



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

COUNCIL MEETING

2017.02

June 23, 2017

Present:

Lynette Eulette, Ph.D., C.Psych., President
Ruth Berman, Ph.D., C.Psych., Vice-President
Kristin Bisbee, Public Member
Judy Cohen, Public Member
Dorothy Cotton, Ph.D., C.Psych.
D'Arcy Delamere, Public Member
Christine DiZazzo, M.Ps., C.Psych.Assoc.
Jaffar Mohammad Hayat, Public Member

Marilyn Keyes, Ph.D., C.Psych.
Elizabeth Levin, Ph.D., C.Psych.
Donna McNicol, Public Member
Denise Milovan, Ph.D., C.Psych.
Patricia Minnes, Ph.D., C.Psych.
Ethel Teitelbaum, Public Member
Glenn Webster, M.Ed., C.Psych.Assoc.

Regrets:

Michael Grand, Ph.D., C.Psych.

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

2017.02.00 Call to Order

The Registrar called the meeting to order at 9:02AM. The Council welcomed new Council members Dr. Marilyn Keyes representing District 4 (East) and Ms. Christine DiZazzo representing District 7 (Psychological Associates).

Dr. Michael Grand and Dr. Patricia Minnes were reappointed as Academic Members on Council for a period of 2 years by the Executive Committee.

.00a Election of the Executive Committee

The first order of business was the election of the Executive Committee. The Registrar confirmed that Council members had received the *Statements of Interests* submitted by members interested in running for positions on the Executive Committee. The Registrar confirmed that one *Statement of Interest* had been received for each of these positions: President, Vice-President, two Professional Members and two Public Members.

According to *By-law 4: Election of Members of Executive Committee*, "4.7 Only, if there is no candidate for a position, members of Council may indicate their willingness to run at the first meeting of Council following the annual election." Given that there is only one candidate for each of the six positions on the College Executive Committee, further expressions of interest will not be entertained at this meeting. Therefore:

It was MOVED Cotton
That the Executive for 2017-2018 is acclaimed as follows:

President: Dr. Lynette Eulette
Vice-President: Dr. Ruth Berman
Professional Member: Ms. Christine DiZazzo
Professional Member: Dr. Michael Grand
Public Member: Ms. Kristin Bisbee
Public Member: Mr. D'Arcy Delamere

CARRIED

The Registrar congratulated the new Executive Committee and requested that the President, Dr. Lynette Eulette, take the Chair and conduct the proceedings of Council.

2017.02.01 Approval of the Agenda and Minutes

.01a Approval of Agenda

The following changes were made to the agenda:

Moved:

.02 Registrar's Report to .04d
.02a President's Report to .04e
.04d Registrar's Goals to .04g

Added:

.04f *Canadian Code of Ethics for Psychologists* 4th Edition

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

CARRIED

.01b Declarations of Conflicts of Interests

The President indicated that the practice of asking for a declaration of any conflicts of interest pertaining to any agenda item is being introduced to both Executive and Council meetings. If a member declares a conflict, it will then be determined if the nature of conflict would require the member to recuse him/herself from discussing and/or voting on the matter. It was acknowledged that in rare cases, it could be appropriate for the member with the conflict to be asked to leave the meeting for the discussion and vote on the item.

The professional members of the Council acknowledged a conflict with item .03c *Policy III F-4 Per Diems and Council and Committee Compensation*.

Council was reminded that members can declare a conflict at any time during the meeting.

.01c Minutes Council Meeting 2017.01 on March 24, 2017

It was MOVED Delamere
That the minutes from the Council Meeting 2017.01 on March 24, 2017 be approved.

CARRIED

.01d Minutes from the *IN CAMERA* Council Meeting 2017.01 on March 24, 2017

It was MOVED Cohen

That the minutes from the *IN CAMERA* Council Meeting 2017.01 on March 24, 2017 be approved.

CARRIED

.01e Review of Action List

The Council reviewed the Action List from the minutes of the previous meeting and noted items that were completed, outstanding or on the agenda at this meeting. It was noted that the following Action Item would be carried forward:

At the June 2017 meeting have a generative discussion on the next steps on the implementation to the Council's March 2013 decision respecting the future of psychology regulation in Ontario.

2017.02.02 Consent Agenda

It was MOVED Minnes

That the Consent Agenda be approved.

CARRIED

2017.02.03 Policy Issues

.03a Policy II-3(ii) Release of the Member's Response to the Complainant

The Registrar provided Council with the revised Policy II-3(ii) *Release of the Member's Response to the Complainant*. The Council reviewed and discussed the proposed amendments.

It was MOVED Levin

That the proposed amendments to Policy II-3(ii) Release of the Member's Response to the Complainant be approved.

CARRIED

Action Item Staff

To amend *Policy II-3(ii) Release of the Member's Response to the Complainant* in the *College's Policies and Procedure Manual*.

.03b Policy III F-4 Per Diems and Council and Committee Compensation

At the Council meeting on March 24, 2017, the question was raised regarding the appropriateness of the current per diem paid to Council and Committee members for meetings undertaken on behalf of the College. The per diem of \$325 has been in place since June 2013, having previously been \$295. It was suggested that the amount of the per diem paid may be an inhibiting factor for some private practice members who may be interested in working with the College. Information gathered from other Health Regulatory Colleges indicated that the College is very close to the mean and well above the median among all Colleges.

At its meeting on May 17, 2017 the Executive Committee reviewed this information and is recommending not to increase the per diem rate but rather examine the "office overhead" allowance paid to eligible private practitioners. The current office overhead allowance is payable at a rate of \$125 per day.

The Registrar provided a Briefing Note to Council outlining the estimated budgetary implications if the office overhead allowances were to increase by certain increments. The Registrar also noted that the College can only adjust rates for the professional members on Council as the per diems for public members on Council are determined by the Ministry. Council discussed the various options and opted to increase the office overhead allowances to \$200.

It was MOVED Cohen

That the *Office Overhead Allowance for Eligible Private Practitioners* be increased by \$75 by amending section 10 of *Policy III F-4 Per Diems and Council and Committee Compensation* to read:

10. Office Overhead Allowance for Eligible Private Practitioners

- i. This section applies to private practitioners who derive more than half of their income from self-employment.**
- ii. This allowance is not intended to replace lost income. Rather it is intended to offset additional significant expenses associated with running a practice office: rent, insurance, property taxes, secretarial support; that is, expenses which are normally claimed against income.**
- iii. An office overhead allowance is payable at the rate of \$200 per day in quarter day increments parallel to the per diem payment for meeting attendance.**

CARRIED

Abstained: McNicol

It was noted that this change will be retroactive to June 1, 2017.

Action Item Staff

To amend *Policy III F-4 Per Diems and Council and Committee Compensation* in the College's *Policies and Procedure Manual*.

.03d By-Law 21: Committee Composition

The Registrar provided the Council with a Briefing Note outlining suggested amendments to *By-Law 21: Committee Composition*. Council was reminded that any changes to this by-law needed to be circulated to the membership for a 60 day consultation.

In considering the Committee appointments for 2017-2018 both the Nominations and Leadership Development Committee and the Executive Committee were pleased by the number of members who put their names forward, noting that the specific call to Psychological Associates was successful. Given the level of interest expressed, it was decided that a change in the By-law related to representation by title was not required at this time.

While reviewing the expressions of interests received, the Nominations and Leadership Development and the Executive Committees noted the restriction on adding additional members to the Fitness to Practice, Quality Assurance and Client Relations Committees. The Executive Committee is recommending that Council consider amending *By-Law 21: Committee Composition* to make the Committee Composition consistent across all Committees. The Council reviewed and discussed the proposed amendments.

It was MOVED Delamere

That amendments *By-Law 21: Committee Composition* be approved for circulation to the membership to then be finalized by Council at its meeting in September. These amendments will permit additional

appointments to the Quality Assurance Committee, the Client Relations Committee and the Fitness to Practice Committee.

CARRIED

Action Item Staff

Circulate proposed amendments to *By-Law 21: Committee Composition* to the membership for consultation.

2017.02.04 Business Issues

.04a Committee Audit

The Council reviewed a Briefing Note provided by the Registrar detailing the history of Committee audits. In response to a question, the Registrar noted that Committee audits are always conducted by someone outside of the College. It was decided that the Finance and Audit Committee as well as the Client Relations Committee will be audited in 2017-2018.

It was MOVED Cotton

That the Finance and Audit Committee and the Client Relations Committee be audited in 2017 – 2018 as per Policy I-7 *Committee Audits*.

CARRIED

Action Item RM

Work with the Committee Chairs and liaison staff to plan and implement the audits for 2017-2018.

.04b Training Program Directors Report – P. Minnes

Dr. Patricia Minnes gave an oral report on the meeting of the Training Program Directors of April 28, 2017. In response to the Council's question with regards to diversity within the profession the Directors are reporting that their students do not identify as being diverse. They also recognized that the composition of both students and faculty is primarily female.

.04c Internship Program Directors Report – D. Cotton

Dr. Dorothy Cotton gave an oral report on the meeting of the Internship Program Directors of April 28, 2017. The Internship Directors discussed concerns about succession planning for Internship Directors, particularly in hospital settings.

.04d Registrar's Report

This agenda item was moved from the Consent agenda to the Business agenda for further discussion. In response to a question, the Registrar explained some of the issues that are arising from the housekeeping amendment to the Registration Regulation. This pertained to the non-exemptible requirements for the issuance of a Certificate for Supervised Practice for a Psychological Associate and the erroneous inclusion of the words "one of" when both requirements are necessary. The Registrar indicated that he is hopeful for a quick resolution after his conversation with staff at the Ministry of Health and Long-Term Care.

Council also discussed the different approaches it can take to having a generative discussion on *Shaping the Future* at the September Council meeting given that the College does not anticipate a detailed response from the Ministry on the Briefing Note between now and the remainder of the year.

.04e Presidents Report

This agenda item was moved from the Consent agenda to the Business agenda for further discussion. The President reported that the Nominations and Leadership Development Committee met in May, and wanted to thank Council members for being receptive to their proposed Committee placements.

In response to a question about the Association of Canadian Psychology Regulatory Organizations (ACPRO) meeting in June, the Registrar went into more details about the single point of entry to psychological practice in Canada for foreign-trained practitioners. This project is in the early stages as the federal government is encouraging all professions to create a single entry portal. ACPRO has established a working group on this issue.

.04f 2017 Canadian Code of Ethics for Psychologists 4th Edition

The Canadian Psychological Association has recently released the 4th Edition of the *Canadian Code of Ethics for Psychologists*. The question was raised as to whether the Council needed to formally adopt the newest edition. The Registrar explained that By-Law 16.1 states: "As a Code of Ethics, the College has adopted the *Canadian Code of Ethics for Psychologists*, Canadian Psychological Association, as revised from time to time." Therefore, there is no need to officially adopt the newest edition but the College will inform members about the new edition in the next *eBulletin*.

Action Item Staff

Include information on the 4th Edition of the *Canadian Code of Ethics for Psychologists* in the next *eBulletin*.

.04g Registrar's Goals 2017 – 2018 IN CAMERA

Council went in camera under Section 7 (2)(d) of the Health Professions Procedural Code, which is Schedule 2 to the *Regulated Health Professions Act, 1991*.

It was MOVED Levin

That Council go *IN CAMERA* to discuss item .04d Registrar's Goals.

CARRIED

At the end of the *IN CAMERA* meeting,

It was MOVED Teitelbaum

That the *IN CAMERA* meeting be ended and the open meeting of Council be resumed.

CARRIED

It was noted in the open meeting that while *in camera*, the Council reviewed and approved the Registrar's Goals for 2017-2018.

2017.02.05 Strategic Issues

.05a Strategic Direction Implementation Update

The Registrar provided the Council with the updated *Strategic Direction Implementation Table*. Items added since the Council Meeting of March 24, 2017 were shown in **Bold**.

Council suggested adding the following:

- Revised the way in which Oral Exams are recorded (September 2016)
- Adopted the new Standards of Professional Conduct, to go into effect September 1, 2017 (March 2017)

.05b Generative Discussion: Bill 87

On May 30, 2017, sections of the *Regulated Health Professions Act, 1991* were amended with the passage of Bill 87. The Registrar provided Council with a summary of some of the new provisions as well as a copy of the Colleges submission to the Standing Committee on the Legislative Assembly.

The Registrar provided an update to Council on the history and progress of Bill 87 since its first reading in December 2016. The Briefing Note provided to Council outlined many of the provisions that came into force immediately and some that have yet to be proclaimed. The Council discussion focused on provisions that have yet to be proclaimed. The Registrar explained that with many of these provisions the Minister will likely be seeking input from the regulatory health Colleges. The task for the Council is to start thinking about the College's response to some of these provisions.

The Registrar informed Council that the College will be sending out information to members about the new changes to the sexual abuse regulations.

.05c Generative Discussion: Council Self-Evaluation

As an introduction to Council self-evaluation the Registrar provided Council with the *Governance Centre for Excellence (GCE) Board Self-Assessment Checklist and Questionnaire*, as well as a discussion paper on Council self-evaluation. The Executive is recommending that Council undertake this process beginning with each member of Council completing the survey in late August so that the results will be available for discussion at the September Training Day. The President described the work of the GCE and how this survey would be a collective look at the way in which the Council, as a whole, undertakes and fulfills its responsibilities.

Action Item Staff

Send the GCE survey to Council members in August. Results will be given to Council members to review prior to the Council Training day in September.

2017.02.06 Other Business

.06a Next Meetings of Council

- Training September 14, 2017 & Meeting September 15, 2017
- December Council Meeting TBD

Action Item Staff

Send out poll to Council members to find the best date for the December 2017 Council meeting.

2017.02.07 Adjournment

There being no further business,

It was MOVED DiZazzo

That the Council Meeting be adjourned.

CARRIED

The Council Meeting was adjourned at 2:34PM

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

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

Minutes approved at the Council Meeting on September 15, 2017