

NSCCT
NOVA SCOTIA COLLEGE OF COUNSELLING THERAPISTS

Nova Scotia College of Counselling Therapists

Annual Report 2025-2026

Land Acknowledgment

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.

As we strive for respectful partnerships with all the peoples of this province in search of collective healing and true reconciliation, we also acknowledge the histories, contributions and legacies of the African Nova Scotian people and communities who have been here for over 400 years.

TABLE OF CONTENTS

3 About the Nova Scotia College of Counselling Therapists

- Organizational Chart
- Board of Directors
- Operational Staff
- Mission & Values

6 Message from the Board Chair

8 Registration & Licensure

10 Professional Conduct

12 Committees

- Committee Structure
- 2025-2026 Committee Members

14 Ensuring Quality Regulation

16 Continuing Competence

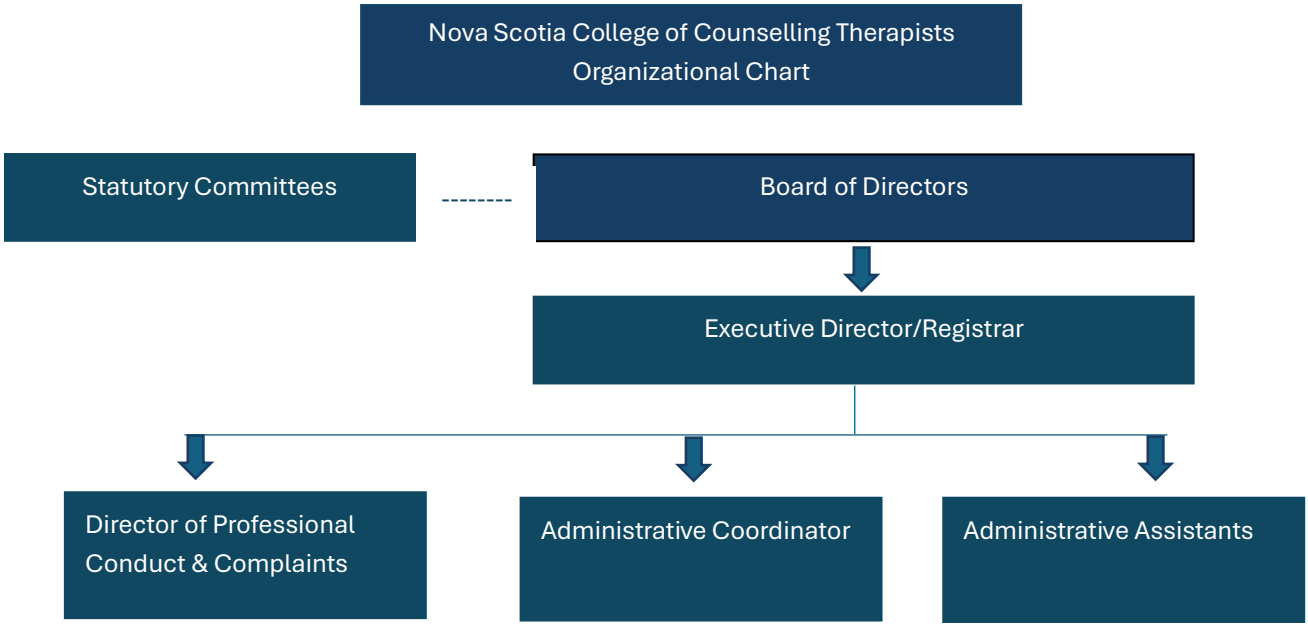
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ABOUT THE NOVA SCOTIA COLLEGE OF COUNSELLING THERAPY

The Nova Scotia College of Counselling Therapy (NSCCT) is the regulatory body established by the provincial government for the counselling therapy profession in Nova Scotia. The *Counselling Therapists Act* (2008), its Regulations and Bylaws govern the College.

The College's mandate is to

- Serve and protect the public interest
- Preserve the integrity of the profession, and
- Maintain public confidence in self-regulation



BOARD OF DIRECTORS	
Chris Charles	Chair
Patricia Arab	Vice-Chair
Drew McClure	Treasurer
Micheala Slipp	Registrant Member
Maria Cain	Registrant Member
Kimberly McDonald	Registrant Member
Cherie Borden	Registrant Member
Alana Baxter	Public Representative
Kelsey Green	Public Representative
Arvind Babajee	Public Representative

OPERATIONAL STAFF	
Jennifer Hemeon	Acting Executive Director/Registrar
Patience Faubert, JD	Director, Professional Conduct & Complaints
Mary Kate Jollymore	Administrative Coordinator
Susan Dekker-Inkpen	Administrative Assistant
Olivia Doughart	Administrative Assistant



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MISSION & VALUES

The Nova Scotia College of Counselling Therapists exists to regulate the profession of counselling therapy exclusively in the public interest.

The attitudes, decisions and behaviour of the Nova Scotia College of Counselling Therapists are characterized and measured by our commitment to…

Respect… through which we recognize the humanity, dignity and autonomy of others.

Accountability… through which we take responsibility for our decisions and the action that affect our mission and our stakeholders.

Equity, Diversity & Inclusion… through which all of our endeavours are informed by an awareness that historical injustices continue to echo through the systems of colonial design to create continuing systemic barriers that we wish to identify and eliminate throughout the College's sphere of influence.

Transparency & Openness… through which we remain open to constructive ideas and transparent in our processes.

Humility… through which we approach the challenges of regulation with a willingness to listen and understand the voices and perspectives of others and with a recognition of our own cultural biases and shortcomings.

Stewardship… through which we nurture and protect the reputation and integrity of the profession.

Responsiveness… through which we respond to new trends in governance and practice through the use of research, evaluation tools and best-practices; in responding to the needs and enquiries of stakeholders we strive to ensure.



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MESSAGE FROM THE BOARD CHAIR

We are pleased to submit the Nova Scotia College of Counselling Therapists 2026 Annual Report. The purpose of the report is to provide members of the public, registrants, and system partners 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 annual report is designed to cover the period from April 1, 2025 to March 31, 2026. So much work has been done and been communicated to those with with an interest in the regulation of this profession during and after this period that it may seem out of date to only focus on this timeframe at this time. As it is our obligation to do so, we will be formally reporting on the historical details but will also want to take the opportunity through this report and the Annual General Meeting to communicate some important developments and highlights that are of relevance and importance to bring you up to date.

First, 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.

During the 2025/26 period of record the NSCCT board worked closely with the Department of Health and Wellness under a Ministerial Directive to address several identified outstanding issues. The issues communicated at the time focused on the completion of annual financial audits, board governance and training, effective communication, complaint resolution and tracking, internal human resource management and preparation for migration under the Regulated Health Professions Act (RHPA).

We have been successful in addressing many of the issues identified. We have completed the required financial audits, completed board governance training, improved communication with internal and external parties, improved the complaint management process, addressed internal human resource issues and, with the assistance of an external consultant, worked through a comprehensive action plan in preparation for migration under the RHPA.

As we evolved through this process and successfully addressed many of the issues, we also encountered challenges and realities of the costs involved with maintaining an independent regulatory body that can fulfil the requirements of processing qualified applicants, managing professional conduct processes, and administering continuing competency and supervision programs, in order to protect the public. There is more work

to be done to operationalize these features and we will need to replenish our reserve fund in order to cover the increasing costs associated with professional conduct matters.

In August 2026, in order to support and complete the successful migration under the RHPA, and in keeping with national and provincial developments in the evolution of co-regulation in Nova Scotia, NSCCT was directed to amalgamate with another existing health regulator. We are currently in the process of working towards such an amalgamation with the Nova Scotia Occupational Therapy Regulator, scheduled for the spring of 2027.

We will provide important updates as we proceed with the preparation for and execution of this amalgamation. We look forward to your continued interest and participation in this process. There will still be an essential need for active participation on statutory committees and the new amalgamated regulatory board by both registrants and members of the public.

Respectfully,

Chris Charles, RCT
Chair, Board of Directors



REGISTRATION & LICENSURE

REGISTERED LICENSE HOLDERS - AS OF APRIL 30, 2026	987
CATEGORY OF LICENSE	#
Active Practice – RCT	559
Active Practice - RCT-Candidate	428
Active Practice with Conditions or Restrictions	0
Temporary/Provisional – RCT	0
Temporary/Provisional - RCT-Candidate	0
Non-Practicing – RCT	1
Non-Practicing - RCT-Candidate	5
APPLICATIONS RECEIVED (MAY 1, 2025 – APRIL 30, 2026)	
TOTAL APPLICATIONS	#
Approved	170
Denied	0
Withdrawn	0
In-Progress	17
APPLICATIONS PER LICENSE CATEGORY (MAY 1, 2025 – APRIL 30, 2026)	91
ACTIVE PRACTICE – RCT	#
Approved	11
Denied	0
Withdrawn	0
In-Progress	1
Total includes license transfers from other provincial/territorial jurisdictions	

APPLICATIONS PER LICENSE CATEGORY (MAY 1, 2025 – APRIL 30, 2026)	
ACTIVE PRACTICE - RCT-CANDIDATE	#
Approved	159
Denied	0
Withdrawn	1
In-Progress	16
Total includes applicants from outside Canada	



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PROFESSIONAL CONDUCT

NSCCT has the responsibility to address complaints related to the practice and conduct of counselling therapists licensed in Nova Scotia.

The College has consistent and transparent complaints, investigation, and professional conduct processes. NSCCT conducts investigations and resolves complaints in a procedurally fair and unbiased manner. Information about these processes and how to make a complaint is available at www.nscct.ca.

The College does not represent or advocate for any participant in the complaints process and does not provide legal advice. However, the College does provide support to complainants and respondents to clarify the complaints process and professional responsibilities. The College's Sexual Misconduct Complaint Navigator also supports those who are contemplating or have reported sexual misconduct by a counselling therapist.

PROFESSIONAL CONDUCT MANAGEMENT AND OUTCOMES MAY 1, 2025 – APRIL 30, 2026	
Opening Inventory (unresolved complaints received prior to May 1, 2025)	18
New Inventory (complaints received during the licensing year)	23
TOTAL COMPLAINTS REQUIRING DISPOSITION DURING THE YEAR	**41**
Opening Inventory complaints resolved	9
New inventory complaints resolved	7
TOTAL RESOLVED COMPLAINTS	16
TOTAL UNRESOLVED COMPLAINTS	25
TYPE OF COMPLAINTS RESOLVED	**#**
Professional Misconduct	13
Conduct Unbecoming the Profession	2
Incompetence	0
Incapacity	1

OUTCOMES OF RESOLVED COMPLAINTS*	#
Withdrawn	0
Dismissed (with or without advice)	11
Informal resolution	5
Caution	0
Consent reprimand or reprimand	0
Conditions by consent, imposed	0
Restrictions by consent, or imposed	0
Revocation or registration/license by consent, or imposed	0
Suspension by consent, or imposed	0
Written advice	0
Authorized resignation	0
TYPE OF COMPLAINTS UNRESOLVED	**#**
Professional Misconduct	12
Conduct Unbecoming the Profession	2
Incompetence	0
Incapacity	3
STATUS OF UNRESOLVED COMPLAINTS#	**#**
Pending investigation (under review)	0
Under investigation	3
Under review post investigation	9
Awaiting hearing	5

*There may be multiple outcomes of resolved complaints. Therefore, the number of outcomes may exceed the total number of complaints.

#There may be multiple complaints about a respondent. Therefore, the number of respondents undergoing an investigation or awaiting a hearing may be less than stated.

COMMITTEES

The regulatory work of the College is supported by five statutory committees with their authority, functions, and composition stipulated in the *Counselling Therapists Act* and Regulations.

Registration Committee

The Registration Committee supports entry to the profession through oversight of the registration process and related policy development.

REGISTRATION COMMITTEE	
Lisa Dexter, RCT	Chair
Derek Smith, RCT	Registrant Member
Cameron DeBaie, RCT	Registrant Member
Alana Baxter	Public Representative

Registration Appeals Committee

The Registration Appeals Committee considers requests from applicants who seek a review of a decision to deny registration or licensure. The Committee was not active in 2025-2026.

Complaints Committee

The Complaints Committee reviews all complaints against registrants, orders investigations when required, and seeks resolution of complaints that do not warrant a formal disciplinary hearing.

COMPLAINTS COMMITTEE	
Alison Arthur, RCT	Chair
Sue Ward, RCT	Registrant Member
Sukanya Mukherjee, RCT	Registrant Member
Lauren Scott, RCT	Registrant Member
Christina Gentile, RCT	Registrant Member
George Maringapasi, RCT	Registrant Member
Alana Baxter	Public Representative
Kelsey Green	Public Representative

Professional Conduct Committee

The Professional Conduct Committee conducts formal hearings into allegations referred by the Complaints Committee. The Committee was not active in 2025-2026.

Reinstatement Committee

The Reinstatement Committee considers applications by registrants to have their license reinstated at a future point after revocation by the Professional Conduct Committee. The Committee was not active in 2025-2026.

ENSURING QUALITY REGULATION

Quality Assurance Program for Regulatory Performance (QAPRP)

This fiscal year, the NSCCT participated in the Quality Assurance Program for Regulatory Performance (QAPRP). This Program was established by the Department of Health and Wellness to assess Nova Scotia health regulators for their compliance with standards of governance practices. For areas of non-compliance, an action plan and a deadline for completion were established. The DHW publishes QAPRP results on their website HERE.

Fair Registration Practices Act

The Fair Registration Practices Act applies to 44 regulating bodies in Nova Scotia, covering 88 occupations. The Act governs the practices regulatory bodies use to register those who apply to become registered in a regulated occupation. Under the Act, registration needs to follow a fair procedure and be transparent, objective, and impartial.

NSCCT complies with the annual reporting requirements of the Fair Registration Practices Act. In 2026, the College will be due to submit its Review Report.

Nova Scotia Regulated Health Professions Network

NSCCT is an active member of the Nova Scotia Regulated Health Professions Network (the Network). The network facilitates collaboration among regulated health professions to protect the public interest through enhanced regulation. The Network's membership includes 20 regulated health profession regulators in Nova Scotia. Recent Network initiatives can be viewed HERE.

CONTINUING COMPETENCE

Continuing Competency Program

A Continuing Competency Program (CCP) is in place to ensure that counselling therapists consistently engage in professional development that pertains to their practice. Its primary objectives are to enhance skills and knowledge and uphold professional practice standards.

In 2025, the CCP was revised to reflect best practices, and a plan was in place to consult registrants on the draft revisions prior to formalizing the new Program.

In previous years, the College relied on the Canadian Counselling and Psychotherapy Association's program that managed continuing education credits. That program was discontinued. This fiscal year, the submission of professional development activities was paused, and it would resume in 2027.

