

Academic Bargaining 2021

College Proposal – M01

Counsellor Class Definition



Presented by:
The College Employer Council
(on behalf of the Colleges of Applied Arts and
Technology)

To:
The Ontario Public Service Employees Union
(for CAAT Academic Employees)

August 10, 2021

M01 – COUNSELLOR CLASS DEFINITION

DELETE & REPLACE WITH:

CLASS DEFINITION COUNSELLOR

Counsellors assist students to function effectively as learners and as individuals. Counsellors accomplish this by providing supportive therapeutic, developmental, preventative, and consultative services to help students overcome personal, social or educational barriers that may hinder learning or their ability to cope with everyday living. The Counsellor's duties may include:

- a) **Providing clinical counselling in the management of a student's mental health, addiction, vocational and disability related issues through various delivery modes including one-on-one and group counselling (as a non-instructional activity).**
- b) **Developing and leading mental health and wellness groups (as a non-instructional activity) as required.**
- c) **Conducting student mental health risk assessments and providing crisis intervention support.**
- d) **Referring students to culturally appropriate support, and/or to community and health sector resources for additional support for their mental health issues.**
- e) **Leveraging feedback-informed treatment and care approaches by analyzing and interpreting clinical mental health assessments, tests, inventories and psychometrics within their scope of practice, education, training and professional qualifications.**
- f) **Consulting or providing training to faculty, staff and students in recognizing, responding, and referring students in distress.**
- g) **Participating in multidisciplinary student support and care teams as required.**

Our proposed definition aligns with the intent of class definitions which are meant to provide a high-level overview of the scope of the role, as opposed to the granular details that one might find in a job description.

As a general rule, there is no ownership in any bundle of duties.

Similarly, in any organization with multiple bargaining units there is cross-pollination of work between bargaining units. We are not looking to upset the balance that currently exists between the faculty and support staff bargaining units, vis a vis student support. Within student counselling services a range of services are currently provided by a diverse and interdisciplinary team which generally includes faculty counsellors, support staff, and administrators working together in their respective areas of expertise and in the best interests of students.

h) Participating in Student Behavioural Intervention/Risk Assessment Teams as required.

In addition, the Counsellor may, from time to time, be called upon to contribute to other areas ancillary to the Counsellor's role, such as student recruitment, teaching as assigned, orientation, student employment, liaison with community service programs and agencies, and professional development.

The CEC reserves the right to add to or to modify these proposals during the course of bargaining.