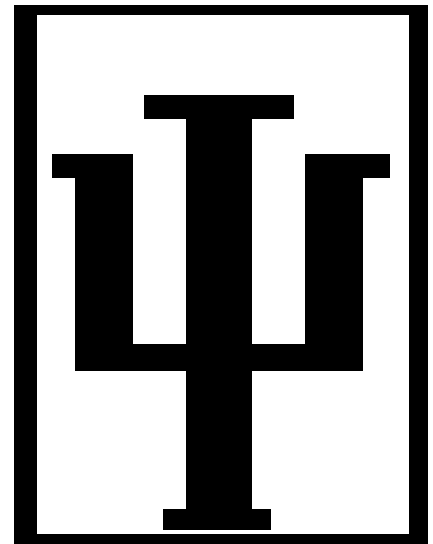


The College of Psychologists of Ontario  
L'Ordre des psychologues de L'Ontario

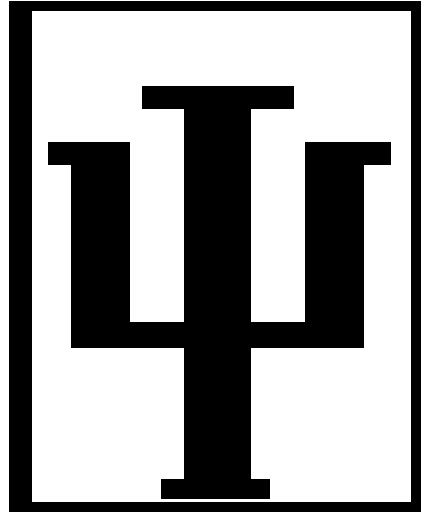
ANNUAL  
REPORT



2010/2011

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

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



## **Table of Contents**

Council and Staff Members	2
Council Report	3
Executive Committee Report	5
Registration Committee Report	6
Quality Assurance Committee Report	11
Fitness to Practice Committee Report	13
Client Relations Committee Report	14
Inquiries, Complaints and Reports Committee Report	15
Discipline Committee Report	18
Financial Report	21

# Council and Staff

## **Council Members**

District 1 – North	Milan Pomichalek, Ph.D., C.Psych.
District 2 – Southwest	Mustaq Khan, Ph.D., C.Psych.
District 3 – Central	Allyson Harrison, Ph.D., C.Psych.
District 4 – East	Lise Mercier, Ph.D., C.Psych.
District 5 – GTA East	Ian D. R. Brown, Ph.D., C.Psych.
District 6 – GTA West	Dalia Slonim, Psy.D., C.Psych.
District 7 – Psychological Associate	Robert Gauthier, M.Ed., C.Psych.Assoc.
District 8 – Academic	Mary Ann Evans, Ph.D., C.Psych.
	Adrienne Perry, Ph.D., C.Psych.
	Jane Ledingham, Ph.D., C.Psych.
	Glenn Webster, M.Ed., C.Psych.Assoc.
Non-Voting	

### Public Appointees

Abena Buahene  
 Judy Cohen  
 Mohammed Hossain  
 Vincent Lacroix  
 Ivan McFarlane  
 W. Peter McKegney  
 Cheryl Rampersad  
 Ethel Teitelbaum

## **College Staff**

Registrar & Executive Director	Catherine Yarrow, MBA, Ph.D., C.Psych.
Deputy Registrar/Director, Professional Affairs	Rick Morris, Ph.D., C.Psych.
Director, Investigations and Hearings	Barry Gang, Dip.C.S., C.Psych.Assoc.
Director, Registration and Administration	Connie Learn
Administrative Assistant: Investigations and Hearings	Indira Darshanand
Information Systems Administrator	Gnana Fernando
Practice Advisor/QA Coordinator	Julie Hahn
Administrative Assistant: Member Services	Sylvia Im
Administrative Assistant: Registration	Lesia Mackanyn
Investigator	Mona McTague
Administrative Assistant: Registration	Zuwaina Murad
Assistant to the Registrar	Prema Shankaran
Case Manager	Lee-Ann Siu
Administrative Assistant: Investigations and Hearings	Jean-Michel Trussart
Administrative Assistant: Registration	Myra Veluz
Case Manager	Zimra Yetnikoff

# Council

**Introduction** The Council is the Board of Directors of the College and is responsible for managing and administering the affairs of the College. This report covers the fiscal year June 1, 2010 to May 31, 2011.

Newly elected to the Council was Dr. Allyson Harrison, representing District 3 (Central). Re-elected were Dr. Milan Pomichalek, District 1 (North) and Dr. Mustaq Khan, District 2 (Southwest). Dr. Mary Ann Evans (Academic) was re-appointed to Council by the Executive Committee for a one-year term.

Seven public members served on Council for most of the year: Ms Abena Buahene, Mr. Mohammed Hossain, Mr. Vincent Lacroix, Dr. Ivan McFarlane, Mr. W. Peter McKegney, Ms Cheryl Rampersad and Ms Ethel Teitelbaum. Ms Buahene resigned from Council during the year as she had taken up a new employment opportunity. At around the same time, Council received, with regret, notification of the death of Mr. Hossain. Mr. Lacroix was reappointed to Council in March 2011 and Dr. McFarlane was reappointed in May 2011.

The Council met four times during the year: June, September and December 2010 and March 2011. At the June 2010 meeting, Council elected Dr. Ivan McFarlane (Public Member) as President and Dr. Milan Pomichalek as Vice-President.

**Council Actions** 50th Anniversary. 2010 marked the 50<sup>th</sup> anniversary of the regulation of psychology in Ontario, the first Canadian province to pass regulatory legislation for the profession. To commemorate this milestone, the College produced a special brochure and College representatives travelled to meet with members in different parts of the province throughout the year.

Strategic Direction. Council reviewed the 2006-2011 Strategic Plans and approved a Strategic Direction with new Mission and Vision Statements. These were both translated into French and published on the College's web site.

Strategic Issues. At the end of the previous fiscal year, the Council had appointed a Task Force on Shaping the Future of Psychology Regulation in Ontario. At the June 2010 meeting Council approved the mandate and proposed work plan for the task force. During the year, the task force gathered data on membership statistics, training programs and registration requirements elsewhere in Canada. The task force also reviewed consultation feedback on proposed registration regulation amendments and reported regularly to the Council.

Registration Regulation. In June 2010, Council approved for circulation proposed amendments to the Registration Regulation to bring it into compliance with the mobility amendments to the *Regulated Health Professions Act, 1991*, Schedule 2, Sections 22.15 to 22.23. These provisions arose out of the amended Agreement on Internal Trade and the *Ontario Labour Mobility Act, 2009*.

Council considered that the new RHPA mobility provisions required the College to register a Psychologist registered elsewhere in Canada as a Psychologist in Ontario even if that individual did not meet the requirements for registration as a Psychologist in Ontario. Council noted that this obligation was of concern to Psychologist members of the College as well as to Psychological Associate members who viewed as inequitable the requirement that a masters level Psychologist from elsewhere in Canada be registered as a Psychologist in Ontario. During the year Council also approved for circulation additional proposed regulation amendments which would have the effect of registering all members of the College as Psychologists and phasing out masters level registration over a transition period to conclude at the end of 2020. It was noted that, due to concern that the mobility requirements could effectively make the least stringent

requirements the de facto standard, the Association of Canadian Psychology Regulatory Organizations were discussing whether a national standard might be established.

Revised proposed amendments to the Registration regulation were circulated to members and other stakeholders in early 2011.

Quality Assurance Regulation. Following a review of proposed guidelines on continuing professional development, published by the Association of State and Provincial Psychology Boards, the Quality Assurance Committee recommended amendments to the College's Quality Assurance Regulation. In March 2011, Council approved the proposed amendments which were subsequently circulated to stakeholders for consultation.

Policy Issues. The Council discussed issues raised by the Association of Canadian Psychology Regulatory Organizations (ACPRO) respecting regulation of any psychological services which might be provided across provincial boundaries. Council was also advised of the ACPRO project funded by HRSDC to study registration requirements across the country.

A number of College policies were scheduled for review and Council approved amendments to policies on financial matters, meeting procedures and committee terms of reference. Council also approved additional policies as part of the overall records management policy.

The Council declined to adopt the revised American Psychological Association Guidelines on Child Custody Evaluations in Family Law proceedings. Council noted that most of the principles were already covered in the College's Standards of Professional Conduct and in similar guidelines published by the Ontario Psychological Association.

Council approved a recommendation from the Registration Committee to require a registration applicant to complete all of the requirements for the certificate of registration authorizing autonomous practice no later than four years after issuance of the certificate of registration authorizing supervised practice.

Bylaws. Proposed amendments to By-Law 22: Professional Liability Insurance were circulated to members. The proposed amendments, which included a requirement for increased coverage and a requirement to be "personally" insured, as would be required in unproclaimed amendments to the RHPA Procedural Code, were approved by Council with an effective date of June 1, 2011.

Business. Council received quarterly reports from the statutory committees.

Financial. Council approved the transfer of additional funds to the Website and Database Development Reserve Fund and to create a new reserve fund to cover the cost of any future Fair Registration Practices Audit. Council also approved the audited financial statements for the fiscal year ending May 10, 2010. Council received the recommendation of the Finance and Audit Committee that there be no increase in fees for the 2011-2012 fiscal year. In March 2011, Council approved a deficit budget for 2011-2012. This decision was taken in light of the College's having reserve funds available to cover the budgeted deficit and to permit deferral of a fee increase.

Liaison. In addition to the ongoing semi-annual meetings of College representatives and the graduate psychology training program representatives at the College, the Council approved a proposal to invite the internship programs directors to meet at the College as well. In addition, Council approved the College's continuing to provide administrative support to a multi-organizational task force on Internship and Training Issues. The task force continued their data collection during the year and shared the results with the participating organizations, the Canadian Council of Professional Psychology Programs and attendees at the Canadian Psychological Association Convention. Although the task force found that there were an increased number of internship positions in Ontario, the discrepancy between the number of positions and the number of graduate students seeking placements was expected to increase and peak in 2013.

# Executive Committee

**Introduction** The Executive Committee held six meetings and one teleconferences during the year.

<b>Members</b>	Dr. Ivan McFarlane	Public Member, President
	Milan Pomichalek, Ph.D., C.Psych	Vice-President
	Ian D.R. Brown, Ph.D., C.Psych.	
	Lise Mercier, Ph.D., C.Psych.	
	Robert Gauthier, M.Ed., C.Psych.Assoc.	
	Vincent LaCroix	Public Member

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

**Activities** Following their election at the Council meeting of June 18, 2010, the Executive Committee appointed members of the Council and of the College to six statutory committees, the Jurisprudence and Ethics Examination Committee (JEEC), the Finance and Audit Committee (FAC), and the Nominations and Leadership Development Committee.

The Committee reviewed a discussion document prepared by a working group of the Association of Canadian Psychology Regulatory organizations (ACPRO) on distance provision of psychological services and various suggested licensure models. The Committee directed that legal advice be obtained for discussion of the topic at Council. Concerns raised about the wording of terms, conditions or limitations imposed during the registration process were referred to the Registration Committee for consideration.

Between Council meetings, the Executive Committee monitored the work of the task force on Shaping the Future of Psychology Regulation in Ontario, the task force appointed to review draft guidelines on continuing professional development from the Association of State and Provincial psychology Boards, and the steering committee overseeing the update of the College's Strategic Direction. The Committee also reviewed proposed changes to two policies before submission to the Council. In addition, acting on behalf of the Council, the Executive Committee received updates on legal matters involving the College, set April 6, 2011 as the date for the Council elections and approved the College's 2011 Entry to Practice Review report to be sent to the Fairness Commissioner.

Following review by the FAC, the Executive Committee reviewed and finalized the draft 2011-2012 budget for presentation to Council. On the recommendations of the graduate psychology training directors, the Committee appointed Dr. Abby Goldstein to a three-year term on the Council as an academic representative.

A subcommittee of the Executive considered a proposed joint submission in a Discipline case.

During the year, the President and the Vice-President joined the Registrar and the Deputy Registrar to meet with members in several locations throughout the province to commemorate 50 years of psychology regulation in Ontario. The President and/or Vice-President represented the College at various meetings and conferences: Federation of Health Regulatory Colleges of Ontario, Association of State and Provincial Psychology Boards, Association of Canadian Psychology Regulatory Organizations and Canadian Psychological Association. On April 28-29, 2011 the Committee met in Guelph where a reception for local members was well-received by those who attended.

# Registration Committee

**Introduction** The major roles of the Registration Committee are: (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. of the Regulated Health Professions Act (RHPA) for removal or modification of a term, condition or limitation; (3) to review applications for change of area of practice or change of status for autonomous practice members; and (4) to recommend registration policy and procedures consistent with the RHPA, with Regulation 533/98, Registration, with applicable interprovincial legislation such as the amended Agreement on Internal Trade (AIT) and the Ontario Labour Mobility Act, or international agreements such as the Association of State and Provincial Psychology Board's (ASPPB) Reciprocity Agreement.

<b>Members</b>	Tim Hill, M.A., C.Psych.Assoc., Chair	College Member
	Oliver Foese, Dipl.Psych., C.Psych.Assoc.	College Member
	Vince LaCroix	Public Member
	Jane Ledingham, Ph.D., C.Psych.	Academic Member of Council
	Peter McKegney	Public Member
	Lise Mercier, Ph.D., C.Psych.	Council Member
	Ian Nicholson, Ph.D., C.Psych.	College Member
	Carolee Orme, Ph.D., C.Psych.	College Member
Adrienne Perry, Ph.D., C.Psych.	Academic Member of Council	
<b>College Staff Support</b>	Connie Learn	Director, Registration and Administration
	Lesia Mackanyn	Senior Registration Assistant
	Myra Veluz	Administrative Assistant: Registration
	Zuwaina Murad	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 6 occasions. The Committee met in panel sessions for the review of individual cases. Panel A and Panel B each met 6 times.

**Results of Plenary Deliberations** Following the proclamation of the Ontario Labour Mobility Act and the resultant amendments to RHPA, the Committee reviewed several proposals for amendments to the Registration Regulation to ensure compliance. As part of the consultation requested by the Association of Canadian Regulatory Organizations, the Committee considered issues regarding regulation of distance provision of services (telepsychology). A recommendation was made to Council that references not be required of applicants for registration. A sub-committee planned, carried out and submitted the Entry-to-Practice Review as required in Section 22(6) of RHPA. A template for submission of retraining plans was approved as part of the streamlining of interaction between applicants and the Committee.

**Panel Deliberations** All cases referred by the Registrar to the Registration Committee require thorough preliminary staff review with multiple interactions between the applicant and staff. More than half of the cases require multiple reviews by a panel of the Registration Committee 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 can be 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.

### **Summary of Activities For 2010-2011**

#### **Applications Received by the College: June 1, 2010 to May 31, 2011**

(application = completed application form + fee)

#### **Applications for a certificate authorizing supervised practice:**

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	26	18	24	10	78
Psychologist	51	12	13	11	87
Total	77	30	37	21	165

#### **Applications for a certificate authorizing interim autonomous practice:**

Canadian Jurisdiction								USA	Total
Title	AB	BC	NB	NF	NS	QC	SK		
Psychological Associate	0	0	0	1	1	2	0	0	4
Psychologist	4	1	0	2	1	10	0	0	18*
Total	4	1	0	3	2	12	0	0	22**

\* 8 of these applications presented with masters level degree

\*\* all 22 applications through AIT provisions



**Certificates of Registration Issued by the College: June 1, 2010 to May 31, 2011****Certificates Authorizing Supervised Practice Issued: June 1, 2010 to May 31, 2011**

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	21	7	9	6	43
Psychologist	56	10	16	5	87
Total	77	17	25	11	130

**Certificates Authorizing Interim Autonomous Practice Issued: June 1, 2010 to May 31, 2011**  
(a six month certificate – no supervision)

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	0	0	0	0	0
Psychologist	0	0	1	0	1
Psychologist (AIT)	4	21	0	3	28*
Total	4	21	1	3	29

\* 17 with masters level degree

**Certificates Authorizing Autonomous Practice Issued: June 1, 2010 to May 31, 2011**

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	6	3	4	4	17
Psychologist	74	39	16	4	133*
Total	80	42	20	8	150

\* 40 with masters level degree through AIT including 30 Ontario Psychological Associate members whose title changed to Psychologist

### College Examinations: Comparisons by Year

#### Examination for Professional Practice in Psychology

	2004 - 2005	2005 - 2006	2006 - 2007	2007 - 2008	2008 - 2009	2009 - 2010	2010 - 2011
Applications received by the College and submitted to the Professional Examination Service (PES)	146	148	138	114	135	117	113
Scores received from PES	125	154	132	118	125	114	116

#### Jurisprudence & Ethics Examination

Examination Session	Number of candidates 2004 - 2005	Number of candidates 2005 - 2006	Number of candidates 2006 - 2007	Number of candidates 2007 - 2008	Number of candidates 2008 - 2009	Number of candidates 2009 - 2010	Number of candidates 2010 - 2011
Fall Examination	78	50	61	58	70	63	68
Spring Examination	90	71	87	81	87	69	83
Total for the year	168	121	148	139	157	132	151

#### Oral Examinations

Examination Session	Number of Candidates 2004 - 2005	Number of Candidates 2005 - 2006	Number of Candidates 2006 - 2007	Number of Candidates 2007 - 2008	Number of Candidates 2008 - 2009	Number of Candidates 2009 - 2010	Number of Candidates 2010 - 2011
June Examinations	52	58	64	61	-	59	39
December Examinations	70	77	64	61	61	72	50
May Examinations				45			
Total for the year	122	135	128	167	61	131	89

**Registration Interviews: June 1, 2010 to May 31, 2011**

(mobility, term/condition/limitation, change of area)

Title	2004 - 2005	2005 - 2006	2006 - 2007	2007 - 2008	2008 - 2009	2009 - 2010	2010 - 2011
Psychological Associate	4	2	2	4	5	4	10
Psychologist	7	7	13	13	8	10	2
Total for the year	11	9	15	17	13	14	12

**Applications Refused: June 1, 2010 to May 31, 2011**

(Reviewed = referred to Registration Committee for detailed review)

Title	Academic Credentials from Ontario Universities		Academic Credentials from Universities elsewhere in Canada		Academic Credentials from Universities in the U.S.		International Academic Credentials other than the U.S.		Total	
	Reviewed	Refused	Reviewed	Refused	Reviewed	Refused	Reviewed	Refused	Reviewed	Refused
Psychological Associate	2	1	2	2	3	2	2	2	9	7
Psychologist	2	0	-	-	-	-	5	2	7	2
Total for the year	4	1	2	2	3	2	7	4	16	9

# 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 2010-2011 were:

Lise Mercier Ph.D., C.Psych., Chair,	Council Member
Donna Ferguson, Psy.D., C.Psych.	College Member
Peter McKegney	Public Member
Milan Pomichalek, Ph.D., C.Psych.,	Council Member
Meg Waurick, M.A., C.Psych.Assoc.	College Member

<b>College Staff Support</b>	Rick Morris, Ph.D., C.Psych.,	Deputy Registrar/Director, Professional Affairs
	Julie Hahn	Practice Advisor/QA Coordinator

**Activities** The Committee reviewed the returns of the 2010 *Declarations of Completion* for the *Self Assessment Guide and Professional Development Plans* (SAG) due from the even-registration numbered members. It noted those members whose *Declarations* were outstanding and authorized reminders to be sent to these individuals. A second and final reminder was sent to 4 members who were then required to submit their completed SAG not only the *Declarations of Completion*. Following the second and final reminder, only 1 member remained outstanding with respect to this requirement. This member was referred to the Registrar for non-compliance with the Standards of Professional Conduct which require members to participate fully in the QA program.

The Committee reviewed the full *Self Assessment Guide and Professional Development Plans* received from the three members. In each case, the Committee found no issues or concerns. A letter was sent to each of these members noting the Committee’s review and requesting that, in future, the SAG be completed in a more timely fashion.

The Committee reviewed the SAG for changes or required updating and, with these changes made, notification of the 2011 *Self Assessment Guide and Professional Development Plans* was sent to odd-registration numbered members.

The previous Committee had reviewed the reminder system in an effort to shorten the time it takes for all *Declarations* to be submitted. Members had been provided with three reminders which caused the overall collection process to stretch over many months. The system was modified to include only two reminders. The experience of the current SAG process suggests that two reminders is sufficient and ensures the completion of the SAG process in a timely manner.

The Committee reviewed the findings of the *Peer Assisted Reviews* (PAR) completed to date, as well as the feedback surveys from the reviewers and the reviewees. The Committee noted that results of the reviews were consistently positive. As well, the comments and feedback from the

participants who completed the survey were also uniformly positive and constructive.

In June 2009, the College Council approved amendments to the Quality Assurance Regulation for submission to the Ministry of Health and Long-Term Care. Prior to submission, the Association of State and Provincial Psychology Boards (ASPPB) appointed a task force on the Maintenance of Competence and Licensure (MOCAL) with a view to providing member organizations with recommended Guidelines for Continuing Professional Development (CPD). The MOCAL task force produced its draft proposed Guidelines in October 2010.

A review of the draft Guidelines noted many similarities to the approach taken by the College in developing the “Mandatory Continuing Education and Professional Development” section of the proposed QA Regulation amendments. The Committee reviewed the MOCAL Guidelines and determined that it contained a number of concepts and ideas that were worthy of incorporation into the College’s QA Regulation amendments prior to submission to the Ministry. The Committee put forward a number of suggestions which were subsequently approved by Council for incorporation into the proposed QA Regulation amendments.

These changes will require circulation to the membership. Comments and suggestions received will be reviewed by the QA Committee and brought to Council for final approval for submission to the Ministry.

# Fitness to Practice Committee

**Introduction** The role of the Fitness to Practice Committee is to conduct hearings in matters referred by the Inquiries, Complaints and Reports 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 consisted of three members of the Council (one public and two professional) and two professional, non-Council members. Members of the Committee for the year 2010-2011 were as follows:

Robert Gauthier, M.Ed., C.Psych.Assoc., Chair	Council Member
Mary Ann Evans, Ph.D., C.Psych.	Council Member
Jeremy Harrison, Psy.D., C.Psych.	College Member
Janet Morrison, M.A., C.Psych.Assoc.	College Member
Ethel Teitelbaum	Public Member

<b>College Staff</b>	Barry Gang, Dip.C.S., C.Psych.Assoc.	Director, Investigations and Hearings
<b>Support</b>	Jean-Michel Trussart	Administrative Assistant: Investigations and Hearings
	Sylvia Im	Administrative Assistant: Investigations and Hearings

**Activities** 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 2010-2011 were as follows:

Jane Ledingham, Ph.D., C.Psych. Chair,	Council Member
Margaret DeCorte, Ph.D., C.Psych.	College Member
Mary Ann Evans, Ph.D., C.Psych.	Council Member
Agnieszka Gajdzis, M.A., C.Psych.Assoc.	College Member
Mohammed Hossain (Deceased)	Public Member
Cheryl Rampersad	Public Member

<b>College Staff Support</b>	Rick Morris, Ph.D., C.Psych.	Deputy Registrar/Director, Professional Affairs
	Julie Hahn	Practice Advisor/QA Coordinator

**Activities** The Committee reviewed the *Workplace Violence Risk Assessment Report* prepared by the consultants, Gowlings, at the request of the College. The audit conducted was in response to Bill 168, which amended the Occupational Health and Safety Act. This report suggested that College employees were at low risk for workplace violence, but made recommendations to ensure compliance with Bill 168. The Committee reviewed the recommendations regarding policy and procedure changes related to issues such as summoning assistance and clarifying procedures for employees in higher risk situations. A number of the policies required were available in draft form covering many of the recommendations in the report. The Committee noted a number of questions/procedures which remain to be developed.

The Committee undertook a review of the *Members of the Public* section of the College website with a view to ensuring it provides clear, comprehensible, useful information for individuals who want to learn about psychologists and psychological associates in Ontario. A number of suggestions for changes and enhancements were made. The work to implement these suggestions will be undertaken by staff as part of a general updating of the website content.

#### Funding for Therapy:

Currently, there one individual who is receiving funding for therapy under the Funding for Therapy and Counselling Program. There have been no new applications in the past year. Two other individuals were deemed eligible by the previous Client Relations Committee and notified of their eligibility. As yet however, they have not accessed the fund.

#### Mr. Mohammed Hossain

The Committee noted with regret the passing of one of its Committee members, Mr. Mohammed Hossain, and extended its condolences to his family and friends.

# Inquiries, Complaints and Reports Committee

**Introduction** The Inquiries, Complaints and Reports Committee (ICRC) is responsible for the investigation of complaints, as well as the approval and disposition of Registrar’s Investigations, with respect to the conduct and competence of members. It is also responsible for inquiries into whether or not a member is incapacitated. As required by statute, every matter is considered by a panel of the Committee comprised of two professional members of the Committee and one member of the Committee appointed to the College by the Lieutenant Governor in Council. After the panel considers all of the relevant information in a matter, it renders a decision to the parties. Except when referring a matter to the Fitness to Practice or Discipline Committees, the Committee provides the parties with written reasons for its decision.

If either party to a complaint is dissatisfied with the adequacy of the Committee’s investigation or believes the decision reached is unreasonable, he or she can request a review by the Health Professions Appeal and Review Board (HPARB). The HPARB is an adjudicative tribunal under the Regulated Health Professions Act, 1991 (RHPA). Through reviews, the HPARB monitors the activities of the ICRC to ensure it fulfills its duties in the public interest and as mandated by legislation.

<b>Members</b>	Dalia Slonim, Psy.D., C.Psych (Chair)	Council Member
	Milan Pomichalek, Ph.D., C.Psych.	Council Member
	Mustaq Khan, Ph.D., C.Psych.	Council Member
	Robert Gauthier, M.Ed., C.Psych.Assoc.	Council Member
	Ian Brown, Ph.D., C.Psych.	Council Member
	Allyson Harrison, Ph.D., C.Psych.	Council Member
	Ivan McFarlane	Council, Public Member
	Cheryl Rampersad	Council, Public Member
	Ethel Teitelbaum	Council, Public Member
	Marjory Philips, Ph.D., C.Psych.	College Member
	Michael Minden, Ph.D. C.Psych.	College Member
	Debbie Nifakis, Ed.D., C.Psych.	College Member
	Donald Rudzinski, Ph.D. C.Psych.	College Member

<b>College Staff Support</b>	Barry Gang, Dip.C.S., C.Psych.Assoc.	Director, Investigations and Hearings
	Mona McTague	Investigator: Investigations and Resolutions
	Lee-Ann Siu	Case Manager: Investigations and Resolutions
	Zimra Yetnikoff	Case Manager: Investigations and Resolutions
	Jean-Michel Trussart	Administrative Assistant: Investigations and Hearings
	Indira Darshanand	Administrative Assistant: Investigations and Hearings

**Activities** At the beginning of the year there were 59 outstanding matters being considered, which were brought forward from the previous fiscal year.

All of the following statistics are comprised of both Complaints and Registrar’s Investigation information:



<b>New Matters by Nature of Service</b>	
Corrections Assessment	2
Custody & Access / Child Welfare Assessment	11
Educational Assessment	2
Industrial / Occupational Assessment	2
Neuropsychological Assessment	1
Not Related to Psychological Services	2
Other Psychological Assessments	6
Psychotherapy / Counselling	11
Rehabilitation / Insurance Assessment	14
Supervision	1
Teaching / Training	1
	<b>Total 53</b>

<b>Concerns Identified</b>	<b># of New Cases</b>
Failure to obtain informed consent	6
Failure to provide services sought	5
Failure to respond to a request in a timely manner	4
False or misleading statements	20
Fees and billing problems	8
Illegal Conduct	1
Improper office conditions	4
Improper supervision	4
Inaccurate information	12
Inadequate data to support conclusions	29
Inadequate Feedback	1
Inadequate handling of termination	2
Inappropriate advertising and announcements	1
Incompetence	5
Insensitive treatment of clients	11
Quality of services	11
Record Keeping Problems	1
Sexual Abuse	1
Sexual Harassment	1

Dispositions available to the Committee are:

***Dispositions  
Reached During  
the Year***

- Referral of specified allegations of Professional Misconduct or Incompetence to the Discipline Committee
- Referral of the member to a panel of the Inquiries, Complaints and Reports 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:
  - Requiring the member to complete a specified continuing professional education or remediation program

- 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 and member, where appropriate and in the public interest (“Facilitated Resolution”)

The ICRC reached the following decisions with respect to 61 matters:

<b>Dispositions</b>	
Administrative Withdrawal	2
Other – Advice	11
Other - Take no Further Action	42
Other - Oral Caution	2
Other - Oral Caution and Undertakings	2
Other - Written Caution	10
Other - Written Caution and Undertaking	3
Referral to the Discipline Committee	7
Take No Action, if Complaint Frivolous, Vexatious, Made in Bad Faith, Moot or otherwise an Abuse of Process	7
	Total 86

<b>Health Professions Appeal and Review Board</b>	
Reviews Requested	22

<b>Decisions Received</b>	
Decision Confirmed	18
Notice to not Proceed	4
Withdrawn	5

<b>Inquiries and Resolution of concerns not resulting in formal complaints</b>	<b>264</b>
--	------------

The Committee entered the 2011-2012 fiscal year with 26 matters brought forward from the 2010-2011 fiscal year.

# Discipline Committee

**Introduction** The Discipline Committee conducts hearings into allegations of misconduct and/or incompetence, referred by the Inquiries, Complaints and Reports 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.

<b>Members</b>	Glenn Webster, M.Ed., C.Psych.Assoc., Chair	College Member
	Mary Bradley, M.A.Sc., C.Psych.Assoc.	College Member
	Ian Brown, Ph.D., C.Psych.	Council Member
	Abena Buahene	Public Member
	Clarissa Bush, Ph.D., C.Psych.	College Member
	Bruce Christensen, Ph.D., C.Psych.	College Member
	Dorothy Cotton, Ph.D., C.Psych.	Council Member
	Mary Ann Evans, Ph.D., C.Psych.	Council Member
	Robert Gauthier, M.Ed., C.Psych.Assoc.	Council Member
	John Goodman, Ph.D., C.Psych.	College Member
	Tim Hill, M.A., C.Psych.Assoc.	College Member
	Mohammed Hossain	Public Member
	Mustaq Khan Ph.D., C.Psych.	Council Member
	Vincent Lacroix	Public Member
	Jane Ledingham, Ph.D., C.Psych.	Council Member
	Maggie Mamen, Ph.D., C.Psych.	College Member
	Ivan McFarlane	Public Member
	W. Peter McKegney	Public Member
	Lise Mercier, Ph.D., C.Psych.	Council Member
	Mary Ann Mountain, Ph.D., C.Psych.	College Member
	Adrienne Perry, Ph.D., C.Psych.	Council Member
	Mary Perugini, Ph.D., C.Psych.	College Member
	Milan Pomichalek, Ph.D., C.Psych.	Council Member
	Cheryl Rampersad	Public Member
	Donna Reist, Ph.D., C.Psych.	College Member
	Dalia Slonim, Psy.D, C.Psych.	Council Member
	Ethel Teitelbaum	Public Member

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

Jean-Michel Trussart, Sylvia Im, Indira Darshanand, Administrative Assistants: Investigations and Hearings

**Matters Before the Committee** Gregory Carter, M.A., C.Psych.Assoc.  
A hearing was held on June 22, 2010.

The panel accepted a statement of agreed fact, which included Mr. Carter's admission that he engaged in the controlled act of communicating a diagnosis, contrary to the terms, conditions and limitations imposed on his Certificate of Registration, basing an assessment report on inadequate information, and providing information about his professional qualifications which was untrue. Based on this, the Panel found that Mr. Carter had committed the following acts of professional misconduct:

- Contravening a term condition or limitation imposed on his Certificate of Registration by engaging in the controlled act of communicating a

diagnosis;

- Failing to maintain the Standards of the Profession; and
- Engaging in conduct or performing an act, in the course of practicing the profession, that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable, or unprofessional

The panel also accepted a joint submission on Penalty and ordered:

- A reprimand;
- A three month suspension of his Certificate of Registration, to begin on July 15, 2010; and
- The imposition of a term, limitation or condition on his Certificate of Registration prohibiting him from engaging in autonomous custody and access assessment work until completion of one year of supervised practice in this area by a College-approved supervisor, and the delivery of a favourable report from the supervisor confirming his eligibility to return to unsupervised practice in the area of custody and access assessment work

**Dr. Marcia Gragg, C.Psych.**

A hearing was held on June 23, 2010.

The panel accepted a statement of agreed fact and found that Dr. Gragg had committed the following act of professional misconduct:

- Failure to maintain the Standards of the Profession by failing to comply with the regulatory authority of the College, in that she did not respond to College requests for information or participate in the College's mandatory Quality Assurance Program

The panel also accepted a Joint Submission on Penalty and ordered:

- A reprimand
- Payment of \$5000.00 in costs to the College

**Dr. Patricia Padden**

The Executive Committee of the College of Psychologists of Ontario ("the College") referred Dr. Patricia Padden for a Discipline Hearing into allegations of professional misconduct. Specifically, it is alleged that Dr. Padden:

- a) failed to maintain the standards of the profession;
- b) communicated with a client in an abusive manner;
- c) practiced the profession while under the influence of any substance, or while suffering from illness or other dysfunction which the member knew or ought to know impaired her ability to practice;
- d) discontinued professional services that were needed by a client;
- e) provided a service that the member knew or ought to have known was not likely to benefit the client;
- f) practiced the profession while in a conflict of interest;
- g) gave information about a client to a person other than the client or his or her authorized representative without the consent of the client or his or her authorized representative or as required or allowed by law;
- h) issued or signed a certificate, report or similar document that she knew or ought to have known was false, misleading or otherwise improper;
- i) failed, without reasonable cause, to provide a report or certificate relating to a service performed by the member, within a reasonable time, to the client or his or her authorized representative after a client or his or her

- authorized representative requested such a report or certificate;
- j) offered or submitted an account or charge for services that the member knew was false or misleading; and
- k) engaged in conduct or performed an act, in the course of practicing the profession, that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional.

The hearing of these allegations was adjourned, sine die, given that Dr. Padden had resigned her membership in the College on December 23, 2008 and on April 27, 2009 made an Undertaking to the College never to reapply for registration as a registered psychologist in Ontario, and never to seek or renew registration or licensure as a psychologist in any other jurisdiction in the world. The hearing will be resumed if Dr. Padden breaches this Undertaking with the College.

A copy of the text of the Undertaking and Agreement entered into between the College of Psychologists and Dr. Padden, and of the specific allegations underlying the referral to the Discipline Committee, is available to other regulatory authorities responsible for the regulation of the practice of psychology in other jurisdictions upon request.

**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO**  
**INDEPENDENT AUDITOR'S REPORT**

TO THE MEMBERS OF THE COUNCIL OF THE THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

The accompanying summary financial statements of The College of Psychologists of Ontario ("College"), which comprise the summary balance sheet as at May 31, 2011, and the summary statement of operations for the year then ended, are derived from the audited financial statements of the College for the year ended May 31, 2011. We expressed an unmodified audit opinion on those financial statements in our report dated September 23, 2011.

The summary financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Reading the summary financial statements therefore, is not a substitute for reading the audited financial statements of the College.

**Management's Responsibility for the Summary Financial Statements**

Management is responsible for the preparation of a summary of the audited financial statements in accordance with Canadian generally accepted accounting principles.

**Auditor's Responsibility**

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements"

**Opinion**

In our opinion, the summary financial statements derived from the audited financial statements of the College for the year ended May 31, 2011 are a fair summary of those financial statements, in accordance with Canadian generally accepted accounting principles.

*Clarke Derming LLP*

CHARTERED ACCOUNTANTS  
 Licensed Public Accountants

Toronto, Ontario  
 September 23, 2011

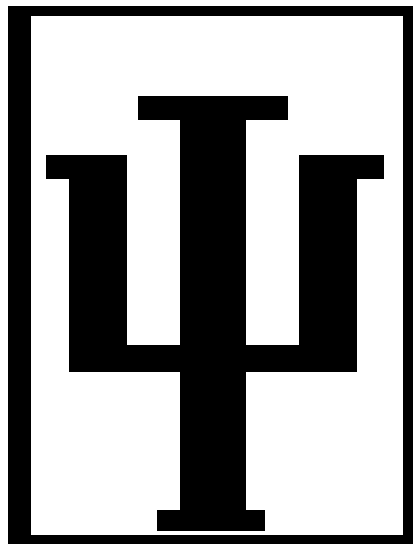
**SUMMARY STATEMENT OF FINANCIAL POSITION**  
**AS AT MAY 31, 2011**

	2011	2010
<b>ASSETS</b>		
Current assets		
Cash and equivalents	\$ 5,049,568	\$ 4,031,668
Prepaid expenses and sundry assets	62,826	39,714
	<u>5,112,394</u>	<u>4,071,382</u>
Investments at fair value	1,591,388	2,403,155
Property and equipment	211,075	178,009
	<u>6,914,857</u>	<u>6,652,546</u>
<b>LIABILITIES</b>		
Current liabilities		
Accounts payable and accrued liabilities	282,585	241,323
Registration fees received in advance	2,258,381	2,122,856
	<u>2,540,966</u>	<u>2,364,179</u>
<b>NET ASSETS</b>		
Invested in capital assets	211,075	178,009
Internally restricted reserve funds	2,979,850	3,172,850
Unrestricted	1,182,966	937,508
	<u>4,373,891</u>	<u>4,288,367</u>
	<u>\$ 6,914,857</u>	<u>\$ 6,652,546</u>

**SUMMARY STATEMENT OF OPERATIONS**  
**YEAR ENDED MAY 31, 2011**

Revenues		
Registration fees	\$ 2,665,115	\$ 2,597,464
Examination fees	116,390	144,420
Interest and miscellaneous income	68,384	77,755
	<u>2,849,889</u>	<u>2,819,639</u>
Expenses		
Administration	1,897,371	1,759,258
Professional services	157,622	117,846
Investigations, hearings and resolutions	270,145	288,473
Examination and seminar costs	158,204	184,100
Governance	89,037	105,681
Registration	59,798	72,085
Professional organizations	28,150	32,219
Communication, education and training	76,959	55,557
Quality assurance	26,954	19,618
Government relations	125	53
	<u>2,764,365</u>	<u>2,634,890</u>
Excess of revenues over expenses for the year	<u>\$ 85,524</u>	<u>\$ 184,749</u>

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



**The College Of Psychologists Of Ontario  
110 Eglinton Avenue West, Suite 500  
Toronto, Ontario M4R 1A3**

Tel: (416) 961-8817 · (800) 489-8388 · Fax: (416) 961-2635  
e-mail: [cpo@cpo.on.ca](mailto:cpo@cpo.on.ca) web page: [www.cpo.on.ca](http://www.cpo.on.ca)