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2<sup>nd</sup> Board Meeting of the Transitional Council (TC) of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario (The College) on Feb. 18, 2010

Public part of the meeting, abbreviated notes taken by Sabine Cox

*Call to order*

*General business*

*President's Report: Julius Nathoo*

- Executive Committee<sup>1</sup> had met twice since the last meeting, second meeting just having been on Feb. 17<sup>th</sup>
- Still trying to fully understand the tasks of the Exec. Committee and himself as president
- Receiving a lot of help and support from Joyce Rowlands
- Believes he was elected president because he is non-advocacy and neutral, wants that to remain so
- Wants the TC to be unbiased, impartial, fair, transparent
- Feels there is no place for advocacy of one modality over others at the TC; foremost goal is protection from harm for the public
- TC needs to establish trust to do this
- Exec. Committee brought forth four motions, all carried and approved:
  1. Registration Committee members
    - Annette Dekker
    - Julius Nathoo
    - Pat DeYoung
    - Carol Cowan-Levine
    - Heidi Ahonen
    - Thomas O'Connor (?)
    - Linda Ann daly
  2. Pat DeYoung to be Chair of the Registration Committee
  3. Professional Practice Committee members
    - Bikram DasGupta
    - Carol Cowan-Levine
    - Irene Keroglidis
    - Jack Ferrari
    - Julius Nathoo
    - Kevin VanDerZwet Stafford
    - Thomas Wall
  4. Kevin VanDerZwet Stafford to be Chair of the Professional Practice Committee

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<sup>1</sup> Executive Committee: Julius Nathoo (Pres.), Carol Cowan-Levine, Phillip McKenna, Kevin VanDerZwet Stafford, Thomas Wall

*Registration Committee's Report: Pat DeYoung*

- Examining core issues of the registration process
- One motion brought forth, discussed, carried and approved:
  1. TC staff to create a business case for hiring a consultant for research of training institutes and potential members of The College regarding registration requirements. Business case to be approved by the Executive Committee before asking for approval from the government. Limit of business case: \$25,000
- General statement: the Registration Committee endorses grand-parenting and suggests the development of a grand-parenting provision to be included in general registration provisions. The details of the grand-parenting provision will be decided when the overall registration guidelines have been decided.

*Professional Practice Committee's Report: Kevin VanDerZwet Stafford*

- Had one meeting on Feb. 3<sup>rd</sup>; felt there wasn't enough time to properly discuss and decide although it felt like the committee was off to a good start
- Will be working on Professional Misconduct Regulations as suggested by legal council.
- Considering asking guest(s) from other Health College(s) in Ontario to give input into currently existing misconduct provisions.
- Drafts to be created for Code of Ethics and Professional Misconduct Regulation as per legal council and based on general forms. Professional input from other Colleges and professionals will be important to detail these provisions and regulations.
- Need to include keen awareness of human rights issues of the individual vs. The rights and protection of the community; "this is where it could become sticky" [Bikram DasGupta]

*Registrar's Report: Joyce Rowlands*

- Lot has been done so far
  - Memorandum of Understanding (MoU) and Loan Agreement for the government are being worked on already
  - An agreement with the hosts for the TC has been signed (lease, IT etc.)
  - E+O insurance for directors of the TC is being investigated; permission has been granted to go through one broker vs. having to submit three varying quotes from three brokers; TCs of all the new Colleges are working together on this in order to speed up the process
  - The ministry requires Workplace harassment and discrimination guidelines which are being worked on
  - Committees have been created and are already meeting and working
  - Registrar's office had meetings with different delegations that are concerned about the process, incl. two church delegations
  - Registrar's office responded to the College of Educational Therapists who made an unclear (in Registrar's opinion) statement about psychotherapy that 'seemed out of place.'
  - Registrar's office is filing and responding to letters from the community and associations: OAMFT — too premature to discuss specialty titles; CPCA — polite but not detailed response to 'their directives on how we should do out work.'

- More discussion with government officials has confirmed that some training institutes may feel increased pressure to become registered with the Ministry of Education.
- Website was almost ready before the name of The College was changed. Now waiting on new URL. Approved name / URL:  
www.collegeofpsychotherapistsofontario.ca.

*Mission and Vision Statement — suggestion and discussion: Carol Cowan-Levine*

- MoU can't be signed without a Mission and Vision Statement; so this is rather urgent
- Brought forth several suggestions for each; opened the discussion, trying to eliminate one or two and collect input for the remaining on which a final draft could be worked.
- Reminded TC members: Mission statement *only* for TC, grounds the work; Vision statement *could be* for The College later on, broader vision.
- After a lengthy discussion one motion was brought forth and carried:
  1. Staff may re-work the Mission and Vision statements as per the input from this discussion. The draft will be approved by the Exec. Committee, then circulated to all council members before final formal approval.
- The approval by the Exec. Committee should be sufficient for the government to go ahead with the MoU. Amendments can be made in a later meeting if necessary.

*Council Communications Protocol — presentation and discussion:*

*Richard Steinecke (legal council)*

- Communication in the TC needs to be transparent and documented
- Avoid any one-on-one discussions; have discussions in committee meetings or council meetings.
- Keep all written communications, incl. Emails
- Best practice: avoid email communication
- “Good Faith Clause” to be developed as professional support and safety measure for TC members and the public.
- Disclosure of *all communication* can be requested by the government at any time and Colleges have been found in fault when they didn't have copies of emails
- Avoid ‘cliques’ or groupings that could be perceived as or lead to private agreements made outside the TC / committee — could undermine the team effort
- Central record of all communication usually kept at Registrar's office *with hard copies of all communication*
- After a long discussion about the practicality of declining *any* personal discussions or conversations one motion was brought forth and carried:
  1. Based on the discussion here, the staff of the TC is to develop a comprehensive communications protocol for the TC including guidelines for the implementation. The draft is to be brought to the Exec. Committee for review and recommendation to the TC at the right time. This includes the development of a Good Faith Clause based on the current draft.
- In the interim the TC agreed to abide by the spirit of the Good Faith Clause

*Competency Based Registration vs. Accreditation Based Registration — presentation and discussion: David Cane*

- Generally he holds that *both* are important:
  - Competency is crucial to protect the public
  - Can't set accreditation requirements without defining competency
  - Need to define *Entry to Practice* competency from *Practice Competency*
  - Can't deny accreditation without cause and reason
  - Need to define competency criteria to get training institutions involved
    - *See also attached copy of his power point presentation*
- Discussion
  - Questions raised included allowing for cultural diversity (languages and education) — [answer by David Cane: totally up to the TC]; need to 'start it all over' vs. being able to build on the provisions of other provinces (e.g. BC task force) — [answer by David Cane: can build on existing provisions; just make sure to keep labour mobility in mind]; how does one get started with this — [answer by David Cane: detail / define for yourself the scope of practice as given by the government, then develop competencies: put experienced practitioners and educators on the task group, research public impact of your planned competency requirements]; and if the TC would have to accredit educational programs — [answer by David Cane: no, you don't have the right to do that but if you make credentials part of your registration process you have to have criteria for what programs you approve]

*At this point the closed section of the meeting started and afterwards the meeting was adjourned due to time restraints.*

Disclaimer:

The notes in this document are **not** official minutes. The author does not claim the content to be 100% correct or to express the intent of the discussions perfectly. These is purely the notes of the meeting as understood by the author from her position as silent observer.

For official minutes of the meetings, visit the College's website at [http://www.cprmhto.on.ca/pages/Home/Council/Council\\_Minutes](http://www.cprmhto.on.ca/pages/Home/Council/Council_Minutes)