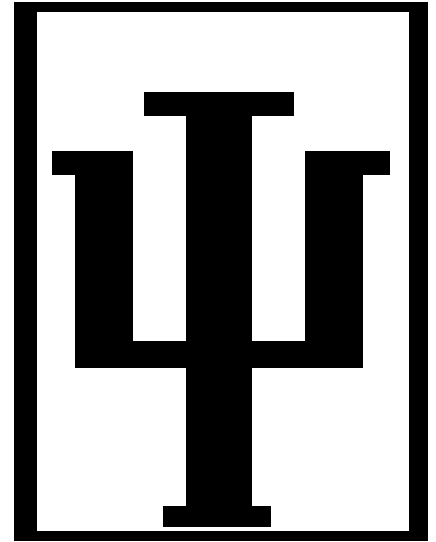


The College of Psychologists of Ontario  
L'Ordre des psychologues de L'Ontario

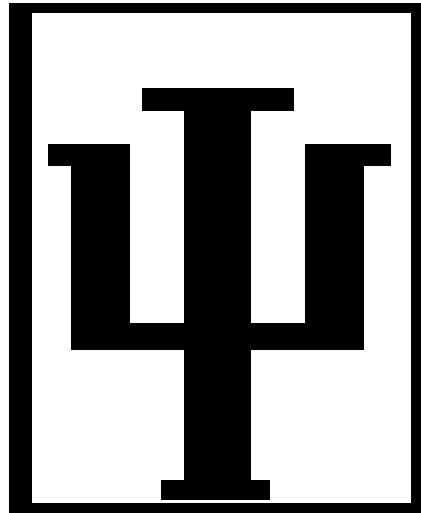
ANNUAL  
REPORT



2014/2015

# **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.
District 2 – Southwest	Elizabeth Levin, Ph.D., C.Psych.
District 3 – Central	Lynette Eulette, Ph.D., C.Psych.
District 4 – East	Dorothy Cotton, Ph.D., C.Psych.
District 5 – GTA East	Lise Mercier, Ph.D., C.Psych.
District 6 – GTA West	Gilles Hébert, Ph.D., C.Psych.
District 7 – Psychological Associate	Peter Farvolden, Ph.D., C.Psych.
District 8 – Academic	Robert Gauthier, M.Sc., M.Ed., C.Psych.Assoc.
Non-Voting	Patricia Minnes, Ph.D., C.Psych.
	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
Administrative Assistant: Investigations and Hearings	Indira Darshanand
Administrative Assistant: Member Services	Alison Dimock/Caitlin O’Kelly
Information Systems Administrator	Gnana Fernando
Administrative Assistant: Registration	Sulmaz Ghoraishi
Practice Advisor/QA Coordinator	Julie Hahn
Investigator	Mona McTague
Administrative Assistant: Registration	Hélène Théberge/Michelle Flewelling
Manager, Administration	Stephanie Morton
Assistant to the Registrar	Prema Shankaran
Case Manager	Lee-Ann Siu
Case Manager	Annie Song
Administrative Assistant: Investigations and Hearings	Jean-Michel Trussart/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, 2014 to May 31, 2015.

## Council Members

Robert Gauthier, M.Sc., M.Ed., C. Psych.Assoc.	(Psych.Associates) President
Gilles Hébert, Ph.D., C.Psych.	(East)
Ruth Berman, Ph.D., C.Psych.	(GTA East)
Peter Farvolden, Ph.D., C.Psych.	(GTA West)
Dorothy Cotton, Ph.D., C.Psych.	(Central)
Lynette Eulette, Ph.D., C.Psych.	(Southwest)
Matias Mariani, Ph.D., C.Psych.	(North)
Elizabeth Levin, Ph.D., C.Psych.	(North)
Patricia Minnes, Ph.D., C.Psych.	(Academic)
Walter Mittelstaedt, Ph.D., C.Psych.	(Academic)
Judy Cohen	(Public Member)
Vincent Lacroix	(Public Member)
Peter McKegey	(Public Member)
Kristin Bisbee	(Public Member)
Ethel Teitelbaum	(Public Member)
Jaffar Hayat	(Public Member)
Astra Josie Rose	(Public Member)
Glenn Webster, M.Ed., C.Psych.Assoc.	(Non-voting)

## Staff Support:

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

Dr. Gilles Hébert (East) was elected to the Council and Mr. Robert Gauthier (Psychological Associates) was re-elected. Early in the year, Dr. Matias Mariani resigned from the Council due to personal and professional commitments. Dr. Elizabeth Levin was elected to Council in a by-election held in January 2015. M. Vincent Lacroix completed his term on Council in March 2015. Mr. Peter McKegey was re-appointed in March 2015 and Ms. Ethel Teitelbaum was re-appointed in May 2015, each for a three-year term.

The Council met six times during the year, four meetings and two teleconferences. At the June 2014 meeting, Council elected Mr. Robert Gauthier as President and Mr. Peter McKegey as Vice-President.

**Council Actions** Legislation. After the introduction in the legislature of Bill 77, *Affirming Sexual Orientation and Gender Identity Act, 2015*, the College responded to the Minister's request for information regarding tools available to the College for addressing complaints relating to "conversion therapy".

Regulations. Amendments to the College's registration regulation and quality assurance regulation went into force on April 7, 2015.

Bylaws. Council amended Bylaw 16: Codes of Ethics and Practice for Members by replacing the *American Psychological Association's Ethics in Research with Human Participants (2000)* with the 2nd edition of the *Tri-Council Policy Statement: Ethical Conduct for Research Involving Humans* published by the Canadian Institutes of Health Research, Natural Sciences and Engineering Research Council of Canada, and Social Sciences and Humanities Research Council of Canada. Council also adopted the revised *Standards for Educational and Psychological Testing, 2014* published by the American Educational Research Association and directed that members be advised of this.

After circulation to the membership, Council amended Bylaw 18: Fees to reduce the annual fee for members holding a certificate of registration authorizing supervised practice.

#### Strategic Issues.

Council approved as Core Values: Fairness, Accountability, Integrity and Respect. Council monitored and noted progress on initiatives relating to the College's Strategic Direction. Council directed that a review of the *Standards of Professional Conduct* be undertaken during the 2014-2015 year. Completion is anticipated in 2015-2016. Council also directed that the College review the Standards on a regular basis, commencing five years after the conclusion of the last comprehensive review. Council also directed that a review of the standards for supervision be undertaken during the year. Completion is expected in 2015-2016.

#### Policy Issues.

**Entry to Practice.** Council proposed timelines for implementation of the March 2013 policy decision to discontinue master's level registration, grandparent Psychological Associates as Psychologists and develop a mechanism for evaluating internationally trained applicants. Specifically, applications from master's level applicants would be accepted up to three years after proclamation of associated regulation amendments so as not to disadvantage students registered, at the time of proclamation, in master's programs with the intention of becoming registered with the College. All requirements for the master's degree would have to have been completed no later than three years after proclamation of the regulation amendments. The deadline for meeting all of the requirements for a certificate of registration for autonomous practice as a psychological associate would have to be met no more than nine years after proclamation. Stakeholders will be consulted respecting the proposed timelines and the proposed approach to evaluating the competencies of internationally trained applicants.

Council adopted and agreed to work toward implementation of the *Position Statement - National Standard for Entry to the Practice* which had been adopted by the Association of Canadian Psychology Regulatory Organizations in November 2014.

**Transparency.** In November 2014, the Council approved the College's submission to ADM Suzanne McGurn providing detailed information about the College's transparency practices and initiatives. The submission set out a number of proposed transparency

measures for consultation and possible implementation by the College in the coming year.

Minister's Task Force: Prevention of Sexual Abuse of Patients. In January 2015, the College submitted a response to the Ministry of Health and Long-Term Care regarding the College's Client Relations Program. In March 2015, the College submitted comprehensive information on the College's processes for dealing with sexual abuse complaints and other related information requested by the task force appointed by the Minister. College staff also met with the task force.

Child Custody and Access and Child Protection. Council approved publication on the College's web site of a document, prepared by the Custody and Access Task Force, providing information for consideration by members providing services in the context of child custody disputes and child protection proceedings.

Conflict of Interest Policy. Council approved amendments so that the policy is more comprehensive and covers activities relating to examination development.

Language Fluency Requirement. Council approved a policy requiring registration applicants to demonstrate fluency in English or French and setting out the means by which the requirement may be met.

#### Business Issues

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

#### Financial Issues

Council appointed signing officers for the year, received quarterly financial statements, approved the audited financial statements for the fiscal year ending May 31, 2014 and appointed auditors for the following year. In addition, Council authorized a transfer of funds from the unrestricted net assets to the Fee Stabilization Reserve Fund and approved a reduction in the annual registration fee for members holding a certificate authorizing supervised practice. Council approved the annual budget for 2015-2016.

# Executive Committee

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

**Members** Robert Gauthier, M.Sc.,M.Ed.,C.Psych.Assoc. Council Member, President  
 Peter McKegney, Public Member Council Member, Public, Vice-President  
 Ruth Berman, Ph.D., C.Psych. Council Member  
 Dorothy Cotton, Ph.D., C.Psych. Council Member  
 Gilles Hébert, Ph.D., C.Psych. Council Member  
 Vincent Lacroix (until March 2015) Council Member, Public  
 Kristin Bisbee (March to May 2015) Council Member, Public

As M. Lacroix's appointment to the Council ended in March 2015, the Council appointed Ms. Kristin Bisbee to the Executive Committee to complete M. Lacroix's term.

**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 20, 2014, 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 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 transparency, regulatory provisions relating to delegation of controlled acts including the unproclaimed controlled act relating to psychotherapy and a proposed amendment to the Discipline Committee Rules of Procedure. The Committee invited Mr. John Amodeo, Director, Health System Labour Relations and Regulatory Policy Branch to speak about the transparency directive from Minister Hoskins.

The Executive Committee recommended to Council that the revised *Standards for Educational and Psychological Testing, 2014* be adopted by the College and that the relevant bylaw be amended if necessary. As part of the scheduled review of College policies, the Executive Committee agreed to recommend amendments to some policies and to recommend the development of a consolidated policy on witness support.

Following review by the Finance and Audit Committee, the Executive Committee reviewed the draft 2015-2016 budget and recommended that it be approved by Council. In addition, the Committee approved the appointment to Council of two candidates recommended by the graduate training directors. On behalf of the Council, the Committee nominated the incumbent to serve for a second term as Secretary-Treasurer on the Board of Directors of the Association of State and Provincial Psychology Boards.

On April 30, 2015 the Executive Committee met in Hamilton 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.

# 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 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.

<b>Members</b>	Lise Mercier, Ph.D., C.Psych.	Council Member, Chair
	Lynette Eulette, Ph.D., C.Psych.	Council Member
	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
	Walter Mittelstaedt, Ph.D., C.Psych.	Council Member, Academic
	Carolee Orme, Ph.D., C.Psych.	Professional Member
	Astra Josie Rose	Council Member, Public

<b>College Staff</b>	Lesia Mackanyn	Director, Registration
<b>Support</b>	Myra Veluz	Senior Registration Assistant
	Sulmaz Ghoraishi	Administrative Assistant: Registration
	Michelle Flewelling	Administrative Assistant: Registration
	Hélène Théberge	Administrative Assistant: Registration

**Meetings** The Registration Committee held a total of 17 meetings in this fiscal year (July 2014 to May 2015). 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 completed work on revising primary and alternate supervisor's work appraisal forms, and developing criteria for evaluation of applicant good character. The Committee continues its work on reviewing the College's definitions of knowledge and skills required in the practice of counselling psychology.

**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 2014-2015

### Applications Received by the College: June 1, 2014 to May 31, 2015

#### 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	19	17	11	18	<b>65</b>
Psychologist	77	19	25	10	<b>131</b>
Total	96	36	36	28	<b>196</b>

#### Supervised Practice Applications: Comparisons by Year

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

#### 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	<b>0</b>
Psychologist	8	0	0	0	3	3	47	1	2	<b>64</b>
Total	8	0	0	0	3	3	47	1	2	<b>*64</b>

The table above reflects only AIT applicants who were not already registered in Ontario. An additional 24 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 **88**.

**Applications for a certificate authorizing interim autonomous practice from applicants registered in the USA:****USA**Psychological Associate: **0**Psychologist: **1**Total: **1****Certificates of Registration Issued by the College: June 1, 2014 to May 31, 2015****Certificates Authorizing Supervised Practice Issued: June 1, 2014 to May 31, 2015**

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	8	9	2	<b>29</b>
Psychologist	77	17	26	9	<b>129</b>
Total	87	25	35	11	<b>158</b>

**Certificates Authorizing Interim Autonomous Practice Issued: June 1, 2014 to May 31, 2015**

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	<b>0</b>
Psychologist	0	5	4	3	<b>12</b>
Total	0	5	4	3	<b>12</b>

**Certificates Authorizing Autonomous Practice Issued: June 1, 2014 to May 31, 2015**

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	15	3	7	4	<b>29</b>
Psychologist	106	54	27	15	<b>202</b>
Total	121	57	34	19	<b>231</b>

### College Examinations: Comparisons by Year

#### Examination for Professional Practice in Psychology

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

#### 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
Fall Examination	63	68	66	79	81	75
Spring Examination	69	83	113	90	103	96
Total for the year	132	151	179	169	184	171

#### 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
June Examinations	59	39	39	47	77	<b>59</b>
December Examinations	72	50	55	85	69	<b>97</b>
Total for the year	131	89	94	132	146	<b>156</b>

**Registration Interviews: June 1, 2014 to May 31, 2015**

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

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

**N.B. as of 2011-2012 CPO no longer conducting registration interviews for Canadian mobility applicants.****Applications Refused: June 1, 2014 to May 31, 2015**

(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	1	0	3	2	2	1	2	0	<b>8</b>	<b>3</b>
Psychologist	0	0	0	0	0	0	1	1	<b>1</b>	<b>1</b>
Total for the year	1	0	3	2	2	1	3	1	<b>9</b>	<b>4</b>

# 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 2014-2015 were:

Judy Cohen	Public Member
Peter Farvolden, Ph.D., C.Psych.	College Member
Donna Ferguson Psy.D., C.Psych. (Chair)	College Member
Robert Gauthier, M.Sc., M.Ed., C.Psych.Assoc.	Council Member – 1 <sup>st</sup> part of year
Elizabeth Levin, Ph.D., C.Psych.	Council Member – latter part of year
Leah Stein-Sagi, 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** *Self-Assessment Guide and Professional Development Plans*

The Committee reviewed the returns of the 2014 *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 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. 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 Committee had previously questioned whether the current *SAG* was applicable to members who practice solely in the area of Industrial/Organizational Psychology. To address this concern, the Committee invited an I/O member to discuss the work done by him and his colleagues. The Committee found this to be very informative as, with his assistance, each section of the *SAG* was reviewed. It was noted that, regardless of the work being done, members are responsible to the College and must adhere to the relevant sections of the legislation, regulations, Standards of Professional Conduct and Code of Ethics. It was also noted that I/O members, like any other members, need to stay abreast and current with regard to the work they do. While some of their work may not seem directly “psychological”, but may look more like work undertaken by MBA graduates; nonetheless, it is necessary for members to ensure continued competence in their areas of practice. There were some minor modifications suggested however, overall the *SAG* was found to be appropriate.

The Committee reviewed the overall *SAG*, taking into account the suggestions regarding I/O and approved it for distribution to the odd-registration numbered members for completion in 2015.

***Peer Assisted Reviews***

The Committee reviewed the findings of the *Peer Assisted Reviews (PAR)* completed in the 2014-2015 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 Committee was pleased to be informed that the new Quality Assurance Regulation was proclaimed in April 2015. As a result, the amendment provides the Committee with the ability to expand the way in which *PAR* selection is made to include targeted stratified random selection as well as the selection of members who do not comply with the QA requirements. In addition, the new regulation now permits the Committee to implement the Continued Professional Development program which has been the subject of much discussion and development.

***Continuing Professional Development (CPD)***

The Committee continued its work of developing the "roll out" for the *CPD* requirements. The Committee discussed the coordination of a 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 2014-2015 were as follows:

Audrey Cooley, M.A., C. Psych. Assoc.,	College Member
Patricia Minnes, Ph. D., C. Psych.	Council Member, Chair
Walter Mittelstaedt, Ph. D., C. Psych.	Council Member
Astra Josie Rose, Public Member	Council Member, Public
Duncan Day, Ph. D., C. Psych.	College Member

**College Staff** Barry Gang, MBA, Dip.C.S., C.Psych.Assoc. Director, Investigations and Hearings  
**Support** 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 2014-2015 were as follows:

Lynette Eulette, Ph.D., C.Psych.	Council Member
Gilles Hebert, Ph.D., C.Psych.	Council Member
Agnieszka Gajdzis, M.A., C.Psych.Assoc. (Chair)	College Member
Francine Roussy Layton, Ph.D., C.Psych.	College Member
Kristin Bisbee	Council Member, Public
Jaffar Hayat	Council Member, Public

**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*. One new application was received during this year for the Committee to review and this individual was deemed eligible to receive funding for therapy. During this year, there were two individuals receiving funding for therapy under the program.

### Review of the Standards of Professional Conduct

The main work of the Committee throughout the 2014-2015 year was the review of the *Standards of Professional Conduct*; the last major revision having taken place in 2005. The Committee discussed the process of the 2005 review considering the methodology to be followed at this time. A survey of the College membership was the initial step undertaken. The survey asked members about their use of the *Standards*; the *Standards* to which they refer; their overall satisfaction with the clarity and direction provided by the *Standards*; the need to modify any of the existing *Standards*; and, the need for *Standards* in emerging areas.

The Committee was very pleased with the response to the Standards Review Survey with over 800 responses to the multiple choice questions and more detailed comments added by over 200 members. This was compiled into a 60 page report for Committee discussion.

The Committee reviewed the comments pertaining to each Standard individually considering any suggestions and, where indicated, discussed proposed changes. For the most part, the Committee found that the survey indicated that members were generally satisfied with the current Standards with the majority of suggestions relating to wording or further clarification. With regard to the need for new Standards in emerging areas, as anticipated, the survey identified the areas of Telepsychology, Electronic Record Keeping, and the Use of Social Media.


The Committee determined there was a need for additional examples to further explain the *Standards*. While the current *Standards* provide some "Supplementary Notes", the Committee determined it would be useful to have an appendix of "Practical Applications and Examples" and possibly an FAQ documents to address common concerns. The Committee stressed that in



developing the *Standards* it was important they be enforceable and clear, setting out the minimum expectation.

Over the course of the meetings held, the Committee undertook a Standard by Standard review of the existing document. In reviewing each Standard, the Committee took into consideration the suggestions provided by members in the survey as well as those provided by the Investigations and Hearings and Practice Advisory staff. A note was also made of any “Practical Applications and Examples” as well as any FAQ’s which should be considered for development related to a particular item. As the College had appointed a separate Supervision Task Force to review the broad area of supervision by members of the College, the Committee did not undertake to review the Principle related to Supervision but left this until the Task Force completes its work including recommendations.

The *Standards* review will continue in the 2015-2016 year, beginning with the development of principles related to the suggested new areas such as Telepsychology, Electronic Record Keeping, and the Use of Social Media. In addition, the Committee will review the recommendations of the Supervision Task Force incorporating the necessary components into a Supervision Standard.



# 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.  
Dorothy Cotton, Ph.D., C.Psych.  
Peter Farvolden, Ph.D., C.Psych.

### Professional

Piyali Bagchee, M.A., C.Psych.Assoc.  
Sara Hagstrom, Ph.D., C.Psych.  
Allyson Harrison, Ph.D., C.Psych. - Chair  
Peter Hoaken, Ph.D., C.Psych.  
David Kurzman, Ph.D., C.Psych.  
Frederick Schmidt, Ph.D., C.Psych.

### Public Members

Kristin Bisbee  
Judy Cohen  
Ethel Teitelbaum

**College Staff Support** Barry Gang, MBA, Dip.C.S., C.Psych.Assoc., Director: Investigations and Hearings  
Annie Song, 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  
Hélène Théberge Administrative Assistant: Investigations and Hearings  
Indira Darshanand, Administrative Assistant: Investigations and Hearings

**Activities** Investigations and Resolutions

During the 2014-15 fiscal year the College received 152 informal reports of concern about members' practices which were resolved without the need for investigation. The College initiated the investigation of 78 formal complaints and 5 Registrar's Investigations, as well as 5 Health Inquiries.

These investigations relate to the following services:

Investigations initiated, listed by nature of service June 1, 2014-May 31, 2015

Administration	1
Capacity Assessment	1
Consultation	2
Corrections Assessment	4
Custody & Access / Child Welfare Assessment	15
Educational Assessment	8
Industrial / Occupational Assessment	2
Neuropsychological Assessment	1
N/A Incapacity	5
Not Related to Psychological Services	8
Other Psychological Assessment	2
Psychotherapy / Counseling	18
Rehabilitation / Insurance Assessment	15
Supervision	6
Total:	88

**Dispositions Reached During The Year** During the 2014-15 fiscal year, the ICRC disposed of 102 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	13
Take no Further Action	24
Advice	29
Advice with Undertaking	1
Written Caution	18
Written Caution and Undertaking	4
Written Caution and SCERP*	2
Oral Caution	4
Oral Caution and Undertakings	2
Oral Caution and SCERP	1
Referral to the Discipline Committee	4
Total:	102

\*SCERP - Specified Continuing Education or Remedial Program

Review by the Health Professions Appeal and Review Board (HPARB) of 20 Decisions was requested by complainants and / or members. HPARB issued 12 Decisions, including those for reviews requested in previous years, 8 confirming the College's Decisions as well as 2 granting requests to withdraw an application for review and 2 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:

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.  
 Peter Farvolden, Ph.D., C.Psych.  
 Gilles Hébert, 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  
 Jaffar Mohammad Hyatt  
 Peter McKeegney  
 Josie Rose  
 Ethel Teitelbaum

### College:

Clarissa Bush, Ph.D., C.Psych.  
 Jan Heney, Ph.D., C.Psych.  
 Tim Hill, M.A., C.Psych..  
 Maggie Mamen, Ph.D., C.Psych.  
 Walter Mittelstaedt, Ph.D., C.Psych. Mary  
 Ann Mountain, Ph.D.,C.Psych.  
 Donna Reist, Ph.D., C.Psych.  
 Glenn Webser, Ph.D., C.Psych.Assoc.

## **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 one decision, which is available on the public portion of the College Register and can be accessed by the following link:

Douglas Andrew MacDonald, Ph, D., C. Psych.  
[https://members.cpo.on.ca/public\\_register/show/19218](https://members.cpo.on.ca/public_register/show/19218)

**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, 2015, 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, 2015. We expressed an unmodified audit opinion on those financial statements in our report dated September 18, 2015.

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, 2015 are a fair summary of those financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.

Toronto, Ontario  
September 18, 2015

CHARTERED ACCOUNTANTS  
Licensed Public Accountants

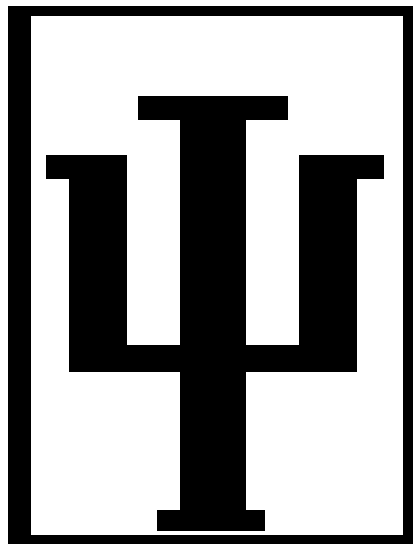
**SUMMARY STATEMENT OF FINANCIAL POSITION**  
**AS AT MAY 31, 2015**

	2015	2014
<b>ASSETS</b>		
Current assets		
Cash and cash equivalents	\$ 6,765,555	\$ 2,724,660
Prepaid expenses and sundry receivables	25,340	25,354
Investments - short term	523,359	4,421,228
	<b>7,314,254</b>	7,171,242
Investments - long term	553,734	417,429
Property and equipment	200,559	230,399
	<b>8,068,547</b>	7,819,070
<b>LIABILITIES</b>		
Current liabilities		
Accounts payable and accrued liabilities	296,401	300,152
Registration fees received in advance	2,444,918	2,426,541
	<b>2,741,319</b>	2,726,693
<b>NET ASSETS</b>		
Invested in capital assets	200,559	230,399
Internally restricted reserve funds	3,153,935	2,653,935
Unrestricted	1,972,734	2,208,043
	<b>5,327,228</b>	5,092,377
	<b>8,068,547</b>	7,819,070

**SUMMARY STATEMENT OF OPERATIONS**  
**YEAR ENDED MAY 31, 2015**

Revenues		
Registration fees	3,066,764	2,986,411
Examination fees	169,370	164,210
Interest and miscellaneous income	100,731	100,804
	<b>3,336,865</b>	3,251,425
Expenses		
Administration	2,157,493	2,021,365
Professional services	112,493	122,855
Investigations, hearings and resolutions	297,789	438,977
Examination and seminar costs	272,052	267,710
Governance	86,923	107,975
Registration	57,327	79,034
Professional organizations	32,295	28,849
Communication, education and training	78,333	44,604
Quality assurance	7,309	16,390
	<b>3,102,014</b>	3,127,759
Excess of revenues over expenses for the year	<b>\$ 234,851</b>	\$ 123,666

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



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