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## Meeting of the Transitional Council of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario — May 11, 2012

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The President of the Board introduced a new administrative assistant and a new systems administrator. This was followed by the opening words by the President of the Board, the Call to Order, Approval of Agenda, and Approval of Minutes of Last Meeting.

### **REPORTS**

#### *President's Report:*

- In a meeting with the Ministry about the title of RMHT a new understanding of the nature of the work of RMHTs was found by all parties.
- Call to renew the role of leadership at Council level: showing respect; listening; challenging assumptions; bringing issues into the meetings, not trying to deal with them outside.
- Visiting the CPCA conference as an observer gave her insight into the many questions practitioners have re: regulation
- New phase of work for the TC: by-laws and procedures are now important
- A question from a Council member enquiring if the Master's degree question was still (or again) on the table was answered by stating that this had not been mentioned at the meeting with the Ministry at all.

#### *Quality Assurance Committee Report:*

- Working on the Jurisprudence handbook (117pages), reviewing work done so far.
- Developing an e-learning module for the jurisprudence course / exam
- Developing guidelines and other resources for members. Due to time limitations, currently focusing on five areas that have been identified as most important:
  - Records
  - Conflict of Interest
  - Titles
  - Advertising
  - Supervision

#### *Registration Committee Report:*

- Had good response from indigenous group and amended the draft registration regulation based on that input. Will present proposal for amendment later

#### *Education Framework Task Group:*

- Postponed

*Prior Learning Assessment Task Group:*

- Decided to get a consultant to help finish the work
- Developing scoring matrix
- Draft of requirements for PLA being developed
- Waiting to have current draft of the grandparenting process acknowledged and agreed on before needing to develop further details for the portfolio process
- Current draft for grandparenting requirements has been posted on the College website ([http://www.cprmhto.on.ca/pages/Home/News\\_and\\_Information/Grandparenting\\_Framework](http://www.cprmhto.on.ca/pages/Home/News_and_Information/Grandparenting_Framework))

*Registrar's Report:*

- Financial independence allowed for the purchase of their own sound system and the hire of additional staff
- An accounting firm has been contracted; firm requests systems to be designed for future need which makes it necessary to do a lot of projection and 'guessing' of future needs
- Several meetings for the Registrar: CPCA conference, OASW meeting, presentation at the College of Physicians
- Website is being updates
- Educational program assessment is being prepared; not all details are clear yet but a good picture of 'where things are heading' is evolving
- Partook in Annual Registrar's Day (meeting of the Registrars of all Colleges under the Ministry of Health and Long Term Care);
  - Supervisor was appointed to oversee all Health Colleges
  - General agreement that self-regulation of the Colleges is becoming more difficult as governmental influences increase (e.g. Fairness Officer, etc.)

**REGISTRATION REGULATION — REVISED PROVISIONS**

- Short history of the RMHT title by Joyce Rowlands
  - Not a recommendation made by HPRAC
  - Ministry didn't clarify intent, stated they are not concerned with "identity questions"
  - Surprise to TC and Ministry that all professional members of the TC self-identified as probable RP-members
  - In answer to the remark of a TC member that it was disappointing that no RMHT candidate was part of the TC it was remarked that many of the professional members spent some of their practice in MHT practice. Also, the possibility of this still being done was mentioned.
- Revisions:

Based on stakeholder feedback, meetings with the Ministry and a review of the draft the following revisions were made and presented to TC for discussion and approval:

- Correcting "grammatical anomalies" and wording provisions such that they are consistent in formulation throughout the regulation
- Striking the word "mandatory" from provisions relating to supervision requirements for some RP titles (redundant) but leaving it in the explanations
- Changes in the explanation and rational for provisions referring to indigenous practitioners clarifying that 'indigenous' in this regulation refers to Canadian indigenous groups only.
- RMHT: requirements for independent practice (outside of a clinical supervision setting) from three to five years of supervised practice [4.(3).1.]

- Definition of ‘supervised practice’ added to provision 9.(7). This point brought up a lengthy discussion during which the TC tried to find a balance between a general wording that would allow several different organizational structures to be considered as supervisory settings while also providing relatively clear direction for such setting. Several ways to word the definition were considered. A final change was found and the detailed wording left to be done by the Registration Committee.

Before the vote to approve the changes the Chair of the Registration Committee stated that a profound shift occurred in the Committee’s understanding of the RMHT title. The RMHT is *not* a lesser RP or an ‘RP in waiting’ but a *different kind of mental health practitioner* with a different skill set and a different mandate in mental health although skill sets and scope of practice *may* overlap with RP practices — both ways.

Several TC members commented on the clarity that has been brought about by this shift in understanding and one TC member stated that it would be very helpful to embrace the concept of Mental Health Therapy to make the difference clear to the public as well.

A motion to accept the changes to the provision as brought forward and discussed was passed unanimously.

One additional change was suggested, discussed, and passed in a vote with one NO vote:

4.1.1.(1) — The word *diploma* will be changed to *post-secondary education / program* to create conformity of wording in the regulation. The new wording will read “...successfully completed a minimum 2-year structured, coherent post-secondary program”

(*post-secondary* refers to a program after high-school; alternatively *mature students* can be accepted into a program, with *mature* in this case referring to having at least grade 10 and some life experience)

### **EDUCATIONAL FRAMEWORK TASK GROUP — PROGRESS UPDATE**

- The current draft of the framework is ‘out there’ with some selected educators for feedback
- A meeting with these educators for discussion and feedback is planned for the first week of June
- Following this meeting and any adjustments that may have to be made, a mapping tool will be developed and sent out to 12 educational institutions for testing in a pilot project; an executive summary of the framework will go out with this mapping tool.
- After final changes made based on feedback and results from that pilot project the complete set of educational framework requirements and mapping tool will be released. The Task Group is hoping for that release to happen in early fall, post Labour Day.

### **BY-LAWS**

Legal Council presented the background for the TC’s work on developing the College’s by-laws.

- Some by-laws have to be in place before the College is officially proclaimed on April 1, 2013. (E.g. Fees, public register)
- Some by-laws need to be circulated to members of the new College right at proclamation
- Some by-laws will be required to allow for procedures to happen very soon after proclamation (e.g. election of Council)

The TC can build on by-laws from other Colleges as some will remain the same for all or most of those Colleges. However, some details will have to be discussed by and decided on by the TC.

Answering a question from a TC member, Legal Council explained that generally it isn't too difficult to change a by-law later. However, some things, such as election details and composition of Council may be more difficult to change later as those already elected may not be too motivated to make changes.

Legal Council introduced three main by-laws that the TC needs to start working on:

### 1) *Election by-laws:*

- A decision has to be made as to what electoral districts will be used: geographical districts are most common but other possibilities are available.
  - Questions were discussed about topics such as possible special representatives for indigenous practitioners, combination of different district options, number of Council members from each district, and how to deal with the two titles in Council elections
- An election date for the first Council has to be decided. A first election of professional members is usually done within six to seven months after proclamation with a second election often following a year after. After that elections are usually held every three years.
  - Questions discussed included the status of the TC between proclamation and first election, the maximum years a person can serve on the Board (usually 9 consecutive years), how public members will be chosen (by appointment from the Ministry, usually every two to three years).
- Details as to the eligibility for election have to be clarified
  - Questions discussed included what happens if an elected Council member changes districts (e.g. moving out of a geographical district), having family members serve on the same Council, Conflict of Interest problems (e.g. Council members have to resign from leading positions in associations), etc.
- Other points the TC needs to address:
  - Eligibility to vote
  - Disputes during the election campaign
  - Election procedures (e.g. paper vs. electronic)
  - Recounts
  - Proxy voting
  - Appeal of the election
  - Removing elected members
  - Vacant seats
  - Etc.

### 2) *Public Register by-laws:*

- The public register contains information about the member that is deemed important to the public in order to make good decisions about their mental health provider. The TC needs to weigh public interest with the right to privacy of members.
- Some entries are mandatory (details can be decided by the TC) while others can be decided by the TC. Possible entries include:
  - Name and previous names
  - Primary business address (can be a post box or an email address if TC so decides)
  - Standing in the College

- Class of registration
- Disciplinary actions, terminations, incapacity, suspensions (TC can decide to what detail and for how long; general practice is notice remains in the public register for two years for some cases and up to 50 years if serious allegations have been proven correct)
- Registration number
- Employers
- Education and specialization
- Date of original registration
- Ethnic background / languages spoken
- History of registration
- Electoral district
- Links to other publications
- Continued Education
- Statistical data
- Etc.

### 3) Fees by-laws:

- It is best practice to make the registration year equal to the fiscal year of the Ministry.
- Fees the TC has to decide on include
  - Application fee
  - Annual registration fee
  - Late renewal fee
  - Late payment fee
  - Non-responding fee
  - Re-installment fee
  - Transfer fee
  - Assessment and examination fee
- Legal Council suggested the TC also make decisions on raising fees to avoid huge raises at long intervals. He suggested annual cost-of-living increases.

The TC discussed who would be working on developing the necessary by-laws. The Executive Committee had been suggested and a motion was brought forward to task the Executive Committee plus other members 'by invitation' with this work. The motion was carried unanimously.

### **CLOSING**

After closing comments, the meeting was adjourned. The next meeting will be held on Monday, June 25<sup>th</sup>, 2012.

#### 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 are 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)