



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

**COUNCIL MEETING
2019.04
December 13, 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.
Wanda Towers, Ph.D., C.Psych.

Regrets:

Cory Richman, Public Member

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

2019.04.00 Call to Order

The President called the meeting to order at 9:07AM.

2019.04.01 Approval of the Agenda and Minutes

.01a Approval of Agenda

The following changes were made to the agenda:

Added: ACRPO and OPA Updates to item .04e

It was MOVED Middleton

That the agenda be approved as amended.

CARRIED

.01b Declarations of Conflicts of Interests

There were no declarations of conflicts made.

.01c Minutes Council Meeting 2019.03 on September 27, 2019

The following amendments were made:

Lines 172 – 173:

From: "It was reasoned that because Doctoral training is more rigorous it results in more competent practitioners."

To: "It was reasoned by some that because Doctoral training is more rigorous it results in more competent practitioners."

It was MOVED Goebelle

That the minutes from the Council Meeting 2019.03 of September 27, 2019 be approved as amended.

CARRIED

.01d IN CAMERA Minutes Council Meeting 2019.03 on September 27, 2019

It was MOVED Cohen

That the IN CAMERA minutes from the Council Meeting 2019.03 of September 27, 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.

2019.04.02 Consent Agenda

The consent agenda was received.

2019.04.03 Policy Issues

.03a Change to Jurisprudence and Ethics Examination (JEE) Pass Point

An audit was conducted of the Jurisprudence and Ethics Examination Committee (JEEC) in 2013. The audit evaluated the Committee's policies, procedures, practices and documentation and reviewed the processes related to the development, administration and scoring of the Examination itself.

At the recent meeting of the JEEC, it was noted that one of the auditor's recommendations remained outstanding; the recommendation to change the current practice of using the full data set of scores from any given exam to develop the pass point to using only the scores of Ontario trained first-time test takers. In making the recommendation, the auditor explained that the standard for passing the examination should be the performance of candidates trained in Ontario who pass the exam on their first attempt. Given that the purpose of the examination is to assess the level of knowledge that candidates require to practice in this province, Ontario trained candidates represent the most valid picture of what that knowledge base should be.

The Executive reviewed and approved this recommendation at their November 2019 meeting.

The Council discussed if the Office of the Fairness Commissioner (OFC) might have concerns that the College was making it more difficult for internationally trained individuals to become registered. The Registrar explained that the College should be able to defend this position as it is made in the interest of public protection, that is, those individuals wishing to provide service in Ontario should have the same level of knowledge of the legislation, standards and ethical codes as those trained in Ontario.

The Council discussed if language was a barrier for international candidates. Fluency in either French or English is one of the requirements of registration. The Council inquired if there was a way to compare data from the language proficiency tests and the performance of international candidates on the exam. It was explained that this could be difficult as the language requirements have only been in place for the last few years, and that there are many international candidates who are exempt from taking a language proficiency test as they have met other language requirements, such as being taught in English or French. As such, there is little data. The Registrar suggested passing this feedback to the Jurisprudence and Ethics Examination Committee.

Action Item Registrar

To ask the JEEC whether there is sufficient data to compare language proficiency scores to the performance of international candidates on the JEE.

It was MOVED Milovan

That the passing mark reference group for the Jurisprudence and Ethics Examination (JEE) be changed from “all test takers” to “Ontario trained first-time test takers”. **CARRIED**

Action Item Registrar

To update the passing mark reference group for the Jurisprudence and Ethics Examination (JEE) to be changed from “all test takers” to “Ontario trained first-time test takers”

.03b Changes to the College’s Guidelines for Completing the Declaration of Competence

The Registrar provided the Council with a Briefing Note outlining the Registration Committee’s recommended changes to the College’s *Guidelines for Completing the Declaration of Competence* pertaining to areas of practice or populations declared. The Registration Committee’s review of the *Guidelines* was initiated due to concerns regarding the amount of retraining that some applicants were being required to complete during the registration process. In completing the Declaration of Competence, some applicants were selecting areas of practice and/or client groups that were not based upon on their academic background and training, which resulted in extensive retraining requirements. In reviewing such situations, the Committee agreed that the *Guidelines* need to be clearer in advising applicants of what is acceptable/not acceptable to declare based on their academic background and training.

The Executive reviewed and approved this recommendation at their November 2019 meeting. The Council was provided with a copy of the *Guidelines* with tracked changes and discussed the recommendations.

Dr. Minnes and Dr. Phillips discussed the Registration Committee’s process in developing these recommendations. Council inquired if the language used still left the door open to some exceptions. Dr. Minnes explained that it is the intention of the *Guidelines* to make it clear that it would not be appropriate for an applicant to take on additional retraining during their supervised practice year. If however, a candidate felt disadvantaged by this the option is always available for them to write to the Committee which will consider cases on an individual basis. It would be up to the applicant to demonstrate why they should be granted an exception.

The Council discussed and agreed to make the following additional amendments to the Registration Guidelines presented:

From: In all cases, it is not appropriate to use the period of authorized supervised practice to undertake training in a new area of practice in which the applicant has not received formal academic training.

To: It is not acceptable to use the period of authorized supervised practice to undertake training in a new area of practice in which the applicant has not received formal academic training.

From: In all cases, it is not appropriate to use the period of authorized supervised practice to undertake training with a new client group with whom the candidate has not received formal academic training.

To: It is not acceptable to use the period of authorized supervised practice to undertake training with a new client group with whom the candidate has not received formal academic training.

From: In all cases, it is not appropriate for the candidate to request the addition of a practice area(s) or client group(s) in which the candidate has not received formal academic training.

To: It is not acceptable for the candidate to request the addition of a practice area(s) or client group(s) in which the candidate has not received formal academic training.

And to switch the order of the first two bullet points under the “How to Complete the Declaration of Competence” section.

It was MOVED Phillips

That the modifications to the *Guidelines for Completing the Declaration of Competence* pertaining to areas of practice or populations declared and a candidate’s academic background and training be approved as amended. CARRIED

Action Item Staff

To make amendments to the *Guidelines for Completing the Declaration of Competence*.

.03c Registration Regulation Change re: Closure of Psychological Associate Class

The Registrar reported that he has been in touch with the Ministry of Health to make them aware of the Council’s decisions, and to find out the best process for moving forward. The Registrar and President will be meeting with the Ministry early in the new year.

.03d Regulation of Health Professions in British Columbia

On April 11, 2019, the Inquiry into the performance of the College of Dental Surgeons of British Columbia and the Health Professions Act written by Mr. Harry Cayton was released. In May 2019, Ms. Rebecca Durcan of Steinecke Maciura LeBlanc prepared a brief overview entitled *The Cayton Report: The Wolf Finally Arrives*. This was distributed to Council in June 2019. On November 27, 2019, a British Columbia All-Party Steering Committee, formed to respond to the Cayton Report, released its consultation report entitled *Modernizing the provincial health profession regulatory framework: A paper for consultation*. A copy was circulated to the Council. The Registrar provided the Council with a Briefing Note highlighting a summary of recommendations from the consultation paper.

Council discussed the proposed changes occurring in British Columbia. It was noted that some of the proposed governance recommendations are items that have been proposed by other Colleges here in Ontario.

2019.04.04 Business Issues

.04a Registration Committee Quarterly Report

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

.04b Inquiries, Complaints and Reports Committee Quarterly Report

The Council reviewed the second quarter report from the Inquiries, Complaints and Reports Committee. The Council discussed the category of complaints labeled “Not Related to Psychological Services”. It was explained that this would include health inquiries, or concerns about a member that is not about their practice.

The Registrar reported that Mr. David Porter from McCarthy Tetrault, has been appointed to the Ontario Court of Justice. The Council requested the Registrar send a letter of congratulations.

Action Item President

To write to David Porter to express the Council’s congratulations.

.04c Integrated Risk Management Report

The Council reviewed the Integrated Risk Management Report. The Registrar informed the Council on the number of risks that are open and closed. Council discussed the different categories and the Registrar gave examples of the types of risks that could be in each.

.04d Directors of Clinical Training Report

Dr. Patricia Minnes and Dr. Marjory Phillips gave an oral report to the Council on the meeting of the Directors of Clinical Training and Internship Directors that occurred on November 22, 2019. The joint meeting had 30 in attendance and the following topics were discussed:

- Discussion on Self-Care
- Updates from Council
- Updates from Registration
- Survey around Boundary Issues
- Practicum placements
- Accreditation

.04e ASPPB/ACPRO/OPA Activities

President reported on the activities of the Association of State and Provincial Psychology Boards (ASPPB), Association of Canadian Psychology Regulatory Organizations (ACPRO) and the Ontario Psychological Association (OPA).

The President and Deputy Registrar attended a meeting of ASPPB in October 2019. Council received a copy of the minutes from this meeting. ASPPB continues to request that jurisdictions implement the EPPP2. Many jurisdictions, such as Ontario, are waiting for more validity to become available. Also

discussed at the meeting were concerns among many regulators of movement toward deregulation in many American jurisdictions.

The President and Registrar attended an ACPRO meeting in November 2019. The Registrar spoke about ACPRO's project to develop an online application process for internationally educated individuals seeking registration. More information on this project can be found in the Registrar's Report to Council in the Materials package.

The President, Registrar and Deputy Registrar met with the OPA in December 2019. Topics discussed included; member health programs, supervision and prescription privileges.

.04f Creative Brief re: College Visual Identity – IN CAMERA

It was MOVED Goebelle

That the Council go IN CAMERA to discuss the Creative Brief re: College Visual Identity. CARRIED

At the end of the IN CAMERA meeting,

It was MOVED Hussain

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 newly designed logo and rebranding concepts.

2019.04.05 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 September 27, 2019 were shown in **Bold**.

2019.04.06 Other Business

.06a Set Election Date

The Council confirmed that Elections in District 4 (East) and District 7 (Psychological Associates) will be held on March 31, 2020.

It was MOVED Minnes

That the Elections to Council in Districts 4 (East) and 7 (Psychological Associates) be held on March 31, 2020. CARRIED

.06b Next Council Meeting

- Thursday, March 12, 2019
- Friday, June 12, 2019

2019.04.07 Adjournment

There being no further business,

**It was MOVED Goebelle
That the Council Meeting be adjourned.**

CARRIED

The Council Meeting was adjourned at 2:21pm

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

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

Minutes approved at the Council Meeting on March 12, 2020