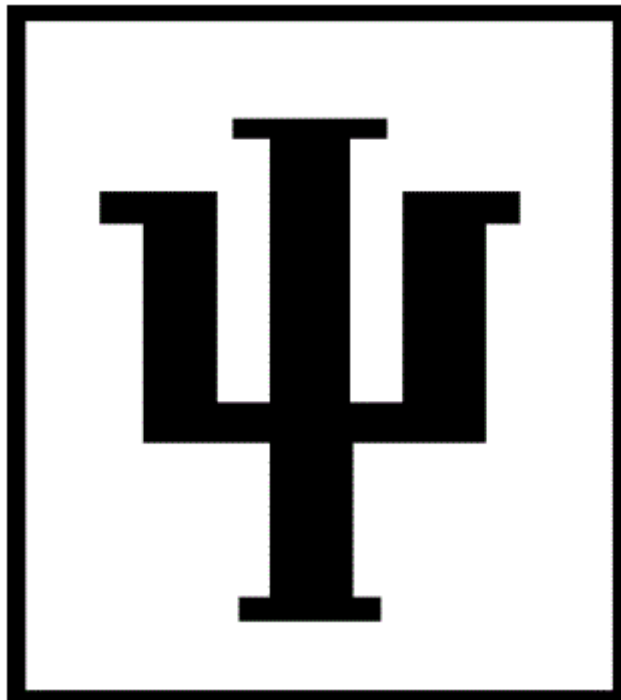


THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

**PUBLIC AND OBSERVERS
MEETING MATERIALS**

**College Council
December 2, 2016
2016.04
Posted: November 28, 2016**



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**Council Meeting
2016.04**

**December 2, 2016
9:00 AM to 4:00 PM**

Draft Agenda (prepared November 28, 2016)

2016.04.00		Call to Order		Page #
2016.04.01	.01a .01b	Approval of the Agenda Approval of the Agenda Approval of Minutes: (1) DRAFT Minutes of Council Meeting 2016.03 September 30, 2016 (1a) Review of Action List	Attached Attached Attached	01 03 15
2016.04.02		Consent Agenda items		
	.02a	President's Report	Attached	17
		<ul style="list-style-type: none"> • Mr. Peter McKegney's Resignation from Council • Strategic Direction Ad Hoc Committee • MOHLTC Consultation • ASPPB Annual Meeting, October 19-23, 2016 • ACPRO Meeting, November 19-20, 2016 • Sudbury Reception 		
	.02b	Registrar's Report		
		(1) Registrar's Report	Attached	18
		(2) Financial Report (a) Financial Statements to August 31, 2016 – Narrative <input checked="" type="checkbox"/>		19
		(b) Balance Sheet as of August 31, 2016 (Unaudited)	Attached	29
		(c) Investment Report to August 31, 2016 <input checked="" type="checkbox"/>		30
		(3) Staff Presentations	Attached	33
	.02c	Committee Reports		
		(1) Executive Committee	Attached	34
		(2) Registration Committee	No Report	
		(3) Discipline Committee	Attached	35
		(4) Inquiries, Complaints and Reports Committee	Attached	36
		(5) Quality Assurance Committee	Attached	41
		(6) Client Relations Committee	Attached	42
		(7) Fitness to Practice Committee	No Report	
2016.04.03		Strategic Issues		
	.03a	Strategic Direction Implementation: Chart Update	Attached	43
	.03b	Motion- New Strategic Direction 2017-2022	Attached	48
2016.04.04		Policy Issues		
	.04a	Memo: Transparency Initiatives and MOHLTC Consultations	Attached	52
	.04b	Standards Review: Status Update	Attached	64
	.04c	Fees By-law Amendment Update	Attached	65

2016.04.04		Policy Issues (cont'd)		
	.04d	Motion: Examination Accommodation Policy	Attached	67
	.04e	Motion: Policy I-13: Non-Voting Psychological Associate Seat on Council	Attached	70
	.04f	Shaping the Future – Implementation Plan Update and Membership Data	Attached	74
	.04g	Executive Committee Role	Attached	82
2016.04.05		Business Issues		
	.05a	Financial: (1) Variance Report to August 31, 2016 ☒ (2) Statement of Revenue and Expenses to August 31, 2016	Attached	84 86
	.05b	(3) Report from FAC Report from meetings with (1) Training Program Directors (2) Internship Program Directors	Oral Report Oral Report	
	.05c	Accessibility of Website	Oral report	
2016.04.06		Other Business		
	.06a	Set date for Election in 2017 Proposed Date: March 31, 2017		
	.06b	Dates for Council meetings (a) Confirmed Council Meetings: <ul style="list-style-type: none"> • Friday March 24, 2017 • Council Training Day, Thursday March 23, 2017 • Friday June 23, 2017 (b) Proposed Dates for Council meeting: <ul style="list-style-type: none"> • Friday September 8, 2017 or • Friday September 15, 2017 		
2016.04.07		Adjournment		

**COUNCIL MEETING
2016.03
September 30, 2016**

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Present:

Ruth Berman, Ph.D., C.Psych.
Kristin Bisbee, Public Member
Judy Cohen, Public Member
Dorothy Cotton, Ph.D., C.Psych.
D'Arcy Delamere, Public Member
Lynette Eulette, Ph.D., C.Psych.
Robert Gauthier, M.Sc., M. Ed, C.Psych.Assoc.
Michael Grand, Ph.D., C.Psych.
Jaffar Mohammad Hayat, Public Member
Gilles Hebert, Ph.D., C.Psych.
Elizabeth Levin, Ph.D., C.Psych.
Peter McKegney, 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:

Astra Josie Rose, Public Member
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

2016.03.00

Call to Order

The Registrar called the meeting to order at 9:00AM.

2016.03.01

Approval of the Agenda and Minutes

.01a The following changes were made to the agenda:

Moved:

.02b (2a) Financial Statements to May 31, 2016 to .05c

Added:

.05d Membership Data for Future Planning

It was MOVED Cohen

That the agenda be approved as amended.

CARRIED

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.01b Minutes
(1) Minutes from the Council Meeting 2016.02 on June 17, 2016

**It was MOVED Gauthier
That the minutes from the Council Meeting 2016.02 on June 17, 2016
be approved with the following change:**

Line 263: 04b Proposed Amendments to *By-Law 20: Elections to Council* to include discussion regarding clarity that if a Psychological Associate does not choose between voting in Electoral District 7 (Psychological Associates) or their geographic District, the default will be District 7.

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.

The following Action Item was added:

**Action Item Staff
Posting of Discipline decisions on the CanLii website**

The Council discussed the following Action Item:

**Action Item RM
Provide an update to the Council meeting on September 30, 2016 on the
*Shaping the Future: Implementation Plan***

In the Registrar's Report it was noted that work on the Briefing Note to be provided to the Ministry of Health and Long-Term Care (MOHLTC) had begun but was not yet completed. Council agreed that in order to expedite this matter, the Registrar will send the Briefing Note to the MOHLTC without bringing it back to Council meeting in advance.

Action Item RM Prepare and send Briefing Note to the MHLTC on the *Shaping the Future: Implementation Plan*

2016.03.02 Consent Agenda

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

CARRIED

2016.03.03 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 June 17, 2016 were shown in **Bold**.

The Council suggested adding the following:

- Continuing Professional Development Pilot Project (Supporting and Assisting Members)

102
103
104 The Council had discussed the Strategic Direction for 2016-2021 at the
105 Training Day on September 29, 2016. To facilitate the development of an
106 amended plan, it was decided that an ad hoc Committee would be
107 established to review the College's current *Vision, Mission* and *Values*
108 and present suggested changes to the December 2016 Council meeting.
109 Council agreed that the membership of the ad hoc Committee will be:
110 Lynette Eulette (President), D'Arcy Delamere (Public Member) and
111 Michael Grand (Academic Member).

112 **It was Moved Minnes**

113 **That an ad hoc Committee be established to examine the Strategic**
114 **Direction for 2016-2021 with the membership as proposed.**

115 **CARRIED**

116
117 **Action Item Strategic Direction Committee**

118 **Present suggested revisions to the November Executive Committee**
119

120 **2016.03.04**

121 **Policy Issues**

122 **.04a Standards of Professional Conduct Review**

123 The Deputy Registrar provided the Council with the proposed revisions to
124 the *Standards of Professional Conduct* with an accompanying table
125 showing the recommended amendments and rationale for these changes.
126 The Council was asked to approve the proposed revised *Standards* with
127 the "Recommended Changes Table" for consultation with the
128 membership and other relevant stakeholders.

129 The Council suggested that the phrase "in most cases" as it appears in
130 the Table regarding *4.1 Supervision: Responsibility for Supervised*
131 *Psychological Service Providers*, (3rd bullet) be removed as the
132 requirement was to encompass all supervisory arrangements. The results
133 of the consultation on the *Standards* will be provided to the Client
134 Relations Committee for review and compilation.

135
136 **It was MOVED Grand**

137 **That the proposed revisions to the *Standards of Professional***
138 ***Conduct* and the accompanying *Recommended Changes Table* with**
139 **the edits noted, be approved, for circulation to membership and**
140 **other relevant stakeholders.**

141 **CARRIED**

142
143 **Action Item BG**
144 **Action Item Staff**

145 **Add suggested edits to the *Recommended Changes Table***
146 **Circulate the revised *Standards of Professional Conduct* with the**
147 ***Recommended Changes Table* to the membership and other relevant**
148 **stakeholders.**

149 **.04b Transparency Initiatives Consultation; Proposed Amendments to *By-Law***
150 ***25: The Register and Related Matters***

151 The Council received a report on the feedback from the Transparency
152 Initiatives Consultation that concluded on July 22, 2016. The consultation
examined Transparency Initiatives #5, #6 & #7. The Council was asked to

153 examine *Transparency Initiative #5* and approve a change to *By-Law 25:*
 154 *The Register and Related Matters* to permit the posting of the registration
 155 status of members with other “health” regulators either inside or outside of
 156 Ontario.

157
 158 It was noted that this would entail a formal By-law change which requires
 159 circulation of *By-Law 25: The Register and Related Matters*. This
 160 circulation will be deferred until further Transparency changes, if any, are
 161 approved. The Registrar informed Council that discussions on
 162 *Transparency Initiatives #6 & #7* have been deferred pending further legal
 163 advice.

164
 165 **It was MOVED Hayat**
 166 **That *By-Law 25: The Register and Related Matters* be amended to**
 167 **reflect *Transparency Initiative #5* related to placing the registration**
 168 **status of members with other health regulators (inside or outside of**
 169 **the province) on the public register with circulation of this deferred**
 170 **until other initiatives are considered.**

CARRIED

171
 172
 173 .04c Proposed Amendments to *By-Law 5: Selection of Committee Chairs and*
 174 *Committee Members*

175 At the Council Meeting in June 2016, concern was expressed regarding
 176 the decrease in the number of Psychological Associates expressing
 177 interest in serving on College Committees. As a result, it was becoming
 178 increasingly difficult to find and fill the requirement that both titles be
 179 represented on all Committees as stated in section 5.11 of *By-Law 5:*
 180 *Selection of Committee Chairs and Committee Members*. The Executive
 181 Committee had considered this issue at their August meeting and
 182 determined that the best way to handle this concern was to change the
 183 wording of section 5.11 to indicate that representation by both titles was
 184 encouraged, rather than, required. That is, changing the wording:

185
 186 From: *5.11 Both Registration Titles will be represented on all statutory*
 187 *committees.*

188 To: *5.11 The College will endeavor to have both titles represented on all*
 189 *statutory committees.*

190
 191 In discussion, concern was expressed that this revision would do nothing
 192 to increase the number of Psychological Associates volunteering for
 193 Committees but instead could result in even fewer Psychological
 194 Associates being on Committees. The Council decided to defer this issue
 195 until after the May 2017 nominations were received with efforts being
 196 made to encourage Psychological Associate involvement. In this regard, it
 197 was suggested that at the time of the call for committee interest members
 198 in the spring, a specific letter be sent to all Psychological Associates and
 199 to the Ontario Association of Psychological Associates.

200
 201 **Action Item Staff** **During the call for Committee interest in the spring, a letter be sent to all**
 202 **Psychological Associates and the OAPA.**
 203

204 .04d Additional Changes to *By Law 20: Election to Council*
 205 At the Council Meeting in June 2016 a number of changes were approved
 206 to *By-Law 20: Election to Council*. Subsequent to the meeting some
 207 additional revisions to the criteria for the appointment of academic
 208 members came to light, specifically these include:

- 20.3 - Clarification of the composition of the professional training programs that make recommendations to Council for Academic Member Representation; and,
- 20.8(1)(a) - Changes to the language setting out eligibility of a member who holds a full-time university appointment in order to make it consistent with that of a member with an adjunct appointment [(20.8(1)(c)ii] as approved by Council at the June 2016 meeting.

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 218
 219 There was discussion regarding the possibility of master's level
 220 practitioners becoming a Council member in District 8 (Academic) as
 221 those making recommendations to Council all represent doctoral
 222 programs. The discussion lead to issues relating to the *Shaping the*
 223 *Future: Implementation Plan* and therefor Council agreed to defer further
 224 discussion at which time it is hoped there will be feedback from the
 225 Ministry regarding the *Shaping the Future* briefing note which would
 226 provide some guidance.

227
 228 **Action Item Council** **Defer further discussion on amendments to By-Law 20 until the March 2017**
 229 **Council Meeting**

230
 231 .04e Psychotherapy Clarification Document
 232 The Registrar provided Council with a copy of the document, *The*
 233 *Controlled Act of Psychotherapy: A Clarification*, prepared by the
 234 Psychotherapy Working Group as requested by the Ministry of Health and
 235 Long-Term Care (MOHLTC). The Ministry is asking College Councils
 236 whose members will have access to the controlled act of psychotherapy
 237 for "approval in principle" of the document pending stakeholder
 238 consultation.

239
 240 The Registrar reported that of the other concerned Colleges, the Councils
 241 of the Colleges of Registered Psychotherapists, Nurses, Social Workers
 242 and Social Service Workers had given such approval. The document will
 243 be going forward to the Council of the College of Occupational Therapists
 244 at their next meeting in October with approval anticipated.

245
 246 Council was informed that the College of Physicians and Surgeons
 247 (CPSO) has decided not to go forward with the document at this time as
 248 they have concerns with the basic definition of the controlled act of
 249 psychotherapy, as written. This decision was not anticipated by the
 250 Working Group as the CPSO had agreed with an earlier draft of the
 251 clarification document having signed onto a letter sent to the Ministry in
 252 December 2015.
 253

254 In response to a question as to who the stakeholders would be in
 255 consultation, the Registrar reported that the Working Group would be
 256 discussing this with the Ministry as it is their suggestion. The Registrar
 257 also responded to questions regarding the impact on our members who
 258 practice psychotherapy if Council decided not to endorse these
 259 documents. It was noted that currently our members can practice
 260 psychotherapy but cannot use the title *Psychotherapist* until the controlled
 261 act is proclaimed. While there was concern expressed by Council
 262 regarding the definition of the controlled act, it agreed that it would be in
 263 the College's best interest to support the documents to allow the
 264 controlled act to be proclaimed. The Council agreed to approve the
 265 clarification paper with the understanding that, according to the Ministry,
 266 the current definition of the controlled act of psychotherapy, as per the
 267 RHPA is non-negotiable.

268
 269 **It was MOVED Gauthier**
 270 **That the clarification document, *The Controlled Act of***
 271 ***Psychotherapy: A Clarification*, be approved in principle.**

272 **CARRIED**
 273 **Abstained: Berman**
 274 **Teitelbaum**
 275 **Levin**
 276 **Milovan**

277
 278 .04f Format of Limitations on Certificates of Registration
 279 The Council received a report from the Registration Committee
 280 suggesting a change with regards to the way in which limitations,
 281 imposed at the time initial registration following the oral examination, are
 282 noted.
 283
 284 Currently, a limitation imposed at initial registration is noted on the public
 285 register. That is, there is a notation that the member may only practice in
 286 specific areas or with a specific population. It was noted that all members
 287 are required to only practice within their authorized areas and it seemed
 288 redundant, if not punitive, to draw attention to specifically note that a
 289 particular member may only practice in a certain area.

290
 291 The paper from the Registration Committee noted a number of difficulties
 292 that later arise. It was confirmed that, while the member's public register
 293 page would not suggest a negative outcome at the oral examination, the
 294 member would be very clearly informed of the outcome, reasons for
 295 concerns and steps needed to be taken to expand areas of practice to
 296 include those not authorized.

297
 298 The Council agreed with the Registration Committee's recommendation
 299 that imposing these types of limitations on the public register does not
 300 further public interest. It was also decided that this procedure will be
 301 retroactive to limitations placed on members from past oral exams.

302
 303 **Action Item Registration Committee**

304 **Implement the modification of the oral exam "limitations" procedure**

- 305
306 **Action Item Staff** **Ensure consistency for members who currently have limitations on their**
307 **certificates of registration from past oral exams**
308
- 309 .04g **Examination Accommodation Policy**
310 The Council received a report prepared by Paulette Blais, Policy Analyst,
311 on a proposed *Examination Accommodations Policy*. The report notes
312 that the College has both ethical and legal obligations to provide
313 accommodations to applicants requiring such in completing the
314 registration process. The policy was developed as a result of a
315 recommendation of the 2014 Jurisprudence and Ethics Examination
316 Audit. The Council endorsed the Examination Accommodation Policy in
317 order to permit the process for implementation to be developed. A formal
318 policy, in College policy format for placement in the *Policies and*
319 *Procedures Manual*, will be brought to Council in December 2016 for final
320 approval. Once approved it will be placed in the *Manual* along with the
321 other Registration Policies: *Registration Committee Terms of*
322 *Reference/Role* [II-2(i)]; and, the *Examination-Taking Irregularities –*
323 *Cheating* [II-2(ii)].
324
- 325 **Action Item Staff** **Implement the Exam Accommodations Policy**
326 **Format the Exam Accommodations Policy into formal College policy format**
327 **for the next December 2, 2016 Council meeting**
328
- 329 .04h **Language Fluency Policy**
330 The *Language Fluency Policy* was originally brought to Council on March
331 27, 2015, as an information item, by the Registration Committee.
332 Following the development and review of this policy it was adopted by the
333 Registration Committee effective, September 1, 2015. It is the view of the
334 College Executive Committee that such policies should be incorporated
335 into the College's formal *Policies and Procedures Manual* and placed in
336 the *Manual* along with the other Registration Policies: *Registration*
337 *Committee Terms of Reference/Role* [II-2(i)]; and, the *Examination-*
338 *Taking Irregularities – Cheating* [II-2(ii)].
339
- 340 **It was MOVED Delamere**
341 **That Language Fluency Policy be approved.**
342 **CARRIED**
343
- 344 **Action Item Staff** **To incorporate the Language Fluency Policy into the *Policies and***
345 ***Procedures Manual***
346
- 347 **2016.03.05** **Business Issues**
348 .05a **Annual Reports from Committees**
349 The Council reviewed the Annual Reports for the year 2015-2016.
350
- 351 **It was MOVED Hebert**
352 **That the following Annual Reports for the year 2015-2016 be**
353 **received:**
354
 - Registration Committee
 - Discipline Committee
355

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- Inquiries, Complaints and Reports Committee
 - Quality Assurance
 - Client Relations
 - Fitness to Practice
 - Jurisprudence and Ethics Examination: Final Report
 - Executive Committee
 - Council
- CARRIED**
- .05b Financial
- (1) Variance Report to May 31, 2016
- The Council received the Variance Report for the period ending May 31, 2016 as well as the explanation for items that exceeded the budget by more than \$2,000. Based on the unaudited figures at the end of the fiscal year, the College finished the year with a surplus of \$308,537 instead of the deficit of \$185,500 which had been projected in the budget for 2015-2016.
- It was MOVED Gauthier**
That the Variance Report to May 31, 2016 be accepted.
- CARRIED**
- (2) Statement of Revenue and Expenses to May 31, 2016
- It was MOVED Gauthier**
That the Statement of Revenue and Expenses to May 31, 2016 be accepted.
- CARRIED**
- Given the healthy state of the College's financial position Council suggested that the College consider 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 Manager, Administration noted that the College is not required to meet these standards due to the staff size and non-profit status of the College. Although not required, Council directed that the costs for this be reviewed.
- Action Item Staff** **Consider the cost of making the website fully accessible.**
- (3) Audit 2015-2016
- Audited Financial Statements for the Year Ending May 31, 2016
- Presentation of Audited Financial Statements by Ms. Liana Bell and Mr. Deric Chan, Clarke Henning LLP.
- The President welcomed Ms. Liana Bell and Mr. Deric Chan, Auditors with Clarke Henning LLP to the Council meeting and invited them to present the Audited Financial Statements for the year ending May 31, 2016. The Finance and Audit Committee (FAC) had reviewed the draft Audited Financial Statements with Mr. Chan at their meeting on

405 September 9, 2016. Mr. Chan discussed the following documents that
406 had been provided to Council:

- 407 – Audit Findings Report
- 408 – Draft Audited Financial Statements

409
410 Mr. Chan congratulated the College on a clean audit. He noted that the
411 College is in a healthy financial position with a number of Reserve Funds
412 available for contingencies.

413
414 Mr. Chan commented that the College staff and management were well
415 prepared for the audit. The College has appropriate Internal Controls and
416 that all accounting estimates were appropriate and reasonable. There
417 were no unusual transactions and no disagreements with management.

418
419 **It was MOVED Delamere**
420 **That the Audited Financial Statements for 2015-2016 be approved.**
421 **CARRIED**

422
423 **It was MOVED Grand**
424 **That the firm of Clarke Henning LLP be appointed as the auditors for**
425 **the College for the year 2016-2017.**
426 **CARRIED**

427 The President thanked Ms. Liana Bell and Mr. Deric Chan for attending
428 the Council meeting and presenting the Audited Financial Reports to the
429 Council.

430
431 (4) Finance and Audit Committee Report and Recommendations
432 The President provided a report to Council from the Finance and Audit
433 Committee (FAC)

434
435 **It was Moved Delamere**
436 **That the Finance and Audit Committee Report be received.**
437 **CARRIED**

438
439 (4i) Change in Level of Materiality for Variance Reporting
440 In reviewing the Variance Report to May 31, 2016, the FAC had
441 discussed the question of “materiality”. That is, the level of variance from
442 the budget that should be discussed in the Variance Report. Currently,
443 staff report when an item is at least \$2,000 overspent to budget (or 1% for
444 Salaries). It is the opinion of the FAC that this level of “materiality” was
445 too low given the overall size of the College budget. The FAC suggested
446 that the level be increased to items where the over-expenditure exceeded
447 \$5,000.

448
449 It was also suggested that the Council oversight of the College’s quarterly
450 finances should include not only reporting on items overspent but also
451 those which are “materially” underspent. That is, deviations from the
452 budget in a significantly positive direction. The FAC considered the
453 question of “materiality” as it relates to items underspent and is
454 recommending that this be established at \$10,000.

455 **It was Moved Berman**
 456 **That the criteria for reporting of quarterly variances (materiality) be**
 457 **established as follows:**

- 458 **A. Line item expenditures that exceed the budget by at least**
 459 **\$5,000, and,**
 460 **B. Line Item expenditures that are below the budget by at least**
 461 **\$10,000**

CARRIED

462
 463
 464 (4ii) Change to Fees By-Law for Circulation

465 In light of the College's strong financial position, the Finance and Audit
 466 Committee, with support of the Executive Committee, were pleased to
 467 report there is no need to consider an increase in membership fees for
 468 the 2016-2017 fiscal year. They noted that there are two areas in which
 469 fee reductions are being recommended; fees charged in the registration
 470 process, and those related to incorporation. The following amendments
 471 to *By-Law 18: Fees* are recommended:

- 472 • Jurisprudence Examination fee from \$270 to \$200
- 473 • Oral Examination fee from \$740 to \$550
- 474 • Corporation Renewal fee from \$350 to \$250
- 475 • Corporation Application fee from \$500 to \$350

476
 477 A change to *By-law 18: Fees* requires 60 day circulation to the
 478 membership prior to approval. The proposed change, if approved, would
 479 be circulated to the membership before being brought back to Council for
 480 final Council approval.

481
 482 **It was Moved Cohen**
 483 **That the Proposed Amendments to *By-Law 18: Fees* be approved for**
 484 **circulation to membership.**

CARRIED

485
 486
 487 **Action Item Staff** **Circulation of proposed amendments to *By-Law 18: Fees* to membership**

488 (4iii) Movement of Funds into Premises Reserve Fund

489 It was reported that the Premises Reserve Fund currently has a balance
 490 of \$152,453. The current office lease expires in December 2021. It is
 491 anticipated that at that time, the cost of the office space, whether through
 492 a renewal in the current location or a move to a new location, will increase
 493 significantly. The Finance and Audit Committee suggested that in
 494 anticipation of this, the College begin to set aside the funds to the handle
 495 this eventuality. The FAC is recommending that through a transfer from
 496 the Unrestricted Reserves, the Premises Reserve Fund be increased by
 497 \$97,547 to \$250,000. In future years, leading up to the lease expiration
 498 date, further transfers to this fund can be considered.

499
 500
 501 **It was Moved Teitelbaum**
 502 **That the \$97,547 be transferred from the unrestricted reserves to the**
 503 **Premises Reserves fund.**

CARRIED

505
 506 .05c Financial Statements to May 31, 2016
 507 In response to a question on why the occupancy costs were higher this
 508 year than last, the Registrar clarified that this was due to the completion
 509 of repairs to the parking garage. It is a term of the lease that the College
 510 must pay a share of common area improvements/repairs based on the
 511 College's leased square footage.
 512

513 .05d Membership Data for Future Planning
 514 The data collected 5 years ago through the Shaping the Future Task
 515 Force might now be out of date. For example, at that time, the median
 516 age of the membership was 55. It is not known whether this continues to
 517 be the case. The *Health Professions Procedural Code* of the *Regulated*
 518 *Health Professions Act* sets out the duty of the College to "work with the
 519 Minister to ensure, as a matter of public interest, that the people of
 520 Ontario have access to adequate numbers of qualified, skilled and
 521 competent ...professionals." [2.1]. In fulfilling this duty, it was seen to be
 522 important to obtain up-to-date data about the membership. Examples of
 523 such data included information on geographic distribution; gender, title,
 524 area of practice and populations served.
 525

526 **Action Item Staff** **Prepare a statistical report on the College's membership**
 527

528 **2016.03.06** **Other Business**

529
 530 Barbara Wand Seminar
 531 In light of the discussions of the College's finances, it was suggested that
 532 the College consider offering the Barbara Wand Seminar to members at
 533 no cost. The upcoming half-day seminar is being held on Monday
 534 December 5, 2016 and participants will be able to attend in person or via
 535 webcast. Council asked that staff review the possibility of offering the
 536 seminar as a free event on a going forward basis.
 537

538 **It was Moved Hebert**
 539 **That beginning with the upcoming Barbara Wand Seminar in**
 540 **December 2016, this event be made available to members at no cost.**
 541 **CARRIED**

542
 543 **Action Item Staff** **Include the Barbara Wand Seminar into the 2016-2017 budget at no cost to**
 544 **members.**
 545

- 546 .06a Next Meetings of Council
 547 o December 2, 2016
 548 o March 24, 2017
 549

550 **2016.03.07** **Adjournment**

551 There being no further business,
 552

553 **It was MOVED Minnes**
 554 **That the Council Meeting be adjourned.**
 555

CARRIED

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The Council Meeting was adjourned at 1:53 PM

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

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

Minutes approved at the Council Meeting on December 2, 2016

DRAFT



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

Action List

College Council 2016.03 - September 30, 2016

Item:	Responsibility:	Action:	Status:
2016.03.02b(1)	Rick Morris	Prepare and send Briefing Note to the MHLTC on the <i>Shaping the Future: Implementation Plan</i>	Completed
2016.03.03a	Strategic Direction Committee	Present suggested revisions to the December 2, 2016 Council meeting	On Agenda
2016.03.04a	Barry Gang	Add suggested edits to the <i>Recommended Changes Table</i>	Completed
2016.03.04a	Staff	Circulate the revised <i>Standards of Professional Conduct</i> with the <i>Recommended Changes Table</i> to the Membership and other relevant stakeholders	Completed
2016.03.04c	Staff	During the call for Committee appointments in the spring, a letter be sent to all Psychological Associates and the OAPA	For Action in April 2017
2016.03.04d	Council	Defer further discussion on amendments to <i>By-Law 20</i> until the March 2017 Council Meeting	Deferred
2016.03.04f	Registration Committee	Implement the modification of the oral exam "limitations" procedure	In Process
2016.03.04f	Staff	Ensure consistency for members who currently have limitations on their certificates of registration from past oral exams	In Process
2016.03.04g	Staff	Implement the Exam Accommodations Policy Format the Exam Accommodations Policy into formal College policy format for the next December 2, 2016 meeting	On Agenda

Item:	Responsibility:	Action:	Status:
2016.03.04h	Staff	Incorporate the Language Fluency Policy into the <i>Policies and Procedures Manual</i>	Completed
2016.03.05b	Staff	Consider the cost of making the website fully accessible	On Agenda
2016.03.05b(4ii)	Staff	Circulation of proposed amendments to <i>By-Law 18: Fees to membership</i>	Completed
2016.03.05d	Staff	Prepare a statistical report on the College's membership	In Process
2016.03.06	Staff	Include the Barbara Wand Seminar into the 2016-2017 budget at no cost to members	In Process

President's Report
Council Meeting

As you are aware, Peter McKegey resigned from his position as Public Member of Council. One of the implications of his resignation was the proper constitutions of the Statutory Committees on which he served as a Public Member. These included the Executive Committee and the Registration Committee. The Executive Committee Public Member position was filled by an e-mail vote of Council through which Mr. D'Arcy Delamere was acclaimed. Thanks to D'Arcy for being willing to serve in this way. In addition, Ms. Astra Josie Rose agreed to serve as a Public Member on the Registration Committee and was therefore appointed to this position by the Executive. We thank Josie for her willingness to take on this additional responsibility.

A direction from the September Council meeting was for an Ad Hoc Committee to work on, and bring to the Executive Committee, a revised Strategic Direction, taking into consideration issues and considerations discussed by Council at the September training day and Council meeting. This Committee was comprised of myself (President), Michael Grand (Academic Member), D'Arcy Delamere (Public Member) and with staff support from Rick Morris (Registrar). The Committee made a number of recommendations which were reviewed by the Executive Committee and is on the agenda for this meeting with a recommendation from the Executive.

On October 6, 2016, the Ministry of Health and Long-Term Care held a consultation meeting with the Health Regulatory Colleges to consult about proposed changes to the *Regulated Health Professions Act, 1991*. Colleges were encouraged to provide feedback directly to the Ministry with a very short deadline for submission of October 17. Dr. Morris and I conferred about a response from our College but, given the short turnaround time, there was no opportunity to consult with Council or the Executive prior to the submission date. The Registrar prepared a submission which is included in the Information section of the Council Materials.

I attended the ASPPB Annual Meeting held this year in Baltimore, Maryland. The theme of the conference was "Sailing in Rough Waters: Promoting Public Protection in an Anti-Regulatory Climate". Presentations gave evidence for an anti-regulatory climate in both the US and Canada, and we heard about efforts to proactively cope in this climate. All in all, the conference highlighted the more positive climate that we have in Canada as well as some of the things to which we would do well to pay attention.

Finally, I also attended the ACPRO meeting in Montreal. The provinces each have issues which are specific to them but there are also a number of common interests across the group. For instance, the development of a workforce dataset is a significant initiative as is working towards a common understanding of how to evaluate and credential foreign applicants. Finally, Dr. Karen Cohen from CPA provided a report that spoke to the various advocacy efforts in which CPA is involved.

Respectfully submitted,

Lynette Eulette



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

To: Executive Committee

Date: December 2, 2016

From: Dr. Rick Morris, Registrar & Executive Director

CC:

Re: Registrar's Report

Psychotherapy Working Group Update

The psychotherapy clarification document has now been approved in principle by the Councils of all Colleges whose members will have access to the controlled act of psychotherapy except the College of Physicians and Surgeons. The Ministry has asked that a broader stakeholder consultation be conducted regarding the document to include the public as well as non-regulated practitioners who may be affected by the proclamation of the controlled act. The Working Group met with Ministry Representatives on October 6, 2016. At this time, the Ministry indicated there may be funding available to hire a researcher to conduct and report on this type of consultation. All of the Colleges involved indicated that they had neither the staff nor monetary resources to undertake such a broad consultation. The Psychotherapy Working Group and the Ministry met again in November to discuss a proposed consultation with a researcher in hopes of furthering this project. Future meetings are planned to discuss the nature of the consultation and the stakeholders to whom it will be directed.

Registration Regulation Amendment Update

The minor amendment to the *Ontario Regulation 74/15 - Registration* by which the words "one of" would be removed from section 23.(1) regarding *Certificates of Registration for a Psychological Associate Authorizing Supervised Practice* was approved, for submission to the Ministry, by Council, at its June Meeting. Following this, the required information was prepared and the amendment was submitted on July 25, 2016. Receipt of the amendment was acknowledged by the Ministry however, to date there has been no further information received. A follow-up e-mail was sent requesting a status update.

THE COLLEGE OF PSYCHOLOGISTS

Balance Sheet
As Of August 31, 2016

Unaudited

<u>ASSETS</u>	Current Year	Prior Year
Current assets:		
Petty Cash	200.00	200.00
Bank	884,455.46	718,885.58
Cash Equivalents	3,311,652.68	5,688,888.89
Short Term Investments	3,088,101.03	562,452.70
Accounts Receivable Control	12,597.87	23,541.29
Interest Receivable	2,600.27	2,396.44
Prepaid Expenses	62,847.38	20,209.71
Total current assets	7,362,454.69	7,016,574.61
Fixed assets:		
Furniture & Equipment	51,385.55	45,310.63
Computer Equipment	61,304.85	54,466.04
Leasehold Improvements	197,547.38	197,547.38
Website & Database Development	260,908.24	153,077.87
Less accumulated depreciation	357,449.90	249,376.42
	213,696.12	201,025.50
Other assets:		
Long Term Investment	504,446.52	504,033.58
	504,446.52	504,033.58
	8,080,597.33	7,721,633.69
<u>LIABILITY AND SHAREHOLDER'S EQUITY</u>		
Current liabilities:		
Accounts Payable Control	49,060.78	48,802.94
Accounts Payable Other	165,499.54	161,955.31
Employee Tax Deductions Payab	18,782.19	20,237.99
Prepaid Fees	2,162,312.48	2,138,888.76
Total current liabilities	2,395,654.99	2,369,885.00
Long term liabilities:		
	0.00	0.00
Shareholder's equity:		
Current Year's Profit	308,532.44	0.00
Retained Earnings	2,048,287.58	2,173,287.58
Investigations & Hearings Reserve Fund	748,672.00	748,672.00
Contingency Reserve Fund	979,000.00	979,000.00
Fee Stabilization Reserve Fund	1,075,000.00	1,075,000.00
Website & Database Development Reserve Fund	243,810.25	118,810.25
Premises Reserve Fund	152,453.00	152,453.00
Fair Registration Practices Reserve Fund	80,000.00	80,000.00
Profit (loss) for period	49,187.07	24,525.86
Total shareholder's equity	5,684,942.34	5,351,748.69
	8,080,597.33	7,721,633.69



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

To: Council **Date:** December 2, 2016
From: Dr. Rick Morris, Registrar & Executive Director **CC:**
Re: Staff Presentations: October 1, 2016 to December 2, 2016

Dr. Rick Morris, Registrar & Executive Director

- October 14, 2016 : *College Update*; Association of Ontario Psychology Chiefs of School Boards, Toronto
- October 20, 2016: *Threats to the Autonomy of Regulatory Boards, The AIT Jurisdictional Panel: Impact on Jurisdictions* , ASPPB 56th Annual Meeting, Baltimore, Maryland
- November 20, 2016: *The Regulation of Psychology in Ontario*, Ethics Class, Western University, London
- November 25, 2016: *College Update and Important Issues Facing the Profession*, Psychology Retreat, London Health Sciences Centre, London
- November 30, 2016: *Tricky Issues and Ethical Dilemmas*, Ethics Class, Ryerson University, Toronto
- December 1, 2016: *Tricky Issues and Ethical Dilemmas*, Ethics Class, OISE/UT, Toronto

Ms. Lesia Mackanyn, Director, Registration

- October 27, 2016: *Registration with the College of Psychologists* – Mennonite New Life Centre of Toronto

Executive Committee Report

Dec. 2, 2016

The Executive Committee met in Sudbury on Nov. 15 and 16, 2016. This was the first of two out-of-town meetings of the Executive to be held in 2016-2017. The Executive hosted a reception for professional members on Tuesday, Nov. 15 which was well-attended and well-received. Most of those attending expressed their appreciation for the reception and for the opportunity to connect with the College.

The Executive spent a full half-day discussing the Executive Committee Audit Report and its recommendations. Of most relevance were those recommendations regarding the role of the Executive. This item is on the agenda for this meeting with a recommendation for Council to consider.

Other matters that were discussed during the Executive meeting are also on the agenda for today. These include information and recommendations about the revised *Strategic Direction 2017-2022*, proposed transparency initiatives, as well as the non-voting Psychological Associate seat on Council. Finally, the Executive discussed the need to replace Mr. Peter McKegney on the Registration Committee. The Executive voting that with her confirmation of interest, Ms. Astra Josie Rose be appointed as a Public Member of this Committee for the remainder of the year; a responsibility she has agreed to undertake. Thanks to Josie for being willing to add this to her plate of responsibilities.

Lynette Eulette, Chair

**Discipline Committee Report to Council
(September 1, 2016 – November 21, 2016)**

Committee Members:

Professional:

Robert Gauthier	Chair	Council
Ruth Berman		Council
Dorothy Cotton		Council
Lynette Eulette		Council
Michael Grand		Council
Gilles Hébert		Council
Elizabeth Levin		Council
Denise Milovan		Council
Patricia Minnes		Council
Clarissa Bush		College
Allyson Harrison		College
Jan Heney		College
Tim Hill		College
Maggie Mamen		College
Mary Ann Mountain		College
Donna Reist		College
Pamela Wilansky		College

Public:

Kristin Bisbee
Judy Cohen
D'Arcy Delamere
Jaffar Mohammad Hayat
Donna McNicol
Josie Rose
Ethel Teitelbaum

No hearings took place during this quarter. A motion in relation to one prosecution matter is currently being considered by a panel of the Discipline Committee.

Four members of the Committee attended the Federation of Health Regulatory Colleges of Ontario (FHRCO) discipline advanced training on October 21, 2016.

Robert Gauthier, M. Sc., M.Ed., C.Psych.Assoc.
Discipline Committee Chair
November 23, 2016

Inquiries, Complaints and Reports Committee
Report to Council
Second Quarter
September 1, 2016 to November 18, 2016

An ICRC Orientation Session was held on September 23, 2016. The ICRC met on September 26 and October 26, 2016. A total of 16 cases were considered and an Oral Caution was delivered. In addition, 12 teleconferences were held to consider 14 cases. The next ICRC meeting will take place on November 23, 2016, when 8 cases will be considered.

Case Type

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Complaints	16	16			32	27
Registrar's Investigations	2				2	1
Health Inquiries	0				0	2
Total	18	16	0	0	34	30

New Matters Investigated, by Nature of Service

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Administration	2				2	
Capacity Assessment		1			1	
Consultation					0	1
Corrections Assessment					0	
Custody & Access / Child Welfare Assessment	2	1			3	6
Educational Assessment	3	1			4	3
Industrial / Occupational Assessment	1				1	1
Mediation					0	
Neuropsychological Assessment	1	3			4	
Not applicable / incapacity					0	2
Not Related to Psychological Services	3	2			5	2
Other Psychological Assessment					0	
Psychotherapy / Counseling	2	7			9	7
Rehabilitation / Insurance Assessment	4	1			5	5
Supervision					0	1
Teaching / Training					0	2
Unknown					0	
Total:	18	16	0	0	34	30

Inquiries, Complaints and Reports Committee
Report to Council
Second Quarter
September 1, 2016 to November 18, 2016

Dispositions by Case

	YTD					
	Q1	Q2	Q3	Q4	Current	Previous
Complaint Withdrawn		1			1	
Closed – no jurisdiction					0	
In Abeyance					0	
Incapacity Investigation					0	
Other – Advice	3	2			5	8
Other - Advice with Undertaking					0	
Other - Take no Further Action	2	8			10	18
Other - Take no Further Action and Undertakings					0	
Other - Oral Caution					0	1
Other - Oral Caution and Undertakings					0	
Other - Undertaking (Health Inquiry)	1				1	
Other - Oral Caution and SCERP*					0	1
Other - Written Caution	2				2	8
Other - Written Caution and Undertaking	1				1	1
Other - Written Caution and SCERP*	1	1			2	2
Referral to the Discipline Committee	1				1	
Take No Action, if Complaint Frivolous, Vexatious, Made in Bad Faith, Moot or otherwise an Abuse of Process	1	1			2	13
Total:	12	13	0	0	25	52

*Specified Continuing Education or Remedial Program

**ICRC Report to Council - Second Quarter
September 1, 2016 to November 18, 2016**

	Withdrawal	Take No Further Action F&V	Take No Further Action	Advice	Advice with UT	Written Caution	Written Caution & UT	Oral Caution	Oral Caution & UT	Oral Caution & SCERP*	Written Caution & SCERP*	SCERP*	Refer to Discipline
Inaccurate information		1											
Inadequate data to support conclusions			3	1		1							
Inadequate feedback													
Inadequate handling of termination			1			1							
Inappropriate advertising and announcements													
Inappropriate conduct toward a colleague													
Inappropriate conduct toward a student													
Inappropriate conduct toward an employee													
Incapacity			1										
Incompetence													
Insensitive treatment of clients													
Lack of adherence to undertaking or agreement													
Lack of objectivity													
Misrepresentation of Non-Member													1
Non-Sexual Abuse													
Problematic statements made at trial													
Providing services while impaired													
Quality of services			1										
Record keeping Problems			1										
Sexual abuse			1										
Sexual harassment			1										
Sexual misconduct			1										
Unauthorized Services													

*Specified Continuing Education or Remedial Program

Inquiries, Complaints and Reports Committee
Report to Council
Second Quarter
September 1, 2016 to November 18, 2016

Health Professions Appeal and Review Board

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Reviews Requested	2	2			4	11

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Decision Confirmed	2	1			3	2
HPARB F&V					0	1
Decision Unreasonable					0	
Notice to not Proceed	1				1	
Withdrawn					0	2
Total:	3	1	0	0	4	5

Sara Hagstrom, Ph.D., C.Psych.
 Chair - ICRC
 November 18, 2016

ICRC Members:

Professional - Council

Ruth Berman, Ph.D., C.Psych.
 Dorothy Cotton, Ph.D., C.Psych.
 Elizabeth Levin, Ph.D., C.Psych.

Professional

Sara Hagstrom, Ph.D., C.Psych. - Chair
 Diane Addie, Ph.D., C.Psych.
 Ian Brown, Ph.D., C.Psych.
 Debbie Nifakis, Ed.D., C.Psych.
 Gilles Boulais, Ph.D., C.Psych.
 David Smith, Ph.D., C.Psych.
 Glenn Webster, M.Ed., C.Psych.Assoc.

Public Members

Kristin Bisbee
 Judy Cohen
 Ethel Teitelbaum
 Donna McNicol
 D'Arcy Delamere

Quality Assurance Report to the Council

December 2, 2016

Committee Members:

Judy Cohen	Public Member
Agnieszka Gajdzis	College
Elizabeth Levin	Council
Donna Ferguson (Chair)	College
Patricia Minnes	Council

The Committee met by teleconference on September 21, 2016 by teleconference and in person on November 21, 2016.

Self Assessment Guide and Professional Development Guide (SAG) Update

For members with even registration numbers, SAG Declarations were due on June 24, 2016. Following a series of reminders, all but 13 completed this QA requirement prior to notification of the requirement to submit the entire completed SAG. Completed SAGs were received from five of these members and reviewed by the Committee. Of the five members who did not submit the SAG, deferrals were granted to two members who are seriously ill. One member was suspended for non-payment of fees and therefore no longer a member. The two remaining members reside and work in other jurisdictions and further inquiries will be made with respect to these two matters.

Peer Assisted Review (PAR)

Since the last meeting of the Council, 12 Peer Assisted Reviews were completed and reviewed by the Committee. The reports of these reviews, as well as any accompanying participant surveys, were discussed. No concerns were noted by the reviewers in 10 of these cases and clarification from reviewers was required in two cases. In one of those cases, on reviewing the additional information, no significant concerns were noted. In the remaining case, additional information is pending. An additional 14 reviews are currently in progress.

Mandatory Continuing Professional Development (CPD) Development

On September 15, 2016 the membership was provided with CPD program materials which had been in development for some time. An opportunity was provided to pilot the program and give the College feedback on the requirements of the program, as well as on an optional tracking tool for recording and tabulating CPD credits, via an on-line survey. The survey will close on December 15, 2016, after which time the Committee will review the information members have provided. So far, 114 responses have been received. It is expected that the mandatory requirements will be in place for the beginning of the next member QA reporting cycle, which will begin in June 2017.

Donna Ferguson
 Chair: Quality Assurance Committee
 November 23, 2016

Client Relations Committee

Report to Council
December 2, 2016

Committee Members:

Francine R. Layton (Chair)	College
Gilles Hébert	Council
Denise Milovan	Council
Kristin Bisbee	Council, Public Member
Jaffar Hayat	Council, Public Member
Leah Stein-Sagi	College

The Client Relations Committee met on September 19, 2016.

Standards of Professional Conduct Review

As directed at the last Council meeting, the draft revised Standards were circulated for consultation. Submissions may be made until December 12, 2016. To date, 34 responses have been received. Feedback received will be reviewed at the next Client Relations Committee meeting on January 30th, 2017. Following that, recommendations by the Committee will be provided to the Council via the Executive Committee.

Policy Reviews

At its meeting on September 19, 2016 the Committee reviewed several policies in accordance with the policy review schedule. Recommended policy amendments will be provided to the Executive Committee for endorsement before being presented to the Council for approval.

While not recommending any amendments to the Policy on French Language Services, the Committee requested that that policy itself should be translated into French in order to make it accessible to French language speakers and this has been arranged.

Client (Patient) Relations Program

At its meeting of September 19, 2016 the Committee reviewed the College's current obligations pursuant to s. 84.2 of the Regulated Health Professions Act with respect to measures to protect clients/patients from sexual abuse by members. The Committee believed that the measures taken by the College were appropriate and adequate.

At this time, there are three individuals who have been deemed eligible and are receiving funding in relation to sexual abuse by members. There have been no requests for funding since the last Council meeting.

Respectfully submitted,

Francine Roussy Layton (Chair)
November 22, 2016

**COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STRATEGIC DIRECTION 2011-2016
As of November 21, 2016**

Vision

The College is a model for self-regulation to protect the public interest.

Mission

To promote excellence in the practice of psychology by:

- Enforcing standards fairly and effectively;
- Communicating clearly and effectively with stakeholders, particularly applicants, members and the public;
- Supporting and assisting members to meet high standards;
- Responding to changing needs in new and emerging practice areas;
- Collaborating in shaping the regulatory environment; and,
- Promoting the cohesiveness of the profession.

Values

Fairness

The College approaches decisions in a just, reasonable and impartial manner.

Accountability

The College acts in an open, transparent and responsible manner and communicates about its processes.

Integrity

The College acts honestly, ethically, responsibly and respectfully.

Respect

The College treats members of the public, members of the College, prospective members and other stakeholders with respect.

Mission

To promote excellence in the practice of psychology by:	Current/recent examples	In development/proposed examples
<ul style="list-style-type: none"> Enforcing standards fairly and effectively 	<ul style="list-style-type: none"> ICRC education/remediation (Code s.26.3) Discipline proceedings Consultation with OFC respecting fair registration practices Voluntary audit of Jurisprudence and Ethics Examination Council training session on internationally trained applicants, September 2014 Language proficiency requirement, (January 2016) Exam Accommodation Policy (September 2016) Limitations to Registration Certificate Procedure (September 2016) 	<ul style="list-style-type: none"> Review of Standards of Professional Conduct
<ul style="list-style-type: none"> Communicating clearly and effectively with stakeholders, particularly applicants, members and the public 	<ul style="list-style-type: none"> Ads in newspapers re: mission and mandate of College Feb 2013 – Psychology Month; Mental Health Week Translation of web site content into French Publication of <i>e-Bulletin</i> Federation public education campaign Staff presentations to students and members Redesign of College website completed Revisions to registration regulation to increase clarity of requirements –sealed and signed; awaiting government approval Continuing to develop and improve information on the web site and public register 	

	<ul style="list-style-type: none"> • Transparency submission to Ministry (November 2014) • Discussion of Core Values • Registration Regulation Amendments Proclaimed (April 2015) • College letter to the Ministry of Health and Long-Term Care regarding mechanism to deal with the provision of therapies that could be considered harmful (e.g., “conversion therapy” (April 2015) • Executive Committee Reception with Ottawa members (May 2016) • Posting of Council materials package before meetings on website (June 2016) • Posting discipline decisions on CanLii (June 2016) • Executive Committee Reception with Sudbury members (November 2016, 1st of two receptions in 2016-2017) 	
<ul style="list-style-type: none"> • Supporting and assisting members to meet high standards 	<ul style="list-style-type: none"> • Practice advisor service • Barbara Wand Symposium (October 2015) • CRC consideration of policy issues relating to delegation of the controlled act of psychotherapy • QA Regulation amendments – sealed and signed; awaiting government approval • Task Force on custody & access and child welfare – information for members posted on web site • Quality Assurance Regulation Amendments proclaimed (April 2015) • Review of Standards of Professional Conduct by the Client Relations Committee 	<ul style="list-style-type: none"> • Continuing Professional Development Pilot Project (September 2016) • Proposed Fee Reduction Consultation (October 2016) • Implementation of Quality Assurance Regulation Amendments • Review of Supervision Standards

	<ul style="list-style-type: none"> • Work of the Supervision Task Force – (2015-2016) • Registration Regulation (housekeeping) Amendment submitted to MOHLTC (July 2016) • Barbara Wand Seminar to be provided at no cost to members (September 2016) 	
<ul style="list-style-type: none"> • Responding to changing needs in new and emerging practice areas 	<ul style="list-style-type: none"> • Model Standards on Telepsychology (ACPRO) • Council discussion and monitoring of regulation of behaviour analysts • Monitoring developments respecting prescribing authority for psychologists • Titles regulation consultation • Transparency Consultation distributed to members and other stakeholders (April 2016) 	<ul style="list-style-type: none"> • eHealth initiative- Provider Registry; GTA Connect – a test file of member information was sent to eHealth Ontario on December 1, 2014. Regular uploading of PPI has not yet begun.
<ul style="list-style-type: none"> • Collaborating in shaping the regulatory environment 	<ul style="list-style-type: none"> • Participation in ASPPB, ACPRO, FHRCO • College made submissions during consultations on regulation of psychotherapy • College is participating in inter-College working group respecting psychotherapy • Client Relations Committee completed review of issues relating to delegation and supervision of controlled act of psychotherapy and provided recommendations to Council - Council approved recommendations • The College participated in the development of the ACPRO position statement on the national standard for 	

	<p>entry to practice – Council adopted National Standard December 2015</p> <ul style="list-style-type: none"> • Client Relations Program submission to Ministry January 2015 • Detailed Complaints Data provided to Minister’s Sexual Abuse Task Force Feb/15 • Council adopted The Advisory Group for Regulatory Excellence (AGRE) Principles (September 2015) • Executive Committee Audit (2015) • Council Training – (March 2016) <ul style="list-style-type: none"> - <i>Role and Function of the Executive Committee</i> - <i>Update by MOHLTC (Allison Henry & Stephen Cheng)</i> • FHRCO Sexual Abuse Prevention Task Force Chaired by Deputy Registrar (2016-2017) 	
<ul style="list-style-type: none"> • Promoting the cohesiveness of the profession 	<ul style="list-style-type: none"> • Consultation on <i>Shaping the Future</i> Implementation Plan (January 2016) 	<ul style="list-style-type: none"> • Implementation of Council’s March 2013 decision respecting future of psychology regulation in Ontario

Notes: Some items could be entered in more than one place. When an item could belong to more than one area, it has been placed in the primary category.

The items shown in BLUE have been added by Registrar since September 2016 Council Meeting as activities undertaken in service of the College’s Strategic Directions 2011-2016

MOTION SUBMISSION FORM
MEETING: 2016.04
DATE: December 2, 2016

SUBJECT: *NEW STRATEGIC DIRECTION 2017-2022*

MOVER: TBD

RATIONALE: To update the College's Strategic Direction for the next 5 years.

MAIN MOTION: THAT THE STRATEGIC DIRECTION 2017-2022 BE APPROVED.

BUGETARY IMPLICATIONS: None

SUPPORTING DOCUMENTS:

- Memo: *New Strategic Direction 2017-2022* including:
 - *Strategic Direction 2017-2022 Tracked Changes*
 - *Strategic Direction 2017-2022 Clean Version*



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

To: Council **Date:** December 2, 2016
From: Dr. Rick Morris, Registrar & Executive Director **CC:**
Re: **New Strategic Direction 2017-2022**

On Thursday, October 13, 2016 the ad hoc Committee appointed by Council to consider the *Strategic Direction 2017-2022* met by teleconference. The Committee included Dr. Lynette Eulette (President), Mr. D'Arcy Delamere (Public Member) and Dr. Michael Grand (Academic Member) with staff support provided by the Registrar and the Admin. Assistant, Office of the Registrar.

The Committee's review of the *Strategic Direction 2011-2016* concluded that, for the most part, it continued to be relevant, timely and appropriate although some amendments to wording was seen to be necessary. In addition, the Committee introduced a new heading, *Strategies*, to specify the way in which the College *Mission* would be accomplished. The Committee also introduced a brief phrase, in the form of a question, after each heading, to be included as a note describing the purpose of the section.

A "tracked changes" version as well as a "clean" version of the recommended revised *Strategic Direction 2017-2022* is attached noting the following changes:

Vision (describing what we aspire to be)

Current: The College is a model for self-regulation to protect the public interest.

Recommended: The College strives for excellence in self-regulation in service of the public interest.

Mission (describing why the College exists)

Current: To promote excellence in the practice of psychology by: (followed by 7 bullets which are now separately included in the *Strategies*).

Recommended: To regulate the practice of psychology in serving and protecting the public interest.

Strategies [new section describing how the College will accomplish the *Mission* – concepts formerly included as part of the *Mission*]

The new *Strategies* deletes the concept of *Promoting the cohesiveness of the profession* and introduces *Acting in a responsibly transparent manner*; and *Enhancing the Council's governance practices*.

Values (describing the principles fundamental to all activities undertaken)

Concepts and definitions of *Fairness*, *Accountability*, *Integrity* and *Respect* remain unchanged except for the deletion of "respectfully" at the end of the sentence regarding *Integrity* as this was seen to be redundant given the separate Value of *Respect*.

COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STRATEGIC DIRECTION ~~2016-2021~~2017-2022

Tracked Changes

Vision *[What we aspire to be]*

The College ~~is a model for~~ strives for excellence in self-regulation in service of ~~to protect~~ the public interest.

Mission *[Why we exist]*

To ~~promote excellence in~~ regulate the practice of psychology in serving and protecting the public interest by:

Strategies *[How we accomplish our Mission]*

In accomplishing our Mission, the College promotes excellence in the practice of psychology by:

- Enforcing standards fairly and effectively through:
 - Developing, establishing and maintaining standards of qualifications for individuals seeking registration,
 - Developing, establishing and maintaining standards of practice and professional ethics for all members,
 - Developing, establishing and maintaining standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among members;
- Communicating clearly and effectively with stakeholders, particularly applicants, members and the public;
- Supporting and assisting members to meet high standards;
- Responding to changing needs in new and emerging practice areas;
- Collaborating in shaping the regulatory environment;
- Acting in a responsibly transparent manner; and,
- Enhancing the Council's governance practices.
- ~~Promoting the cohesiveness of the profession.~~

Values *[What we uphold in all our activities]*

Fairness

The College approaches decisions in a just, reasonable and impartial manner.

Accountability

The College acts in an open, transparent and responsible manner and communicates about its processes.

Integrity

The College acts honestly, ethically, and responsibly, ~~and respectfully.~~

Respect

The College treats members of the public, members of the College, prospective members and other stakeholders with respect.

**COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STRATEGIC DIRECTION 2017-2022
Tracked Changes**

Vision *[What we aspire to be]*

The College strives for excellence in self-regulation in service of the public interest.

Mission *[Why we exist]*

To regulate the practice of psychology in serving and protecting the public interest

Strategies *[How we accomplish our Mission]*

In accomplishing our Mission, the College promotes excellence in the practice of psychology by:

- Enforcing standards fairly and effectively through:
 - Developing, establishing and maintaining standards of qualifications for individuals seeking registration,
 - Developing, establishing and maintaining standards of practice and professional ethics for all members,
 - Developing, establishing and maintaining standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among members;
- Communicating clearly and effectively with stakeholders, particularly applicants, members and the public;
- Supporting and assisting members to meet high standards;
- Responding to changing needs in new and emerging practice areas;
- Collaborating in shaping the regulatory environment;
- Acting in a responsibly transparent manner; and,
- Enhancing the Council's governance practices.

Values *[What we uphold in all our activities]*

Fairness

The College approaches decisions in a just, reasonable and impartial manner.

Accountability

The College acts in an open, transparent and responsible manner and communicates about its processes.

Integrity

The College acts honestly, ethically, and responsibly.

Respect

The College treats members of the public, members of the College, prospective members and other stakeholders with respect.



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

To: Council **Date:** December 2, 2016
From: Dr. Rick Morris, Registrar & Executive Director **CC:**
Re: **Transparency Initiatives and MOHLTC Consultations**

Action: *Given the proposals of the Ministry of Health and Long-Term Care (MOHTLC) to be discussed below, the Executive Committee is recommending that further consultations regarding "Transparency Initiatives" be deferred until such time as there is clarity regarding the Ministry's actions related their transparency proposals.*

Discussion:

The Ministry of Health and Long-Term Care (MOHTLC) has made a number of proposals regarding changes to the *Regulated Health Professions Act (RHPA)* pertaining to member information to be placed on College Registers. 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.

In consideration of the recommendations of the Sexual Abuse Prevention Task Force, the MOHTLC has suggested six proposals for changes to the *RHPA* regarding sexual abuse prevention (Strengthening Sexual Abuse Provisions in the *RHPA*). In addition, the MOHTLC is also considering six changes regarding transparency and the College's public registers (Increasing Transparency of Health Regulatory Colleges' Operations) and two proposals related to the complaints and discipline process (Improving the College Complaints, Investigations and Discipline Processes).

The individual Colleges and the Federation of Health Regulatory Colleges of Ontario (FHRCO) were asked to provide feedback on these proposals within a very short timeframe that did not permit consultation with the Council or the membership.

A list of the proposals is provided below followed by a copy of the response submitted by the College to Dr. Bob Bell, Deputy Minister by Dr. Rick Morris, Registrar & Executive Director as well as that submitted by FHRCO on behalf of its member Colleges.

Strengthening Sexual Abuse Provisions in the *RHPA*

1. Clarifying the time period after a patient-provider relationship
Colleges will create a regulation under their profession-specific Acts that establishes a minimum cooling off period their members must respect before engaging in a sexual relationship with former patients. Any sexual conduct, behaviour or remarks with former patients within the minimum cooling off period would be considered sexual abuse.
2. Expanding the list of acts that fall under mandatory revocation
Expanding the list of acts that will result in the mandatory revocation of a regulated health professional's certificate of registration to include:

- *Sexual touching involving oral to oral contact (i.e. kissing)*
 - *Sexual touching involving genitals, anus, breasts or buttocks*
 - *Being found guilty of a certain criminal offences (e.g. sexual offences)*
 - *Being found by another regulatory body to have engaged in professional misconduct involving sexual conduct that would result in mandatory revocation in Ontario*
3. Eliminating gender-based restrictions
Gender-based restrictions allow providers that have been found guilty of sexual abuse of a patient to continue to practice either with a chaperone when seeing patients of a certain gender, or limit their practice to a certain gender altogether. Gender-based restrictions can also be applied as an interim measure following a referral to discipline and where patient safety is at issue. The Task Force recommended eliminating the use of gender-based restrictions as a risk still remains to all patients with whom the members is interacting, regardless of their gender.
4. Establishing mandatory suspensions as a minimum penalty for findings of sexual abuse involving physical contact
Establish a new minimum penalty of mandatory suspensions for all findings of sexual abuse that involve physical contact with a patient or, with a former patient during the “cooling off” period, and fall outside of the acts for which mandatory revocation is in place. Panels will retain the discretion to decide the length of the suspension, together with the imposition of any other types of penalties (i.e. fines, terms, conditions and limitations, etc.)
5. Expanding funding for therapy and counselling
Make funding for therapy and counseling available to individuals from the moment a complaint involving an allegation of sexual abuse is filed with the Registrar or a Registrar’s report has been submitted to the Inquiries, Complaints and Reports Committee (ICRC).
6. Increasing fines for failure to report alleged incidents of sexual abuse
Increase fines for failing to report alleged incidents of sexual abuse to a health regulatory college to a maximum of \$50,000 for individuals and \$200,000 for organizations, regardless of whether it is the first offence or a subsequent offence

Increasing Transparency of Health Regulatory Colleges’ Operations

7. Increasing Information on College Registers
- *Require additional information about members to be posted on College registers, including:*
 - *The date of a referral to the Discipline Committee*
 - *The status of a Discipline Committee hearing (e.g. stayed, recessed)*
 - *The full Notice of Hearing*
 - *Criminal findings of guilt (if relevant to suitability to practice)**
 - *Bail conditions (if relevant to suitability to practice)**
 - *Notice of non-members practising illegally*
 - *Names of former members (including fact and date of a member’s death, if known)*
 - *Criminal charges (if relevant to suitability to practice)*
 - *Licenses / Registration held in other jurisdictions*
 - *Discipline findings in other jurisdictions*
 - *Acknowledgements and undertakings*
 - *Oral Cautions/Cautions-in-person issued by the college’s ICRC*

- *Specified Continuing Education or Remediation Programs (“SCERPs”) ordered by the ICRC*
- *Where a college has an inspection program, posting the outcomes of an inspection on the register.*

* *Relevance to suitability to practice would be determined by the college.*

8. Improving access to council meeting dates and meeting materials
Require council meeting dates and materials, except in camera items, to be posted in advance of meetings on the website of each college.
9. Reporting on Public Engagement
Each college will be required to report on their public engagement activities in their annual report.
10. Increasing Access to Health Human Resources (HHR) Data
Expand the availability of data collected for the purposes of Health Workforce Planning (HWP) and research to organizations outside the ministry (i.e. Local Health Integration Networks (LHINs))

Improving the College Complaints, Investigations and Discipline Processes

11. Improving the Alternative Dispute Resolution Process (ADR)
 1. *Allow the Registrar to approve ADR settlement for efficiency.*
 2. *Pause the statutory timelines respecting a College’s formal investigation during the ADR process.*
 3. *Establish a time limit for ADR, at which point the College’s formal investigation timeline will resume.*
12. Allowing the Registrar to Approve the Withdrawal of Complaints (except for sexual abuse complaints)
Permit the Registrar to approve the withdrawal of a complaint with the agreement of a complainant, when satisfied that the withdrawal is in the public interest, except in cases of sexual abuse complaints.

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

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DELIVERED VIA EMAIL (Robert.Bell@ontario.ca)

October 17, 2016

Dr. Bob Bell, Deputy Minister
 Ministry of Health and Long-Term Care
 Hepburn Block, 10th Floor
 80 Grosvenor Street
 Toronto, ON M7A 1R3

Dear Deputy Minister Bell:

Re: Consultation on Proposed Amendments to the RHPA

The College of Psychologists of Ontario wishes to provide comment on the twelve proposed recommendations to amend the *RHPA*, which were shared with the Federation of Health Regulatory Colleges of Ontario (FHRCO) on October 5, 2016.

As the regulatory body for the practice of Psychology in Ontario, the College applauds efforts on the part of the Ministry to prevent and respond to sexual abuse by health care professionals more effectively. Due to the timelines for this consultation, I have not had the opportunity to share this response with the College's Executive Committee or Council but am confident they are supportive of the spirit of the efforts being made.

As a member of FHRCO, we support the recommendations in the letter being submitted by FHRCO but wish to add some additional comments from our College.

Proposal #1 – Clarifying the time period after the end of the patient-provider relationship

The College of Psychologists supports the proposal regarding clarifying the time periods. We currently have a two year prohibition against intimate relationships with former clients but would be pleased to review this in light of the proposal. We would support the proposal that Colleges be given the authority to define "client/patient" and to determine the appropriate interval between the ending of the client/patient-provider relationship and the commencement of a personal one, based on the nature of that relationship.

Proposal #2 – Expanding the list of acts that fall under mandatory revocation

The College of Psychologists supports the comments provided by FHRCO. In addition, we wish to raise an additional point. The proposal suggests that the expanded list would include "being found by another regulatory body to have engaged in professional misconduct involving sexual conduct..." We are questioning if the intention here is to include 'all regulatory bodies' or only health regulatory bodies.

L. Eulette, Ph.D., C.Psych., *President*
 R. Berman, Ph.D., C.Psych., *Vice President*

D. Cotton, Ph.D., C.Psych.
 R. Gauthier, M.Sc., M.Ed.,
 C.Psych.Assoc.
 M. Grand, Ph.D., C.Psych.
 G. Hébert, Ph.D., C.Psych.
 E. Levin, Ph.D., C.Psych.

D. Milovan, Ph.D., C.Psych.
 P. Minnes, Ph.D., C.Psych.
 G. Webster, M.Ed., C.Psych.Assoc., *non-voting*
 K. Bisbee
 J. Cohen
 D. Delamere

J. M. Hayat
 P. McKegney
 D. McNicol
 A.J. Rose
 E. Teitelbaum

Rick Morris, Ph.D., C.Psych., *Registrar/Executive Director*
 Barry Gang, MBA., Dip.C.S., C.Psych.Assoc., *Deputy Registrar/Director, Investigations and Hearings*

Proposal #3 – Eliminating gender-based restrictions

The College of Psychologists does not employ gender-based restrictions but appreciates and supports the comments made by FHRCO.

Proposal #4 – Establishing mandatory suspensions as a new minimum penalty for findings of sexual abuse involving physical contact

The College of Psychologists supports the FHRCO comments on this proposal.

Proposal #5 – Expanding funding for therapy/counselling

The College of Psychologists is supportive of efforts to ensure that victims of sexual abuse are afforded the opportunity to obtain therapy/counselling as early as possible. We currently make efforts to provide funding as early as we are able and, while supportive of the comments by FHRCO, have not run into any difficulties in assisting victims of abuse through the administration of the program.

Proposal #6 – Increasing fines for failure to report alleged incidents of sexual abuse

The College of Psychologists supports the intent of the proposal to ensure that allegations of sexual abuse are reported. We also support the comment by FHRCO which suggests mechanisms be considered directed toward addressing and preventing sexual abuse by individuals who are not regulated health professionals.

Proposal #7 and #8 – Increasing information on the public register and Improving access to council meeting dates and meeting materials

The College of Psychologists supports the intent of these transparency proposals and notes that it has already begun to make College Council meeting materials available on our website at least a week in advance of the meeting. While generally supporting the comments by FHRCO we wish to make some additional points.

Concerns have been raised regarding the publishing, on the public register, “criminal charges” before these have been through any adjudicative process. One suggestion would be to “permit” rather than “require” such publication in cases where the nature and circumstances of the charges clearly demands they be noted.

In discussing transparency principles, the College Council has raised concerns about the way in which “if relevant to the suitability to practice” would be determined. It was felt this could be very difficult to define and there was a question as to who would be given the authority to make this decision.

As noted, the College is supportive of efforts to make the work of the College and its members more transparent. Concern has been expressed that the publication of “oral cautions/cautions in-person issued by the College’s ICRC” and “Specified Continuing Education or Remediation Programs (SCERPs) ordered by the ICRC” may have the unintended consequence of leading to a significant increase in both appeals to HPARB as well as referrals to discipline.

Proposal #9 – Reporting on public engagement

The College of Psychologists supports this proposal.

Proposal #10 – Increasing access to health human resources (HHR) data

The College of Psychologists supports the FHRCO comments made on this proposal.

Proposal #11 – Improving the alternative dispute resolution process (ADR)

The College of Psychologists supports the comments by FHRCO. The College does suggest that if this responsibility is given to the Registrar, that the authority be permissive. That is, similar to the current *RHPA Code* provisions related to registration, the Registrar could make the decision or, when there are complications or other considerations, the Registrar could refer the matter to the ICRC.

Proposal #12 – Allowing the Registrar to approve the withdrawal of complaints (except for sexual abuse complaints)

The College of Psychologists supports the comments by FHRCO. As with proposal #11, the College suggests that this responsibility of the Registrar's be permissive with the option to have it referred to the ICRC under specified circumstances.

Thank you for the opportunity to provide these comments.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Morris". The signature is fluid and cursive, with the first name "Rick" and last name "Morris" clearly distinguishable.

Rick Morris, Ph.D., C.Psych.
Registrar & Executive Director

- cc. Denise Cole, Assistant Deputy Minister, Health Workforce Planning and Regulatory Affairs
Division
Allison Henry, Acting Director, Health System Labour Relations and Regulatory Policy Branch
Stephen Cheng, Acting Manager, Regulatory Policy Unit
Dr. Lynette Eulette, President, College of Psychologists of Ontario



Federation of Health Regulatory Colleges of Ontario (FHRCO)
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DELIVERED VIA FAX (416.326.1570) AND EMAIL (Robert.Bell@ontario.ca)

October 17, 2016

Dr. Bob Bell, Deputy Minister
Ministry of Health and Long-Term Care
Hepburn Block, 10th Floor
80 Grosvenor Street
Toronto, ON M7A 1R3

Dear Deputy Minister Bell:

Re: Consultation on Proposed Amendments to the RHPA

As you know, the Federation of Health Regulatory Colleges of Ontario (FHRCO) is an umbrella organization for the 26 regulatory Colleges under the *Regulated Health Professions Act (RHPA)*. Your Ministry is consulting on twelve proposed recommendations to amend the *RHPA*, which were shared with FHRCO on October 5, 2016. FHRCO representatives met with your staff on October 6, 2016, and provided some preliminary feedback.

As stewards of the public interest, the Colleges of FHRCO share the Ministry's goals to prevent and respond to sexual abuse by health care professionals more effectively. Our desire is to work closely with the Ministry to ensure that amendments to the legislation effectively strengthen sexual abuse provisions, increase the transparency of health regulatory Colleges' operations, and improve the Colleges' complaints, investigation, and discipline processes.

FHRCO had asked for an extension of the October 17th deadline to provide further feedback to the Ministry, but we understand that there is urgency to proceeding this Fall. Accordingly, this letter provides high level remarks intended to identify potential risks and alternative solutions, but we are unable to provide detail in meeting that deadline. In addition, because of the timelines, many FHRCO members have not had the opportunity to share this response with their Executive Committees or Councils. The comments contained herein are therefore not intended to be proposals for specific change, but, rather a request for further exploration and consultation by the Registrars of all FHRCO members. For simplicity, I have continued to use "FHRCO" as the name for this collective.

FHRCO understands that there is a strong commitment by your Ministry to proceed with these proposals. FHRCO supports the intent and spirit of the recommendations: the focus of the submissions contained in this letter is how the Ministry might proceed with these initiatives so as to achieve its goals and minimize the risk of unintended consequences.

We note that some individual Colleges, in particular the College of Physicians and Surgeons of Ontario (CPSO) and the Royal College of Dental Surgeons of Ontario (RCDSO), have provided detailed submissions on these proposals. Although many Colleges have not seen their submissions, FHRCO acknowledges the experience and expertise of these Colleges on these issues and trusts that you will consider those comments closely.

Because of the short timeframe and the potential risks of unintended consequences (or that the proposals fall short of accomplishing their intended outcome), we would strongly urge your Ministry to consult with us on the precise wording of the legislative amendments. We are prepared to dedicate whatever resources may be required to assist you in this important work.

Proposal #1 – Clarifying the time period after the end of the patient-provider relationship

We note that some of our members propose that, for some professions, there should be an absolute prohibition against intimate relationships no matter how long the interval between the patient-provider relationship and commencement of the personal one.

We understand that this proposal contemplates individual Colleges developing their own definitions that would apply to the circumstances of the practice of the professions they regulate. In order to be able to determine the end date of the patient-provider relationship, FHRCO suggests that it would also make sense that Colleges be given the authority to define what a “patient” is for their practitioners.

It is unclear, however, how this proposal will be implemented. It appears to us that, at a minimum, the legislation would need to be amended to permit Colleges to define these terms, either through a regulation or a published standard. We have doubts that this proposal can be implemented solely through published standards or even regulations because the Ontario Court of Appeal has said that the sexual abuse provisions (including the mandatory orders) have no application once the practitioner / patient relationship ends.¹ Thus it is the definition of sexual abuse (which refers to patients only) in the *Health Professions Procedural Code*, being Schedule 2 to the *RHPA* (the *Code*), that governs.

Introducing the change as contemplated in the proposal would also create a risk of new challenges to the validity of the mandatory penalty provisions because the Court’s reasoning as to why the provisions were constitutional included the basis that practitioners had only to terminate the professional relationship to avoid the sanction.² That will no longer be the case and one can almost guarantee new court applications or appeals on this point. There may be some value in considering a two-tiered system so that the mandatory revocation does not last for five years in post-termination cases.

¹ *Mussani v. College of Physicians and Surgeons of Ontario* (2004), 74 OR (3d) 1 (ONCA) at para. 79.

² *Ibid.*

Proposal #2 – Expanding the list of acts that fall under mandatory revocation

The primary challenge will be drafting the provision so that it captures the intended conduct while not capturing less serious conduct. Another challenge will be that the use of any list creates the impression that items not on the list do not warrant a revocation order. There are concerns that attempting to characterize the level of malfeasance by body part is not sufficiently protective. There is something to be said for a principled approach that covers all sexual touching and that explicitly acknowledges that some sexual abuse, that does not involve physical contact, may also warrant revocation.

Although we are not clear whether a shorter, one-year revocation period might be intended for some of the items on the list, we note the drafting challenge is aggravated by the proposal's intent that a mandatory revocation apply to the expanded definition. FHRCO again reiterates its request that it be consulted on the actual draft wording.

We note that it would be fruitful also to give consideration to criteria for applications for reinstatement (following mandatory revocation) in the context of this discussion.

Proposal #3 – Eliminating gender-based restrictions

FHRCO supports this proposal.

We note that the consequence will likely be that Committees will, in many cases, have to choose between permitting the member to continue to practise without any restrictions or suspending the certificate of the practitioner³.

We submit that a more effective mechanism to ensure public protection might be to permit panels of Inquiries, Complaints and Reports Committees to impose restrictions or suspensions during the investigation stage and not just after a referral to discipline. We recommend that the Ministry explore the possibility of this approach in achieving its objectives.

Proposal #4 – Establishing mandatory suspensions as a new minimum penalty for findings of sexual abuse involving physical contact

We understand that the proposal will only be for “a suspension” and that the minimum period of the suspension will not be set out in the *Code*. The length of the suspension would be up to the discipline panel hearing the matter. The suspension could be for as little as one week. Some of our members believe that the public interest will best be served through mandatory revocation in many instances. Overall, we are not certain of the particular value of this approach and suggest that patient protection might better be addressed as suggested in the comments to Proposal #2, above.

³ In some contexts, other restrictions, such as supervision in a group or institutional practice setting, may be available.

We also note that there is significant risk of harm in some situations where the sexual abuse is not physical.

Proposal #5 – Expanding funding for therapy / counselling

While we have differing opinions about whether there is a need for particular criteria for eligibility, FHRCO is in support of this proposal independent of ultimate outcome. We note, however, that the potential unintended consequences that could flow from making this amendment could be particularly damaging to specific complainants and could impede Colleges' ability to effectively prosecute practitioners. We urge the Ministry to ensure that any legislative amendments address protection of complainants against arguments impugning their credibility on the basis that requesting such funding provides a possible motive for embellishing their statements. Similarly, the provisions will have to be worded carefully to ensure that the College is not challenged as having prejudged the complaint as it was in *Au v. College of Physicians and Surgeons of Ontario* (2006), 214 O.A.C. 243 (Div.Ct.). There is also an argument that such funding must be authorized by a regulation given the use of the word "only" in subsection 85.7(4).⁴

Proposal #6 – Increasing fines for failure to report alleged incidents of sexual abuse

FHRCO supports this proposal but notes that, while it sends an appropriate message of zero tolerance, this amendment will not, on its own, achieve the desired result. FHRCO can provide assistance by working with the Ministry to implement non-legislative measures to help address the broader issue of non-compliance with the mandatory reporting provisions.

We propose, however, that the Ministry consider a legislative amendment that we believe would be more effective in advancing the objectives: presently, Colleges are only permitted to report a member to the police, but not others. This means that when a non-member fails to make a report, the College does not have jurisdiction to take action and must, in effect, keep the failure to report a secret. In pursuit of the objective of ensuring that allegations of inappropriate conduct are received and fully considered, FHRCO urges the Ministry to consider an amendment to section 36 of the *RHPA* to permit the Colleges to report conduct to the police by persons who are not registered with the College. It would then be possible to investigate and prosecute non-compliance by those who are not regulated health professionals.

⁴ Subsection 85.7(4) is worded as follows:

Eligibility

(4) A person is eligible for funding only if,

(a) there is a finding by a panel of the Discipline Committee that the person, while a patient, was sexually abused by a member; or

(b) the alternative requirements prescribed in the regulations made by the Council are satisfied.

Proposal #7 and #8 – Increasing information on the public register and Improving access to council meeting dates and meeting materials

FHRCO supports these proposals and notes they have largely already been implemented in the recently amended by-laws of most Colleges. It would be useful, however, to ensure that the *Code* clearly authorizes the public register to contain information about former members (which is currently only implied in the *Code*) and persons who have never been members (e.g., those practising illegally, which currently does not appear to be allowed by the *Code*).

Proposal #9 – Reporting on public engagement

FHRCO supports this proposal and notes that many of its members already provide such reports.

Proposal #10 – Increasing access to health human resources (HHR) data

FHRCO favours evidence-based decision making and increased transparency. It is recognized that some Colleges have limited resources and relatively small numbers of registrants. For these, it may be beyond their means to make significant data tracking and reporting changes. Accordingly, FHRCO supports this proposal with the understanding that the disclosure will come from the Ministry based on information already being provided by the Colleges.

Proposal #11 – Improving the alternative dispute resolution (ADR) process

While many members of FHRCO support this proposal in theory, while noting that there may be potential problems depending on the precise legislative language used, some Colleges feel that this is an inappropriate role for a Registrar for the same reasons as articulated in Proposal 12, below.

An example of the level of precision required in the drafting of legislation includes clarity around the right of review. As a specific example, in the event of a resolution that is not part of a Committee decision, will there be rights of appeal to the Health Professions Appeal and Review Board (HPARB)? As odd as it may seem, this has occurred in the past.

Proposal #12 – Allowing the Registrar to approve the withdrawal of complaints (except for sexual abuse complaints)

Some FHRCO members have expressed concern that it is not appropriate for the Registrar to be independently charged with this duty. In drafting the specific language, the Ministry may wish to consider whether the Registrar's authority to resolve issues would be permissive (i.e., under certain circumstances) or whether it would apply to all situations.

Again, without seeing the precise legislative language of the proposal, it is difficult to predict and identify potential unintended consequences: we would suggest that it needs to be clear that there is no review by HPARB in these cases.

As you know, some FHRCO members have been advocating for some time for a broader discretion to decline to investigate complaints that do not serve the public interest or a simplified track for certain types of complaints. There may be benefits to this approach that would support the intent of these proposals. As you are now dealing with this issue in part, it is hoped that you will consider the benefits of this broader amendment.

Conclusion

Thank you for requesting and considering our comments.

As demonstrated by our track record, FHRCO's main concern is the public interest. Some FHRCO College members have made individual submissions to the Ministry about changes to make our processes more effective. Many of us have made process changes, to the extent of our authority, to enhance our ability to effectively investigate and prosecute sexual abuse complaints and to better collect, track, and report data about complaints and reports. All of us have made voluntary changes in the past few years to increase transparency. As a community, FHRCO is working to develop sexual abuse awareness training for our staff and Committee members, and we are developing a common website to enhance our ability to communicate directly with members of the public.

We hope that you will carefully consider our offer to help and our caution that the drafting of the legislative changes should not create unintended consequences. Please let me know how I can facilitate our working together on this important initiative.

Sincerely,



Shenda Tanchak
President

cc. Denise Cole, Assistant Deputy Minister, Health Workforce Planning and Regulatory Affairs Division
Allison Henry, Acting Director, Health System Labour Relations and Regulatory Policy Branch
Stephen Cheng, Acting Manager, Regulatory Policy Unit
FHRCO Board of Directors



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

To: Council **Date:** December 2, 2016
From: Dr. Rick Morris, Registrar & Executive Director **CC:**
Re: **Standards of Professional Conduct Review 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 to be received by December 12, 2016. To date, 34 responses have been received. The detailed feedback will be reviewed by the Client Relations Committee with recommendations provided regarding changes to be made.



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

To: Council **Date:** December 2, 2016
From: Dr. Rick Morris, Registrar & Executive Director **CC:**
Re: Fees By-Law Amendment Update

Action: There is no action required at this time. The following is provided for information only as the Council vote as to whether to amend the By-law will take place at the March meeting at which time all potential responses from the circulation of the proposal will have been received.

Update:

Amendments to the By-Law 18: *Fees* were approved by Council for circulation, for the required 60 days, at its September meeting. The consultation was distributed to members on October 7, 2016 with a request that feedback to be received by December 15, 2016. The following fee reductions are being recommended by Council:

- Jurisprudence Examination fee from \$270 to \$200
- Oral Examination fee from \$740 to \$550
- Corporation Renewal fee from \$350 to \$250
- Corporation Application fee from \$500 to \$350

To date the College has received responses from 41 members, 38 of which have enthusiastically supported the proposed change. A brief summary of responses can be found below.

Sample Responses in favour of the proposed amendment:

Thank you for the consultation. Congratulations on the reductions, particularly to new members entering the profession.

There are so many expenses, as psychologists are starting out; it is a kindness to recognize this fact, and to act accordingly.

I commend the college for their compassion. I am sure rare are the organizations who are even thinking about reducing fees!

Sample Responses in favour of Registration Reductions but not Incorporation Reductions

I do support reduction of fees for those in profession going through the registration process. However, I feel that any reduction in fees for regular members should apply to all regular members and not only those in a position to incorporate.

I myself do not understand why there is anything more than a trivial fee for issuing a certificate of authorization for a professional corporation. A fair fee would be something like \$100.00. The annual fee has always been too high and remains too high and is, in my opinion, simply a "tax grab". I would appreciate understanding how the fee is derived as it cannot be based on time spend certifying the document. I agree with the fee reductions for the JEE and Oral Examination Fee.

Sample Responses opposed to the proposed amendment:

While I applaud the spirit behind the intended reduction in fees for both aspiring members of the College and current members of the College, I am a little concerned that the number of proposed reductions and the rather substantial amount of each reduction may over time leave the College vulnerable financially and, as such, lead to a future hike in annual membership fees. My preference would be to have a more moderate reduction in the amount of the proposed fee reductions.

Given that the JEE and Oral Exam Fees are one-time fees that we have all been expected to pay, I do not support lowering them. I would prefer a fee reduction applicable to all membership (i.e., lower membership fees.) Otherwise you may consider refunding all members the excess JEE and Oral Exam fees in the past.

Everyone hates paying fees, however, to maintain fees for 15 years and reduce other fees will not have a dramatic effect in individuals but could have a serious effect on the College. If there is a surplus, could we not put it to good use within the College? Are we really in such good shape financially?

MOTION SUBMISSION FORM
MEETING: 2016.04
DATE: December 2, 2016

SUBJECT: EXAMINATION ACCOMODATION POLICY

MOVER: TBD

RATIONALE: At the September 2016 meeting, the College Council endorsed the principles and procedures of the *Examination Accommodation Policy* with the understanding that a formal policy, in College policy format, would be brought to Council in December 2016 for final approval.

The College of Psychologists of Ontario has ethical and legal obligations to provide accommodations to applicants with disabilities completing the registration process, including accommodations when attempting the examinations for registration. The College currently has processes, but no policy, in place to provide accommodation for examination candidates with disabilities and has done so for many years.

MAIN MOTION: THAT POLICY II-2(iv): ACCOMMODATION FOR COLLEGE ADMINISTERED EXAMINATIONS BE APPROVED.

BUGETARY IMPLICATIONS: No new budgetary considerations

SUPPORTING DOCUMENTS:

- Policy II-2(iv): Accommodation for College Administered Examinations

College of Psychologists Policy and Procedure Manual			
SECTION: COUNCIL and COMMITTEES			POLICY #: II – 2(iv)
POLICY: Accommodation for College Administered Examinations		COVERAGE: Examination Candidates	
CREATED: December 2016	REVISED:	NEXT REVIEW: 2018/2019	PAGE #: 1 of 2

POLICY STATEMENT:

In keeping with its ethical and legal obligations, the College will provide reasonable accommodations to candidates attempting examinations administered by the College.

PRINCIPLES:

1. No applicant to the College should be disadvantaged in the examination process due to disability.
2. The individual's private information, including personal health information, will be used only for the purpose of assessing the accommodation request and will be protected at all times.
3. The College will provide reasonable accommodation fairly and in a manner that respects the dignity and independence of the applicant.
4. Accommodations will be provided in a way that ensures that applicants receiving accommodation are not provided an unfair advantage in relation to other candidates completing the examinations.
5. The College's duty to provide accommodation will only be limited by considerations of undue hardship, as guided by the guidelines of the Ontario Human Rights Commission, and the need to protect the integrity and confidentiality of the examinations.

PROCEDURE

Applicants who require accommodation with respect to examinations are required to:

1. Complete the appropriate Examination Accommodations Form [section (D) of the Application for Supervised Practice; and provide to the College either:
 - a. Form 1 - Examination Accommodation – Medical Documentation, along with appropriate documentation, completed by a medical doctor, psychologist, psychological associate or other regulated health professional who has specific training, expertise and experience in the diagnosis of the condition(s) for which the accommodation is being requested. The form documentation should be sent directly to the College; or
 - b. Form 2 - Examination Accommodation – Academic Documentation, along with appropriate documentation, completed by an accessible services representative of the post-secondary institution where the applicant completed his or her psychology degree(s), indicating accommodations approved and used during their academic studies. The form and documentation should be sent directly to the College.
2. A candidate seeking an accommodation is not required to disclose a health diagnosis. The request however, must clearly demonstrate how:

College of Psychologists Policy and Procedure Manual			
SECTION: COUNCIL and COMMITTEES			POLICY #: II – 2(iv)
POLICY: Accommodation for College Administered Examinations		COVERAGE: Examination Candidates	
CREATED: December 2016	REVISED:	NEXT REVIEW: 2018/2019	PAGE #: 2 of 2

- a. the identified impairment impacts the ability of the candidate to successfully participate in the examination, and
 - b. the requested accommodation(s) mitigate(s) the impairment within the specific context of the examination.
3. In order to allow the College sufficient time to consider requests and prepare accommodations, applicants are required to submit requests and all supporting documentation at least 60 calendar days prior to the examination date.
 4. Examination candidates requesting accommodation will be advised of the College's decision within ten (10) business days of the submission date, unless more information is needed to effectively evaluate the accommodation request.

Additional Conditions:

1. Candidates may request accommodations as needed for either permanent or temporary disabilities.
2. Candidates are responsible for any costs associated with obtaining documentation from a regulated health professional or university regarding their disability or impairment and/or history of accommodations provided during their university education.
3. Requests must be directed to the Senior Registration Assistant. Requests should be made at the same time as applying for any of the examinations, but no later than 60 calendar days before the date of the exam administration.
4. An applicant who has been granted accommodation for either the EPPP or JEE will be afforded accommodation based on the same identified needs, if required, for both examinations.
5. Documentation of a disability requiring accommodation will be considered current for three years from the date of assessment of a permanent disability and six months from the date of assessment of a temporary disability.
6. A candidate who has been granted accommodation for a permanent or long-term disability will not be required to re-apply for accommodation for subsequent attempts. However, if the request was related to a temporary condition (e.g. recent injury or pregnancy-related conditions) or if five years have passed since the initial accommodation request, the College may request updated information confirming the continued need for accommodation.

MOTION SUBMISSION FORM
MEETING: 2016.04
DATE: December 2, 2016

SUBJECT: NON-VOTING PSYCHOLOGICAL ASSOCIATE SEAT TO BE CONSIDERED A MEMBER OF THE COLLEGE FOR THE PURPOSE OF COMMITTEE COMPOSITION

MOVER: TBD

RATIONALE: While the individual elected to the non-voting Psychological Associate on Council could be considered a “Council Member” for the purpose of Committee composition, it appears that this could lead to undesirable, unintended consequences. The most significant of these would be to have a non-voting individual on the Executive Committee or on a panel of the Discipline Committee. Therefore the individual holding the non-voting seat should continue to be considered a member of the College, not of Council, for the purposes of Committee composition, as has been the practice to date.

MAIN MOTION: 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.

BUGETARY IMPLICATIONS: None

SUPPORTING DOCUMENTS:

- Memo: Non-Voting Psychological Associate Seat
- Amended Policy I-13: *Non-Voting Psychological Associate Seat on Council* – Tracked Changes



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

To: Council **Date:** December 2, 2016
From: Dr. Rick Morris, Registrar & Executive Director **CC:**
Re: **Non-Voting Psychological Associate Seat for Purpose of Committee Composition**

Action Required: Policy I-13: *Non-Voting Psychological Associate Seat on Council* be amended to include a statement that for purposes of By-law 21: *Committee Composition*, the non-voting Psychological Associate be considered a member of the College, not of the Council.

Discussion: At the Council meeting of June 2016, the question was raised regarding the status of the individual holding 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. Consideration of this question suggested that there was no *theoretical* reason why the non-voting Psychological Associate member of Council could not be a "Council Member" for this purpose. Pursuing this question however, led to concerns regarding the potential for an undesirable, unanticipated consequence.

While the non-voting Psychological Associate member of Council could be considered a "Council member" for the purpose of committee composition; the individual's non-voting status would carry forward to any Committees on which he/she may serve, if doing so as a "Council Member". Therefore, if this individual were elected to the Executive Committee for example, he/she would be a non-voting member. This would appear to be undesirable.

The issue is not restricted to that of the Executive Committee. If this individual were appointed to fill a "Council Member" position on any other Committee, his/her non-voting status would be carried forward to this role as well. While it could be problematic to have a non-voting individual on any statutory committee, the most striking and significant "unintended consequence" relates to the Discipline Committee. If the non-voting individual were appointed as a "Council Member" to the Discipline Committee, his/her status would be non-voting. Should he/she be named to a Discipline Panel, as the "Council Member" from the Discipline Committee, it could be argued that he/she would be a non-voting panel member; an untenable and unreasonable situation.

Conclusion: It would appear that, while the non-voting Psychological Associate could, theoretically, be considered a "Council Member" for the purpose of Committee composition, this would lead to undesirable, unintended consequences. It is recommended therefore, that the individual holding the non-voting seat continue to be considered a member of the College, not of Council, for the purposes of Committee composition, as has been the practice to date.

Action: For greater clarity, 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.

College of Psychologists Policy and Procedure Manual			
SECTION: FRAMEWORK and GOVERNANCE			POLICY #: I - 13
POLICY: Non-Voting Psychological Associate Seat on Council		COVERAGE: Council	
CREATED: June 2007	REVISED: December 2016	NEXT REVIEW: 2014/2015 2017/2018	PAGE #: 1 of 2

POLICY STATEMENT:

The Council composition will include an elected non-voting Psychological Associate member.

PROCEDURE:

1. In March 2009, and every third year after that, an election shall be held for the non-voting Psychological Associate member of Council.
2. The date of the election shall be the same as for the election of members to the Council.
3. The member elected shall take office at the first Council meeting following the election.
4. The election shall be conducted in accordance with the election procedures described in Bylaw: 20 Elections.
5. Eligibility for Election
 - (1) A member is eligible for election to the non-voting Psychological Associate seat on Council if, on the date of the election:
 - (a) the member holds a certificate of registration as a psychological associate authorizing autonomous practice.
 - (b) the member is engaged in the practice of psychology in Ontario or if the member is not engaged in the practice of psychology in Ontario, is resident in Ontario;
 - (c) the member is not in default of payment of any fees prescribed in the fees by-law;
 - (d) the member's certificate of registration has not been revoked or suspended in the six years preceding the date of election; and
 - (e) the member's certificate of registration has not been subject to a term, condition or limitation as a result of a disciplinary action within the last two years.
6. Eligibility to Vote
 - (1) A member who, on the date of the election, holds a certificate for registration as a psychological associate authorizing autonomous, interim autonomous, or supervised practice is eligible to vote.
7. A member nominated for election to Council, who holds any position on the Board or staff of any professional psychological association other than the College, must undertake to resign that position before taking office.
8. A member of the College who is also an employee of the College may be nominated for election to the Council so long as he or she first provides an irrevocable, written resignation of employment to the Registrar/Executive Director on or before the deadline for receipt of nominations.

College of Psychologists Policy and Procedure Manual			
SECTION: FRAMEWORK and GOVERNANCE			POLICY #: I - 13
POLICY: Non-Voting Psychological Associate Seat on Council		COVERAGE: Council	
CREATED: June 2007	REVISED: December 2016	NEXT REVIEW: 2014/2015 2017/2018	PAGE #: 2 of 2

Term of Office

9. The term of office of the member elected to the Council is three years and a member may serve a maximum of nine years on the Council.

10. The provisions regarding Disqualification and Filling of Vacancies described in Bylaw 20: *Members of Council Elections, Qualifications, Terms of Office and Conditions for Disqualification*, also apply.

Committee Composition

11. For the purposes of By-law 21: *Committee Composition*, the individual holding the non-voting Psychological Associate seat is a member of the College, not of the Council.



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

To: Council **Date:** November 23, 2016
From: Dr. Rick Morris, Registrar & Executive Director **CC:**
Re: **Shaping the Future – Implementation Plan and Membership Data**

As directed by the College Council, a *Briefing Note* was forwarded to Ms. Allison Henry at the Ministry of Health and Long-Term Care. This Briefing Note summarized the direction approved by the College Council in March 2013. Attached is the Briefing Note with the accompanying memo sent to Ms. Henry.

At the September 2016 meeting of Council, it was noted that the data collected 5 years ago through the *Shaping the Future Task Force* may now be out of date. For example, at that time, the modal age of the membership was 50-59 and it was queried as to whether this continues to be the case. Council directed that a statistical report be prepared updating the data from the *Shaping the Future Task Force* Report. The comparative data is shown below:

2012

Age (AP, SP, IAP Academic, Inactive) - February 21, 2013

Age Range	Psych. Male	Psych Female	Psych Assoc. Male	Psych Assoc. Female	Totals
20-29	1	7	0	0	8
30-39	102	426	3	47	578
40-49	179	533	22	143	877
50-59	326	558	49	161	1094
60-69	395	325	26	64	810
>70	92	84	3	4	183
Totals	1095	1933	103	419	3550

Modal Age Range: 50-59

2016

Age (AP, SP, IAP Academic, Inactive) – May 27, 2016

Age Range	Psych. Male	Psych Female	Psych Assoc. Male	Psych Assoc. Female	Total
20-29	2	13	0	2	17
30-39	106	555	9	60	730
40-49	171	673	12	122	978
50-59	235	548	29	125	937
60-69	360	425	22	75	882
>70	176	120	5	11	312
Totals	1050	2334	77	395	3856

Mean
 Male 57.5
 Female 49.7
 Total 52.0

Median
 Male 59.0
 Female 49.0
 Total 52.0

Modal Age Range
 Male 60-69
 Female 40-49
 Total 40-49

2012

Regular Status Members: Authorized Areas of Practice and Client Populations – February 25, 2013
 Autonomous, Supervised, Interim Autonomous. Total Number of Members: 3433

	Masters Level Members		Doctoral Level Members	
	633		2800	
Areas of Practice	# of Master's	% of Masters	# of Doctoral	% of Doctoral
Clinical Neuropsychology	16	2.5%	326	11.7%
Clinical Psychology	281	44.4%	2296	82.0%
Counselling Psychology	234	37.0%	1375	49.1%
Forensic/Correctional Psychology	35	5.5%	270	9.6%
Health Psychology	12	1.9%	370	13.2%
Industrial/Organizational Psychology	7	1.1%	93	3.3%
Rehabilitation Psychology	39	6.2%	429	15.3%
School Psychology	351	55.5%	543	19.4%
Client Populations	# of Master's	% of Masters	# of Doctoral	% of Doctoral
Adolescents	482	76.2%	1691	60.4%
Adults	383	60.5%	2305	82.3%
Children	440	69.5%	1346	48.0%
Couples	75	11.9%	626	22.4%
Families	199	31.4%	1030	36.8%
Organizations	36	5.7%	244	8.7%
Seniors	32	5.1%	307	11.0%

2016

Regular Status Members: Authorized Areas of Practice and Client Populations – November 23, 2016
 Autonomous, Supervised, Interim Autonomous. Total Number of Members: 3727

	Masters Level Members		Doctoral Level Members	
	705		3015	
Areas of Practice	# of Master's	% of Masters	# of Doctoral	% of Doctoral
Clinical Neuropsychology	18	2.6%	361	12.0%
Clinical Psychology	348	49.4%	2577	85.5%
Counselling Psychology	271	38.4%	1364	45.2%
Forensic/Correctional Psychology	40	5.7%	292	9.7%
Health Psychology	16	2.3%	405	13.4%
Industrial/Organizational Psychology	9	1.3%	89	2.9%
Rehabilitation Psychology	45	6.4%	445	14.8%
School Psychology	371	52.6%	582	19.3%
Client Populations	Masters	% of Masters	# of Doctoral	% of Doctoral
Adolescents	541	76.7%	1846	61.2%
Adults	437	62.0%	2506	83.1%
Children	494	70.1%	1448	48.0%
Couples	96	13.6%	664	22.0%
Families	206	29.2%	1059	35.1%
Organizations	33	4.7%	222	7.4%
Seniors	43	6.1%	349	11.6%

2013

Practice Setting by Degree

All current members (AP, SP, IAP) with regular status only – March 7, 2013

Practice Setting	Doctorate	Master's
Armed Forces	16	0
Assisted Living Residence/Supportive housing	3	0
Association/Government/Regulatory Organization/Non-government Organization	83	19
Board of Public Health Laboratory or Public Health Unit	1	1
Cancer Centre	9	4
Children Treatment Centres	123	26
Clients Environment	23	5
Community Care Access Centre	1	0
Community Health Centre	37	4
Correctional Facility	66	14
Diabetes Education Centre	1	0
Family Health Teams	26	4
Group Health Centre (Sault St. Marie)	1	0
Health Related Business/Industry	57	12
Hospital	482	60
Independent Health Facility	136	20
Law Enforcement Agency	16	1
Mental Health and Addiction Facility	143	23
Not Applicable	29	2
Other Group Practice Office	467	76
Other Place of Work	189	38
Post-Secondary Educational Institution	351	26
Preschool/School System/Board of Education	303	286
Rehabilitation Facility	75	16
Residential/Long term Care Facility	6	1
Solo Practice Office	930	99
Unknown	8	5

2016

Practice Setting by Degree

All current members (AP, SP, IAP) with regular status only – November 23, 2016

Practice Setting	Doctorate	Master's
Armed Forces	17	0
Assisted Living residence/Supportive housing	3	0
Association/Government/Regulatory Organization/Non-government Organization	82	24
Board of Public Health Laboratory or Public Health Unit	0	1
Cancer Centre	6	3
Children Treatment Centres	125	27
Clients Environment	17	4
Community Care Access Centre	3	0
Community Health Centre	51	4
Correctional Facility	68	17
Diabetes Education Centre	2	0
Family Health Teams	35	6
Group Health Centre (Sault St. Marie)	0	0
Health Related Business/Industry	70	16
Hospital	533	65
Independent Health Facility	159	29
Law Enforcement Agency	14	1
Mental Health and Addiction Facility	162	26
Not Applicable	23	4
Other Group Practice Office	569	43
Other Place of Work	194	43
Post-Secondary Educational Institution	381	30
Preschool/School System/Board of Education	325	308
Rehabilitation Facility	66	16
Residential/Long term Care Facility	6	1
Solo Practice Office	940	130
Unknown	13	3

From: Dr. Rick Morris
Sent: November-14-16 5:37 PM
To: Allison Henry (Allison.Henry@ontario.ca)
Cc: Lynette Eulette (leulette@gmail.com)
Subject: Changes to Entry to Practice Standard for the Profession of Psychology in Ontario - A Briefing Note
Attachments: Briefing Note re Entry to Practice Requirements – College of Psychologists.pdf

Good Afternoon Allison,

At the direction of our College Council, I met with you and Doug Ross on May 17th regarding possible regulation amendments to implement the Council's decision to discontinue registering practitioners at the Masters level. Council recognized that this would require substantial changes to our Registration Regulation (O.Reg.74/15 Registration). At that time, you suggested that rather than embarking on the development of the full regulation amendment submission process, the College undertake a preliminary step of preparing a short *Briefing Note* outlining what the Council was proposing to do. You suggested that you could then consult with other relevant parties with respect to the proposal and provide feedback to the College regarding the receptivity to the desired regulation amendments and how we might move the proposal forward.

I have reviewed the many documents prepared on this matter since the establishment of the College's Task Force on *Shaping the Future of Psychology Regulation in Ontario* as well as the Council minutes in which they voted unanimously to move in this direction and I have summarized this information in the attached short *Briefing Note*.

I would appreciate any comments regarding Council's proposal and am happy to answer any further questions you may have.

Thank you for your consideration,

Rick

Rick Morris, Ph.D., C.Psych. | Registrar & Executive Director | College of Psychologists of Ontario
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Regulating Psychologists and Psychological Associates

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

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BRIEFING NOTE

To: Ministry of Health and Long-Term Care

From: Rick Morris, Ph.D., C.Psych., Registrar & Executive Director
On behalf of the Council of the College of Psychologist

Re: *Changes to Entry to Practice Standard for the Profession of Psychology in Ontario*

Summary:

The Council of the College of Psychologists of Ontario has voted to seek the necessary legislative amendments to implement the doctoral standard as the minimum entry to practice standard for the profession of psychology in Ontario. The Council understands that to implement the changes necessary to fulfill this decision taken by Council in March 2013 will require extensive amendments to the current Registration Regulation (*O.Reg.74/15 Registration* under the *Psychology Act, 1991*). Before embarking on the comprehensive and extensive regulation amendment process, the College is seeking comment from the Ministry of Health and Long-Term Care and any other stakeholders deemed appropriate regarding this proposed undertaking.

Discussion:

The College of Psychologists of Ontario is the regulatory body for the practice of psychology in Ontario. With the proclamation of the *Regulation Health Professions Act, 1991 (RHPA)* and the *Psychology Act, 1991* in 1994, the College began to register two titles for practice: *Psychologist* for those individuals with Doctoral level training and *Psychological Associate* for those trained at the Masters level.

Following the enactment of the *Ontario Labour Mobility Act, 2009* and the resultant amendments to the *Health Professions Procedural Code* of the *RHPA*, the College has also been required to register individuals with Masters level training, registered as *Psychologists* elsewhere in Canada, as *Psychologists* in Ontario. This includes many individuals initially registered as *Psychological Associates* in Ontario, who, through the *Agreement on Internal Trade (AIT)*, have become licensed as *Psychologists* in another Canadian jurisdiction for the purpose of then becoming registered in Ontario as *Psychologists*. As a result, there are now three categories of practitioner in Ontario: *Psychologists* with Doctoral training, *Psychologists* with Masters level training, and *Psychological Associates* with Masters level training.

In 2010, the Council of the College of Psychologists of Ontario, in anticipation of this increasingly complex situation, established the Task Force on *Shaping the Future of Psychology Regulation in Ontario*. The mandate of the Task Force was to:

- Consider the implications of the amended *Agreement on Internal Trade* for regulation of the professional psychology in Ontario;
- Consider current issues and trends in psychology regulation, training and employment/human resources needs in Ontario;
- Consider issues and trends for regulation of the profession outside of Ontario; and

- To propose a plan of action that would assist the College Council to reach solutions appropriate for regulation of the profession in Ontario while meeting its obligations to issue a certificate of registration to an applicant from another Canadian *AIT* signatory jurisdiction who holds a certificate registration equivalent to a certificate of registration that the College is authorized to issue.

Underlying any recommendations from the Task Force was the overriding principle to ensure the competence of practitioners providing psychological services to citizens of Ontario and to address issues of public confusion with respect to practitioners registered to provide these services.

Under the leadership of the Task Force, the College held extensive discussions and stakeholder consultations regarding the criteria for entry to practice the profession of psychology. The Task Force gathered extensive data related to the practice of psychology in Ontario, across Canada and internationally. This research included entry to practice criteria, current status and future trends of academic training programs, psychological practitioner demographics and workplace data, and the impact of Federal/Provincial/Territorial mobility agreements.

In March 2013, the Council of the College of Psychologists of Ontario received the *Shaping the Future of Psychology Regulation in Ontario Task Force Report*. Based on the recommendations of the Task Force, the Council voted unanimously to seek amendments to the Registration Regulation (*O.Reg.74/15 Registration*).

These amendments, when enacted would:

1. Discontinue Masters level registration;
2. Grandparent individuals currently registered as *Psychological Associates* as *Psychologists*; and,
3. Provide a mechanism for evaluating international trained applicants.

By these amendments, the entry to practice standard for the practice of psychology in Ontario would be a doctoral degree from a program accredited by the Canadian Psychological Association (CPA) or one that offers training substantially similar to those accredited by CPA.

The adoption of this proposal places the College of Psychologists in line with the *Position Statement - National Licensure Standards for Entry to Practice* adopted by the Association of Canadian Regulatory Psychology Organizations (ACPRO) that was formally adopted by the College in December 2014. In addition, it is consistent with the standard set by the Association of State and Provincial Psychology Boards (ASPPB) as well as the Practice Directorate of the Canadian Psychological Association and the Council of Provincial Associations of Psychologists.

It was further noted that the pending establishment of the College of Registered Psychotherapists of Ontario (now in place as of April 2015) would provide a route to professional licensure for individuals trained at the Masters level.

In January 2016, the College developed, and consulted on, a plan to implement the three components of the Council's decision recognizing that such changes would require a Regulation amendment. The plan took into account Council's appreciation for the fact that in closing Masters level registration they must take into account individuals who, in good faith, had begun the process of meeting the College's requirements for registration as a *Psychological Associate*. The implementation plan further set out the process by which individuals currently registered as *Psychological Associates* would

receive the title, *Psychologist*. Lastly, the plan recognized that internationally trained applicants would require alternate evaluation strategies.

In considering internationally trained individuals, it was noted that given the similarity in training programs in North American universities, individuals trained in the United States would be required to hold a Doctoral degree from a program that was substantially similar to a Canadian program accredited by CPA. For individuals trained outside of North America, it was recognized that they may be trained in a different model but which may result in competencies equivalent, or substantially similar, to those of CPA accredited Doctoral programs. The implementation plan detailed the requirements against which an internationally trained individual's education, training and experience would be evaluated.

The Council of the College of Psychologists of Ontario believes that this three-component proposal is in keeping with its duty to serve and protect the public interest with regard to the regulation of Ontario practitioners providing psychological services.

The College would appreciate any comments you may have with regard to their decision of March 2013, as well as the comments of any other stakeholders with whom you may deem it appropriate to discuss this proposal.

A handwritten signature in black ink, appearing to read "R. Morris". The signature is written in a cursive style with a large, prominent initial "R".



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

To: Council **Date:** November 15, 2016
From: Lynette Eulette, President **CC:**
Re: **Role of the Executive Committee**

The Executive Committee of the College met on November 15, 2015 to discuss the role of the Executive. The discussion was based on a review of Richard Steinecke's Executive Committee Audit Report and other documents which provided summaries of the audit report, of the feedback on the role of the Executive from 13 other Health Regulatory Colleges, and of the references to the Executive in both the College Policies and By-Laws.

There was agreement that the role of the Executive should be re-written [Policy II-1(i)], as recommended in the audit report. In responding the Audit recommendations and in reviewing other the materials, the Executive compiled a list of items to be presented to Council for inclusion in the amended policy. The following is a list of ideas for role of the Executive with a brief explanation of each:

1. Appointing, removing, or re-assigning Committee Members and Committee Chairs for the statutory and non-statutory committees of the College in accordance with the By-Laws.
This is something that the Executive already does but is not written in the current Executive role policy.
2. Receiving draft budgets from the Registrar and the Finance and Audit Committee in accordance with the financial policies of the College.
This is something that the Executive already does and it is referenced in policy but it is not written in the current Executive role policy.
3. Participating in the Registrar's Performance Review in accordance with the policy on the Registrar's Performance Review (Policy I-12).
This is something that the Executive already does but is not written in the current Executive role policy.
4. Reviewing and maintaining the currency of the Registrar's role description.
Currently, this responsibility is not assigned to any body within the College so it happens ad hoc.
5. Being responsible for regulatory policy development.
If this was adopted, it would require writing another policy specific to regulatory policy development that would be similar to the one for in-house policy development (Policy I-1). The statement in the Executive role policy would reference this other policy.
6. Developing in-house policy and procedures as per Policy I-1.
This is something that the Executive already does but it is not written in the current Executive role policy.
7. Directing the Strategic Planning process and the Annual Review of the strategic plan. *New role.*
8. Playing a role in supporting the Registrar when considering HR policies and staff compensation.
New role.
9. Being responsible for the oversight of College Committees, including deciding how these committees are evaluated (i.e., are they doing what they should be doing?).
Currently, this responsibility is not assigned to any body within the College so it happens ad hoc.

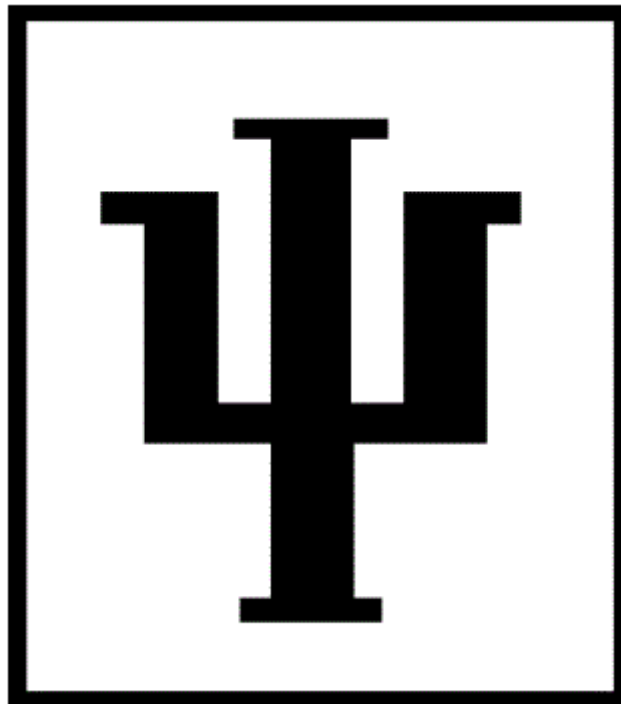
10. Facilitating the presentation of Committee work to the Council. *This is something that the Executive is doing some of the time but not in all cases. Specifying this in the Executive role policy would provide clarity about the internal processes for Committee work.*
11. Facilitating policy review and development regarding issues raised by Committees or others. These issues would be brought to the Executive which would prioritize this work based on available time/budget. The Executive would then direct either a Committee or a task force to address this work.
This is currently sometimes done by Executive and there is reference to the role of the Executive with regards to task forces, but there is little clarity about processes for addressing identified issues. This aspect of the role is related to #5 above.
12. Acting as an advisory board in supporting and assisting the President and Registrar with communications to stakeholders, such as associations and government, and for outreach events.
New role.
13. Including the duties assigned to the Executive by statute or regulation.
Continuing role.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF REVENUE & EXPENSES
3 Periods Ended 31/08/2016

	2016-2017 Budget	Budget YTD	2016-2017 YTD	2016-2017 % To Date	Expected % To Date	% Variance YTD	\$ Variance YTD	Year-End 31-May-17
REVENUE	3,404,029	864,007	860,139	25%	25%	0%	-3,869	3,404,029
COST OF SALES	273,700	96,750	105,774	39%	35%	9%	9,024	273,700
GROSS MARGIN	3,130,329	767,257	754,365	24%	25%	-2%	-12,893	3,130,329
EXPENDITURES:								
Governance	119,600	24,900	13,965	12%	21%	-44%	-10,935	119,600
Registration	101,400	25,350	11,327	11%	25%	-55%	-14,023	101,400
Client Relations, Communications & Education	88,900	20,975	27,777	31%	24%	32%	6,802	88,900
Quality assurance	25,400	6,350	3,572	14%	25%	-44%	-2,778	25,400
Investigations and resolutions	104,300	26,075	25,245	24%	25%	-3%	-830	134,300
Hearings	281,400	70,350	31,725	11%	25%	-55%	-38,625	281,400
Government relations	0	-	-		-			0
Liaison (Professional Organizations)	38,700	16,050	7,977	21%	41%	-50%	-8,073	38,700
Administration	2,492,863	623,216	583,590	23%	25%	-6%	-39,626	2,417,100
Total Expenditures	3,252,563	813,266	705,178	22%	25%	-13%	-108,088	3,206,800
EXCESS OF REVENUE OVER EXPENDITURES	-122,234	(46,009)	49,187	-40%		-207%	95,196	-76,471

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

FOR YOUR INFORMATION



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Ontario

**Order in Council
Décret**

On the recommendation of the undersigned, the Lieutenant Governor of Ontario, by and with the advice and concurrence of the Executive Council of Ontario, orders that:

Sur la recommandation de la personne soussignée, la lieutenante-gouverneure de l'Ontario, sur l'avis et avec le consentement du Conseil exécutif de l'Ontario, décrète ce qui suit :

Order in Council numbered O.C. 396/2015 dated April 1, 2015 that reappointed

William Peter McKegney of London

as a part-time member of the Council of the College of Psychologists of Ontario under the *Psychology Act, 1991*, be revoked, effective the date this Order in Council is made.

Le décret 396/2015 daté du 1^{er} avril 2015 qui reconduisait

William Peter McKegney de London

au poste de membre à temps partiel du Conseil de l'Ordre des psychologues de l'Ontario en vertu de la *Loi de 1991 sur les psychologues* est révoqué à compter du jour de la prise du présent décret.



Recommended: Minister of Health and Long-Term Care

Recommandé par : le ministre de la Santé et des Soins de longue durée



Concurred: Chair of Cabinet

Appuyé par : le président/la présidente du Conseil des ministres

Approved and Ordered:
Approuvé et décrété le :

NOV 16 2016


Lieutenant Governor
La lieutenant-gouverneure

**Ministry of Health
and Long-Term Care**

**Ministère de la Santé
et des Soins de longue durée**



**Health Workforce Planning and
Regulatory Affairs Division**

**Division de la planification et de la réglementation
relatives aux ressources humaines dans le
domaine de la santé**

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November 10, 2016

MEMORANDUM

TO: Key External Partners

FROM: Denise Cole
Assistant Deputy Minister

RE: Allison Henry

I am thrilled to announce that Allison Henry has been confirmed as Director of the Health System Labour Relations and Regulatory Policy Branch in the Health Workforce Planning and Regulatory Affairs Division, Ministry of Health and Long-Term Care (MOHLTC); a position she has skillfully acted in since August 2015.

Allison brings a wealth of experience to this role having worked within the health workforce regulatory policy and program areas within the MOHLTC for the past 16 years. She has held progressively key roles in reforming and implementing the legislative framework which regulates Ontario's health professionals in the public interest and, with each new role, proven her ability to be a collaborative and transformational leader.

As acting Director, Allison's leadership, sage advice, and good humour have ensured that many health workforce regulatory initiatives have been implemented, and she has worked tirelessly to ensure that priority government commitments are advanced. She has strengthened the ministry's relationship with the province's health regulatory colleges through formal and informal mechanisms which has served us well when managing complex and high-profile contentious issues or championing greater transparency and accountability activities. I am pleased that Allison will continue to provide leadership to ensuring that the province's health workforce is competent and safe.

Please join me in congratulating Allison on her appointment.

A handwritten signature in blue ink, appearing to read "Denise Cole".