



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

**COUNCIL MEETING
2019.03
September 27, 2019**

Present:

Michael Grand, Ph.D., C.Psych., President
Janice Currie, Ph.D., C.Psych., Vice-President
Judy Cohen, Public Member
Christine DiZazzo, M.Ps., C.Psych.Assoc.
Graeme Goebelle, Public Member
Emad Hussain, Public Member
Joyce Isbitsky, Ph.D., C.Psych.
Marjory Phillips, Ph.D., C.Psych.

Marilyn Keyes, Ph.D., C.Psych.
William Middleton, Public Member
Denise Milovan, Ph.D., C.Psych.
Patricia Minnes, Ph.D., C.Psych.
Melanie Morrow, M.A., C.Psych.Assoc.
Philip Ricciardi, Ph.D., C.Psych.
Cory Richman, Public Member
Wanda Towers, Ph.D., C.Psych.

Guests:

Mr. Doug Ross, MOH
Ms. 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
Lesia Mackanyn, Director, Registration
Stephanie Morton, Manager, Corporate Services
Caitlin O'Kelly, Administrative Assistant: Office of the Registrar, Recorder

2019.03.00 Call to Order

The President called the meeting to order at 9:01AM.

2019.03.01 Approval of the Agenda and Minutes

.01a Approval of Agenda

It was MOVED Hussain

That the agenda be approved as distributed.

CARRIED

.01b Declarations of Conflicts of Interests

The professional members of Council acknowledged their conflict of interest regarding item .03c Use of Title *Psychologist*

.01c Minutes Council Meeting 2019.02 on June 21, 2019

It was MOVED Goebelle

That the minutes from the Council Meeting 2019.02 of June 21, 2019 be approved as presented.

CARRIED

.01e Review of Action List

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.

The Registrar discussed the item:

- To discuss the issue related to posting the full name of every direct supervisee, who is not a member of the College at a future date

The Registrar informed Council on the background of this item as resulting from a conversation at the June 2018 Council meeting. This item has remained as deferred on the Action List as a place holder so that it can be a future topic for discussion.

2019.03.02 Consent Agenda

The consent agenda was received.

2019.03.03 Policy Issues

.03a By-Law 18: Fees

At its June 21, 2019 meeting, the Council agreed to permit the College to issue a Certificate of Registration Authorizing Interim Autonomous Practice to psychological practitioners registered in other Canadian Jurisdictions or those holding a CPQ from ASPPB:

- a) for the sole purpose of providing direct and continuous psychological service in Ontario to an existing client who has moved to Ontario temporarily up to one year; and,
- b) at a reduced fee given the temporary and limited nature of the service to be provided.

Council determined that the reduced membership fee would be \$240 in addition to the standard \$100 application fee and, as with other Certificates, this would be prorated monthly for the period it was in force. To implement the reduced fee necessitates a change to *By-law 18: Fees*. Any change to this By-law requires circulation of the proposed amendment to the membership for 60 days, prior to final approval. The Consultation was distributed on July 12, 2019 and a reminder published in the *eBulletin*. The deadline for responses was September 10, 2019. The consultation was distributed to 4381 members and the College received 28 responses. The Council reviewed and discussed the consultation feedback.

In response to a concern that a practitioner might use this as a 'loophole' to build their practice in Ontario, the Registrar commented that for each client seen by an out-of-jurisdiction practitioner, they will have to sign an Agreement and Undertaking. This will allow the Registrar to monitor these members to ensure that they are not taking advantage of the system. If the Registrar has concerns, those cases will be referred to the Registration Committee for review.

It was MOVED DiZazzo

That the amendments to *By-law 18: Fees* be approved authorizing the College to charge a reduced fee for Certificates of Registration Authorizing Interim Autonomous Practice to individuals who wish to offer services in Ontario for a brief time to existing clients who move to Ontario for school or work.

CARRIED

Action Item Staff

To update the College *By-Laws* to include the amendments to *By-Law 18: Fees*.

.03b Policy II-10(i): Jurisprudence and Ethics Examination Committee: Terms of Reference/Role

Over a year ago, the Nominations and Leadership Development Committee reviewed the Terms of Reference/Role for all Committees. At that time, it made a number of recommended changes regarding that of the Jurisprudence and Ethics Examination Committee. Several changes were to make it consistent with other Committee Terms or Reference/Role such as the removal of a “Background” section while others were updated to reflect the Committee’s practice. The Council reviewed and discussed the proposed amendments.

It was MOVED Minnes

That the amended *Policy II-10(i) Jurisprudence and Ethics Examination Committee: Terms of Reference/Role* be approved. CARRIED

Action Item Staff

To amend *Policy II-10(i) Jurisprudence and Ethics Examination Committee: Terms of Reference/Role* in the *College’s Policies and Procedure Manual*.

.03c Use of Title *Psychologist*

For the past year, Council has been discussing decisions taken at the September 21, 2018 meeting regarding two matters: closure of the Psychological Associate class of registration as approved in March 2013; and, continued Master’s level registration but granting these members use of the title *Psychologist*. Following a member and stakeholder consultation undertaken in February 2019 Council made some final decisions with respect to the College position on these matters.

To assist Council in its deliberations, Council received a summary of responses from the consultation and the section of the approved minutes from the meeting of September 21, 2018 which provided a summary of the discussion undertaken by Council in arriving at its decisions. As well, Council was provided with a flowchart entitled “Use of Title Decision Process for Council” to assist in following the process to be undertaken in discussing this matter.

The first matter for Council consideration was to reaffirm or rescind the September 2018 decision to continue registration of individuals with a Master’s degree plus 4 years of supervised experience and to grant them the title of *Psychologist*. In reviewing these issues Council was reminded that their decisions were to be made in the interest of the public and that the quantitative data from the consultation should not be viewed as a vote by the membership.

Council discussed what led to the September 2018 decision to grant the use of title *psychologist* to all psychological practitioners. One of these reasons was the single scope of practice for all members of the profession. That is, members with a Master’s degree have the same scope of practice and access to the same authorized acts as their Doctoral colleagues. As well, all members must maintain the same professional responsibilities and accountability and are held to the same professional standards. After any candidate has successfully completed the year of College authorized supervised practice, the EPPP, JEE and the Oral Examination, they have satisfied the College requirements to practice autonomously

regardless of their educational entry. It was reasoned that having two titles may lead to misunderstanding of the public as could imply that there are two professions.

It was also noted, that as a result of the Canadian Free Trade Agreement (CFTA), formerly the AIT, Master's level psychologists from other Canadian jurisdictions are being registered in Ontario as psychologists and that a number of Ontario registered psychological associates are using CFTA to gain access to the title in Ontario, leading to further public confusion.

Council discussed the obligation to revisit this decision considering the breadth and depth of the consultation responses. Council noted the differences in training between a Doctoral program and a Master's program. It was stated that the entry level for Master's level practitioners is not as fulsome as those who have completed a Doctorate. There is a rigorous accreditation process for Doctoral programs but there is nothing equivalent to this process for a Master's program. It was reasoned that since the training is not equivalent, they should not share a single title as it would misrepresent a member's qualifications to the public.

It was MOVED Philips

That the motion of September 21, 2018 that the College continue registration of individuals with a Master's degree plus 4 years of supervised experience and grant them the title of *Psychologist* and investigate a mechanism to accomplish this be rescinded. **CARRIED**

The following asked to have their vote recorded:

IN FAVOUR

Keyes
Isbitsky
Milovan
Towers
Grand
Phillip
Minnes
Ricciardi

OPPOSED

Goebelle
Hussain
Currie
Cohen
Middleton
DiZazzo

Having rescinded the September 2018 motion, the Council decided to revisit the decision to rescind the March 2013 motion which directed the College to move toward only registering candidates with a Doctoral degree.

In 2013, the motion that was passed combined both discontinuing Master's level registration and, as part of the implementation of this, granting the title of *psychologist* to all practitioners. After discussion, Council decided that they wanted to address these issues separately and first discussed the issue of discontinuing Master's level registration. The Council discussed that the College currently sets the minimum requirements for registration to the profession and to ensure public protection the College should be striving for excellence by setting the highest standards. The public puts trust in the College to register qualified practitioners. It was reasoned by some that because Doctoral training is more rigorous it results in more competent practitioners. This would be in line with the national movement towards a Doctoral standard.

In response to a question, it was explained that Master's level psychology programs are designed as a progression with the expectation that those within these graduate programs will continue on to complete a Doctorate. As a result, many candidates who exit this stream and continue to as Master's level registrants are not fully prepared for practice. This often requires the Registration Committee to assign retraining plans for them to meet the requirements.

One concern raised related to the number of available practitioners. If Master's level entry to the profession is closed this could result in fewer practitioners in Ontario at a time when mental health services are needed. This could have the most impact in rural areas and in Northern Ontario.

Council inquired as to the reason for the delay in implementing the decision to discontinue Master's level registration made in 2013. It was explained that a decision was made to seek informal consultation with the various Ministries potentially effected before undertaking the labour intensive work required in submitting a formal regulation amendment. A Briefing Note was provided to the Ministry of Health for use in discussing this matter. While the College followed up regularly on the status of the proposal, little information was forthcoming with respect to its merits and concerns.

There was also discussion regarding the timeline for implementation. It was noted that it would be very difficult to predict how long it would take to have such a regulation amendment approved after submission. It would be important in planning for the transition to ensure that no one was disadvantaged or unable to complete their registration should they have embarked on the path to becoming a Psychological Associate prior to proclamation.

Initially, the Council considered a complex motion similar to the one passed in March 2013. This motion would discontinue Master's level registration as of a set date, grandparent currently registered Psychological Associates as Psychologists on a fixed date, or within a fixed time period; and, develop a mechanism for evaluating internationally trained applicants' competencies for substantial similarity to a CPA accredited program and remediation as needed.

After some discussion it was decided to split the motion into two parts.

It was MOVED DiZazzo

That the College pursue amendments to O.Reg. 74/15 - Registration under the *Psychology Act, 1991* to discontinue Master's level registration. **CARRIED**

After making the decision to pursue amendments to discontinue Master's level registration, the Council discussed granting the title *Psychologist* to all Psychological Associates at the time that the class was closed.

It was MOVED DiZazzo

That, as of closure of the Master's level registration, all existing *Psychological Associates* be grandparented with the title *Psychologist*. **CARRIED**

Action Item College

To pursue amendments to O.Reg. 74/15 - Registration under the *Psychology Act, 1991* to discontinue Master's level registration and at that time, grant the title *Psychologist* to all existing *Psychological Associates*.

.03d Applied Behavioural Analysis (ABA) Regulation

The Ministry of Children, Community and Social Services (MCCSS) in conjunction with the Ministry of Health (MOH), is undertaking “consultations with key stakeholders to seek feedback on the oversight framework” with respect to the regulation of Applied Behavioural Analysis (ABA). This was announced on August 13, 2019 in the Press Release from Minister Todd Smith of MCCSS. The Press Release also referenced, and provided a link to, the recently released Health Professions Regulatory Advisory Council (HPRAC) *Report on Applied Behavioural Analysis*. The Press Release stated that: “The Health Professions Regulatory Advisory Council report recommends ABA providers in a clinical supervisory role be regulated as part of a health regulatory college, governed by the Regulated Health Professions Act, 1991.”

In 2017, HPRAC undertook a review of this issue. In response to a consultation request, the College submitted a letter in December 2017. In this letter the College made a compelling case for regulation within our College should the government choose to move to regulate ABA.

On September 19, 2019 the College received a letter signed by Minister Todd Smith of the MCCSS and Minister Christine Elliott of the MOH acknowledging the College’s offer to ‘undertake the regulation of ABA as part of our governance structure’ and invited the College to confirm this interest.

At this time there are many questions to be answered and details to be worked out as the College engages in further conversations with the Ministries and, as noted in the Ministers’ letter, stakeholder consultations and discussions are held.

It was MOVED Minnes

That the Council confirm the offer to undertake the regulation of Applied Behavioural Analysis within its governance structure as described in the December 2017 letter to the Health Professions Regulatory Advisory Council.

CARRIED

2019.03.04 Business Issues

.04a Annual Reports

The Council reviewed the Annual Reports for the Committees for the 2018-2019 year.

It was MOVED Richman

That the Annual Reports for 2018-2019 be approved.

CARRIED

.04b Registration Committee Quarterly Report

The Council reviewed the fourth quarter report from the Registration Committee.

.04c ICRC Quarterly Report

The Council reviewed the fourth quarter report from the Inquiries, Complaints and Reports Committee.

.04d Audit 2018-2019

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, 2019. The Finance and Audit Committee (FAC) and the Executive Committee had reviewed the draft Audited Financial Statements with Ms. Bell at their meeting on September 12, 2019. 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 several 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.

- In response to a question the auditor clarified the process for taking money from the premises reserve fund. In the next year the College will use funds from the Premises Reserve Fund for renovations. After these funds have been used the Council can decide to replenish this fund over time or to re-organize the amounts in other Reserve Funds.
- The Registrar explained to Council that over the next year the amount in the Reserve Funds will look different as much of the Premises Reserve Fund will be used on renovations and much of the Website and Database Fund will be used in re-doing the College website.

It was MOVED Goebelle

That the draft Audited Financial Statements for 2018-2019 be accepted. CARRIED

It was MOVED Hussain

That the firm of Hilborn LLP be appointed as the Auditors for the College for the year 2019-2020. CARRIED

.04f Lease Extension – IN CAMERA

It was MOVED Middleton

That the Council go IN CAMERA to discuss the Lease Extension. CARRIED.

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

It was MOVED Cohen

That the IN CAMERA meeting be ended and the open meeting of the Council be resumed. CARRIED

It was reported that while IN CAMERA, the Council approved the College's Lease Extension Agreement.

.04g Barbara Wand Seminar Report – June 2019

Council received and reviewed the report on the Barbara Wand Seminar which took place in June 2019 in Ottawa. The next Barbara Wand Seminar will be held in Toronto on Wednesday December 11, 2019. A recording of the Ottawa Seminar is available on the College website.

2019.03.05 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 21, 2019 were shown in **Bold**.

2019.03.06 Other Business

.06a EPPP-2

The Association of State and Provincial Psychology Boards (ASPPB) has developed a “Skills Examination” (EPPP-2) to complement the current Examination for Professional Practice in Psychology (EPPP) “Knowledge Examination”. To date, the College has decided not to adopt the EPPP-2 as an additional requirement for registration. Rather, the College has taken a ‘wait and see’ approach, wishing to have more information about the nature and content of the exam before deciding if it would add value to the current registration process.

Recently, ASPPB offered the opportunity for a person from each jurisdiction to take the current version of the EPPP-2 to better understand the nature and content of the exam. Dr. Michael Grand took advantage of this opportunity for Ontario and discussed his experience with the Council. It was noted that the EPPP-2 would not eliminate the College’s need for an oral exam.

Action Item Staff

To send out the ASPPB EPPP-2 Validity Article to Council.

.06b Next Council Meeting

- December 13, 2019
- March 12 – 13, 2020

2019.03.07 Adjournment

There being no further business,

It was MOVED DiZazzo

That the Council Meeting be adjourned.

CARRIED

The Council Meeting was adjourned at 1:57PM.

Michael Grand, Ph.D., C.Psych., President

Janice Currie, Ph.D., C.Psych., Vice-President

Minutes approved at the Council Meeting on December 13, 2019