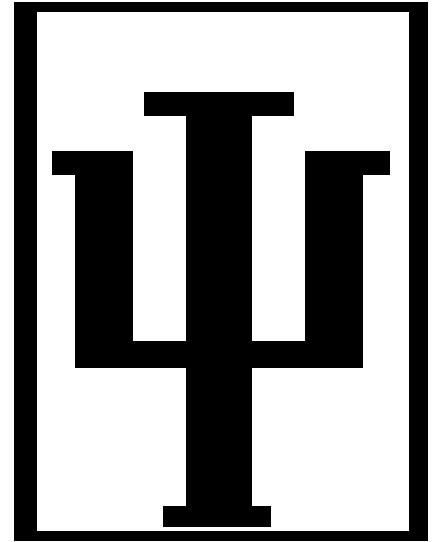


The College of Psychologists of Ontario
L'Ordre des psychologues de L'Ontario

ANNUAL
REPORT



2015/2016

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

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

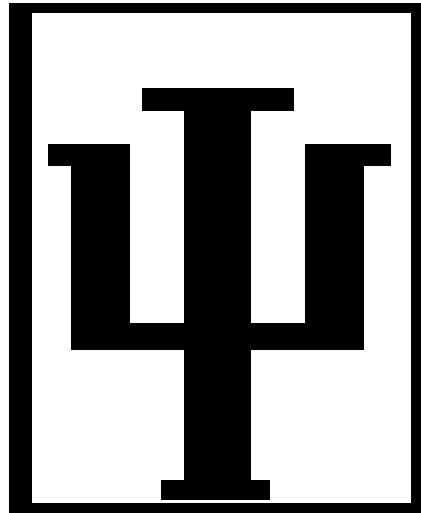


Table of Contents

| | |
|--|----|
| 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 | 19 |

Council and Staff

| | | |
|------------------------|---|---|
| Council Members | District 1 – North | Elizabeth Levin, 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 | Gilles Hébert, Ph.D., C.Psych. |
| | District 5 – GTA East | Ruth Berman, Ph.D., C.Psych. |
| | District 6 – GTA West | Denise Milovan, Ph.D., C.Psych. |
| | District 7 – Psychological Associate | Robert Gauthier, M.Sc., M.Ed., C.Psych.Assoc. |
| | District 8 – Academic | Patricia Minnes, Ph.D., C.Psych. |
| | Non-Voting | Michael Grand, Ph.D., C.Psych. |
| | | Glenn Webster, M.Ed., C.Psych.Assoc. |
| | Public Appointees | Kristin Bisbee |
| | | Judy Cohen |
| | | D’Arcy Delamere |
| | | Jaffar Mohammad Hayat |
| | | Peter McKegey |
| | | Donna McNicol |
| | | Astra Josie Rose |
| | | Ethel Teitelbaum |
| College Staff | Registrar & Executive Director | Rick Morris, Ph.D., C.Psych. |
| | Deputy Registrar/Director, Professional Affairs | Barry Gang, MBA, Dip.C.S. C.Psych. Assoc |
| | Director, Investigations and Hearings | Zimra Yetnikoff |
| | Director, Registration | Lesia Mackanyn |
| | Administrative Assistant: Investigations and Hearings | Indira Darshanand |
| | Administrative Assistant: Member Services | Caitlin O’Kelly |
| | Information Systems Administrator | Gnana Fernando |
| | Administrative Assistant: Registration | Sulmaz Ghoraishi/Kelly Russell |
| | Practice Advisor/QA Coordinator | Julie Hahn |
| | Investigator | Mona McTague |
| | Administrative Assistant: Registration | Michelle Flewelling/Shannon Elliott |
| | Manager, Administration | Stephanie Morton |
| | Assistant to the Registrar | Prema Shankaran |
| | Case Manager | Lee-Ann Siu |
| | Case Manager | Annie Song |
| | Administrative Assistant: Investigations and Hearings | Hélène Théberge |
| | Administrative Assistant: Registration | Myra Veluz |
| | Case Manager | Zimra Yetnikoff (on leave) |

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, 2015 to May 31, 2016.

| | | |
|----------------|---|---------------------|
| Members | Robert Gauthier, M.Sc., M.Ed., C.Psych.Assoc. | (Psych. Associates) |
| | Gilles Hébert, Ph.D., C.Psych. | (East) |
| | Ruth Berman, Ph.D., C.Psych. | (GTA East) |
| | Dorothy Cotton, Ph.D., C.Psych. | (Central) |
| | Lynette Eulette, Ph.D., C.Psych. | (Southwest) |
| | Denise Milovan, Ph.D., C.Psych. | (GTA West) |
| | Elizabeth Levin, Ph.D., C.Psych. | (North) |
| | Patricia Minnes, Ph.D., C.Psych. | (Academic) |
| | Michael Grand, Ph.D., C.Psych. | (Academic) |
| | Peter McKegney (President) | (Public Member) |
| | Judy Cohen | (Public Member) |
| | D'Arcy Delamere | (Public Member) |
| | Kristin Bisbee | (Public Member) |
| | Ethel Teitelbaum | (Public Member) |
| | Jaffar Hayat | (Public Member) |
| | Astra Josie Rose | (Public Member) |
| | Donna McNicol | (Public Member) |
| | Glenn Webster, M.Ed., C.Psych.Assoc. | (Non-voting) |

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

Dr. Elizabeth Levin was acclaimed to District 1 (North). Dr. Lynette Eulette was elected to District 2 (Southwest) and Dr. Dorothy Cotton was elected to District 3 (Central) Dr. Michael Grand was appointed as an Academic member on Council for a term of two years. Mr. D'Arcy Delamere and Ms. Donna McNicol were appointed in October 2015 each for a three year term.

The Council met eight times during the year, 5 meetings and 3 teleconferences. At the June 2015 meeting, Council appointed Mr. Peter McKegney as President and Dr. Lynette Eulette as Vice-President.

With the retirement of Dr. Catherine Yarrow, Dr. Rick Morris was appointed as Acting Registrar on October 1, 2015 and was later appointment the Registrar & Executive Director.

Council Actions Regulations

A small change was required to correct an error in the Registration Regulation that was approved in April 2015. A 60 day-consultation was circulated to membership and the proposed changes have been submitted to the Ministry of Health and Long-Term Care.

Bylaws

Council made an amendment to By: Law 9: Banking and Finance to allow for a second local signing officer if the President and Vice-President do not reside in the GTA.

Strategic

Issues

At each meeting Council monitored and noted progress on initiatives relating to the College's Strategic Direction.

Policy

Issues

Entry to Practice: Stakeholders were consulted in January – February 2016 on the proposed timelines for implementation of the March 2013 policy decision to discontinue master's level registration, grandparent Psychological Associates as Psychologists and to develop a mechanism to evaluate internationally trained applications.

Transparency: The Council endorsed the transparency principles developed by the Advisory Group for Regulatory Excellence (AGRE) in September 2015. Following this, a two-step consultation and implementation plan was developed for considering College transparency initiatives. A consultation was circulated to membership on the first stage of these transparency initiatives. Further discussion and implementation will continue into 2016-2017. As an immediate transparency initiative, in April 2016 Council approved amendments to *Policy 1-4: Observers and Guests at Council Meetings: Procedures and Materials*, which now provides for Council meeting materials to be posted on the College website.

Counselling Psychology: Council approved the amended definition of Counselling Psychology.

Succession Plan: Council approved the Succession Plan for the position of Registrar/Executive Director in August 2015 which was then employed following the leave and subsequent retirement of the Registrar.

Role of President: The Council amended *Policy 1 – 12: Role of President* to clarify that a member of Council may serve a maximum of 3 one-year terms as President regardless of how many years he/she may be on Council or re-elected to Council.

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, received quarterly financial statements, approved the audited financial statements for the fiscal year ending May 31, 2015 and appointed auditors for the following year. In addition, Council authorized a transfer of funds from the unrestricted net assets to the Website and Database Development fund. Council approved the annual budget for 2015-2016.

Executive Committee

Introduction The Executive Committee held four regular meetings plus two teleconferences during the year.

Members Peter McKegney, Public Member, President
Lynette Eulette, Ph.D., C.Psych., Vice-President
Robert Gauthier, M.Sc., M.Ed., C.Psych.Assoc.
Ruth Berman, Ph.D., C.Psych.
Gilles Hébert, Ph.D., C.Psych.
Judy Cohen Public Member

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

With the retirement of Dr. Catherine Yarrow, Dr. Rick Morris was appointed as Acting Registrar on October 1, 2015 and was later appointment the Registrar & Executive Director.

Activities Following their election at the Council meeting of June 19, 2015, the Executive Committee appointed members of Council and of the College to the six statutory committees as well as the Jurisprudence and Ethics Examination Committee (JEEC), the Finance and Audit Committee (FAC), and the Nominations and Leadership Development Committee. During the year additional appointments were made if committee positions became vacant.

The Committee reviewed implementation of the strategic direction, monitored the progress of various initiatives and brought policy issues to the attention of Council for consideration. Subjects discussed included the transparency initiatives, the Shaping the Future Implementation Plan, the Supervision Task Force, and the review of the *Standards of Professional Conduct*. In addition the Committee reviewed and discussed the report of the audit of the role and functioning of the Executive Committee. In this regard, the Committee invited Mr. Richard Steinecke, author of the Executive Committee Audit Report to the March Council training day to present on his findings and recommendations.

The Executive Committee recommended to Council that the revised definition of Counselling Psychology be adopted by the College. They brought forward to Council proposed revisions to *By-Law 20: Elections to Council*. In addition, the Committee recommended to Council the approval of policies for posting discipline decisions on CanLii and providing Council materials to the public prior to meetings.

Following review by the Finance and Audit Committee, the Executive Committee reviewed the draft 2016-2017 budget and recommended that it be approved by Council.

On May 18, 2016 the Executive Committee met in Ottawa and hosted a reception for local members. The Executive Committee was very pleased with the response to the opportunity to meet with local members. Building on the success of this, and previous out-of-town meetings, the Committee also decided to hold a second out-of-town meeting and reception each, to be held in the spring and fall. 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.

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 74/15, 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 (July 2015 to May 2016) | Lise Mercier, Ph.D., C.Psych. | Chair, Registration Committee, Council Member |
| | Lynette Eulette, Ph.D., C.Psych. | Council Member |
| | Michael Grand, Ph.D., C.Psych. | Council Member, Academic |
| | Marnee Maroes, Ph.D., C.Psych. | Professional Member |
| | Peter McKegney | Council Member, Public |
| | Karin Mertins, M.A., C.Psych.Assoc. | Professional Member |
| | Patricia Minnes, Ph.D., C.Psych. | Council Member, Academic |
| | Phyllis Nemers, Ed.D., C.Psych. | Professional Member |
| Astra Josie Rose | Council Member, Public | |
| College Staff Support | Lesia Mackanyn | Director, Registration |
| | Myra Veluz | Senior Registration Assistant |
| | Sulmaz Ghoraishi | Administrative Assistant: Registration |
| | Michelle Flewelling | Administrative Assistant: Registration |

Meetings The Registration Committee held a total of 17 meetings during this fiscal year (from July 2015 to May 2016). The Committee met in plenary session for the consideration of broader issues. 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 completed work on revising the College's definitions of knowledge and skills required in the practice of counselling psychology. The Committee also reviewed the oral examination process/procedures and made recommendations for changes respecting issuance of limitations following oral examinations. The Committee began its work on developing a formal examination accommodations policy.

**Panel
Deliberations** All cases referred by the Registrar to the Registration Committee require thorough preliminary staff review with multiple interactions between the applicants and staff. Many 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 2015-2016

Applications Received by the College: June 1, 2015 to May 31, 2016

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 | 21 | 9 | 10 | 13 | 53 |
| Psychologist | 74 | 18 | 20 | 8 | 120 |
| Total | 95 | 27 | 30 | 21 | 173 |

Supervised Practice Applications: Comparisons by Year

| Title | 2008-09 | 2009-10 | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--------------|---------|---------|---------|---------|---------|---------|---------|----------------|
| Psych.Assoc. | 38 | 41 | 78 | 72 | 60 | 67 | 65 | 53 |
| Psychologist | 114 | 75 | 87 | 125 | 101 | 143 | 131 | 120 |
| Total | 152 | 116 | 165 | 197 | 161 | 210 | 196 | 173 |

Applications for a certificate authorizing autonomous practice/interim autonomous practice (AIT) applicants who are already registered to practice psychology in another Canadian jurisdiction:

| Canadian Jurisdiction | | | | | | | | | | Total |
|-------------------------|----|----|----|----|----|----|----|----|-----|-----------|
| Title | AB | BC | MB | NB | NF | NS | QC | SK | NWT | |
| Psychological Associate | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Psychologist | 18 | 2 | 0 | 0 | 1 | 3 | 14 | 2 | 0 | 40 |
| Total | 18 | 2 | 0 | 0 | 1 | 3 | 14 | 2 | 0 | 40 |

The table above reflects only AIT applicants who were not already registered in Ontario. An additional 23 Ontario registered psychological associates submitted applications to be registered as psychologist based upon their registration in another Canadian jurisdiction; which brings the actual total to 63.

Applications for a certificate authorizing interim autonomous practice from applicants registered in the USA:

USA

Psychological Associate: **0**

Psychologist: **4**

Total: 4

Certificates of Registration Issued by the College: June 1, 2015 to May 31, 2016

Certificates Authorizing Supervised Practice Issued: June 1, 2015 to May 31, 2016

| 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 | 11 | 9 | 6 | 4 | 30 |
| Psychologist | 76 | 14 | 13 | 5 | 108 |
| Total | 87 | 23 | 19 | 9 | 138 |

Certificates Authorizing Interim Autonomous Practice Issued: June 1, 2015 to May 31, 2016

| 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 | - | - | - | - | - |
| Psychologist | 3 | 12 | 2 | 4 | 21 |
| Total | 3 | 12 | 2 | 4 | 21 |

Certificates Authorizing Autonomous Practice Issued: June 1, 2015 to May 31, 2016

| 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 | 10 | 6 | 5 | 7 | 28 |
| Psychologist | 93 | 28 | 25 | 11 | 157 |
| Total | 103 | 34 | 30 | 18 | 185 |

College Examinations: Comparisons by Year

Examination for Professional Practice in Psychology

| | 2009-10 | 2010-11 | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 |
|--|---------|---------|---------|---------|---------|---------|----------------|
| Applications approved by the College and submitted to the Professional Examination Service (PES) | 117 | 113 | 132 | 203 | 176 | 180 | 184 |
| Scores received from PES or ASPPB | 114 | 116 | 126 | 179 | 143 | 190 | 175 |

Jurisprudence & Ethics Examination

| Examination Session | 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 | Number of candidates 2014 – 2015 | Number of candidates 2015-2016 |
|---------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|---------------------------------------|
| Fall Examination | 63 | 68 | 66 | 79 | 81 | 75 | 96 |
| Spring Examination | 69 | 83 | 113 | 90 | 103 | 96 | 93 |
| Total for the year | 132 | 151 | 179 | 169 | 184 | 171 | 189 |

Oral Examinations

| Examination Session | Number of Candidates 2009 | Number of Candidates 2010 | Number of candidates 2011 | Number of candidates 2012 | Number of candidates 2013 | Number of candidates 2014 | Number of candidates 2015 |
|-----------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------------|
| June Examinations | 59 | 39 | 39 | 47 | 77 | 59 | 53 |
| December Examinations | 72 | 50 | 55 | 85 | 69 | 97 | 89 |
| Total for the year | 131 | 89 | 94 | 132 | 146 | 156 | 142 |

Registration Interviews: June 1, 2015 to May 31, 2016

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

| Title | 2009 - 2010 | 2010 - 2011 | 2011-2012 | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 |
|-------------------------|-------------|-------------|-----------|-----------|-----------|-----------|-----------|
| Psychological Associate | 4 | 10 | 0 | 4 | 4 | 4 | 1 |
| Psychologist | 10 | 2 | 2 | 11 | 7 | 13 | 12 |
| Total for the year | 14 | 12 | 2 | 15 | 11 | 17 | 13 |

N.B. as of 2011-2012 CPO no longer conducting registration interviews for Canadian mobility applicants.

Applications Refused: June 1, 2015 to May 31, 2016

| 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 | 4 | 4 | 4 | 2 | 14 |
| Psychologist | 4 | 1 | 2 | 0 | 7 |
| Total for the year | 8 | 5 | 6 | 2 | 21 |

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 2015-2016 were:

| | |
|---|----------------|
| Donna Ferguson Psy.D., C.Psych. (Chair) | College Member |
| Elizabeth Levin, Ph.D., C.Psych. | Council Member |
| Patricia Minnes, Ph. D. C. Psych. | Council Member |
| Leah Stein-Sagi, M.A., C.Psych.Assoc. | College Member |
| Judy Cohen | Public Member |

| | | |
|------------------------------|--------------------------------------|---|
| College Staff Support | Rick Morris, Ph.D., C.Psych. | Deputy Registrar/Director, Professional Affairs (Until March 1, 2015) |
| | Barry Gang, MBA, Dip.C.S., C. Psych. | Deputy Registrar/Director, Professional Affairs (After March 1, 2015) |
| | Julie Hahn | Practice Advisor/QA Coordinator |

Activities *Self-Assessment Guide and Professional Development Plans*

The Committee reviewed the returns of the 2015 *Declarations of Completion* for the *Self-Assessment Guide and Professional Development Plans (SAG)* due from the members with odd-registration numbers. Of the 1992 Declarations due, all but 13 were received by the College. These members were required to provide their completed self-assessment guides and professional development plans. All except three complied with this requirement.

Of those SAGs that were reviewed by the Committee, all were deemed to have been satisfactorily completed. All of those members were advised by the Committee to complete QA and other college requirements in a timely manner in the future. In five cases, members were reminded that the requirement to fulfil the requirements of the QA program apply to all members except those with a Certificate of Registration with Retired status. In two cases, it was recommended to members that they improve the quality of records concerning their professional development activities. Other recommendations to members included the need to be more familiar with relevant legislation and to notify the College when unable to complete the SAG due to extenuating circumstances.

The 3 individuals who did not complete the SAG were required by the Committee to undergo Peer Assisted Reviews.

Peer Assisted Reviews

Due to staffing transitions, as well as timing, none of Peer Assisted Reviews were completed before the end of the 2015-2016 year. At the time of this report, 5 of those reviews have been completed, 22 are in progress with assessor reports expected shortly and the remainder are currently being arranged. It is expected that most of these will be completed within the first two quarters of 2016-2017, and that all of those remaining, as well as those selected for 2016-2017 reviews will be completed before June 2017.

Continuing Professional Development (CPD)

The Committee continued its work of developing the “roll out” for the Mandatory Continuing Professional Development (“CPD”) program requirements. At the time of this report, College members were provided with access to a test version of the program and the College is collecting feedback on members’ experience using it. The Committee plans to review and revise the current SAG and Professional Development guide for use with the CPD program. It is expected that full implementation of the CPD program will occur in June 2017.

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 2015-2016 were as follows:

Denise Milovan, Ph.D., C.Psych. Chair
Michael Grand, Ph.D., C.Psych.
Jaffar M Hayat, Public Member
Sandra Jackson, Ph.D., C.Psych.
Glenn Webster, M.Ed., C.Psych.Assoc.

College Staff Support Barry Gang, MBA, Dip.C.S., C.Psych.Assoc. Director, Investigations and Hearings (until February 29, 2016)
Zimra Yetnikoff, Case Manager: Investigations and Resolutions (until February 29, 2016) and Director: Investigations and Hearings (from March 1, 2016)
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 2015-2016 were as follows:

| | |
|---|----------------|
| Kristin Bisbee | Public Member |
| Robert Gauthier, M.Sc., M.Ed., C. Psych. Assoc. | Council Member |
| Denise Milovan, Ph.D., C.Psych. | Council Member |
| Jaffar Hayat | Public Member |
| Francine Roussy Layton, Ph.D., C.Psych. (Chair) | College Member |
| Barbara Virley, Ph.D., C. Psych. | College Member |

| | | |
|------------------------------|--------------------------------------|---|
| College Staff Support | Rick Morris, Ph.D., C.Psych. | Deputy Registrar/Director, Professional Affairs (Until March 1, 2015) |
| | Barry Gang, MBA, Dip.C.S., C. Psych. | Deputy Registrar/Director, Professional Affairs (After March 1, 2015) |
| | 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*. During this year, there were three individuals receiving funding for therapy under the program. No new applications for funding were received.

Review of the Standards of Professional Conduct

The main work of the Committee throughout the 2015-2016 year was continuation of a review of the *Standards of Professional Conduct* ("Standards"), the last major revision having taken place in 2005.

The College had appointed a separate Supervision Task Force to review the broad area of supervision by members of the College. The Supervision Task Force made recommendations which the Committee reviewed. The principles of the Supervision Task Force recommendations were incorporated with the comprehensive proposed Standards.

Proposed revisions to the Standards were reviewed by the Executive Committee and will be reviewed by the Council before the proposed revised Standards are circulated for consultation to the membership and other stakeholders.

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 Members

Ruth Berman, Ph.D., C.Psych.
Dorothy Cotton, Ph.D., C.Psych.
Gilles Hébert, Ph.D., C.Psych.
Elizabeth Levin, Ph.D., C.Psych.

Professional - College Members

Piyali Bagchee, M.A., C.Psych.Assoc.
Gilles Boulais, Ph.D., C.Psych.
Sara Hagstrom, Ph.D., C.Psych. - Chair
Frederick Schmidt, Ph.D., C.Psych.
David Smith, Ph.D., C.Psych.
John Telner, Ph.D., C.Psych.

Public Members

Kristin Bisbee
Judy Cohen
Ethel Teitelbaum
Donna McNicol
D'Arcy Delamere

College Staff Support

Barry Gang, Dip.C.S., C.Psych.Assoc., Director, Investigations and Hearings (until February 29, 2016)
Zimra Yetnikoff, Case Manager: Investigations and Resolutions (until February 29, 2016) and Director: Investigations and Hearings (from March 1, 2016)
Annie Song, Case Manager: Investigations and Resolutions
Mona McTague, Case Manager: Investigations and Resolutions
Lee-Ann Siu, Case Manager: Investigations and Resolutions
Hélène Théberge, Administrative Assistant: Investigations and Hearings
Indira Darshanand, Administrative Assistant: Investigations and Hearings

Activities Investigations and Resolutions

During the 2015-16 fiscal year the College received 149 informal reports of concern about members' practices which were resolved without the need for investigation. The College initiated the investigation of 66 formal complaints and 1 Registrar's Investigation, as well as 3 Health Inquiries.

These investigations relate to the following services:

Investigations initiated, listed by nature of service June 1, 2015-May 31, 2016

| | |
|---|----|
| Capacity Assessment | 1 |
| Consultation | 1 |
| Corrections Assessment | 1 |
| Custody & Access / Child Welfare Assessment | 13 |
| Educational Assessment | 7 |
| Industrial / Occupational Assessment | 2 |
| Not applicable / Incapacity | 3 |
| Not Related to Psychological Services | 4 |
| Psychotherapy / Counseling | 18 |
| Rehabilitation / Insurance Assessment | 10 |
| Sexual Abuse Assessment | 1 |
| Supervision | 4 |
| Teaching / Training | 3 |
| Unknown | 2 |

Total: 70

Dispositions Reached During The Year During the 2015-2016 fiscal year, the ICRC disposed of 87 cases. Although each case reflected investigation of more than one issue, the following dispositions represented the most significant disposition made within each case:

| | |
|---|----|
| Take No Action, if Complaint Frivolous, Vexatious, Made in Bad Faith, Moot or otherwise an Abuse of Process | 17 |
| Take no Further Action | 30 |
| Advice | 15 |
| Written Caution | 14 |
| Written Caution and Undertaking | 2 |
| Written Caution and SCERP | 5 |
| Oral Caution | 2 |
| Oral Caution and Undertakings | 1 |
| Oral Caution and SCERP | 1 |

Total: 87

Review by the Health Professions Appeal and Review Board (HPARB) of 19 Decisions was requested by complainants and/or members. HPARB issued 19 Decisions, including those for reviews requested in previous years, 11 confirming the College's Decisions, 4 granting requests to withdraw an application for review, 1 HPARB F&V, 2 returned as Inadequate Investigations and 1 notifying the parties of a decision not to proceed with a 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 Council Members:

Robert Gauthier, M.Sc., M.Ed., C.Psych. Assoc. (Chair)
 Ruth Berman, Ph.D., C.Psych.
 Dorothy Cotton, Ph.D., C.Psych.
 Lynette Eulette, Ph.D., C.Psych.
 Michael Grand, Ph.D., C.Psych.
 Gilles Hebert, Ph.D., C. Psych.
 Elizabeth Levin, Ph.D., C. Psych.
 Denise Milovan, Ph.D., C.Psych.
 Patricia Minnes, Ph.D., C. Psych.

Public Members:

Kristin Bisbee
 Judy Cohen
 D'Arcy Delamere
 Jaffar Mohammad Hayat
 Peter McKegney
 Donna McNicol
 Josie Rose
 Ethel Teitelbaum

College Members:

Clarissa Bush, Ph.D., C.Psych.
 Ann Carson-Tempier, Dipl.Psych.,
 C.Psych.
 Jan Heney, Ph.D., C. Psych.
 Tim Hill, M.A., C. Psych.
 Peter Hoaken, Ph.D., C.Psych.
 Maggie Mamen, Ph.D., C.Psych.
 Mary Ann Mountain Ph.D., C.Psych.
 Donna Reist, Ph.D., C. Psych.
 Glenn Webster, M.Ed., C. Psych. Assoc.

Staff Support

Barry Gang, Director, Investigations and Hearings (until February 29, 2016)
 Zimra Yetnikoff, Director, Investigations and Hearings (from March 1, 2016)
 Indira Darshanand, Administrative Assistant, Investigations and Hearings

Decisions

The Committee issued three decisions, which are available on the public portion of the College Register and can be accessed by following these links:

David Baxter, Ph.D, C. Psych.:
https://members.cpo.on.ca/public_register/show/19880

Erick Roat, Ph.D., C.Psych.:
https://members.cpo.on.ca/public_register/show/21355

Adrian Sibian, Ph.D., C.Psych.
https://members.cpo.on.ca/public_register/show/2681

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, 2016, 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, 2016. We expressed an unmodified audit opinion on those financial statements in our report dated September 30, 2016.

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, 2016 are a fair summary of those financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.



CHARTERED ACCOUNTANTS
Licensed Public Accountants

Toronto, Ontario
September 30, 2016

SUMMARY STATEMENT OF FINANCIAL POSITION
AS AT MAY 31, 2016

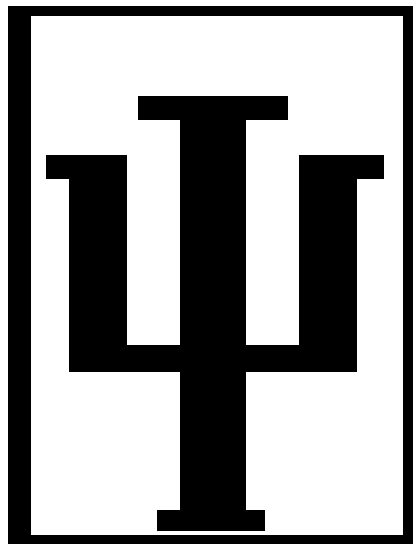
| | 2016 | 2015 |
|--|------------------|------------------|
| ASSETS | | |
| Current assets | | |
| Cash and cash equivalents | \$ 6,838,388 | \$ 6,765,555 |
| Prepaid expenses and sundry receivables | 73,584 | 25,340 |
| Investments - short term | 1,120,052 | 523,359 |
| | <u>8,032,024</u> | <u>7,314,254</u> |
| Investments - long term | 353,116 | 553,734 |
| Property and equipment | 203,089 | 200,559 |
| | <u>8,588,229</u> | <u>8,068,547</u> |
| LIABILITIES | | |
| Current liabilities | | |
| Accounts payable and accrued liabilities | 271,600 | 296,401 |
| Registration fees received in advance | 2,680,868 | 2,444,918 |
| | <u>2,952,468</u> | <u>2,741,319</u> |
| NET ASSETS | | |
| Invested in capital assets | 203,089 | 200,559 |
| Internally restricted reserve funds | 3,278,935 | 3,153,935 |
| Unrestricted | 2,153,737 | 1,972,734 |
| | <u>5,635,761</u> | <u>5,327,228</u> |
| | <u>8,588,229</u> | <u>8,068,547</u> |

SUMMARY STATEMENT OF OPERATIONS
YEAR ENDED MAY 31, 2016

| | | |
|---|------------------|------------------|
| Revenues | | |
| Registration fees | 3,121,522 | 3,066,764 |
| Examination fees | 162,880 | 169,370 |
| Interest and miscellaneous income | 96,347 | 100,731 |
| | <u>3,380,749</u> | <u>3,336,865</u> |
| Expenses | | |
| Administration | 2,139,096 | 2,157,493 |
| Professional services | 92,850 | 112,493 |
| Investigations, hearings and resolutions | 246,759 | 297,789 |
| Examination and seminar costs | 277,142 | 272,052 |
| Governance | 90,895 | 86,923 |
| Registration | 98,883 | 57,327 |
| Professional organizations | 32,420 | 32,295 |
| Communication, education and training | 88,670 | 78,333 |
| Quality assurance | 5,501 | 7,309 |
| | <u>3,072,216</u> | <u>3,102,014</u> |
| Excess of revenues over expenses for the year | \$ 308,533 | \$ 234,851 |

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