

CENTRE FOR INNOVATION IN PEER SUPPORT
**An Overview of Mental Health &
Addictions Care Professions in
Ontario**

Support/
House



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Innovation in
Peer Support

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Centre for Innovation in Peer Support (Centre) is embedded in Support House. The Centre promotes & facilitates the meaningful engagement, empowerment and enhanced capacities of people with lived experience and families, as well as effective peer support services regionally, provincially, nationally and internationally. Copyright 2022© by Support House and Centre for Innovation in Peer Support. All rights reserved worldwide. This resource may be freely reproduced and distributed. Citation of the source is required under copyright law.

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The views represented herein solely represent the views of the Centre for Innovation in Peer Support. Information in this document should not replace your own research and due diligence. The information used to create this resource draws on the experience of the Centre and public sources, referenced throughout. The materials in this resource are general guidelines only. This resource is not intended to provide legal advice. If there is a discrepancy between this document and any applicable legislation, the legislation will always prevail.

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About the Centre

The Centre for Innovation in Peer Support provides both direct service and system focused supports across Ontario. The Centre for Innovation in Peer Support team has a robust expertise in the application of the *Guiding Standards of Peer Support*.

The Centre has been recognized as a “benchmark of excellence” in peer support, and meaningful co-design and engagement of people with lived/living experience and family & caregivers.

The Centre’s Focus: Professional Peer Support

The Centre focuses on providing, and supporting the practice of *professional peer support*.

The practice of professional peer support is emotional, social and/or practical support delivered by mutual agreement by persons who self-identify as having lived/living with similar circumstances and/or challenges. Professional peer support workers have engaged in training and skill development to enhance their ability to support empowering and empathetic relationships with others in their pursuit of self-determined wellness and/or change (Hopkins & Gremmen, 2022).

Professional peer support is when those with personal lived/living experiences work or volunteer in designated roles in mainstream/traditional services while ensuring that the critical aspects of hopefulness, recovery-orientation, empowerment, non-judgmental acceptance, and trust are promoted within the peer support relationship. Professional peer support is an intentional service provided where there is an identifiable ‘giver’ and ‘receiver’ of care. Professional peer support workers uphold the fidelity of peer support, while also honouring the responsibilities of their workplace (Hopkins & Gremmen, 2022).

[For more information on professional peer support, we invite you to read *Understanding Peer Support: A Proposed Core Service in Ontario* on our Resource Hub](#)

Supporting Provincial Systems & Partners

The **Centre’s Provincial, Systems & Partner** stream works within the mental health and substance use/addictions system to support peer staff, supervisors, and organizations from the approach of the *Guiding Standards of Peer Support* with a focus on professional peer support. The Centre also supports organisations to empower people with lived experience and/or family/caregiver experience through meaningful engagement and co-design.

Our full programming is offered through our **Virtual Learning Centre & Resource Hub** which supports the most current, best practices in Peer Support. Through our **Virtual Learning Centre**, we offer trainings, consultation, our peer professional development webinars, and provincial communities of practice. Our **Resource Hub** is home to our toolkits, models, and resources. All of these offerings support the implementation and practice of peer support within Ontario.

We continue to evolve, listening to input from our stakeholders across the province to identify gaps and needs within the system, and using quality improvement processes to pivot, pilot, evaluate and then scale and spread new innovations in peer support.

Supporting People Engaging in Services

The **Centre's Peer Programming** stream began as a consumer survivor initiative under the name TEACH (Teach, Empower, Advocate for Community Health) in 1999. TEACH later came to be housed at Support & Housing Halton (now Support House) and continued to evolve in order to meet the needs of our community, eventually amalgamating with Support House's peer support provincial systems & partner support program, the Centre for Innovation in Peer Support.

Today, the Centre's Peer Programming utilizes its expertise from having provided peer support services for over 23 years in the Halton-Mississauga region to offer quality programs that are designed, developed, implemented, and evaluated by people with lived experience. This stream is focused on peer-led psychosocial and rehabilitative programming. Together, we build community and connection through creating safe spaces to heal and grow for people navigating mental health and substance use/addiction challenges, as well as supporters/families.

Our History

In 2014, the Mississauga Halton LHIN Mental Health & Addictions Leadership Table began discussing future funding priorities. Peer support was identified as the main priority. After consultations and research, the Mississauga Halton LHIN created the Enhancing and Sustaining Peer Support Initiative in 2015. This initiative created peer support positions, supported service coordination, and supported the training and development of these positions across the region.

Support & Housing Halton (now Support House) became the lead agency that hired and housed the Peer Support Systems Lead and the Substance Use & Provincial Systems Lead in a program that would become the Centre for Innovation in Peer Support (Centre). This team worked to sustain the new peer support positions that had been funded, build infrastructure, and bridge the many stakeholders impacted by this initiative.

In January of 2020, the Centre amalgamated with Support House's direct-service-facing peer support program, TEACH. The Centre now has a direct service stream of peer support programming as well as a system and partners stream, which has grown beyond the Mississauga/Halton area to include the entire province of Ontario.

About Support House:

Support House is directed by our core values. They guide our agency's decisions and actions, unite our staff, define our brand, and inspire our culture. We put people first – our supports are **person directed**. We **connect and engage** and start conversations to build and maintain relationships. We focus on **health and wellness** practices to inspire our culture. All employees are required to adhere to our values-based Oath of conduct.

Intent

Recognition

The Centre for Innovation in Peer Support would like to acknowledge all the Mental Health & Addictions Care Professionals in Ontario. Healthcare advocacy, innovation and quality improvement is a mission we pursue together. As a multidisciplinary system dedicated to meeting the needs of those who engage with our supports, we have the privilege of supporting and empowering people to achieve their wellness goals.

Resource Integrity

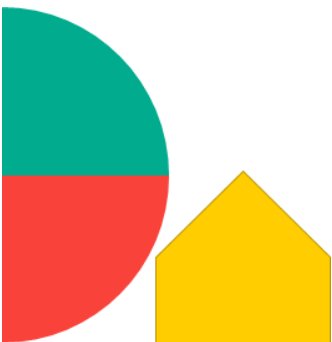
The Centre felt it imperative to make every effort to represent other professionals accurately. Research regarding the professions detailed in this document has come from the individual, provincial colleges and/or associations that guide professional practice, as well as legislation. It is important to note that as the system engages in critical dialogue and quality improvement processes colleges, associations and/or government bodies may revise processes and standards. This resource is consistent with the messaging and standards as of the citation date, written above.

Table of Contents

Controlled Acts	
Regulated Health Professions Acts, 1991	7
Controlled Act of Psychotherapy	9
Controlled Act of Substance Administration (Including Medication)	13
Exploring Mental Health & Addictions Professions	
Introduction	15
Physicians	16
Naturopaths	17
Child & Youth Care Practitioners	18
Peer Support Workers	19
Social Workers & Social Service Workers	20
Psychotherapists	21
Occupational Therapists	22
Nurses	23
Psychologists	24
Psychiatrists	25
References	27



CONTROLLED ACTS



Controlled Acts

Controlled Acts are actions that are only legally allowed to be performed by certain health professionals. These acts are restricted to those professionals in order to ensure that anyone who takes these actions has the appropriate credentials, oversight and accountability and therefore does not cause harm to the service recipient. The controlled acts in Ontario are detailed in the *Regulated Health Professions Act, 1991, S.O. 1991, c. 18*.

Regulated Health Professions Act, 1991, S.O. 1991, c. 18

The following is a direct quote from the *Regulated Health Professions Act, 1991, S.O. 1991, c. 18* as of March 21, 2022. Please note that this is not the act in its entirety, sections and subsections below are those that we felt were most important to review as context for this document. To view the latest version of this act, in its entirety please visit www.ontario.ca/laws.

Controlled acts restricted

27 (1) No person shall perform a controlled act set out in subsection (2) in the course of providing health care services to an individual unless,

- (a) the person is a member authorized by a health profession Act to perform the controlled act; or
- (b) the performance of the controlled act has been delegated to the person by a member described in clause (a). 1991, c. 18, s. 27 (1); 1998, c. 18, Sched. G, s. 6.

Controlled acts

(2) A “controlled act” is any one of the following done with respect to an individual:

1. Communicating to the individual or his or her personal representative a diagnosis identifying a disease or disorder as the cause of symptoms of the individual in circumstances in which it is reasonably foreseeable that the individual or his or her personal representative will rely on the diagnosis.
2. Performing a procedure on tissue below the dermis, below the surface of a mucous membrane, in or below the surface of the cornea, or in or below the surfaces of the teeth, including the scaling of teeth.
3. Setting or casting a fracture of a bone or a dislocation of a joint.
4. Moving the joints of the spine beyond the individual’s usual physiological range of motion using a fast, low amplitude thrust.
5. Administering a substance by injection or inhalation.
6. Putting an instrument, hand or finger,
 - i. beyond the external ear canal,
 - ii. beyond the point in the nasal passages where they normally narrow,
 - iii. beyond the larynx,
 - iv. beyond the opening of the urethra,

- v. beyond the labia majora,
 - vi. beyond the anal verge, or
 - vii. into an artificial opening into the body.
7. Applying or ordering the application of a form of energy prescribed by the regulations under this Act.
 8. Prescribing, dispensing, selling or compounding a drug as defined in the *Drug and Pharmacies Regulation Act*, or supervising the part of a pharmacy where such drugs are kept.
 9. Prescribing or dispensing, for vision or eye problems, subnormal vision devices, contact lenses or eye glasses other than simple magnifiers.
 10. Prescribing a hearing aid for a hearing impaired person.
 11. Fitting or dispensing a dental prosthesis, orthodontic or periodontal appliance or a device used inside the mouth to protect teeth from abnormal functioning.
 12. Managing labour or conducting the delivery of a baby.
 13. Allergy challenge testing of a kind in which a positive result of the test is a significant allergic response.
 14. Treating, 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 judgement, insight, behaviour, communication or social functioning. 1991, c. 18, s. 27 (2); 2007, c. 10, Sched. L, s. 32; 2007, c. 10, Sched. R, s. 19 (1).

Exemptions

(3) An act by a person is not a contravention of subsection (1) if the person is exempted by the regulations under this Act or if the act is done in the course of an activity exempted by the regulations under this Act. 1991, c. 18, s. 27 (3).

Same

(4) Despite subsection (1), a member of the Ontario College of Social Workers and Social Service Workers is authorized to perform the controlled act set out in paragraph 14 of subsection (2), in compliance with the *Social Work and Social Service Work Act, 1998*, its regulations and by-laws. 2007, c. 10, Sched. R, s. 19 (2).

Section Amendments with date in force (d/m/y)

Delegation of controlled act

28 (1) The delegation of a controlled act by a member must be in accordance with any applicable regulations under the health profession Act governing the member's profession.

Exceptions

29 (1) An act by a person is not a contravention of subsection 27 (1) if it is done in the course of,

- (a) rendering first aid or temporary assistance in an emergency;

- (b) fulfilling the requirements to become a member of a health profession and the act is within the scope of practice of the profession and is done under the supervision or direction of a member of the profession;
- (c) treating a person by prayer or spiritual means in accordance with the tenets of the religion of the person giving the treatment;
- (d) treating a member of the person's household and the act is a controlled act set out in paragraph 1, 5 or 6 of subsection 27 (2); or
- (e) assisting a person with his or her routine activities of living and the act is a controlled act set out in paragraph 5 or 6 of subsection 27 (2).

Counselling

(2) Subsection 27 (1) does not apply with respect to a communication made in the course of counselling about emotional, social, educational or spiritual matters as long as it is not a communication that a health profession Act authorizes members to make. 1991, c. 18, s. 29.

Further Information

What is a Health Profession Act [as mentioned in subsection 27 (1) clause (a)]?

Health profession Acts are the individual pieces of legislation that govern specific health practices, and professionals. The following are health professions and their respective health profession Acts that are addressed in this resource. For the complete list of health profession Acts please see the *Regulated Health Professions Act*.

Health Profession Acts	Health Profession
Medicine Act, 1991	Medicine
Naturopathy Act, 2007	Naturopathy
Nursing Act, 1991	Nursing
Occupational Therapy Act, 1991	Occupational Therapy
Psychology and Applied Behaviour Analysis Act, 2021	Psychology and Applied Behaviour Analysis
Psychotherapy Act, 2007	Psychotherapy

How is a Controlled Act Delegated [as mentioned in subsection 28 (1)]?

A controlled act is delegated when a regulated health professional who is legally allowed to perform an act decides to delegate the ability to someone else to perform that act, who would otherwise be unable to perform it legally.

Each regulated profession has specific procedures and stipulations about whether acts can be delegated, who they can be delegated to and how they are to be delegated.

It is also important to note that other individuals are not obligated to accept and carry out an act delegated to them, they may reject the delegation.

Controlled Act of Psychotherapy

Regulated Health Professions Act, 27 (2) paragraph 14

“Treating, 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 judgement, insight, behaviour, communication or social functioning. 1991, c. 18, s. 27 (2); 2007, c. 10, Sched. L, s. 32; 2007, c. 10, Sched. R, s. 19 (1).”

What is the Controlled Act of Psychotherapy?

“By definition in the Regulated Health Professions Act, the controlled act of psychotherapy involves five elements:

- i) Treating,
- ii) by means of psychotherapy technique,
- iii) delivered through a therapeutic relationship,
- iv) an individual’s serious disorder of thought, cognition, mood, emotional regulation, perception or memory that,
- v) may seriously impair the individual’s judgement, insight, behaviour, communication or social functioning
(Regulated Health Professions Act 1991).

All five elements of this definition must be present in order for the controlled act to have taken place” (College of Registered Psychotherapists of Ontario, 2018).

What are Psychotherapy Techniques?

- Cognitive and Behavioural therapies
- Experiential and Humanistic therapies
- Psychodynamic therapies
- Somatic therapies
- Systemic and Collaborative therapies

(College of Registered Psychotherapists of Ontario -c; College of Registered Psychotherapists of Ontario, 2018; Ontario Health Professions Regulatory Advisory Council, 2017; Paul et al., 1998).

[Click here for a more detailed list of psychotherapies that may be offered under one of these psychotherapy techniques.](#)

Who Can Provide the Controlled Act of Psychotherapy?

In 2017, when the Government of Ontario established Psychotherapy as a controlled act it was deemed that professionals under six regulated colleges would be allowed to perform this act in accordance with their individual college's regulations (College of Registered Psychotherapists of Ontario, 2018).

- College of Nurses of Ontario
- College of Occupational Therapists of Ontario
- College of Physicians and Surgeons of Ontario
- College of Psychologists of Ontario
- College of Registered Psychotherapists of Ontario
- Ontario College of Social Workers and Social Service Workers

Important Note About Counsellors & Therapists

“Psychotherapist”, “Registered Psychotherapist” and “Registered Mental Health Therapist” are all legally restricted titles. This means that ONLY professionals registered with the College of Registered Psychotherapists are allowed to identify themselves as a Registered Psychotherapist or Registered Mental Health Therapist and that ONLY professionals registered with the colleges above can identify themselves as Psychotherapists (Psychotherapy Act, 2007).

The titles “Counsellor” and “Therapist” are NOT restricted or regulated titles. This means that any member of the public, with or without any relevant credentials can identify themselves using these titles. If you are engaging with a person using these titles, we strongly encourage you to respectfully inquire about their professional background/credentials so that you are fully informed.

What is NOT the Controlled Act of Psychotherapy?

This section is taken from: (Ontario Health Professions Regulatory Advisory Council, 2017).

Services that are not considered psychotherapy are:

- Interactions that do not include a defined treatment plan and implementation of a psychotherapeutic technique and a therapeutic relationship
- Providing information, encouragement, advice or instructions about emotional, social, educational, or spiritual matters where the goal in the relationship with the client is to provide support, information, and choices to the client for follow-up plans
- Interactions [where the] primary goal is improvement for a client who does not have significant impairments such as a disorder of thought, cognition, mood, perception, emotional regulation, or memory that could negatively affect the client's judgement, insight, behaviour, communication, or social functioning
- Activities such as counselling, coaching, crisis intervention/management, motivational interviewing, information/advice and knowledge transfer, spiritual or faith guidance, rehabilitation aimed at helping an individual deal with symptoms

of a medical illness, clinical follow-up, family counselling or psychological education intended to teach skills

Ontario's Health Professions Regulatory Advisory Council further defines their use of the terms *counselling* and *crisis management*:

- **Counselling** is an episodic encounter limited to providing assistance and support after making a preliminary assessment regarding a mental health concern to help a patient develop a follow-up plan involving linkages to community agencies or support networks; may include the controlled act of psychotherapy.
- **Crisis management** interaction is usually focused first on addressing the crisis; the therapeutic relationship is shorter term and the impairment is addressed once the person has stabilized.

Controlled Act of Substance Administration (Including Medication)

Regulated Health Professions Act, 27 (2) paragraph 5

“Administering a substance by injection or inhalation.”

What is the Controlled Act of Substance Administration?

The Regulated Health Professions Act restricts the administering of substances, including pharmaceutical drugs to specific health professionals when the administration of the substance is done by means of injection or inhalation. Administering substances through other means is not a controlled act.

Who Can Provide the Controlled Act of Substance Administration?

Professionals under the following four regulated colleges are allowed to perform this act in accordance with their individual college’s regulations:

- College of Nurses of Ontario
- College of Naturopaths of Ontario
- College of Physicians and Surgeons of Ontario

What about Administering Naloxone?

Embedded within the legislation is a clause to support people in times of an emergency, such as an overdose. Anyone is allowed to perform a controlled act **“if it is done in the course of, rendering first aid or temporary assistance in an emergency”** (Regulated Health Professions Act, 1991). Therefore, if someone is overdosing any professional or member of the public is permitted to administer Naloxone by injection or inhalation.

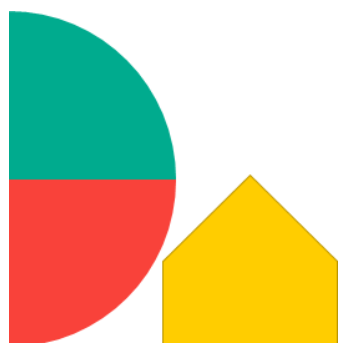
What is NOT the Controlled Act of Substance Administration?

Administering oral medication is not a controlled act and can therefore be legally done by any person or professional. It is important to note that while other professionals may be legally allowed to administer oral medication that this action may still remain outside the scope of their role.

For example, the College of Social Workers and Social Service Workers states that, “although the administration of oral medications is within the public domain, there is still a risk of harm in performing this task, if not done properly. Additionally, it does not mean that members are competent to perform the task” (Ontario College of Social Workers and Social Service Workers, 2021).



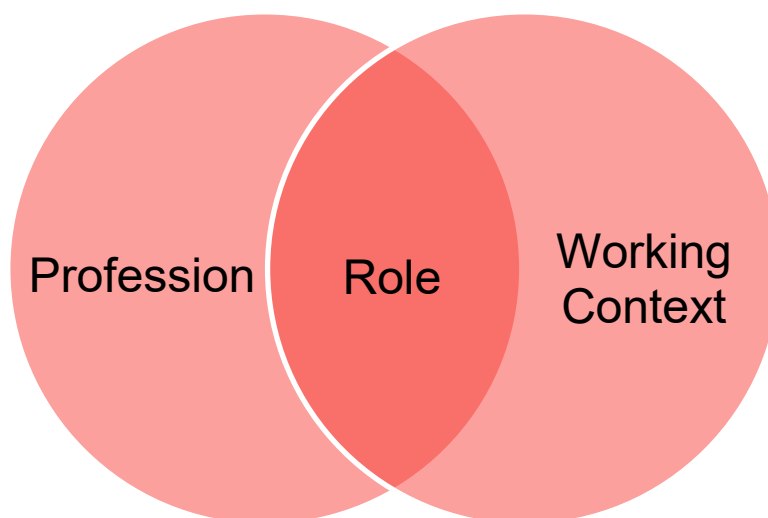
EXPLORING MENTAL HEALTH & ADDICTIONS PROFESSIONS



Introduction

This is an overview of the various professions that provide support in the mental health and addictions system, in Ontario.

For the purpose of this resource, **Profession** refers to the one's credentials, education/training background and scope of care which they are permitted to provide. When people are engaging with a professional for support, they do so within their working context. A professional's **working context** will bring forth additional scope, boundaries and focus to their practice. While a professional may be able to provide a wide breadth of supports, their working context establishes their **role**. We may think of someone's role as their job description.



For example, a Registered Nurse is permitted to deliver psychotherapy. However, a Registered Nurse who works at a blood donor clinic is going to have a specific role screening, collecting and monitoring the collection of blood donations. For a nurse, within this context, providing psychotherapy would likely fall out of the scope of their role.

The best way to learn what types of support a professional is able to provide is to ask them directly. This mitigates any risk of miscommunication and supports both parties in understanding what they can expect from their time together.

Physicians

Definition/Description: Physicians specialize in the practice of medicine (College of Physicians and Surgeons of Ontario -a).

Focus: “The practice of medicine is the assessment of the physical or mental condition of an individual and the diagnosis, treatment and prevention of any disease, disorder or dysfunction” (Medicine Act, 1991).

Practice Credentials: A medical degree and registration with the College of Physicians and Surgeons of Ontario (College of Physicians and Surgeons of Ontario -b).

Oversight: College of Physicians and Surgeons of Ontario

Code of Conduct/Ethics: [Code of Ethics and Professionalism](#)

Standards of Practice: [The Practice Guide](#)

Authorized Controlled Acts: Physicians are authorized to perform all controlled acts except for “Fitting or dispensing a dental prosthesis, orthodontic or periodontal appliance or a device used inside the mouth to protect teeth from abnormal functioning” (Medicine Act, 1991).

Delegation Standards: [Delegation of Controlled Acts](#)

Naturopaths

Definition/Description: “Also known as NDs or naturopathic doctors, naturopaths are healthcare providers who use natural therapies to support and stimulate healing. They offer a wide range of services to people of all ages, including acupuncture, drawing blood, and dispensing and prescribing drugs” (College of Naturopaths of Ontario -a).

Focus: “The practice of naturopathy is the assessment of diseases, disorders and dysfunctions and the naturopathic diagnosis and treatment of diseases, disorders and dysfunctions, using naturopathic techniques to promote, maintain, or restore health.” (Naturopathy Act, 2007)

Practice Credentials: “All licensed naturopaths complete a minimum of three years of university-level training, including pre-medical courses, and four years at an accredited naturopathic medical program” and become registered with the College of Naturopaths of Ontario (College of Naturopaths of Ontario -a).

Oversight: College of Naturopaths of Ontario

Code of Conduct/Ethics: [Code of Ethics](#)

Standards of Practice: [Standards of Practice](#)

Authorized Controlled Acts:

- i) Putting an instrument, hand or finger beyond the labia majora but not beyond the cervix.
- ii) Putting an instrument, hand or finger beyond the anal verge but not beyond the rectal-sigmoidal junction.
- iii) Administering, by injection or inhalation, a prescribed substance.
- iv) Performing prescribed procedures involving moving the joints of the spine beyond the individual’s usual physiological range of motion using a fast, low amplitude thrust.
- v) Communicating a naturopathic diagnosis identifying, as the cause of an individual’s symptoms, a disease, disorder or dysfunction that may be identified through an assessment that uses naturopathic techniques.
- vi) Taking blood samples from veins or by skin pricking for the purpose of prescribed naturopathic examinations on the samples.
- vii) Prescribing, dispensing, compounding or selling a drug designated in the regulations. 2007, c. 10, Sched. P, s. 4 (1); 2009, c. 26, s. 17 (1).

(Naturopathy Act, 2007)

Delegation Standards: [Regulatory Guidance: Delegation in the Practice of Naturopathy](#), [Standard of Practice: Delegation](#)

Child & Youth Care Practitioners

Definition/Description: “Child and Youth Care Practice focuses on children and youth, within the context of families, the community and their lifespace. Acknowledging their evolving capacity, the perspective emphasizes the interactions between persons and their physical, spiritual, emotional, and social environments, including cultural and political settings” (Ontario Association of Child & Youth Care, 2021).

Focus: “Child and Youth Care practice includes assessing individual and program needs, designing and implementing programs and planned environments. With young people, Child and Youth Care Practitioners integrate developmental, preventive and therapeutic processes into the lifespace, where possible” (Ontario Association of Child & Youth Care, 2021).

Practice Credentials: The practice of Child & Youth Care is currently unregulated. This means that the government has not mandated that practitioners have specific education/training prior to providing support. Many Child & Youth Care Practitioners have post-secondary education.

Oversight: The practice of Child & Youth Care is currently unregulated. This means that the government has not mandated that practitioners be accountable to a governing body to provide support. The Ontario Association of Child & Youth Care “provides professional standards, regulations, support, and a Code of Ethics to its members thus ensuring integrity, accountability, and excellence,” for professionals who choose to become members (Ontario Association of Child & Youth Care).

Code of Conduct/Ethics: [Code of Ethics](#)

Standards of Practice: [Scope of Practice](#)

Authorized Controlled Acts: Child & Youth Care Practitioners are not permitted to perform controlled acts unless they are delegated to by a professional authorized to perform the act or the situation meets the criteria for [subsection 29 \(1\) of the Regulated Health Professions Act](#).

Delegation Standards: Child & Youth Care Practitioners cannot delegate/sub-delegate controlled acts.

Peer Support Workers

Definition/Description: “The Peer Support Worker is someone who has a similar life experience to [those they are supporting]. They have engaged in special training and skill development to use their experience and other skillsets to enhance their ability to support others. This is a nonclinical role” (Support House: Centre for Innovation in Peer Support, 2021).

Focus: Supporting self-exploration and empowering people to self-determine what they need to support their wellness, holistically. Peer Support Workers share their lived experience when it is meaningful and supportive to those they are supporting.

Practice Credentials: The practice of Peer Support is currently unregulated. This means that the government has not mandated that supporters have specific education/training prior to providing support. Many Peer Support Workers have post-secondary education (Philips et al., 2019). Relevant personal lived experience in common with those they are supporting is also a foundational credential recognized as necessary for the role.

Oversight: The practice of Peer Support is currently unregulated. This means that the government has not mandated that supporters be accountable to a governing body to provide support. Peer Support Canada offers a “certification [that] verifies one’s alignment with the nationally endorsed Standards of Practice and is recognized across Canada. Peer Support Canada is the only organization offering peer support certification that is recognized nationally” (Peer Support Canada -a).

Code of Conduct/Ethics: [Code of Conduct](#)

Standards of Practice: The Centre identifies five widely recognized guiding works as the Guiding Standards of Peer Support. Together they set the foundation, identify necessary competencies, guide professional boundaries and identify authentic, values-based, best practices that uphold the fidelity of peer support. These works have been compiled for ease of reference in the Centre’s Guiding Standards of Peer Support document, [Guiding Standards of Peer Support](#).

Authorized Controlled Acts: Peer Support Workers are not permitted to perform controlled acts unless they are delegated to by a professional authorized to perform the act or the situation meets the criteria for [subsection 29 \(1\) of the Regulated Health Professions Act](#).

Delegation Standards: Peer Support Workers cannot delegate/sub-delegate controlled acts.

Social Workers & Social Service Workers

Definition/Description:

Social Worker: “Social workers collaborate with their clients to address challenges through a process of assessment, diagnosis, treatment and evaluation” (Ontario College of Social Workers and Social Service Workers -a).

Social Service Worker: “Social service workers assist clients in dealing with personal and social problems by delivering counselling, community services and social support programs” (Ontario College of Social Workers and Social Service Workers -a).

Focus:

Social Worker: “Assesses, **diagnoses**, treats and evaluates individual, interpersonal and societal problems through the use of social work knowledge, skills, interventions and strategies, to assist individuals, dyads, families, groups, organizations and communities to achieve optimum **psychosocial** and social functioning” (Ontario College of Social Workers and Social Service Workers, 2018).

Social Service Worker: “Assesses, treats and evaluates individual, interpersonal and societal problems through the use of social service work knowledge, skills, interventions and strategies, to assist individuals, dyads, families, groups, organizations and communities to achieve optimum social functioning” (Ontario College of Social Workers and Social Service Workers, 2018).

Practice Credentials:

Social Worker: A degree in social work or “substantially equivalent qualifications required for a degree in social work from a social work program accredited by the CASWE” and registered with the Ontario College of Social Workers and Social Service Workers (Ontario College of Social Workers and Social Service Workers -b).

Social Service Worker: “A minimum of a diploma from a two-year program at an Ontario college of applied arts and technology; or a diploma equivalent to a diploma from a two-year program at an Ontario college of applied arts and technology” and registered with the Ontario College of Social Workers and Social Service Workers (Ontario College of Social Workers and Social Service Workers -b).

Oversight: Ontario College of Social Workers and Social Service Workers

Code of Conduct/Ethics: [OCSWSSW Code of Ethics](#)

Standards of Practice: [Standards of Practice](#)

Authorized Controlled Acts: “Treating, 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 judgement, insight, behaviour, communication or social functioning. 1991, c. 18, s. 27 (2); 2007, c. 10, Sched. L, s. 32; 2007, c. 10, Sched. R, s. 19 (1)” (Regulated Health Professionals Act, 1991).

Delegation Standards: Social Workers and Social Service Workers cannot delegate/sub-delegate controlled acts.

Psychotherapists

Definition/Description: “Psychotherapy is primarily a talk-based therapy and is intended to help people improve and maintain their mental health and well-being ... [They work with the client] to bring about positive change in the client’s thinking, feeling, behaviour and social functioning. Individuals usually seek psychotherapy when they have thoughts, feelings, moods and behaviours that are adversely affecting their day-to-day lives, relationships and the ability to enjoy life” (College of Registered Psychotherapists of Ontario -c).

Focus: Supporting “thoughts, feelings, moods and behaviours that are adversely affecting their day-to-day lives, relationships and the ability to enjoy life” (College of Registered Psychotherapists of Ontario -c).

Practice Credentials: Master’s-level education or a program found to be substantially equivalent and registered with the College of Registered Psychotherapists of Ontario (College of Registered Psychotherapists of Ontario -a).

Oversight: College of Registered Psychotherapists of Ontario

Code of Conduct/Ethics: [Code of Ethics](#)

Standards of Practice: [Professional Practice Standards for Registered Psychotherapists](#)

Authorized Controlled Acts: “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 judgement, insight, behaviour, communication or social functioning. 2007, c. 10, Sched. R, s. 4” (Psychotherapy Act, 2007).

Delegation Standards: [Standard 1.4 Controlled Acts](#)

Occupational Therapist

Definition/Description: Occupational therapists are health care professionals who help people to resume or maintain participation in a variety of tasks – their jobs, leisure and social activities, getting around, caring for themselves and their home, and much more (College of Occupational Therapists of Ontario -b).

Focus: Various health issues can pose barriers to participating in daily activities.

Occupational therapists help people to:

- Learn new ways of doing things
- Regain skills and develop new ones
- Use materials or equipment that makes life easier, or
- Adapt their environment to work better for them.

(College of Occupational Therapists of Ontario -b).

Practice Credentials: Bachelor of Science degree, or Master of Science in Occupational Therapy obtained in Ontario or qualifications found to be equivalent. 1000 hours of supervised fieldwork is required as part of their education program. They must also be registered with the College of Occupational Therapists of Ontario (College of Occupational Therapists of Ontario -b).

Oversight: College of Occupational Therapists of Ontario

Code of Conduct/Ethics: [Code of Ethics](#)

Standards of Practice: [Standards for Practice](#)

Authorized Controlled Acts: “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 judgement, insight, behaviour, communication or social functioning. 2007, c. 10, Sched. R, s. 17 (1)” (Occupational Therapy Act, 1991).

Delegation Standards: The College of Occupational Therapists of Ontario does not outline have standards regarding the delegation of acts at this time.

Nurses

Definition/Description: “The practice of nursing is the promotion of health and the assessment of, the provision of care for and the treatment of health conditions by supportive, preventive, therapeutic, palliative and rehabilitative means in order to attain or maintain optimal function” (Nursing Act, 1991).

Practice Credentials:

Registered Practical Nurse: Ontario College Diploma in Practical Nursing

Registered Nurse: Canadian Bachelor's Degree in Nursing

Nurse Practitioner: Ontario University Nurse Practitioner Program in the specialty they are practicing

All designations must also be registered with the College of Nurses of Ontario.

(College of Nurses of Ontario, 2020b)

Oversight: College of Nurses of Ontario

Code of Conduct/Ethics: [Code of Conduct](#)

Standards of Practice: [Practice Standards](#)

Authorized Controlled Acts:

- i) Performing a prescribed procedure below the dermis or a mucous membrane.
- ii) Administering a substance by injection or inhalation.
- iii) Putting an instrument, hand or finger,
 - a. beyond the external ear canal,
 - b. beyond the point in the nasal passages where they normally narrow,
 - c. beyond the larynx,
 - d. beyond the opening of the urethra,
 - e. beyond the labia majora,
 - f. beyond the anal verge, or
 - g. Into an artificial opening into the body.
- iv) Treating, 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 judgement, insight, behaviour, communication or social functioning.
- v) Dispensing a drug. 1991, c. 32, s. 4; 2009, c. 26, s. 18 (1, 2); 2007, c. 10, Sched. R, s. 16.

(Nursing Act, 1991)

Delegation Standards: [Practice Guideline: Authorizing Mechanisms](#)

Psychologists

Definition/Description: “Psychologists and Psychological Associates are trained in the assessment, treatment, and prevention of behavioural and mental conditions. They diagnose neuropsychological disorders and dysfunctions as well as psychotic, neurotic and personality disorders and dysfunctions. In addition, Psychologists and Psychological Associates use a variety of approaches directed toward the maintenance and enhancement of physical, intellectual, emotional, social and interpersonal functioning” (Ontario Psychological Association).

Focus: Psychologists and Psychological Associates usually focus their practice in specific areas such as clinical psychology, counselling psychology, clinical neuropsychology; school psychology; correctional/forensic psychology; health psychology; rehabilitation psychology; or industrial/organizational psychology (College of Psychologists of Ontario).

Practice Credentials: “Both have completed an undergraduate degree and have gone on to complete a graduate degree in psychology.

Psychological Associates: Masters-level degree in psychology which is then followed by four years of experience working in the scope of practice of psychology.

Psychologists: Doctoral-level degree in psychology which typically includes a one-year internship.

Both Psychologists and Psychological Associates have then completed at least one additional year of formal supervised experience approved by the College and passed the three examinations required by the College. Both designations must also be registered with the College of Psychologists of Ontario” (Ontario Psychological Association).

Oversight: College of Psychologists and Behaviour Analysts of Ontario

Standards of Practice: [Standards of Professional Conduct](#)

Authorized Controlled Acts:

- i) To communicate a diagnosis identifying, as the cause of a person’s symptoms, a neuropsychological disorder or psychologically based psychotic, neurotic or personality disorder.
- ii) 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 judgement, insight, behavior, communication or social functioning.

(Psychology Act, 1991; Psychology and Applied Behaviour Analysis Act, 2021)

Delegation Standards: The College of Psychologists and Behaviour Analysts of Ontario does not outline have standards regarding the delegation of acts at this time.

Psychiatrist

Definition/Description: “A physician who holds a specialist’s certificate in psychiatry issued by The Royal College of Physicians and Surgeons of Canada or equivalent qualification acceptable to the Minister.” (Mental Health Act, 1990). “[Psychiatrists support patients who] manifest illnesses and problems that require a comprehensive biological, psychological and social evaluation to understand their illnesses and their needs” (Canadian Medical Association, 2019).

Focus: “Central to the psychiatrist’s role is a comprehensive assessment, leading to a diagnosis and a treatment plan for the care and rehabilitation of patients with mental illness, and emotional and behavioural disorders. Psychiatrists use a combination of biological, psychological and social treatment modalities” (Canadian Medical Association, 2019).

Practice Credentials: A medical degree and “an additional 5 years of Royal College-approved residency training.” They must also be registered with the College of Physicians and Surgeons of Ontario (Canadian Medical Association, 2019).

Oversight: College of Physicians and Surgeons of Ontario

Code of Conduct/Ethics: [Code of Ethics and Professionalism](#)

Standards of Practice: [The Practice Guide](#)

Controlled Acts: As Psychiatrists are specialized physicians, they are authorized to perform all controlled acts except for “Fitting or dispensing a dental prosthesis, orthodontic or periodontal appliance or a device used inside the mouth to protect teeth from abnormal functioning” (Medicine Act, 1991).

Delegation Standards: [Delegation of Controlled Acts](#)

ADDITIONAL RESOURCES TO EXPLORE

Centre for Innovation in Peer Support's Provincial Systems Virtual Learning Centre & Resource Hub for Peer Supporters & Organizations

Support House's Centre for Innovation in Peer Support's full programming is offered through our Virtual Learning Centre & Resource Hub which supports the most current, best practices in Peer Support.

Through our Virtual Learning Centre, we offer trainings, consultation, our Peer Professional Development Webinar Series, and provincial communities of practice. Our Resource Hub is home to our educational toolkits, documents and videos. These offerings support the practice and implementation of Peer Support within Ontario.

Products on our Resource Hub:

- ***Guiding Standards of Peer Support*** (from Mental Health Commission of Canada, Peer Support Canada & Centre for Innovation in Peer Support)
- ***Peer Support & Ontario Program Standards***
- ***Understanding Peer Support: A Proposed Core Service in Ontario***

[CLICK HERE TO VISIT OUR VIRTUAL LEARNING CENTRE & RESOURCE HUB](#)

[CLICK HERE TO VISIT OUR YOUTUBE CHANNEL](#)



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