. to print the renewal stickers per person?	3/24/2023 2:13 PM
310	Still paying more than optoms for a job that averages \$60k annually. Look into mismanagement of funds before raising fees....	3/24/2023 2:11 PM
311	College fees are already too high. The average opticians salary has not changed in 30 year.	3/24/2023 2:11 PM

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The cost of living has increased so much that it us no longer a profession that new registrants what to join based on salary, percentage of professional fees, continuing educational time/fees and responsibilities. So no increase in fees. Fees need to be reduced and the college needs to control their expenses.

312	The market trend should not support the increase. The college is a service department. We understand the college staffs' need. However, the whole optical industry is in recession because of e-commerce. The opticians are in difficult. The college should consider that.	3/24/2023 2:11 PM
313	I feel that our fees are high enough as it is, especially in todays times, requesting your registrants to pay more than they already are is going to deter people from joining the field What would our money be getting us in the long run? What does the money we already pay go towards? It's unfair to request such a high increase for absolutely nothing	3/24/2023 2:10 PM
314	The fees are already too high!! - maybe moving locations with lower rent would be better for your members	3/24/2023 2:10 PM
315	Do not raise fees. They are too high already for what little good the College actually does.	3/24/2023 2:07 PM
316	What's the point of keeping increasing the fees. I don't see any benefits you can't even protect Ontario optician from online, some online based companies are taking insurance now. So what is the purpose of the college?	3/24/2023 2:07 PM
317	I think this increment 2.5% will not be a good idea because it is too costly for opticians to get that big amount out of their pocket.	3/24/2023 2:07 PM
318	Shouldn't be increased	3/24/2023 2:06 PM
319	Based on our average salary and amount of members per staff our registration fees are not sustainable and we will continue to lose members to other professions. Please freeze our membership fees or work on getting our average salaries increased	3/24/2023 2:05 PM
320	Do not increase	3/24/2023 2:03 PM
321	Do not increase fees	3/24/2023 2:00 PM
322	no, fees are needlessly too high already. i see no reason for this.	3/24/2023 1:59 PM
323	You'll need to outline what the fee hikes are going to cover and entail. If it's just increasing the salary of the people working for the college, that's unacceptable. If it's increasing media and marketing to stress the importance of an optician, as well as covering more CE courses and training, that'd be acceptable. If you're looking to increase revenue, then you should increase late fees and penalties. The general optician population that is compliant shouldn't have to incur more costs. Those that aren't compliant should cover the costs - win win for everyone. If you follow the rules and updates then youll won't be affected.	3/24/2023 1:59 PM
324	Too much of an increase as our wages have not increased or the public's recognition of our profession has not increased either! How can we ask for more pay when there are so many opticians are coming into the field and working for less than what an Amazon where house worker makes without a degree? Please create a value around our profession by limiting the number of opticians that graduate each year as I have seen too many students in Ontario looking for work....	3/24/2023 1:57 PM
325	I don't think now is the time to implement increases to fees. It would be better once the economy becomes more stable. Opticians are still reeling from the effects of the Covid lockdown and restrictions.	3/24/2023 1:56 PM
326	Keep them flat. Too high as it is.	3/24/2023 1:56 PM
327	Our fees have always been higher than other medical professionals. Nurses etc. please minimize rate hikes	3/24/2023 1:56 PM
328	This is absolutely absurd. The fees for opticians are the highest some of the highest fees in Ontario. optometrists pay less than us and they are prescribing the prescription and have a healthier wage to support paying their fees. Many opticians get paid between 18-28 dollars an hour. Increasing by 2.5% without a wage increase just is not feasible in many households. You are going to see more people leave the profession if it increases at this rate. You should keep the fees the way they are until further notice. Maybe cut in places like the operating budget. As it is Over 3 million dollars every year?	3/24/2023 1:52 PM

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329	The fees are already ridiculously too high. I will never agree with a raise amount in our fees. Maybe you should look in to moving your extremely useless expensive fancy office from downtown Toronto? I am sure that will make fees come down, amongst other changes. For what an optician makes, the fees are insanely high. You also have nothing available for women who are off on maternity leave and are expected to still pay each year or pay an extra fee. I feel the college strongly needs to find a way to care for the needs of opticians as well and find ways not to add more financial burden then you already do.	3/24/2023 1:51 PM
330	Fees are on the uprise and considering inflation, i believe this is required.	3/24/2023 1:48 PM
331	Most business is bad in the market. Why to increase registration fees. The salaries of the College's staff could be frozen like most of Opticians who cannot get any raise in their wages.	3/24/2023 1:47 PM
332	Raising the price for an already declining industry is ridiculous. Doctors, nurses, dentists don't pay even half of what we have to pay. I would never recommend anyone to become an Optician. The board members are so greedy.	3/24/2023 1:46 PM
333	I think its too much of an increase. Some of us don't work in big companies that can help with commission to pay for the annual registration. Some of us like me work in a small business where there is no commission and get paid hourly, living from paycheck to paycheck, cannot think of paying so much.	3/24/2023 1:45 PM
334	No	3/24/2023 1:43 PM
335	The fees are already high, they should be decreasing, not increasing.	3/24/2023 1:42 PM
336	I understand if you want to raise but 2.5 per year is too much for what we get in return. Things aren't as busy in the practice to recoup 10% increase by the end of the 4 years	3/24/2023 1:40 PM
337	This is absolutely ridiculous! We already pay so much, and now you want us to pay more. So unfair!!! Especially for small business.	3/24/2023 1:37 PM
338	It is already expensive	3/24/2023 1:34 PM
339	I don't believe an increase is necessary.	3/24/2023 1:33 PM
340	Do not agree with increase. Our fees are so high as it is and our has not increased. Very hard for us to pay annual feesxas it us.	3/24/2023 1:32 PM
341	I think our fee is above other professional associations, but if it is deemed necessary, I am okay with it. A bit expense though. Thank you!	3/24/2023 1:32 PM
342	My fees aren't going to affect areas.	3/24/2023 1:31 PM
343	I find this proposal absolutely ludicrous! We are paying more than optometrists and pharmacists?! It's a huge NO for me!	3/24/2023 1:31 PM
344	The current registration fee is already at the higher end of similar healthcare providers' fees. If we increase it further, it could negatively impact the quality of life for our opticians, unless we also provide them with additional perks such as liability insurance, free continuing education, and other benefits. Therefore, any proposed fee increase should be accompanied by measures to support and enhance our opticians' well-being and professional development.	3/24/2023 1:31 PM
345	Fees are already too high as it is. In 4 years it's going to be \$100 more? What are you doing to justify this expense. If your expenses are too high, do what every struggling family or business has to do. Cut back, don't make everyone pay for your mistakes. The bureaucracy is too big, and should be trimmed down and made more efficient. That's what all businesses have to do or they don't survive. If you were a business instead of a governing body that can act with impunity, you would be forced to be more competitive and efficient.	3/24/2023 1:30 PM
346	Could the difference between OD and RO be in the rent or lease costs. Maybe move out of town.	3/24/2023 1:26 PM
347	Unfortunately our salaries do not increase by 2.5% per year so it is difficult to agree with the proposed fee schedule increases .	3/24/2023 1:24 PM
348	This is a preposterous idea. Our fees are already way too expensive.	3/24/2023 1:24 PM
349	Disagree	3/24/2023 1:22 PM
350	I think the fees are too high and should be more in line with other the college of Pharmacists or	3/24/2023 1:21 PM

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the very least college of Optometrists. I do not understand how we have to pay more to have a higher staff to member ratio. I think we should be looking to save money in other spaces as opposed to downloading the costs to the membership

351	That is OUTRAGEOUS. We pay more than other healthcare professional who have much more responsibility and liability, while get absolutely nothing for it as a professional. You will see a lot of people leave this industry if you continue to increase fees. We don't even get paid/compensated enough to cover the licensing fees. I am very disappointed to even see that you are considering this.	3/24/2023 1:20 PM
352	2.5% increase every year is a lot, everything is expensive as it is and the salaries are not going up as much, this is just another thing Opticians have to bear weather they like it or not.	3/24/2023 1:20 PM
353	I feel the fees are already too high. Optometrist and other professional pay a Lot less then us with more liability	3/24/2023 1:19 PM
354	Don't increase the fees	3/24/2023 1:19 PM
355	it would've been nice to receive the email for input prior to the date of feedback cut off.	3/24/2023 1:16 PM
356	I am not agreeing with this fee increase. By looking at fee few people may will opt out from thsi profession, which is basically their one paycheque almost. Weather college should offer money back to members, like how college of nurses are doing, even nurses make around 65/hr where optician makes only aroundd 28/her. which is not fair at all.	3/24/2023 1:14 PM
357	The fees are much too expensive the way it is now. There should be a reduction of fees! The fees are much higher than other colleges in relation to the average salary of opticians.	3/24/2023 1:14 PM