



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

**COUNCIL MEETING**

**2019.02**

**June 21, 2019**

**Present:**

Michael Grand, Ph.D., C.Psych., President  
Janice Currie, Ph.D., C.Psych., Vice-President  
Judy Cohen, Public Member  
Christine DiZazzo, M.Ps., C.Psych.Assoc.  
Graeme Goebelle, Public Member  
Jaffar Mohammad Hayat, Public Member  
Emad Hussain, Public Member  
Joyce Isbitsky, Ph.D., C.Psych.  
Marjory Phillips, Ph.D., C.Psych.

Marilyn Keyes, Ph.D., C.Psych.  
William Middleton, Public Member  
Denise Milovan, Ph.D., C.Psych.  
Patricia Minnes, Ph.D., C.Psych.  
Melanie Morrow, M.A., C.Psych.Assoc.  
Philip Ricciardi, Ph.D., C.Psych.  
Cory Richman, Public Member  
Wanda Towers, Ph.D., C.Psych.

**Guests:**

Mr. Doug Ross, MOHLTC

**Staff:**

Rick Morris, Ph.D., C.Psych., Registrar & Executive Director  
Lesia Mackanyn, Director, Registration  
Caitlin O'Kelly, Administrative Assistant: Office of the Registrar, Recorder

**2019.02.00 Call to Order**

**.00a Call to Order and Welcome of New Members**

The Registrar called the meeting to order at 9:00AM and welcomed new Council members Dr. Joyce Isbitsky representing District 1 (North), Dr. Philip Ricciardi representing District 2 (Southwest), and Dr. Wanda Towers representing District 3 (Central). The Registrar also welcomed Mr. William Middleton and Mr. Graeme Goebelle who were both recently appointed as public members to Council.

**.00b Election of the Executive Committee**

The Registrar informed the Council that the first order of business was the election of the Executive Committee and confirmed that Council Members had received the *Statements of Interest* to be submitted by members interested in running for positions on the Executive.

The Registrar confirmed that since *Statements of Interest* had been received for all positions on the Executive Committee: President, Vice-President, two Professional Members and two Public Members, no further nominations would be accepted from the floor. The Registrar indicated that Council members would have the opportunity to ask questions of the candidates.

At the end of the brief period of questions, the Registrar announced that since only one nomination had been submitted for the position of President, Dr. Michael Grand was acclaimed as President.

The Registrar announced that since only one nomination had been submitted for the position of Vice-President, Dr. Janice Currie was acclaimed as Vice-President.

*By-law 21: Committee Composition* requires four members of the Council, who are members of the College, to be on the Executive Committee. Dr. Michael Grand, as President, and Dr. Janice Currie, as Vice-President fill two of these seats. Ms. Christine DiZazzo is acclaimed to another of the Professional Member seats given the requirement that the Committee have Psychological Associate representation. Ms. DiZazzo as the only Psychological Associate member on Council, must occupy this seat.

There were two candidates for the one remaining Professional Members positions. The Council voted to elect Dr. Denise Milovan to this seat.

*By-law 21: Committee Composition* requires two members of Council appointed by the Lieutenant Governor in Council. Since there were only two nominations submitted for these positions Ms. Judy Cohen and Mr. William Middleton were acclaimed to these seats.

**The Executive Committee for 2019 - 2020:**

Michael Grand, Ph.D., C.Psych., President  
Janice Currie, Ph.D., C.Psych., Vice-President  
Judy Cohen, Public Member  
Christine DiZazzo, M.Ps., C.Psych.Assoc.  
William Middleton, Public Member  
Denise Milovan, Ph.D. C. Psych.

**It was MOVED Milovan**

**That the ballots be destroyed.**

**CARRIED**

The Registrar congratulated the new Executive Committee and requested that the President, Dr. Michael Grand, take the Chair and conduct the proceedings of Council. The President also welcomed the new members of Council.

**.00c Regulatory Governance: Best Practices and Recent Trends – SML Law Webinar**

The Registrar provided Council with article and presented an SML Law Webinar *Regulatory Governance: Best Practices and Recent Trends*.

**2019.02.01 Approval of the Agenda and Minutes**

**.01a Approval of Agenda**

**It was MOVED Goebelle**

**That the agenda be approved as distributed.**

**CARRIED**

**.01b Declarations of Conflicts of Interests**

The professional members of Council acknowledged a conflict of interest with item .03d Travel Time for Council and Committee Members. The professional members also acknowledged that they have an interest in the issue on the use of a single title for all psychological practitioners, and recognized that they need to be mindful that the discussion should focus on public interest and protection.

### **.01c Minutes Council Meeting 2019.01 on March 29, 2019**

---

**It was MOVED Hayat**

**That the minutes from the Council Meeting 2019.01 of March 29, 2019 be approved as presented.**

**CARRIED**

### **.01c IN CAMERA Minutes Council Meeting 2019.01 on March 29, 2019**

---

**It was MOVED Cohen**

**That the IN CAMERA minutes from the Council Meeting 2019.01 of March 29, 2019 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.

Council noted their appreciation that the amendment to the Registration Regulation is now in force. This is O.Reg 183/19 Registration, amending O.Reg 74/15 Registration, under the *Psychology Act, 1991*.

As this is the first Council meeting of the new term, the Council wanted to express their thanks to the former President of Council, Dr. Lynette Eulette, on her tenure as President of the College of Psychologists.

**It was MOVED Cohen**

**That the President send a letter to Dr. Lynette Eulette to express the Council's appreciation of her service as President over the last 3 years.**

**CARRIED**

## **2019.02.02 Consent Agenda**

The consent agenda was received.

## **2019.01.03 Policy Issues**

### **.03a Practice in Ontario by Practitioners from other North American Jurisdiction**

---

The Deputy Registrar presented the Council with a proposal that, if approved, would permit temporary registration to psychological practitioners registered in other jurisdictions. This would be particularly applicable to those from other Canadian jurisdictions. The public interest requires that Ontario residents, even those residing in the province temporarily, be afforded the opportunity to receive appropriate regulated psychological services. Telepsychology has introduced the possibility for a client moving from one jurisdiction to another to continue to receive service from their chosen psychological service provider. The Deputy Registrar provided Council with a Briefing Note and Council discussed the proposal.

It was noted, that part of the undertaking these practitioners would be required to sign includes a statement that they have reviewed and will comply with the laws in Ontario as well as the *Standards of*

*Professional Conduct* as set out by the College. Council also discussed Quality Assurance requirements. Since these would be temporary members of the College, they may not fit into the College's regular 2-year Quality Assurance Program cycle. It was noted that the Quality Assurance Committee needs to consider what will be expected and appropriate for these temporary members.

The Council inquired if there was an easier process, such as, allowing the practitioner to informally let the College know of their intention to provide temporary services to a client who has moved to Ontario; rather than having the practitioners complete an Interim Autonomous Practice application and become members. There was concern that by the time a practitioner completed the registration process that the client may no longer be in need of the practitioner's services in Ontario. The Registrar informed the Council that this is not possible as the *Psychology Act, 1991* does not give the College authority to permit practice by anyone other than members of the College.

The Council inquired if this was going to occupy much staff time. In response, the Registrar indicated that it is not anticipated that it will take up any more staff resources as it is a similar process to the current Interim Autonomous Practice applications.

The Council discussed whether there should be a limit on the number of clients to whom a practitioner could provide service in this way. The Registrar and Deputy Registrar have given this thought, and believe it would be difficult to enforce a cap, especially if a practitioner works with a very transient group such as students.

Council discussed that if this is intended to allow temporary service that there should be a limit on how long a practitioner can maintain this status. Concern expressed was that by allowing a practitioner to renew this temporary membership every year it could negate the intention of it being temporary. Council agreed that after a year, if a client was still residing in Ontario, the out-of-jurisdiction practitioner should become a full member of the College in order to continue to offer services. Alternately, it was seen that a year is a long enough time to help a client make the transition to a fully registered member. The Council agreed that this should be limited to a one year period per client.

**It was MOVED DiZazzo**

**To permit the College to issue a Certificate of Registration Authorizing Interim Autonomous Practice to a psychological practitioner registered in other Canadian Jurisdictions or those holding a CPQ from ASPPB:**

- a) for the sole purpose of providing direct psychological service in Ontario to an existing client who has moved to Ontario temporarily up to the maximum of year; and,
- b) at a reduced fee given the temporary and limited nature of the service to be provided.

Such a Certificate would be subject to any Terms, Limitations, Conditions or other prohibitions in effect within the practitioner's home jurisdiction or imposed by the College Registration Committee. The practitioner would be required to enter into an *Undertaking and Agreement* with the College to:

- a) Provide services only to existing clients from their home jurisdiction who are temporarily residing in Ontario and for whom it would be clinically ill advised or impractical to transfer service;
- b) Remain in good standing and to retain full, active status membership in the home jurisdiction;
- c) Provide a reason for the request, including an anticipated estimated length of service needed;

- d) Be familiar, and comply, with the College's *Standards of Professional Conduct* and *Professional Misconduct Regulation* and all other jurisprudence applicable to Ontario members; and,
- e) Be subject to the complaints and discipline authority of the College.

CARRIED

**Action Item Council**

To review the process for allowing temporary practice in Ontario in 1 year. This will ensure that if there are any unintended consequences they can be addressed. (June 2020)

**.03b By-Law 18: Fees**

Currently, Interim Autonomous Members of the College are required to pay a fee of \$795 per year this is in addition to a \$100 application fee. This permits them to practice full time in Ontario generally to work while fulfilling the requirements for full autonomous registration. The College is undertaking to develop a process whereby out-of-province practitioners will be able to provide services to existing clients who temporarily move to Ontario.

It is recommended that the College charge a membership fee of \$240 in addition to the standard \$100 application fee. As with other Certificates, this would be prorated monthly for the period it was in force.

**It was MOVED Hayat**

**That the proposed amendments to By-law 18: Fees be approved for circulation to the membership.**

CARRIED

**Action Item Staff**

To circulate *By-Law 18: Fees* to the membership for a 60 day consultation.

After the conclusion of the consultation *By-Law 18: Fees* will return to the Council in September for final approval.

**.03c Policy II-5(iii) Continuing Professional Development Program Audit and Audit Selection**

All members of the College, except for those with a Retired Class of Certificate of Registration, must fulfill the requirements of the College's Continuing Professional Development (CPD) Program. Participation in the Program is subject to audit by the Quality Assurance Committee. The Committee has developed criteria for the selection of members to be audited to ensure fairness and consistency in determining those who will be required to undergo an audit. The Deputy Registrar provided Council with the proposed *Policy II-5(iii) Continuing Professional Development Program Audit and Audit Selection*. Council reviewed and discussed the proposed policy.

There was concern that the membership is still unsure about the types of documentation that is needed for CPD should they be audited. There has been information published in past *eBulletin* articles. The College also recognizes that members can earn CPD credits for activities where there is no formal documentation. In these situations members may simply state the activity in which they participated and provide a description of the activity.

It was noted that this is the first year for audits of the CPD program. After the Quality Assurance Committee has gone through the audit review process, it will be able to better develop guidelines to assist members on what is expected of them. This information will be provided in a future *eBulletin*.

**It was MOVED Middleton**

**That a new policy, *Policy II-5(iii) Continuing Professional Development Program Audit and Audit Selection* be approved.** **CARRIED**

**Action Item Staff**

To incorporate *Policy II-5(iii) Continuing Professional Development Program Audit and Audit Selection* in the College's *Policies and Procedures Manual*.

**.03d Travel Time for Council and Committee Members**

Currently, Council and Committee members travelling from Northern Ontario receive an allowance for travel to and from meetings. This allowance is ½ day per round trip and, according to the policy, requires that travel be necessary the day before or after a meeting. This policy was discussed at the May 2019 Executive Committee meeting. It was noted that most out-of-town Council and Committee members travel the night before to arrive for a 9:00AM meeting start, and this travel often includes as many hours as their "Northern Ontario" colleagues. The Executive Committee is recommending amendments to this policy which would provide for a ½ day per diem to any Council or Committee member who travels at least 40KM or more one way and would eliminate the requirement that travel the day before or after a meeting was necessary. Council reviewed and discussed the proposed amendments.

In response to a question about budget, the Registrar explained that this cost was not included in the 2019-2020 budget which was approved in March 2019. This would show up as overspent in areas, but it will not affect the operations of the College.

**It was MOVED Milovan**

**That amendments to *Policy III F-4: Per Diems and Council and Committee Compensation* regarding Council and Committee members' travel time per diem be approved.** **CARRIED**

**2 Opposed**  
**1 Abstained**

**Action Item Staff**

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

**.03e Public – Use of Title Consultation - Update**

At the March 2019 meeting, Council indicated that it would be useful to conduct a separate consultation, on the use of the title *Psychologist* for all psychological practitioners, directed at members of the public who might use psychological services. It was noted that the consultation survey distributed in February 2019 generally targeted College members and professional associations. It was suggested that efforts be made to reach out to "grass roots" organizations, whose members may be recipients of psychological services.

The President explained that the Executive Committee felt that this would be a difficult task to undertake in a manner that would ensure valid results. It would be difficult to find a representative group and within a timeline that was reasonable. Council discussed whether to pursue the March 2019 motion regarding the development and implementation of a public consultation, or if the consultation should be considered “closed”. If closed, work could begin on compiling the extensive information already received. The Executive Committee discussed this at their last meeting and also concluded that it would be difficult to develop a survey with the right questions that would provide meaningful results. As well, there was concern about timing as the College has already conducted an extensive consultation. To develop and implement a public consultation would further cause delays in examining the data already collected.

In response to a question, the Registrar explained that if the College were to move to a single title for all practitioners this would not affect the registration process or the scope of practice. Currently, all members have the same scope of practice and access to the same controlled acts. A discussion about changing the scope of practice would be much larger conversation. The Council agreed that this is not the right time to discuss a change to the scope of practice.

**It was MOVED Cohen**

**To rescind the motion from March 2019, to conduct a public consultation.**

**CARRIED  
Opposed 3  
Abstained 2**

**It was MOVED Hussain**

**That the Executive Committee establish a sub-Committee to review and analyze the data received through the consultation on use of title.**

**CARRIED**

**Action Item Executive Committee**

Establish a sub-Committee to review and analyze the data received through the consultation on use of title.

**2019.02.04 Business Issues**

**.04a Registration Committee Quarterly Report**

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

**.04b ICRC Quarterly Report**

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

**.04c Committee Audits 2018-2019 - Update**

For the 2018 – 2019 fiscal year Council requested audits be done for the Inquiries Complaints and Reports Committee as well as the Nomination and Leadership Development Committee. The Registrar reported that the Nominations and Leadership Development Committee audit is complete and the report will be reviewed at the next Executive Committee meeting. The ICRC audit is currently in process.

#### **.04d Committee Audits 2019-2020**

---

The Council reviewed a Briefing Note provided by the Registrar detailing the history of Committee audits. It was decided that the Quality Assurance Committee will be audited in 2019-2020.

**It was MOVED Phillips**

**That the Quality Assurance Committee be audited in 2019-2020 as per *Policy I-7 Committee Audits*.**

**CARRIED.**

#### **Action Item Registrar**

Work with Committee Chair and staff liaison to plan and implement the Quality Assurance Audit for 2019-2020.

#### **.04e Appointment of Signing Officers**

---

**It was MOVED Middleton that,**

**As Dr. Michael Grand has been elected President and Dr. Janice Currie elected as Vice-President; their names be added to the list of signing officers as of June 21, 2019;**

**As the President resides outside of the GTA, Dr. Denise Milovan, who remains on Council, continue as a signing officer as of June 21, 2019.**

**As Dr. Lynette Eulette and Dr. Elizabeth Levin have completed their terms on Council; their names be removed from the list of signing officers as of June 21, 2019.**

**CARRIED**

### **2019.02.05 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 29, 2019 were shown in **Bold**.

### **2019.02.06 Other Business**

#### **.06a Next Council Meeting**

---

- September 26, Training Day
- September 27, 2019
- December 13, 2019

### **2019.02.07 Adjournment**

Prior to adjournment, the President wished to acknowledge that this would be Mr. Jaffar Hayat's last Council meeting as his term has come to an end and on behalf of Council thanked Mr. Hayat for his contribution to Council and Committees during his tenure.

There being no further business,



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

**CARRIED**

The Council Meeting was adjourned at 1:20PM.

---

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

---

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

**Minutes approved at the Council Meeting on September 27, 2019**