



**COUNCIL MEETING**

**2015.01**

**at the offices of Lenczner Slaght  
130 Adelaide Street West, Toronto,  
March 27, 2015**

**PRESENT:**

Robert Gauthier, M.Sc., M.Ed, C.Psych.Assoc., President  
Peter McKegney, Public Member, Vice-President  
Ruth Berman, Ph.D., C.Psych.  
Dorothy Cotton, Ph.D., C.Psych.  
Lynette Eulette, Ph.D., C.Psych.  
Peter Farvolden, Ph.D., C.Psych.  
Gilles Hebert, Ph.D., C.Psych.  
Elizabeth Levin, Ph.D., C.Psych.  
Patricia Minnes, Ph.D., C.Psych.  
Walter Mittelstaedt, Ph.D., C.Psych.  
Kristin Bisbee, Public Member  
Judy Cohen, Public Member  
Jaffar Mohammad Hayat, Public Member  
Astra Josie Rose, Public Member  
Ethel Teitelbaum, Public Member

**Regrets:**

Glenn Webster, M.Ed., C.Psych. Assoc.

**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  
Lesia Mackanyn, Director, Registration  
Paulette Blais, Policy Analyst  
Stephanie Morton, Manager: Administration  
Prema Shankaran, Assistant to the Registrar, Recorder

**2015.01.00**

**Call to Order**

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

**2015.01.01**

**Approval of the agenda:**

The following changes were made to the agenda:

Moved:  
.02b(4) FHRCO Report to .05d  
.02b(3): ASPPB Report to .05e

Added:  
Ministry Response to Bill 77

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

**CARRIED**

.01b Minutes:  
(1) Minutes of the Council meeting 2014.06 on December 12, 2014

**It was MOVED Cotton  
That the minutes of the Council Meeting 2014.06 on December  
12, 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.

**2015.01.02 Consent Agenda items**

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

**CARRIED**

**2015.01.03 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 current 5 year Strategic Direction ends in 2016. An allocation  
has been made in the 2015-2016 budget for a review of the  
Strategic Direction.

**2015.01.04 Policy issues**

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

The Registrar has been informed by the Staff at the Ministry of Health and Long Term Care (MOHLTC) that the College's regulation amendments are in the process of being approved but currently there is no date confirmed for their proclamation.

In response to a question about publishing the proposed Quality Assurance Regulation amendments on the College website, the Registrar said that the College is not permitted to publish the sealed regulations on the website. The proposed Registration regulation amendments are published on the website to inform potential applicants. The Deputy Registrar explained that the QA regulation is not published because members who read it may accept it as currently in force.

.04b Shaping the Future: Implementation Plan

The Registrar provided a draft Implementation plan with suggested timelines to Council for approval.

a. Cease to accept master's level applicants as of a set date – it was recommended that the College cease to accept master's level applicants as of November 30, 2022.

The suggested date was chosen so as not to disadvantage anyone who is presently in a master's program and would meet the College's current requirements for registration as a Psychological Associate.

b. Register all Psychological Associates as Psychologists on a fixed date, or within a fixed time period – it is recommended that all Psychological Associates be issued a certificate of registration effective on a fixed date, i.e. January 1, 2025.

The Council discussed the two options:

Issuing a Certificate of Registration as a Psychologist authorizing autonomous practice to a Psychological Associate holding a certificate of registration for autonomous practice as of December 31, 2024.

or

Grandparenting all currently registered Psychological Associates as Psychologists when Registration regulation is proclaimed. For those who are currently in the process of completing the requirements for registration as Psychological Associate, issue the certificate of registration for autonomous practice as a Psychological Associate when they have met the requirements and

change it for a certificate of registration as a Psychologist after a period of 30 days.

The second option would mean that the Psychological Associates would get the title earlier.

The Registrar suggested that both options be included in a stakeholder consultation so that information could be gathered on any possible impact on employment situations.

The Council agreed that waiting until 2024 to make the title change from Psychological Associate to Psychologist is a very long period of time and considered if it could be shortened. One possibility would be to set an earlier date for closing the master's level registration to 3 years from the time of proclamation of the Registration regulation.

The College will continue to accept master's level psychologists coming from other jurisdictions.

c. Develop a mechanism for evaluating internationally trained applicants' competencies for substantial similarity to a CPA accredited program and remediation as needed, regardless of whether they have obtained a master's degree or a doctoral degree.

The College will develop a mechanism for evaluating international applicants. This may have to be based on evaluation of competencies. They will need to pass the College's exams. The College will consider whether supervision experience obtained elsewhere could be accepted. The College will need to consult with the Office of the Fairness Commissioner (OFC).

**It was MOVED Eulette**

**That the proposed implementation plan be approved for circulation to stakeholders for consultation:**

- **Grandparenting all Psychological Associates as Psychologists on a fixed date, or within a fixed time period**
- **Set end date for accepting masters level applicants**
- **Develop a mechanism for evaluating international applicants**

**CARRIED**

**Action Item CY**

**to develop a proposed implementation plan for circulation to stakeholders for consultation:**

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**Grandparenting all Psychological Associates as Psychologists on a fixed date, or within a fixed time period**

**Set end date for accepting masters level applicants**

**Develop a mechanism for evaluating international applicants**

**.04c Succession Planning Committee: Update**

The Succession Planning Committee will meet by teleconference prior to the Council meeting on June 19, 2015 and will provide an update to the Council. The Registrar is working with Staff to create an Emergency Leadership Plan.

**.04d Supervision Task Force: Status Update**

The Council received an oral report from Policy Analyst Pauline Blais on the activities of the Supervision Task Force. The Task Force met on October 31, 2014 and held a teleconference on March 10, 2015.

The Task Force is reviewing the Standards of Supervision with respect to training and supervision of regulated and nonregulated health professionals. The Task Force reviewed data on practice advice inquiries over the last 5 years and found that roughly 7% of inquiries dealt with Supervision. The Task Force will consult with other jurisdictions and the Association of State and Provincial Psychology Boards (ASPPB) and with other health professions regarding supervision guidelines.

Planned:

- 4 Focus Groups around the province with key stakeholders and the Registrar and Ms. Blais.
- Survey of Supervisors and members who have held a Certificate for Supervised Practice in the last 5 years regarding Supervision for Registration

The Council suggested adding to the survey a question about which Training Programs offered Training in Supervision.

The Council also suggested that the Task Force look at Supervision as a competency for Entry to Practice.

The Task Force will bring recommendations to the Client Relations Committee which is currently reviewing Standards of Professional Conduct.

The Task Force is planning a teleconference in the summer and a one-day meeting in the Fall of 2015.

- .04e **Transparency Initiative: Set Priorities**  
The Council reviewed the list of proposed initiatives in College's Transparency submission to MOHLTC with a view to setting timelines on the priorities.

The Council agreed that it is important to choose initiatives that have public protection values. There has been no feedback from the Ministry to the College's submission in November 2014. It is not known if legislative amendments may follow. The Colleges are encouraged to provide more information on the public register. The Council selected the following initiatives to prioritize.

1. Expanding the focus of transparency in the College's strategic plan.
3. Reviewing its consultation process for regulations, by-laws and policies to ensure that all members of the public have a full opportunity to participate effectively in the process.
9. Placing information about prosecutions of unauthorized practice or holding out on the public register through an amendment of the by-laws.

The Executive Committee will discuss posting stakeholder consultations on the College website at their next meeting on April 30, 2015.

**Action Item Executive Committee**

**To discussing posting stakeholder consultations on website at the meeting on April 30, 2015**

- .04f **Minister's Task Force on Sexual Abuse**  
The Minister of Health and Long-Term Care has appointed a task force to make recommendations to the Minister with respect to the prevention of sexual abuse of patients by regulated health professionals.

On March 23, 2015, the Registrar, the Deputy Registrar and the Director: Investigations and Hearings met with members of the Minister's Task Force on Sexual Abuse and made a brief presentation. The College also made a submission to the Task Force to answer questions posed by the Task Force. The Council received a copy of the College's submission. The Task Force is planning to invite public members for a consultation in April 2015.

During the period of the public consultations, the College posted the Minister's letter to the Colleges regarding the Sexual Abuse Task Force on the College's website.

- .04g Ministry response to Bill 77  
The Registrar spoke to the Council about Bill 77: an Act to amend the Health Insurance Act and the Regulated Health Professions Act, 1991 regarding efforts to change or direct sexual orientation or gender identity, a Private member's Bill that received first reading on March 11, 2015. The Minister, Health and Long-Term Care has indicated that he will be consulting with the College of Psychologists and the College of Physicians and Surgeons of Ontario in ensuring that their members are practicing in accordance with their Standards of Practice.

The College will consult with legal Counsel to ensure that the College's Standards and regulations are adequate to deal with any complaints that may be received.

**2015.01.05**

**Business Issues**

- .05a (1a) Annual Reports

(1a1) Registration Committee Annual Report 2013-2014

**It was Moved McKegney**

**That the Registration Committee Annual Report 2013-2014 be received.**

**CARRIED**

(1a2) Council Annual Report 2013-2014

**It was Moved Cohen**

**That the Council Annual Report 2013-2014 be received.**

**CARRIED**

(1b) Committee Reports

(1b1) Registration Committee

The Council received a report on activities of the Registration Committee from September 2014 to January 2015.

**It was Moved McKegney**

**That the report on the activities of the Registration Committee from September 2014 to January 2015 be received.**

**CARRIED**

**Language Proficiency:**

The Council received a copy of the proposed Language Fluency policy that has been adopted by the Registration Committee. Effective September 2015, all applicants will be required to meet the language fluency requirement for registration.

**Counselling Psychology:**

The Registration Committee provided to Council information on a request by a member that the College's definition of Counselling Psychology should be reviewed. The Council reviewed the information provided and

**It was MOVED Cotton**

**That the Registration Committee review and if needed, modify the College's current definition of Counselling Psychology and provide it to Council for approval.**

**CARRIED**

**Action item Registration Committee**

**To review and if needed, modify the College's current definition of Counselling Psychology and provide it to Council for approval.**

**(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 December 2014 to March 2015.

**It was Moved Hebert**

**That the report on the activities of the Inquiries, Complaints and Reports Committee (ICRC) from December 2014 to March 2015 be received.**

**CARRIED**

**.05b Financial:**

**(1) Variance Report to November 30, 2014**

The Registrar provided to the Council the Variance Report to November 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 November 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.

**It was MOVED Teitelbaum**

**That the Variance Report to November 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 January 21, 2015. The FAC reviewed the draft budget for 2015-2016 and recommended that the budget be brought forward to the Executive Committee for review at their meeting on January 30, 2015.

**It was MOVED Cohen  
That the report from the Finance and Audit Committee be received.**

**CARRIED**

(3) Draft Budget 2015-2016  
The Registrar provided the draft Budget for 2015-2016 to the Council. This draft budget was reviewed by the Finance and Audit Committee (FAC) and the Executive Committee and brought forward to the Council for approval.

A deficit budget is proposed for the year 2015-2016 with the deficit in the amount of \$186,000. The revenue is projected to be lower and Expenses higher as compared to last year. Revenue from Supervised practice fees will be lower next year because of the reduction in fees approved at the Council meeting in December 2014.

In 2014-2015, the Jurisprudence and Ethics Examination was audited and the Jurisprudence and Ethics Examination Committee (JEEC) held an additional meeting to review the Audit report and a 2 day Item Writing workshop. In 2015-2016, the budget for the JEEC is lower.

Elections are now conducted on-line and the Start-up fee covered the 2014-2015 year. For 2015-2016, \$1000 was added to the Elections Budget line.

In 2015-2016, additional budget has been allocated to the Strategic Planning budget line. The Current Strategic Plan will be ending in 2016 and a new 5 year plan will be developed during 2015-2016.

Association of State and Provincial Psychology Boards (ASPPB)  
Fees may be higher because of the lower Canadian dollar.

A new software called SharePoint that is being considered for sharing documents may also be able to do Records management. This is less expensive than the Records management Software that was being considered previously.

A new Contract IT position is included under Staff Salaries.

The Registrar commented that the trend to deficit budget is continuing. The College has Reserve Funds and an additional \$500,000 was added to the Fee Stabilization Fund to bring up the total amount in the fund to \$1,075,000. No Fee increase is being planned for the next couple of years.

**It was MOVED Cotton  
That the draft budget for 2015-2016 be approved.**

**CARRIED**

- (4) Committee Audits:
  - (a) Audit History
  - (b) Committee to be audited in 2015-2016

The Council reviewed the list of Committees that have been audited from 2003 to 2014 and

**It was MOVED McKegney  
That the Finance and Audit Committee would be audited in  
2015-2016.**

**CARRIED**

- .05c Registrar's Performance Review: **IN CAMERA**  
This agenda item was discussed **IN CAMERA** in the absence of the Registrar and Recorder. The minutes for this agenda item will be provided by the President.

- .05d Federation of Health Regulatory Colleges of Ontario (FHRCO) Report  
This agenda item was moved from the Consent agenda to the Business Issues section for further discussion.

The Registrar responded to a question on the inspectors from Financial Service Commission of Ontario (FSCO) visiting members' practices and asking to view patient records and complaints. FHRCO representatives met with FSCO to express concerns regarding privacy of patient records and the Colleges' complaints processes.

- .05e Association of State and Provincial Psychology Boards (ASPPB) report  
This agenda item was moved from the Consent agenda to the Business Issues section for further discussion.

The Registrar responded to a question on the Committee on Competency Assessment (CCA). The Registrar is serving on that Committee and reported that the Committee has 3 sub-groups that meet by teleconference and will have one or two face to face meetings. The Committee's mandate is to assess the feasibility of developing a competency based version of the examination for Professional Practice in Psychology (EPPP).

**2015.01.06**

.06a

**Other Business**

(1) Confirmed Dates of the next Council meetings

The Council noted the following confirmed dates for Council meetings:

- Friday June 19, 2015

(2) Proposed Dates for Council Meetings:

The Council reviewed the proposed dates and confirmed the following dates for Council meetings in 2015:

- September 18, 2015
- December 4, 2015

Council Training:

- September 17, 2015

.06b

Election to Executive Committee and appointment to Finance and Audit Committee for the remainder of the year 2014-2015.

Public member Vincent Lacroix completed his 10 year term on Council on March 22, 2015. Mr. Lacroix was also a member of the Executive Committee and the Finance and Audit Committee and his position on these Committees has to be filled for the remainder of the year 2014-2015.

As Ms. Kristin Bisbee was the only public member who expressed interest in serving on the Executive Committee,

**It was Moved Cohen**

**That public member Kristin Bisbee be acclaimed to the Executive Committee for the remainder of the year 2014-2015.**

**CARRIED**

Appointment to Finance and Audit Committee  
As public member Mr. Jaffar Hayat expressed interest in serving on the Finance and Audit Committee,

**It was Moved Teitelbaum  
That public member Jaffar Hayat be appointed to the Finance and Audit Committee for the remainder of the year 2014-2015.**

**CARRIED**

**2015.01.07**

### **Adjournment**

Prior to adjournment, the President presented Certificates of appreciation to retiring Council members.

- Mr. Vincent Lacroix, who completed 10 years on Council on March 22, 2015 was presented his Certificate at the Executive Committee on January 30, 2015.
- Dr. Walter Mittelstaedt and Dr. Peter Farvolden who will complete their terms on Council in June 2015.

The following members were also completing their terms in June 2015 and were presented Certificates of Appreciation but were running for a further term.

- Dr. Ruth Berman, seeking reelection in District 5.
- Dr. Patricia Minnes, has indicated that she would like to return for a 2<sup>nd</sup> 2 year term as Academic member.
- Mr. Glenn Webster, seeking reelection as Psychological Associate, non-voting.
- Mr. Peter McKegney, seeking reappointment by the Public Appointments Office.
- Ms. Ethel Teitelbaum, seeking reappointment by the Public Appointments Office.

The President will be completing his 2<sup>nd</sup> one-year term as President in June 2015 but will remain on Council for 2 more years until June 2017.

There being no further business

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

**CARRIED**

The Council meeting was adjourned at 3:53PM.

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

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Peter McKegney, Vice-President

**Minutes approved at the Council meeting on June 19, 2015**