

# COUNCIL HIGHLIGHTS

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*March 20, 2024*

## **Equitable Remuneration**

Council approved the implementation of an equity-based per diem for professional members of Council and committees, based on recommendations from the DEIWG. This increase is intended to support the representation of the diversity of lived-experience of registrants and the public they serve by reducing barriers to participation for RPs who are from and who serve equity-deserving communities. For more information, [review the briefing note included in the Council materials.](#)

## **2024-2025 Expense and Revenue Budget**

Council approved the 2024-2025 annual expense and revenue budget for the fiscal year beginning April 1, 2024. A copy of the budget is attached as an appendix to these Council highlights.

As part of the budget, Council approved increasing the professional member per diems for the 2024-25 fiscal year. The accompanying per diem policy was revised to reflect the increase.

Note: this motion was formally approved via email on April 1, 2024. The approved motions are attached as an appendix to these highlights. The [revised policy is on our website.](#)

## **Annual Work Plans**

Council approved the committee work plans for the upcoming fiscal year.

## **Council Effectiveness Evaluation Report**

Council reviewed the annual Council effectiveness report and discussed improvements and overall results.

## **Discipline Tribunal Pilot Update and Renewal**

Council received an update regarding the CRPO's first year of participation in the Ontario Physicians and Surgeons Discipline Tribunal (OPSDT). Council approved the appointment of six non-Council committee member adjudicators to the Discipline and Fitness to Practise Committees for another term, ending December 31, 2024:

- Raj Anand
- Shayne Kert
- Sherry Liang
- Sophie Martel
- Jennifer Scott
- David Wright (Chair)

Shelley Briscoe-Dimock, RP, was appointed as a non-Council member to the Discipline and FTP committees and was appointed to serve as Vice-Chair of the committees with a term ending December 31, 2014.

To reinforce the independence of the discipline tribunal, Council approved the proposed by-law amendments that would update language from Discipline Committee to Ontario Registered Psychotherapists Discipline Tribunal (ORPDT).

### Automatic fee increase

Council was informed of the automatic fee increase that will take effect June 22, 2024.

JRP	\$145	\$152
Application	\$160	\$168
Assessment fee -Mapping	\$100	\$105
Category transfer	\$80	\$84
Late Fee	\$150	\$150
Suspension Lifting	\$350	\$350
Reminder admin fee	\$54	\$57
RP	\$589	\$620
RP-Q	\$321	\$338
Inactive	\$295	\$310
Letter of good standing	\$32	\$34
Election Recount	\$214	\$225
Corporations - New	\$624	\$657
Corporations - Renew	\$416	\$438

### Other updates

Council received several informative updates regarding:

- [Quarterly Key Performance Indicators](#)
- [College Performance Measurement Framework \(CPMF\) 2023 submission](#)
- Diversity, Equity and Inclusion updates regarding data collection
- Registrant virtual Town Halls planned for summer/fall of 2024 – keep an eye out for communication from the CRPO regarding topics and how to register
- General information on the by-law revisions that are planned for the year ahead
- Mentoring program information sharing



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		<b>Approved Budget 2023/2024</b>	<b>Draft Budget 2024/2025</b>	<b>Variance from prior year</b>	<b>% Difference from last year</b>
1	Salaries, Benefits, HR	\$ 4,260,100	\$ 5,180,000	919,900	22%
2	Council & Committee	\$ 271,000	\$ 406,500	135,500	50%
3	Council & Committee Expenses	\$ 75,000	\$ 126,000	51,000	68%
4	Strategy	\$ -	\$ -	-	0%
5	Town Halls/Public Outreach	\$ -	\$ -	-	0%
6	Communication / Promotional	\$ 210,200	\$ 60,000	(150,200)	-71%
7	Legal Counsel General Operation	\$ 20,000	\$ 15,000	(5,000)	-25%
8	Audit / Financial Services	\$ 44,000	\$ 45,000	1,000	2%
9	Translation	\$ 30,000	\$ 40,000	10,000	33%
10	Registration Department	\$ 185,500	\$ 110,400	(75,100)	-40%
11	Registrant Management Systems	\$ 297,400	\$ 221,000	(76,400)	-26%
12	QA Department / Practice Advisory	\$ 347,000	\$ 224,800	(122,200)	-35%
13	ICRC Department	\$ 746,000	\$ 1,162,000	416,000	56%
14	Computer Hardware	\$ 40,000	\$ 50,000	10,000	25%
15	Software	\$ 42,000	\$ 55,000	13,000	31%
16	Office	\$ 32,000	\$ 36,350	4,350	14%
17	Subscriptions / Membership	\$ 22,000	\$ 24,000	2,000	9%
18	Information Technology	\$ 90,000	\$ 84,000	(6,000)	-7%
19	Staff Travel / Accommodation	\$ 35,000	\$ 12,000	(23,000)	-66%
20	Staff Professional Development	\$ 52,500	\$ 114,000	61,500	117%
21	Rent	\$ 53,510	\$ 97,800	44,290	83%
22	Contingency Fund	\$ 150,000	\$ 150,000	-	0%
23	Credit Card Fees	\$ 200,000	\$ 205,000	5,000	3%
	<b>TOTAL OPERATIONS EXPENSES</b>	<b>\$ 7,203,210</b>	<b>\$ 8,418,850</b>	1,215,640	14%
	Revenue Projections	\$ 7,241,929	\$ 8,431,929	1,190,000	14%
	Revenue in excess of expenses	\$ 38,719	\$ 13,079		



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		<b>2024-2025</b>
		<b>Q1 Estimates</b>
JRP		103,675
Application Fee		120,520
Registration/Registrant Fee		6,620,595
Professional Corp. Certificate		38,064
Admin Fees		54,180
Interest		131,338
<b>Total</b>		<b>7,068,372</b>
		<b>Q2 Estimates</b>
JRP		88,920
Application Fee		92,746
Registration/Registrant Fee		184,245
Professional Corp. Certificate		52,868
Admin Fees		11,573
Interest		119,667
<b>Total</b>		<b>550,019</b>
		<b>Q3 Estimates</b>
JRP		81,624
Application Fee		83,559
Registration/Registrant Fee		77,683
Professional Corp. Certificate		49,591
Admin Fees		35,013
Interest		109,339
Program Recognition		7,250
<b>Total</b>		<b>444,059</b>
		<b>Q4 Estimates</b>
JRP		79,800
Application Fee		88,725
Registration/Registrant Fee		24,233
Professional Corp. Certificate		60,377
Admin Fees		10,825
Interest		105,519
<b>Total</b>		<b>369,479</b>
<b>YTD Total</b>	<b>\$</b>	<b>8,431,929</b>

## Document Summary

File Name	Motion 1
File Size	48 KB
Created Date	2024-03-28 09:16
Updated Date	N/A

## Signatures

	Name	Vote	Signature
	Ahonen, Heidi		NA
	Boychyn, Steven	Pending	NA
	Fahmy, Sherine	Pending	NA
	Hewitt-Blackie, Kali		NA
	Jain, Avni		NA
	Keast, David		NA
	Lomp, Kenneth Gunnar		NA
	Machan, Michael		NA
	Monastero, Miranda		NA
	Mord, Judy		NA
	Pateman, Henry		NA
	Sawyer, Kafui		NA
	Sundar, Radhika		NA
	Vincent, Jeffrey		NA

Responses = [12 out of 14] 12  0  0  0 

## Council Motion #1

**Meeting Date:** March 2024  
**Council / Committee:** Council  
**Meeting type:** Email motion

**MOTION 1:** That Council approve the increased professional per diems for fiscal 2024-2025 as follows:

- The per diem for the President or a committee/panel chair, when chairing a meeting, \$390 for each of preparation and attendance.
- The per diem for the Vice Chair of a committee, \$342 for each of preparation and attendance.
- The per diem for all other members, \$294 for each of preparation and attendance.

## Document Summary

File Name	Motion 2
File Size	32 KB
Created Date	2024-03-28 09:16
Updated Date	N/A

## Signatures

	Name	Vote	Signature
	Ahonen, Heidi		NA
	Boychyn, Steven	Pending	NA
	Fahmy, Sherine	Pending	NA
	Hewitt-Blackie, Kali		NA
	Jain, Avni		NA
	Keast, David		NA
	Lomp, Kenneth Gunnar		NA
	Machan, Michael		NA
	Monastero, Miranda		NA
	Mord, Judy		NA
	Pateman, Henry		NA
	Sawyer, Kafui		NA
	Sundar, Radhika		NA
	Vincent, Jeffrey		NA

Responses = [12 out of 14] 12  0  0  0 



## Council Motion #2

**Meeting Date:** March 2024  
**Council / Committee:** Council  
**Meeting type:** Email motion

MOTION 2: That Council approve the revised Remuneration of Council and Committee Members Policy, as presented with revised rates for fiscal 2024-2025.