

ICRC Risk Assessment Framework

For each complaint and report, the ICRC considers the possible risks the member's conduct may pose to the public. The ICRC considers both impact and recurrence risks. Impact risks include implications of the conduct to specific individuals, the general public and the profession. Recurrence risks include the member's conduct history, the practices, processes or systems the member has in place, and the member's awareness of the practice concerns identified.

The ICRC reaches a disposition in each matter with reference to these risks. The ICRC uses the ICRC Risk Assessment Table to identify the range of appropriate outcomes in relation to the risks.

The outcomes available to the ICRC after the investigation of a complaint or report include:

- *No further action:* A panel may decide to take no further action if it decides that the member's conduct poses no risk to the public.
- *Advice:* A panel may give advice if it identifies low risks. Advice is meant to help the member avoid future risks. Advice does not appear on the Public Register.
- *Undertaking:* A panel may ask for an undertaking from the member if it identifies moderate risks. An undertaking is remedial, and can range from a minor change in practice to having a mentor. The RHPA requires the College to post a synopsis and notation of an undertaking on the Public Register, while the undertaking is in effect.
- *Caution:* A panel may caution a member if it identifies moderate risks. The member must come to the College to receive the caution in person. Cautions are remedial, and may include a discussion between the panel and the member. Cautions are not open to the public. The RHPA requires notation of a caution on the Public Register.
- *Specified Continuing Education or Remediation Program (SCERP):* A panel can order a SCERP if it identifies moderate risks. A SCERP is remedial and can include a specific course of study. The RHPA requires notation of a SCERP on the Public Register.
- *Referral to the Discipline Committee:* If the ICRC identifies high risks, it may refer the matter to the Discipline Committee for a full hearing. The RHPA requires referrals to the Discipline Committee to be posted on the Public Register. The College must also post the specific allegations referred.

ICRC RISK ASSESSMENT TABLE

Category	Indicator	No/minimal risk	Low risk	Moderate risk	High risk
Impact risks	Potential risks to the client and/or others	Conduct is unlikely to create implications for the client and/or others	Conduct may create mild and/or transient implications for the client and/or others	Conduct may create moderate and/or sustained implications for the client and/or others	Conduct may create significant and/or permanent implications for the client and/or others
	Public trust in and perception of the psychology profession	Conduct is unlikely to impact on public trust in/perception of the profession	Conduct may cause mild disapproval among members of the public	Conduct may cause moderate disapproval among members of the public	Conduct may cause significant disapproval among members of the public
Recurrence risks	Member's conduct history	No discernable pattern in Member's conduct history	Limited display of a pattern in Member's conduct history	Moderate display of a pattern in Member's conduct history	Significant display of a pattern in member's conduct history
	Practices, processes, and/or systems	No discernable issues with respect to practices, processes, and/or systems	Mild concerns identified with respect to practices, processes, and/or systems	Moderate concerns identified with respect to practices, processes, and/or systems	Significant concerns identified with respect to practices, processes, and/or systems
	Awareness of the identified practice concerns	No practice concerns identified	The Member demonstrates appropriate awareness and plans to make appropriate changes	The Member demonstrates some awareness and/or plans no/insufficient changes	The Member does not demonstrate awareness and/or plans no/insufficient changes

Possible outcomes in relation to risk:

