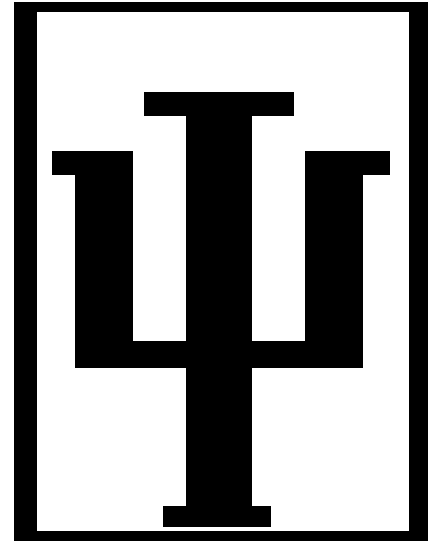


The College of Psychologists of Ontario
L'Ordre des psychologues de L'Ontario

ANNUAL
REPORT



2013/2014

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

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

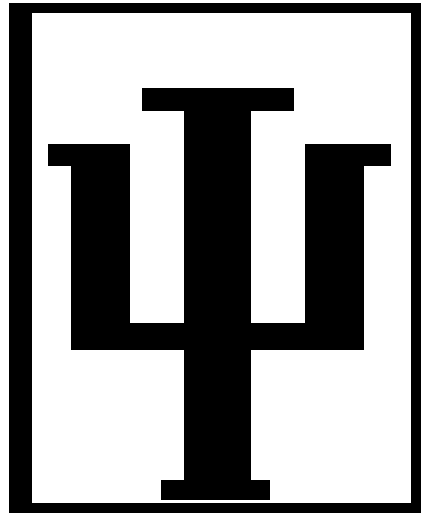


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Council and Staff

Council Members

District 1 – North	Matias Mariani, Ph.D., C.Psych/ Dorothy Cotton, Ph.D., C.Psych.
District 2 – Southwest	Lynette Eulette, Ph.D., C.Psych.
District 3 – Central	Dorothy Cotton, Ph.D., C.Psych.
District 4 – East	Lise Mercier, Ph.D., C.Psych.
District 5 – GTA East	Gilles Hébert, Ph.D., C.Psych.
District 6 – GTA West	Peter Farvolden, Ph.D., C.Psych.
District 7 – Psychological Associate	Robert Gauthier, M.Ed., C.Psych.Assoc.
District 8 – Academic	Patricia Minnes, Ph.D., C.Psych.
Non-Voting	Walter Mittelstaedt, Ph.D., C.Psych. Glenn Webster, M.Ed., C.Psych.Assoc.
Public Appointees	Kristin Bisbee Judy Cohen Jaffar Mohammad Hyat Vincent Lacroix Peter McKeegney Astra Josie Rose 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, MBA, Dip.C.S., C.Psych.Assoc.
Director, Registration	Lesia Mackanyn
Case Manager	Grant Daley
Administrative Assistant: Investigations and Hearings	Indira Darshanand
Administrative Assistant: Member Services	Alison Dimock
Information Systems Administrator	Gnana Fernando
Administrative Assistant: Registration	Sulmaz Ghoraishi
Practice Advisor/QA Coordinator	Julie Hahn
Case Manager	Mona McTague
Administrative Assistant: Registration	Fiona McCann
Manager, Administration	Stephanie Morton
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, 2013 to May 31, 2014.

Council Members

Robert Gauthier, M.Sc., M.Ed., C. Psych.Assoc.	(Psych. Associates)	President
Lise Mercier, Ph.D., C.Psych.	(East)	
Ruth Berman, Ph.D., C.Psych.	(GTA East)	
Peter Farvolden, Ph.D., C.Psych.	(GTA West)	
Diana Velikonja, Ph.D., C.Psych.	(Central)	
Dorothy Cotton, Ph.D., C.Psych.	(Central)	
Lynette Eulette, Ph.D., C.Psych.	(Southwest)	
Matias Mariani, Ph.D., C.Psych.	(North)	
Abby Goldstein, Ph.D., C.Psych.	(Academic)	
Patricia Minnes, Ph.D., C.Psych.	(Academic)	
Walter Mittelstaedt, Ph.D., C.Psych.	(Academic)	
Judy Cohen	(Public Member)	
Vincent Lacroix	(Public Member)	
Ivan McFarlane	(Public Member)	
Peter McKeegney	(Public Member)	
Kristin Bisbee	(Public Member)	
Ethel Teitelbaum	(Public Member)	
Jaffar Hayat	(Public Member)	
Glenn Webster, M.Ed., C.Psych.Assoc.	(Non-voting)	

Newly elected to the Council were Dr. Diana Velikonja, Dr. Lynette Eulette and Dr. Matias Mariani. Dr. Velikonja later resigned from Council due to prior professional commitments and Dr. Dorothy Cotton was elected to fill the resulting vacancy in the Central district. Two new academic members were appointed: Dr. Patricia Minnes and Dr. Walter Mittelstaedt. Mr. Jaffar Mohammed Hayat was appointed as a public member of Council in July 2013. Ms. Judy Cohen and M Vincent Lacroix were reappointed in March 2014. Ms. Astra Josie Rose was appointed in April 2014. Dr. Ivan McFarlane's term as a public member concluded in May 2014.

The Council met four times during the year: At the June 2013 meeting, Council elected Mr. Robert Gauthier as President and Dr. Lise Mercier as Vice-President.

Council Actions Legislation. The Council passed a motion to oppose the amendment to the *Regulated Health Professions Act (RHPA) Code (Spousal Exception)* proposed in Bill 70.

Regulations. Following Ministry policy review of the proposed amendments to the Registration Regulation (O.Reg. 533/98) and some drafting changes which could be viewed as substantive, the Council approved the regulation in June 2013 for further consultation with stakeholders. Following review of the consultation feedback, the Council approved the regulation, with further amendments, for submission to the Ministry in October 2013. The College responded to the Office of the Fairness Commissioner for more information respecting the College's supervised practice

requirement. After review and discussion with the Ministry, the amended Registration Regulation was signed and sealed in April 2014. Final approval of the amended regulation by the Government was pending at the end of the fiscal year.

Following discussions between the College and Ministry staff respecting policy and legislative drafting, the Council had approved a revised version of the amended Quality Assurance Regulation in March 2013, for submission to the Ministry. As some of the changes could be viewed as substantive however, in June 2013, Council approved this draft of the amended regulation for further circulation to stakeholders. In October 2013, Council approved the amended Quality Assurance Regulation for submission to the Ministry. The regulation was signed and sealed in April 2014. Final approval of the amended regulation by the Government was pending at the end of the fiscal year.

Bylaws.

Bylaw 19: Appointment of Non-Council Members to Committees of the College and Conditions for Disqualification. In December 2013, Council amended the bylaw by adding to the eligibility section a requirement that the member not be the subject of a current or pending disciplinary hearing or fitness to practice hearing, and adding to the disqualification section an additional ground for disqualification being that the individual ceases to be a member of the College.

Bylaw 22: Profession Liability Insurance. In June 2013, Council amended the insurance bylaw to clarify that a member must hold or be covered by professional liability insurance “in all settings in which the member practices”.

Bylaw 25: The Register and Related Matters. In June 2013, the Council discussed transparency initiatives being undertaken by another health regulatory College. While the Council noted that the College of Psychologists, through its bylaws, already required publication of some of the relevant information on the Register, there were opportunities to increase transparency through additional amendments to the bylaw. In March 2014, after circulation to the membership, Council approved amendments to the bylaw to place additional information on the Register including the Notice of Hearing in a disciplinary matter and the fact that a hearing had been adjourned indefinitely. As well, the Register will contain information respecting any reinstatement proceeding including: the fact of the application for reinstatement having been referred to the Discipline Committee; the date of the hearing or the scheduled date for continuation of the hearing; and, the result of any reinstatement proceeding. These additions were designated as information to be made available to the public.

Strategic Issues.

The Council revised the Vision and Mission Statements as articulated in the College’s Strategic Direction. At each meeting, the Council noted progress on initiatives relating to the College’s Strategic Direction.

Policy Issues.

Shaping the Future. In March 2013, Council had adopted a proposal to:

- a. Cease to accept master’s level applications as of a set date
- b. Register all Psychological Associates as Psychologists on a fixed date or within a fixed time period.
- c. Develop a mechanism for evaluating internationally trained applicants’ competencies for substantial similarity to a CPA accredited program and remediation as needed, regardless of whether they have obtained a master’s degree or a doctoral degree.

At the direction of the Council, the Registrar provided a draft implementation plan in June 2013. The proposal included timelines for closure of master’s level registration seven or eight years after proclamation of associated regulation amendments. This lengthy timeframe was necessary so as not to disadvantage students currently

registered in master's programs with the intention of becoming registered with the College. Council reviewed the draft proposal for evaluating the competencies of internationally trained applicants and directed that various stakeholders be consulted.

E-Health Ontario. In October 2013, after a presentation to Council by the Chief Privacy Officer & Vice-President and the Manager, Physician Health, e-Health Ontario, the Council authorized release of member registration numbers to e-Health Ontario for the purpose of establishing the Provider Registry.

Supervision Standards. Council directed that an ad-hoc committee be established to conduct a member consultation on supervision activities, including supervision by members of members of other regulated professions and of unregulated providers.

Child Custody and Access and Child Protection. In October 2013, the Council received two reports from the Task Force which was established, at the direction of the Executive Committee, to develop advice to members regarding their professional obligations in conducting child custody and access assessments. The Task Force provided a document entitled: *Information for Consideration by Members Providing Psychological Services in the Context of Child Custody Disputes and Child Protection Proceedings*. At Council's direction, this document was circulated to members for comment and a revised draft was approved for posting on the College's website to assist members, working in this area of practice, to provide ethical and competent services.

Task Force members expressed concern that the possible experience of a complaint investigation by the College might deter some members from offering services in this challenging area of practice, Task Force members provided recommendations to the College respecting the investigations process and ideas for member training for practice in this area.

Business. Council received quarterly reports and annual reports from the statutory committees and an annual report on the Jurisprudence and Ethics Examination.

Financial. Council appointed signing officers for the year, approved the audited financial statements for the fiscal year ending May 31, 2013 and appointed the auditors for the following year. In addition, Council accepted recommendations from the Finance and Audit Committee not to raise annual member registration fees and to reduce the fee for registration interviews as it has been possible to conduct these interviews in a cost-effective manner. The proposed amendment to *Bylaw 18: Fees* was approved after circulation to the membership for 60 days. Council approved the annual budget for 2014-2015.

Executive Committee

Introduction The Executive Committee held four regular meetings plus three shorter meetings during the year.

Members	Robert Gauthier, M.Sc.,M.Ed.,C.Psych.Assoc.	President
	Lise Mercier, Ph.D., C.Psych.	Vice-President
	Ruth Berman, Ph.D., C.Psych.	
	Peter Farvolden, Ph.D., C.Psych	
	Ivan McFarlane	Public Member
	Peter McKegney	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 21, 2013, 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. During the year, the committee made additional committee appointments to include two newly appointed public members and a professional member elected to fill a vacancy on the Council.

The committee reviewed implementation of the strategic direction, monitored various initiatives and brought policy issues to the attention of Council for consideration. Subjects discussed included legal advice on bylaw language, the provision of member numbers to eHealthOntario for the Provider Registry and the College's supervision requirement for registration. The Committee monitored progress on the proposed amendments to the registration regulation and the quality assurance regulation, and approved the sending of a letter to Federal/Provincial/Territorial Labour Mobility representatives regarding unintended consequences of the Agreement on Internal Trade.

The Committee recommended to Council that the standards on supervision be reviewed, and that the Standards of Professional Conduct be reviewed at regular intervals commencing. In addition, the Committee recommended that the policy on conflict of interest and the policy setting out the Discipline Committee Rules of Procedure each be amended. As well, the Committee recommended that Council discuss implementation of the decision made in March 2013 to close master's level registration, register psychological associates as psychologists and develop a mechanism for evaluating the training on internationally educated applicants.

Following review by the Finance and Audit Committee, the Executive Committee approved the draft 2014-2015 budget for presentation to Council.

During the year, subcommittees of the Executive met on four occasions to consider proposed joint submissions in Discipline cases.

On April 24-25, 2014 the Executive Committee met in Kingston and hosted a reception for local members. The President and another Executive Committee member represented the College at meetings of the Association of State and Provincial Psychology Boards and of the Association of Canadian Psychology Regulatory Organizations. Also during the year, the President and the Registrar met with representatives of the Ontario Psychological Association and of the Ontario Association of Psychological Associates.

Registration Committee

The major roles of the Registration Committee are:

Introduction

(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.

Members

Lise Mercier, Ph.D., C.Psych. Chair	Council Member
Judy Cohen	Public Member of Council
Audrey Cooley, M.A, C.Psych.Assoc.	College Member
Abby Goldstein, Ph.D., C.Psych.	Academic Member of Council
Marnee Maroes, Ph.D., C.Psych.	College Member
Peter McKegney	Public Member of Council
Michael Minden, Ph.D., C.Psych.	College Member
Walter Mittelstaedt, Ph.D., C.Psych.	Academic Member of Council
Carolee Orme, Ph.D., C.Psych.	College Member

College Staff Support

Lesia Mackanyn	Director, Registration
Myra Veluz	Senior Registration Assistant
Sulmaz Ghoraishi	Administrative Assistant: Registration
Fiona McCann	Administrative Assistant: Registration

Meetings

The Registration Committee held a total of 18 meetings in this fiscal year (July 2013 to May 2014). 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 5 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

The Committee continued to review and consult on the progress of the Registration Subcommittee's work on identifying the criteria for registration, based upon the wording of the proposed changes to the Registration Regulation. Work on revising the template for submission of supervised member's retraining plans was completed. Work on revising primary and alternate work appraisal forms began as did work on developing criteria for evaluation of applicant good character.

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 favorable 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 Registration Activities For 2013-2014

Applications Received by the College: June 1, 2013 to May 31, 2014

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	22	20	18	7	67
Psychologist	84	16	29	14	143
Total	106	36	47	21	210

Supervised Practice Applications: Comparisons by Year

Title	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Psych.Assoc.	38	41	78	72	60	67
Psychologist	114	75	87	125	101	143
Total	152	116	165	197	161	210

Applications for a certificate authorizing autonomous practice (AIT):

Canadian Jurisdiction									Total
Title	AB	BC	MB	NB	NF	NS	QC	SK	
Psychological Associate	0	0	0	0	0	0	0	0	0
Psychologist	6	3	0	1	0	0	24	2	36
Total	6	3	0	1	0	0	24	2	36

Applications for a certificate authorizing interim autonomous practice:**USA**Psychological Associate: **0**Psychologist: **4**Total: **4****Certificates of Registration Issued by the College: June 1, 2013 to May 31, 2014****Certificates Authorizing Supervised Practice Issued: June 1, 2013 to May 31, 2014**

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	14	5	6	10	35
Psychologist	88	9	24	7	128
Total	102	14	30	17	163

Certificates Authorizing Interim Autonomous Practice Issued: June 1, 2013 to May 31, 2014

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	2	0	2
Total	0	0	2	0	2

Certificates Authorizing Autonomous Practice Issued: June 1, 2013 to May 31, 2014

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	20	3	10	7	40
Psychologist	105	37	33	10	185
Total	125	40	43	17	225

College Examinations: Comparisons by Year

Examination for Professional Practice in Psychology

	2008 - 09	2009 - 10	2010 - 11	2011-12	2012-13	2013-14
Applications received by the College and submitted to the Professional Examination Service (PES)	135	117	113	132	203	176
Scores received from PES	125	114	116	126	179	143

Jurisprudence & Ethics Examination

Examination Session	Number of candidates 2008 - 2009	Number of candidates 2009 - 2010	Number of candidates 2010 - 2011	Number of candidates 2011 - 2012	Number of candidates 2012 – 2013	Number of candidates 2013 – 2014
Fall Examination	70	63	68	66	79	81
Spring Examination	87	69	83	113	90	103
Total for the year	157	132	151	179	169	184

Oral Examinations

Examination Session	Number of Candidates 2008	Number of Candidates 2009	Number of Candidates 2010	Number of candidates 2011	Number of candidates 2012	Number of candidates 2013
June Examinations	-	59	39	39	47	77
December Examinations	61	72	50	55	85	69
Total for the year	61	131	89	94	132	146

Registration Interviews: June 1, 2013 to May 31, 2014

(these include mobility, term/condition/limitation, or change of area)

Title	2008 - 2009	2009 - 2010	2010 - 2011	2011-2012	2012-2013	2013-2014
Psychological Associate	5	4	10	0	4	4
Psychologist	8	10	2	2	11	7
Total for the year	13	14	12	2	15	11

N.B. as of 2011-2012 CPO no longer conducting interviews for Canadian mobility applicants.**Applications Refused: June 1, 2013 to May 31, 2014**

(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	3	2	0	0	2	0	2	1	7	3
Psychologist	1	0	0	0	1	0	0	0	2	0
Total for the year	4	2	0	0	3	0	2	1	9	3

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. Due to a Council member resignation the Committee operated with one less Council member than permitted. Members of the Committee for the year 2013-2014 were:

Donna Ferguson Psy.D., C.Psych. (Chair)	College Member
Arcangelo Caputo, Ph.D., C.Psych.	College Member
Judy Cohen	Public Member
Robert Gauthier, M.Sc., M.Ed., C.Psych.Assoc.	Council Member

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

Activities *Self-Assessment Guide and Professional Development Plans*

The Committee reviewed the returns of the 2013 *Declarations of Completion* for the *Self Assessment Guide and Professional Development Plans (SAG)* due from the odd-registration numbered members. It noted those members whose *Declarations* were outstanding and authorized reminders be sent to them. Through a series of informal (e-mails) and formal (letters) reminders the required *Declaration* was received from all but two of the members required to participate in this component of the Quality Assurance Program this year. A second and final reminder was sent to these members and they were directed to submit their full and complete *SAG*, for Committee review. The Committee review of the *Self-Assessment Guide and Professional Development Plans* received from these two members found that the *SAG*’s were fully completed and done so in some detail. The Committee directed that letters be written to these members noting the results of the Committee review and requesting that, in future, they submit their *Declaration* in a more timely fashion.

The Jurisprudence and Ethics Examination Committee (JEEC) of the College raised a number of issues for consideration by the Committee related to legislation that is noted in the *SAG*. In addition, the JEEC suggested that the American Psychological Association *Ethics in Research with Human Participants* currently referenced, be replaced with the Canadian *Tri-Council Guidelines for Research II*. The Committee agreed with the suggestions and directed that these changes be made to the next revision of the *SAG*.

Peer Assisted Reviews

The Committee reviewed the findings of the *Peer Assisted Reviews (PAR)* completed in the 2013-2014 year. There was also review and discussion of the feedback surveys submitted by the reviewers and the members reviewed. Overall, the reviews were positive; consistent with previous *PAR*’s undertaken. There were no specific comments or concerns noted by the reviewers regarding the practices reviewed. As has been the case with past reviews, most members reviewed noted that the process, although stressful, was generally a positive and constructive experience. All of the reviews were found to be positive, with the *PAR* reviewers using terms like “exemplary” and “role model” to describe the members reviewed. There were no comments or suggestions for follow-up with the reviewers or reviewees.

Quality Assurance Regulation Amendments

The proposed Quality Assurance Regulation amendment was distributed to the membership for consultation at the beginning of the term of the current QA Committee. The Committee reviewed the report of this consultation with members and stakeholders regarding the amendments. Overall there were very few comments and none that the Committee believed required any action or change prior to final submission of the amendment to the Ministry of Health and Long-Term Care. The proposed Regulation was “sealed” just prior to the provincial election call. With the pending election, movement on the regulation stopped and the Committee was awaiting word as to when they might anticipate it moving forward.

Continuing Professional Development (CPD)

In anticipation of the approval of the Quality Assurance Regulation amendments, the Committee began the work of developing the “roll out” for the *CPD* requirements. The Committee discussed a tentative timeline for implementation of the *CPD* should the Regulation be approved in the fall of 2014. If approval is later, the timeline would be adjusted accordingly. In this regard, the Committee discussed the coordination of member’s completion of the *Self Assessment Guide and Professional Development Plan (SAG)* and *CPD*, recognizing the need to revise the current *SAG*. As part of the development of a “roll out” plan, the Committee began to consider FAQ’s to be drafted as well as key ideas to be included in the *CPD* description and instructions.

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 2013-2014 were as follows:

Clarissa Bush, Ph.D., C.Psych. (Chair)
Ruth Berman, Ph.D., C.Psych.
Allyson Harrison, Ph.D., C.Psych.
Leah Stein-Sagi M.A., C.Psych. Assoc.
Ethel Teitelbaum, Public Member

College Staff Barry Gang, MBA, Dip.C.S., C.Psych.Assoc. Director, Investigations and Hearings
Support Jean-Michel Trussart Administrative Assistant: Investigations and Hearings
Indira Darshanand 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 2013-2014 were as follows:

Abby Goldstein, Ph.D., C.Psych. (Chair)	Council Member
Matias Mariani, Ph.D., C.Psych.	Council Member
Rixi Abrahamsohn, Ph.D., C.Psych.	College Member
Agnieszka Gajdzis, M.A., C.Psych.Assoc.	College Member
Kristin Bisbee	Public Member
Vincent Lacroix	Public Member

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

Activities Funding for Therapy and Counselling:
The Client Relations Committee administers the Funding for Therapy and Counselling Program under the *Regulated Health Professions Act, 1994*. No new applications were received during this year for the Committee to review. During this year, there was one individual receiving funding for therapy under the program.

Delegation of the Controlled Act of Psychotherapy

The College Council had directed that: *The Client Relations Committee will take on the task of gathering data for the Council to make a decision on the issue of permitting delegation of the new Controlled Act of Psychotherapy.*

The Committee reviewed a variety of background documents to inform the discussion in order to address the “policy questions” posed. The main question to be considered was: *Should members of the College be permitted to delegate the new Controlled Act of Psychotherapy?*

The Committee decided to separate this policy question regarding delegation of the controlled act of psychotherapy into two questions. *Should delegation to other **regulated** providers be permitted; and Should delegation to other **unregulated** providers be permitted?*

In considering the first question, the Committee agreed it would be difficult to identify other regulated individuals to whom to delegate the controlled act who are not already identified by the legislation. That is, a member of one of the other five designated Colleges. The legislation identifies those regulated providers who are recognized as providing psychotherapy as part of their professional roles. The Committee was of the view that it would not be appropriate to delegate to individuals whose College members could be authorized to perform this controlled act. The Committee was of the opinion that these individuals should go through the process established by their own College in order to be authorized to perform psychotherapy and not look to delegation as a means to circumvent this process.

The Committee turned its attention to delegation of the controlled act of psychotherapy to unregulated providers. In this context, the Committee viewed the member's role with the unregulated provider as needing to have more oversight and control than delegation would suggest. The Committee viewed this level of oversight as more consistent with *supervision* and suggested this to be a more appropriate type of involvement. The Committee noted that if there are unregulated providers who have completed relevant training and are eligible for registration they should seek registration with the new College of Registered Psychotherapists of Ontario.

Considering all of the above, the Committee recommended to Council that members of the College not be permitted to delegate the controlled act of psychotherapy to either regulated or unregulated providers. In making this recommendation, the Committee noted that this position was consistent with that taken by the other Colleges whose members may be authorized to perform this controlled act.

Following the discussing on delegation, the Committee considered the question of whether College members should be permitted to *supervise* others in the performance of the controlled act.

The Committee noted that there was a continuum of intervention running from counselling, to psychotherapy that is in the public domain; i.e., not involving a serious disorder or a disorder which results in a serious impairment, to psychotherapy as the controlled act. The Committee discussed the concepts of psychotherapy and counselling and questioned whether the differences related to the nature of the techniques being used, the nature of training of the practitioner, the goals of the intervention and/or the reason for referral, i.e., the level of psychopathology observed.

The Committee observed that regardless of the process being supervised, it was necessary to have a proper assessment of the client's needs, as well as a proper evaluation of the supervisee's skills, training and competence. The Committee could not propose an argument for expecting that psychotherapy services provided under supervision should have to cease once some line of "serious disorder" resulting in a "serious impairment" was crossed. It noted however, that it would be important for the supervisor to understand if and when the psychotherapy being provided fell within the controlled act schema.

Considering the above, the Committee recommended that members of the College be permitted to supervise others in providing psychotherapy, the controlled act.

In further discussing supervision, the Committee agreed that members should be expected to provide professional, adequate supervision regardless of whether the psychotherapy fell within the definition of the controlled act. The Committee suggested the Council consider a number of expectations for members who are supervising services across the continuum from counselling, to psychotherapy that is in the public domain, to psychotherapy as a controlled act. It was suggested that these expectations be considered within the upcoming review of *Principle 4 – Supervision* of the College's *Standards of Professional Conduct*.

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.

Members

Professional - Council

Ruth Berman, Ph.D., C.Psych.
Lynette Eulette, Ph.D., C.Psych.
Peter Farvolden, Ph.D., C.Psych.

Professional

Janice Currie, Ph.D., C.Psych.
David Duncan, Ph.D., C.Psych.
Sara Hagstrom, Ph.D., C.Psych.
Allyson Harrison, Ph.D., C.Psych. - Chair
Tim Hill, M.A., C.Psych.
Peter Hoaken, Ph.D., C.Psych.
Glenn Webster, M.Ed., C.Psych.Assoc.

Public Members

Kristin Bisbee
Ethel Teitelbaum
Dr. Ivan McFarlane

**College Staff
Support**

Barry Gang, MBA, Dip.C.S., C.Psych.Assoc.	Director: Investigations and Hearings
Grant Daley	Case Manager: Investigations and Resolutions
Mona McTague	Case Manager: 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

ActivitiesInvestigations and Resolutions

During the 2013-2014 fiscal year the College received 161 informal reports of concern about members' practices which were resolved without the need for investigation. The College initiated the investigation of 103 formal complaints and 4 Registrar's Investigations.

These investigations relate to the following services:

Investigations initiated, listed by nature of service June 1, 2013-May 31, 2014

Administration	1
Capacity Assessment	4
Consultation	1
Corrections Assessment	1
Custody & Access / Child Welfare Assessment	5
Educational Assessment	10
Industrial / Occupational Assessment	4
Neuropsychological Assessment	1
Not Related to Psychological Services	2
Other Psychological Assessment	4
Psychotherapy / Counseling	18
Rehabilitation / Insurance Assessment	12
Supervision	44

Total: 107

**Dispositions
Reached During
the Year**

During the 2013-14 fiscal year, the ICRC disposed of 75 cases. Although each case reflected investigation of more than one issue, the following dispositions represented the most significant disposition made within each case:

Administrative Withdrawal	2
Other – Advice	14
Other - Take no Further Action	31
Other - Take no Further Action and Undertakings	1

Other - Oral Caution	4
Other - Oral Caution and Undertakings	1
Other - Written Caution	10
Other - Written Caution and Undertaking	1
Other - Written Caution and SCERP	1
Referral to the Discipline Committee	2
Take No Action, if Complaint Frivolous, Vexatious, Made in Bad Faith, Moot or otherwise an Abuse of Process	8

Total: 75

Review by the Health Professions Appeal and Review Board (HPARB) of 11 Decisions was requested by complainants and/ or members. HPARB issued 7 Decisions, including those for reviews requested in previous years, all confirming the College's Decisions. It also granted 2 requests to withdraw a request for review.

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.

Members	<p><u>Council:</u> Robert Gauthier, M.Sc., M.Ed., C.Psych. Assoc. (Chair) Ruth Berman, Ph.D., C.Psych. Lynette Eulette, Ph.D., C.Psych. Peter Farvolden, Ph.D., C.Psych. Abby Goldstein, Ph.D., C.Psych. Matias Mariani, Ph.D., C.Psych. Lise Mercier, Ph.D., C.Psych. Patricia Minnes, Ph.D., C.Psych. Walter Mittelstaedt, Ph.D., C.Psych.</p>	<p><u>Public Members:</u> Kristin Bisbee Judy Cohen Jaffar Mohammad Hyatt Vincent Lacroix Ivan McFarlane Peter McKeegney Ethel Teitelbaum</p>
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College:
 Mary Bradley, M.A.Sc., C.Psych. Assoc.
 Clarissa Bush, Ph.D., C.Psych.
 John Goodman, Ph.D., C.Psych.
 Jan Heney, Ph.D., C.Psych..
 Maggie Mamen, Ph.D., C.Psych.
 Mary Ann Mountain Ph.D., C.Psych.
 Pamela Wilansky-Traynor, Ph.D., C.Psych.
 Jane Ledingham, Ph.D., C.Psych.

Staff Support

Barry Gang, MBA, Dip.C.S., C.Psych. Assoc. Director: Investigations and Hearings
 Jean-Michel Trussart, Indira Darshanand Administrative Assistants: Investigations and Hearings

Decisions

The Committee issued decisions in the following cases. The Decisions and Reasons are available on the public portion of the College Register and can be accessed by following these links:

Richard Marlin, Ph, D., C. Psych.

https://members.cpo.on.ca/public_register/show/1012?section=discipline#ui-tabs-12

Antoinetta Mantini-Atkinson, Ph.D., C. Psych.

https://members.cpo.on.ca/public_register/show/2851?section=discipline#ui-tabs-12

Marie Charlotte Elisabeth (Elisabeth), Joly Ph. D., C. Psych.

https://members.cpo.on.ca/public_register/show/2676?section=discipline#ui-tabs-12

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

REPORT OF THE INDEPENDENT AUDITOR ON SUMMARY FINANCIAL STATEMENT

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 (the "College"), which comprise the summary statement of financial position as at May 31, 2014, 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, 2014. We expressed an unmodified audit opinion on those financial statements in our report dated September 19, 2014.

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. 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 accounting standards for not-for-profit organizations.

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, 2014 are a fair summary of those financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.

Clarke Derriving LLP

CHARTERED ACCOUNTANTS
Licensed Public Accountants

Toronto, Ontario
September 19, 2014

SUMMARY STATEMENT OF FINANCIAL POSITION

AS AT MAY 31, 2014

	2014	2013
ASSETS		
Current assets		
Cash and cash equivalents	\$ 2,724,660	\$ 2,480,639
Prepaid expenses and sundry receivables	25,354	27,568
Investments - short term	4,421,228	4,578,654
	<u>7,171,242</u>	<u>7,086,861</u>
Investments - long term	417,429	318,278
Property and equipment	230,399	237,312
	<u>7,819,070</u>	<u>7,642,451</u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	300,152	295,094
Registration fees received in advance	2,426,541	2,378,646
	<u>2,726,693</u>	<u>2,673,740</u>
NET ASSETS		
Invested in capital assets	230,399	237,312
Internally restricted reserve funds	2,653,935	2,827,414
Unrestricted	2,208,043	1,903,985
	<u>5,092,377</u>	<u>4,968,711</u>
	<u>7,819,070</u>	<u>7,642,451</u>

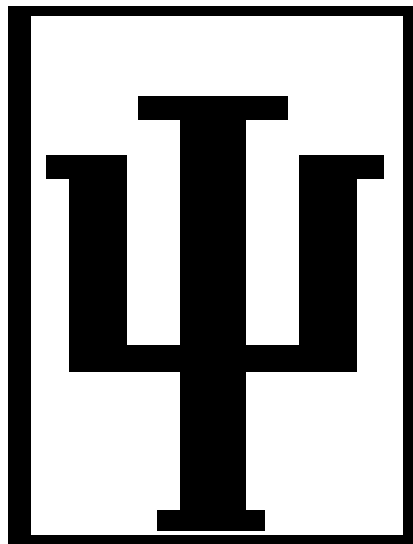
SUMMARY STATEMENT OF OPERATIONS

YEAR ENDED MAY 31, 2014

Revenues		
Registration fees	2,986,411	2,884,121
Examination fees	164,210	154,410
Interest and miscellaneous income	100,804	105,152
	<u>3,251,425</u>	<u>3,143,683</u>
Expenses		
Administration	2,021,365	1,975,410
Professional services	122,855	91,505
Investigations, hearings and resolutions	438,977	245,284
Examination and seminar costs	267,710	224,787
Governance	107,975	96,769
Registration	79,034	43,860
Professional organizations	28,849	25,104
Communication, education and training	44,604	44,554
Quality assurance	16,390	15,239
	<u>3,127,759</u>	<u>2,762,512</u>
Excess of revenues over expenses for the year	\$ 123,666	\$ 381,171

Complete audited financial statements available upon request from the office of the Registrar.

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 web page: www.cpo.on.ca