



COUNCIL MEETING
2007.04
December 14, 2007

PRESENT:

Dalia Slonim, Psy.D., C.Psych., President
Janice Currie, Ph.D., C.Psych., Vice-President
Clarissa Bush, Ph.D., C.Psych.
Dorothy Cotton, Ph.D., C.Psych.
Mary Ann Evans, Ph.D., C.Psych.
Christine DiZazzo, M.Ps., C.Psych.Assoc., ex-officio
Mustaq Khan, Ph.D., C.Psych
Vincent Lacroix, Public Member
Ivan McFarlane, Public Member
Richard Lee, Public Member
Milan Pomichalek, Ph.D., C.Psych.
Glenn Webster, M.Ed., C.Psych. Assoc

Regrets:

Ron Davis, Ph.D., C.Psych
Gaye Dale, Public Member
Cheryl Rampersad, Public Member

Staff:

Catherine Yarrow, MBA, Ph.D., C.Psych., Registrar
Rick Morris, Ph.D., C.Psych, Deputy Registrar
Barry Gang, Dip.C.S., C.Psych.Assoc.,
Director: Investigations & Hearings
Connie Learn, Director: Registration & Administration
Prema Shankaran, Assistant to Registrar: Recorder

2007.04.00

Call to Order

The President called the Council meeting to order at 9:05AM. The Council noted that public member Ms. Tara Smalley had resigned from the Council of the College of Psychologists of Ontario to accept a position at the Ministry of Health and Long-Term Care (MOHLTC).

2007.04.01

Approval of the agenda:

.01a The following changes were made to the agenda:

Consent Agenda items:
2007.04.02b(4) Federation Activities moved to 2007.04.06c
2007.04.02b(5) Report from the NCCC moved to 2007.04.06d
Added;
2007.04.06b: Date for elections
2007.04.05c(2): CRHSPP By-Law Amendments

The Council agreed that agenda item .02d Ad-hoc Committees and Taskforces Calendar would continue to be on the agenda for future Council meetings.

**It was MOVED Pomichalek
That the agenda be approved as amended.**

CARRIED

.01b Approval of the Minutes
(1) Minutes of the Open meeting at the Council meeting 2007.03 on September 21, 2007

**It was MOVED Bush
That the Minutes of the Open meeting at the Council meeting
2007.03 on September 21, 2007 be approved.**

CARRIED

(b) The Council noted that there were no **IN CAMERA** items on the agenda at the Council meeting on September 21, 2007.

2007.04.02 Approval of the Consent Agenda

**Consent Agenda items
It was MOVED Lacroix
That the Consent agenda items be approved.**

CARRIED

2007.04.03

.03a Strategic Issues
Health Profession Regulatory Advisory Council (HPRAC)
(1) Consultation on Interprofessional Collaboration
The Council received a report from Dr. Dorothy Cotton on the HPRAC Workshop on Interdisciplinary Collaboration held on October 18, 2007 which was attended by Dr. Cotton, Dr. Ivan McFarlane and the Director: Registration & Administration on behalf of the College. HPRAC will be consulting with the Colleges on the legislative, regulatory, policy and organizational issues which will facilitate and support interprofessional collaboration between health colleges and their members. A discussion guide inviting responses from the College is being developed and the College response will be due by April 15, 2008.

(2) Review of the College's Patient Relations Programs

The Registrar and the Deputy Registrar met with two representatives from HPRAC to discuss the College's Patient Relations Program. Prior to the meeting, the College completed a self-report on the Patient Relations Program by responding to a questionnaire developed by HPRAC. HPRAC views the Patient Relations Program as a watchdog committee covering all interactions between the College and the public and the College members with the clients and recommended adding patient/client relations functions to the roles and responsibilities of all College's committees. The Council agreed that there may be a need for reorientation for all College Committees but will wait to see how and when this should be done. HPRAC recommended that the College provide the public with more information regarding the profession of psychology and the services provided by College members. The Deputy Registrar commented that HPRAC will report to the MOHLTC by March 2008 and the Ministry will later release the report to the Colleges.

The HPRAC representatives were impressed with the information provided to the members and the public on the College website. It was suggested at the Council meeting that the members could be asked if they wished to receive an email alert when changes were made to the content on the website.

.3b Mental Health Commission of Canada

The Government of Canada has named Former Senator Michael Kirby as the first Chair of the Mental Health Commission of Canada.

The Commission will concentrate on three key initiatives:

- Launch of an anti-stigma campaign;
- Promotion of the development of a national strategy; and
- Creation of a Knowledge Exchange Centre.

Dr. John Service, who was the Executive Director of CPA has been appointed as the Executive Director of the Mental Health Commission of Canada. The Council noted that Dr. Dorothy Cotton is appointed to the Mental Health and the Law Committee, an advisory committee assisting the Commission.

The Council received a copy of the submission that the College made to the Mental Health Commission of Canada and a copy of the information on the website of the Mental Health Commission. The Registrar attended the Mental Health Commission Stakeholder Consultations held on October 10, 2007.

.03c Psychological Associate Title issues

(1) Communication with the Insurance Bureau of Canada

The Registrar provided to the Council copies of the recent correspondence between the Insurance Bureau of Canada, the College, HPRAC and OAPA on the subject of clarification of the status of Psychologists and Psychological Associates under the SABS (Statutory Accident Benefits).

(2) Report from the Taskforce

The Council received an initial report from the Taskforce to identify Psychological Associate Title issues. The Taskforce members Dr. Janice Currie, Mr. Glenn Webster, Ms. Christine DiZazzo and the Registrar met by teleconference on November 21, 2007 to identify the areas of difficulty regarding the title of Psychological Associate. The Council reviewed the report and discussed the several issues identified in the report. The Council agreed that more public education is needed on the services provided by psychological associates and to inform the public and the membership that the scope of practice is the same for both psychologists and psychological associates. The Council directed that the taskforce meet further and draft some educational materials for the public.

The Council discussed whether a comprehensive survey of the entire membership may be helpful as to where psychological associates work and what they do and what competencies are being used in the services they provide. The specific methodology of the survey and the questions on the survey will be developed by the Taskforce.

Action item PA Taskforce:

- (1) develop educational materials for public
- (2) develop a survey for the membership re where psychological associates work and what they do and what competencies are being used in the services they provide

- .03d Application for membership to Association of Psychology Regulatory Organizations (ACPRO)
The Deputy Registrar provided to the Council information regarding the incorporation of Association of Psychology Regulatory Organizations (ACPRO). All regulatory Colleges and Boards will need to submit an application for membership to ACPRO at the meeting in January 2008. The Council received a copy of the application and a copy of the motion in September 2005 in which Council had approved the College becoming involved as a founding member of ACPRO.

It was MOVED Cotton

- (1) That the College of Psychologists of Ontario apply for membership in the Association of Canadian Psychology Regulatory Organizations (ACPRO).

(2) It is further moved that upon acceptance to ACPRO, the Deputy Registrar will be the official delegate of the College until ACPRO is otherwise notified by the College.
CARRIED

.03e Strategic Plan Implementation Update
The Strategic Plan Implementation Taskforce had developed Implementation Plan in December 2006 and identified 3 Strategic Leadership Priorities.

Strategic Leadership Priorities:

#1: Collaborate with stakeholders in order to be responsive to their needs.

#2: Build confidence in and respect for our profession

#3: Ensure the college is a responsive and effective organization.

The Registrar provided an update on the Implementation Plan during 2007. Considerable work had been done with respect to Strategic Leadership Priorities #2 and #3. The College website has been redesigned and the content updated. The work of the Psychological Associates Taskforce relates to Strategic Leadership Priority #2. Further work needs to be done on Strategic Leadership Priority #1.

The Council discussed what the College could do to provide leadership in training members for the jobs available and serving the needs of the marketplace. The College meets with the Training Program Representatives twice a year. The Registrar suggested that the ACPRO meetings may provide another avenue for discussion with regulators. The regulators could be encouraged to have an ongoing relationship with Canadian Council of Professional Psychology Programs (CCPPP).

**It was MOVED McFarlane
That the reports on Strategic issues be received.**

CARRIED

2007.04.04

Policy issues

04a Report from the Policy and By-Law Taskforce
The Council received a report from the Policy and By-Law Taskforce. The Taskforce provided to the Council a list of 8 policies which had been reviewed by the Executive Committee in November 2007 prior to the Council meeting. With the approval of these policies, the Taskforce will complete the task of updating the policies.

**It was MOVED Lacroix
That the following policies be approved:**

II FRAMEWORK AND GOVERNANCE POLICIES

II-9 Taskforces

II-11 Annual Reports

III COUNCIL AND COMMITTEES

Complaints Committee

III SC 3(i) Terms of Reference

III SC 3(ii) Release of member's Response to the Complainant

IV OPERATIONAL

Administrative

IV A-2 French language Services

IV A-3 Disaster Recovery policy

IV A-4 Privacy Policy

Personnel

IV P-3 Presentation Honoraria and Expenses

CARRIED

.04b Report on Member Consultation on By-Law 23: Professional Corporation

The Council received a report from the Deputy Registrar regarding member consultation on proposed amendments to By-Law 23: Professional Corporation. The Council reviewed the report and noted the suggested implementation date of December 30, 2007 because it was December 30 on which the first Certificate for Professional Corporation was issued.

It was MOVED McFarlane

That section 1(2) of By-law 23: Professional Corporations be amended to read: "The Fee for the annual renewal of a certificate of authorization is \$350."

CARRIED

It was MOVED Bush

That the implementation date for the annual renewal fee for Professional Corporation be 12:01AM December 30, 2007.

CARRIED

.04c Ministry Regulation Submission Process

On October 5, 2007, the President and the Registrar represented the College at a meeting of staff from the Health Human Resources Strategy Division, Ministry of Health and Long-Term Care, with the RHPA Colleges. The meeting was attended by the Assistant Deputy Minister and several policy assistants. At this meeting, the

Ministry Staff discussed the revised regulation submission process and the regulation approval process. The Council received a copy of the Regulation Submission Checklist and a copy of the Regulation Submission template.

The Council noted that the Ministry Staff are willing to make a presentation to the College Council regarding the process for submission of new and amendments to regulations. The timeline for a regulation submission to receive approval is as long as a year to two years, and in some cases even longer.

.04d RHPA Amendments: Transition

The Council received a memo from the Registrar on the meeting on October 5, 2007 at which staff from the Health Professions Regulatory Policy & Programs Branch provided their views on issues associated with the transition to proclamation of the amendments to the Regulated Health Professions Act. The amendments are expected to go into effect June 4, 2009.

The Council also received a copy of notes from the Federation of Health Regulatory Colleges of Ontario (FHRCO) taskforce on Bill 171 issues and a joint report from the 4 larger Federation Colleges, the College of Nurses of Ontario, Royal College of Dental Surgeons of Ontario, College of Physicians and Surgeons of Ontario and the Ontario College of Pharmacists who are starting to address issues of common concern.

The Council will receive progress reports on the transition leading to the proclamation of the RHPA amendments.

.04e Change in funding for Therapy or Counseling Program

The Client Relations Committee brought forward a motion regarding changes to funding for Therapy or Counseling Program: Payment for therapy or counseling undertaken since the abuse occurred.

The proposed changes to RHPA which will go into effect June 4, 2009 state that funding may be used to pay for therapy or counseling that was provided at any time after the abuse occurred, The approval of this motion would allow for awarding retroactive payment for therapy anytime after abuse occurred.

It was MOVED Evans

That effective immediately, funding under the program for funding for therapy or counseling be provided for therapy or counseling undertaken anytime after the sexual abuse occurred, as anticipated in the amendment to section 85.7(10)

of the RHPA code, which would otherwise go into effect June 4, 2009.

CARRIED

2007.04.05

Business issues

.05a Committee Reports

(1) Registration Committee:

(a) Committee Activities from September to December 2007

The Council received a report on the Registration Committee Registration Committee Activities from September to December 2007.

The Registration Committee provided the following documents to the Council for information:

(1) Definition of Knowledge and Skills for Diagnosis

(2) Guidelines for Oral Examination

The Council agreed that the changes proposed to these guidelines were of a "housekeeping" nature to create a clearer statement for candidates and there was no alteration of any of the principles underlying the oral examination and received the definition of knowledge and Skills for Diagnosis and the Guidelines for Oral Examination.

(b) Report from the Supervision Working Group

The Council received a report from the Supervision Working Group which described the activities of the group from July to December 2007.

(c) Revision to Guidelines for Supervised Practice in a Private Setting

The amendments to Guidelines for Supervised Practice in a Private Setting were proposed in order to make the Guidelines consistent with the current Standards of Professional Conduct. A Standard Confirmation form has been developed which will be needed for each Private Practice Setting in which the supervised member works and the form will be signed by both the supervisee and the supervisor. The Council agreed that the form is effective and will reduce the burden on the College and the Supervisee.

It was Moved Bush

That the following point be added to the Guidelines for Supervised Practice in a Private Setting:

"In accordance with section 10.5(2) of the Standards of Professional Conduct, payment of the supervised member by the Supervisor shall be based on a fixed rate

of remuneration, e.g. an hourly rate, and not on a percentage of fees invoiced or collected."

and

That a confirmation form be requested from the supervised member with respect to each private practice setting in which supervised practice takes place.

CARRIED

(d) Registration Guidelines for Academic Credentials: Reformatting and Amendments

- The Academic Credentials leading to Registration as a Psychologist
- The Academic Credentials leading to Registration as a Psychological Associates

These guidelines are used by the Registration Committee panels in the analysis of academic credentials provided to the College for evaluation. The reorganization and new point format is intended to make the guidelines clearer and more user friendly.

The Chair of Registration Committee commented that the guidelines are followed for evaluation of credentials of applicants who are referred to the Registration Committee and who come from diverse educational backgrounds. The Guidelines provide a framework for the evaluation of the credentials reviewed by the committee and are important because they ensure that a transparent, fair and consistent review process is followed. These guidelines are referenced by the Registration Regulation and have been relied upon by the Registration Committee since the implementation of The Psychology Act (1991). The decisions made by the committee are at times appealed to Health Professions Appeal and Review Board (HPARB).

The Chair of Registration Committee confirmed that not all of the factors listed in the proposed Guidelines carry equal weighting and some of them are absolute requirements (for example that the candidate hold a master's or doctoral degree from a recognized university) and others are factors that would be considered in the evaluation of the qualifications.

The Registrar commented that the some of the proposed amendments to the Guidelines for Academic Credentials represented substantive changes and suggested that a longer implementation date may be necessary for these items so that it

does not impact potential candidates who are at present in training. The changes to the Guidelines need to be well publicized through the Training Programs.

During discussion, the Council proposed some changes to the preamble to the Guidelines and suggested that an implementation of January 1, 2009 be adopted for points 2) and 3) and 4) below , with immediate adoption of the remainder of the revised guidelines.

It was MOVED Bush

- 1) **That the revised Guidelines for Academic Credentials: Psychological Associate and Guidelines for Academic Credentials: Psychologist each be approved including the amendments to the preamble suggested by Council so that the last paragraph of the preamble reads as follows:**

Academic Credentials: Psychological Associates

"To assist the College in assessing whether Masters programs in Departments of Psychology in recognized universities in Canada or in other countries would meet the requirements, the following factors will be considered"

Academic Credentials: Psychologists

" To assist the College in assessing whether non accredited doctoral programs or doctoral programs in Departments of Psychology in recognized universities in Canada or other countries would meet the requirements, the following factors will be considered"

- 2) **That the Guidelines for Academic Credentials: Psychologist be amended so that the description of the intent of the program must include “the training of professional providers of psychological services” (*delete reference to academic psychologists*).**
- 3) **That the Guidelines for Academic Credentials: Psychologist be amended so that the new Section 10 b) formerly Section 7 c), be amended to read :**

**“b) Training through:
supervised practica and internship appropriate to the practice of psychology. Supervisors of this training must be registered or licensed to practice the**

profession of psychology.” (*delete reference to field or laboratory training appropriate to the practice of psychology or to the teaching of psychology or to research in psychology*),

- 4) That the Guidelines for Academic Credentials: Psychological Associate be amended so that the new Section 10 b) formerly Section 7 c), be amended to read:

“b) Training through:
supervised practica or internship appropriate to the practice of psychology. Supervisors of this training must be registered or licensed to practice the profession of psychology.” (*delete reference to field or laboratory training appropriate to the practice of psychology or to the teaching of psychology or to research in psychology*).

- 5) That implementation of motions 2), 3) and 4) be effective 1st January, 2009.

CARRIED

The approved revised Guidelines will be posted on the College website and an alert on the website will draw attention to the revised Guidelines.

(b) Complaints Committee

The Council received a report on the Complaints Committee activities from September 1 to November 30, 2007.

(c) Jurisprudence and Ethics Examination Committee

The Jurisprudence and Ethics Examination Committee provided a report to Council on their meeting on October 31, 2007 and the planned 2 day Item Writing Workshop in 2008. The Committee has received a report on the Job Analysis that was conducted in 2007 and is awaiting a survey of the members to collect some additional information before making changes to the current blueprint. The Committee does not anticipate making any substantive changes to the existing blueprint.

.05b Financial Reports

- (1) Variance Report to September 30, 2007

The Registrar provided to the Council the Variance Report to September 30, 2007.

It was MOVED Lee

That the Variance Report to September 30, 2007 be received.

CARRIED

(2) Committee Audits in 2008-2009

The audit of the Quality Assurance Committee will be completed before May 31, 2008. The Council noted that in the next year the Client Relations Committee and the Executive Committee roles may change and decided to defer the audit of these committees to a later date.

There are no scheduled audits of any of the College committees in 2008-2009.

(3) Budget Planning 2008-2009

The Registrar commented that some of the considerations in planning the budget for 2008-2009 are:

Staffing: to oversee QA Programs, additional investigator
Continued Website development
Training with respect to RHPA amendments
Strategic Plan Implementation
Psychological Associate Taskforce
Records Management Needs Assessment

(4) Report from the Finance and Audit Committee (FAC)

The FAC met by teleconference on December 11, 2007 to review the Financial reports to September 2007 and recommended that the reports be provided to the Council meeting.

.05b Canadian Register of Health Service Providers in Psychology (CRHSPP)

(1) Elections to the Board of Directors

The Council noted that Susan Nicholson, former public member on the College Council, is running for the position of Public Member on the Board of Directors of CRHSPP. The Council agreed that the College will send a letter to CRHSPP supporting the candidacy of Ms Nicholson.

(2) Proposed By-Law Amendments

The Council received a copy of two by-law amendments that will be discussed at the Annual General meeting of CRHSPP in January 2008. The Deputy Registrar, who is the official delegate of the College to the CRHSPP asked for Council direction regarding the two resolutions. He will be attending the CRHSPP AGM.

The Council agreed with the Deputy Registrar's recommendation that the College support Resolution 1: Establishment of a category of Retired Registrants. This amendment would not have any impact on the College.

The Council discussed Resolution 2: Criteria regarding Master's level entry into CRHSPP. In this resolution, CRHSPP is putting forward a motion that will change the eligibility for membership to doctoral level practitioners only. Under the by-laws currently in effect, Eligibility is title based: as a result, Psychological Associates who are Master's level practitioners from Ontario are not eligible for membership to CRHSPP but Master's level practitioners from Alberta are eligible as they are registered as Psychologists.

The Deputy Registrar explained that as the College's delegate, he could either abstain from the vote on this resolution or recuse himself and he discussed the effect that the College's action would have on the outcome of the vote. The motion needs a 2/3 majority to pass.

If the College abstained from the vote, the result would be the same as voting No. The College would be counted in the number of eligible votes. The College could participate in the discussion and abstain from voting. The Council noted that abstaining or voting No has the effect of voting to maintain the current status.

The effect of a recusal would be that the College would not be counted in the number of eligible votes. The College would not be able to participate in the deliberations at the meeting. The Council agreed that it was important for the College to participate in the discussion.

After an extended discussion, the Council by a majority directed that at the Annual General Meeting of CRHSPP, the Deputy Registrar participate in the discussion regarding the proposed bylaw amendment and ask that his comments be recorded and then abstain from voting.

2007.04.06

Other Business

- .06a Dates of the next Council meetings
The Council confirmed the following dates for Council meetings:
March 28, 2008
June 20, 2008
- .06b Election Date
The Council confirmed that elections will be held on March 31, 2008 in Electoral Districts 4 (East) and 7 (Psychological Associate).

**It was MOVED Pomichalek
That elections in Electoral Districts 4 (East) and 7
(Psychological Associate) will be held on March 31, 2008.**

CARRIED

- .06c FHRCO Activities
This agenda item 2007.04.02c(4) was moved from the Consent Agenda into the Other Business Section. The Registrar commented that the Deputy Registrar is a member of the FHRCO Taskforce to identify steps involved in Implementing RHPA Amendments. The report from the FHRCO Taskforce is included in the Council materials under agenda item .04d.
- .06d Report from the National Continuing Competencies Conference (NCCC)
This agenda item 2007.04.02c(5) was moved from the Consent Agenda into the Other Business Section.

The Council received a report from Dr. McFarlane on the National Continuing Competencies Conference (NCCC) held in Toronto on November 1-3, 2007. The Registrar, the Deputy Registrar, the Chair of Quality Assurance Committee and Dr. McFarlane attended the conference. One of the topics addressed at the Conference was Self Assessment. Some Colleges are developing tools for Self Assessment. The Council discussed whether training for Self Assessment may be a topic for the upcoming Barbara Wand Seminar.

2007.04.07

Adjournment

There being no further business

It was MOVED McFarlane

That the Council meeting be adjourned.

CARRIED

The Council meeting was adjourned at 2:10PM.

Approved by Council at the meeting on March 28, 2008

Dalia Slonim, Psy.D., C.Psych.

President

Janice Currie, Ph.D., C.Psych.

Vice-President