

COUNCIL MEETING
2009.04
December 11, 2009

PRESENT:

Dorothy Cotton, Ph.D., C.Psych., President
Ivan McFarlane, Public Member, Vice-President
Ian D.R. Brown, Ph.D., C.Psych.
Mary Ann Evans, Ph.D., C.Psych.
Robert Gauthier, M. Ed, C.Psych.Assoc.,
Mustaq Khan, Ph.D., C.Psych.
Jane Ledingham, Ph.D., C.Psych
Lise Mercier, Ph.D., C.Psych.
Adrienne Perry, Ph.D., C.Psych.
Milan Pomichalek, Ph.D., C.Psych.
Dalia Slonim, Psy.D., C.Psych.
Glenn Webster, M.Ed., C.Psych. Assoc
Abena Buahene, Public Member
Mohammed Hossain, Public Member
Vincent Lacroix, Public Member
W. Peter McKegney, Public Member
Cheryl Rampersad, Public Member
Ethel Teitelbaum, Public Member

Staff:

Catherine Yarrow, MBA, Ph.D., C.Psych.,
Registrar & Executive Director
Rick Morris, Ph.D., C.Psych,
Deputy Registrar & Director: Professional Affairs
Connie Learn, Director: Registration & Administration
Prema Shankaran: Assistant to Registrar, Recorder

2009.04.00

Call to Order

The President called the Council meeting to order at 9:05AM.

2009.04.01

Approval of the agenda:

The following items were added to the agenda:
.05a(5) Mandate of the Internship Training Issues Taskforce
.06a(2) Council Training on March 24, 2010
.06a(3) Setting Date for next Council elections

The following items were moved from the Consent agenda:
.02a(1): Repot from ASPPB Meeting to .05a(6)
.02c(4): Report from Client Relations Committee to .05a(1b4)

It was MOVED Brown
That the agenda be approved as amended.

CARRIED

.01b Minutes:
(1) Minutes of Council meeting 2009.03 on September 25, 2009

It was MOVED Evans
That the minutes of the Council meeting 2009.03 on
September 25, 2009 be approved as presented.

CARRIED

(2) Action List Status Report
The Council noted that there were no Action Items identified at the Council meeting 2009.03 on September 25, 2009.

2009.04.02 Consent Agenda items

It was MOVED Slonim
That the Consent agenda items be approved.

CARRIED

2009.04.03

Strategic Issues

.03a Strategic Plan implementation: Planning the 50th Anniversary of Regulation of Psychology
The Registrar provided an update to Council on the plans for celebrating the 50th Anniversary of Regulation of Psychology. The 50th Anniversary Planning Committee is recommending that a reception be held in Toronto on the evening of May 14, 2010 after the Barbara Wand Symposium is concluded. The College surveyed the membership and based on the responses received, the Committee decided in favour of a reception instead of a dinner. In addition to the event in Toronto, the College will plan to host 5-6 out-of-town receptions. The budget for fiscal year 2010-2011 will include the out-of-town events which will be held during the period June 2010 to May 2011.

The Council agreed that this event will provide an opportunity for public education about regulated health professionals and commended the planning committee on the ideas that they put forward. Holding out of town receptions will give an opportunity for members to be involved in their local events. Members who attend the Barbara Wand are mostly from GTA with only a few people from outside of Toronto.

It was MOVED Perry
That the report on the 50th Anniversary Planning be received.
CARRIED

2009.04.04

Policy issues

.04a Legislative Update:

Bill 179: *Regulated Health Professions Statute law Amendment Act: 2009:*

Bill 179 passed 3rd reading on November 30, 2009 and will become law when it receives Royal Assent. At this time, the date for the Royal Assent is not known.

The Standing Committee made some changes to the bill prior to the 3rd reading regarding the provisions relating to appointing a supervisor such as giving notice to the College and changing the time for the College to respond or to make a submission from 15 to 30 days.

The Registrar commented that the various provisions of the Bill will come into force at different times.

Bill 175: *An Act to enhance labour mobility between Ontario and other Canadian provinces and territories*

The Registrar provided an update on Bill 175. Bill 175 passed second reading on December 1, 2009 and was referred to the Standing Committee on Justice Policy. On December 2, the Ministry website was updated to indicate that the Standing Committee would hold public hearings on December 3, 2009 and that any submissions were due by 5PM on December 3, 2009. The Registrar commented that Bill 175 was likely to go 3rd reading and receive Royal Assent in a very short period of time.

It was MOVED Slonim
That the legislative update be received.

CARRIED

.04b Records Management: Records Retention and Disposition Schedule

The Council received a copy of the Records Retention and Disposition Schedule which was developed by the Records Management Consultant and reviewed by Staff and legal Counsel specializing in Records Management policies. This version provided to Council incorporates recommendations made by legal Counsel. This policy deals with the College's records. The College may develop a policy regarding member records.

The Registrar commented that this is an administrative policy that does not require approval by Council and suggested that Council receive the report.

The College may engage an archivist to identify archival documents.

**It was MOVED Slonim
That the Records Retention and Disposition Schedule be
received.**

CARRIED

.04c Association of Psychology Regulatory Organizations (ACPRO)
Initiatives

At the October 2009 meeting of the Association of Psychology Regulatory Organizations (ACPRO), Canadian Regulators discussed registration of candidates under the amended Agreement for Internal Trade (AIT). There was concern that there is considerable variability in the Entry to Practice requirements between Canadian jurisdictions. ACPRO suggested a review of the standards in all jurisdictions for evaluation of new registrants. There may be federal funding available to professions seeking to compare or review standards.

The Deputy Registrar provided to the Council a copy of the proposal entitled "AIT- Meeting our Obligations: A proposal for an MRA review" which was discussed at the ACPRO meeting. The proposal puts forward three motions which were supported by the College delegate to the ACPRO meeting. The Deputy Registrar commented that at the ACPRO meeting, 10 jurisdictions were present and the motions were carried with one abstention and one vote against. The motions were brought to the Council for approval.

The Registrar commented that during the 8 years since the Canadian jurisdictions signed the Mutual Recognition Agreement (MRA) in 2001, the College has not seen a large increase in the number of applicants seeking to move to Ontario from other jurisdictions and the College does not expect to see a significant increase in applicants moving to Ontario under the amended AIT. All provincial jurisdictions have been asked to monitor the applications being made under AIT to ensure that it is not being used as a "back door entry" to register in a jurisdiction with higher entry to practice requirements from a jurisdiction in which the requirements are less stringent. .

The Council reviewed the report and the motions and

It was **MOVED McFarlane**

That the Council of the College of Psychologists of Ontario confirm the agreement made by the College ACPRO delegate to support the following motions voted upon at the ACPRO meeting of October 30, 2009:

Motion 1: Resolved that the provincial/territorial regulatory bodies for professional psychology in Canada agree jointly to a review of the standards for, and mechanisms of, the evaluation of applicants for the “Foundational Knowledge in Psychology” and the five Core Competencies”, as established in the MRA.

Motion 2: Resolved that ACPRO seek funding from the federal government to support the review of standards for, and mechanisms of evaluation as described in Motion 1 above.

Motion 3: Resolved that the ACPRO Officers take responsibility for ongoing management of the review as described in Motion 1, including:

1. Making application for federal funding;
2. Identifying a provincial psychology regulatory body to manage the project budget and disbursements;
3. Identifying an appropriate candidate to conduct the analysis as described in Motion 1 above, or if budgeted at greater than \$25k seek an appropriate candidate through open tender;
4. Ensuring all members of ACPRO are informed of progress on a monthly basis;
5. When appropriate, convening teleconferences of all members to obtain input; and,
6. Convene face-to-face meetings, as required.

CARRIED

2009.04.05

Business issues

.05a Reports from Committees and Taskforces:

(1a) Annual Reports:

The Council received Annual Reports for 2008-2009 from the following Committees:

Registration Committee

Discipline Committee

Inquiries, Complaints and Reports Committee (ICRC)

Fitness to Practice Committee

**It was MOVED Lacroix
That the Annual Report for 2008-2009 for the Registration
Committee be accepted.**

CARRIED

**It was MOVED Mercier
That the Annual Report for 2008-2009 from the Discipline
Committee be accepted.**

CARRIED

**It was MOVED Pomichalek
That the Annual Report for 2008-2009 from the Inquiries,
Complaints and Reports Committee (ICRC) be accepted.**

CARRIED

Fitness to Practice Committee

The Council noted that the Fitness to Practice Committee did not receive any referrals and did not have any meetings in 2008-2009. The Council noted that a small change was needed in the report to correctly identify the year of the Annual Report as 2008-2009.

**It was MOVED Perry
That the Annual Report for 2008-2009 from the Fitness to
Practice Committee be accepted as amended.**

CARRIED

(1b) Committee Activities

(1b1) Registration Committee:

The Council discussed the Annual Report for 2008-2009 for the Registration Committee and the Committee Activities report from September 2009 to December 2009. The Council noted that the Registration Committee had a very busy year and that the Director: Registration & Administration and her Staff are very well prepared and organized for meetings and examinations. It was suggested that having a third panel for the Registration Committee meetings may be helpful. Dr Perry will bring forward this suggestion for discussion at the next plenary meeting.

**It was MOVED Ledingham
That the report on the activities of the Registration Committee
from September to December 2009 be accepted.**

CARRIED

(1b2) The Council received a report on the activities of the Inquiries, Complaints and Reports Committee (ICRC) from September to December 2009. The College has hired two new Case Managers. There are now a total of 3 Case Managers and one full time and one part time Administrative Assistant that support the ICRC.

**It was MOVED Perry
That the report from the Inquiries, Complaints and Reports Committee (ICRC) on the Committee activities from September to December 2009 be accepted.**

CARRIED

(1b3) Jurisprudence and Ethics Examination: Final Report on the September 2009 Examination
The Council received the final report on the September 2009 Jurisprudence and Ethics Examination. The Council noted that the failure rate of 11% was slightly higher than normal. As part of the candidate feedback, it was noted that only 25% of the candidates knew about the Supervision Resource Manual which was available on the College website. It was suggested that the College make more candidates aware that the Supervision Resource Manual is available on the College website.

**It was MOVED Ledingham
That the report on the September 2009 Jurisprudence and Ethics Examination be accepted.**

CARRIED

(1b4) Client Relations Committee
This report was moved from the consent agenda .02c(4) to the Business issues section of the agenda.

Review of the Website: The Client Relations Committee suggested that the College website be made more effective and more informative for both members and the public.

Some of the suggestions include:

- Making section headings more descriptive.
- Adding a section on Frequently Asked Questions (FAQ)
- Adding a survey to ask whether the visitor found the information they were looking for and if it was easy to find information on the website.

Responding to a question about making some of the documents on the College website available in French, the Registrar commented that there is a budget allocation for translation, but the work has not commenced at this time.

**It was MOVED Ledingham
That the report from the Client Relations Committee be
accepted.**

CARRIED

(2) Report from the Taskforces

(a) Agreement on Internal Trade (AIT): Report from the AIT Implementation Taskforce

In September 2009, Council had approved proposed amendments to the Registration Regulation for consultation with members and stakeholders. Shortly after that Council meeting, new guidelines were released by the Ministry of Health and Long-Term Care (MOHLTC) which required additional changes to the Registration regulation. The AIT Implementation Taskforce met by teleconference to review the new guidelines and proposed additional amendments to the Registration Regulations. The Executive Committee reviewed the proposed amendments at their meeting in November 2009 and recommended that they be brought to the Council meeting for approval.

The revised amendments to registration regulation deal with applicants who have not practiced for two years preceding their application to move to Ontario. These requirements are parallel to the requirements for candidates from Ontario who are on inactive status for 2 years and seek to return to active status. These amendments apply both to Psychologists and Psychological Associates. The applicants will be issued a certificate authorizing Interim Autonomous Practice and will be required to undergo a period of peer mentorship.

The College will consult with the MOHLTC on the proposed amendments to the Registration Regulation before circulating them to the membership and stakeholders.

**It was MOVED McFarlane
That the proposed amendments to the Registration Regulation
be approved for circulation to membership and stakeholders
after consulting with the Ministry of Health and Long-Term
Care (MOHLTC).**

CARRIED

Action item CY

**to request a meeting with MOHLTC staff to review proposed amendments
to Registration Regulation**

(2b) Report from the Psychological Associate (PA) Issues Taskforce

The Council received a report from the Registrar on the Psychological Associate (PA) Issues Taskforce. The report gave the background and the current status of the taskforce which was established in September 2007 and included proposed recommendations from taskforce members on the mandate of the taskforce.

The Council discussed the proposed recommendations:

1. that the Task Force continue to examine the impact of the title Psychological Associate on issues relating to the public interest, which may include conducting a survey of stakeholders; and
2. that the College pursue a change in the name of the College to "College of Psychologists and Psychological Associates of Ontario".

The Council noted that the taskforce, with the assistance of College Staff, had successfully addressed a number of issues dealing with government organizations and public regarding services provided by Psychological Associates and to make it clear that the Scope of Practice is the same for both Psychologists and Psychological Associate (PA).

The Council agreed that the title Psychological Associate (PA) is the main issue. The mandate of the College is not advocacy for the profession but it is within the mandate of the College as a regulatory body to find out if the public is disadvantaged because of the title and lack of access to services provided by Psychological Associate (PA).

The Council discussed whether the taskforce has accomplished its mandate and whether there is need for continuing the taskforce. The Council agreed that there are issues that need to be addressed regarding the title and perhaps they may be discussed during a review of the Strategic Plan which is due to be conducted in 2010-2011. An Environmental Scan could be conducted as part of the Strategic Plan to determine whether the public is being disadvantaged because of the title.

It was MOVED Brown

That the members of the Taskforce on Psychological Associate (PA) be commended for their work and the taskforce be disbanded.

CARRIED
Abstained: Ethel Teitelbaum
Public Member

It was MOVED Ledingham

That the Council refer to the Executive Committee to consider including in the future Strategic Plan an investigation of public perception of the profession and awareness of professional titles and implications for public education.

CARRIED

It was MOVED Gauthier

That the second recommendation from the Psychological Associate (PA) issues Taskforce regarding changing the name of the College to “College of Psychologists and Psychological Associates” be referred to the Executive Committee for further consideration.

CARRIED

**Abstained: W. Peter McKegney
Public Member**

(a3) Report from the meeting of Internship Training Directors
The Council received a report on the 2nd meeting of Internship Training Directors held at the College on October 22, 2009 from the Chair, Dr Mary Ann Evans. For this meeting, in addition to inviting representatives from accredited internship programs, invitation was also extended to representatives from non-accredited internship programs. The meeting was very well attended and the group is very appreciative of the College for providing an opportunity to exchange ideas. The next meeting of the group will be held on April 29, 2010.

It was MOVED Teitelbaum

That the report on the meeting of Internship Training Directors be received.

CARRIED

(a) Mandate of Internship Training Issues Taskforce

The Council discussed the Mandate of the Internship Training Issues taskforce which was appointed in June 2009. The members of the taskforce are the President, Dr Mary Ann Evans, Dr Ian Brown, Dr Jane Ledingham and Dr Adrienne Perry.

There is an urgent need for additional Internship opportunities. There was concern that many more internship positions may be needed in the coming years as higher number of students will be graduating from newer programs. There seems to be a misalignment between the internship programs that are offered and the available job opportunities. There are some areas such as School, Corrections or Military in which there are very few

internship opportunities. The problems are lack of funding, and there is no plan to address the issues by the Graduate Training Programs in Universities or the Ministries of Health and Long Term Care (MOHLTC) or Education or Training Programs and Universities (MTCU).

The College requires that applicants seeking registration at the College should come from programs that include supervision, practicum and internship. The Council noted that if there is a lack of internship positions and graduate students cannot find the opportunity to complete the required training, it may have an effect on future registration.

The Council agreed that it is not the role of the College to find training opportunities for Internship applicants but there needs to be a dialogue between various groups of people involved in the training process and discussed what the College could do to facilitate the dialogue.

**It was MOVED Brown
That the Internship Training Issues Taskforce put together a discussion paper for the Council meeting in March 2010 identifying issues in providing internships for graduate students in Ontario and the role of the College.**

CARRIED

**Action item Internship Training Issues Taskforce
put together a discussion paper for the Council meeting in March 2010 identifying issues in providing internships for graduate students in Ontario and the role of the College**

(b) Recommended additional appointments to Internship Training issues Taskforce
At the meeting on October 22, 2009, Dr Ian Nicholson and Dr Jill Rich expressed interest in being members of the Internship Training issues Taskforce.

**It was MOVED Evans
That Dr Ian Nicholson and Dr Jill Rich be appointed to the Internship Training Issues Taskforce**

CARRIED

The taskforce will meet by teleconference and e-mail and the College will provide administrative support as needed.

a4) Report from the meeting of Training Program Representatives
Dr. Evans provided to the Council a report on the meeting of the Graduate Training Representatives held at the College on October 23, 2009.

The Council agreed that many of the issues for this group are similar to the Internship Training Programs as discussed above.

**It was MOVED Ledingham
That the report from the meeting of Training Program
Representatives be received.**

CARRIED

(a5) Mandate of Internship Training issues Taskforce
This item was added to the agenda at the Council meeting but was discussed under agenda item .05b 2(a3) above.

(a6) Report from the ASPPB and ACPRO meeting:
This agenda item was moved from the Consent agenda to the Business issues section of the agenda.
The Council received a report from the Vice-President on the ASPPB and ACPRO meeting held in Coeur' d'Alene, Idaho from October 28-31, 2009.

The President, the Vice-President, the Registrar and the Deputy Registrar attended the Annual meeting of the Association of State and Provincial Psychology Boards (ASPPB). At this meeting, the Registrar was awarded the prestigious Norma P. Simon award. The Council congratulated the Registrar on being awarded the prestigious Norma P. Simon award.

The theme of this ASPPB meeting was "Bridging the divide across jurisdictions".

Some of the topics discussed included:

Mobility issues: The Registrar commented that the ASPPB came into being to promote mobility and consistency across jurisdictions.

Temporary Practice and Distance Practice: TelePsychology
The issue of providing services at a distance was discussed and it was agreed that there is a need to develop guidelines to ensure confidentiality, public protection and to provide a complaints process. ACPRO and ASPPB are developing guidelines for TelePsychology and will be reporting to the next meeting of ACPRO in June 2010 and the mid-year meeting of the ASPPB.

ACPRO meeting:

The members of the Association of Psychology Regulatory Organizations (ACPRO) met at Coeur d'Alene, Idaho on November 28, 2009. There was discussion regarding the implications of the Amendments to the AIT. The Executive of ACPRO agreed to review the Entry to Practice regulations in all member jurisdictions. This was discussed in detail under agenda item .04c.

**It was MOVED Lacroix
That the report from the ASPPB & ACPRO meetings be
received.**

CARRIED

.05b Financial:

(1) Variance Report to August 31, 2009

The Council received the Variance Report to August 31, 2009. The Registrar commented that the interest income from investments is lower than expected and this trend is likely to continue in the future. A deficit is projected at the end of the fiscal year. The expenses for Records Management are higher but there are savings in other budget lines. The purchase of software for Records Management is deferred to the next fiscal year.

**It was MOVED Pomichalek
That the Variance report to August 31, 2009 be received.**

CARRIED

(2) Report from the Finance and Audit Committee (FAC):

The FAC met by teleconference on December 8, 2009 to review the Financial reports and recommended that they be brought to the Council meeting.

Responding to a question on the impact of the Harmonized Sales Tax to come into effect July 2010, the Registrar commented that the HST may cost the College up to \$70,000 per year. The College may be required to charge GST for services when HST comes into effect. The College is not GST Registered at this time. At their next meeting, the FAC will consider the impact of HST and if the College should become GST Registered.

**It was MOVED Brown
That the report from the Finance and Audit Committee (FAC)
be accepted.**

CARRIED

Agenda item

**for next FAC meeting or teleconference
Consider the impact of the HST**

(3) Committee Audits in 2010- 2011

The Registrar reported that at the Executive Committee meeting on November 3, 2009, it was proposed that the Executive Committee be audited in 2010.

It was MOVED McKegney

**That the Executive Committee be audited in the fiscal year
2010 -2011.**

CARRIED

(4) Budget Planning 2010-2011

The following were identified for Budget Planning in 2010-2011:

- 50th Anniversary of Regulation of Psychology in Ontario
- Executive Committee Audit
- Records Management Implementation – Purchase of necessary software package
- Strategic Plan Update – development of a new 5 year Strategic plan
- Website Development- Database project

The draft budget will be reviewed by the FAC and the Executive Committee and brought to the Council meeting in March 2010 for approval.

.05c On-Line Journal Subscription: Update

The Consultant that the College hired recommended a company to provide the On-Line Journal Access and the College had worked out all the technical details with the company and the service seemed to be satisfactory in meeting the College's requirements.

In trying to negotiate a contract with Company, the Registrar found that the contract which the company provided seemed more suitable for a university setting and the Company was not very cooperative in rewording the contract for not-for profit organization. The Registrar has reviewed the contract with legal Counsel. If the issue is not resolved satisfactorily, the College may have to go to a different service provider.

.05d Ontario Fairness Commission: Audit of Fair Registration Practices

The Ontario Fairness Commission (OFC) requires that the Registration Practices of all Colleges be audited.

The audit was conducted according to the template provided by the OFC by the same firm that conducts the Annual financial audit at the College. The OFC revised the template to gather additional data and invited the College and the auditors to discuss the revised template. The auditors returned to gather the additional data as required by the new template. When the audit report is received, the College will have 30 days to respond.

There is no requirement by the College or OFC to publish the results from the audit. The Executive Committee will discuss the issue at their next meeting.

Agenda item

**for next Executive Committee meeting
to consider whether the College may voluntarily publish the results from
the audit of Fair Registration Practices**

The Registrar commented that unlike financial audits, the Registration audits are not intended to be annual. They may be scheduled every 3 to 5 years if required by the OFC.

- .05e Rescind Council motion regarding extension of non-voting Psychological Associate seat on Council
The Registrar provided to the Council some background information on the non-voting Psychological Associate (PA) seat on Council.

In June 2007, the Council approved a policy stating that elections be held for the non-voting Psychological Associate seat on Council every third year, on the same date as elections are held in other districts.

In December 2008, the Council passed a motion that the ex-officio Psychological Associate (PA) seat on Council be extended for a further three year term from 2009-2012.

The Registrar provided to the Council legal advice she had received regarding the question of whether the 2008 Council motion was moot because of the pre-existing policy which had been approved by Council in 2007. The legal advice also provided clarification on whether the seat should be referred to as ex-officio or non-voting seat.

The Council reviewed the legal advice and

**It was MOVED Pomichalek
That the following Council motion approved on December 12,
2008 be rescinded.**

That the ex-officio Psychological Associate (PA) seat on Council be extended for a further three year term from 2009-2012

CARRIED

The Council noted the suggestion from legal Counsel that when the Policy 1-13: Non-voting Psychological Associate (PA) seat on Council is reviewed, a change in wording be made so that the policy reads "elected non-voting Psychological Associate member of Council". The College regards the Psychological Associate (PA) member elected to the ex-officio/non-voting seat as a College member rather than a Council member for appointments to Committees.

2009.04.06

Other Business

.06a Dates for Council meetings::

The Council confirmed the following dates for Council meetings:

Friday March 26, 2010

Friday June 18, 2010

.06b Proposed Council training day on March 26, 2010

It was proposed that a One-day training for Council members be held on March 25, 2010, the day before the Council meeting on March 26, 2010. The Nominations and Leadership Development Committee will discuss the topics for the training session. One of the suggested topics for the training was liaison organizations. A request was made for the list of Acronyms and some additional information about liaison organizations.

.06c Setting Date for Council Elections in March 2010

It was MOVED McFarlane

That the elections to Council be held on March 31, 2010.

CARRIED

Elections will be held in the following districts:

District 1 seat currently held by Dr Milan Pomichalek

District 2 seat currently held by Dr Mustaq Khan

District 3 seat currently held by Dr Dorothy Cotton.

2009.04.07

Adjournment

There being no further business

**It was MOVED Rampersad
That the Council meeting be adjourned.**

CARRIED

The Council meeting was adjourned at 3:05PM..

Dorothy Cotton, Ph.D., C. Psych, President

Dr. Ivan McFarlane, Vice-President

Minutes approved at the Council meeting on March 26, 2010