



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

**COUNCIL MEETING
2019.01
March 29, 2019**

Present:

Lynette Eulette, Ph.D., C.Psych., President
Elizabeth Levin, Ph.D., C.Psych., Vice-President
Kristin Bisbee, Public Member
Judy Cohen, Public Member
Janice Currie, Ph.D., C.Psych.
Dorothy Cotton, Ph.D., C.Psych.
Christine DiZazzo, M.Ps., C.Psych.Assoc.
Michael Grand, Ph.D., C.Psych.

Jaffar Mohammad Hayat, Public Member
Emad Hussain, Public Member
Marilyn Keyes, Ph.D., C.Psych.
Denise Milovan, Ph.D., C.Psych.
Melanie Morrow, M.A., C.Psych.Assoc.
Patricia Minnes, Ph.D., C.Psych.
Marjory Phillips, Ph.D., C.Psych.
Cory Richman, Public Member

Guests:

Mr. Doug Ross, MOHLTC

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 Mackanyn, Director, Registration
Stephanie Morton, Manager: Administration
Caitlin O'Kelly, Administrative Assistant: Office of the Registrar, Recorder

2019.01.00 Call to Order

The President called the meeting to order at 9:02AM. The President welcomed Dr. Marjory Phillips to Council. Dr. Phillips was appointed to one of the academic position by the Executive Committee in March.

2019.01.01 Approval of the Agenda and Minutes

.01a Approval of Agenda

The following changes were made to the agenda:

Added:

.06b – Practice Areas - Discussion

It was MOVED Levin

That the agenda be approved as amended.

CARRIED

.01b Declarations of Conflicts of Interests

There were no declarations of conflict made.

It was MOVED Hussain

That the minutes from the Council Meeting 2018.04 of December 14, 2018 be approved as presented.

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.

2019.01.02 Consent Agenda

The consent agenda was received.

2019.01.03 Policy Issues

.03a School Psychology Definition

The practice area of School Psychology was recognized by the College in 1994 along with other practice areas when the *Psychology Act, 1991* came into force. The definitions of practice areas are approved by the College Council with the current definition of School Psychology approved in March 2004. It was suggested that the changes being proposed could affect those applying for registration as well as current members looking to expand their areas of practice. Council reviewed a Briefing Note and the tracked changes version of the amended definition of School Psychology.

Council agreed on one change to the wording to be more consistent with the Ministries language.

From: "Knowledge of exceptional students and Ontario's current classification and definitions of exceptionalities;"

To: "Knowledge of exceptional students and Ontario's current categories and definitions of exceptionalities;"

Council discussed the differences between the areas of practice School Psychology and Clinical Psychology. One of the important components for school psychology is the knowledge and experience in a school environment. It was noted that having School Psychology as a separate definition from Clinical Psychology ensures public protection that those working in school settings have the proper competencies to work in school settings.

It was MOVED Currie

That the proposed changes to the definition of the practice area of School Psychology be as amended with a change to one section:

From: "Knowledge of exceptional students and Ontario's current classification and definitions of exceptionalities;"

To: "Knowledge of exceptional students and Ontario's current categories and definitions of exceptionalities;"

**3 Abstained
CARRIED**

Action Item Staff:

Amend the definition of the practice area of *School Psychology* as per the motion.

.03b Policy I-1: Policy Development and Maintenance

The current policy places the responsibility for policy review and maintenance with the Client Relations Committee (CRC). This policy was drafted in 2007 and has not been substantially revised since that time. Experience over the past decade has shown that involving the CRC does not add value but has appeared to be an unnecessary step in the process. On a practical level, the need for a new policy is initiated by the relevant Committee which prepares a draft for review by the Executive and Council. Amendments to policies have followed the same path. This appears to be appropriate as it is the relevant Committee which would have the necessary familiarity with the subject matter in question. The Council reviewed and discussed the proposed changes.

It was MOVED DiZazzo

That *Policy I-1: Policy Development and Maintenance* be amended by:

- 1. Removing oversight and responsibility for policy and maintenance from the Client Relations Committee Terms of Reference/Role;**
- 2. Clearly assigning responsibility for drafting new policies or suggesting amendments to existing policies, to the relevant Committee; and,**
- 3. Assigning the review of draft new policies or suggested amendment of existing policies for consistency with other College policies and by-laws to the relevant Committee.**

CARRIED

Action Item Staff

Amend *Policy I-1: Policy Development and Maintenance* in the *College's Policies and Procedures Manual*.

.03c Policy I-5: Confidentiality Obligations & Handling of Confidential Materials

The College's current policy on confidentiality and handling confidential materials was developed at a time when the majority of the College's information was stored and transmitted in paper form. This has significantly changed as the College moved away from paper to digital media. As a result, the policy, as currently written, does not address electronically stored and transmitted materials. The suggested amendments would require individuals who are storing, transmitting and viewing electronic data to apply sufficiently stringent methods to ensure the security and confidentiality of the information. The Council reviewed and discussed the proposed changes. Council agreed on one suggested change to incorporate the footnote on page two of the amended policy into the body of the policy. Council suggested that training on how to securely remove electronic documents be incorporated into the orientation for new Council and Committee members.

Action Item Registrar

Incorporate training on how to securely remove documents during orientation for new Council and Committee members.

It was MOVED Grand

That the proposed amendments to *Policy I-5: Confidentiality Obligations & Handling of Confidential Materials* be approved.

CARRIED

Action Item Staff

Amend *Policy I-5: Confidentiality Obligations & Handling of Confidential Materials* in the College's *Policies and Procedures Manual*.

.03d Recovery of Discipline Costs

The Director, Investigations and Hearings provided a Briefing Note along with additional information. This proposed policy would require the College to seek costs in all discipline cases on the basis of a "tariff rate". In determining the costs to be ordered, the policy allows the Discipline Committee panel to take into consideration mitigating and aggravating factors.

The Council discussed that this policy would go into effect for any new referrals to the Discipline Committee after June 1, 2019. The College membership will be informed on the policy in the April 2019 eBulletin.

It was MOVED Levin

That the proposed *Policy II-4(iv): Recovery of Discipline Costs* be approved effective June 1, 2019.

**2 Abstained
CARRIED**

Council discussed the tariff rate and the benefits of having a set rate regardless of what the decision is.

It was MOVED Hussain

That the tariff rate for ordering costs should be set at \$10,155 for a one-day hearing and at \$6,372.50 for a half day hearing.

**1 Abstained
CARRIED**

The policy would require that, in sexual abuse cases, the College would seek payment by the member into the Fund for Therapy and Counselling. The Council discussed two options, having the funds set up individual trusts for the victims or having a general fund. The Council agreed to establish restrictive fund for Funding for Therapy payments. The Council requested that the Client Relations Committee establish the parameters for how the restricted funds will be used.

It was MOVED Minnes

That section 4 of *Policy II-4(iv): Recovery of Discipline Costs* be amended to:

- 4. Payment into the Fund for Therapy and Counselling normally will be sought at the maximum amount as set out in the regulations to the RHPA. The College may consider mitigating circumstances in seeking an amount less than the maximum. This amount will be held in a College restrictive fund.**

CARRIED

Action Item Staff

Add *Policy II-4(iv): Recovery of Discipline Cost* to the Colleges *Policies and Procedures Manual*.

Action Item Client Relations Committee

Establish a set of parameters for how the Funding for Therapy restrictive fund will be used.

.03e Policy of Reporting to Police and Other Authorities

In November 2018, the Inquiries, Complaints and Reports Committee (ICRC) considered a policy on reporting criminal and provincial offences to the police and other relevant authorities. The Committee decided that it would be helpful to have a policy regarding such reporting as permitted under the RHPA. A policy would provide guidance to the College regarding when it would be appropriate to make such a report. A policy would also offer transparency to members and the public regarding whether and under what conditions such a report would be made. The Council reviewed and discussed the proposed policy.

It was MOVED Bisbee

That *Policy II-3(v): Reporting to Police and Other Authorities* be approved.

CARRIED

Action Item Staff

Add *Policy II-3(v): Reporting to Police and Other Authorities* to the *Colleges Policies and Procedures Manual*.

.03f Policy II-5(ii): Peer Assisted Review: Criteria for Exemption or Deferral

In June 2018, the Council approved a policy, with procedures, that established criteria and a process for the exemption or deferral of certain members from participating in a Peer Assisted Review (PAR). The policy also excluded members holding a Retired Certificate of Registration. Further discussion by the Quality Assurance Committee led to the proposal that two other groups of members should also be excluded. Amendments to this policy, if approved, would exclude members who hold a Certificate of Registration Authorizing Supervised Practice as well as members who have previously undergone a PAR within the past ten years. The Council reviewed and discussed the proposed changes.

It was MOVED Richman

That the proposed amendments to *Policy II-5(ii): Peer Assisted Review: Criteria for Exemption or Deferral* be approved.

CARRIED

Action Item Staff

Amend *Policy II-5(ii): Peer Assisted Review: Criteria for Exemption or Deferral* in the *Colleges Policies and Procedures Manual*.

2019.01.04 Business Issues

.04a Registration Committee Quarterly Report

The Council reviewed the third quarter report from the Registration Committee.

.04b ICRC Quarterly Report

The Council reviewed the third quarter report from the Inquiries, Complaints and Reports Committee.

.04c Proposed Budget 2019-2020

The Registrar provided the Council with the proposed budget for 2019-2020. This budget had been reviewed by the FAC at their teleconference on January 28, 2019 and the Executive Committee at their meeting on March 11, 2019 the proposed budget for 2018-2019 anticipates a deficit in the amount of \$118,975.

**It was MOVED DiZazzo
That the budget for 2019-2020 be approved.**

CARRIED

.04c(1) Proposed Salary Ranges 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 Phillips

That the Council go IN CAMERA to discuss the Proposed Salary Ranges for 2019-2022.

CARRIED.

At the end of the **IN CAMERA** meeting,

It was MOVED Keyes

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

CARRIED

It was reported that while IN CAMERA, the Council approved the proposed salary ranges for 2019-2022.

.04d Registrar's Performance Review: IN CAMERA

This agenda item was discussed **IN CAMERA** in the absence of the Registrar and Recorder. The Minutes for this item will be provided by the President.

It was MOVED Hayat

That the Council go IN CAMERA to discuss the Registrar's Performance Review.

CARRIED.

At the end of the **IN CAMERA** meeting,

It was MOVED Currie

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

CARRIED

.04e Executive Committee Elections/Council Appointments

The Registrar provided the Council with copies of *By-law 4: Election of Members of Executive Committee* and *By-law 5: Selection of Committee Chairs and Committee Members* and advised Council of the process for seeking election to the Executive Committee. Council was also informed that following the meeting there will be a call for interest for committee appointments will be sent to the membership and that Council members will also be asked to identify their committee preferences. The Nominations and Leadership Development Committee will meet in the Spring to review submissions and make recommendations to the Executive Committee for committee appointments.

2019.01.05 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 December 14, 2018 were shown in **Bold**.

While discussing the Strategic Direction Chart, Council had discussions on the progress of the current consultation on the use of title "*Psychologist*" for all psychological practitioners. The current consultation has a closing date of April 12, 2019. The current motion was made in the interest of public

and public protection. In discussing who had responded to the survey, Council noted that, for the most part, the feedback had come from the profession and other professional organizations. Concern was expressed regarding the lack of information from the public on this issue. In response, it was suggested that efforts be made to reach out to “grass root” organizations. Examples cited were Ontario groups such as the Learning Disabilities Association, the Mood Disorders Association or other organizations whose members may be recipients of psychological services.

The Council agreed that they do not want to extend the deadline for the current consultation but rather create a new survey targeting the public of Ontario.

It was MOVED Cotton

To develop and conduct a separate consultation to obtain opinions of the public who might use psychological services recognizing that this will require Council to wait for the results of this consultation before discussing and taking action on the motion of September 2018.

**8 In Favour
3 Abstained
2 Opposed
CARRIED**

It was MOVED Grand

That the Council will have an opportunity to provide feedback on the questions and the sources on whom the consultation will be sent and have opportunity to endorse the consultation. CARRIED

The Registrar requested that Council send him suggested questions and to identify groups to whom the survey would be sent. Council decided that detailed discussions regarding the consultation should be postponed until efforts had been made to obtain information from these other sources. It was recognized that this could not occur in time for the June meeting and therefore Council decided that further discussion of the consultation would be postponed until the September meeting.

2019.01.06 Other Business

.06a Elections 2019

Council discussed the current elections being held in Districts 1, 2 and 3. Council discussed how elected members of Council may be elected by the profession but that they represent public interest. A discussion was had on how the issue of title has been very divisive within the membership. The level of discourse within the membership could potentially create a reputational risk for the College and its mandate.

.06a Practice Areas

This item was added to the agenda. Council had a generative discussion on the idea of Practice Area's and if they should be re-evaluated. Council posed questions such as, do we have these areas for a good reason, do they still make sense and are they appropriate. It was suggested that the way Ontario has established practice areas may be out of line with the majority of jurisdictions in North America. There may be changes that we could make so that our practices are more consistent.

.06b Next Meetings of Council

- Friday, June 21, 2019
- September 26 – 27, 2019

2019.01.07 Adjournment

There being no further business,

It was MOVED Jaffar

That the Council Meeting be adjourned.

CARRIED

The Council Meeting was adjourned at 3:00PM.

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

Janice Currie, Ph.D., C.Psych., Vice-President

Minutes approved at the Council Meeting on June 21, 2019