

Annual Report

2010-2011



Conseil transitoire
Ordre des psychothérapeutes autorisés
et des thérapeutes autorisés en santé mentale
de l'Ontario



Transitional Council
College of Registered Psychotherapists
and Registered Mental Health Therapists
of Ontario

About the transitional Council

The transitional Council of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario was established in 2009 under the *Regulated Health Professions Act, 1991* and the transitional provisions of the *Psychotherapy Act, 2007*, with the appointment of the Registrar and Council members.

Accountable to the Minister of Health and Long-Term Care, the transitional Council's mandate is to draft regulations governing psychotherapists and mental health therapists in Ontario, and to develop policies, procedures and operational systems to support regulation. There are currently four staff and 15 appointed Council members undertaking this work.

When draft regulations for registration, professional misconduct, and quality assurance are approved by the Government of Ontario and proclaimed into law along with the remaining provisions of the *Psychotherapy Act*, the new College will begin regulating the profession in Ontario, sustained by the fees of its members. Proclamation is expected to occur in the spring of 2013.

Excellence Fairness Openness Responsiveness Respect



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President's Message

What a difference a full year makes in building the foundations of a regulatory college. Our inaugural fiscal year was just five months long, enough time to hold our first Council meeting in November 2009, and initial meetings of the Registration and Professional Practice committees, and to make a start on staffing. Those steps enabled the committees to get down to work at the beginning of year two in April, 2010, drafting regulations for registration, professional misconduct, and quality assurance – and commencing stakeholder consultations on two of the draft regulations.

Much was accomplished in our first full fiscal year, but not without complexities. For example, careful consideration and research was needed to define and delineate our two main categories of membership – *Registered Mental Health Therapist* and *Registered Psychotherapist*. Both share the same scope of practice and access to the controlled act of psychotherapy. All aspects of these categories had to be considered, from education and training, to supervision and type of employment. Other challenges included: developing grandparenting routes to registration for experienced RMHTs and RPs, ensuring continuity of service; and considering the use of specialty titles for a profession with a diversity of backgrounds.

Fortunately, we had help in our work. Prior to the fiscal year-end in March 2011, I was pleased to chair the first of four informal stakeholder consultation sessions on the draft Registration and Professional Misconduct regulations. It reinforced for us, that we have engaged stakeholders that not only attend public Council meetings to stay abreast of our progress, but also contribute ideas and other valuable feedback to help us improve our work.

Council has also benefitted from the good guidance of the Ministry of Health and Long-Term Care, and of our legal counsel, Richard Steinecke. Both have dealt with many other health regulations and regulatory issues, and their experience has been invaluable in helping us stay on course.

January 2011 saw our second election of Executive Committee members, with all members re-elected by acclamation. As Chair, I thank the Council on behalf of the Executive, for your continued confidence in us. That does not mean Council is without other capable members to serve in elected positions in the future. Indeed, the mark of successful regulatory colleges and councils is striking the right balance between continuity and renewal.

Finally, as President of the transitional Council, I commend my fellow Council members, the Registrar, and her able staff. Together, we have created draft regulations that we believe will protect the public and strengthen the profession in the years ahead. Our endeavours, coupled with stakeholder input, have taught us much. We share an abiding sense of the importance our work and respect for each other.

Julius Nathoo, President





Differences Between the Two Titles

The final version of the *Psychotherapy Act, 2007* included a second restricted title, Registered Mental Health Therapist, in addition to the title Registered Psychotherapist. From what we understand, the second title was added to strengthen regulation by including practitioners whose work falls within the scope of practice of psychotherapy, but who do not necessarily identify themselves as “psychotherapists.”

In June 2010, Council engaged a consultant to conduct research which explored potential future members of the College. The findings told us that future members fulfill a variety of roles and work in a range of settings and program areas, from private practice and clinics, to community and social service agencies. Over time, natural distinctions emerged between those who might become members of the RMHT and the RP categories. A critical difference is the nature of the work of those who may become RMHTs or RPs:

Registered Mental Health Therapists

- Provide psychotherapy as an aspect of their work in a “human services” role, which may include mental health and addictions services, child and youth work, community and justice services, and social work, among others.
- May work in agency or institutional settings with built-in oversight, such as managerial supervision or regular team/case meetings.
- Often have education and training at the community college level in programs that include practicums. Some may have undergraduate degrees and additional training in counselling or forms of therapy.

Registered Psychotherapists

- Main focus is on providing psychotherapeutic services; may also supervise or teach.
- More likely to work independently in their own practices, doing one-to-one, couple or group therapy, often for extended periods.
- Education and training is typically at the master’s level or through a professional training program in psychotherapy, involving extensive client contact and one-to-one clinical supervision.



Mission

To develop standards and procedures to regulate psychotherapists and mental health therapists in the public interest, striving to ensure competent and ethical practice within a professional accountability framework.



Vision

Leadership in professional self-regulation, dedicated to the principles of excellence, fairness, openness, responsiveness and respect for diversity.



Registrar's Report

At the start of this fiscal, the transitional Council had been in place for a few short months, and was just beginning to get its feet wet, so to speak. Now it is fully immersed, and ready to swim in deeper waters.

April 1, 2010 to March 31, 2011 was a demanding and challenging year. Orientation and foundational briefings were distant memories, and now Council and its committees had to get down to business in earnest. To no one's surprise, many complex issues emerged and large policy questions had to be tackled. Of the latter, the most daunting may have been determining the differences between the two main categories of members: Registered Mental Health Therapists and Registered Psychotherapists.

Council and committee members rose to the challenge. They hired a researcher to gather information on education and training programs, ranging from private training institutions to community college and university programs. And they reviewed a dizzying range of roles and job descriptions of professionals whose work falls within the scope of practice of psychotherapy, as set out in the *Psychotherapy Act, 2007*.

The challenge was to see whether this diverse range of practitioners clustered into two distinct groupings. In the end, the Registration Committee, led by Pat DeYoung, created a coherent picture of the two groups and their differences, which was accepted by Council and seemed to make sense to the majority of stakeholders (see p.3).

2010-'11 was also a year to engage stakeholders in earnest. To do this, committee chairs strived to be as open as possible, by presenting their thinking on the issues to Council (an open public forum), as we moved forward. We launched an e-newsletter and distributed it widely, and as Registrar, I accepted numerous invitations to speak to stakeholder groups, ranging from spiritual care therapists to family services providers. In addition, we devoted a full Council day to stakeholder presentations to help Council members better understand the diverse range of practitioners likely to become members of the new college.

By end the end of March, we were ready to take our draft Professional Misconduct and Registration Regulations on the road for presentation at four stakeholder meetings across the province. We already knew from letters and emails that there were significant issues, and we were about to benefit from face-to-face opportunities to hear from many future members directly.

The Professional Practice Committee, led by Kevin VanDerZwet Stafford, also reached out to stakeholders, inviting a group of educators and practitioners to participate in a day-long process to begin crafting a code of ethics for the profession. In addition, the committee received much stakeholder input on aspects of the draft Professional Misconduct Regulation, including use of specialty titles and block fees.

I am encouraged by the continuing interest of stakeholders in the activities of the Council – from the high turnout at Council meetings, to the many letters and emails we receive. In addition, I continue to be impressed by the hard work and dedication of transitional Council members and staff. There's respect and an ability listen to colleagues' views, and to shift one's thinking as a result. The Council has truly come together as an effective decision-making team.

Now, on the brink of a new fiscal year, we are casting our gaze beyond the current challenges of regulation-making to the next major phase of the Council's work – the design and implementation of college programs, along with the systems and processes to support them. Next year at this time, I hope to report that great strides have been made and the end is in sight – that being proclamation of the *Psychotherapy Act* and full operation of the new college.

Joyce Rowlands, Registrar



Committee Reports

Professional Practice Committee

It's satisfying that the Professional Practice Committee drafted two regulations in 2010/2011 and began developing a Code of Ethics for the future college. But equally important, the Committee established the rapport to address the issues and barriers that inevitably arise in the regulatory process.

The Committee first turned its attention to the Professional Misconduct Regulation, which sets out the "don't/do's" of professional practice. It has the force of disciplinary action behind it for members who contravene its provisions. Though it is intended as a regulation that, hopefully, few members will directly experience, it is a valuable guideline to help all future members navigate the issues of good conduct, conflict-of-interest, and proper record-keeping.

In drafting the Misconduct Regulation, the Committee had the advantage of looking at regulations and provisions in place at other regulatory health colleges. We then carefully considered how a diversity of psychotherapists and mental health therapists might practice, and the impacts each provision could have on their work. Along the way, there were issues to analyze and reach consensus on. These included a provision to allow electronic practice – the delivery of therapy via communication technologies to clients, provided there is informed consent. Specialty titles and designations was another issue the Committee considered, then reconsidered, based on stakeholder and Ministry feedback. The careful analysis and frank discussion of these and other issues that began in Committee during the year eventually enabled us to accommodate them in the Regulation.

Work began on the Quality Assurance Regulation shortly after the draft Misconduct Regulation was approved by Council and ready for initial stakeholder consultations. In contrast to the "don't/do's" and underlying discipline of the first regulation, the QA Regulation is intended to be non-punitive and constructive. In fact, information obtained through a quality assurance process cannot be used for disciplinary action, except in rare circumstances. It's all about helping members improve their skills and practices, and it involves all members. The Regulation establishes the framework for the Quality Assurance Program which mandates that members participate in professional development, self-, peer-, and practice reviews. Their participation is monitored. The College of Occupational Therapists of Ontario graciously presented their renowned Quality Assurance Program to the Committee as part of the orientation process.

Beyond drafting two regulations, the Committee also began developing a Code of Ethics for the future College. While many organizations use a Code of Ethics to specify appropriate conduct in a variety of situations, and to assess misconduct, the College will have a Misconduct Regulation and practice standards for these purposes. For this reason, the Committee chose to develop a more compact Code intended to inspire members to the highest ethical standards, both professionally and personally. We were fortunate to have the help of a focus group from the profession in this task, and we're confident that the final product, when approved, will be well-received by members.

As busy and engaging a year as it was, more work lies ahead: a Jurisprudence and Professional Practice Examination will be developed for registration purposes; a Quality Assurance Program must be readied for implementation; and practice standards and guidelines await drafting. I am grateful to the Committee, staff and stakeholders for their contributions during the year and look forward to achieving even more together.

Kevin VanDerZwet Stafford, Chair



Registration Committee

The Registration Committee's fiscal year began with little more than a boilerplate draft regulation and a vague sense of the difference between Registered Mental Health Therapist (RMHT) and Registered Psychotherapist (RP) categories of membership. By the end of year, the Committee had transformed its boilerplate into a draft Registration Regulation that delineated the two categories and was ready for stakeholder review.

Still a work-in-progress, the draft Regulation defines the education, training, hours of practice and other qualifications expected of future members. It was a robust foundation to accommodate the changes to come from ministry guidance and stakeholder feedback.

During the year, research provided the Committee with its first look at a projection of potential future membership in the College and at the diversity of education and training programs likely to support the RMHT and RP categories. It helped the committee consider the significant differences between these two categories which share the scope of practice and have access to the controlled act of psychotherapy. Ultimately, the RMHT and RP titles were defined by differences in the nature of their practice and their practice settings.

An outline of the registration requirements for each of the categories was presented to Council during the year, including education and training criteria, hours of clinical experience in supervised settings, effective use of self, and examinations for jurisprudence and professional practice, and for clinical practice.

The Committee carefully considered the requirements for applicants to register via the grandparenting route to membership. This option, which will be open only for the first two years of the new College, recognizes that today's practitioners come from diverse training and educational backgrounds and may not meet all the new entry-to-practice requirements, though they are experienced and practising safely. Hours of practice in Ontario and portfolio evidence of education, training and experience will be considered, to ensure that experienced practitioners continue to serve the public safely.

The Committee faced a significant challenge during the year when we were advised by the ministry that it could not support a master's degree as a requirement for RP registration. Rather, competency-based qualifications would be favoured. The Committee developed requirements for education and training for each title that will be linked to specific competencies. Planning got underway for a project and task group to develop competency profiles for the RMHT and RP, with help from external expertise.

Another project was identified to develop a framework to evaluate training and education programs, again linked to the competency profiles. Members also committed to a third project to develop grandparenting criteria that are rigorous, fair, and inclusive, through prior learning assessment (PLA) tools. These will help assess the education, training and experience of applicants educated or practicing internationally, and that of grandparenting applicants.

Overall, it was a year filled with activity on many fronts and a lot was asked of the Registration Committee, which did not disappoint. Thanks to the Committee and staff for all of their efforts.

Pat DeYoung, Chair



Year in Review



April | Focus Group assists in Code of Ethics development

Early in the fiscal year, work commenced on a draft Code of Ethics, with Chair Kevin VanderZwet-Stafford and Tom O'Connor of the Professional Practice Committee conducting research and developing an initial draft. Intended as a set of inspirational principles that members can strive toward, it was presented to a focus group external from Council for review and discussion over a full day in July, 2010. Their feedback was incorporated into subsequent revisions, and further refinements continued in 2011. The stakeholders who participated in the development of the Code included Bob Bond, Richard Isaacs, Trish McCracken, Vinnie Mitchell, Linda Page, David Smith, Brenda Spitzer, Susan Wood, and Mary Ellen Young.

June | Initial research conducted into future membership and education programs

A consultant completed initial research to identify future members of the College, as well as education and training programs for psychotherapy and mental health therapy. The results helped inform the Registration Committee's efforts to define and differentiate the RP and RMHT titles. Findings indicated that future members fulfill a variety of roles and work in a range of settings and program areas, from private practice and clinics, to community and social service agencies. The research also showed an inventory of education and training programs that is very broad, each program with its own entrance requirements, curricula, and requirements for supervised practicum.

July | Two new Council members appointed

The transitional Council's membership and professional diversity was expanded during the summer of 2010 with the appointment of two new members by the Ministry:

Barbara Anschuetz is a trauma specialist, clinical traumatologist, diplomate of the American Academy of Experts in Traumatic Stress and an EMDR therapist with a doctorate in counselling psychology. A national and international speaker on trauma and grief, Dr. Anschuetz serves on the Registration Committee and as a task group member on a project basis.

Banakonda Kennedy-Kish is an instructor in the Social Service Worker Diploma Program at First Nations Technical Institute, Tyendinaga Mohawk Territory, and an Indigenous Community Development Trainer for the Canadian International Development Agency Project. She brings indigenous perspectives to the discussion of both registration and professional practice regulations, and is a proponent of including the practice of indigenous healing under the regulatory umbrella.





December | Council newsletter launched

Council's inaugural newsletter was distributed electronically to stakeholders, and made accessible on the Council website. The first issue highlighted the progress of the draft regulations, plans for stakeholder consultations, the controlled act, and the differences between the two protected titles. Several stakeholders sent their appreciation for receiving the newsletter and commended Council on the quality of the publication.

March | Groundwork for Competency Profiles commenced

With the Ministry's emphasis on a competency-based registration model, Executive Committee authorized planning to begin on a project to develop Entry-to-Practice Competency Profiles for the RMHT and RP categories of membership. They will underpin registration requirements, and inform education and training program development, among other uses. In support of this work, the transitional Council was given permission to use competency profiles developed by the Ontario Coalition of Mental Health Professionals and the B.C. Task Group on Counsellor Regulation, as inputs for this project. The profiles are to be completed by the end of 2011.

March | Stakeholder Day at Council

In early March, a dozen stakeholder groups were invited to present information about their organizations and members to Council. The purpose was to inform Council members about the kinds of work done by these professionals, and to explore whether their work fits within the scope of practice of psychotherapy. Nine stakeholder groups attended and answered questions. Overall, the presentations gave Council members insight into practitioners who are likely to register with the new College, particularly as RMHTs. More stakeholder presentations to Council are envisioned in future.

March | Draft regulations presented to stakeholders across Ontario

Council approved the draft Registration and Professional Misconduct Regulations for informal stakeholder consultation. To engage stakeholders in a face-to-face dialogue, town hall style meetings were planned for four locations across Ontario: London, Ottawa, Sudbury and Toronto. The first, in London, was held before the end of the fiscal year.

Committee chairs presented significant or potentially contentious provisions in their regulations and opened the floor for questions and comments. These included: credentials vs competencies; currency of practice for registration; supervision hours; alternative pathways to registration; specialty titles and designations; block fees; and record-keeping; among others.

The third regulation that must be completed before proclamation of the *Psychotherapy Act, 2007* is the Quality Assurance Regulation. Completed just prior to the end of the fiscal year, it was not presented for consultation, to allow for further refinements before joining the other two regulations in the formal (written) consultations later in the year.



Transitional Council Members

Heidi Ahonen	Kitchener
Barbara Anschuetz	Zephyr
Carol Cowan-Levine (Vice-President)	Toronto
Linda Ann Daly	Kingston
Bikram DasGupta	Toronto
Annette Dekker	Kitchener
Pat DeYoung	Toronto
Jack Ferrari	London
Banakonda Kennedy-Kish	Barrie
Irene Keroglidis	Toronto
Philip McKenna	Caledon East
Julius Nathoo (President)	London
Thomas O'Connor	Kitchener
Kevin VanDerZwet Stafford	Guelph
Thomas Wall	Whitby

(At March 31, 2011)



Staff Members

Bill Hozy	Senior Policy Advisor
Lorna Irwin	Senior Operations Officer
Lene Marttinen	Communications & Administrative Coordinator
Joyce Rowlands	Registrar



Committee Members

Executive Committee

Carol Cowan-Levine (Vice President)
Philip McKenna
Julius Nathoo (President)
Kevin VanDerZwet Stafford
Thomas Wall

Professional Practice Committee

Carol Cowan-Levine
Bikram DasGupta
Jack Ferrari
Banakonda Kennedy-Kish
Irene Keroglidis
Julius Nathoo
Thomas O'Connor
Kevin VanderZwet Stafford (Chair)

Registration Committee

Heidi Ahonen
Barbara Anschuetz
Carol Cowan-Levine
Linda Ann Daly
Annette Dekker
Pat DeYoung (Chair)
Philip McKenna
Julius Nathoo
Thomas Wall

Financial Statement

The transitional Council of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario is currently funded by the Ontario Ministry of Health and Long-Term Care through one of its agencies, Health Force Ontario.

A Financial Statement (statement of expenditures) for the year ended March 31, 2011 was prepared by independent auditor, Deloitte & Touche LLP, to comply with the reporting requirements of the Ministry, and may not be suitable for another purpose. For this reason, Deloitte has directed that the Statement and accompanying report not be distributed beyond the transitional Council and the Ministry.

We are happy to report, however, that transitional Council expenditures for fiscal 2010—2011 were within the original annual budget limits set by the Ministry. As with all government agencies, we are working hard to constrain our expenditures, and are constantly mindful of the need for financial prudence.



Transitional Council
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