

# Nova Scotia College of Counselling Therapists

ANNUAL REPORT  
2024



## Land Acknowledgement

The Nova Scotia College of Counselling Therapists would like to respectfully acknowledge that we do our work in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People. This territory is covered by the "Treaties of Peace and Friendship" which Mi'kmaq and Wolastoqivik (Maliseet) Peoples first signed with the British Crown in 1725. The treaties did not deal with surrender of lands and resources, but in fact recognized Mi'kmaq and Wolastoqivik (Maliseet) title and established the rules for what was to be an ongoing relationship between Nations. As we strive for respectful partnerships with all the peoples of this beautiful province in search of collective healing and true reconciliation.

The **Mission** is an enduring and descriptive statement that sets out the boundaries of legitimate activity for the College.

To regulate the profession of counselling therapy, exclusively in the public interest

The **Vision** is a compelling statement of aspirations within the boundaries of the Mission. It projects into the future as a rallying cry for change and growth within a specific time horizon.

Excellence in the stewardship and regulation of Counselling Therapy

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**Values** convey what we stand for and what should characterize our attitudes, decisions and behaviour. Values are used to monitor the "rightness" of day-to-day decisions and longer-term strategic choices.

Respect  
Accountability  
Equity, Diversity & Inclusiveness  
Transparency/Openness  
Humility  
Stewardship  
Responsiveness

# Message from the Board Chair and Executive Director/Registrar

Dear Registrants and Stakeholders,

We are pleased to submit the 2024 annual report of the Nova Scotia College of Counselling Therapists. The purpose of the report is to provide registrants and members of the public with a review of Board and College activities over the past year as these express our commitment to our core **Mission** "to regulate the profession of counselling therapy exclusively in the public interest."

The past year has been marked by two major themes. The first involves working strategically to anticipate and accommodate the challenges posed by the unrepresented growth in registrations. For each of the last three years the College has grown in numbers of roughly 15% year-to-year. This increase in the number of licensed counselling therapists in Nova Scotia will ultimately help enhance public access to mental health care services across the province. Our role is to help ensure that public protection remains at the centre of counselling therapy. Ensuring that the College has the fiscal and human resources to effectively protect the public while our numbers grow has been the focus in many aspects of our decision-making throughout 2024. To help us align our decisions with the public interest, the Board approved a new set of "Guidelines for Decision-Making in the Public Interest." These guidelines now apply to the Board and all of our statutory committees.

The second major enterprise has been our continued efforts to prepare for migration to the new *Regulated Health Professions Act*. Several of your colleagues have graciously devoted many hours to providing input to the Department of Health and Wellness's development of the profession-specific regulations that will soon guide the regulation of the profession for years to come. Teams of advisors, counselling therapists, and lawyers have worked closely with staff to prepare required submissions to government for this purpose. Now that our initial input is complete and the regulation drafting is being done by DHW, the teams have turned their efforts to drafting new bylaws that will guide the development and implementation of all of our policies and processes. This work will continue up to and beyond the date of migration.

Over the year we have also taken the lessons learned from the previous year to make important system improvements in the license and registration renewal process and the technology supporting it. And work began on aligning our continuing competency program with best practices in the field. These improvements will also need to take account of staff limitations and will require significant technical support.

Along with licensing appropriately qualified counselling therapists, the public interest demands that the College provide a fair and robust professional conduct process to efficiently handle the increase in complaints that is following the increase in numbers. To meet current and anticipated demand in this area, the Board has supported the work of staff and the Complaints and the Professional Conduct committees by providing funding to hire a full time Director of Complaints and Professional Conduct. Since the role was filled in September, we have already seen tangible improvements in the quality and efficiency of the complaints process.

As we move ahead into a new and exciting era of counselling therapy in Nova Scotia, we want to thank Board members, committee volunteers, staff, external advisors and contractors who devote their time and energy to helping fulfill our public interest mandate. And we want to extend particular appreciation for all that our 850 licensed counselling therapists do every day to help Nova Scotians in their times of need and vulnerability.

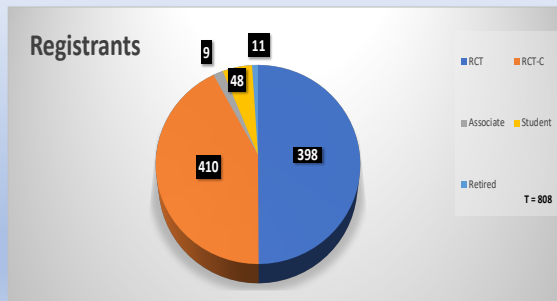
Respectfully,

Chris Charles, RCT  
Chair of the Board of Directors

John Hubert  
Executive Director & Registrar

# College Snapshot

## Current Registrations



Source: NSCCT 2024

## Active Practicing Registrants

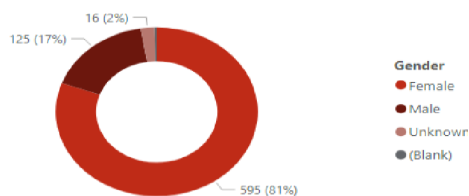
At the end of 2024 there were more than 800 licensed counselling therapists providing mental health services to citizens of Nova Scotia. We continue to grow at a rate of about 15% each year.

## Candidacy Supervisors

11% of RCTs are approved candidacy supervisors with 8 holding the Canadian Certified Supervisor (CCS) designation. This is a ratio of approximately 10 candidates for every qualified supervisor.

The need for supervisors will continue to become more acute as new graduates register.

## Gender Breakdown



## Gender Distribution

Counselling therapy continues to be a predominantly female-identified profession.

# Board Highlights

This has been another busy and challenging year for our volunteer Board of Directors. These are just some of the major results of their work:

- Passed a growth-oriented budget.
- Allocated funds to support the hiring of a full-time Director of Complaints and Professional Conduct.
- Allocated funds to provide contract administrative support to College staff during peak periods.
- Continued oversight of migration toward the new Regulated Health Professions Act.
  - Regulation Development
  - Bylaw Development
- Policy approvals:
  - Guidelines for Determining Educational Program Equivalency for Purposes of Application Assessment
  - Revised Sexual Misconduct Policy
  - Mutually Cooperative Regulation
  - Revised Group Supervision Policy
  - Guidelines for Decision Making in the Public Interest
  - Maintenance of Licensing Information on Digital Platform
  - Designation of Retired Affiliates

The Board meets as a whole during 4 meetings scheduled quarterly with additional meetings and Executive meetings held on an *ad hoc* basis. All scheduled quarterly meetings are open for registrants and the public to observe.

# Committee Reports

## Registration Committee

One of the core responsibilities of the College is to safeguard the public by registering and licensing only those who meet the criteria set out in the Act and Regulations. The Registration Committee oversees the registration and licensure process of the College.

**Members:** Lisa Dexter, RCT (Chair), Derek Smith, RCT, Theresa Fraser, RCT, Cameron DeBaie, RCT-C, Alana Baxter (public rep)

### Applications

157 applications reviewed  
132 new RCT-Cs approved  
22 new RCTs  
15 new CFTA transfers (ON, NB, QC)  
9 new international registrants  
(India, US, UK, Russia)  
2 applications denied

### Process and Policy

Added sperate renewal portal to Pontem registration platform

Reviewing approach to specialty practice and single modality graduate degrees

1 new member appointed

2 contract services staff to assist with renewal and peek-period application processing

Development of draft Key Performance Indicators (KPI) for registration unit

1 new counselling therapy program approved

2 new Supervisor Education programs approved



# Registration Appeals Committee

The Registration Appeals Committee considers requests from applicants who seek a review of a decision to deny registration or licensure.

**Members:** Kim Burton, RCT (Chair); Mary Grant, RCT; Vacant (public rep)

There were no registration appeals heard during 2024

# Complaints Committee

The Complaints Committee reviews all complaints against registrants. A 3-person panel of the Committee (which includes both registrants and public representatives) works to resolve complaints and determines which matters warrant referral to the Professional Conduct Committee for a disciplinary hearing.

**Members:** Alison Arthur, RCT (Acting Chair), Sara Lamb, RCT, Sue Ward, RCT, Lauren Scott, RCT, George Maringapasi, RCT, Sukanya Mukherjee, RCT, Christina Gentile, RCT, Alana Baxter (public rep)

## Complaint Files (received 2024)

SOURCE	TYPE	DETAILS	OUTCOME	
Client	Misconduct/Conduct Unbecoming	Quality of care	Dismissed	
Client	Misconduct	Lack of communication re: scope of competence	Dismissed with Counsel	
Lawyer	Misconduct	Voice of Child Report	Informal Resolution Agreement	
Lawyer	Misconduct	Family court testimony	Dismissed	
Client	Misconduct	Unwanted sharing of religious beliefs	Informal Resolution Agreement	
Client	Misconduct	Boundary violation	Informal Resolution Agreement	
Counselling Therapist	Misconduct	Boundary violation	Informal Resolution Agreement	
Other public	Misconduct	Breach of confidentiality	Withdrawn	
Counselling Therapist	Misconduct	Boundary violation		
Health Professional	Misconduct	Boundary violation(s)	On-going external Investigation	
Client	Misconduct	Lack of support	Dismissed	
Client	Misconduct	Inadequate crisis management	Dismissed	

# Professional Conduct Committee

The Professional Conduct Committee conducts formal hearings into allegations referred by the Complaints Committee. A panel of the Professional Conduct Committee hears evidence to determine whether allegations against a registrant amounts to a finding of professional misconduct, conduct unbecoming the profession, incompetence, or incapacity. If a finding is made the Committee must determine the appropriate outcome which may include sanctions or license revocation.

**Members:** Derek Smith, RCT (Chair), Jennifer Greer, RCT, Daniel Vanderlans, RCT, Michaela Slipp Price, RCT-C, Wayne Maxwell (public rep)

There were no professional conduct hearings during 2024

# Reinstatement Committee

The Complaints Committee reviews all complaints against registrants. A 3-person panel of the Committee (which includes both registrants and public representatives) works to resolve complaints and determines which matters warrant referral to the Professional Conduct Committee for a disciplinary hearing.

**Members:** Three members of the Board selected as required.

There were no reinstatement requests during 2024



# Budget - Board (June 22, 2024)

Nova Scotia College of Counselling Therapists May 1, 2024 to April 30, 2025

Account	2024-2025 Budget
<b>Revenue</b>	
Admin Processing Fees (R102)	100.00
Admin Processing Fees (R103)	100.00
Affiliate Fees/Renewals	500.00
Application Fees	20,000.00
Category Transfer Fees	2,700.00
Leave of Absence Fee	100.0
Other Income	200.00
Reactivation Fee	100.00
Registrant Revenue	36,000.00
Renewal Late Fee	750.00
Renewals	280,000.00
<b>Total Revenue</b>	<b>340,550.00</b>
<b>Carry Forward</b>	<b>122,000.00</b>

<b>Gross Profit</b>	<b>462,550.00</b>
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<b>Operating Expenses</b>	
Amortization Expense	2,500.00
Auditor	10,000.00
Bank Charges	500.00
Board Insurance	2,000.00
Contract Services	5,000.00
Credit Card Transaction Fees	500.00
Dues, Fees and Registrations	3,000.00
Employee Benefits	24,000.00
Financial/Payroll Services	3000.00
Legal	20,000.00
Admin Support	20,000.00
Mobile Phone	600.00
Office Equipment	3,000.00
Office Phone	1,500.00
Office Supplies	2,500.00
Pontem	10,000.00
Professional Conduct	30,000.00
Professional Development	2,000.00
Rent	15,000.00
SM Complaint Navigator	3,000.00
SM Counselling Fund	5,000.00
Software	10,000.00
Stakeholder Engagement	1,000.00
Travel - Board/Committees	500.00
Wages	195,500.00
Web Host	2000.00
<b>Total Operating Expenses</b>	<b>380,100.00</b>

<b>Net Profit</b>	<b>82,450.00</b>
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Current (April 26)

bank balance

\$303,000

GICs

\$107,000

Term Investment

\$24,000

# Board of Directors

## **Executive**

Chair: Chris Charles, RCT

Vice Chair: Theresa Fraser, RCT

Pat Chair: Nathan Torti, RCT

Secretary: Lori Slaunwhite, RCT

Treasurer: Drew McClure, RCTc

## **Members-at-Large**

Cynthia Manley, RCT

Vacant

Vacant

## **GIC Public Representatives**

Alana Baxter

Vacant

Vacant

**NOVA SCOTIA COLLEGE OF COUNSELLING THERAPISTS**

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