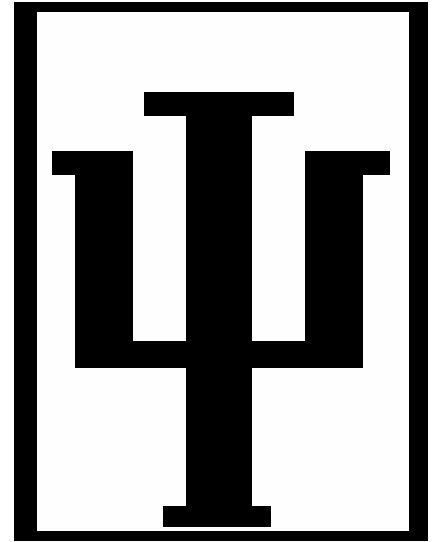


**The College of Psychologists of Ontario
L'Ordre des psychologues de L'Ontario**

**ANNUAL
REPORT**



2003/2004

The College of Psychologists of Ontario L'Ordre des psychologues de l'Ontario

110 Eglinton Avenue West, Suite 500, Toronto, Ontario M4R 1A3

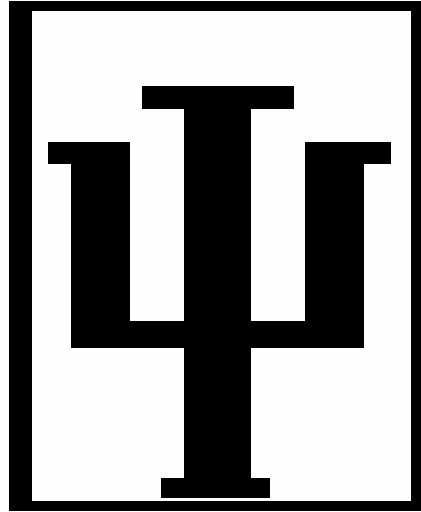


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Council and Staff

Council Members	District 1 – North	Mary Ann Mountain, Ph.D., C.Psych.
	District 2 – Southwest	Maggie Gibson, Ph.D., C.Psych.
	District 3 – Central	Dorothy Cotton, Ph.D., C.Psych.
	District 4 – East	Clarissa Bush, Ph.D., C.Psych.
	District 5 – GTA East	Janice Currie, Ph.D., C.Psych.
	District 6 – GTA West	Dalia Slonim, Psy.D., C.Psych.
	District 7 – Psychological Associate	Jean-Martin Bouchard, M.Ps., C.Psych.Assoc.
	District 8 – Academic	G. Ron Frisch, Ph.D., C.Psych.
	Ex-Officio	John Hunsley, Ph.D., C.Psych.
		Nancy Link, Ph.D., C.Psych.
	Mary Bradley, M.A.Sc., C.Psych.Assoc.	
	Public Appointees	Gaye V. Dale
		Mark Lawrence
		Martha Minogue Fiorino
		Jane Mortson
		Susan Nicholson
		Gordon Rimmer
College Staff	Registrar & Executive Director	Catherine Yarrow, MBA, Ph.D., C.Psych.
	Deputy Registrar/Director of Professional Affairs	Rick Morris, Ph.D., C.Psych.
	Director of Investigations and Hearings	Barry Gang, Dip.C.S., C.Psych.Assoc.
	Director of Registration and Administration	Connie Learn
	Administrative Assistant	Janice Carment
	Investigator	Robert Feldman
	Information Systems Administrator	Gnana Fernando
	Administrative Assistant: Registration	Lesia Mackanyn
	Investigator	Mona McTague
	Assistant to the Registrar	Prema Shankaran
	Administrative Assistant:	
	Investigations and Resolutions	Jean-Michel Trussart
	Administrative Assistant: Registration	Myra Veluz
Contract Staff	Administrative Assistant: Registration	Michelle Langlois
	Bookkeeper	Savi Persaud
	Decisions Administrator	Barry Stephens

Council

Introduction The Council is the Board of Directors of the College and is responsible for managing and administering the affairs of the College. As the College's fiscal year begins on June 1, this report covers Council's activities for the period June 1, 2003 to May 31, 2004.

In 2003-2004, Dr. Janice Currie was elected in District 5, GTA East, Dr. Dalia Slonim was elected in District 6, GTA West and Dr. G. Ron Frisch returned to the Council as the newest representative of the Academic Training Programs.

The Council met in June, September, and December 2003 and in March and May 2004. Dr. Mary Ann Mountain was elected President for 2003-2004.

Policy Decisions Council approved proposed amendments to the Registration Regulation for submission to the Ministry of Health and Long-Term Care and authorized the President and the Registrar to make any non-substantive changes that might be requested by the Ministry. Council also approved proposed amendments to the Quality Assurance Regulation and authorized the Chair of the Quality Assurance Committee and the Deputy Registrar to make any non-substantive changes as might be requested by the Ministry. Both regulations had undergone a comprehensive consultation process with the membership and professional associations before Council approved the amendments for submission.

Council approved a policy to permit a registration candidate to take the Examination for Professional Practice in Psychology and the Jurisprudence and Ethics Examination each a maximum of four times and to require that each examination be attempted within one year of issuance of a certificate of registration authorizing supervised practice.

Council approved amendments to the role of the Finance Committee and to the bylaw on Banking and Finance and a proposed investment strategy was approved.

In addition, Council also approved an amendment to Bylaw 20: Elections to address the process for consideration of disqualification of a Council member in specified circumstances, and to Bylaw 18: Fees to include the fees for examinations and interviews.

At the initiation of the President, the College undertook an external audit of the College's complaints processes. The auditor found the processes to be appropriate and provided recommendations for continued refinement.

Council voted to support proposed amendments to the Mutual Recognition Agreement. This would require applicants to be continuously registered or licensed in their home jurisdiction until the date of registration or licensure in the new jurisdiction, and to provide for assessment of foundational knowledge in psychology in addition to the assessment of the core competencies.

Council approved updates in the definitions of the knowledge and skills required for communicating a diagnosis and for the various areas of practice.

The revised blueprint for the Jurisprudence and Ethics Examination was approved.

In May 2004, Dr. Nick Kuiper joined the Council as the newest representative of the Academic Training Programs, replacing Dr. John Hunsley. At the same meeting, Council elected Jean-Martin Bouchard, M.Ps., C.Psych.Assoc. as President of the College for 2004-2005.

Objectives for 2004-2005 During 2004-2005, the Council and the College look forward to following up on a possible amendment to the Professional Misconduct Regulation subject to provisions in the anticipated provincial privacy legislation and to information respecting an anticipated referral from the Ministry of Health and Long-Term Care to the Health Professions Regulatory Advisory Council.

Executive Committee

Introduction The Executive Committee has specified statutory functions and may take decisions on behalf of Council pending a report to Council on its actions. During 2003-2004, the Executive Committee held six regular meetings in June, August, and November 2003, as well as January and April 2004. The Committee also met by teleconference six times.

Members	Mary Ann Mountain, Ph.D., C.Psych.,	President
	Jean-Martin Bouchard, M.Ps., C.Psych.Assoc.	Vice-President
	Clarissa Bush, Ph.D., C.Psych.	Member-at-Large
	Maggie Gibson, Ph.D., C.Psych.	Member-at-Large
	Mark Lawrence	Public Member
	Susan Nicholson	Public Member

College Staff Support	Catherine Yarrow, MBA, Ph.D., C.Psych.	Registrar & Executive Director
	Prema Shankaran	Assistant to the Registrar

Policy Issues The Executive Committee oversaw preparation of the submission to government of proposed amendments to the Registration Regulation. These proposed amendments addressed specific training requirements, as well as mobility provisions. College representatives continued to meet with training program representatives, government representatives, and other regulatory bodies to discuss the College's proposals.

The Executive Committee reviewed proposed changes to the Quality Assurance Regulation and recommended it to Council for approval. Proposed changes to the Regulation would give the Committee the authority to conduct Peer Assisted Reviews with member drawn randomly from specific member groups and to follow up non-compliant members with a Directed Practice Assessment.

The Committee adjudicated several matters regarding professional misconduct and incapacity. The Committee reviewed two negotiated resolutions to discipline matters and recommended the proposed settlements to the Discipline panel. An investigator was appointed for two matters. One other matter was referred to discipline, and one matter was resolved by way of an undertaking. The Committee also reviewed and recommended a set format for publication of Discipline Committee decisions.

The Executive broke into two working groups to review the draft revisions to the Standards of Professional Conduct. The task was to determine the nature of the direction to members that should be at the level of a *standard*, what might be better considered a *guideline*, and whether direction that is based on legislation needed to be included in the standards.

The Committee monitored the financial activities of the College, reviewing investment strategies, financial reports and statements from the Registrar and the Finance Committee. The Committee also received reports from the various committees of the College and received reports from the Registrar on human resources matters and proposed expenditures for specific new projects.

Objectives for 2004-2005 The Committee will monitor progress on the regulation submissions and will collaborate with the Registrar in enhancing government relations. In addition, the Committee will continue to monitor the College's financial affairs.

Registration Committee

Introduction This annual report was prepared by Clarissa Bush, Chair of the Registration Committee, in co-operation with Connie Learn, Director of Registration and Administration.

The Registration Committee has four major roles: (1) to review all applications for registration of psychologists and psychological associates referred by the Registrar, at all steps in the registration or appeals process, and to make individual registration decisions; (2) to review applications under Section 19. RHPA for removal or modification of a term, condition or limitation; (3) to review requests for change of area of practice for autonomous practice members; and (4) to recommend registration policy and procedures consistent with RHPA, Regulation 533/98, Registration and with applicable interprovincial or international agreements such as the AIT and NAFTA.

Members	Clarissa Bush, Ph.D., C.Psych., Chair	Council Member
	Ian Brown, Ph.D., C.Psych.	College Member
	Gaye Dale	Public Member
	Tim Hill, M.A., C.Psych.Assoc.	College Member
	John Hunsley, Ph.D., C.Psych.	Council Member
	Nancy Link, Ph.D., C.Psych.	Council Member
	Jane Mortson	Public Member

College Staff Support	Connie Learn	Director of Registration and Administration
	Lesia Mackanyn	Administrative Assistant: Registration
	Myra Veluz	Administrative Assistant: Registration
	Michelle Langlois	Administrative Assistant: Registration

Meetings The Registration Committee held a total of 18 meetings in this fiscal year. The Committee met in plenary session for the consideration of broader issues, including the preparation of recommendations to Council on registration policy. Plenary sessions were held on six occasions. The Committee met in panel sessions for the review of individual cases. Panel A and Panel B each met six times.

Results of Panel Deliberations Virtually all cases require thorough preliminary staff review with multiple interactions between the applicant and staff. Approximately half of the cases require more than one review by a panel during the period of supervised practice or for approval for an oral examination. In some instances, where the decision is not favourable to the applicant, appeals are made to the Health Professions Appeal and Review Board (HPARB). Decisions from HPARB have provided direction to each panel in rendering more detailed orders, communicated in a manner consistent with the provisions of RHPA.

Results of Plenary Deliberations The plenary meetings have yielded policy and procedural recommendations concerning updated guidelines for Mutual Recognition Agreement (MRA) implementation, review and expansion of the Guidelines for Supervised Practice, revision of various forms used by candidates and supervisors which are now available on-line, revisions to the definitions of practice areas, the drafting of guidelines for members wishing to change their area of practice, and examination issues.

**Key Objectives
for 2004-2005**

The key objectives for the 2004-2005 fiscal year are as follows:

1. revising the process for applying for removal or modification of a term, limitation or condition
2. developing revisions to the registration and examination processes to ensure the competencies defined in the MRA are evaluated appropriately
3. preparing updated guidelines for psychological associates moving to registration as psychologists.

Addendum**Referrals by the Registrar to a Panel of the Registration Committee**

In instances where there are doubts whether an applicant fulfils the registration requirements, the Registrar is directed in s.15 of the RHPA Code to refer the matter to the Registration Committee. The registration requirements are described in the Registration Regulation and the College's guidelines. Outlined below are the referrals to the Registration Committee made in the year 2003-2004:

Subject of Referral	Number
With respect to academic credentials, s.5(1)1.i and s.5(6)1.i., Regulation 533/98	12
With respect to professional training and experience, s.5(1)1.iv and s.5(6)1.v, Regulation 533/98	82
With respect to examinations, s.5.(1)1.iii and s.5. (6)1.iv Regulation 533/98	20
With respect to terms, conditions or limitations, s.15(2)(b), RHPA	21
With respect to changing of area of practice s.10.(2)1., Regulation 533/98 and SPC, Principle 3.3	43

Issuance of Certificates of Registration

The following is a summary of the various classes of registration certificates issued in the 2003-2004 fiscal year and the year preceding:

	2002/2003	2003/2004
Psychologist:		
1) Certificates for autonomous practice	95	90
2) Certificates for interim autonomous practice	1	1
3) Certificates for supervised practice	91	117
Psychological Associate:		
1) Certificates for autonomous practice	19	25
2) Certificates for interim autonomous practice	2	0
3) Certificates for supervised practice	34	38

As of May 31, 2004 there were 2090 psychologists authorized for autonomous practice and 111 psychologists with retired status. Psychological associates authorized for autonomous practice numbered 410 and 4 psychological associates had retired status.

Quality Assurance Committee

Introduction The Regulated Health Professions Act, 1991 (RHPA) requires that the College of Psychologists establish a Quality Assurance Program. A Quality Assurance Program is defined as “a program to assure the quality of the practice of the profession and to promote the continuing competence among the members”. The Quality Assurance Committee has the statutory responsibility for the development and implementation of the College’s Quality Assurance Program.

Members The Quality Assurance Committee of the College of Psychologists consists of three members of the Council (one public and two professional), and two professional non-Council members, as well as staff support. Members of the Committee for the year 2003-2004 were:

Maggie Gibson, Ph.D., C.Psych., Chair	Council Member
Janice Currie, Ph.D., C.Psych.	Council Member
Jane Mortson	Public Member
Phyllis Nemers, Ed.D., C.Psych.	College Member
Pat Pettit, M.A., C.Psych.Assoc.	College Member

College Staff Support Rick Morris, Ph.D., C.Psych. Deputy Registrar/Director of Professional Affairs

Activities The Quality Assurance Committee met on three occasions during the 2003-2004 fiscal year: October 2003, January 2004, and May 2004. The Committee chose *Continuing Education* as its focus and priority for this year. A review was undertaken of Self Assessment Guides (SAGs) volunteered by 24 members of the College. This resulted in a reorganization of the SAG to improve the format and flow of the document. The revised form will be implemented for members completing the SAG in January 2005. The Committee changed the timing of the Self Assessment Guide so that it will now be completed in the late winter rather than over the summer. This was done as it was found that the summer was a poor time for completion of this type of document and in order to relieve the confusion caused by having two reporting activities (SAG and Practice Update Renewal) sent to the members at the same time.

Work continued on finalizing the proposed amendments to the Quality Assurance Regulation. The amendments were approved by Council and submitted to the Ministry of Health and Long-Term Care. The amendments would allow for more purposeful sampling in the Peer Assisted Review process, more explicit authority in the Directed Practice Assessment process, and more specificity in the requirements of the Mandatory Continuing Education process.

Twelve Peer Assisted Reviews (PAR) were completed. In addition the Committee did a minor review of the PAR documentation and implemented a number of small revisions.

Objectives for 2004-2005

- Monitor the revised SAG format for ease of use by members
- Undertake a review the PAR process including a review of the surveys completed by participants.

Fitness to Practice Committee

Introduction The role of the Fitness to Practice Committee is to conduct hearings in matters referred by the Executive Committee concerning the alleged incapacity of a member. The Committee is also responsible for hearing applications for reinstatement by members whose certificate of registration was revoked following incapacity proceedings.

Members The Fitness to Practice Committee of the College of Psychologists consists of three members of the Council (one public and two professional) and two professional non-Council members. Members of the Committee for the year 2003-2004 were:

Dorothy Cotton , Ph.D., C.Psych., Chair,	Council Member
Janice Currie, Ph.D., C.Psych.	Council Member
Gordon Rimmer	Public Member
Barbara Coomes, Psy.D., C.Psych.	College Member
Carla Baetz, Dip.C.S., C.Psych.Assoc.	College Member

College Support Staff Barry Gang, Dip.C.S., C.Psych.Assoc. Director, Investigations and Hearings

Activity The Committee did not receive any referrals or conduct any hearings this year.

Client Relations Committee

Introduction Section 84 of the Procedural Code of the Regulated Health Professions Act, 1991 (RHPA) requires the College of Psychologists to have a Client Relations Committee whose mandate is to enhance relations between members and their clients. The Code outlines some specific responsibilities for the Committee with respect to sexual abuse prevention while allowing the Committee to address a broader spectrum of client-member relations.

Members The Client Relations Committee consists of four members of Council (two public and two professional) and two professional, non-Council members, as well as staff support. Members of the Committee for the fiscal year 2003-2004 were:

John Hunsley, Ph.D., C.Psych., Chair	Council Member
Dalia Slonim, Psy.D., C.Psych.	Council Member
Gaye Dale	Public Member
Susan Nicholson	Public Member
Rosemary Keogh, Ph.D., C.Psych.	College Member
Judy Laurikainen, M.Ed., C.Psych.Assoc.	College Member

College Staff Support Rick Morris, Ph.D., C.Psych., Deputy Registrar/Director of Professional Affairs

Activities The Client Relations Committee met twice during the 2003-2004 year: November 2003, and February 2004. During this time, the Committee:

- reviewed and revised the draft Standards of Professional Conduct and submitted these revisions to the Executive Committee;
- reviewed two requests for funding for therapy, one of which was granted, and one of which was determined not to be eligible as it concerned a supervisee of a member of the College rather than a client/patient of the member.

**Objectives for
2004-2005**

The Committee expects to undertake full member consultation regarding the revisions to the draft Standards of Professional Conduct once they are approved by Council for circulation. Following this consultation, and any resulting changes to the revised draft Standards, final Council approval will be sought. The Committee projects a completion date as the end of 2004, or the first half of 2005.

Complaints Committee

Members

Jean-Martin Bouchard, M.Ps., C.Psych.Assoc., Chair,	Council Member
Dorothy Cotton, Ph.D., C.Psych.	Council Member
Dalia Slonim, Psy.D., C.Psych.	Council Member
G. Ron Frisch, Ph.D., C.Psych.	Council Member
Mark Lawrence	Public Member
Susan Nicholson	Public Member
Martha Minogue Fiorino	Public Member
Gordon Rimmer	Public Member
Diane Roller, Ph.D., C.Psych.	College Member
Paul Comper, Ph.D., C.Psych.	College Member
Jos Hulshof, Drs., C.Psych.Assoc.	College Member
Audrey Cooley, M.A., C.Psych.Assoc.	College Member

**College Staff
Support**

Barry Gang, Dip.C.S., C.Psych.Assoc.	Director of Investigations and Hearings
Robert Feldman	Investigator: Investigations and Resolutions
Mona McTague	Investigator: Investigations and Resolutions
Jean-Michel Trussart	Administrative Assistant: Investigations and Resolutions
Janice Carment	Administrative Assistant

Introduction

The Complaints Committee is responsible for the investigations of complaints about members of the College. As required by statute, every complaint is investigated by a panel of the Committee comprised of two professional members of the Committee and one public member of Council. After the investigation has been completed, the Committee considers all of the relevant information and renders a decision. In each case, the Committee provides the parties to the complaint with a written decision and reasons.

In carrying out its activities, the Committee's primary objective is public protection. The Committee also strives to ensure both parties are treated fairly and respectfully throughout the process.

Dispositions available to the Committee are:

- Referral of specified allegations of professional misconduct or incompetence to the Discipline Committee
- Referral of the member to the Executive Committee for incapacity proceedings
- Requiring the member to appear before a panel of the Committee to be cautioned
- Taking other action it considers appropriate that is not inconsistent with relevant legislation or by-laws, typically including:
 - Issuing Advice
 - Issuing a written Caution
 - Inviting the member to make undertakings to the College to take remedial action
 - Facilitating a consensual resolution of concerns, between the complainant, where appropriate and in the public interest (“Facilitated Resolution”)

If a member or complainant is dissatisfied with the adequacy of the Committee’s investigation or believes the decision reached is unreasonable, they can request a review by the Health Professions Appeal and Review Board (HPARB). HPARB is an adjudicative tribunal under the Regulated Health Professions Act, 1991. Through reviews, HPARB monitors the activities of the Complaints Committee to ensure it fulfills its duties in the public interest and as mandated by legislation. At present, approximately 18 cases are currently under review by HPARB.

Activity At the beginning of the year there were 77 outstanding complaints brought forward from previous fiscal years. The College received 52 new complaints during the year and was asked to reconsider two matters by HPARB, following a review.

The chart entitled, *Nature of New Complaints Received - June 1, 2003 to May 31, 2004* (see addendum) describes the 52 new complaints received by the College. In total, the College investigated 131 complaints during the fiscal year 2003-2004.

The Complaints Committee held six meetings and 19 teleconferences during the year. It reached the following decisions with respect to 75 complaints:

• Take no Further Action:	25
• Take no Further Action, following Facilitated Resolution:	3
• Advice:	24
• Written Caution:	13
• Written Caution with Undertakings:	6
• Referral to the Quality Assurance Committee:	2
• Referral to the Discipline Committee:	2

Additionally, in four cases, a consensual resolution of issues was achieved prior to the lodging of a formal complaint. A total of four complaints files were closed for jurisdictional reasons or because the complainant withdrew the complaint. Ten files were closed following HPARB reviews. The Committee will be entering the 2004-2005 fiscal year with 42 matters pending resolution, brought forward from this fiscal year.

Addendum**Nature of New Complaints Received**
June 1, 2003 to May 31, 2004

By Nature of the Complaint	# of Cases
Bias	7
Boundary Violation	2
Breach of Confidentiality	3
Conflict of Interest	1
Failure to Obtain Informed Consent	4
Failure to Fulfill Terms of Agreement with User	1
Failure to Render Services Appropriate to User Needs	6
Failure to Respond in a Timely Manner	2
False, Misleading or Inadequate Information	4
Fee & Billing Problems	2
Illegal Conduct	1
Improper Supervision	5
Inadequate Data to Support Conclusions	4
Insensitive Treatment of Clients	2
Quality of Services	3
Sexual Comments	1
Sexual Touching	4
TOTAL:	52

By Nature of Service	# of Cases
Correctional Assessment	7
Custody & Access / Child Welfare Assessment	8
Educational Assessment	4
Mediation	1
Neuropsychological Assessment	2
No Service Provided	2
Other Assessment	6
Psychotherapy / Counselling	10
Rehabilitation / Insurance Assessment	6
Supervision	4
Teaching / Training	2
TOTAL:	52

Discipline Committee

Introduction The Discipline Committee conducts hearings into allegations of misconduct and/or incompetence, referred by the Complaints Committee or the Executive Committee. The Committee is also responsible for holding hearings of applications for the reinstatement of a certificate of registration which has been revoked as a result of a disciplinary proceeding.

Members

Mary Bradley, M.A.Sc., C.Psych.Assoc., Chair,	Council Member
Jean-Martin Bouchard, M.Ps., C.Psych.Assoc,	Council Member
Clarissa Bush, Ph.D., C.Psych.	Council Member
Dorothy Cotton, Ph.D., C.Psych.	Council Member
Janice Currie, Ph.D., C.Psych.	Council Member
G. Ron Frisch, Ph.D., C.Psych.	Council Member
Maggie Gibson, Ph.D., C.Psych.	Council Member
John Hunsley, Ph.D., C.Psych.	Council Member
Nancy Link, Ph.D., C.Psych.	Council Member
Mary Ann Mountain, Ph.D., C.Psych.	Council Member
Dalia Slonim, Psy.D., C.Psych.	Council Member

Gaye Dale	Public Member
Mark Lawrence	Public Member
Susan Nicholson	Public Member
Martha Minogue Fiorino	Public Member

College Staff Support	Barry Gang, Dip.C.S., C.Psych.Assoc.	Director of Investigations and Hearings
	Robert Feldman	Investigator: Investigations and Resolutions
	Mona McTague	Investigator: Investigations and Resolutions
	Jean-Michel Trussart	Administrative Assistant: Investigations and Resolutions
	Janice Carment	Administrative Assistant

Matters Before the Committee At the beginning of the year, there were three outstanding matters brought forward from previous fiscal years. In addition, three new matters were referred to the Discipline Committee during the year. Of these three new matters, two were referred by the Complaints Committee, and one was referred by the Executive Committee.

The Committee held three hearings, and three pre-hearing conferences during this year. The decisions made by the Committee are summarized as follows:

Dr. Colin Jones

Specified allegations of Professional Misconduct were referred to the Discipline Committee with respect to Dr. Colin Jones. Following Dr. Jones' resignation from the College of Psychologists of Ontario, a panel of the Discipline Committee held a hearing into the allegations on September 29, 2003. It found that Dr. Jones failed to maintain the standards of the profession and engaged in conduct or performed an act in the course of practicing the profession that, having regard to all of the circumstances, would be reasonably regarded by members as disgraceful, dishonourable, and unprofessional. The Panel determined that Dr. Jones would receive a reprimand.

Dr. Antoinetta Mantini-Atkinson

The Executive Committee referred specified allegations to the Discipline Committee with respect to the above-named member, to the effect that she had allowed her professional liability insurance policy to lapse, contrary to By-Law 22 of the College of Psychologists of Ontario. It was alleged that this conduct amounted to professional misconduct contrary to s.1(34) of O.Reg. 801/93, made pursuant to the Psychology Act, 1991, S.O. 1991, Chap. 38. As a result, Dr. Mantini-Atkinson practiced without professional liability insurance for the period June 15, 2001 to May, 2002.

On February 17, 2004, Dr. Mantini-Atkinson pled guilty to these allegations. The Discipline Committee accepted a joint submission by the parties and imposed the following penalty:

1. The Committee ordered that Dr. Mantini-Atkinson appear before it to be reprimanded and that the fact of the reprimand be recorded on the public register.
2. The Committee ordered that Dr. Mantini-Atkinson's Certificate of Registration be suspended for a period of fourteen (14) days, commencing on March 19, 2004.

At the hearing, the College prosecutor submitted, and Dr. Mantini-Atkinson acknowledged through her counsel, that it was her ultimate responsibility to ensure that her professional liability insurance policy was kept in good standing. The parties also submitted that the proposed penalty was appropriate in light of mitigating factors, including: (1) Dr. Mantini-Atkinson's early guilty plea; (2) that Dr. Mantini-Atkinson had delegated issues relating to her professional liability insurance policy to others and feels that her trust was violated; (3) that the professional liability insurance policy was allowed to lapse by inadvertence, not deliberately, and without Dr. Mantini-Atkinson's knowledge; and (4) that when Dr. Mantini-Atkinson learned that her professional liability insurance policy had lapsed, she took prompt and appropriate steps to obtain a new policy and did obtain a new policy. In light of the foregoing, it was submitted that this conduct is unlikely to repeat itself.

Dr. Alvin H. Shapiro

A hearing was held on March 4, 2004, into allegations against Dr. Shapiro arising from three separate complaints.

Established Facts

The following is a summary of the conduct which was described in a Statement of Agreed and Uncontested Facts:

- Failing to establish and maintain appropriate professional boundaries
- Asking questions and providing interventions which might reasonably be perceived by the client as sexual in nature and which were not clinically appropriate in the circumstances
- Failing to provide an adequate explanation or take reasonable steps to ensure that the purpose of his actions was understood
- Making inappropriate personal disclosure of a sexual nature, or which could reasonably have been interpreted as sexual in nature
- Failing to have reasonably foreseen that such comments and actions would have caused some confusion about the nature of the relationship to the client
- Failing to refrain from such conduct, after receiving a request to do so

Decision

Based upon the Statement of Agreed and Uncontested Facts, the Panel found that Dr. Shapiro had committed professional misconduct.

Penalty

- A reprimand, the fact of which is to be recorded on the public register
- A six-month suspension of his Certificate of Registration, to be suspended if, within 12 months, he successfully:

- Completes a course on boundaries; and
- One year of clinical practice review and advice by a member appointed by the Registrar
- A limitation on his Certificate of Registration forbidding him from conducting sex therapy. This limitation may be suspended after one year, following the successful completion of the above conditions, as well as:
 - Successful completion of a program on theory and practice of sex therapy, which has been approved in advance; and
 - Initiation of an additional one year of clinical practice review and advice by an expert in sex therapy.
- If, upon a report from the Practice Reviewer/Advisor, the Registrar is satisfied that Dr. Shapiro may practice sex therapy without posing any risk to the public, the limitation on providing sex therapy may be removed
- Sex therapy is defined as: any attempt to provide any kind of intervention whatsoever, including but not limited to the provision of counseling or therapy, relating to an individual's or couple's sexual functioning. General questions about sexual functioning contained in a standard assessment protocol are not included in this definition, provided that no intervention is offered or provided as a result of any answers given.

Panel's Reasons

- The facts were considered very serious
- The conduct was not clinically or otherwise appropriate in the circumstances
- There were no prior disciplinary findings during many years of service
- The agreement to plead guilty or "no contest" spared the complainants the distress of testifying and being subjected to cross-examination
- There was a demonstration of willingness to engage in rehabilitation, and
- The penalty is of significant severity and allows for public protection as the Registrar can take action if the Practice Reviewer/Advisor indicates that rehabilitation is not proceeding satisfactorily.

Summary Three matters were resolved during the year, and three matters remained outstanding.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

MAY 31, 2004

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THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

FINANCIAL STATEMENTS

MAY 31, 2004

F//G
FREEDMAN // GOULD
CHARTERED ACCOUNTANTS

F//G
FREEDMAN // GOULD
CHARTERED ACCOUNTANTS



AUDITORS' REPORT

To the Members of
The College of Psychologists of Ontario

We have audited the statement of financial position of The College of Psychologists of Ontario as at May 31, 2004 and the statements of changes in net assets, revenue and expenses and cash flows for the year then ended. These financial statements are the responsibility of the college's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free from material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the college as at May 31, 2004 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

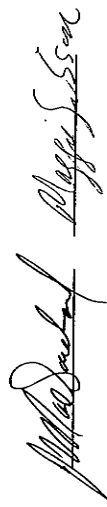
Toronto, Ontario
August 9, 2004


Chartered Accountants

**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF FINANCIAL POSITION
AS AT MAY 31, 2004**

	2004	2003
<u>ASSETS</u>		
Cash and equivalents	\$ 2,463,813	\$ 1,974,261
Investments (Note 3)	413,094	301,626
Sundry assets	16,074	17,488
Property and equipment (Note 4)	<u>280,083</u>	<u>313,684</u>
	\$ 3,173,064	\$ 2,607,059
<u>LIABILITIES</u>		
Accounts payable and accrued liabilities	\$ 122,054	\$ 110,106
Registration fees received in advance	1,024,830	960,210
Loan payable (Note 5)	<u>288,826</u>	<u>326,913</u>
	1,435,710	1,397,229
<u>NET ASSETS</u>		
Net assets invested in property and equipment	280,083	313,684
Net assets internally restricted for management purposes (Note 6)	635,925	555,385
Unrestricted net assets	<u>821,346</u>	<u>340,761</u>
	1,737,354	1,209,830
	\$ 3,173,064	\$ 2,607,059

APPROVED ON BEHALF OF THE BOARD



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF REVENUE AND EXPENSES
FOR THE YEAR ENDED MAY 31, 2004

	2004	2003
REVENUE		
Registration fees	\$ 2,170,669	\$ 2,088,333
Examination fees	130,445	120,895
Interest and miscellaneous income	<u>92,055</u>	<u>78,019</u>
	2,393,169	2,287,247
EXPENSES		
Administration	1,345,380	1,377,864
Hearings	139,098	166,471
Examination and seminar costs	137,690	123,686
Governance	81,267	86,516
Investigations and resolutions	69,198	58,134
Registration	33,554	39,217
Professional organizations	27,111	23,850
Communication, education and training	17,553	20,582
Quality assurance	14,794	19,683
Government relations	-	4,335
	<u>1,865,645</u>	<u>1,920,338</u>
EXCESS OF REVENUE OVER EXPENSES	\$ 527,524	\$ 366,909

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED MAY 31, 2004

	Invested In Property and Equipment	Restricted for Management Purposes	Unrestricted	2004 TOTAL	2003 TOTAL
NET ASSETS					
BALANCE - Beginning of year	\$ 313,684	\$ 555,385	\$ 340,761	\$1,209,830	\$ 842,921
Excess of revenue over expenses	(52,441)	-	579,965	527,524	366,909
Investment in property and equipment	18,840	-	(18,840)	-	-
Addition to core reserve fund	-	80,540	(80,540)	-	-
BALANCE - End of year	<u>\$ 280,083</u>	<u>\$ 635,925</u>	<u>\$ 821,346</u>	<u>\$1,737,354</u>	<u>\$1,209,830</u>

See Accompanying Notes

3.

See Accompanying Notes

4.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED MAY 31, 2004

	2004	2003
During the year, cash flow was provided by (used in) the following activities:		
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 527,524	\$ 366,909
Add: Items not involving cash	<u>52,441</u>	<u>63,466</u>
Amortization	579,965	430,375
Decrease in sundry assets	1,414	9,931
Increase (decrease) in accounts payable and accrued expenses	11,948	(30,035)
Increase (decrease) in registration fees received in advance	<u>64,619</u>	<u>(99,168)</u>
CASH FLOWS PROVIDED BY OPERATING ACTIVITIES	<u>657,946</u>	<u>311,103</u>
FINANCING ACTIVITIES		
Loan repayments	<u>(38,087)</u>	<u>(20,150)</u>
INVESTING ACTIVITIES		
Increase in investments	(111,468)	(301,626)
Purchase of property and equipment	<u>(18,840)</u>	<u>(30,281)</u>
	<u>(130,308)</u>	<u>(331,907)</u>
NET INCREASE (DECREASE) IN CASH DURING THE YEAR	489,551	(40,954)
CASH AND EQUIVALENTS, beginning of year	<u>1,974,261</u>	<u>2,015,215</u>
CASH AND EQUIVALENTS, end of year	<u>\$ 2,463,812</u>	<u>\$ 1,974,261</u>
Cash	\$ 104,826	\$ 52,158
Equivalents	<u>2,358,986</u>	<u>1,922,103</u>
	<u>\$ 2,463,812</u>	<u>\$ 1,974,261</u>

See Accompanying Notes

5.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
NOTES TO THE FINANCIAL STATEMENTS
MAY 31, 2004

1. PURPOSE OF THE ORGANIZATION

The College of Psychologists of Ontario is charged with developing, establishing and maintaining standards of qualifications for members of the profession under the terms of The Psychology Act (1991) and the Regulated Health Professions Act (1991). As a not-for-profit professional body, the College is not liable for income taxes.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

a) Use of Estimates

The preparation of financial statements in accordance with Canadian generally accepted accounting principles requires that management make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses for the year. Actual amounts could differ from these estimates.

b) Property and Equipment

Property and equipment are recorded at cost less accumulated amortization. Rates and bases of amortization applied to write off the cost of property and equipment over their estimated useful lives are as follows:

Furniture and equipment	-	5	years straight-line
Computer equipment	-	4	years straight-line
Leasehold improvements	-		Straight line over the remaining term of the lease

c) Registration fees

In accordance with the regulations of the organization, annual registration fees cover a period of twelve months commencing June 1st of each year. Registration fees received prior to May 31, 2004 covering the subsequent period from June 1st, 2004 to May 31, 2005 have been deferred.

3. INVESTMENTS

Investments consists of GIC's, commercial instruments and government bonds maturing through January 2009.

Continued

6.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
NOTES TO THE FINANCIAL STATEMENTS
MAY 31, 2004

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
NOTES TO THE FINANCIAL STATEMENTS
MAY 31, 2004

4. PROPERTY AND EQUIPMENT

	Cost	Accumulated Amortization	Net Carrying Amount 2004	2003
Furniture and equipment	\$ 46,525	\$ 24,517	\$ 22,008	\$ 22,924
Computer equipment	44,828	29,502	15,326	17,672
Leasehold improvements	311,322	68,573	242,749	273,088
	<u>\$ 402,675</u>	<u>\$ 122,592</u>	<u>\$ 280,083</u>	<u>\$ 313,684</u>

5. LOAN PAYABLE

A convertible revolving bank loan bearing interest at prime rate is repayable in monthly payments of \$3,174 plus interest. The loan is secured by a hypothecation of investments in the amount of \$298,840, and a general security agreement.

The future loan principal repayments are as follows:

2005	\$ 38,087
2006	38,087
2007	38,087
2008	38,087
2009	38,087
Thereafter	190,435
	<u>98,391</u>
	<u>\$ 288,826</u>

6. NET ASSETS INTERNALLY RESTRICTED FOR MANAGEMENT PURPOSES

The Core Reserve Fund is to be utilized in extreme circumstances as determined and approved by the Council of the College. At the end of each fiscal year, an allocation from any excess of revenue over expenses is made to maintain the core reserve fund to a maximum of 75% of budgeted annual salaries of the College.

7. COMMITMENTS

The College is committed under a premises lease expiring December 31, 2011. The future minimum rental payments for the next five years under operating leases for premises and equipment are as follows.

	Premises	Equipment
2005	\$ 93,925	\$ 16,294
2006	93,925	16,294
2007	100,351	16,294
2008	109,579	3,792
2009	109,579	-
	<u>\$ 507,359</u>	<u>\$ 52,674</u>

In addition the College is liable for its proportionate share of operating costs and realty taxes.

8. FINANCIAL INSTRUMENTS

The College's financial instruments consists of cash in bank, investments, and accounts payable and accrued liabilities. It is management's opinion that the College is not exposed to significant interest risk arising from these financial instruments.

9. COMPARATIVE FIGURES

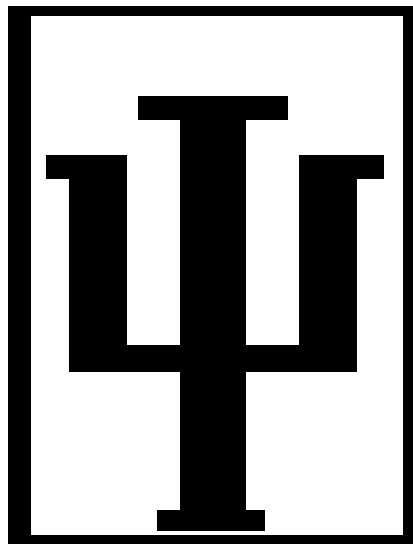
Comparative figures have been reclassified to conform with the current year's presentation.

Continued

7.

8.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'Ordre des psychologues de L'Ontario



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