



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

**COUNCIL MEETING
2016.04
December 2, 2016**

Present:

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

Regrets:

Donna McNicol, Public Member

Staff:

Rick Morris, Ph.D., C.Psych., Registrar & Executive Director
Barry Gang, MBA, Dip.C.S., C.Psych.Assoc. Director, Professional Affairs
Lesia Mackanyn, Director, Registration
Zimra Yetnikoff, Director, Investigations & Hearings
Stephanie Morton, Manager: Administration
Caitlin O'Kelly, Administrative Assistant: Office of the Registrar, Recorder

2016.04.00 Call to Order

The President called the meeting to order at 8:59AM

2016.04.01 Approval of the Agenda and Minutes

.01a Approval of Agenda

The following changes were made to the agenda:

Moved:

.02a President's Report to .01c

It was MOVED Teitelbaum

That the agenda be approved as amended.

CARRIED

.01b Minutes

(1) Minutes from the Council Meeting 2016.03 on September 30, 2016

It was MOVED Minnes

That the minutes from the Council Meeting 2016.03 on September 30, 2016 be approved.

CARRIED

Review of Action List:

The Council reviewed the Action List and noted items that were completed, outstanding or on the agenda at this meeting.

.01c President's Report

The President answered questions with regards to the ASPPB Annual Meeting and its main theme of "Sailing in Rough Waters: Promoting Public Protection in an Anti-Regulatory Climate". The President noted that in Canada the government appears to be taking a more active role in regulation, while in the United States the anti-regulatory climate is somewhat stronger.

In relation to the President's reporting on the ACPRO meeting in November, the Registrar answered questions regarding the information ACPRO is interested in collecting for a minimum dataset. The Registrar explained that currently, different Colleges/Boards across Canada collect varying information and this results in a lack of cross-Canada statistics on the profession. In Ontario, the College already collects the data that would meet ACPRO's minimum dataset.

Since the September Council meeting Peter McKegney resigned from his position as a Public Member of Council. The President thanked Mr. McKegney for all his contributions to the College during his years on Council, serving as President and on various Committees.

2016.04.02 Consent Agenda

**It was MOVED Teitelbaum
That the Consent Agenda be approved.**

CARRIED

2016.04.03 Strategic Issues

.03a Strategic Direction Implementation Update

The Registrar provided the Council with the updated *Strategic Direction Implementation Table*. Items added since the Council Meeting of September 30, 2016 were shown in **Bold**.

.03b New Strategic Direction 2017-2022

At the September 30, 2016 Council meeting an ad hoc Committee was established to review the College's *Vision, Mission and Values*. The Committee met by teleconference in October and concluded that the current direction continued to be relevant, timely and appropriate however a number of small changes were suggested.

The *Vision* was changed to read: "The College strives for excellence in self-regulation in service of the public interest."

The *Mission* was changed to read: "To regulate the practice of psychology in servicing and protecting the public interest."

The Committee introduced a new heading, *Strategies*, to specify the way in which the College *Mission* would be accomplished. In reviewing these, Council noted that the concept of "Promoting cohesiveness of the profession" had been removed and "Acting in a responsibly transparent manner" added. The Council considered the new item "Enhancing the Council's governance practices", but suggested that it be changed to "Advancing the Council's governance practices".

The Committee provided Council with a “tracked changes” version as well as a “clean” version of their recommendations.

It was MOVED Delamere

That the Strategic Direction 2017-2022 be approved.

CARRIED

Action Item Staff:

To present the new Strategic Direction Implementation Chart at the next Council Meeting and to update the wall chart in Council Chambers

2016.04.04 Policy Issues

.04a Transparency Initiatives and MOHLTC Consultations

The Registrar presented Council with an update on proposals being suggested by the Ministry regarding changes to the *Regulated Health Professions Act (RHPA)*. These pertain to member information to be placed on College public registers as well as proposals directed at strengthening the sexual abuse prevention provisions.

At the direction of Council, the College had conducted an initial member consultation on proposed changes to the information to be available on the public register. The second stage of this consultation was deferred pending further exploration of issues raised from the initial feedback. Given that the Ministry is moving to develop a consistent approach among all Colleges regarding information on public registers, the Council agreed with the Executive Committee recommendation that the College continue to defer further member consultation regarding the “Transparency Initiatives”.

Action Item Council:

Defer further consultations regarding the “Transparency Initiatives” until such a time as there is clarity regarding the Ministry’s actions related to their transparency proposals.

In addition to the changes regarding member information on public registers, the Ministry, in consideration of the recommendations of the Sexual Abuse Prevention Task Force, has suggested six proposals for changes to the *RHPA* regarding sexual abuse prevention (Strengthening Sexual Abuse Provisions in the *RHPA*) along with other proposals: Increasing Transparency of Health Regulatory Colleges’ Operations and Improving the College Complaints, Investigations and Discipline Processes.

The Registrar provided Council with a copy of the College’s response to the proposals as well as the response from the Federation of Health Regulatory Colleges of Ontario (FHRCO). Feedback was requested within a very short timeframe that did not permit consultation with the Council or membership.

.04b Standards of Professional Conduct Review – Status Update

Revisions to the *Standards of Professional Conduct* were approved by Council for circulation to members at its September meeting. The consultation was distributed to members on October 13, 2016 with a request that feedback be received by December 12, 2016. To date, 34 responses have been received although it is anticipated that further responses will be received. The detailed feedback will be reviewed by the Client Relations Committee with recommendations brought forward to the Executive and Council.

Action Item Client Relations Committee:

Review and report to the Executive Committee on the responses to the *Standards of Professional Conduct Review*

.04c Fees By-Law Amendment Update

Amendments to the *By-Law 18: Fees* were approved by Council for circulation at its September meeting. The consultation was distributed to members on October 7, 2016 with a request that feedback be received by December 15, 2016. To date the College has received 41 responses. The Registrar provided Council with a sample of these responses. The Council vote to amend the *By-Law 18* will take place at the March meeting at which time all potential responses will have been received.

Action Item Staff:

Report on *By-Law 18: Fees* consultation to be brought to March meeting of Council for consideration.

.04d Examination Accommodation Policy

The Registrar provided Council with the *Examination Accommodation Policy* which was endorsed in principle at the September 2016 Council meeting. The policy provided to Council was only a part of the full documents that Council reviewed in September. The Director of Registration clarified that the full document will be included in the registration application as well as the registration guidelines for candidates. The policy reflects the procedural steps.

It was MOVED Minnes

**That Policy II-2(iv): *Accommodation for College Administered Examinations* be approved.
CARRIED**

Action Item Staff:

To incorporate the Examination Accommodation Policy into the *Policies and Procedures Manual*

.04e Policy I-13: Non-Voting Psychological Associate Seat on Council

At the Council meeting in June 2016, the question was raised regarding the status the non-voting Psychological Associate seat as it relates to eligibility to be considered a "Council Member" for the purposes of appointment to statutory committees. A review of this matter suggested that it would be problematic to consider the non-voting seat as a "Council Member" in comprising committees. Specifically, the "non-voting" status would be carried forward by this individual. This could then result in there being a non-voting Executive Committee member or a non-voting individual on a Discipline Panel member.

For greater clarity, the Executive Committee recommended that Policy I-13: *Non-Voting Psychological Associate Seat on Council* be amended to include a specific statement noting that for purposes of *By-law 21: Committee Composition*, the non-voting Psychological Associate is a member of the College, not of the Council.

It was MOVED Cohen

That Policy I-13: *Non-Voting Psychological Associate Seat on Council* be amended by adding the following:

Committee Composition

11. For the purpose of *By-Law 21: Committee Composition*, the individual holding the non-voting psychological associate is a member of the College, not of the Council.

CARRIED

Action Item Staff:

To make the amendment to Policy I-13: *Non-Voting Psychological Associate Seat on Council* in the *Policies and Procedures Manual*.

.04f Shaping the Future – Implementation Plan Update and Membership Data

The Registrar provided Council with a copy of the *Briefing Note* that was forwarded to Ms. Allison Henry at the Ministry of Health and Long-Term Care on November 14, 2016 as directed by Council. A concern was raised that those reviewing just the *Briefing Note* will not have sufficient information to make a decision. The Registrar reported that the Ministry does have the full report drafted in 2013.

As requested by Council at the September 2016 meeting, the Registrar provided Council with updated member data similar to that which was collected from the *Shaping the Future Task Force Report* in 2013. Council reviewed the updated data which led to a discussion about diversity within the profession and the nature of services being provided to diverse populations. It was suggested that this item be brought to the next meeting of the Directors of Clinical Training for discussion. The discussion could include the nature of diversity training as well as the student demographics with respect to diverse backgrounds being trained in the various areas of practice. It was also noted that this could be a topic for the Associations to consider.

Action Item Staff:

Bring this issue to their next meeting of the Directors of Training Program

.04g Executive Committee Role

The Executive Committee has had a number of discussions regarding the role of the Executive stemming from recommendations of Richard Steinecke's Executive Committee Audit Report. When the Executive Committee met they examined the audit report, the current policy and by-laws as well as information regarding the role of the Executive Committee at other health regulated Colleges.

Resulting from these discussions, the President provided Council with a list of ideas regarding the Executive Committee's role. Council agreed with the general proposal that the Executive should examine issues before they come to Council as an effective way to get an early focus on issues. Council made suggested changes to some of the language for example, suggesting that the Executive "facilitate" rather than be "responsible for". Council referred the "Role of the Executive Committee" back to the Executive to be discussed with a revised "Role of the Executive Committee" policy to be presented at the next Council meeting.

Action Item Executive Committee:

To take the suggested recommendations and revise Policy II-1(i) *Terms of Reference/Role* of the Executive Committee and present it at the Council meeting in March.

2016.04.05 Business Issues**.05a Financial**

(1) Variance Report to August 31, 2016

Council received the Variance Report for the period ending August 31, 2016 which included explanation for items that exceeded the budget by more than \$5,000 as well as items that were underspent by more than \$10,000. In review of the cost of sales it was noted that there was a

loss of \$41,000 from the June Oral Exams and that this loss will increase should the changes to the Fee's By-law be implemented.

It was MOVED Hebert

That the Variance Report to August 31, 2016 be accepted.

CARRIED

(2) Statement of Revenue and Expenses to August 31, 2016

It was MOVED Hebert

That the Statement of Revenue and Expenses to August 31, 2016 be accepted. CARRIED

(3) Report from Finance and Audit Committee

The President gave an oral report of the FAC's November 17, 2016 teleconference. In January the FAC will examine the budget.

It was Moved Hebert

That the Finance and Audit Committee Report be received.

CARRIED

.05b Report from meetings with:

Training Program Directors

Dr. Patricia Minnes gave an oral report on the meeting of the Training Program Directors of November 8, 2016. The Directors are reporting a trend in the lack of students specializing in Rehabilitation Psychology and Forensic/Correctional Psychology and with the population of seniors.

Internship Program Directors

Dr. Dorothy Cotton gave an oral report on the meeting of the Internship Program Directors of November 8, 2016. The Internship Directors reported that they have had issues with some students who accepted American internships, being turned back at the US border. They noted this might result in an increase in the number of applicants for Canadian internships while the number of available spots may decrease.

.05c Accessibility of Website

Given the healthy state of the College's financial position Council requested information on the cost of bringing the College's website up to the full accessibility standards as prescribed by the Accessibility for Ontarians with Disability Act (AODA). The Registrar noted that the College is not required to meet these standards due to the staff size, and because we are not on the list of designated organizations. He reported that it would cost the College \$1000 to do a full review of the website. The last estimate at what it would cost to bring the website to the full AODA standards was around \$250,000. Council decided not to move forward with this at this time.

2016.04.06 Other Business

.06a Set Date for Elections in 2017

The Council confirmed that Elections in Districts 4 & 7 would be held on March 31, 2017

It was MOVED Levin

That the Elections to Council in Districts 4 & 7 be held on March 31, 2017.

CARRIED

.06b Next Meetings of Council

- Training March 23, 2017 & Meeting March 24, 2017
- June 23, 2017
- Training September 14, 2017 & Meeting September 15, 2017

2016.04.07 Adjournment

There being no further business,

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

CARRIED

The Council Meeting was adjourned at 1:20PM

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

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

Minutes approved at the Council Meeting on March 24, 2017