



The College of Psychologists of Ontario
COUNCIL MEETING
2016.01
April 1, 2016

PRESENT:

Peter McKegney, Public Member, President
Lynette Eulette, Ph.D., C.Psych., Vice-President
Ruth Berman, Ph.D., C.Psych.
Dorothy Cotton, Ph.D., C.Psych.
Robert Gauthier, M.Sc., M. Ed, C.Psych.Assoc.
Michael Grand, Ph.D., C.Psych.
Gilles Hebert, Ph.D., C.Psych.
Elizabeth Levin, Ph.D., C.Psych.
Denise Milovan, Ph.D., C.Psych.
Patricia Minnes, Ph.D., C.Psych.
Glenn Webster, M.Ed., C.Psych.Assoc.
Kristin Bisbee, Public Member
Judy Cohen, Public Member
D'Arcy Delamere, Public Member
Jaffar M. Hayat, Public Member
Donna McNicol, Public Member
Astra Josie Rose, Public Member
Ethel Teitelbaum, Public Member

Staff:

Rick Morris, Ph.D., C.Psych., Registrar & Executive Director
Barry Gang, MBA, Dip.C.S., C.Psych. Assoc.
Deputy Registrar/Director: Professional Affairs
Zimra Yetnikoff, Director: Investigations & Hearings
Lesia Mackanyyn, Director: Registration
Stephanie Morton, Manager: Administration
Paulette Blais, Policy Analyst
Prema Shankaran, Assistant to the Registrar, Recorder

2016.01.00

Call to Order

.00a The President called the Council meeting to Order and welcomed public member Donna McNicol who was appointed to the Council on October 21, 2015.



The Council congratulated Dr. Dorothy Cotton, Dr. Lynette Eulette and Dr. Elizabeth Levin on their reelection to Council and public member Kristin Bisbee on her reappointment to Council for a 2nd 3 year term.

2016.01.01

Approval of the agenda:

The following changes were made to the agenda:

Moved:

.02b(1) Registrar's Report to .05c

It was MOVED Cotton

That the agenda be approved as amended.

CARRIED

.01b

Minutes:

(1) Minutes of the Council meeting 2015.07 on December, 2015

It was MOVED Milovan

That the minutes of the Council Meeting 2015.07 on December 4, 2015 be approved as presented.

CARRIED

Business arising from the Minutes:

Action Item BG

**The following was identified as an Action Item:
To provide an update on the Standards Review**

Review of Action List

The Council reviewed the Action List.

Action Item Registrar

To review the eligibility requirements for Academic members for serving on Council

The Registrar commented that the College is reviewing By-Law 20: Election to Council: Qualifications, Terms of Office and Conditions for Disqualification and considering some amendments. Proposed amendments to Section 20.3 District 8 (Academic Representation) will be included and By-Law 20 will be brought to the Council meeting in June 2016 for approval for circulation to the membership.

Action Item RM

To add amendments to eligibility requirements for Academic members on Council to proposed amendments to By Law 20: Election to Council, Qualifications, Terms of Office and Conditions for Disqualification, and provide to the Council meeting in June 2016.

2016.01.02 Consent Agenda items

It was MOVED Teitelbaum

That the Consent Agenda items be approved as amended.

CARRIED

2016.01.03 Strategic Issues

.03a Strategic Direction Implementation: Update

The Council received a copy of the updated *Strategic Direction Implementation Chart* in which the Vision and Mission Statement are shown along with a list of current or recent examples of the activities of the College and examples of tasks which are proposed, or are in development, with respect to each of the Mission Statements.

The Council suggested adding the following:

- Council Training on March 31, 2016 (Collaborating in Shaping the Regulatory Environment)
- Executive Committee Audit (Collaborating in Shaping the Regulatory Environment)
- Consultation on *Shaping the Future* Implementation Plan (Promoting the Cohesiveness of the Profession)
- Work of the Supervision Task Force (Supporting and Assisting Members to Meet High Standards).

The Council noted that there is no category of “Governance” in the Strategic Direction Implementation Chart and suggested this be added when the Strategic Direction is reviewed.

The Strategic Direction 2016-2021 will be scheduled during the fiscal year 2016-2017. The Registrar commented that the previous reviews of the Strategic Direction have been conducted in a variety of formats: with the Registrar conducting it or with a facilitator and either on a scheduled Council Training Day or on a separate day.

The Council directed that the Executive Committee discuss planning for the Strategic Direction 2016-2021 at their meeting in May 2016 and provide a report to the Council Meeting on June 17, 2016. The Council noted that review of Strategic Direction 2016-2021 may be scheduled on the Council Training Day on September 29, 2016.

Action Item Executive Committee

Discuss planning for the Strategic Direction 2016-2021 at their meeting in May 2016 and provide a report to the Council Meeting on June 17, 2016

**2016.01.04****Policy issues**

- .04a Registration Regulation Amendment: Status Update
The Registrar provided a report to Council on the Registration Regulation Amendment that was circulated for member consultation in October 2015. A small change was required to correct an error in the Registration Regulation that was approved in April 2015.

The feedback from the Consultation and the final version of the Registration Regulation amendment were provided to the Council for approval for submission to the Ministry of Health and Long-Term Care. The Council noted that the responses received by the College indicate support for the proposed amendment and no changes are needed.

It was MOVED Grand

That the proposed amendment to Section 23.(1) of *Ontario Regulation 74/15 - Registration* be submitted to the Ministry of Health and Long-Term Care (MOHLTC).

In Favour

Professional Members - 9

Public Members - 7

1 Abstained

CARRIED

Action Item Staff

To submit the Registration Regulation Amendment to the Ministry of Health and Long Term Care

- .04b Shaping the Future: Implementation Plan Timeline
On March 22, 2013, Council adopted the following proposal from the Task Force on Shaping the Future of Psychology Regulation in Ontario:

Discontinue master's level registration, grandparent Psychological Associates as Psychologists and develop a mechanism for evaluating internationally trained applicants.

- a. Cease to accept master's level applications as of a set date
- b. Register all Psychological Associates as Psychologists on a fixed date, or within a fixed time period.
- c. Develop a mechanism for evaluating internationally trained applicants' competencies for substantial similarity to a CPA accredited program and remediation as needed.

In January - February 2016, the College conducted a consultation with the membership and stakeholders regarding the proposed implementation plan of the Shaping the Future Task Force



recommendations and gathered responses to the following questions:

- 1) Does the proposed timetable provide sufficient time for individuals who are about to begin their Master's level education to become registered with the College as Psychological Associates?

The proposed timetable is based on the Registration Regulation Amendment being approved in December 2016. All the dates that follow will be shifted depending on the date of approval of the Registration Regulation Amendment.

- 2) Does the proposed plan recognize the registration of current Psychological Associates and ensure their continued registration to practice with the College?
- 3) Does the proposed plan provide for the potential registration of internationally educated individuals who may be trained in a different model but which results in competencies equivalent to, or substantially similar to, individuals trained in Canada or the United States?

The Council reviewed a summary of the feedback from the consultation. The College received 315 responses including responses from members of the College and the public as well as one from an MPP. It was noted that many of the responses provided comments on the proposed closure of the Master's level registration although the question specifically asked related to the implementation plan.

In going forward, the Council discussed whether formal regulatory language should be drafted at this time and circulated for stakeholder consultation. It is recognized that the Ministry will require the College to provide a comprehensive rationale for the proposed amendments addressing items such as:

- What are the problems with the current Registration Regulation:
- Why are the proposed amendments needed:
- What is the impact of making this change on access to services and the College's public protection mandate?

In discussing the next steps, it was noted that the College had consulted with Ministry Staff and the Office of the Fairness Commissioner in 2013 regarding recommendations being made by the Shaping the Future Task Force. As well, the Task Force had consulted with the membership at that time and received over 700 responses regarding the proposed changes.

The Council noted that many Academic programs have stopped offering terminal Master's programs. The College has



approximately 600 Masters level registrants at this time; about 200 with the title “Psychologist”, a number expected to increase.

The Council agreed that drafting Regulatory language will require a lot of effort and time and staff resources. As well, the data gathered in 2013 may not be current and may need to be redone. The Council discussed preparing a position paper for preliminary conversations with the Ministry of Health and Long-Term Care to find out what supporting data the Ministry would require.

It was MOVED Cotton

That the Registrar have a preliminary consultation with staff at the Ministry of Health and Long-Term Care with respect to exploring the viability of the College’s proposed registration regulatory amendments and provide a report to the next Council meeting.

CARRIED

The Registrar asked Council members to send him questions that they would like to be included in the consultation with the Ministry. Although a formal response may not be received from the Ministry, this conversation could provide the College with guidance regarding how to best take this matter forward including some suggestions as to the type of data the Ministry would require to be submitted along with the proposed Registration regulation amendments.

Action Item RM

To meet with Ministry Staff to explore the viability of proposed regulatory amendments in the implementation of the recommendations from the Shaping the Future Task Force

.04c Transparency initiatives

(1) Proposed amendment to Policy I-4: *Observers and Guests at Council Meetings: Procedures and Materials*

The Registrar provided to the Council the proposed amendments to Policy I-4: *Observers and Guests at Council Meetings: Procedures and Materials*. The proposed amendments primarily address the materials to be provided to observers at Council meetings.

At this time, observers at Council meetings receive a copy of the draft agenda when they come to the Council meeting. The agenda is also posted on the College website about one week before the meeting.

The Executive Committee discussed the issue at their meetings in October 2015 and January 2016 and agreed to bring forward the proposed amendments to Policy I-4: *Observers and Guests at*

Council Meetings: Procedures and Materials to the Council for discussion and approval.

The Council received information about the practices of some of the Health Regulatory Colleges in Ontario. In reviewing this information, and in light of the recent transparency initiatives undertaken by Colleges and the Ministry of Health and Long-Term Care (MOHLTC), it was noted that many Colleges provide the entire Council package to observers with the exception of **IN CAMERA** items and some financial information.

The Council discussed the proposed amendments and the practice at other Health Regulatory Colleges. In making the Council package available to observers and others by posting it on the College website, the Council agreed that decisions may need to be made about what information to include. It was suggested that the public package may abridge some of the financial information and suggested this be further discussed by the Executive Committee.

It was MOVED Cotton
That the proposed amendments to Policy I-4: *Observers and Guests at Council Meetings: Procedures and Materials* be approved.

CARRIED

Action Item Executive Committee and/or Staff

To discuss what Council materials will be provided to the public observers/posted on website – to go into effect for June Council

- .04d Proposed amendment to the College's Definition of the Practice Area of Counselling Psychology
The Registration Committee reviewed the College's current definition of Counselling Psychology in response to a concern raised by a member of the College.

A revised definition was provided to the Executive Committee at their meeting on January 29, 2016. The definition, as modified by the Executive Committee, was brought to the Council for approval.

The Council reviewed the proposed definition and

It was MOVED Grand
That the amended definition of Counselling Psychology be approved.

CARRIED



The definition of Counselling Psychology on the College website will be updated.

Action Item Staff to update the definition of Counselling Psychology on the College website

Action Item RM/LM to respond to the member who had raised the concern about the definition of Counselling Psychology

.04e **Role of the Executive Committee**

The Role of the Executive Committee was discussed at the Council Training on March 31, 2016. In 2015, the Executive Committee was audited by Mr. Richard Steinecke and the Audit Report contained several recommendations. Mr. Steinecke attended the Council Training session on March 31, 2016 and reviewed the recommendations with Council.

The Council discussed the role of the Executive Committee in Policy Development and in assisting the Council to make informed decisions.

The Council directed that the Executive Committee discuss the revised role and functions of the Executive Committee including regulatory policy development and bring proposed amendments to the Council.

Action Item Executive Committee

to provide to Council proposed amendments to the Role and Function of the Executive Committee including Regulatory Policy Development

2016.01.05

Business Issues

.05a **Financial:**

(1) Variance Report to Nov 30, 2015

The Council received the Variance Report to Nov 30, 2015 and narrative for items that are projected to exceed the budgeted amount by more than \$2,000. The Registrar provided an update to the Council with information to January 31, 2016.

Based on figures at January 31, 2016, it is projected that the deficit at the end of the year will be \$51,000, much lower than the deficit of \$185,500 that was approved in the Budget for 2015-2016.

It was MOVED Teitelbaum

That the Variance Report to Nov 30, 2015 be received.

CARRIED

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



The Council received a report from the Finance and Audit Committee (FAC) on their teleconference on January 25, 2016.

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

CARRIED

.05b Draft Budget 2016-2017

The Registrar provided to the Council the draft Budget for 2016-2017. This budget was reviewed by the FAC and the Executive Committee and incorporates changes that were proposed at those meetings.

The Registrar reviewed the budget with the Council and responded to questions.

The draft budget for 2016-2017 includes a deficit in the amount of \$114,000. The budget includes the \$87,300 for implementation of the SharePoint Document Sharing System and the Records Management System. The budget also includes a proposed 3% increase in salaries and two out-of-town Executive Committee meetings in 2016-2017.

The budget includes \$2,500 for Executive Committee Training under Governance. There is an allocation of \$10,000 under Professional Services Communication that includes costs for Translation. The College provides some information in French on the website and more documents are added when they are translated.

The Council noted that there were some Budget lines and Sections which are no longer used and suggested that they be deleted.

Action Item Staff to delete Budget lines and Sections that are no longer needed

**It was MOVED Hayat
That the Budget for 2016-2017 be approved.**

CARRIED

(1) Proposed Salary Ranges 2016-2017 to 2018-2019:
IN CAMERA

This agenda item was discussed in the absence of the Recorder. The minutes for this agenda item will be provided by the Registrar.

It was MOVED Gauthier



That the Council move IN CAMERA to discuss this agenda item.

CARRIED

At the end of the **IN CAMERA** discussion

**It was MOVED Levin
That the IN CAMERA session be concluded and the Open meeting of Council be resumed.**

CARRIED

The President reported to the open meeting of Council that the Council had reviewed and approved the proposed Salary Ranges to be in place from 2016-2017 to 2018-2019.

.05c Registrar's Report

This item was moved from the Consent Agenda to Business Issues for further discussion.

The Registrar responded to a question on the report from the Psychotherapy Working Group to the Ministry of Health and Long-Term Care (MOHLTC).

The Working Group was comprised of representatives from the six Health Regulatory Colleges (including the College of Psychologists) whose members would be authorized to perform the Controlled Act of Psychotherapy. The Working Group report provided clarification on the definition of the Controlled Act of Psychotherapy. The Ministry has not yet responded to the report.

Status of the Supervision Standards:

The Supervision Task Force provided their recommendations on the Supervision Standards to the Client Relations Committee which is conducting a review of the Standards of Professional Conduct. The Registrar reported that because of Staffing changes at the College there has been a delay but the Client Relations Committee is working on this project and will provide the Standards to Council for review and approval for consultation.

**It was MOVED Minnes
That the Registrar's report be received.**

CARRIED

2016.01.06

Other Business

- .06a** Dates of the next Council meetings
(1) Confirmed dates for Council meetings

The Council noted the following confirmed dates for Council Meetings:

- Council Meeting on June 17, 2016
- Council Meeting on September 30, 2016
- Council Training on September 29, 2016

(2) Proposed date for the Council Meeting in December 2016

Of the two proposed dates, December 2 and 16, the Council confirmed December 2, 2016 for the Council Meeting.

2016.01.07

Adjournment

There being no further business,

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

CARRIED

The Council meeting was adjourned at 2:04PM.

Lynette Eulette, Ph.D., C.Psych, President

Ruth Berman, Ph.D., C.Psych, Vice-President

Minutes approved at the Council meeting on June 17, 2016