

## Meeting of the Transitional Council of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario — January 16, 2013

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Call to Order, Approval of Agenda, and Approval of Minutes of Last Meeting.

### **REPORTS**

#### *President's Report:*

- Annette Dekker resigned from the Transitional Council. A letter to the president was read to the Council as per her wishes.
- Additional meeting with the Ministry on Nov. 29<sup>th</sup>. Tentative thoughts of the Registration Committee re: the required changes to the Registration Regulation were presented and received favourably.
- Quality Assurance and Professional Misconduct Regulation have been signed. Work on the Registration Regulation is now moving forward again.
- Energy at the end of last meeting was low. There was distrust but willingness to keep working towards final resolution of problems. Now it feels there is support from the Ministry again.
- Governance issues are now the main work ahead.

#### *Quality Assurance Committee Report:*

- No report. Committee hasn't met since November.

#### *Registration Committee Report:*

- Two meetings since November full Council meeting, one on Nov. 21<sup>st</sup> and one on Dec. 7<sup>th</sup>.
- Meeting Nov. 21<sup>st</sup> was to discuss Ministry letter and possible responses. Came up with a proposal to present to the Ministry.
- Meeting Dec. 7<sup>th</sup> was a follow-up meeting after the meeting with the Ministry on Nov. 29<sup>th</sup>. Committee moved forward on first ideas for revision (supported by Ministry). Presentation for vote of new proposal later in the meeting.
- Reviewed scoring schedule for jurisprudence course. Current thoughts:
  - Only aggregate information to go to Quality Assurance committee (not individual results)
  - All questions will have to be answered correctly to pass
  - Re-takes will be possible with at least 1 hour between tries
  - Jurisprudence quiz / course will be exemptible and non-restrictive

#### *Education Framework Task Group:*

- No report. Committee hasn't met since November.

#### *Prior Learning Assessment Task Group:*

- No report. Committee hasn't met since November.

*Executive Committee Report:*

- Three meetings since November full Council meeting:
- Nov. 22<sup>nd</sup>: discussed HR benefits; policies; communication and correspondence policies (of president); reviewed by-laws
- Dec. 10<sup>th</sup>: teleconference to discuss Nov. 29<sup>th</sup> meeting with the Ministry, responses to the Ministry and to stakeholders
- Jan. 15<sup>th</sup>: discussed upcoming elections and financials

*Registrar's Report:*

- Submitted business plan and budget for 2013 / 2014
- Revised 2012 / 2013 budget
- In contract negotiation with an IT firm to set up the registration and administrative systems. This work will require a lot of detailed input information from the College.
- Currently aiming for a proclamation date in early 2014, possibly March 31, 2014.
- Working on by-laws
- Editing the jurisprudence handbook
- In November attended a meeting with other Colleges whose members have the right to practice psychotherapy. Part of a workgroup that is trying to come up with processes around titles etc. College of Nurses finding this particularly difficult for members in multi-disciplinary groups. Psychologists and Doctors and Surgeons not currently looking at developing specific guidelines for psychotherapy. Psychologists looking at possibly delegating psychotherapy.
- Also attended a meeting with other new Colleges.
- Interesting articles in *Toronto Star* speaking about disciplinary cautions in some Colleges not always being made public (what becomes public depends on the College's by-laws), labelling this as 'secretive'. Good to keep in mind transparency when developing this College's by-laws.

Q: How will the public know the difference between psychotherapists from different Colleges? What will be the 'pecking order' (will this College have precedence in respect to psychotherapy as it is the College of Psychotherapists)?

A: Trying to work in community, avoid pecking order. Public will have to be educated. Each College can interpret the Regulated Act in connection with their own work and mandate.

Q: Did stakeholder feedback change the Ministry's position on RMHT title?

A: Ministry repeatedly stated that the work of the College itself and internal reviews pointed to problems with the title and that lobbying did not influence any decisions.

### **REGISTRATION REGULATION - PROPOSED CHANGES**

- After the Ministry's letter was received the Registration Committee (RC) met immediately to discuss their options. The Ministry's guidelines stated that the Transitional Council was to focus on those who practice the profession of psychotherapy only and that those work areas previously identified in the RMHT category by the RC will be addressed by the Ministry directly so as to not interrupt services on the day of proclamation.
- The RC considered the three apparent options for moving forward:
  1. Redefining the second title and moving ahead with two distinctly different titles.
  2. Having two titles for the same registration requirements, letting applicants choose which title they would like to use.
  3. Deferring one of the titles for possible later use and focusing on the undisputed title.
- Choice #1 was seen as impractical in acknowledgement of time restraints and Ministry feedback.
- Choice #2 was discussed in length. The RC decided against this option for the following reasons:
  - It would be confusing to the public to have two titles for the same purpose.
  - It wouldn't serve the public but mostly the practitioners to have this choice (not the mandate of the College to serve the practitioners).
  - The newness of the College makes it likely that more distinct differences in practice may become apparent after a few years in which case the second title could be used with more clarity.
  - There is precedence for the deferral of a title (the College of TCM has deferred the Doctor title at this time).
  - Other Colleges that have two protected titles have clear distinctions between the titles.
  - The Ministry asked the TC to get back to first principles and first principles for this College is the work of psychotherapy.
- RC decided on 3<sup>rd</sup> option: deferral of the second title for use by other Councils at a later time. This approach was presented to the Ministry in the Nov. 29<sup>th</sup> meeting and found approval and support from the Ministry.
- Revised Registration Regulation to be presented to TC today. RC chair will ask for vote to approve this revised regulation for presentation to stakeholders.

#### **• *Changed Registration Regulation:***

- Mostly easy changes as all information pertaining completely to the RMHT title have been removed.
- Some provisions that dealt with both titles had to be reworded.
- Only a few provisions have been changed in a somewhat larger way. These were presented at the meeting as follows:

##### **• *5.(1).1 Education and Training Requirements:***

Addition of a fourth option of training. Master's degrees are now explicitly stated as one of the options for appropriate education.

Also added to this provision is the requirement for components to teach competence in safe and effective use of self in any acknowledged educational program. This was moved from provision 5.(1).4 to this provision to clarify the importance of this requirement.

These changes were made necessary due to the Ministry's request to have reference to the Entry-to-Practice Competencies (ETPC) removed from the regulation proper and brought back to internal guidelines. The ETPC are now going to form the basis for the College's accreditation process for training programs.

Q: Will those formerly considered for the RMHT title now have to register as RPs?

A: Only if they wish and qualify. Other than that the Ministry is going to address their work independently of the College's work.

Q: The percentages for supervision in groups and individually were supposed to be part of the regulation but aren't in it now. Why not?

A: The Ministry stated that this is inappropriate detail for the regulation proper and belongs in the internal guidelines.

C: Historically many practitioners don't identify with the *psychotherapist* title (although they do identify with the work of the regulated act). This would have been an opportunity to give those practitioners a choice and allow them to identify more clearly with the title they use. One more title in the mental health landscape will not likely make a big difference and using the title later will mean having to re-open legislation.

Q: Have ETPC changed?

A: No, nothing in the ETPC for RPs has changed. The College of Physicians and Surgeons did research and found that the College's ETPC standards are appropriate in comparison to other Canadian and international jurisdictions.

- 2.(1).5; 3.(1).2; 3.(1).3 *Citizenship, Residency, etc.:*

Those provisions were removed by request from the Ministry. Inclusion of those requirements is prohibited under NAFTA and dealt with by Citizenship Canada only.

- 2.(1).7 *Certificate of Registration:*

This provision was removed by request from the Ministry as it is redundant.

- 2.(1).6 *Incapacity:*

This provision was reworded to add more clarity and detail.

- *2.(1).7 NEW Currency Hours for applicants:*

This provision was reworded ...

- a. to include additional tasks that will be considered in the currency approval, such as management work in professional associations, clinics or training institutes, and more.
- b. to remove a logical loop created with provision 5.(1).2.

- *9.(4) Definition of Currency Hours:*

This provision was revised to reflect the additional approved tasks.

- *3.(1).5 Currency Hours for members:*

A sentence about inactive members was added to this provision in order to add clarity.

Q: Does the new wording mean that being an inactive member also exclude a person from being a member of the Council or being active in a professional association?

A: No, the requirement for inactive members is only for the practicing of the profession (which includes therapy work and teaching). Administrative tasks are not part of the definition of “practicing the profession”. There will likely be measures for inactive members who want to return to practice and will have to prove competency beyond management etc.

- *5.(2).1 Grandparenting:*

This provision was revised to remove the limitation of 500 hours needed in Ontario. According to the Ministry this would hinder compliance with the Mobility Act. The requirement is for 500 hours in Canada now.

- *5.(2).3 Grandparenting portfolio:*

This provision was revised to be clearer. Also, requirements for prove of competency in safe and effective use of self was added here (formerly 5.(2).4)

- *5.(2).4 Grandparenting portfolio:*

This provision (formerly 5.(2).5) was revised to state that the format of the statutory declaration needs to follow guidelines set out by the College.

- Finally, the wording of the introduction to the regulation will be changed to clarify who will most likely need to register (taking any reference to work previously considered for the RMHT title out).

- A discussion about the proposed changes ensued after the motion to approve this draft for mandatory stakeholder input was made.

Q: Does the whole of the regulation go back out to the public?

A: Yes, but there will be an introduction explaining where the changes are and what they are. However, the public will be able to comment on any of the provisions of the regulation, even those that haven't been changed.

C: We are in an unprecedented situation because the protected title and the regulated act also are in name the same as a traditional title used by many people. There are many different traditions coming together and people identify differently. That is why having two titles would be helpful.

A: Foundation of the work is in psychology and the public will need education to understand the difference between psychology and psychotherapy. Having only one title will help that. The original suggestion from practitioners that the Ministry needs to define the two different scopes wasn't heeded and this confusion now resulted from that. TC needs to deal with that.

A: In spite of lingering disappointment with the Ministry's refusal to accept the original draft registration regulation it feels right now to leave the 2<sup>nd</sup> title for later use when the public's response to the College is clearer.

A: Educational institutions will likely form increasingly conforming training programs over time which will take away the question of the current diversity.

Q: The main question for the RC is and was how two titles would serve the public interest. It seems understandable that it would serve the practitioners to have a second title available for choice but the mandate of the TC is to serve the public.

A: Some practitioners may self-exclude from the College because of the title. Some only practice 1/3 of their time while doing more of the administrative work, teaching, etc. If they don't identify with the title they may not join. How would we deal with that?

A: There may not be a clear answer to that question as the benefit to the public may not be direct. But practitioners who fully identify with the College would be happier in their work, and more satisfied practitioners create better client-therapist relationships and thus do better therapy. Plus, public protection already has been reduced when the Ministry decided to take all those practitioners out of the College's oversight who had been considered under the RMHT title.

C: Allowing specialty titles may help with this identification issue.

After lunch the discussion was brought back to the table. However, the TC members decided that no further discussion was required at that time. TC voted on the motion to approve the draft for public stakeholder input. Motion was carried with one objection. The draft will be publicized shortly and the RC will report back to the TC with first results hopefully in the May meeting.

### **ELECTION OF THE EXECUTIVE COMMITTEE**

The TC voted to have elections for the Executive Committee at the next full meeting.

A brief recap of the election process was given.

### **PROFESSIONAL MISCONDUCT STANDARDS AND GUIDELINES**

- Quality Assurance Committee is working on the standards and guidelines.
- Aim is to make the Professional Misconduct Regulation easier to understand.
- Seven sections have been identified. Editor is currently working on sections 3 and 4. Committee is working on reviewing section 1.
- Next steps (after editing process is done) is working through any gaps.
- Quality Assurance Committee hopes to bring a more concentrated version of the standards and guidelines to the TC in the June meeting.
- The standards and guidelines is a living document that will continue to change and grow as practices change and develop over time.

An example was given for the structure of the standards and guidelines.

- 1) **Contextual information:** definitions, reference to relevant legislation, legal and ethical concepts re: the provision
- 2) **The standard itself:** a short paragraph explaining the expectations of the standard
- 3) **Demonstrating the standard:** bullet list of possible how-to. Not written in detail to avoid 'cook book' approach. Committee wants practitioners to use their common sense and make decisions that are right in their particular situation instead of looking at 'the book'. Examples only.
- 4) **Guidelines:** elaborations and further examples of specific parts of the standard as needed. May not be needed for all provisions / standards.

### **NEW BUSINESS**

The new business included financial matters and the remaining meeting was held in camera. Public observers were asked to leave the meeting at this point.

The next meeting is scheduled for Tuesday, March 5th, 2013.

#### 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)