

**CRPRMHTO / OPATASMO**



Transitional Council of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario / Conseil transitoire de l'Ordre des psychothérapeutes autorisés et des thérapeutes autorisés en santé mentale de l'Ontario

# 2009-2010 Annual Report



## CRPRMHTO / OPATASMO

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

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

# 2009 – 2010 ANNUAL REPORT

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## OUR MISSION AND VISION




### Our 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.



### Our Vision

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





## PRESIDENT'S MESSAGE

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### **We're on our way!**

Within three years it is our hope and expectation that psychotherapists and mental health therapists will become regulated health professionals in Ontario under the broad legislative framework of the *Regulated Health Professions Act, 1991*. Currently, only the transitional provisions of the *Psychotherapy Act, 2007* are in force, thereby enabling the appointment of the Registrar and of the transitional Council of the College.

Council held its inaugural meeting November 5, 2009. Since then, Council and its committees have been crafting the building blocks of the College, which we hope will be formally established by late 2012. There is much work to do in this transitional period. We've elected members of the Executive Committee and established two standing committees.

The Registration Committee is drafting the Registration Regulation and the Professional Practice Committee is developing the Professional Misconduct and Quality Assurance Regulations. With government acceptance of these three foundational pieces, the remaining provisions of the *Psychotherapy Act* will be proclaimed and the College will become fully operational. Then it can begin its work of regulating the profession in the public interest. In addition, we're engaged in developing an efficient and effective structure of governance and overseeing development of the operational infrastructure.

Since that first meeting, I am pleased to say that Council members have become substantially more knowledgeable about the issues of the profession, the complexities of health regulation and the challenges of good governance. We will continue our education and development over the coming year.

Individuals currently practicing in Ontario, and those entering education programs with the expectation of working as psychotherapists and/or mental health therapists, are justifiably interested in the activities of this Council. We're reminded of this by the presence of many observers at our Council meetings and by the increasing numbers of inquiries we are receiving in the office.

Early in this process, and on the recommendation of the Registration Committee, Council confirmed its support for the inclusion of 'grandparenting' provisions – an alternative route to registration for established practitioners who may not meet the full registration requirements. This decision is both prudent and strategic, evidence that Council is committed to facilitating a smooth transition for practising professionals.

In this transitional phase, we are accountable to the Ministry of Health and Long-Term Care, which provides strict financial and operational oversight, in addition to financial support. As well, Ministry staff provides knowledgeable support and responsive guidance as we navigate this new landscape. My thanks to them, to my fellow Council members and to our Registrar, Joyce Rowlands, and her staff.

**Julius Nathoo**



## REGISTRAR'S REPORT

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### Year in Review

It was an exciting year – interesting, challenging and rewarding in many and varied ways.

Until Council was appointed in August, I was on my own, a luxury of time to meet with stakeholders groups, government officials and registrars of other Colleges, and to set up administrative systems and processes.

The other regulatory Colleges and the Federation of Health Regulatory Colleges of Ontario (FHRCO) were extremely generous, reaching out to me and invariably offering to help in any way they could. The Ministry also was very supportive, particularly in developing an orientation program and materials for Council members, and organizing the logistics of the inaugural meeting itself. This was an enormous help, and I was grateful for their assistance.

I was blessed too by the selection of a strong Executive Committee, and by the dedication and hard work of our President, Julius Nathoo, who not being a member of the profession (rather, a lawyer by training), worked tirelessly to familiarize himself with the many issues facing Council as it moves forward in its mandate. From the beginning, Julius provided a valuable outsider's perspective, often leavening meetings with his humour and learned quotations.

Council members also worked diligently to understand the issues and complexities of regulation, and to develop a culture of mutual respect and collaboration. I've been impressed by their willingness to listen and appreciate one another's point of view. In addition, they have embraced their role as regulators whose collective mandate is to serve the public interest, and not to represent particular sectors of the profession or outside interest groups.

I believe Council members take their role seriously and recognize the implications of the decisions they will be making for public protection. In addition, they are mindful of the impact those decisions will have on practitioners themselves. They are intent on finding the right balance.

We are also fortunate in our choice of Committee Chairs. Pat DeYoung, Chair of the Registration Committee, and Kevin VanDerZwet Stafford, Chair of the Professional Practice Committee, took up their roles with skill and enthusiasm. They're both doing an outstanding job in setting priorities, steering their committees through complex issues and working toward consensus.

In supporting the committees and many other matters, our legal counsel, Richard Steinecke, has been a fund of insight and wisdom for all of us. We are truly fortunate to be the beneficiaries of Richard's vast knowledge of professional regulation, and constant good humour.

We were also fortunate in having Irwin Fefergrad, Registrar of the Royal College of Dental Surgeons of Ontario, serve as Chair of our first three Council meetings. Irwin offered



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excellent advice on governance and communications protocols, and helped our fledgling Council get off to a good start – we are forever in his debt!

Lastly, I want to thank my hard-working and capable staff, who have engaged enthusiastically in this important work. I believe all of us – Council, Executive and staff – are infused with a sense of purpose, even privilege, to be involved in this groundbreaking venture.

**Joyce Rowlands**



## **TRANSITIONAL COUNCIL MEMBERS** (appointed August 2009)

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

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## **Staff Members** (March 31, 2010)

Lorna Irwin, Senior Operations Officer

Eleanor Ma, Administrative Assistant

Joyce Rowlands, Registrar

Liz Yorke, Senior Policy Advisor

## **COMMITTEE MEMBERS**

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### **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  
Irene Keroglidis  
Julius Nathoo  
Thomas O'Connor  
Kevin VanderZwet Stafford (Chair)

### **Registration Committee**

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

## PROFESSIONAL PRACTICE COMMITTEE REPORT



The Professional Practice Committee held its inaugural meeting on February 3, 2010. In the brief period prior to the end of the fiscal year, I'm pleased to say the committee made significant strides in laying a strong foundation for its work. Its first order of business was to draft the Professional Misconduct Regulation. Once completed, the committee will be drafting the Quality Assurance Regulation.

- Legal counsel briefed the committee on its mandate in general, and specifically on parameters for drafting the Professional Misconduct Regulation.
- Committee members heard first-hand from a seasoned staffer at an established College about the regulation-making process.
- Legal counsel was directed to develop a draft Regulation for committee consideration and the committee developed a process for identifying profession-specific issues for additional consideration.
- Council staff was asked to review the Professional Misconduct Regulations of regulatory Colleges in Ontario whose members may be performing the controlled act of psychotherapy, including nurses, occupational therapists, physicians and surgeons, psychologists, and social workers.
- The committee began the collaborative process of developing its Terms of Reference, which will guide the committee's work now and into the future.

**Kevin VanDerZwet Stafford, Chair**

### **Professional Misconduct**

*The Professional Misconduct Regulation sets out the 'shall nots' of professional practice. Its provisions are enforceable in law. In contrast, the Code of Ethics, also expected to be developed by the Professional Practice Committee, is the standard to which members should aspire.*

## REGISTRATION COMMITTEE REPORT

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The Registration Committee held its first two meetings in January and March 2010, commencing its mandate to develop the Registration Regulation for the College.

- The Committee Chair and staff worked together to develop Terms of Reference to guide the work of the committee.
- Members initiated a process to hire a researcher to identify potential members of the College (by sector and work setting) and to develop an inventory of education and training programs and institutions in Ontario whose graduates could be working as psychotherapists and mental health therapists.
- Members endorsed the concept of ‘grandparenting’ and communicated the committee’s intention to include a grandparenting provision in the Registration Regulation. Further, it agreed in principle that ‘grandparenting’ provisions will be developed after the full registration requirements have been determined, and this route to registration will be time-limited.
- Members directed legal counsel to develop a draft Registration Regulation for Committee consideration, noting that the Regulation will include registration requirements for the two protected titles (Registered Mental Health Therapist and Registered Psychotherapist). The two sets of registration requirements will be complementary. Together, they will allow for regulation of a broad range of practitioners, whose work wholly or partially falls within the scope of practice defined in the *Psychotherapy Act, 2007*.
- Committee members began to discuss the concept and use of competencies as the basis for registration requirements.

**Pat DeYoung, Chair**

### Scope of Practice

*The practice of psychotherapy is the assessment and treatment of cognitive, emotional or behavioural disturbances by psychotherapeutic means, delivered through a therapeutic relationship based primarily on verbal or non-verbal communication.*

*Psychotherapy Act, 2007*

## **OBJECTS OF THE COLLEGE**

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The following duties and objects of the College are defined within the RHPA, 1991:

### **Duty of College**

**2.1** It is the duty of the College to work in consultation with the Minister to ensure, as a matter of public interest, that the people of Ontario have access to adequate numbers of qualified, skilled and competent regulated health professionals. 2008, c. 18, s. 1.

### **Objects of College**

3. (1) The College has the following objects:
  1. To regulate the practice of the profession and to govern the members in accordance with the health profession Act, this Code and the *Regulated Health Professions Act, 1991* and the regulations and by-laws.
  2. To develop, establish and maintain standards of qualification for persons to be issued certificates of registration.
  3. To develop, establish and maintain programs and standards of practice to assure the quality of the practice of the profession.
  4. To develop, establish and maintain standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among the members.
  - 4.1 To develop, in collaboration and consultation with other Colleges, standards of knowledge, skill and judgment relating to the performance of controlled acts common among health professions to enhance interprofessional collaboration, while respecting the unique character of individual health professions and their members.



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## OBJECTS OF THE COLLEGE (cont'd)

5. To develop, establish and maintain standards of professional ethics for the members.
6. To develop, establish and maintain programs to assist individuals to exercise their rights under this Code and the *Regulated Health Professions Act, 1991*.
7. To administer the health profession Act, this Code and the *Regulated Health Professions Act, 1991* as it relates to the profession and to perform the other duties and exercise the other powers that are imposed or conferred on the College.
8. To promote and enhance relations between the College and its members, other health profession colleges, key stakeholders, and the public.
9. To promote inter-professional collaboration with other health profession colleges.
10. To develop, establish, and maintain standards and programs to promote the ability of members to respond to changes in practice environments, advances in technology and other emerging issues.
11. Any other objects relating to human health care that the Council considers desirable.

***Regulated Health Professions Act, 1991***

# AUDITOR'S REPORT & STATEMENT OF EXPENDITURES



Statement of Expenditures of

**TRANSITIONAL COUNCIL  
OF THE COLLEGE OF REGISTERED  
PSYCHOTHERAPISTS AND  
REGISTERED MENTAL HEALTH  
THERAPISTS OF ONTARIO**

Year ended March 31, 2010





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## AUDITORS' REPORT

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

We have audited the statement of expenditures of the Transitional Council of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario for the year ended March 31, 2010. This financial statement is the responsibility of the Council's management. Our responsibility is to express an opinion on this financial statement based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statement is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statement. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, this financial statement presents fairly, in all material respects, the results of operations of the Council for the year ended March 31, 2010 in accordance with Canadian generally accepted accounting principles.

Chartered Accountants, Licensed Public Accountants

Toronto, Canada

May 21, 2010

KPMG LLP is a Canadian limited liability partnership and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity. KPMG Canada provides services to KPMG LLP.



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## TRANSITIONAL COUNCIL OF THE COLLEGE OF REGISTERED PSYCHOTHERAPISTS AND REGISTERED MENTAL HEALTH THERAPISTS OF ONTARIO

Statement of Expenditures

Year ended March 31, 2010

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Salaries and wages	\$ 245,421
Rent and management fees (note 3)	92,057
Office and general	28,016
Professional services	26,854
Audit	9,300
Communications/media	1,360
Capital expenditures	3,798
Council and committees	403
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	\$ 407,209

See accompanying notes to statement of expenditures.



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# TRANSITIONAL COUNCIL OF THE COLLEGE OF REGISTERED PSYCHOTHERAPISTS AND REGISTERED MENTAL HEALTH THERAPISTS OF ONTARIO

Notes to Statement of Expenditures

Year ended March 31, 2010

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The Transitional Council of the College of Registered Psychotherapists and Registered Mental Health Therapists of Ontario (the "College") is a regulatory body established under the Regulated Health Professions Act, 1991 and the Psychotherapy Act, 2007. It has a statutory duty to regulate the practice of psychotherapy in Ontario so that the public has access to safe and ethical care from registered psychotherapists and mental health therapists. The College is a not-for-profit organization and is not subject to income taxes.

At this time, the College is in a transitional phase. The Lieutenant Governor in Council has appointed a Transitional Council (the "Council") to develop standards and regulations for registration of qualified practitioners. Once the Council completes its work and the regulations are approved by the Government of Ontario, the College will be able to register members and have the tools to regulate the practice of psychotherapists in the public interest.

## 1. Significant accounting policies:

### (a) Basis of presentation:

This financial statement has been prepared in accordance with Canadian generally accepted accounting principles. Only a statement of expenditures is presented as the Council is funded through HealthForceOntario Marketing and Recruitment Agency with funds provided by the Ministry of Health and Long-Term Care (the "Ministry").

### (b) Expenditures:

Expenditures are recognized on the accrual basis.

### (c) Capital expenditures:

Capital expenditures represent the current year's charge over the underlying capital assets which were funded by the Ministry.



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## **TRANSITIONAL COUNCIL OF THE COLLEGE OF REGISTERED PSYCHOTHERAPISTS AND REGISTERED MENTAL HEALTH THERAPISTS OF ONTARIO**

Notes to Statement of Expenditures (continued)

Year ended March 31, 2010

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**1. Significant accounting policies (continued):**

(d) Use of estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of expenditures and disclosure of contingent liabilities at the date of the financial statement and the reported amounts of expenditures during the year. Actual results could differ from those estimates.

**2. Change in accounting policy:**

Effective April 1, 2009, the College adopted The Canadian Institute of Chartered Accountants' ("CICA") amendments to Section 4400 of the CICA Handbook. Adoption of these recommendations had no significant impact on the financial statements for the year ended March 31, 2010.

**3. Management fee:**

The College is allocated a management fee for corporate services provided by HealthForceOntario Marketing and Recruitment Agency at a rate of 15% of total expenditures less rent and management fees. This fee is settled with HealthForceOntario Marketing and Recruitment Agency by the Ministry.

**4. Economic dependence:**

The College is economically dependent upon the continued support of the Ministry.