



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

**COUNCIL MEETING  
2018.03  
September 21, 2018**

**Present:**

Lynette Eulette, Ph.D., C.Psych., President  
D'Arcy Delamere, Public Member Vice-President  
Kristin Bisbee, Public Member  
Judy Cohen, Public Member  
Janice Currie, Ph.D., C.Psych.,  
Dorothy Cotton, Ph.D., C.Psych.  
Christine DiZazzo, M.Ps., C.Psych.Assoc.  
Michael Grand, Ph.D., C.Psych.

Jaffar Mohammad Hayat, Public Member  
Emad Hussain, Public Member  
Marilyn Keyes, Ph.D., C.Psych.  
Elizabeth Levin, Ph.D., C.Psych.  
Denise Milovan, Ph.D., C.Psych.  
Melanie Morrow, M.A., C.Psych.Assoc.  
Cory Richman, Public Member

**Regrets:**

Donna McNicol, Public Member  
Patricia Minnes, Ph.D., C.Psych.

**Guests:**

Mr. Doug Ross, MOHLTC  
Liana Bell, Hilborn LLP

**Staff:**

Rick Morris, Ph.D., C.Psych., Registrar & Executive Director  
Barry Gang, MBA, Dip.C.S., C.Psych.Assoc., Deputy Registrar / Director, Professional Affairs  
Zimra Yetnikoff, Director, Investigations & Hearings  
Stephanie Morton, Manager: Administration  
Caitlin O'Kelly, Administrative Assistant: Office of the Registrar, Recorder

**2018.03.00 Call to Order**

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

**2018.03.01 Approval of the Agenda and Minutes**

**.01a Approval of Agenda**

The following changes were made to the agenda:

**It was MOVED Levin**

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

**CARRIED**

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

Professional members acknowledged a conflict with the review of .03b *Policy III-5 Expense Reimbursement* and item .03e *Shaping the Future*.

## **.01c Minutes Council Meeting 2018.02 on June 22, 2018**

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**It was MOVED Delamere**

**That the minutes from the Council Meeting 2018.02 of June 22, 2018 be approved as presented.**

**CARRIED**

## **.01e Review of Action List**

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The Council reviewed the Action List from the minutes of the previous meeting and noted items that were completed, outstanding or on the agenda at this meeting.

## **2018.03.02 Consent Agenda**

At the Council Training Day the previous day Council decided to move the Registration Committee and the Investigations, Complaints and Reports Committee quarterly reports from the consent agenda to the regular agenda.

## **2018.03.03 Policy Issues**

### **.03a Policy I-2: Council & Committee Orientation and Training (Code of Conduct)**

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At its June 2018 meeting, the College Council approved a revision to *Policy I – 2 Council and Committee Orientation and Training*, to include a *Code of Conduct for Council and Committee Members*. The Executive Committee discussed this policy at their Training Day on August 27 and agreed that, similar to the policy on conflict of interest, all Council and Committee members should sign a Declaration indicating that the *Code of Conduct* has been reviewed and accepted.

**It was MOVED Cotton**

**That the revision to *Policy I – 2 Council and Committee Orientation and Training*, to include a Declaration and Agreement form for the *Code of Conduct for Council and Committee Members* be approved.**

**CARRIED**

#### **Action Item Staff**

To amend *Policy I-2: Council & Committee Orientation and Training*, to include the Declaration and Agreement for the *Code of Conduct for Council and Committee Members* in the College's *Policies and Procedure Manual*.

### **.03b Policy III F-5: Expense Reimbursement**

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The current policy on reimbursement for meals appears ambiguous as to whether the "Meal Allowance" is to be interpreted as the maximum amount to be "reimbursed" for a meal or an allowance eligible to be claimed regardless of the amount spent. This lack of clarity has led to inconsistency in claiming for meal expenses among those undertaking work for the College. It was reported that some individuals submit expense claims for the actual cost of the meal while others claim the "allowance" amount. To ensure consistency and transparency, and to confirm that the interpretation is for "reimbursements" of meals, it was recommended that the policy be amended to require receipts for meals claimed. This would be in keeping with the standard in the 'not-for-profit' and 'for-profit' sectors and the practice among most other regulatory Colleges. Council discussed the proposed amendments.

**It was MOVED DiZazzo**

**That *Policy III: F – 5 Expense Reimbursement* amended to require that expense claims, greater than \$10.00, for reimbursement for meals be accompanied by receipts.**

**7 In Favour**

**5 Opposed**

**1 Abstained**

**CARRIED**

In discussing the “meal reimbursement”, it was reported that it can be difficult to have breakfast at a hotel, when staying over on College business. It was agreed that the breakfast allowance should be increased from \$25 – \$30.

**It Was MOVED DiZazzo**

**Breakfast “reimbursement to be increased to \$30.**

**9 In Favour**

**2 Opposed**

**2 Abstained**

**CARRIED**

Council agreed this would be effective October 1, 2018. Staff were directed to send out notices to Council and Committee members informing them of the change. Chairs of Committees will also be asked to put this as an item on their next agenda.

**It was MOVED Cohen**

**That the amended *Policy III: F – 5 Expense Reimbursement* will come into effect October 1, 2018.**

**CARRIED**

**Action Item Staff**

To amend *Policy III: F – 5 Expense Reimbursement* to include in the *College’s Policies and Procedure Manual*.

**.03c *Policy I-10: Authority to Speak on Behalf of the College***

The Executive Committee conducts routine review of policies for which it is responsible. In the course of this review the Executive considered *Policy I-10: Authority to Speak on Behalf of the College* at their meeting on August 28. In reviewing procedure 7, it was suggested that the wording was overly complicated and could be simplified to communicate the intent. To accomplish this, the Executive recommended an amendment to procedure 7 as outlined in the Briefing Note provided to Council.

The Council discussed the proposed amendments and decided that further work needed to be done on the policy before a decision could be taken. The issue of concern related to the expectation that Council members should be required to publicly support the decisions of Council without being able to express their own, and possibly dissenting, opinions. It was recommended that the policy be returned to the Executive Committee for further review.

**It was MOVED Grand**

**That this issue be sent back to the Executive Committee for further conversation.**

**CARRIED**

**Action Item Executive Committee**

To bring *Policy I – 10: Authority to Speak on Behalf of the College* to the Executive Committee for further discussion.

**.03d By-law 5: Selection of Committee Chairs and Committee Members and By-law 21: Committee Composition**

At the June 22, 2018 meeting of Council, amendments to *By-law 5: Selection of Committee Chairs and Committee Members* and *By-Law 21: Committee Composition* were approved for circulation to the membership, for the required 60 days. The consultation was distributed on July 4, 2018 and a reminder published in the July 2018 e-Bulletin. The deadline for responses was September 4, 2018. The consultation was sent to 4383 people. The College received 7 responses.

The Council reviewed and discussed the responses which, for the most part, were positive.

The Executive Committee reviewed the feedback at their meeting in August and suggested a change to *By-law 5: Selection of Committee Chairs and Committee Members* which would require the Registration Committee to have co-Chairs instead of a Vice-Chair. The Executive recommended that the revised section 5.6 read:

5.6 a. Each Committee will have a Chair and each Statutory Committee will have a Vice-Chair, one of whom is a Council member; with the exception of the Registration Committee which will have Co-Chairs sharing the duties outlined in this policy.

**It was MOVED Grand**

**That the amendments to *By-law 5: Selection of Committee Chairs and Committee Members* and *By-law 21: Committee Composition* be approved. **CARRIED****

**Action Item Staff**

To amend *By-law 5: Selection of Committee Chairs and Committee Members* and *By-law 21: Committee Composition*

**.03e Shaping the Future**

For many months, the College Council have been discussing the issue that has come to be known as *Shaping the Future* and whether there was a need to reconsider the decision taken by a previous Council. *Shaping the Future* refers to the direction approved by Council in the motion of March 22, 2013 to:

Discontinue master's level registration, grandparent Psychological Associates as Psychologists and develop a mechanism for evaluating internationally trained applicants.

- a. Cease to accept master's level applications as of a set date
- b. Register all Psychological Associates as Psychologists on a fixed date, or within a fixed time period.
- c. Develop a mechanism for evaluating internationally trained applicants' competencies for substantial similarity to a CPA accredited program and remediation as needed.

The Registrar provided a Briefing Note to assist Council in understanding the options available. To facilitate a final outcome, the Executive proposed that Council undertake decision-making in a sequential, stepwise fashion. A chart entitled *Shaping the Future – Decision-Making Chart* was provided to Council providing a visual map of the 3 decision-making points.

The first decision for Council consideration was whether to *Rescind* or *Reaffirm* the motion of March 2013 currently in place. The *Decision-Making Chart* noted that if Council were to rescind the motion they could then choose not to do anything further. That is, continue the current registration processes. It was noted that there has been no response from the Ministry of Health and Long-Term Care (MOHLTC) with regards to a Briefing Note sent to them for comment in 2016 regarding the proposed changes outlined in the March 2013 motion.

The Registrar explained that if the Council voted to reaffirm the March 2013 motion, this would provide College staff with direction to continue in its efforts with the MOHLTC on implementing that decision. Council discussed that the landscape of the profession had changed since 2013 and queried whether it was still relevant to move forward with closing a class of registration in Ontario. It was noted that if Council decided to move forward with closing the Masters level class of registration, this would not result in eliminating Masters level practitioners in Ontario as, under the Agreement on Internal Trade, the College would be required to register Masters level practitioners from other provinces. Regardless of what decision the Council makes in this regard, the College would still have to determine how internationally trained candidates would be evaluated for registration.

Public members expressed appreciation for the continued discussion and commented that they feel more informed to make a decision on these issues. In terms of public interest and protection it was the view of some that closing a class of registration would result in fewer qualified regulated psychology practitioners in Ontario at a time where the demand for services is high.

Concern was expressed that continued registration at the Masters level results in lesser trained practitioners and that it may be viewed as a quick route to registration. In discussing the required four years of post-Masters supervised practice, it was noted that this cannot be taken as equivalent to the experience gained through the doctoral practicum and internship. In discussing the academic level for entry into the profession, it was noted that the educational degree requirements only set out the minimum requirement for entry level practitioners. It was noted that the College has been registering Masters level practitioners for approximately 25 years with the same scope of practice as doctoral level practitioners. While it was recognized that the training received was not equivalent, both practitioners with a Masters degree plus four years and their doctoral trained counterparts both were able to meet the College standards for initial registration.

**It was MOVED DiZazzo**

**That the motion taken by Council on March 22, 2013 be rescinded.**

**9 In Favour**

**4 Opposed**

**CARRIED**

**Grand Opposed**

**Milovan Opposed**

**Keyes Opposed**

Having rescinded the motion taken on March 22, 2013, Council considered whether to maintain or amend the current registration/title process. Council discussed that in continuing with Masters level registration, the College could undertake a review of the current process to examine where there may be room for improvement. It was noted for example, that the four years of post-Masters supervised experience could be more closely aligned with and monitored by the College.

**It was MOVED Cotton**

**That the College amend its current registration/title process.**

**10 In Favour**

**3 Opposed**

**CARRIED**

**Grand Opposed**

Having decided to amend the current registration/title process, Council considered the nature of this change and considered the implications of granting the title *Psychologist* to those currently registered as *Psychological Associates*. In response to a question, the Registrar noted that any change to the current use of titles would require extensive consultation and would not be something that could come into effect immediately. The College would need to explore the way in which this could be done and what authority the College would have to make this title change. The next steps would include discussions with the MOHLTC on the most appropriate avenues to investigate in implementing a change.

As part of the discussion, Council noted that as a result of the AIT, Masters level psychologists from other Canadian jurisdictions are being registered in Ontario as psychologists and that a number of Ontario registered psychological associates are using the AIT to gain access to the title in Ontario. The issue of public misunderstanding regarding the two titles was noted. With regard to the public interest and public understanding, the view was expressed that since psychologists and psychological associates have both qualified to practice in Ontario with the same scope of practice, one title should describe all psychological practitioners.

**It was MOVED Cotton**

**That the College continue registration of individuals with a Masters degree plus 4 years of supervised experience but grant them the title of *Psychologist* and investigate a mechanism to accomplish this.**

**9 In Favour**

**4 Opposed**

**CARRIED**

**Grand Opposed**

**Milovan Opposed**

### **.03f EPPP Discussion with ASPPB Representatives**

In October 2017, the Association of State and Provincial Psychology Boards (ASPPB) announced that, beginning in January 2020, jurisdictions will be required to use both the current EPPP and the enhanced, competency examination, known as the EPPP2. This would preclude the College from continuing to use the current EPPP unless it also incorporated the new examination into its registration process. The College had undertaken numerous discussions regarding the implications of this for the registration process.

On August 17, 2018, a letter was received from ASPPB stating that the Board of Directors reconsidered its previous position and had rescinded the August 2017 decision to make the Enhanced EPPP (including both knowledge and skills portions) a single licensure examination.

As a result of this decision, the College can continue to use the current EPPP as it has done for many years and leave any decisions regarding use of the enhanced EPPP2 for future discussion, once more information is available.

The Registrar summarized the discussions undertaken by Council to this point and suggested that further discussion be tabled at this time. After the launch of the EPPP2 in 2020, Council can then make a more informed decision with regards to the future use of this exam. To maintain a current understanding of the EPPP2 development, this topic will be added to the Spring Executive Committee meeting agenda.

## 2018.03.04 Business Issues

### .04a Annual Reports

The Council reviewed the Annual Reports for the Committees for the 2017-2018 year. While reviewing the Annual Report of Council activities it was suggested that the performance review of the Registrar & Executive Director be included.

**It was MOVED Hayat**

**That the Annual Reports for 2017-2018 be approved.**

**CARRIED**

#### Action Item Staff

To include the annual review of the Registrar & Executive Director in the Council's Annual Report.

### .04b Audit 2017-2018

Presentation of Audited Financial Statements by Ms. Liana Bell from Hilborn LLP.

The President welcomed Ms. Liana Bell, Auditor with Hilborn LLP, to the Council meeting and invited her to present the Audited Financial Statements for the year ending May 31, 2018. The Finance and Audit Committee (FAC) and the Executive Committee had reviewed the draft Audited Financial Statements with Ms. Bell at their meeting on August 27, 2018. Ms. Bell discussed the following documents that had been provided to Council:

- Audit Findings Report
- Draft Audited Financial Statements

Ms. Bell congratulated the College on a clean audit. She noted that the College is in a healthy financial position with a number of Reserve Funds available for contingencies.

Ms. Bell commented that the College staff and management were well prepared for the audit. The College has appropriate internal controls and that all accounting estimates were appropriate and reasonable. There were no unusual transactions and no disagreements with management.

**It was MOVED Delamere**

**That the draft Audited Financial Statements for 2017-2018 be accepted.**

**CARRIED**

**It was MOVED Grand**

**That the firm of Hilborn LLP be appointed as the Auditors for the College for the year 2018-2019.**

**CARRIED**

#### **.04c Barbara Wand Seminar Report**

Council received and reviewed the report on the Barbara Wand Seminar which took place in June 2018 in London. The next Barbara Wand Seminar will be held in Toronto on Monday, January 21, 2019. The recording of the London Seminar is available for viewing. The topic for the next seminar is “Addressing Cultural Diversity in Psychological Practice”.

### **2018.03.05 Strategic Issues**

#### **.05a Strategic Direction Implementation Update**

The Registrar provided the Council with the updated *Strategic Direction Implementation Table*. Items added since the Council Meeting of June 22, 2018 were shown in **Bold**.

#### **.05b Council Self-Assessment Follow Up**

In follow-up to the conversations held at the Training Day, the Council discussed the ongoing use of the Government Centre for Excellence’s (GCE) Self-Assessment Survey and agreed that this should be done every two years rather than annually.

**It was MOVED DiZazzo**

**That the Council would like to do the Self-Assessment Survey every two years.**

**CARRIED**

#### **.05c Generative Discussion: Mental Health Strategy for Members**

The College has experienced a recent increase in complaints and reports where mental health and capacity were at issue; either independently or in conjunction with professional conduct concerns. In the course of the Investigations and Hearings process, concerns about a members’ safety and/or the impact on his/her family and colleagues have become issues which the College has had to navigate.

Council considered whether it was within the purview and responsibility of the College to consider a mental health strategy for members. It was noted that such a strategy would assist College staff in addressing mental health issues in the regulatory context, so that these matters are addressed in as safe and effective a manner as possible. It could also assist members to face their mental health issues in an appropriate and timely manner; before there is client impact. Council agreed that a mental health strategy for members was worthy of further investigation and requested staff to conduct further research.

#### **Action Item Staff**

To conduct further research into a mental health strategy for members.

### **2018.03.06 Other Business**

#### **.06a Next Meetings of Council**

- Friday, December 14, 2018

- Council Training: Thursday, March 28, 2019
- Council Meeting: Friday March 29, 2019

## **2018.03.07 Adjournment**

There being no further business,

**It was MOVED Cohen**

**That the Council Meeting be adjourned.**

**CARRIED**

The Council Meeting was adjourned at 2:23PM

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

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Elizabeth Levin, Ph.D., C.Psych., Vice-President

**Minutes approved at the Council Meeting on December 14, 2018**