Continuing the Transparency Conversation
Consultation Q & A
Update on Psychotherapy
What Clinic Regulation Might Mean To You
The College of Occupational Therapists of Ontario is a regulatory organization established by the provincial government to oversee the practice of occupational therapists (OTs) in Ontario. We are responsible for protecting the public and do so by supporting OTs and making sure they practice safely, ethically and effectively.

Letters to the Editor

We welcome your feedback.
Please send your comments to:

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Occupational Therapists (OTs) work with infants, children and adults who may have difficulties because of an accident, disability, disease, emotional or developmental problem, or change related to aging.

OTs help people learn or re-learn to manage day-to-day activities.
Continuing the conversation

In this issue, we continue many of the discussions we started in our spring 2015 On the Record. Multiple, ongoing initiatives remain a priority for the College and we hope you will continue to share your thoughts about transparency, clinic regulation, psychotherapy and much more.

We had a tremendous response to our spring bylaw consultation regarding the publication of additional information on the public register. We greatly appreciate your input. Your feedback informed Council’s decision to move forward with the proposed amendment and we are now in the process of implementing related changes. You can read how this may affect you on page 11.

At their October meeting, Council agreed to take another step towards providing information to the public and we are now in the midst of our next bylaw consultation. I encourage you to read about these proposed new bylaws on the following pages of this issue, and provide your feedback before February 12, 2016. Please remember that all transparency initiatives align with the direction of other Colleges and are grounded in the need to help people make informed decisions about their care.

Collaboration remains a focus for the College as we continue to work with other Colleges on key initiatives. We are one of six Colleges working to define the controlled act of psychotherapy and look forward to finalizing this work in early 2016.

We are also part of the 13-College working group exploring the possibility of clinic regulation. I was happy to deliver a clinic regulation webinar to OTs in early December and thrilled to see the level of interest and thoughtful engagement. You can learn more about both projects in in this issue.

We’ve aimed to answer your questions and supply you with some helpful information and insights, including an interview with previous practice resource liaison Anita Jacobson, comments from two of our new public council members, a word or two from our academic partners and updates about how you may use your credentials.

Enjoy the read and please accept my best wishes for 2016.

– Elinor Larney

Elinor Larney
Registrar
Poursuivons la conversation

Dans ce numéro, nous continuons des discussions entamées dans le numéro du printemps 2015 de notre bulletin On the Record. Plusieurs initiatives en cours demeurent une priorité pour l’Ordre et nous espérons que vous continuerez de partager vos opinions sur la transparence, la réglementation des cliniques, la psychothérapie et tout autre sujet pertinent.

Nous avons eu un excellent taux de réponse à la consultation sur nos règlements administratifs au printemps relativement à la publication d’information additionnelle sur le tableau de l’Ordre. Nous apprécions énormément votre participation. Vos commentaires ont aidé le conseil à décider d’aller de l’avant avec les modifications proposées et nous sommes présentement en train de mettre en œuvre des changements dans ce sens. Vous pouvez apprendre comment ces changements vous affecteront en lisant l’article à la page 11.

Lors de sa rencontre d’octobre, le conseil a accepté de poursuivre le processus d’information du public et nous procédons maintenant à la prochaine consultation sur les règlements administratifs. Je vous encourage à vous renseigner sur les nouveaux règlements administratifs proposés en lisant les pages suivantes de ce bulletin et à nous faire part de vos commentaires avant le 12 février 2016. N’oubliez pas que toutes les initiatives de transparence s’alignent avec celles d’autres ordres et visent à aider les gens à prendre des décisions éclairées sur leurs soins.

L’Ordre continue de promouvoir la collaboration avec d’autres ordres dans le cadre d’initiatives clés. Nous sommes un des six ordres qui œuvrent pour définir l’acte autorisé de psychothérapie et nous espérons finaliser cette tâche au début de 2016.

Nous faisons également partie du groupe de travail de 13 ordres qui explore la possibilité de réglementer les cliniques. J’ai eu le plaisir d’offrir un webinaire sur la réglementation des cliniques à des ergothérapeutes au début de décembre et j’ai extrêmement apprécifié le niveau d’intérêt et la participation attentive des gens. Vous pouvez en apprendre davantage sur ces deux projets dans ce numéro.

Nous voulons répondre à vos questions et vous fournir de l’information et des points de vue intéressants dans ce numéro, y compris une entrevue avec Mme Anita Jacobson – ancienne conseillère sur l’exercice de la profession, des commentaires de deux de nos nouveaux membres représentant le public, quelques mots de nos partenaires universitaires et une mise à jour sur l’utilisation de vos titres de compétences.

Bonne lecture et tous mes souhaits pour 2016!

– Elinor Larney

Elinor Larney
Registraire
Did you know that as an OT in the province of Ontario:

- You are expected to use the title “Occupational Therapist” or the designation “OT Reg. (Ont.)” to let the public know that you are a regulated health professional.
- You can share information about conferred degrees you have earned along with your professional designation.
  
  Jane Doe, BSc(OT), MHA, OT Reg. (Ont.)
- You can inform clients and members of the public of your area of practice.
  
  Jane Doe, BSc(OT), MHA, OT Reg. (Ont.)
  Training and Expertise in Life Care Planning
  
  Jane Doe, BSc(OT), MCISc, OT Reg. (Ont.)
  Practicing in the area of Wound Healing
- You can inform employers and business colleagues of your additional training, continuing education and certification in your resumé or curriculum vitae (i.e. Certified Hand Therapist).
- You can differentiate between your protected title and your job title.
  
  Jane Doe, MSc(OT), OT Reg. (Ont.)
  Advanced Practice Occupational Therapist
  
  Jane Doe, BSocOT, OT Reg. (Ont.)
  Case Manager
- You cannot use the title “psychotherapist” at present, however, you can practice ‘psychotherapy’.
  
  Jane Doe, MScOT, OT Reg. (Ont.)
  Providing Psychotherapy Services

A title serves as a means to represent yourself to others and provides your audience with information about characteristics associated with that title. The restricted title “Occupational Therapist” informs others that you have met the entry-level requirements to practice and that you have accountability to the College to maintain competent practice.

OTs are encouraged to reflect on the principles of use of title when applying their professional judgement as to how best to represent themselves to their intended audience within the context of their practice setting.

At the October 29, 2015 Council meeting, Council approved development of a process, for future Council approval, that would establish criteria by which registrants may display additional credentials along with their protected designation OT Reg. (Ont). Watch www.coto.org for more details.
In the last issue of On the Record, we noted the College has been working with the five other Colleges who will have access to the controlled act of psychotherapy once it is proclaimed. Before that happens, though, the Ministry of Health and Long-Term Care has asked this working group to clarify the meaning of the controlled act of psychotherapy. This work is almost done and we are making good progress.

Thanks to the OTs who work in mental health for their assistance and feedback on the process so far.

What you need to know:

1. All of psychotherapy practice will not be part of the controlled act.
2. Many OTs practice psychotherapy that will not be considered part of the controlled act.
3. Many OTs use psychotherapeutic techniques in their practice which are not necessarily psychotherapy practice.
4. Only psychotherapy practice with individuals with serious disorders who have had a serious impairment of their function will fall under the controlled act.
5. OTs will have access to the controlled act without the need for delegation.
6. Controlled acts means that restrictions could be placed on an OT’s practice of psychotherapy if there were concerns about the OT’s competence.
7. Controlled acts are legally authorized to regulated health professions. This means that once psychotherapy is proclaimed as a controlled act, the act can only be performed by members of Colleges with access to psychotherapy.
8. OTs can only call themselves a psychotherapists once the controlled act is enacted by the government.

Stay tuned, more information about this topic will follow in the new year!
Increasing Public Information About OTs & College Processes
The College is making significant changes to its public register to help the public make informed decisions about their health care.

College Council adopts the eight principles of transparency (posted at www.coto.org).

Council approves consultation about proposal to publish more information about OTs on the public register including criminal findings, bail conditions and discipline history in other jurisdictions.
Increasing Public Information about OTs: Outcome of March 2015 College Bylaw Consultation

At its June 18, 2015 meeting, College Council took steps to improve transparency of information available to the public. Following a review of registrant and stakeholder feedback to proposed bylaw amendments, Council unanimously approved changes to the bylaws to post more information on the College’s public register of OTs.

Effective January 2016, the College will collect information about OTs registered with the College who have criminal convictions and bail conditions, and any licenses with other colleges or regulatory bodies. In addition, the College will collect information about registered OTs who have findings of misconduct and incapacity from other colleges or regulatory bodies. This information will now be made public.

Consultation receives more than 160 responses

Council reviews feedback and approves amendments to publish more information on public register starting January 2016

Council approves consultation about proposal to post outcomes issued to an OT by the Inquiries, Complaints and Reports Committee as a result of a complaint or report. Consultation open for feedback until February 12, 2016.
Answers to Your March 2015 Consultation Questions

Q: What about the privacy of OTs?

A: Much of the feedback focused on concerns about the privacy of OTs and what information the College would make public. Information that would breach an OT’s personal privacy will not be published. Here is a list of what we’re not publishing about OTs:

- birth date
- email address
- home address*
- home phone number*

“Business phone number and business address are posted on the public register. If your home is your place of business and that information is provided as your business contact, that phone number and address will continue to be published on the public register.

Q: Why is the College doing this? What about the other health professionals?

A: In October 2014, the Ontario Minister of Health and Long-Term Care wrote to all Colleges that regulate health care professionals (doctors, nurses, pharmacists, physiotherapists and more) in Ontario. The Minister asked all Colleges to improve the transparency of information given to the public about how Colleges regulate the professions. In response, we reviewed the information about OTs that is publicly available, the information other Colleges publish about their members, and the information the public wants to know about their health care providers. We chose to propose an approach that is consistent with that of other regulatory health Colleges.

The public needs information to understand how and why the College makes the decisions it does. And, patients and clients need enough information to make informed choices about health care and the professionals who provide that care. These needs must be balanced with fairness and respect for the privacy of OTs. Any information the College publishes about OTs should enhance public confidence and safety.

Q: Why is the College posting information about an OT’s history in other jurisdictions? Is this within the College’s scope?

A: The College will publish information about each registrant’s discipline and, to a more limited extent, fitness to practise history, at other Colleges and other regulators.

The College has a mandate to protect the public. A discipline finding is a serious matter, and is information that patients and clients may use to inform their choice of practitioner.
Q: When do these changes go into effect? Is the College going to publish a conviction for driving under the influence from over 10 years ago?

A: The starting date for most of the proposed changes is January 1, 2016. The changes do not apply retroactively. OTs have always been required to notify the College if they have been found guilty of an offence.

If an OT is found guilty of driving under the influence of alcohol before January 1, 2016, the OT is still obliged to report this information to the College, but this information will not be posted on the public register.

Q: What kind of offences will be posted on the public register?

A: After January 1, 2016, if a registrant is found guilty (convicted) of an offence, the fact of that guilty finding will be posted on the public register.

Conviction of a criminal offence, a drug offence, or any other offence that relates to the practice of occupational therapy will be posted.

- Criminal offences are listed in the Criminal Code of Canada and include assault and driving under the influence of alcohol.
- Drug offences relate to the illegal prescribing, compounding, dispensing, selling or administering of drugs.
- “Offences related to the practice of occupational therapy” refer to:
  - regulatory offences
  - provincial offences
  - quasi-criminal offences, which are offences for which members will not receive a criminal record. They are considered to be a different class or type of crime, because proof of the offence does not require the person to have an intention to commit the crime
  - Registrants will have to report any conviction for such offences to the College. If the College Registrar determines that the offence is related to the practice of occupational therapy, the fact of the conviction will be published.

Results of your feedback
January 2016 Changes to the Collection of Registrant Information

All OTs are required to update the College about any changes to their information within 30 days of a change, including:

- Name and address
- Employment information
- Email address (each registrant must provide their preferred email address)

As of January 2016, OTs will also be required to update the College within 30 days, about changes to any of the following information:

1. Insurance
   - Changes to professional liability insurance policies, specifically insurer name, policy number, policy start date and expiration date.

2. Professional Registration
   - Registration, membership or licensure with another regulator (such as a college, state board, or regulatory agency) in Canada or elsewhere for any profession, including occupational therapy.

3. Suitability to practice (misconduct, incompetence and incapacity)
   - Any finding of guilt for an offence. This means any finding of guilt for a crime, regardless of whether it relates to the practise of occupational therapy, in Canada or elsewhere, that was previously unreported to the College. This excludes any findings of guilt under the Highway Traffic Act.
   - Any current bail condition or restriction ordered by a court (or similar authority) in Canada or elsewhere.
   - Any discipline decision or finding by a regulator that relates to professional misconduct or incompetence or similar issue. Professional misconduct is behaviour that is outside the bounds of what is considered acceptable or worthy of membership in a profession. Incompetence is the lack of knowledge, skills, or judgment to adequately, effectively or safely work in a profession.
Any decision or finding by a regulator that relates to incapacity or ability to practise. Incapacity is having a physical or mental condition that prevents a professional from being able to effectively work (independently or without supervision) in the profession.

Any regulator in Canada or elsewhere that refused your application for registration, membership or licensure.

Any proceeding that you are currently facing (such as a hearing) for professional misconduct, incompetence, incapacity or a similar issue in Canada or elsewhere.

Any previous conduct that would give the College a reason to believe that you lack the knowledge, skill or judgment to practise safely and ethically.

OTs will be able to easily update this information by logging into their profile in the Registrant’s Only section of the College website. By collecting timely and accurate information, the College will better protect the public. Ultimately the College will publish, on the public register (OT Directory), some of this information to assist the public in making informed decisions about their health care.

In addition, the public register (OT Directory) will now note every suspension or revocation of an OT’s certificate of registration as required by the law that governs the College. The College will use clear language to distinguish suspensions and revocations for administrative reasons (such as suspension or revocation for non-payment of fees) from discipline-related suspensions and revocations.

These are the first of many changes arising from the College’s transparency initiative. For more information about the transparency initiative, please see page 13 or go to the College’s website, www.coto.org.
In October 2015, the College Council decided to take a further step to increase information available to the public about registered occupational therapists. This decision builds on previous initiatives to increase transparency and help people make informed decisions about choosing a health professional.

Proposed new bylaws would require the College to publish more information on the public register (OT Directory). Under the new bylaws, the following outcomes issued by the Inquiries, Complaints and Reports Committee (ICRC) as a result of a complaint or report would be published:

1. **cautions-in-person (cautions)**
2. **undertakings, and**
3. **specified continuing education or remediation programs (SCERPs)**

Under the proposed bylaw, the following information would be displayed on the public register (OT Directory):

(a) A note indicating that a caution, SCERP and/or undertaking was issued by the ICRC, the date that it was issued, as well as a summary within those two years; and the registrant applies to have such information removed and the Registrar believes that removing the information from the register outweighs the public interest in publishing that information.

(b) A note indicating the date upon which the caution, SCERP and/or undertaking has been completed.

(c) The summary will be removed from the public register if:

i. the decision of the ICRC is overturned on appeal; OR

ii. if more than two (2) years have passed since the OT completed the terms of the caution, SCERP or undertaking and no additional moderate risk dispositions (for example, cautions and SCERPs) have been issued by the ICRC within those two years; and the registrant applies to have such information removed and the Registrar believes that removing the information from the register outweighs the public interest in publishing that information.

If passed, the new bylaws would apply to new complaints and reports received by the College on or after January 1, 2017.

We want to hear your thoughts about publishing these outcomes. To share your comments, please visit the College’s webpage at [www.coto.org/about/consultations.asp](http://www.coto.org/about/consultations.asp), where you can read more details about the proposed bylaws, complete a survey, or send an email to transparency@coto.org.
Welcome

Sandra Carter & Sonia Mistry, Practice Resource Program

Sandra joined the College in June 2015. She has more than 17 years of experience as an OT in the community health and hospital sectors. Most recently, she worked as an OT with the Workplace Safety and Insurance Board (WSIB) where she conducted and interpreted assessments, and participated in case resolutions. Sandra holds a Master of Health Studies degree from Athabasca University and a Bachelor of Health Science Occupational Therapy from McMaster University.

Sonia started working with the College in October 2015. With more than 12 years of clinical experience she brings a wealth of knowledge from a variety of settings including community care, auto sector and acute care. Prior to joining us, Sonia had been working with the Mississauga Halton Community Care Access Center (CCAC) as a care coordinator, where she participated in committee work to develop and implement successful health and lifestyle initiatives. Sonia holds a combined Bachelor of Science and Master of Science degree in Occupational Therapy from D’Youville College.

Both Sandra and Sonia are here to help us better support you! Sandra and Sonia are available to take your practice questions by email at practice@coto.org.

To contact the Practice Resource Program by phone, call 416.214.1177 x240.

Insights on a rewarding career and life-long learning:
Anita Jacobson, past Practice Resource Liaison

Anita Jacobson was a Practice Resource Liaison at the College of Occupational Therapists of Ontario for seven years before retiring in 2015. Over her successful career, she gained a wealth of experience in occupational therapy, which she took the time to share with us recently.

continued on next page >>
Tell us a little about your occupational therapy career, and how you came to the College.

I’ve had a wide variety of different roles in my career. My first position was in mental health in a large teaching hospital in Manitoba, where I worked my way up to Director of Occupational Therapy.

After 17 years I wanted a change, and moved to Toronto to work in the community. I held various positions, from director, to manager, to consultant, at organizations such as the Ministry of Health, the Ontario SARS Operation Centre, CCAC and more.

Throughout my career I’ve also spent time working in hospitals, overseeing different programs, and also helping to jump start a few as well.

My last career move was to become Practice Resource Liaison at the College, where I worked to communicate and problem solve with registrants and the public. In all of these positions I had the good fortune to collaborate with inspiring people.

From your perspective, what are some changes or trends in the profession that occurred over the course of your career?

As OTs became recognized as valuable contributors in rehab, the supply of OTs grew to be an issue in the ‘80s. As a result, educational occupational therapy programs had to expand, and OTs had to become very creative in their roles to meet the need.

When occupational therapy became a regulated profession, the College gradually expanded the visibility of OTs, developed standards of care, and collaborated in partnerships with related health care entities.

Occupational therapy associations also helped to develop and further the role of OTs. Gradually, OTs were able to move into managerial positions and other jobs outside of the traditional roles.

We’ve adapted our roles to accommodate the reality of our system, and to maintain the provision of quality services to our patients. Adapt and accommodate – it’s an important tenet of occupational therapy, isn’t it?

Are there any particular learning experiences you had while you were at the College, that you would like to share with other OTs?

I gained many key learnings in my time at the College, and many were about the College itself.

I learned how important the roles of regulation are in our profession, and in other health care professions. The College has a group of extremely knowledgeable OTs and other staff members who work diligently to protect the public, but also put substantial effort and skill into supporting registrants.

I also learned how much registrants participate in many important aspects of the College, including the development of standards and guidelines, as well as roles on committees and programs.

Do you believe the public or registered OTs have any misunderstandings about the role of the College? How would you clarify those misunderstandings?

Yes, I think the public has little knowledge about the College. I also think there are OTs who don’t have a clear understanding of how the College works for them.

I believe many people have a mistrust of the College. As a registrant myself, I once had this same mistrust due to a lack of communication. However, I experienced a personal change in my attitude when I started working for the College and learned more.

During my time as Practice Resource Liaison, I found communication to be the most important tool to clarify any misunderstandings. The more education and outreach we did, the more positive feedback we received.

I know these ongoing conversations will continue to be a priority at the College.

What did you find most valuable or rewarding about your career as an OT?

I think in the end, the opportunity to advocate for changes and developments in the health care system was very fulfilling. With some experience under my belt, I had the confidence to participate in a wide variety of program development arenas.
I also highly enjoyed being able to work collaboratively with other professionals, such as boards and my teams, which provided both rewarding professional and personal experiences. I am so appreciative of having a career that allowed me to take advantage of these opportunities.

**What are you looking forward to in your retirement?**

After working for more than 50 years, I am looking forward to finding creative ways to continue to learn and grow. I hope to explore something new to throw my passion and commitment toward.

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**Coming Soon: Revised Standards for Record Keeping**

With the support of your OT colleagues on the Practice Issues Subcommittee and Council, the Standards for Record Keeping have been revised.

Watch [www.coto.org](http://www.coto.org) and your email for information about:

- when the new version of the Standards will be posted online
- key changes to the Standards and when they will apply to your practice
- opportunities to learn more about the Standards in January 2016.

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**Practice Resources**

We’re here to support you in your occupational therapy practice. Contact us with your questions and we’ll do our best to help.

Practice@coto.org | 416.214.1177/1.800.890.6570 x240

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What Might Clinic Regulation Mean for Occupational Therapists?

Ontarians receive health care services in a variety of settings, including hospitals, clinics, and long-term care facilities. Some of these settings, such as hospitals and long-term care facilities, are regulated. However, there are many clinics that are currently not subject to oversight.

The College of Occupational Therapists of Ontario is part of a working group of 13 health regulatory Colleges that is exploring whether a new model for regulating some clinics would enhance public protection and strengthen our health care system. On November 18th, the Colleges launched public consultations to discuss whether Ontarians would benefit from a clinic oversight model, and what clinic regulation might look like in Ontario.

It will ultimately be up to the Government of Ontario to decide whether to establish a clinic regulation model. While government did not ask the working group to explore clinic regulation, we are keeping them apprised of our work.

Please share your views on whether you think clinic regulation would strengthen Ontario’s health care system and enhance public protection.

Visit OntarioClinicRegulation.com to learn more about the reason why the Colleges are exploring clinic oversight, how it might impact you, and the type of clinic oversight model that the health regulatory Colleges want to explore further.

continued on next page >>
On November 2, 2015, the Discipline Committee of the College of Occupational Therapists of Ontario found that Ms. Julie Robinson committed acts of professional misconduct by engaging in sexual abuse; by engaging in an act or omission that would be reasonably regarded by the members of the profession as disgraceful, dishonourable and unprofessional conduct; by engaging in conduct unbecoming an occupational therapist; and failing to maintain a standard of practice of the profession.

On November 2, 2015, the Discipline Committee ordered and directed that:

• the Registrar revoke Ms. Robinson’s certificate of registration, effective immediately;
• Ms. Robinson appear before the panel to be reprimanded on a date to be fixed by the College;
• Ms. Robinson reimburse the College for funding for therapy and counselling provided to clients as required under section 85.7 of the Health Professions Procedural Code;
• Ms. Robinson shall post security acceptable to the College in the amount of $16,000 to guarantee the payment of any amounts she may be required to reimburse the College; and
• Ms. Robinson is required to immediately pay to the College costs in the amount of $2,000.

You might ask: how would clinic regulation improve your ability to provide health care?

In the proposed model, those who work in a clinic could expect that:

- Clinic policies will allow you to meet your professional obligations;
- Safeguards would be in place to prevent your credentials from being misused without your knowledge;
- Billing would accurately reflect the services provided;
- Clinics would maintain adequate records for patients, and you would have appropriate access to those records to facilitate care; and
- If providers have concerns about practices at the clinic, they would be able to notify the regulator without fearing reprisal.

Visit OntarioClinicRegulation.com today.

Schedule 2 of the Health Professions Procedural Code of The Regulated Health Professions Act, 1991 (RHPA) defines sexual abuse of a patient as follows:

(3) In this Code, “sexual abuse” of a patient by a member means,

(a) sexual intercourse or other forms of physical sexual relations between the member and the patient, 
(b) touching, of a sexual nature, of the patient by the member, or
(c) behaviour or remarks of a sexual nature by the member towards the patient. 1993, c. 37, s. 4.

Discipline Committee Hearing:
Julie Robinson

On November 2, 2015, the Discipline Committee of the College of Occupational Therapists of Ontario found that Ms. Julie Robinson committed acts of professional misconduct by engaging in sexual abuse; by engaging in an act or omission that would be reasonably regarded by the members of the profession as disgraceful, dishonourable and unprofessional conduct; by engaging in conduct unbecoming an occupational therapist; and failing to maintain a standard of practice of the profession.
Student Survey Results: Perceived Benefits and Challenges to Undertaking Preceptorship for Ontario Occupational Therapists

Earlier this year, you may have completed a survey by Queen’s University occupational therapy students (who have since graduated). The survey focused on four factors influencing perspectives on fieldwork preceptorship opportunities and was supervised by Associate Professor Rosemary Lysaght, PhD, OT Reg. (Ont.).

Marin Burton
M.Sc. OT Reg. (Ont.)
& Varsha Jayaraman
M.Sc. OT Reg. (Ont.)

1 The perceived benefits to preceptorship

- Screening tool for future employment of OTs 4%
- Opportunity to hone clinical practice skills (with student research or one’s own) 22%
- Students’ assistance in the clinical realm (i.e. reduction of workload by offsetting tasks to students) 9%
- Monetary/financial benefit 5%
- A sense of recognition/pleasure/self-fulfillment 17%
- Enjoy the teaching-learning experience 37%
- Other 6%

2 The perceived detriments/disadvantages to preceptorship

- Feeling unable to provide the expertise and emotional support required by students on placement 22%
- Being paired with a student who struggles to meet the competency expectations or is unable to perform their assigned tasks 59.1%
- Lack of support from the university fieldwork program 6.4%
- Lack of support from employer/institution 19.1%
- Additional stress caused by increased time and workload requirements, 80.4%
- Other 12.6%

Conclusion
Ultimately, the future of the profession depends on a robust supply of placements for student OTs. This study highlighted the many factors that influence the number and type of fieldwork supervision opportunities afforded to Ontario-based occupational therapists. The responsibility for increasing the placement pool lies with a combined effort between academic programs, professional practice institutions and individual efforts to ensure that adequate and appropriate fieldwork opportunities are afforded to students of occupational therapy programs across the province.

Read the full report here: https://qspace.library.queensu.ca/jspui/handle/1974/13862
After more than 15 years of the Competency Review and Evaluation (CRE) process, we are excited to embark on a comprehensive program evaluation. This evaluation will consider the effectiveness of our current processes, registrant feedback and the integration of new developments and best practices in competency assessment.

To support this quality improvement initiative, there will be a modified random selection process:

• In place of the usual October 2015 and April 2016 random selections, a smaller group of 150 OTs will be randomly selected to participate in both Step One and Step Two.

• The selection criteria will remain the same: OTs who have been registered for more than one year and who have not participated in the process in the past five years may be selected.

• Notification of participation will be staggered and will occur in February, April, and June (50 individuals notified at each of these times). At the end of the evaluation we will look at the results to determine the next steps for the QA Program. We will provide you with regular updates and ask for your input and feedback along the way.
Thank you to the 5,169 OTs who renewed their certificates of registration by the June 1, 2015 deadline. Remember you can download your tax receipt online by logging in to the Registrants Only section of the College website.

### 2014/2015 Registration Year Snapshot

- **194** reinstated their certificate of registration
- **253** new certificates of registration were issued
- **447** new certificates of registration were issued

OT profession in Ontario grew by **141**

- **132** took a leave of absence (102 were between the ages of 30-39)
- **48** retired (average age of retirement 62)

The College collects demographic information at initial application and annual renewal as required by the Ministry of Health and Long Term Care and the Canadian Institute for Health Information. This data helps with health human resource planning and also informs our work at the College.
2015 PREP Module

Thanks for your feedback! We’ve heard many OTs found the 2015 PREP module - Communication interesting and interactive.

- 96% of OTs agreed or strongly agreed that the module was relevant to their practice.
- 86% of OTs indicated that they would make at least one change to their practice based on the material covered in the module.

More than 60% of registrants completed the PREP module directly through the eLearning platform, while the remaining OTs completed the Reflection Page without accessing the eLearning Module. More than 85% of OTs completed the Module by the May 31, 2015 due date (see pie chart).

District 5 (North Eastern Ontario including Sudbury, Parry Sound, Timiskaming, Nipissing Algoma, and Muskoka) had a Module completion rate over 99.5%, while District 1 (Central East consisting of Toronto, Haliburton, Northumberland, Peterborough, Simcoe and Kawartha Lakes and Durham, Peel and York regions) had a completion rate of 88%.

Reminder: All OTs are responsible for completing the PREP Module, Self-assessment Tool and Professional Development Plan as usual.

Next up:
Jurisprudence! The body or system of laws for the profession will be the focus of the 2016 PREP Module. Our goal is to offer another engaging and interactive eLearning experience.
Tell us a little about yourself and your career.

**Winston:**

My experience in health care actually began with training to be a nursing orderly at Sunnybrook Hospital. There, I discovered my interest in respiratory therapy and went on to complete the diploma program at The Michener Institute in Toronto to become a registered respiratory therapist.

I began my career at Toronto General Hospital, but soon realized my urge to pursue higher education. While working part-time, I completed two undergraduate degrees in science and psychology at York University, and later pursued a Bachelor of Commerce degree from the University of Windsor.

My love for education eventually led to my position as program director in respiratory therapy at the Michener Institute. While in this role, I started and later completed a Masters degree in Education from Central Michigan University and a Masters in Public Administration from Queen’s University.

After returning to the management side of health care in positions at both North York General Hospital and then West Park Hospital, it was time for my next academic pursuit. I obtained my Ph.D. degree from Michigan State University in Adult and Continuing Education.

I then took on a program coordinator role at Ryerson University, which developed to Director of the School of Health Services Management. Recently, I retired and am currently doing part-time teaching in the School of Health Services Management.

I have also served two terms as a member of the Board of Governors of the Central West Local Health Integration Network.

**K.S.:**

In March 1976 I was appointed as an administrator of the provincial court. A year later I was appointed as justice of the peace.
Later in January 1990, I accepted a position from the ministry as the regional manager of the Family Support Plan in Thunder Bay, on a five-year secondment period. I was also concurrently appointed as the regional manager of the Family Support Plan in Oshawa, which I completed for six months.

I later returned to the provincial court as a justice of the peace, where I remained for about 10 years.

More recently in 2004, I became a public member on the Council of the Royal College of Dental Surgeons of Ontario. There I worked on the Inquiries Complaints and Reports Committee, Quality Assurance Committee and was elected to the Executive Committee three times.

How did you get involved with the College of Occupational Therapists of Ontario?

Winston:
When I was working at West Park Hospital, I had a number of OTs in my services and was fortunate to become more familiar with what the role entailed. Once I had completed my appointment on the Central West LHIN board, I was looking to participate in related services. So when the Ministry of Health contacted me with a vacancy on this Council, I promptly jumped at the opportunity.

K.S.:
In 2014, I had completed the maximum amount of time on the Council of the Royal College of Dental Surgeons of Ontario. I was hoping and searching to find another health care opportunity. That is when I discovered a vacancy on the College of Occupational Therapists of Ontario and applied for this position!

You recently attended your first Council meeting. What were your first impressions?

Winston:
I was very impressed with the level of interest exuded by everyone on Council. I am a person who appreciates when things are well organized – and I was not disappointed!

K.S.:
The professionalism displayed by all Council members was definitely impressive. The conversation was objective and everyone was offered the opportunity to speak.

What do you hope to bring to Council, or achieve in your role?

Winston:
As a public member, I hope to bring the view of the person-on-the-street. I have been a regulated health professional, a manager in both health care and academia, and an academic. I hope to add my knowledge and use my experience in the deliberations of Council.

I hope to strengthen the public’s faith in Council, by demonstrating that the affairs of the profession are managed by people who have a strong interest in fairness and public accountability.

K.S.:
As public members, we are appointed for the protection of the public. As part of this, one of our responsibilities is to ensure that the College manages resources in an accountable fashion. This is definitely an important aspect of my role I take seriously and aim to uphold.

I also feel it is important to ensure all new applicants are given reasonable opportunity to register with the College. Through my work on the Registration Committee, this is something I also look to prioritize in my role.

What is the greatest misunderstanding about the role of the College? How would you dispel this misunderstanding?

Winston:
I do not think that the general public really understands the role of the regulatory Colleges. The perceptions range from the idea that the College protects its members - no matter what - to the College accepting complaints against members without a fair hearing. Many do not understand that the role of the College is different from that of an association or that of a union.

Even before my appointment to the Council, I have been explaining the role of regulatory Colleges to the public. Effective communication from the College is key to dispel any misunderstandings and clarify its role.
Tell us a little about yourself and your occupational therapy experience.

I received my bachelor’s degree in occupational therapy from the University of Toronto, and later received my master of science degree in design, measurement and evaluation from McMaster University.

Currently, I am an associate professor in the School of Rehabilitation Science and a Scientist at CanChild Centre for Childhood Disability Research.

I also have a clinical passion for pediatrics. In 1997, I joined forces with four other OTs to start a private community-based practice where we work to fill public system gaps for children and families. I love being able to balance my time both teaching and working in the community.

How would you describe the role of an academic member? How does it differ from a public member of Council?

My role as an academic member of Council differs from a public member in the context of experiences I bring to the table. My focus is on how future OTs will be trained and the scope of the curriculum.

I am able to inform Council of what is happening at the university and student level in terms of occupational therapy education. In turn, I am also able to bring back what is happening at the College to the university sector, to inform curriculum and better prepare students for their careers. This role involves a two-way relationship.

As an academic member, what perspective do you hope to bring to Council?

I am always thinking about the future perspective – how do students become College members? What is happening that will impact them? What do we need to be aware of in terms of knowledge or skill development?

A great, current example is transparency. There is so much happening with this topic right now, so from my perspective, I am thinking about how students will face these changes when they graduate. Transparency is included in the curriculum, but does it need to be highlighted, reinforced or revisited?

How do you believe the public’s view of the College has changed over time?

I think the public has gained a general awareness of the
Professional Liability Insurance

Do you have auto insurance? We hope we never need it, but it’s essential if there is an accident. Professional liability insurance works much the same way.

Benefits of Professional Liability Insurance

- Professional liability insurance provides protection for OTs when faced with legal proceedings that may arise from a complaint filed to the College or a civil law suit or resulting from criminal charges.
- Liability insurance can cover legal expenses for OTs and more importantly ensures there are funds available to cover amounts awarded to clients through a legal proceeding or for the provision of sexual abuse therapy and counselling.
- Plans may also provide coverage for support personnel and students in the delivery of occupational therapy services.
- Be sure to review the details of your professional liability plan to ensure it provides appropriate coverage for your practice and meets the minimum requirements of the College.

Professional liability insurance is important as it protects you and your clients. All OTs, regardless of area of practice or practice status, must have professional liability insurance that meets the College’s requirements, which include:

- a liability limit of at least $5 million per incident with no deductible, and
- a sexual abuse therapy and counselling fund endorsement.

For full details about the requirements, please refer to Part 20 of the College bylaws available in the Resource Room section of the College website www.coto.org.

The College completes routine audits of professional liability insurance. You may be contacted by the College to provide evidence of your professional liability insurance.

What are some current misconceptions about the College? What would you like people to know about the College and Council?

There has been a positive shift at the College in terms of the relationship with OTs. The College has recognized the need and worked hard towards developing processes and resources that benefit everyone, both the public and OTs. When the College has a strong, supportive relationship with OTs, it is a win-win scenario – OTs are as competent as possible and the public is safe!

College. The majority of Ontarians now know that Colleges exist and their purpose is to protect the public.

As time goes on, I think people will gain more knowledge about the College and how it is a critical resource for competent health care services.
We are redesigning our website and appreciate your input. On our latest poll at www.coto.org we asked visitors what they were hoping to achieve or looking for on our site. Here’s what you said!

- Checking for updates: 14%
- Looking up/trying to find an OT: 13%
- Looking for information about becoming an OT: 17%
- Registering to be an OT in Ontario: 2%
- Completing professional development requirements: 17%
- Completing a client feedback survey: 6%
- Looking up a resource document: 12%
- Doing research for work: 8%
- Doing research for school: 1%
- Following a link from another site: 2%
- Other: 8%

What You Asked:

Q. Looking for update information from recent meeting... do you post minutes?
A. See page 31 of this issue of On the Record. At the October 29, 2015 meeting, Council approved the posting of meeting agendas, minutes and highlights on the College website.

Q. How can I find 2013 PREP Module: Conflict of Interest in the Portal? And the 2014 PREP Module: Privacy and Confidentiality?
A. Previous PREP Modules, dating back to 2010, can be found in the Portal under the PREP Module tab – Current PREP Modules. In the top right-hand corner, there is a drop-down option that allows access to the previous modules core content.
Online Elections: Voting Starts SOON

Nominations for District 1 – Toronto and area Council elections close mid-December, which means online voting is fast approaching!

Voting will run from early February to Monday, March 7, 2016 and your notification will arrive by email.

Make sure you are able to vote! To receive your voting instructions and ballot, the College must have your unique email address on record.

Check if your information is up to date on the Registrants Only section of the website, where you can update or verify your email address.

Please visit the Council Elections page at www.coto.org for further information. If you have questions, email elections@coto.org.

District 1 (Central East) is composed of the municipality of Toronto, the counties of Haliburton, Northumberland, Peterborough, Simcoe and Kawartha Lakes, and the regional municipalities of Durham, Peel and York.
Have you seen our flipbook? We’ve moved from print to digital production of our annual report. If you missed it, check coto.org and read up on the work of your College.
It’s December and the Association of Canadian Occupational Therapy Regulatory Organization’s (ACOTRO) Substantial Equivalency Assessment System (SEAS) has been operating for more than seven months. Since its inception, SEAS has received 18 applications from more than 10 countries.

While a typical year brings approximately 120 applications across Canada, this year is not typical: Many internationally educated OTs applied for College registration prior to the May 1 system change to SEAS.

Competencies and education of OTs educated outside of Canada is assessed through SEAS. Once substantial equivalence to a Canadian graduate is established, applicants can apply to work as an OT in any province. All provinces, including Ontario, have agreed to recognize this assessment process.

Ontario is pleased to be part of this new process that harmonizes the way internationally educated OTs meet the education requirements in Canada. Learn more about SEAS and the new process at www.acotro-acore.org.
June 18, 2015 Meeting
- Council reviewed feedback to proposed bylaw amendments and approved amendments to publish further information on the public register (OT Directory) regarding:
  - Registration history with other regulators
  - Bail conditions of members
  - Criminal finding of guilt
- Council approved the recommendation by the Clinic Regulation Working Group to explore the creation of new legislation for clinic regulation, and to begin consultation with a proposed model.
- Council approved revisions to the Executive Committee terms of reference, whereby the Elections Committee would be eliminated (in light of the move to electronic voting).
- Council approved the appointment of Avelino Maranan, as a non-Council member of the Quality Assurance Committee, for a three-year term.
- Council approved the appointment of Phyllis Wong, as a non-Council member of the Inquiries, Complaints and Reports Committee, for a three-year term.
- Elinor Larney, Registrar, reviewed strategic priorities for 2014/2017 and outlined the areas of operational focus for 2015/2016.

October 29, 2015 Annual General Meeting
- Council approved the minutes of the 2014 Annual General Meeting.
- Audited Financial Statements for the fiscal year ending May 31, 2015 were presented by the College auditor.
- Council appointed the College auditor for an additional five-year term.
October 29, 2015 Council Meeting

- Council approved stakeholder consultation for proposed bylaw changes related to the publication of three ICRC outcomes.
- Council approved the development of a process, for future Council approval, that would develop criteria for registrants regarding the displaying and publishing of credentials.

Council meeting agendas, minutes and highlights will now be posted on the College website. We encourage you to review these materials and stay up-to-date. Learn more about Council at [www.coto.org](http://www.coto.org).

- Council approved the first quarter financial report and balance sheet for fiscal year 2015/16.
- Council approved the publication, on the College website, of Council minutes and agendas, for meetings held on or after October 29, 2015.
- Council approved the publication, on the College website, of Council meeting highlights, for meetings held on or after October 29, 2015. Highlights will be posted prior to Council approval of the detailed minutes.

Upcoming Council Meetings

January 28, 2016, 9:00 a.m. – 4:00 p.m.
March 31, 2016, 9:00 a.m. – 4:00 p.m.
June 23, 2016, 9:00 a.m. – 4:00 p.m.

Council meetings are open to the public
Please email astanier@coto.org
if you wish to attend. Space is limited.
Remainder – It’s your responsibility to notify us within 30 days

Do you have a new job? Have you moved? New email address or phone number?

Update your contact and employment information throughout the year by logging in to the Registrants Only>My Profile section of the College website.

If you have questions please contact Brandi Park, Manager, Registration at bpark@coto.org.

Suspensions & Revocations

The following people were revoked on July 15, 2015 after their certificate of registration remained in suspension for a period of two years:

- Birgitta Baum, G9300977
- Darragh Cassidy, G1208793
- Famida Kanji, G1208602
- Christy Mackenzie, G0707088
- Erin Walsh, G1008212
- Lorraine Wardle, G9402530

The following people were suspended for non-payment of fees on July 7, 2015:

- Isaac George, G1308948
- Sylvain Lalonde, G0800217
- Sharon Power, G1302592
- Birgitta Baum, G9300977
- Darragh Cassidy, G1208793
- Famida Kanji, G1208602
- Christy Mackenzie, G0707088
- Erin Walsh, G1008212
- Lorraine Wardle, G9402530
- Isaac George, G1308948
- Sylvain Lalonde, G0800217
- Sharon Power, G1302592
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Investigations & Complaints
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Practice Resource Liaison
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x240

Registration
registration@coto.org
x229

Quality Assurance
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x227

Communications
communications@coto.org
x222

Corporate Services
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x226

Human Resources
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x244

Please check Contact Us at www.coto.org
for a complete staff listing.

Council Officers and Chairs
Jane Cox, President
Shannon Gouchie, Vice-President
Maria Lee, Member at Large, Education
Jeannine Girard-Pearlman, Member at Large, Finance
Julie Entwistle, Chair, Discipline Committee
Julie Chiba Branson, Chair, Fitness to Practise
Marie Eason Klatt, Chair, Inquiries, Complaints & Resolutions
Jennifer Henderson, Chair, Patient Relations
Angie Mandich, Chair, Quality Assurance
Carol Mieras, Chair, Registration