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# OAJA Grandparenting Forum

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Saturday, November 16, 2013  
10:00am-1:00pm

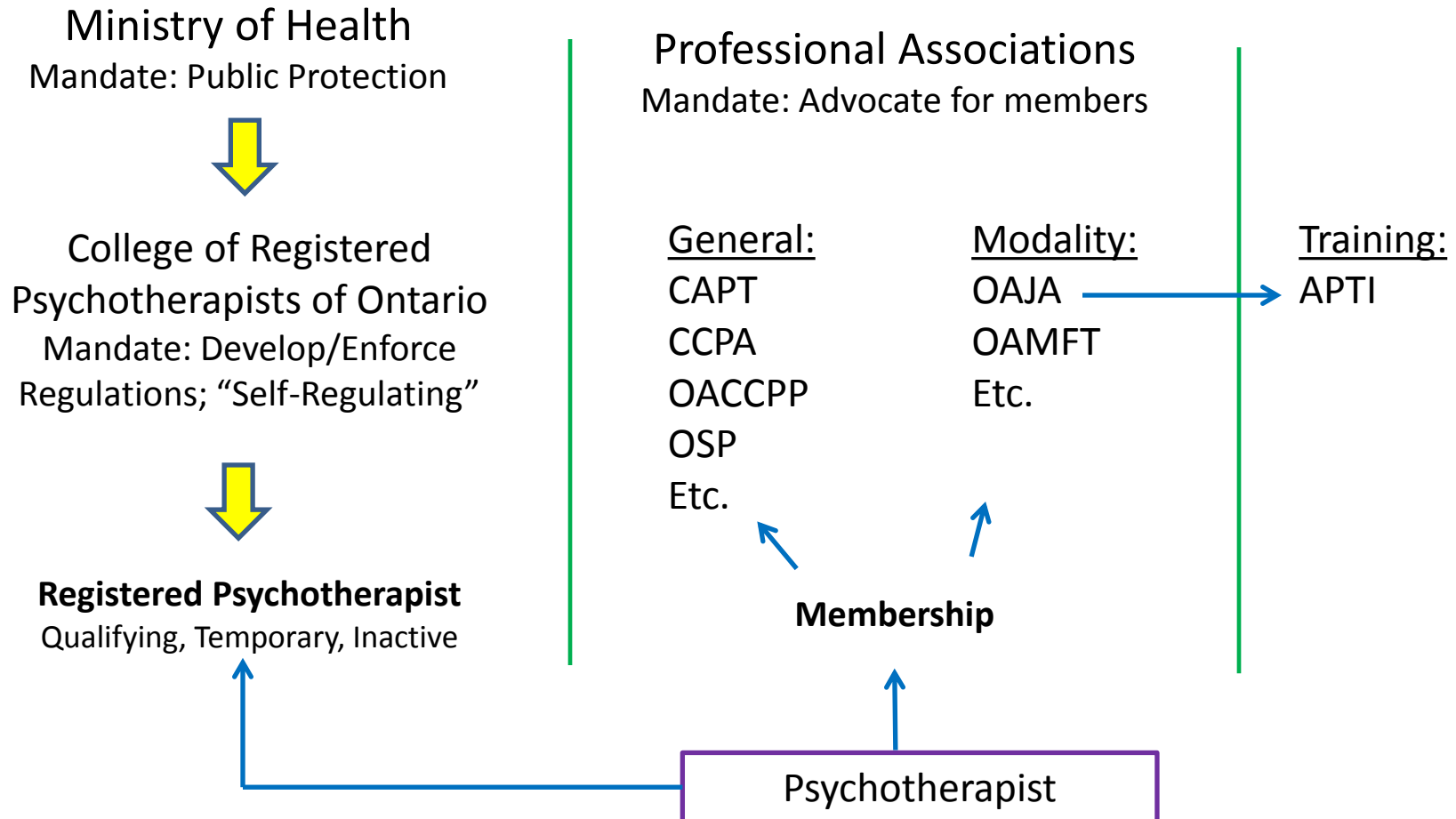
Arts & Letters Club, Studio

# Agenda

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- Background: Profession + Regulation
- CRPO: Who needs to register
- Grandparenting Application
  - Currency
  - Portfolio
    - Scoring System
    - 5 Categories
- What do I do next?
- Definitions

# Background: Profession + Regulation



# Profession + Regulation

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- Regulations have changed and evolved but we have a good idea of what to expect in registration process
- “Profession”—Individually and collectively we have been evaluating
  - what we do well, e.g. clinical practice
  - what we do well that fulfills professional guidelines, e.g. ethics
  - what might be new territory, e.g. some content of JRP eLearning modules, mandatory professional development

# Do I need to register?

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- RP designation:
  - Standard of professional practice that may not be evident with existing title 'Jungian Analyst'
  - Possible access to 3<sup>rd</sup> party billing
  - In future, possible HST exemption
- CRPO perspective follows in next 3 slides

# CRPO: Who needs to be registered?

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CRPO 21Sep13

- Anyone using “Psychotherapist”, “Registered Psychotherapist” or any abbreviation of these titles
- Anyone “holding him/herself out” as someone qualified to practice psychotherapy in Ontario, or
- Anyone doing the Controlled Act of psychotherapy
- Anyone whose employer requires him/her to be registered
- Exception for members of Colleges authorized to practice psychotherapy
  - <Physicians, Psychology, Social Work, Nursing, Occupational Therapy>

# CRPO: What about specialty training?

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CRPO 21Sep13

- People with foundational education & training in a related field are expected to apply, e.g. addiction counselling, spiritual care, children's mental health
- Eligible if they meet the registration requirements
- Most will have additional education & training specifically related to psychotherapy

# From CRPO website...

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CRPO 21Sep13

- “We expect that registered psychotherapists will come from a variety of backgrounds. Sometimes, their original professional education and training may be in a field such as music therapy, child and family services or pastoral counselling. All will be expected, however, to meet the same requirements, and once registered, will use the title, Registered Psychotherapist, or RP.
- We fully expect that professionals with backgrounds in addiction counselling, pastoral counselling and/or spiritual care, child and youth services and other fields will apply for registration, and will qualify if they have acquired appropriate education & training and clinical experience related to the practice of psychotherapy.”



# Grandparenting vs Regular Entry-to-Practice

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- Two ways to register with CRPO:
  - Grandparenting
    - For experienced practitioners
  - Regular Entry-to-Practice
    - For all practitioners who do not meet criteria for grandparenting in the two-year window following proclamation
    - May not need to create portfolio evidence of education if applicant graduates from a training program “Recognized” by the CRPO

# Grandparenting Route

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CRPO 21Sep13

- Alternate route to entry for experienced practitioners
- Available for 2 years
- Registration Exam: No
- JRP eLearning Module: Yes
  - JRP= Jurisprudence and Professional Practice
- “Portfolio Evidence”

# Application Process for 'Grandparenting'

Based on CRPO 21Sep13

- Pre-registration late 2013 or early 2014
- Online application form will guide applicants and elicit detailed information
- Also required:
  - ☐ Certain disclosures required
  - ☐ Proof of professional liability insurance
  - ☐ Letter of verification from employer, clinical supervisor, or professional colleague
  - ☐ Statutory declaration
- College staff may request additional information or supporting documentation. As well, College will conduct an audit: request a random sample to submit supporting documentation.

# Overview of Application

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- Currency: "Last 3 years"
  - Establishes a minimum standard for being "current" in the profession: 750 hours over last 3 years
- Portfolio Evidence: "Career"
  1. education & training
  2. clinical experience
  3. supervision
  4. safe and effective use of self
  5. other professional activities

# Currency Requirement for 'Grandparenting'

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CRPO 21Sep13

- Must be **current in the practice** of the profession
- 750 'currency' hours required within 3 years prior to application
  - 500 currency hours must be **in Canada**
- Currency hours include
  - direct client contact
  - record-keeping, preparation, research, consultation and *professional development* in relation to direct client contact.
  - teaching, supervising, conducting research, or writing in the field of psychotherapy, or managing, consulting or other professional activities that impact the practice of psychotherapy

# Portfolio: Categories

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Online Application will use Scoring System to evaluate your portfolio in each of 5 categories:

1. Education & Training
2. Clinical Experience
3. Supervision
4. Safe and Effective Use of Self
5. Other Professional Activities

## Scoring of Portfolio Evidence for 'Grandparenting'

(revised September 5, 2013)

### Notes

- An **online application form**, and additional materials/resources for applicants, is being created to facilitate applications for grandparenting.
- The application form will ask the applicant to provide contact information, confirm completion of the Professional Practice and Jurisprudence e-Learning Module, show evidence of currency (**750 currency hours – as they are broadly defined – in the previous 3 years, 500 of which must be in Canada**), disclose previous activities and outcomes, and provide proof of professional liability insurance. These requirements are set out in section 2 of the Registration Regulation.
- In addition, grandparenting applicants will be asked to provide a **portfolio of evidence related to their psychotherapy education and training, experience and supervision over their professional career and anywhere in the world**. The following table sets out the requirements for each of these categories (plus a supplemental category of 'Other Professional Activities') and identifies the scoring system that will be applied.
- Applicants **must achieve the minimum required points** in each of the four categories.
- **Achieving only the minimum points in each category does not give the applicant the total minimum score of 65**; therefore, an applicant must have more than the minimum number of hours in some categories to achieve the total minimum score.
- Hours falling between the minimum required and the maximum countable will be scored using a linear algorithm; total score will be adjusted to the nearest whole number (details will be provided shortly).
- The minimum required hours = the minimum points scored (e.g. a minimum of 100 hours of psychotherapy-related education and training is required to earn the minimum 10 points).
- The maximum countable hours = the maximum points scored (e.g. an applicant who has 10,000 hours of direct client contact will score 25 points, the same as someone with 3200 hours, which is the maximum number of countable hours).
- The maximum number of hours achieved in **individual courses** or **other education & training** is 100, which meets the minimum required hours in category 1.

Category	Min Rqd Hours	Min Rqd Points	Max Countable Hours	Max Points	Explanation
<b>1. Education &amp; Training related to the Scope of Practice of Psychotherapy<sup>1</sup></b>  a) <b>Coherent</b> education & training <b>program</b> , and/or  b) <b>Individual courses</b> , and/or  c) <b>Other education &amp; training</b> .	100	10	400	25	<p>A <b>coherent program</b> is offered at a post-secondary level, requires application and admission, includes an evaluative component (students are tested), leads to a certificate, diploma, degree, etc.</p> <p><b>Example: certificate from a private training program in psychodynamic therapy or a degree in clinical counselling.</b></p> <p><b>Individual courses</b> are offered at a post-secondary level, require application and admission, include an evaluative component (students are tested), but are not taken as part of an integrated and coherent program.</p> <p><b>Example: a one semester community college course on Recovery Strategies for Mental Health and Addiction.</b></p> <p><b>Other education &amp; training</b> requires enrollment and student participation, but may not include a requirement to qualify for admission or an evaluation at completion.</p> <p><b>Example: weekend workshop on crisis and trauma counselling.</b></p>

<sup>1</sup> **Scope of Practice** as set out in the *Psychotherapy Act, 2007*: 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.



Category	Min Rqd Hours	Min Rqd Points	Max Countable Hours	Max Points	Explanation
<b>2. Clinical Experience</b> (direct client contact)	<b>800</b>	<b>10</b>	<b>3200</b>	<b>25</b>	Direct client contact is defined as an activity in which the practitioner interacts directly with the client.
<b>3. Supervision</b> a) Clinical supervision (including structured peer group supervision*) b) Other allowable forms of supervision.  *SPGS qualifies as group clinical supervision if it is a formal and structured process and includes at least one group member who meets the College's definition of Clinical Supervisor.	<b>40</b> 20 -	<b>10</b>	<b>160</b> 160 80	<b>25</b>	<p><b>Clinical supervision</b> means a contractual relationship in which a clinical supervisor discusses the direction of therapy and the therapeutic relationship, promotes the professional growth of the supervisee, enhances the supervisee's safe and effective use of self in the therapeutic relationship and engages with a supervisee to safeguard the welfare of the client.</p> <p>For grandparenting only, <b>other allowable supervision</b> includes facilitated team meetings/conferences to discuss client clinical issues. Peer 'consultation' does not qualify. An applicant must have a minimum of 40 hours of supervision over her or his professional career, 20 of which must be clinical supervision; the remaining can be other allowable forms of supervision. A maximum of 80 hours (or 50% of the maximum countable supervision hours) can be other allowable forms of supervision.</p> <p>Supervision can be individual, dyadic or group (maximum group size is 12); supervision does not need to be face-to-face. Registration Committee may consider an exception on group size for modalities that traditionally allow larger groups.</p>
<b>4. Safe and Effective Use of Self</b> a) Training and education b) Demonstration in practice.	<b>30</b>	<b>10</b>	<b>120</b>	<b>25</b> 15 10	<p>Psychotherapeutic traditions and practices related to the development of a psychotherapist's safe and effective use of self in the therapeutic relationship are diverse. Some applicants will have developed this competency while engaging in their own personal psychotherapy. Others will have taken courses that address use of self; these may include, for example, personal family history and dynamics, anti-oppression and diversity, power dynamics, relational boundaries, experiential practice as client, or interpersonal relationship development. Others may have engaged in a guided and reflective Indigenous practice, such as the four directional way. For many practitioners, this competency is also addressed in a particular form of clinical supervision.</p> <p><b>The safe and effective use of self in the psychotherapeutic relationship speaks to one of the defining competencies of practising psychotherapy:</b> the therapist's learned capacity to understand her or his own subjective context and patterns of interaction as they inform her or his participation in the therapeutic relationship with the client. It also speaks to the therapist's self-reflective use of her or his personality, insights, perceptions, and judgements in order to optimize interactions with clients in the therapeutic process.</p>
<b>5. Other Professional Activities</b>	<b>0</b>	<b>0</b>	<b>500</b>	<b>5</b>	Includes activities related to psychotherapy, for example, providing clinical supervision, consulting, teaching, lecturing, conducting research, developing curriculum or policy, managing a team or organization, or volunteer work on committees or boards.
<b>Total Score</b>		<b>65</b>		<b>105</b>	<b>Achieving the minimum of 10 points in each of categories 1 – 4 (or 40 points) does not achieve the total minimum score of 65 points.</b> Therefore, minimums in one or more category must be offset by proportionally greater numbers in other categories.



# Portfolio: Scoring System

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1. Education & Training

2. Clinical Experience

3. Supervision

4. Safe & Effective Use of Self

5. Other Prof'l Activities

- Points must be earned in each of the first 4 categories
- You must qualify for at least the minimum number of points in each of the first 4 categories
  - Achieving the minimum number in each category is not enough to reach the threshold to be grandparented
- You may reach the maximum number of points in a category
- Our focus is collecting evidence in each category since most Jungian Analysts likely meet minimum thresholds and some will fulfill allowable maximum

# Example: 'New' Jungian Analyst

1. Education & Training	Minimum: 100 hours Maximum: 400 hours	> 10 points > 25 points	→	25
2. Clinical Experience	Minimum: 800 hours Maximum: 3200 hours	> 10 points > 25 points	→	10*
3. Supervision	Minimum: 40 hours Maximum: 160 hours	> 10 points > 25 points	→	25
4. Safe & Effective Use of Self	Minimum: 30 hours Maximum: 120 hours	> 10 points > 25 points	→	25
5. Other Prof'l Activities	Minimum: 0 hours Maximum: 500 hours	> 0 points > 5 points	→	0

85 points

\* If minimum not met then use regular entry-to-practice route, however, can still qualify for Grandparenting if minimum hours achieved within 2 year window.

# Portfolio: Collecting Evidence

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- Create a list for 5 categories
  - Separate handout
- Time period
  - Currency: 3 years prior to date of application
  - Portfolio: career or life-time activities
    - Or at least far enough back to meet or exceed maximum score in a category
- Information
  - “tease out” specific psychotherapy-related activities (psychotherapy, SEUS)
  - “assumptions and estimates”
  - “reasonable”
- Be complete—avoid the need for further review of Application by CRPO

# 1. Education & Training

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Minimum:	100 hours	> 10 points
Maximum:	400 hours	> 25 points

- “Number of hours”
- Show program(s) with evaluative component
  - Identify psychotherapy component
- In your file:
  - Program name, dates, location
  - Transcript and/or “lists”
    - Courses, Papers/Thesis, Exams
    - OAJA ATP: course lists available
  - Diploma

Ideas for Evidence:  
Letter from institute  
Letter from colleague  
Can info/person be  
seen on Google?

## 2. Clinical Experience

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Minimum:	800 hours	> 10 points
Maximum:	3200 hours	> 25 points

- aka “Direct Client Contact”
- General Practice
  - Hours, dates, location
  - Work diary, accounting records you keep for clients, etc.
- From Training
  - OAJA ATP “Application to take Diploma Exams” has good summary
  - Observation practicums don’t count
- Volunteer work could count if there was direct client contact

# 3. Supervision

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Minimum:	40 hours	> 10 points
Maximum:	160 hours	> 25 points

- Individual Supervision and Group Supervision (e.g. Colloquia)
- Hours, dates, location
  - Work diary, records you keep for yourself
- Supervisor
  - Credential(s)
- From Training
  - OAJA ATP “Application to take Diploma Exams” has good summary of individual supervision
  - signed attendance record for colloquia

# 4. Safe & Effective Use of Self

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Minimum:	30 hours	> 10 points
Maximum:	120 hours	> 25 points

- “Training & Education”
  - From supervision, training analysis
  - Can include course work, self-study
- “Demonstration in Practice”
  - 120 words describing your understanding of SEUS
  - Scoring allows for 10 points: all or none

# 5. Other Professional Activities

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Minimum:	0 hours	> 0 points
Maximum:	500 hours	> 5 points

- Activities related to psychotherapy
  - “Bonus” points since activities are not covered in the Registration Regulation
- Organizations
  - Paid or volunteer
    - Boards & Committees
    - Administration/management/policy
    - meetings, preparation



# What do I do next?

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- Complete JRP eLearning Module
- Compile “Portfolio”
  - Keep the file on hand
  - Faster response to CRPO Q’s then faster you will get registered
- Keep track of your outstanding questions
  - Ask now or wait for information available through online application
- Submit Application sooner than later

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Q & A

# Definitions

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- Controlled Act
- Clinical Supervision
- Clinical Supervisor
- Currency Hours
- Direct Client Contact
- Grandparenting (minimum requirements)
- Qualifying Category
- Structured Peer Group Supervision

# Controlled Act

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CRPO 21Sep13

- “In the course of engaging in the practice of psychotherapy, a member is authorized, subject to the terms, conditions, and limitations imposed on his or her certificate of registration, to treat, by means of psychotherapy technique delivered through a therapeutic relationship, an individual’s serious disorder of thought, cognition, mood, emotional regulation, perception or memory that may seriously impair the individual’s judgment, insight, behaviour, communication or social functioning”

# Definition of Clinical Supervision

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CRPO 21Sep13

- Clinical supervision means a contractual relationship to:
  - discuss the direction of therapy and the therapeutic relationship
  - promote the professional growth of the supervisee
  - enhance the supervisee's safe and effective use of self in the therapeutic relationship
  - safeguard the welfare of the client.

# Definition of Clinical Supervisor

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CRPO 21Sep13

- **Prior to Proclamation**, a “clinical supervisor” is a practitioner who has extensive clinical experience, generally five years or more, in the practice of psychotherapy
- **In the first three years following proclamation**, a “clinical supervisor” is a regulated practitioner in good standing authorized by his or her College to perform the controlled act of psychotherapy, who has extensive clinical experience, generally five years or more, in the practice of psychotherapy
- **From that day forward**, a “clinical supervisor” is a regulated practitioner in good standing authorized by his or her College to perform the controlled act of psychotherapy, who has extensive clinical experience, generally five years or more, and who has successfully completed a course in providing clinical supervision.

# Definition of Currency Hours

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CRPO 21Sep13

- Currency hours include direct client contact.
- They also include record-keeping, preparation, research, consultation and professional development in relation to direct client contact.
- In addition, currency hours include teaching, supervising, conducting research, or writing in the field of psychotherapy, or managing, consulting or other professional activities that impact the practice of psychotherapy

# Definition of Direct Client Contact

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CRPO 21Sep13

- Direct Client Contact is any activity in which the client and the therapist are directly and formally engaged in the psychotherapeutic process. Ordinarily, this process occurs face-to-face, both other forms of direct contact, for example, using telephone, Skype, video-link, or even email (with appropriate considerations for privacy and confidentiality) are relevant. The client may be an individual, couple, family or group.
- Also included in Direct Client Contact:
- Interviewing for intake, as long as the activity is clinical in nature and then used to determine the nature and course of the therapy
- Interviewing, administering a test or conducting a formal assessment as part of the clinical interaction with the client
- Facilitating or actively co-facilitating therapeutic sessions
- Participating in case conferences with the client present



# Definition of Direct Client Contact

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CRPO 21Sep13

- The following are not considered Direct Client Contact:
  - Observing therapy without actively participating or providing follow-up to the client immediately after the observed session
  - Record-keeping
  - Administrative activities, including report-writing
  - Conducting a psychometric assessment that primarily involves administering, scoring and report-writing with little or no clinical interaction with the client
  - Providing or receiving clinical or other forms of supervision

# Grandparenting (Minimum Requirements)

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CRPO 21Sep13

- Minimum Requirements:
  - 100 hours education & training related to scope of practice of psychotherapy
  - 800 Direct Client Contact hours
  - 40 hours Supervision (min. 20 hrs clinical supervision)
  - 30 hours education & training in “safe and effective use of self”
  - Other professional activities (possible bonus points)

# Qualifying Member Category

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CRPO 21Sep13

- Applicant must:
    - Be enrolled to take registration exam, having completed an education & training program, or
    - Be completing full registration requirements, after *substantially* completing an education & training program
      - Recent graduates may register in Qualifying category and then apply for 'grandparenting'
- Registered members
  - Must practice with clinical supervision
  - May perform controlled act
  - May use title: RP (Qualifying)
  - 5 year time limit

# Definition of Structured Peer Group Supervision

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CRPO 21Sep13

- Structured Peer Group Supervision qualifies as group supervision if:
  - Is a formal structured process
  - Includes at least one group member who meets the CRPO definition of Supervisor

The more experienced colleague(s) can contribute specialized knowledge across a range of psychotherapeutic issues

Often in institutional setting but can be formalized outside this setting

Not peer consultation in the sense of informal, unstructured exchange of information between or among practitioners discussing difficult cases