

<b>Identified Issues:</b>	1. 2. 3.			
<b>Other issues not identified?</b>	If yes, what?			
<b>Further information needed?</b>	If yes, what?			
	Level of Concern/Risk			
Clinical/Practice Issues	None	Low	Moderate	High
Impact on client care / safety / adverse outcome				
Clinical knowledge and skill				
Professional judgment / practising outside of scope				
Record keeping				
Client-centred / professional communication				
Discontinuing services / failing to provide care				
Confidentiality / privacy breach				
Systemic workplace issues / issues outside member's control				
Business practices / advertising / billing				
Boundary violations / sexual and non-sexual				
Other Factors	None	Low	Moderate	High
Dishonesty / breach of trust / financially motivated conduct				
Pattern of behaviour				
Impact on public trust and confidence				
Insight / accountability by the Member				
Proactive remediation or willingness to improve				
Relevant prior history				
Cooperation with the College / compliance with requirements				
Other mitigating / aggravating factors				
<b>Similar Cases:</b>				



Risk Category	Description	Related Outcome
<b>No or Minimal Risk</b>	<ul style="list-style-type: none"> <li>Information does not support regulatory action or substantiate concerns</li> <li>Concerns are not in the College’s jurisdiction</li> </ul>	No further action
<b>Low Risk</b>	<ul style="list-style-type: none"> <li>Unlikely to have a direct impact on client care, safety, or the public interest</li> <li>Concerns reflect practice improvement opportunity best addressed through advice or recommendations</li> </ul>	Written reminder
<b>Moderate Risk</b>	<ul style="list-style-type: none"> <li>Clinical and competency issues requiring improvement through education and remediation</li> <li>Concerns about a member’s conduct or practice that may have direct impact on client care, safety, or the public interest</li> </ul>	SCERP Caution Undertaking <i>Public outcomes</i>
<b>High Risk</b>	<ul style="list-style-type: none"> <li>Clinical and competency issues that require restrictions or conditions on practice, or withdrawal from the profession</li> <li>Serious concerns regarding the member’s conduct or practice that are likely to have a direct impact on client care, safety, or the public interest</li> <li>Concerns cannot be addressed through other remedial approaches, or the member has a relevant prior history</li> </ul>	Undertaking Interim Order Referral to Discipline  <i>Public outcomes</i>
<b>Incapacity</b>	<ul style="list-style-type: none"> <li>Information suggests member has an underlying health condition that is affecting the member’s ability to practise safely</li> <li>If concerns arise during an investigation, first step is referral to another ICRC panel for incapacity inquiry</li> </ul>	Undertaking Referral to Fitness to Practise  <i>Public outcomes</i>

Outcome	Description
<b>No further action</b>	If file closed with no investigation, member receives a letter outlining that decision. If no further action taken after investigation, decision can still include a gentle reminder about the College’s expectations.
<b>Written reminder</b>	Decision includes a separate communication to the member outlining the College’s expectations and providing advice and recommendations for how the member can improve their practice.
<b>SCERP</b> <i>Public outcome</i>	Decision identifies a learning outcome the member must achieve and specifies an educational or remedial course of action the member must successfully complete to the Registrar’s satisfaction. SCERPs can include a course of self-study and a reflective paper, a specified education course or program, and/or a period of mentorship or practice monitoring. Any related expenses are covered by the member.
<b>Caution</b> <i>Public outcome</i>	Member must attend in-person (or virtually) to be cautioned by a panel. The caution is educational and remedial in nature, outlining the ICRC’s concerns and expectations of the member moving forward, including any advice about how to improve their practice. A caution can be used alone or in combination with another outcome, such as a SCERP.
<b>Undertaking</b> <i>Public outcome</i>	Voluntary agreement reached between the member and the College to address identified risks when mitigating factors suggest a voluntary approach is appropriate. For moderate risk cases, members can undertake to complete further education or engage in a course of treatment and monitoring for incapacity related concerns. For higher risk cases, members can undertake to practise only under restrictions or conditions, or permanently resign from the profession.
<b>Interim Order</b> <i>Public outcome</i>	Where a member’s practice or conduct exposes or is likely to expose clients to harm or injury, the ICRC can impose interim restrictions on the member’s practice while an investigation is ongoing.
<b>Referral to Discipline</b> <i>Public outcome</i>	Specified allegations of professional misconduct, drafted by legal counsel, are referred for a formal public hearing before the Discipline Committee. The Discipline Committee can impose penalties outside the scope of the ICRC.