

COUNCIL MEETING
2010.05
December 10, 2010

PRESENT:

Dr. Ivan McFarlane, Public Member, President
Milan Pomichalek, Ph.D., C.Psych, Vice-President
Ian D. R. Brown, Ph.D, C.Psych.
Mary Ann Evans, Ph.D., C.Psych.
Robert Gauthier, M.Ed., C.Psych.Assoc
Allyson Harrison, Ph.D., C.Psych
Mustaq Khan, Ph.D., C.Psych.
Jane Ledingham, Ph.D., C.Psych
Lise Mercier, Ph.D, C.Psych
Adrienne Perry, Ph.D., C.Psych.
Dalia Slonim, Psy.D., C.Psych.
Glenn Webster, M.Ed., C.Psych. Assoc
Abena Buahene, Public Member
Mohammed Hossain, Public Member
Vincent Lacroix, Public Member
W. Peter McKegney, Public Member
Ethel Teitelbaum, Public Member

Regrets:

Cheryl Rampersad, Public Member

Staff:

Catherine Yarrow, MBA, Ph.D., C.Psych.,
Registrar & Executive Director
Rick Morris, Ph.D., C.Psych,
Deputy Registrar & Director: Professional Affairs
Connie Learn, Director: Registration & Administration
Barry Gang, Dip.C.S., C.Psych. Assoc.,
Director: Investigations & Hearings
Prema Shankaran, Assistant to Registrar, Recorder

2010.05.00

Call to Order

The President called the Council Meeting to Order at 9:00AM and welcomed the observers.

2010.05.01

Approval of the agenda:

The following changes were made to the agenda:

Moved:

Agenda item .02b(3) ASPPB Activities to .06b

It was MOVED Evans

That the agenda be approved as amended.

CARRIED

.01b Minutes:

(1) Minutes of Council Meeting 2010.03 on September 24, 2010

It was MOVED Brown

That the minutes of the Council meeting 2010.03 on September 24, 2010 be approved as presented.

CARRIED

(2) Minutes of the **IN CAMERA** meeting at the Council Meeting 2010.03 on September 24, 2010

It was MOVED Mercier

That the minutes of the IN CAMERA meeting at the Council meeting 2010.03 on September 24, 2010 be approved as presented.

CARRIED

(3) Minutes of Council Teleconference 2010.04 on October 22, 2010

The Council met in an **IN CAMERA** session by teleconference on October 22, 2010 to discuss a contractual matter.

It was MOVED Slonim

That the minutes of the Council Teleconference 2010.04 on October 22, 2010 be approved as presented.

CARRIED

2010.05.02

Consent Agenda items

It was MOVED Pomichalek

That the Consent agenda items be approved.

CARRIED

2010.05.03

Strategic Issues

.03a Strategic Plan 2011-2016: Update

The Chair of the Strategic Plan steering Committee reported that the Committee met by teleconference and have decided that the College will develop a Strategic Direction for the next 5 years. The Steering Committee will seek a facilitator to assist the Council with developing the Strategic Direction at their meeting on March 24, 2011.

2010.05.04

Policy issues

.04a Report from the Taskforce on Shaping the Future of Regulation of Psychology in Ontario

- (1) Policy Recommendations
- (2) Proposed Amendments to Registration Regulation

At the Council meeting in September 2010 the Council discussed the proposed amendments to Registration Regulation and the report from the taskforce on Shaping the Future of Regulation of Psychology in Ontario on the issues identified with regard to implementation of mobility amendments. The Council directed the Taskforce to bring recommendations on Registration regulation amendments to the Council meeting in December 2010.

The Taskforce met for one day on November 15, 2010 to consider the issues identified by the Council and developed policy recommendations and proposed amendments to Registration Regulation that are provided to the Council at this meeting.

The Council reviewed the report and discussed the recommendations of the taskforce with respect to each of the following issues:

- Develop options to address the inequity for current Psychological Associate members

The Council discussed the following recommendations from the taskforce:

- 1) that all members of the College hold a certificate of registration for a Psychologist
- 2) that a member holding a certificate of registration for a Psychological Associate authorizing autonomous practice be issued a certificate of registration for a Psychologist authorizing autonomous practice;
- 3) that a member holding a certificate of registration for a Psychological Associate authorizing supervised practice be issued a certificate of registration for a Psychologist authorizing supervised practice;
- 4) that the current requirements for a certificate of registration for a Psychological Associate serve as transitional requirements for a certificate of registration for a Psychologist for a time limited period with a definite end date;

5) that the College allow sufficient time for individuals who have already committed to meeting the requirements for registration as a Psychological Associate to complete the requirements before the end of the transition period; specifically someone who is applying now and who would have been accepted to start the masters degree program in psychology in September 2010, by which time it is hope that the regulation amendments would have been approved an in force.

6) that any application under the transition stream must be received by September 30, 2017. This would allow for two years in a masters program plus four years experience under supervision with an extra year allowed in case of a maternity leave or similar interruption in completing these first two requirements

7) that all of the requirements in the transition stream must have been met by December 31, 2020. This three year time frame would allow up to two years to complete the formal supervised experience requirement and to pass the two written examinations as well as up to one additional year to pass the oral examination.

The Council discussed the motions listed below, details of the discussion follow the list of motions.

It was Moved Gauthier

That all members of the College of Psychologists of Ontario hold a Certificate of Registration as Psychologist.

A friendly amendment to the above motion was made by Dr. Milan Pomichalek.

It was MOVED Pomichalek

That the College discontinue Masters level registration.

Procedural consideration that an amendment to a motion should clarify the intent of the motion and not introduce a different issue.

It was MOVED Ledingham

That the two motions be considered together

**For: 3
Against: 12
Abstentions: None
Defeated**

It was MOVED Pomichalek

That the Entry to Practice requirements be discussed first.

**For: 13
Opposed: RG
Abstention : AB
Carried**

It was MOVED Evans

That the College move to discontinue registration of applicants with Masters degree.

**For: 14
Opposed: 0
Abstention: 1
CARRIED**

It was MOVED Gauthier

That the College move towards all members of the College of Psychologists of Ontario holding a Certificate of Registration as Psychologist.

**CARRIED
Unanimous**

Discussion:

- The province is committed to upholding the labour mobility agreements.

- The issue of title is driven by AIT, the issue of discontinuing masters level registration is not driven by AIT. Title issue is different from the Entry to Practice requirements.

- Should be sure that there is a strong rationale for the College to take this step
 - public protection,
 - sustaining critical mass,
 - for the profession in general,
 - would the College loose a class of individuals who could provide service to the public

- How would stakeholders such as the Ministry of Health and Long Term Care, Ontario Fairness Commission and the Training programs will react to the College discontinuing masters level registration

- Many jurisdictions across Canada are moving to doctoral level registration.

- In a few years, discontinuing masters level registration may not be a very significant issue. Training programs are phasing out terminal masters programs. Very few masters programs in Ontario are providing the training to become registered for Autonomous practice. The training required cannot be completed at the current masters level programs.

- If the College is moving to Doctoral level registration, the Ministry of Training Colleges and Universities (MTCU) should be advised that the College is planning to discontinue Masters level registration and move to registration at the Doctoral level only. Training programs in Ontario have Masters programs leading to Ph.D programs. They may require additional staffing to convert to Doctoral programs and there is also the issue of availability of internship opportunities

- There should be a way to regulate Masers level practitioners

- Unintended consequence of AIT:

The Council discussed several concerns about the unintended consequences of the AIT:

Concern that an applicant with a Masters degree from Ontario will not be able to register in Ontario but an applicant with a Masters degree from another province with less education and training will be able to register in Ontario. This would be a public protection issue.

In response to question about whether it is possible to identify members registered under mobility provisions on the College's public register, the Registrar commented that it may need an amendment to By law 25: The Register.

Concern that the Entry to Practice requirements are not similar in all the provinces. The Deputy Registrar commented that ACPRO is undertaking the task of reviewing the Entry to Practice requirements in all jurisdictions and has hired Dr. John Service as the consultant. Most provinces are interested in developing a national Standard for entry to the profession but there may be some dissenting provinces. The proposed Standards will be discussed at the next meeting of ACPRO in February 2011.

Concern that the Entry to practice requirements in the province with the least stringent requirements may become the Standard for entry to the profession because of AIT.

With respect to unintended consequences of the AIT, the College will be documenting the applicants from other provinces who do not have degrees in psychology and apply to register at the College.

The College needs to develop a mechanism to track and report unintended consequences of mobility legislation, including the potential for registering less qualified individuals

Other issues identified by the taskforce:

- Consider whether the College might register individuals whose training in psychology is narrower than that required for registration as a Psychologist or Psychological Associate, by creating a new class of registrant with a limited scope of practice
- Consider whether there will continue to be a critical mass of masters applicants from graduate psychology training programs in Ontario and whether masters level registration should be discontinued

(2) Proposed Amendments to Registration Regulation

The Council reviewed the proposed Amendments to Registration Regulation. When the proposed Registration Regulation amendments are approved, all members of the College will be issued a Certificate of Registration as a Psychologist. The College will no longer issue Certificates of Registration as Psychological Associates. The provisions relating to issuing a Certificate of Registration as Psychological Associate will be deleted from the Registration Regulations.

There will be a transitional period with a definite end date for students enrolled presently in Training programs at the Masters level to complete all the requirements and apply to the College for registration as a Psychologist.

Applications from Masters level applicants will only be accepted on or before September 30, 2017 and must complete all the requirements by December 31, 2020.

It was MOVED McKegney

That the proposed Amendments to Registration Regulation be approved for consultation with members and stakeholders.

CARRIED

- .04b Association of Psychology Regulatory Organizations (ACPRO)
(1) Report from the ACPPRO meeting October 2010
(2) Legal Advice: Telepsychology: **IN CAMERA**

The Council received a report from the Deputy Registrar on the meeting of the Association of Psychology Regulatory Organizations (ACPRO) held in Savannah, Georgia in October 2010.

At the ACPRO meeting, there was discussion on the feedback received from various jurisdictions to the options put forward by the working group on telepsychology. The group reported that there were some legal difficulties to Option 3 and 4 previously put forward by the working group with respect to legislative authority to implement these options. Option 5 put forward by Ontario allows the Colleges to regulate people who are providing professional service. A request was made for Ontario to develop Option 5 for further consideration.

ACPRO has started the review of Entry to practice requirements in Canadian Jurisdictions and has hired Dr. John Service for the project funded by Human Resource and Skills Development Canada (HRSDC) . Dr. Service will provide a report to the meeting of regulators scheduled for February 2011.

The Council also received a copy of the report to ACPRO by the working group and advice from legal Counsel Mr. Peter Osborne on Options 1 to 4 put forward by the working group and a description of Option 5 put forward by Ontario.

The Registrar commented that Option 5 does not require an amendment to the Registration regulation. It will require an amendment to By-Law 18: Fees. The Council commented that that "Teleservices " may be a better term than "Telepsychology" and it is important to develop a mechanism to regulate people providing Teleservices. Some jurisdictions have a Certificate of temporary registration for a short period of time, such as 30 days. The focus at ACPRO was to develop a way to regulate the practice of telepsychology.

**It was MOVED Pomichalek
That the report from the Association of Psychology Regulatory
Organizations (ACPRO) be accepted.**

CARRIED

.04c Bill 168: Update

The College engaged a consultant to conduct a Risk Assessment. The College has now received the report from the Risk Assessment and will develop policies to be in compliance with Bill 168.

.04d Employee Compensation Policy: Revised Wording **IN CAMERA**
This agenda item was discussed in the absence of the Recorder.
The minutes for this agenda item will be provided by the Registrar.

.04e Proposed Guidelines on Continuing Professional Development from the ASPPB taskforce on Maintenance of Competencies and Licensure (MOCAL)
The Registrar provided to Council the proposed Guidelines on continuing professional Development. The Registrar is a member of the ASPPB taskforce on Maintenance of Competencies and Licensure (MOCAL) that developed the Guidelines.

ASPPB would like to receive feedback on the guidelines by March 2011. The Council appointed Mr. Robert Gauthier, Dr. Jane Ledingham and Dr. Allyson Harrison to a taskforce to work with the Registrar to review the Guidelines and prepare the response to ASPPB.

2010.05.05

Business issues

.05a Reports from Committees and Taskforces:

(1) Registration Committee

(a) Committee Activities from September 24, 2010 to December 10, 2010

The Council reviewed a report on the activities of the Registration Committee from September 24, 2010 to December 10, 2010. The Registration Committee has appointed a sub-committee to prepare the submission to the Office of the Fairness Commissioner in March 2011 on the Entry to Practice Requirements.

The Council agreed that it was important to provide changes in Registration requirements to Training Programs so that students may be better informed.

It was MOVED Perry

That the report on the activities of the Registration Committee from September 24, 2010 to December 10, 2010 be received.

CARRIED

(b) Template for Retraining & Revision to Registration Guidelines for Retraining for Supervised Practice members

The Registration Committee provided the Template for Retraining and the Revision to Registration Guidelines for Retraining for Supervised Practice members to the Council for information.

(2) Inquiries, Complaints and Reports Committee (ICRC)
The Council received a report on the activities of the Inquiries, Complaints and Reports Committee (ICRC) from September 24, 2010 to December 10, 2010

The Chair commented that as compared to last year, the number of decisions released this year is significantly higher. There were a number of staffing changes this year.

**It was Moved Slonim
That the report on the Inquiries, Complaints and Reports
Committee (ICRC) activities from September 24, 2010 to
December 10, 2010 be received.**

CARRIED

(3) Premises Planning Committee: Update
The Registrar informed Council that the College has signed a new lease for a period of 11 years with the current landlord for the existing space on the 5th floor and additional space on the 3rd floor of the same building. Renovations to the space on the 3rd floor are expected to start in January 2011 and the College hopes to have the new Council chamber ready in time for the Council meeting in March 2011.

(4) Meeting with Internship Program Directors
The Council received an oral report from Dr. Jane Ledingham on the meeting with Internship Program Directors held at the College on November 4, 2010. The meeting was well attended and the Internship Program Directors appreciated the opportunity to meet and exchange ideas.

(5) Meeting with Training Program Representatives
Dr. Adrienne Perry made an oral report on the meeting of Training Program Representatives held at the College on November 12, 2010. The group also appreciated the College for providing an opportunity to meet and share information.

(6) Taskforce on Internship Training Issues
Dr. Mary Ann Evans presented the results of a survey of the Directors of Academic Training Programs and Directors of Internship Programs in Ontario. Dr. Evans also provided these results to the Directors of Academic Training Programs and Directors of Internship Programs in Ontario at their meetings held at the College in November 2010.

The data show that there is an increase in number of internship positions being offered but there is a discrepancy between the number of applications and the number of available positions available. By 2013, it is anticipated that there may be about 83 positions for 96 applicants.

Dr. Evans reported that the return rate for the survey was about 85% and based on the results, she has submitted an abstract to the Canadian Psychological Association (CPA) Convention to be held in June 2011 for a conversation session to discuss the findings of the survey with directors across Canada and members of CPA accreditation panels. The abstract has been accepted by the CPA.

.05b Legal Advice: **IN CAMERA**

The Registrar introduced Mr. Matthew Lerner and Mr. Peter Osborne from Lenczner Slaght, legal Counsel to the College. Mr. Lerner and Mr. Osborne reported on two separate matters.

It was MOVED Lacroix

That the Council move IN CAMERA to receive legal advice.

CARRIED

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

It was MOVED Mercier

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

CARRIED

The Council thanked Mr. Lerner and Mr Osborne for their excellent legal work and for attending the Council meeting and providing the information about the lawsuits.

.05c Report on the Reception in Sudbury in Celebration of the 50th Anniversary of Regulation of Psychology in Ontario

The Vice-President and the Deputy Registrar hosted a reception in Sudbury, Ontario on November 18, 2010. This was the first of the out-of town receptions planned as part of the celebrations for the 50th Anniversary of Regulation of Psychology in Ontario. About 15 members attended the reception and were very happy that the College had chosen to host a reception in Sudbury and to have the opportunity to meet with the Vice-President and the Deputy Registrar.

The next reception will be held in Ottawa on February 2, 2011 and will be hosted by the Registrar, the President and the Deputy Registrar.

2010.05.06

Other Business

.06a

Dates for the next Council meetings

The Council confirmed the following dates for meetings in 2011:

Strategic Planning Exercise on March 24, 2011

Council Meeting: Friday March 25, 2011

Council Meeting: June 17, 2011

.06b

ASPPB Activities

This agenda item was moved from the consent agenda. There was no further discussion on this agenda item,

2010.05.07

Adjournment

There being no further business

It was MOVED Harrison

That the Council meeting be adjourned.

CARRIED

The Council meeting was adjourned at 3:05PM.

Dr. Ivan McFarlane, Public Member, President

Milan Pomichalek, Ph.D., C. Psych, Vice-President

Minutes approved at the Council meeting on March 25, 2011