

The College of Psychologists of Ontario

COUNCIL MEETING 2014.06 December 12, 2014

PRESENT:

Robert Gauthier, M.Sc., M. Ed, C.Psych.Assoc., President
Peter McKegney, Public Member, Vice-President
Dorothy Cotton, Ph.D., C.Psych.
Lynette Eulette, Ph.D., C.Psych.
Peter Farvolden, Ph.D., C.Psych.
Gilles Hebert, Ph.D., C.Psych
Patricia Minnes, Ph.D., C.Psych. (by teleconference)
Walter Mittelstaedt, Ph.D., C.Psych.
Glenn Webster, M.Ed., C.Psych. Assoc.
Kristin Bisbee, Public Member
Jaffar Mohammad Hayat, Public Member
Ethel Teitelbaum, Public Member
Astra Josie Rose, Public Member

Regrets:

Ruth Berman, Ph.D., C.Psych.
Vincent Lacroix, Public Member
Judy Cohen, Public Member

Staff:

Catherine Yarrow, MBA, Ph.D., C.Psych.,
Registrar & Executive Director
Rick Morris, Ph.D., C.Psych.,
Deputy Registrar & Director: Professional Affairs
Barry Gang, MBA, Dip.C.S., C.Psych. Assoc.,
Director: Investigations & Hearings
Paulette Blais, Policy Analyst
Stephanie Morton, Manager: Administration
Prema Shankaran, Assistant to the Registrar, Recorder

2014.06.00

Call to Order

The President called the Council meeting to Order at 9:00AM.

2014.06.01

Approval of the agenda:

The following changes were made to the agenda:

Added:

.05d Bill 21: *Safeguarding Health Care Integrity Act, 2014*

**It was MOVED McKegney
That the agenda be approved as amended.**

CARRIED

.01b Minutes:
(1) Minutes of the Council meeting 2014.04 on September 19, 2014

**It was MOVED Mittelstaedt
That the minutes of the Council Meeting 2014.04 on September
19, 2014 be approved as presented.**

CARRIED

Action List Status Report

The Council reviewed the Action List and noted the items on the List that are on the Agenda at this Council meeting.

The College's Mission and Vision Statements will be displayed in the Council chamber.

(2) Minutes of the Council Meeting by Teleconference 2014.05 on November 27, 2014

**It was MOVED Cotton
That the minutes of the Council Meeting by Teleconference
2014.05 on November 27, 2014 be approved with this
comment:**

Public member Ms. Ethel Teitelbaum opposed the motion that the Council approve the Transparency submission to the Ministry of Health and Long Term Care, not because she disagreed with the submission but that she felt that the College was not setting a specific timeline for the actions on the transparency initiatives.

CARRIED

2014.06.02 Consent Agenda items

**It was MOVED McKegney
That the Consent agenda items be approved.**

CARRIED

2014.06.03 Strategic Issues

.03a Strategic Direction Implementation: Update
The Registrar provided to the Council a copy of the Strategic Direction Implementation update in which the Vision and Mission Statement are shown along with a list of current or recent examples of the activities of the College and examples of tasks which are proposed or are in development with respect to each of the Mission

statements. The changes made after the previous Council meeting are shown in **Bold** type.

The Council recommended that the following to be added to the Strategic Direction Implementation:

- Transparency Submission under Communication
- Titles regulation Consultation under Responding to Changing Needs
- Discussion of Core Values under Communication
- Council Training Session on Internationally trained applicants under Enforcing Standards fairly and effectively

2014.06.04

Policy issues

.04a Proposed Amendments to Registration and Quality Assurance Regulation: Status Update

The Registrar informed the Council that Mr. Amodeo, Director, Health System Labour Relations at the Ministry of Health and Long-Term Care has advised that work is being done on the College's regulation amendments so that they can be placed on the agenda of the meeting of the Standing Committee on Legislation and Regulation when legislature resumes.

The Registrar has discussed with Mr. Amodeo that approval of the proposed Amendments to Registration and Quality Assurance Regulation would be important to the College's Transparency initiatives.

.04b Shaping the Future: Implementation Plan

(1) Stakeholder consultation regarding proposal to develop a "Titles" regulation

The Council received a report on the Stakeholder consultation regarding a proposal to develop a "Titles" Regulation which would permit members holding a certificate of registration for a Psychological Associate to use the title "Psychologist". This was not a formal consultation on proposed regulatory language but rather a preliminary survey that was sent to members and some other stakeholders. The consultation received a very high response about 45% (1700 responses) and many responses included lengthy comments and feedback.

The "Titles" Regulation was proposed as an interim step in the implementation of a decision that was approved by Council in March 2013 to discontinue master's level registration, grandparent Psychological Associates as Psychologists and develop a mechanism for evaluating internationally trained applicants.

The Council agreed that it was not surprising that the responses to the consultation were divided and reflected the feelings within the profession. Responses included concerns regarding challenges for employers, job classification and salaries.

The Council discussed whether the next step should be to move forward with the interim step of a “Titles” regulation to permit members holding a certificate of registration for a Psychological Associate to use the title “Psychologist” or to proceed to develop registration regulation amendments to implement the March 2013 decision.

The Council noted that to implement the March 2013 decision, any necessary regulation amendments will need to be widely circulated for member and stakeholder consultation. It will take time to develop the implementation plan for the March 2013 decision and to develop regulatory language for submission to the Ministry. Accordingly, the College will need to prioritize issues and resources.

Obtaining regulatory approval may take a number of years. The College will need to communicate with training programs to inform them about implementation of the March 2013 decision so that they may consider how it affects intake of students into the program. The implementation timelines should be such that they do not disadvantage anyone who has already started a program that would meet the College’s current requirements for registration.

The Council noted that it is important to communicate to the membership why the College is moving towards closing the master’s level registration and grandparenting Psychological Associates.

It was Moved McKegney

1. That the College not include in a Titles Regulation a change to the permitted use of the title “Psychologist” at this time; and

2. That the College move forward with proposed implementation of the March 2013 Council decision to discontinue master’s level registration, grandparent Psychological Associates as Psychologists and develop a mechanism for evaluating internationally trained applicants.

**CARRIED
(Unanimous)**

The Council directed that the decision to move forward with implementing the March 2013 Council decision be explained clearly in an article in the e-Bulletin.

Action Item CY **In an e-Bulletin article, explain clearly the College decision to move forward with implementing the March 2013 Council decision**

Action Item CY **to Provide Draft Implementation plan for the March 2013 Council decision to the Council meeting in March 2015, including timelines, consultations**

Action Item CY **to submit to the Ministry the regulation respecting “Doctor” title which had previously been approved by Council**

.04c Legal advice regarding Delegation of Controlled Acts: Implications
The Council received the advice provided by the College’s legal Counsel on the issue of delegation of controlled acts.

All the Regulated Health Professions Colleges whose members may perform the controlled act of psychotherapy have decided to prohibit delegation of this controlled act and some have included this position in their policy on controlled acts.

In earlier discussions, the Council had agreed that College members would not be permitted to delegate the controlled act of psychotherapy but may supervise others in the provision of psychotherapy services.

The College consulted with legal Counsel to determine whether a policy or regulation should be developed that prohibits members from delegating the controlled act of psychotherapy and whether the College allowing members to supervise non-members in the performance of the controlled act would contradict the Regulated Health Professions Act (RHPA).

The Council noted the legal advice that supervision of performance of the controlled act by a non-member cannot be permitted unless the controlled act has been delegated.

The College does not permit members to delegate the controlled act of communicating a diagnosis. The position of the College was communicated to members in an article in the Bulletin. The College does not have a policy or regulation that states this position.

The Council discussed whether the College should start to develop a policy or regulation on the delegation of the controlled act. There is uncertainty about the date of proclamation of the Controlled Act of Psychotherapy. The controlled act may be proclaimed as is or changed and that the Supervision Task Force may need to discuss the implications of the decision.

The Council directed that the Staff communicate with the Ministry of Health and Long-Term Care (MOHLTC) to be kept informed about the timelines for proclamation of the controlled act of psychotherapy so that the College may be prepared.

Action Item CY **to ask the Ministry of Health and Long-Term Care (MOHLTC) to keep the College informed about the timelines for proclamation of the controlled act of psychotherapy**

.04d Supervision Task Force: Status Update

The Supervision Task Force met and discussed the types of supervision. The Task Force plans to do some consultations and meet with focus groups of members to gather information on the issues with respect to supervision. The Task Force will provide an update to the Council meeting in March 2015.

.04e Report from the meeting of the Association of Canadian Psychology Regulatory Organizations (ACPRO):

(1) Position Statement on National Licensure Standards

The Deputy Registrar provided Council with an update on the activities of the Association of Canadian Psychology Regulatory Organizations (ACPRO). The Council received a copy of the Special Resolution and the *Position Statement - National Licensure Standards for Entry to Practice*.

At the recent meeting held in Montreal in November 2014, the Board of Directors of ACPRO adopted the *Position Statement - National Licensure Standard for Entry to Practice*. The Position Statement identifies the National Standard for registration as a Psychologist to be graduation from a doctoral program in Psychology accredited by the Canadian Psychological Association (CPA). In the absence of graduation from a CPA accredited program, a graduate of a Psychology program that meets educational qualifications specified in the Position Statement will be deemed to have the knowledge, skills and abilities substantially equivalent to a graduate of a CPA accredited program.

The Deputy Registrar commented that, in arriving at this Standard, most of the jurisdictions agreed on many of the issues with an acknowledgment of the need to work to bridge remaining differences. By means of a second motion, the Board of Directors encouraged all jurisdictions to work towards harmonizing their entry to practice requirements with the National Standard.

The Council discussed some of the specifics in the *Position Statement* such as the meaning of statements “Core Faculty and for the majority of faculty teaching in applied areas of Psychology to

be Registered Psychologists”. The Deputy Registrar commented that ACPRO is working on a Glossary to explain some of the requirements.

**It was MOVED Teitelbaum,
That the College adopt the Association of Canadian
Psychology Regulatory Organizations (ACPRO) *Position
Statement - National Licensure Standards for Entry to Practice*
and work towards its implementation.**

**CARRIED
Unanimous**

(2) Pan Canadian Framework for Assessment and Recognition of Foreign Qualifications

The Forum of Labour Market Ministers (FLMM) has developed a *Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications* to streamline the process of foreign qualification recognition. In July 2014, Psychology was added to the list of target occupations. The Framework requires professions to work toward a pan-Canadian single point of entry into the profession. An initial Action Plan is to be submitted by March 2015 and a more detailed plan is required by December 2015.

With the assistance of the Foreign Qualification Recognition Working Group (FQRWG) ACPRO will be working to develop pre-arrival information and tools including: an on-line application; consistent methods for evaluating foreign qualifications; identification of entry requirements; and information on how missing requirements may be acquired. It is the responsibility of the profession to develop a Pan-Canadian process. Employment and Social Development Canada (ESDC) will offer consultation assistance and funding.

FQRWG is preparing a draft overview of profession of psychology as it relates to licensure of internationally educated applicants and also have developed a draft tool for use in self-evaluation of each jurisdictions current foreign credential recognition processes.

Two initial steps have been identified by ACPRO:

1. Review the overview of the profession prepared by FQRWG
2. Conduct a self-assessment of the status of foreign credential recognition in the Canadian jurisdictions. The FQRWG draft tool will assist with this process. This will be sufficient for March 2015 and a more detailed action plan for development of the Framework will be developed by December 2015.

The next ACPRO meeting is scheduled in June 2015.

**It was MOVED McKegney,
That the report from the Association of Canadian Psychology
Regulatory Organizations (ACPRO) be received.**

CARRIED

- .04f Canadian Psychology Regulators: Other News
(1) AIT Dispute : Alberta and Prince Edward Island (PEI)
The Registrar provided to the College a letter regarding a challenge under the Agreement on internal Trade (AIT) by an individual who was licensed and registered as a Psychologist in Alberta who was not given the registration as a Psychologist but was registered as a Psychological Associate in Prince Edward Island (PEI). The PEI Board's position was that the individual's educational background did not meet the requirements for registration as a Psychologist in PEI. This was a letter from the Government of Alberta requesting a consultation with the Government of PEI.

The Registrar commented that this letter was provided to the Council for information and no action was required. Responding to a question, the Registrar said that individuals coming from other jurisdictions with the title "Psychologist" who apply to the College are registered as "Psychologist".

- (2) Telepsychology Compact among PEI, NS and NB
The Council received a copy of the Memorandum of Understanding (MOU) between Prince Edward Island (PEI), Nova Scotia and New Brunswick regarding the practice of Telepsychology. The MOU allows members of each province to provide telepsychology services in the other two jurisdictions and will undertake responsibility of investigating any complaints regarding the service provided by their members.

The Registrar commented that this letter was provided to the Council for information and no action was required.

- .04g Recommendations from the Jurisprudence and Ethics Examination Committee (JEEC)
(1) To adopt revised Standards for Educational and Psychological Testing (SEPT) 2014
The Council reviewed the recommendation from the Jurisprudence and Ethics Examination Committee that the College should adopt the revised Standards for Educational and Psychological Testing (SEPT) 2014.

**It was MOVED Eulette
That the College adopt the revised Standards for Educational
and Psychological Testing (SEPT) 2014.**

CARRIED

By Law 16: Code of Ethics and Practice for Members refers to the Standards for Educational and Psychological Testing (SEPT) but does not specify a particular edition and will not need to be amended to reflect adopting the 2014 version of the Standards.

The College will advise the membership regarding adoption of the new Standards in the e-Bulletin.

(2) Adopt Supervision as a Core Competency

The Council discussed the recommendation from the Jurisprudence and Ethics Examination Committee that Supervision be adopted as a Core Competency.

There are very few Training Programs that offer courses on Supervision. Other programs may discuss issues related to Supervision but do not offer formal courses. Some Internships offer training in Supervision. Two jurisdictions have adopted Supervision as a Core Competency.

The Registrar suggested that the Supervision Task Force look at when requirement for supervision occurs and training is needed in Supervision.

The Council directed that the Supervision Task Force consider gathering data on requirements for being a supervisor.

The Council decision will be communicated to the Jurisprudence and Ethics Examination Committee.

Action Item Staff

to communicate the Council decision regarding adopting Supervision as a Core competency to the Jurisprudence and Ethics Examination Committee

(3) Proposed amendments to Policy I-8: Conflict of Interest and Reasonable Apprehension of Bias

The auditor for the Jurisprudence and Ethics Examination recommended that the College should have comprehensive and clearly documented policies and agreements for all involved in the exam development. The Jurisprudence and Ethics Examination Committee looked at the College's existing Conflict of Interest Policy with a view to use it to develop a policy more specific to the Examination.

A sub-Committee of the Jurisprudence and Ethics Examination Committee worked with the Registrar and proposed some amendments to Policy I-6: Conflict of Interest and Reasonable Apprehension of Bias including a change in the title of the policy to "Conflict of Interest and Reasonable Perception of Bias".

The Council reviewed the proposed amendments and

**It was MOVED Eulette
That proposed amendments to Policy I-6: Conflict of Interest
and Reasonable Apprehension of Bias be approved.**

CARRIED

2014.06.05

Business Issues

- .05a Committee Reports
 - (1a) Annual Reports
 - (1) Registration Committee
 - (2) Council

These Annual Reports will be provided to the Council meeting in March 2015.

(1b1) Registration Committee

There was no report from the Registration Committee to this Council meeting.

(1b2) Inquiries, Complaints and Reports Committee (ICRC)

The Director: Investigations and Hearings presented a report to Council on the activities of the Inquiries, Complaints and Reports Committee (ICRC) from September 22, 2014 to December 12, 2014.

It was Moved Mittelstaedt

**That the report on the activities of the Inquiries, Complaints
and Reports Committee (ICRC) from September 22, 2014 to
December 12, 2014 be received.**

CARRIED

.05b Financial:

(1) Variance Report to September 30, 2014

The Registrar provided to the Council the Variance Report to September 30, 2014 and reviewed the items that are projected to exceed the budgeted amount by more than \$1,000. The Registrar reported that based on figures to the end of September 30, 2014, the College would finish the fiscal year with a deficit that will be smaller than the deficit approved in the 2014-2015 budget.

The Registrar reported that during the upcoming elevator shutdown in the building, the College meetings will be held offsite. The College will not have to rent space for the meetings offsite. Some Staff will be working on the 3rd floor.

**It was MOVED Hebert
That the Variance Report to September 30, 2014 be received.
CARRIED**

(2) Report from the Finance and Audit Committee (FAC)
The Council received a report from the President on the FAC teleconference held on December 8, 2014. The FAC made the following recommendations to the Council meeting:

(a) Committee Composition

The FAC recommended to Council that the composition of the FAC be changed from the current 3 members to 5 members including 2 public members to ensure public member participation. Currently the FAC is composed of 3 members with one public member.

The Registrar provided to the Council Policy II-8(i) Finance and Audit Committee: Terms of Reference/Role with the proposed amendment to section 5, Committee Composition. The FAC composition will be amended as follows:

The Finance and Audit Committee shall be composed of five members: the President or his or her designate and four other persons; Overall, the Committee shall be composed of two members of the Council who are members of the College; two members of the Council appointed by the Lieutenant-Governor-in-Council and one other person.

The Council discussed the proposed amendment and

**It was MOVED Teitelbaum
That the proposed amendment to the Composition of the
Finance and Audit Committee be approved.
CARRIED**

**It was MOVED Mittelstaedt
That Public member Ms. Kristin Bisbee be appointed to the
Finance and Audit Committee for the remainder of the fiscal
year 2014-2015.
CARRIED**

The Executive Committee will meet by teleconference to appoint the additional professional member to the FAC.

(b) Review of policy on Travel Per Diem

The Registrar provided to the Council proposed amendments to Policy IIIF-4: Per diems and Council and Committee Compensation with a clarification of Section 8 dealing with Travel per diems.

The Registrar provided clarification of eligibility for Northern Allowance for travel from “Northern Ontario”. The definition of Northern Ontario is the same as is defined by the Ministry of Health and Long-Term Care. A half-day per-diem will be paid to members who are travelling from Northern Ontario the day before or after a meeting. The half day travel per diem would also be paid for travel from Toronto to Northern Ontario. If the members choose to travel on the day of the meeting, they would not be eligible to claim the Northern allowance.

For travel outside of Ontario on College business, a per diem will be paid in half day increments for travel time.

It was Moved Eulette

That the proposed amendment to Policy IIIF-4: Per diems and Council and Committee Compensation be approved.

CARRIED

It was suggested that ease of travel be taken into account when this policy is revised in the future.

(c) Reserve Funds

At his meeting with the FAC in September 2014, the auditor had recommended that the College consider topping up the Fee Stabilization Fund so that the College could defer a Fee increase for up to two years. The fund has a current balance of \$575,000. At their teleconference on December 8, 2014, the FAC discussed the auditor’s recommendation and agreed to bring it forward to Council for approval.

It was MOVED Mittelstaedt

That \$500,000 be added to the Fee Stabilization Fund from the unrestricted net assets to bring the balance in the Fee Stabilization Fund to \$1,057,500.

CARRIED

**(3) By-Law 18: Fees: Proposed Amendment
Feedback from 60 day consultation**

In September 2014, the Council approved for circulation to the membership an amendment to By-Law 18: Fees, to reduce the annual fees for members holding a certificate of registration authorizing supervised practice from \$795 to \$550, with the change to go into effect on June 1, 2015.

The proposed amendment was circulated to the membership for consultation with a request for responses to be submitted by December 9, 2014. By December 5, the College had received responses from 37 members and the most were in agreement with

the proposed amendment reducing the fees for members in supervised practice.

It was MOVED Minnes

That the proposed amendment to By law 18: Fees to reduce the annual fees for members holding a certificate of registration authorizing supervised practice from \$795 to \$550, with the change to go into effect on June 1, 2015, be approved.
CARRIED

(4) Committee Audits:

The Council agreed to defer the discussion of this agenda item to the Council meeting in March 2015.

Action Item CY

Bring to March Council information on which Committees and Programs have been audited (dates).

.05c

Report from the meetings with
(1) Training Program Directors

The Council received a report from Dr. Minnes who chaired the meeting with the Training Program Directors on November 21, 2014. The meeting was well attended and one of the main topics discussed was the difficulty in getting Academic members to serve on Council. There was concern regarding the work involved in serving on Council. Having retirees and adjuncts who have continued involvement with the program as academic members was considered. The Council agreed that it is important to communicate to the Universities what it means to the University to have their representative serve on Council.

It was suggested that the College should send out letters annually to the Training Program Directors, Heads of Departments and Deans about the importance of Academic representatives on the Council.

Action Item CY

to send letters to Training Program Directors, Heads of Departments and Deans about the importance of Academic representatives on the Council.

The Academic members on Council commented that serving on Council and on Committees has contributed positively to their interactions with the Departments and with students.

(2) Internship Program Directors

Dr. Walter Mittelstaedt provided a report on the Internship Program Directors that was held at the College on November 21, 2014. The Internship Program Directors held a Joint meeting with the Training Program Directors and also met separately.

The common topic of interest was the heavy demand for Internships and the limited number of available spots. A task groups is looking at the feasibility of holding an event in the GTA in which interns will come together for training in areas such as professional ethics, supervision and the registration process.

A common Interview notification day is planned for December 5, 2014 and the effectiveness of this approach will be reviewed at the next meeting.

**It was MOVED Cotton
That the reports from the meeting of the Training Program
Directors and the Internship Program Directors be received.
CARRIED**

.05d Legislative Update

Bill 21: *Safeguarding Health Care Integrity Act, 2014*

The Registrar provided to the Council a copy of the submission from the Federation of Health Regulatory Colleges of Ontario (FHRCO) to the Minister of Health and Long-Term Care (MOHLTC) on Bill 21: *Safeguarding Health Care Integrity Act, 2014*.

This Bill had 2nd and 3rd readings and was passed, as amended, on December 10, 2014 and will come into effect upon Royal Assent and Proclamation. One of the provisions in the Bill will be that, if the Minister is of the opinion that it is appropriate and necessary, on the Minister's recommendation a College Supervisor may be appointed by the Lieutenant Governor.

The Registrar commented that this update was provided to the Council for information. No action is required by the College at this time.

2014.06.06

.06a

Other Business

(1) Confirmed Dates of the next Council meetings

The Council noted the following confirmed dates for Council meetings:

Friday December 12, 2014

Friday March 20, 2015

Council Training on Thursday March 19, 2015

(2) Proposed Date for Council meeting in June 2015

The Council approved the following date for the Council meeting in June 2015:

June 19, 2015

.06b Set Date for By Election in District 1

**It was MOVED Hebert
That the By-Election in District 1 be held on January 19, 2015.
CARRIED**

2014.06.07 Adjournment

There being no further business

**It was MOVED Mittelstaedt
That the Council meeting be adjourned.
CARRIED**

The Council meeting was adjourned at 3:53PM.

Robert Gauthier, M.Sc., M. Ed, C.Psych.Assoc.,
President

Peter McKegney, Vice-President

Minutes approved at the Council meeting on December 12, 2014