

# 2020-2021 Annual Report



COLLEGE OF  
**PSYCHOLOGISTS**  
OF ONTARIO

# Table of Contents

- Mission, Vision, Values ..... 3
- The College Council ..... 4
- College Committees ..... 5
  - Executive Committee ..... 8
  - Registration Committee ..... 9
  - Inquiries, Complaints and Reports Committee ..... 10
  - Discipline Committee ..... 13
  - Quality Assurance Committee..... 14
  - Client Relations Committee..... 15
  - Fitness to Practice Committee ..... 15
- Practice Advice Service..... 16
- Member Snapshot..... 17
- Financial Audit..... 18

# Mission, Vision, Values

## Mission

[Why we exist]:

To regulate the practice of psychology in serving and protecting the public interest.

## Vision

[What we aspire to be]:

The College strives for excellence in self-regulation in service of the public interest.

## Values

[What we uphold in all our activities]:

### Fairness:

The College approaches decisions in a just, reasonable and impartial manner.

### Accountability:

The College acts in an open, transparent and responsible manner and communicates about its processes.

### Integrity:

The College acts honestly, ethically, and responsibly.

### Respect:

The College treats members of the public, members of the College, prospective members and other stakeholders with respect.

## Strategies

[How we accomplish our Mission]:

In accomplishing our Mission, the College promotes excellence in the practice of psychology by:

1. Enforcing standards fairly and effectively through:
  - Developing, establishing and maintaining Standards of practice and professional ethics for all members,
  - Developing, establishing and maintaining Standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among members;
2. Communicating clearly and effectively with stakeholders, particularly applicants, members and the public;
3. Supporting and assisting members to meet high standards;
4. Responding to changing needs in new and emerging practice areas;
5. Collaborating in shaping the regulatory environment;
6. Acting in a responsibly transparent manner; and,
7. Advancing the Council's governance practices.

## The College Council

The Council is the Board of Directors of the College and is responsible for policy setting and oversight of the affairs of the College. In accordance with section 6 of the Psychology Act, 1991, the Council of the College is composed of up to eighteen individuals: at least seven members elected by their peers; two or three academic members appointed by the College Executive Committee and up to eight members of the public appointed by the Lieutenant Governor-in-Council. The Council meets in open session four times a year.

### PRESIDENT

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Michael Grand      District 8 (Academic)

### VICE-PRESIDENT

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Denise Milovan      Electoral District 6 (GTA West)

### ELECTED MEMBERS

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Paula Conforti	Electoral District 7 (Psychological Associates)
Janice Currie	Electoral District 5 (GTA East)
Joyce Isbitsky	Electoral District 1 (North)
Marilyn Keyes	Electoral District 4 (East)
Melanie Morrow	Non-Voting Psychological Associate
Philip Ricciardi E	Electoral District 2 (Southwest)
Wanda Towers	Electoral District 3 (Central)

### ACADEMIC MEMBERS

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Adrienne Perry	District 8 (Academic)
Marjory Phillips	District 8 (Academic)

### PUBLIC MEMBERS

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Graeme Goebelle	
Emad Hussain	(to November 29, 2020)
Nadia Mocan	(from September 24, 2020)
Cory Richman	(to September 13, 2020)
Paul Stopciati	
Nancy Tkachuk	

### COLLEGE STAFF SUPPORT

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Rick Morris, Registrar & Executive Director  
Caitlin O’Kelly, Assistant to the Registrar

## COLLEGE COMMITTEES

### EXECUTIVE COMMITTEE

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Michael Grand	President	Professional Member of Council
Janice Currie	Vice-President	Professional Member of Council
Paula Conforti		Professional Member of Council
Wanda Towers		Professional Member of Council
Graeme Goebelle		Public Member of Council
Paul Stopciati		Public Member of Council

### REGISTRATION COMMITTEE

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Marjory Phillips, Co-Chair	Council Member
Wanda Towers, Co-Chair	Council Member
Paula Conforti	Council Member
Adrienne Perry	Council Member
Philip Ricciardi	Council Member
Nadia Mocan	Public Member
Jessy Zita	Public Member
Mark Coates	College Member
Jane Ledingham	College Member
Sheila Tervit	College Member

### QUALITY ASSURANCE COMMITTEE

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Michael Minden, Chair	College Member
Joyce Isbitsky	Council Member
Marilyn Keyes	Council Member
Nancy Tkachuk	Public Member
Jessy Zita	Public Member
David Howard	College Member
Lynn Laverdiere-Ranger	College Member

## ICRC COMMITTEE

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Denise Milovan, Chair	Council Member
Gilles Boulais, Vice-Chair	College Member
Michael Grand	Council Member
Joyce Isbitsky	Council Member
Emad Hussain	Public Member (to November 29, 2020)
Cory Richman	Public Member (to September 13, 2020)
Paul Stopciati	Public Member
Nancy Tkachuk	Public Member
Scott Warnock	Public Member
Diane Addie	College Member
Jason Brown	College Member
David Gold	College Member
Allyson Harrison	College Member
Melanie Morrow	College Member
Rana Pishva	College Member
Naomi Sankar-DeLeeuw	College Member
Fred Schmidt	College Member
Laura Spiller	College Member
Natasha Whitfield	College Member

## CLIENT RELATIONS COMMITTEE

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Kofi Belfon, Chair	College Member
Janice Currie, Vice-Chair	Council Member
Adrienne Perry	Council Member
Nadia Mocan	Public Member
Jessy Zita	Public Member
Rosemary Barnes	College Member
Melanie Morrow	College Member

## FITNESS TO PRACTICE COMMITTEE

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Philip Ricciardi, Chair	Council Member
Paula Conforti	Council Member
Graeme Goebelle	Public Member
Duncan Day	College Member
Julie Goldenson	College Member

## DISCIPLINE COMMITTEE

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Janice Currie, Chair	Council Member
Rixi Abrahamsohn	College Member
Clarissa Bush	College Member
Judy Cohen	Public Member
Christine DiZazzo	Council Member
Lynette Eulette	College Member
Robert Gauthier	College Member
Graham Goebelle	Public Member
Michael Grand	Council Member
Jan Heney	College Member
Anthony Hopley	College Member
Emad Hussain	Public Member
Joyce Isbitsky	Council Member
Nina Josefowitz	College Member
Marilyn Keyes	Council Member
Maggie Mamen	College Member
William Middleton	Public Member
Denise Milovan	Council Member
Patricia Minnes	Council Member
Melanie Morrow	College Member
Mary Ann Mountain	College Member
Marjory Phillips	Council Member
Donna Reist	College Member
Philip Ricciardi	Council Member
Cory Richman	Public Member
Wanda Towers	Council Member

## Executive Committee

The Executive Committee of the College of Psychologists of Ontario is elected from, and by, the members of the College Council. Its role is to monitor and coordinate the work of the College Committees and ensure that Council has all the pertinent information it requires for effective decision-making. The Executive Committee held eight regular meetings during 2020-2021

### ACTIVITIES

The Executive Committee held eight regular meetings during 2020-2021 to:

- Appoint members of Council and professional members of the College to the six statutory Committees and the two non-statutory Committees; Jurisprudence and Ethics Examination, and Finance and Audit;
- Review implementation of the Strategic Direction 2017-2022;
- Monitor the progress of various College initiatives, and brought policy issues to the attention of Council for consideration;
- Meet with the College Auditors to review the draft Audited Financial Statements for 2019-2020 in preparation for presentation to Council;
- Consider the draft 2021-2022 budget recommending its approval to Council.
- Criteria for requests to remove information from the Public Register;
- Creation of a support program for individuals alleging sexual abuse by a member of the College;
- Formation of the Supervision Resource Manual Working Group;
- Canadian Free Trade Agreement (CFTA) and its impacts on the registration process with regards to evaluating for the controlled act of communicating a diagnosis;
- Changes to the Standards of Professional Conduct, 2017 in regard to the language of clinical records;
- Expansion of the funding for therapy and counselling program eligibility;
- Quality Assurance requirements for visiting Interim Autonomous Practice (IAP) Practitioners;

### Issues Considered:

- Quarterly review of the telepsychology provisions put in place by the College for out-of-province practitioners during COVID-19;
- Moving the Jurisprudence and Ethics Examination to online administration;
- Sunsetting of the Nominations and Leadership Development Committee;
- Permitted activities for members holding Retired Certificate of Registration;
- Review and approval of the College Performance Management Framework (CPMF)
- ABA regulation and its impacts on governance and Council Composition; and,
- Discussion of the performance review process for the Registrar & Executive Director.



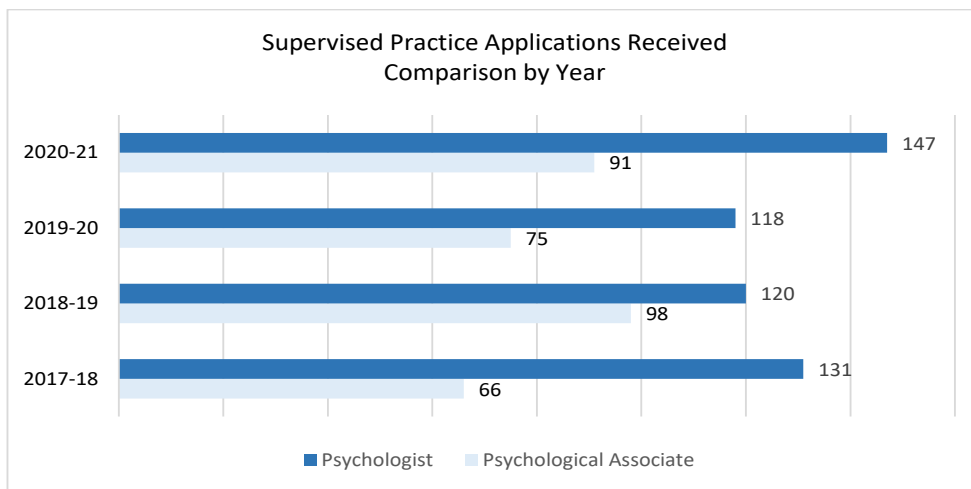
# Registration Committee

The primary role of the Registration Committee is to:

1. Review all applications for registration of Psychologists and Psychological Associates referred by the Registrar & Executive Director, at all steps in the registration or appeals process, and to make individual registration decisions;
2. Review applications for removal or modification of a term, condition or limitation;
3. Review applications for change of area of practice or change of status for autonomous practice members; and
4. Recommend registration policy and procedures.

## ACTIVITIES

The Registration Committee is comprised of two panels which meet to consider and review individual cases. Each panel met six times. In addition, the full Committee met in plenary sessions on seven occasions to consider a variety of broader policy issues.



## Certificates Issued in 2020-2021

### Authorizing Supervised Practice

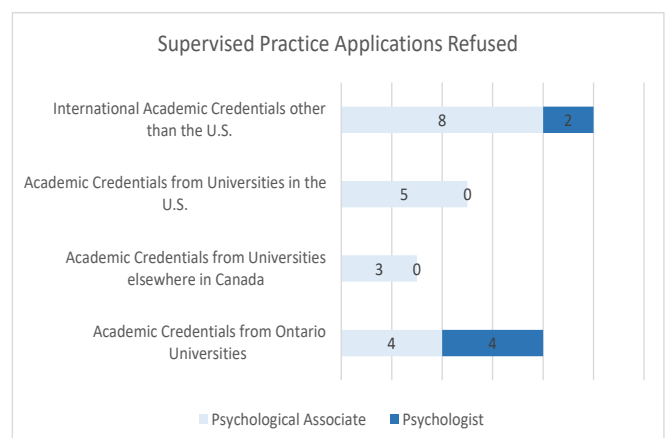
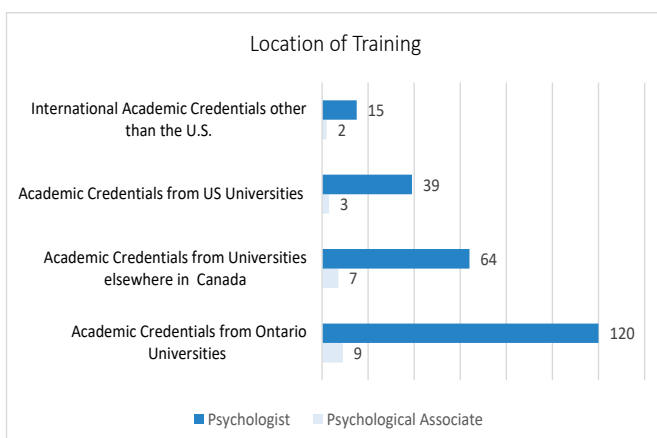
128 Psychologist

34 Psychological Associate

### Authorizing Autonomous Practice

238 Psychologist

21 Psychological Associate



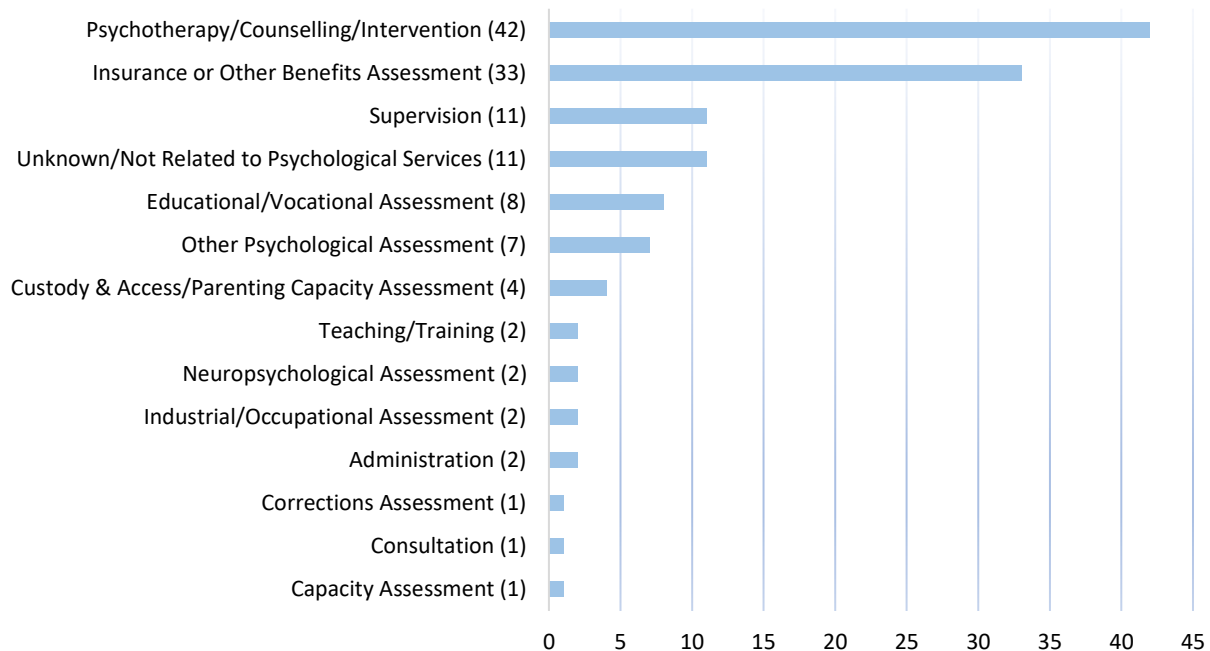
# Inquiries, Complaints & Reports Committee (ICRC)

The Inquiries, Complaints and Reports Committee (ICRC) is responsible for investigating matters regarding members’ conduct and competence. It is also responsible for inquiries into whether a member may be incapacitated. As required by law, every matter is considered by a panel of the ICRC. A panel is composed of one public and two professional members. Public members are appointed to the College by the Lieutenant Governor in Council.

## ACTIVITIES

### New Matters

Complaints	Registrar’s Investigations	Health Inquiries
121	6	0

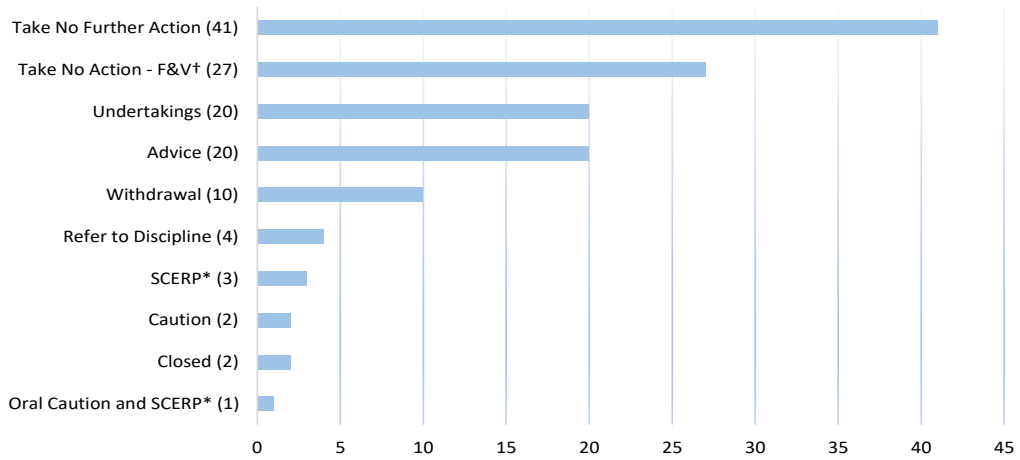


### Health Professions Appeal and Review Board (HPARB)

There were 15 requests by complainants and/or members to HPARB to review ICRC decisions in the 2020-21 fiscal year. HPARB issued 11 decisions, including those for reviews requested in previous years. Seven of these decisions confirmed the ICRC finding and one request for review was withdrawn. Three other requests for review were dismissed by HPARB as being frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process.

### Dispositions

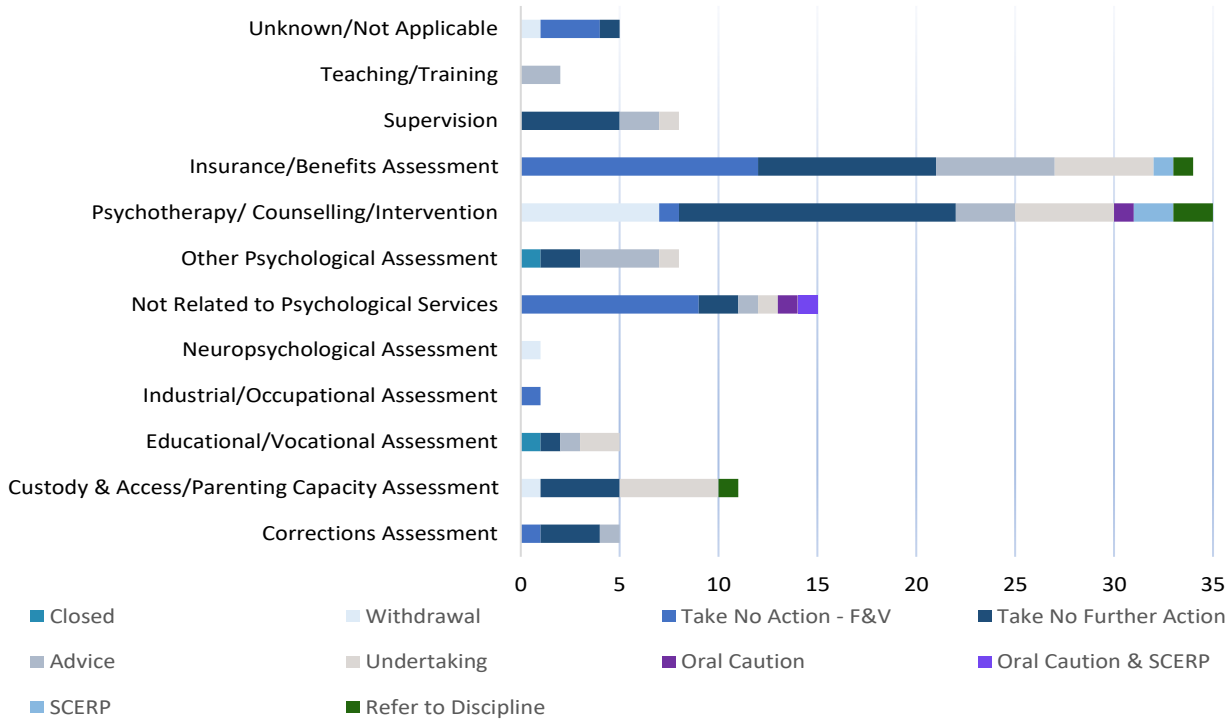
The ICRC disposed of 130 cases in the 2020-2021 fiscal year. The ICRC took some action in 50 of these cases, ranging from providing Advice to referring matters to the Discipline Committee. While multiple dispositions may be reached in any given case, the most serious disposition for each case is represented below.



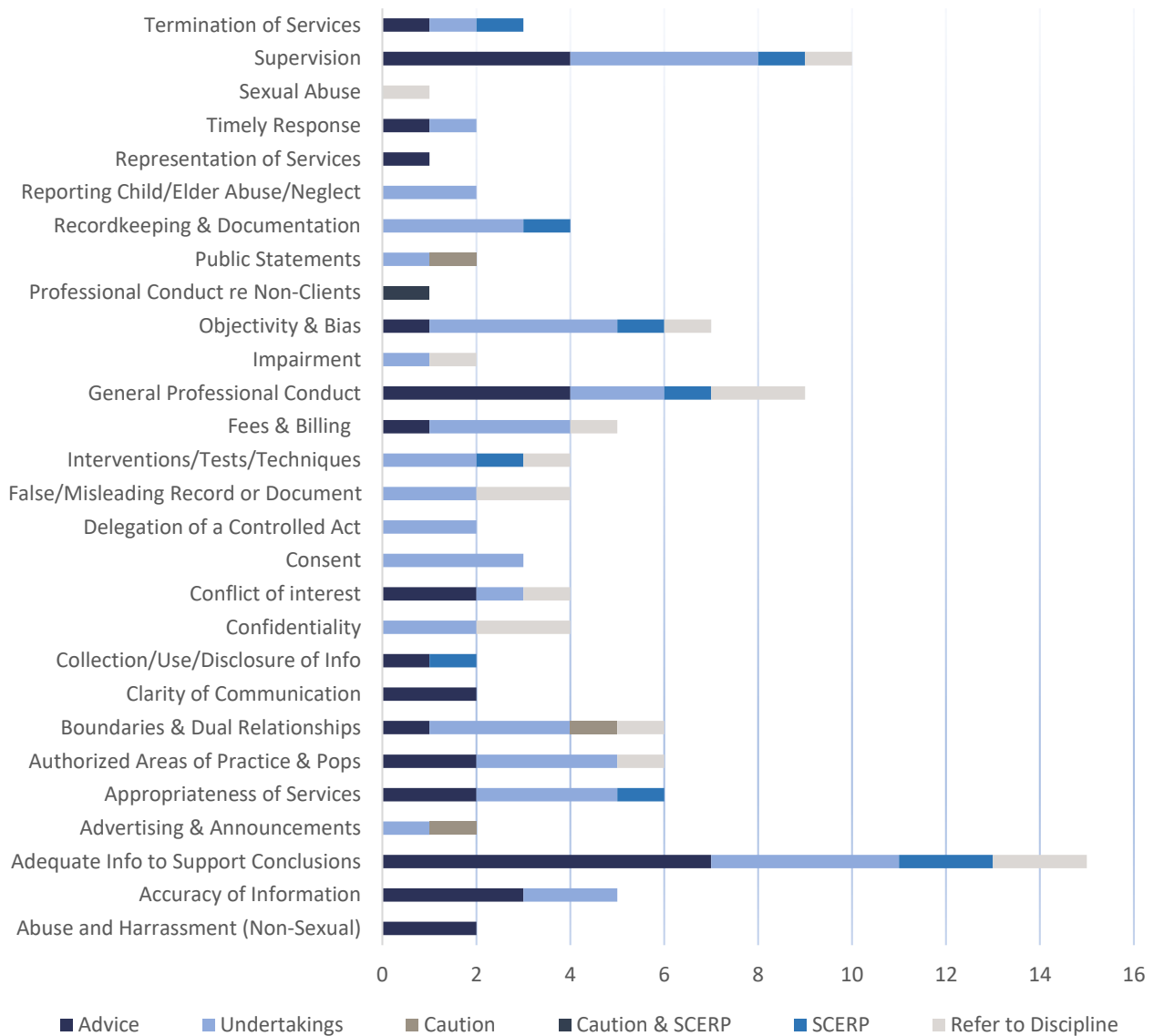
†F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code

\*SCERP: Specified Continuing Education or Remediation Program

The 130 cases disposed of related to the following nature of services:



The disposition of these 130 cases involved the consideration of 373 allegations. The ICRC took action with respect to 116 or 31% of these allegations.



### Inquiries

Investigations and resolutions staff fielded 79 general inquiries by telephone and email in the 2020-2021 fiscal year. These inquiries included questions about professional conduct and how to submit a complaint or report, issues regarding access to information, and information regarding people who may be inappropriately holding themselves out as authorized to practice psychology in Ontario.

Of the 79 inquiries received, 32 (40.5%) became investigations in the same fiscal year. An additional 20 current matters are related to inquiries made in previous fiscal years.

## Discipline Committee

The Discipline Committee conducts hearings into allegations of misconduct and 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.

### HEARINGS

Three Hearings took place during the 2020-2021 fiscal year:

1. [Dr. Oren Amitay](#): A Hearing was held in this matter on August 24, 2020.
2. [Dr. Peggi Liswood](#): A Hearing was held in this matter on August 24, 2020.
3. [Dr. Erick Roat](#): A Hearing was held on November 25, 2020.

### REFERRALS

Four matters were referred to the Discipline Committee in the 2020-2021 fiscal year:

1. [Dr. Martin Rovers](#):  
A referral was made to the Discipline Committee on June 29, 2020.
2. [Dr. Darren Schmidt](#):  
A referral was made to the Discipline Committee on July 14, 2020.
3. [Dr. Augustine Meier](#):  
A referral was made to the Discipline Committee on November 30, 2020.
4. [Dr. André Dessaulles](#):  
A referral was made to the Discipline Committee on January 21, 2021.

## Quality Assurance Committee

The Health Professions Procedural Code, which is Schedule 2 of the *Regulated Health Professions Act, 1991* 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.

### SELF-ASSESSMENT GUIDE (SAG)

Declarations of Completion due in 2020:

**2152**

Members who did not make a Declaration of Completion when due and required to submit a completed SAG to Quality Assurance Committee for review:

**35**

SAG reviews completed:

**30**

SAGs deemed to have been completed appropriately:

**22**

Members provided with remedial feedback:

**8**

SAG reviews carried over to 2021-2022:

**5**

### PEER ASSISTED REVIEW (PAR)

Scheduled to begin in 2020-2021:

**34**

PARs conducted via technology:

**6**

Members seen to have met all expectations:

**4**

Members provided with remedial feedback:

**2**

PARs to be undertaken at a later date:

**28**

### CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

Declarations of Completion for CPD due in 2020:

**2053**

Members audited because they failed to declare completion of all CPD requirements by the due date or as a result of random selection, including those carried over from previous years:

**51**

Members found to have met requirements:

**38**

Members receiving remedial feedback:

**11**

Members who made an undertaking to take specified action in next CPD cycle:

**1**

Members referred to Assessor, under s. 81 of Code, to obtain information about apparent difficulties in participating adequately in program:

**1**

## Client Relations Committee

The College has a statutory obligation to have a Patient Relations Committee whose mandate is to enhance relations between members and their clients. This Committee is referred to as the Client Relations Committee at the College of Psychologists of Ontario.

### Funding for Therapy and Counselling

The Client Relations Committee administers the Funding for Therapy and Counselling program under the Code. During 2020-2021, the College continued to provide funding for therapy and counselling to two individuals who had been approved in previous years, and granted funding to two additional individuals.

### Other Activities

The Committee discussed several important initiatives including Equity, Diversity and Inclusion. This important work is ongoing. The Committee also proposed amendments to the Standards of Professional Conduct, 2017 with regard to ensuring that clients can access their personal health information records in a language they understand.

## Fitness to Practice Committee

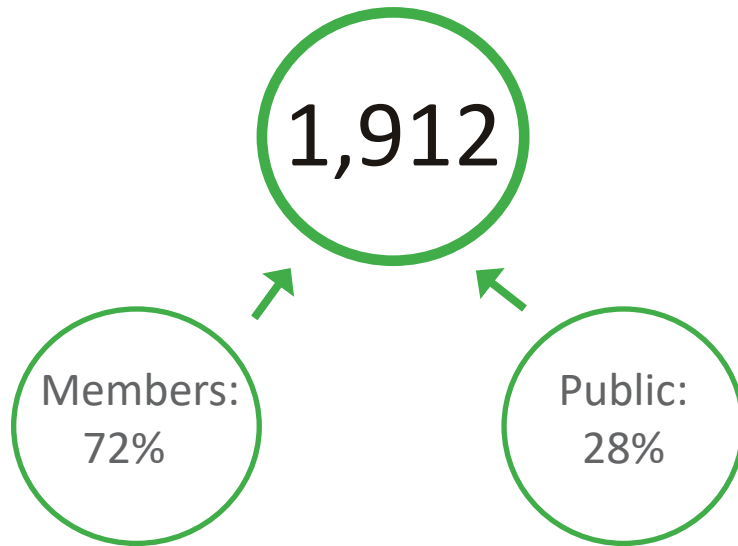
The role of the Fitness to Practice Committee is to conduct hearings in matters referred by the Inquiries, Complaints and Reports Committee concerning the alleged incapacity of a member. The Committee is also responsible for hearing applications for reinstatement by members whose certificate of registration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

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

# Practice Advice Service

The College's Practice Advisory Service provides information to members to assist them in making ethical decisions in challenging practice situations and to members of the public to assist them in understanding the standards of practice governing the practice of psychology in Ontario. It also responds to inquiries from members of the public to assist in understanding the standards of practice governing the practice of psychology in Ontario.

## Total number of emails and calls:



## Top 10 Topics Queried:

1	Services Across Jurisdictions
2	Confidentiality / Release of Records
3	Supervision
4	Record Keeping
5	Fees and Billing
6	Reporting Abuse and Other Problems
7	Pandemic Measures
8	Authorized Area of Practice and Populations
9	Consent to Services
10	Termination of Services



# Member Snapshot

as of May 31, 2021

**Number of Members**

**4620**

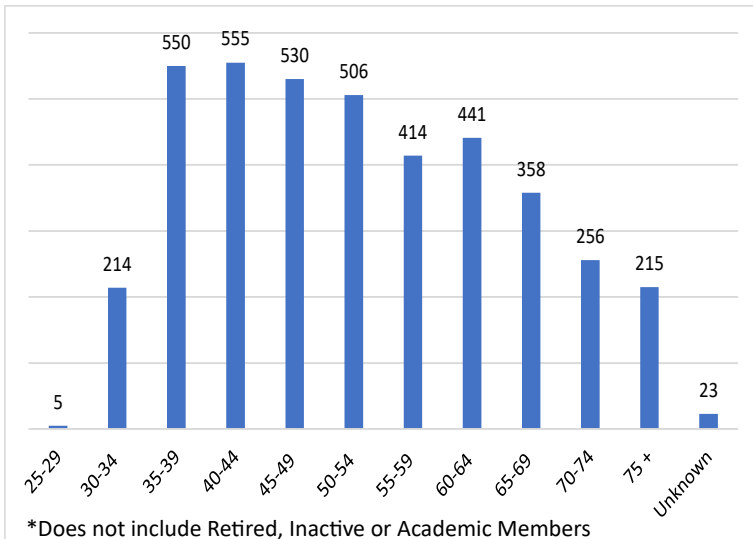
4209 Psychologist

411 Psychological Associate

## Top Areas of Practice

Clinical Psychology	3342
Counselling Psychology	1574
School Psychology	959
Rehabilitation Psychology	481
Health Psychology	446
Clinical Neuropsychology	417
Forensic Correctional Psychology	325
Industrial/ Organizational Psychology	81

## Age Distribution - Active Members\*



## Gender

Female	3,405
Male	1,212
Non-Binary	3

## Registration by Certificate

Psychologist Autonomous Practice	3476
Psychological Associate Autonomous Practice	308
Psychologist Supervised Practice	172
Psychological Associate Supervised Practice	54
Interim Autonomous Practice	57
Academic	11
Inactive	144
Retired	398

**Report of the Independent Auditor on the Summary Financial Statements**

To the Members of Council of the College of Psychologists of Ontario

**Opinion**

The summary financial statements, which comprise the summary statement of financial position as at May 31, 2021, and the summary statement of operations for the year then ended, and related note, are derived from the audited financial statements of the College of Psychologists of Ontario (the "College") for the year ended May 31, 2021.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria described in the note to the summary financial statements.

**Summary Financial Statements**

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 and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements of the College and the auditor's report thereon.

**The Audited Financial Statements and Our Report Thereon**

We expressed an unmodified audit opinion on the audited financial statements in our report dated September 10, 2021.

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

Management is responsible for the preparation of the summary financial statements in accordance with the criteria described in the note to the summary financial statements.

**Auditor's Responsibility**

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.



Toronto, Ontario  
September 10, 2021

Chartered Professional Accountants  
Licensed Public Accountants

**COLLEGE OF PSYCHOLOGISTS OF ONTARIO****SUMMARY STATEMENT OF FINANCIAL POSITION****AS AT MAY 31, 2021**

	2021	2020
<b>ASSETS</b>		
Current assets		
Cash and cash equivalents	\$ 4,856,274	\$ 1,423,773
Prepaid expenses and sundry receivables	44,518	40,838
Investments - short term	2,961,735	6,333,184
	7,862,527	7,797,795
Investments - long term	40,262	42,272
Property and equipment	1,106,229	146,586
	\$ 9,009,018	\$ 7,986,653
<b>LIABILITIES</b>		
Current liabilities		
Accounts payable and accrued liabilities	438,353	400,684
Registration fees received in advance	2,929,644	2,034,185
Current portion of lease inducements	25,462	-
	3,393,459	2,434,869
Lease inducements	244,008	-
	3,637,467	2,434,869
<b>NET ASSETS</b>		
Invested in property and equipment	836,759	146,586
Internally restricted	3,323,614	4,095,872
Unrestricted	1,211,178	1,309,326
	5,371,551	5,551,784
	\$ 9,009,018	\$ 7,986,653

**SUMMARY STATEMENT OF OPERATIONS****YEAR ENDED MAY 31, 2021**

Revenues		
Registration fees	\$ 3,426,161	\$ 3,333,510
Examination fees	129,650	126,146
Investment and miscellaneous income	47,421	185,617
	3,603,232	3,645,273
Expenses		
Administration	2,658,486	2,407,354
Professional services	190,620	180,545
Investigations, hearings and resolutions	435,296	305,718
Examination and seminar costs	231,157	310,628
Governance	46,739	95,463
Registration	82,050	97,098
Professional organizations	17,890	26,082
Communication, education and training	109,902	217,196
Quality assurance	11,325	32,789
	3,783,465	3,672,873
Deficiency of revenues over expenses for the year	\$ (180,233)	\$ (27,600)

**NOTE TO SUMMARY FINANCIAL STATEMENTS****YEAR ENDED MAY 31, 2021***Basis of presentation*

These summary financial statements have been prepared from the audited financial statements of College of Psychologists of Ontario (the "College") for the year ended May 31, 2021 on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information presented in respect of changes in net assets and cash flows has not been included and information disclosed in the notes to the financial statements has been reduced.

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



COLLEGE OF  
**PSYCHOLOGISTS**  
OF ONTARIO

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