

# COUNCIL MINUTES

Wednesday, March 20, 2024

9:30 a.m. - 3:30 p.m.

375 University Ave., Suite 800

<b>Council Members:</b>	<b>Staff Members:</b>
<b>Professional</b>	
Heidi Ahonen, RP	Deborah Adams, Registrar & CEO
Avni Jain, RP	Pamela Bialik, Policy Analyst
Kenneth Lomp, RP (President)	Alexandra Brennan, Manager, Registration
Michael Machan, RP (Vice-President)	Jo Anne Falkenburger, Director, Operations & Human Resources
Miranda Monastero, RP	Amy Fournier, Senior Coordinator, Governance (Recorder)
Kafui Sawyer, RP	Mark Pioro, Deputy Registrar & General Counsel
Radhika Sundar, RP	Kristina Reyes, Manager, Registration Requirements
<b>Public</b>	Kelly Roberts, Manager, Operations & Human Resources
Sherine Fahmy	Jenna Smith, Manager, Professional Conduct
David Keast	Sonya Teece, Manager, Quality Assurance
Henry Pateman	
Jeffrey Vincent	
<b>Regrets:</b>	<b>Guests:</b>
Steven Boychyn	Christy Pettit, Pollinate Networks
Kathleen (Kali) Hewitt-Blackie, RP	
Judy Mord, RP	

## 1. WELCOME & INTRODUCTIONS

### a. Land Acknowledgment

M. Machan, Vice President, provided a land acknowledgment and reflection.

### b. Welcome and opening remarks

K. Lomp, President and Chair, called the meeting to order at 9:30 a.m. and welcomed all present.

### c. Approval of agenda

The Chair introduced the draft agenda.

## MOTION C-20MAR2024 – M01

That the agenda of the March 20, 2024, meeting of Council be approved as presented.

MOVED: R. Sundar

SECONDED: M. Machan

CARRIED

- d. Conflict of Interest declarations

None declared.

**2. DISCUSSION & DECISION (or DIRECTION)**

- a. Equitable Remuneration

K. Lomp introduced the item. D. Adams informed Council that the Diversity, Equity, and Inclusion Working Group (DEIWG) reviewed the issue of equitable remuneration for professional Council and committee members, as requested by Council. The intention of the DEIWG's recommendation to increase the standard per diem rate is to reduce barriers to participation for RPs who are from and who serve equity deserving communities. The increase would apply to meeting attendance. Council discussed the proposed rates and reached consensus to approve.

**MOTION C-20MAR2024 – M02**

That Council approve the increase to per diem amounts available to professional members from equity-deserving communities, effective April 1, 2024, as follows:

<b>Role</b>	<b>Meeting preparation time per diem rates</b>	<b>Meeting attendance per diem rate</b>
chair	\$390.00	\$487.50
vice-chair or co-chair	\$342.00	\$427.50
member at large	\$294.00	\$367.50

Moved: J. Vincent

Seconded: M. Monastero

CARRIED

- b. 2024-25 Expense and Revenue Budget

J. Falkenburger, Director, Operations and Human Resources, introduced the 2024-25 expense and revenue budget and provided highlights. Council was invited to ask questions and seek clarification on specific items.

**MOTION C-20MAR2024 – M03**

That Council approve the 2024-25 expense and revenue budget as presented.

Moved: M. Machan

Seconded: H. Ahonen

CARRIED

- c. Annual Work Plans

K. Lomp introduced the item, noting that the Nominations and Elections and Client Relations Committees have yet to approve their work plans, but will do so at their next scheduled meetings. D. Adams noted that the development of the 2024-25 work plans

was driven by the strategic plan, the CPMF standards that CRPO is working to meet, and committee-identified priorities. Council reached consensus to approve the committee work plans.

d. Council Effectiveness Evaluation Report

Christy Pettit of Pollinate Networks presented the Council Effectiveness evaluation report. Council was invited to discuss the overall results and potential areas for improvement.

e. Discipline Tribunal Pilot Update and Renewal

K. Lomp introduced the item. Mark Pioro, Deputy Registrar & General Counsel, provided an update regarding the CRPO's involvement in the Ontario Physicians and Surgeons Discipline Tribunal (OPSDT) pilot. It was noted that, over the limited number of hearings we have conducted with the pilot, the new process is more efficient (e.g., moving through hearing processes, faster release of decisions and reasons). A further year of involvement in the pilot should provide more data to measure cost benefits and to determine whether to continue in year three.

**MOTION C-20MAR2024 – M04**

That Council appoint:

- Raj Anand,
- Shayne Kert,
- Sherry Liang,
- Sophie Martel,
- Jennifer Scott, and
- David Wright

As members of the Discipline and Fitness to Practise Committees, and David Wright as Chair of those committees, with a term ending December 31, 2024.

Moved: M. Machan  
Seconded: D. Keast  
CARRIED

**MOTION C-20MAR2024 – M05**

That Council appoint Shelley Briscoe-Dimock RP as Vice Chair of the Discipline and Fitness to Practice Committees, with a term ending December 31, 2024.

Moved: K. Hewitt-Blackie  
Seconded: M. Machan  
CARRIED

**MOTION C-20MAR2024 – M06**

That that Council enact, effective May 15, 2024, the following by-law article:

1.01.1 The Discipline Committee shall be known as the Ontario Registered Psychotherapists Discipline Tribunal (ORPDT) in English and Tribunal de

discipline des psychothérapeutes autorisés de l'Ontario (TDPAO) in French, and each reference to the Ontario Registered Psychotherapists Discipline Tribunal or the Tribunal de discipline des psychothérapeutes autorisés de l'Ontario, whether orally or in writing, shall be deemed to be a reference to the Discipline Committee of the College as specified in the Code and the Psychotherapy Act, and any other legislation or policy where the context requires.

Moved: M. Machan

Seconded: K. Hewitt-Blackie

CARRIED

### **3. INFORMATION, EDUCATION & UPDATES**

#### **a. Automatic Fee Increase**

D. Adams introduced the item, noting that the fee increase is being made in accordance with the CRPO by-laws. The Executive Committee supported staff's recommendation that the increase not apply to fees that are levied as penalties. The percentage of registrants incurring these fees is not unreasonable, therefore current penalty amounts can be seen to be working as required. The last by-law amendment regarding fees occurred in June 2018, with fees increasing automatically at the rate of inflation every two years. The next scheduled increase will take place in June 2024.

#### **b. Key Performance Indicator (KPI) Update**

K. Lomp introduced the item. D. Adams walked Council through the Q3 KPIs and provided highlights.

#### **c. HIROC Risk Assessment Checklist Report and Update**

K. Lomp introduced the item. K. Roberts, Manager, Operations, introduced the Health Insurance Reciprocal of Canada (HIROC) risk assessment checklist and risk register noting that CRPO has effective mitigation strategies in place for the majority of the risks included in the framework. The College has chosen three areas of focus for the coming year, including cyberlaws, quality assurance and records management.

#### **d. College Performance Measurement Framework (CPMF) report**

K. Lomp introduced the item. D. Adams provided a brief presentation to Council regarding how the College is meeting all but three of the standards set by the CPMF. Council was pleased to see the work that has been completed. Next steps to meet the CPMF requirements include completion of the equity impact assessment tool through the self-identification data collection initiative, the articulation of a specific DEI strategy and the development of resources for registrants related to the recently revised professional practice standards.

#### **e. Diversity, Equity and Inclusion Working Group (DEIWG) update**

K. Lomp introduced the item. D. Adams provided an update on the work of the DEIWG, highlighting that the working group will be currently reviewing communications as the College prepares to collect self-identification data from registrants, applicants and complainants. Council was also informed of the creation of sub-groups to provide

DEIWG members with opportunities for more regulatory education and engagement with committee work.

f. 2024-2025 Town Hall Update

K. Lomp introduced the item. D. Adams provided an update regarding the proposed town hall format. The town halls will be held on various topics throughout the year, with recordings available for viewing. The intention of the town halls is to provide information to registrants and other system partners on a variety of topics of interest.

g. By-law updates

M. Piore introduced the list of planned by-law amendments in 2024. The review of the by-laws will be quite robust, so Council was invited to ask questions about the planned amendments.

**h. Registrar's Report**

D. Adams presented her report to Council. Council members were invited to ask questions related to the report.

**i. Mentoring Program**

K. Lomp provided an update regarding CRPO Council's participation in the mentorship program. Council was invited to discuss and share strategies that worked for their mentorship groups.

**4. CONSENT AGENDA**

- a. DRAFT Minutes 07DEC2023
- b. Committee Reports

**MOTION C-20MAR2024 – M07**

That Council approve the consent agenda as presented.

Moved: H. Ahonen  
Seconded: M. Machan  
CARRIED

**5. ADJOURNMENT**

**MOTION C-20MAR2024 – M08**

That the March 20, 2024, meeting of Council be adjourned at 2:46 p.m.

Moved: H. Pateman  
Seconded: D. Keast  
CARRIED

File Name	Conflict of Interest Disclosure Form - Copy
File Size	264 KB
Created Date	2024-03-06 17:15
Updated Date	N/A

**Signatures**

Name	Vote	Signature	Notes
 Ahonen, Heidi	Pending	NA	
 Boychyn, Steven	Pending	NA	
 Fahmy, Sherine	Pending	NA	
 Hewitt-Blackie, Kali		NA	
 Jain, Avni		NA	
 Keast, David		NA	No COI noted.
 Lomp, Kenneth Gunnar		NA	
 Machan, Michael		NA	
 Monastero, Miranda	Pending	NA	
 Mord, Judy	Pending	NA	
 Pateman, Henry		NA	
 Sawyer, Kafui		NA	
 Sundar, Radhika	Pending	NA	
 Vincent, Jeffrey		NA	

Responses = [8 out of 14]  8  0  0  0

