

# 2021-2022 Annual Report



COLLEGE OF  
**PSYCHOLOGISTS**  
OF ONTARIO

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## 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.

**I**ntegrity: 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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Wanda Towers, Ph.D.                      District 3 (Central)

### **VICE-PRESIDENT**

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Marjory Phillips, Ph.D.                      District 8 (Academic)

### **ELECTED MEMBERS**

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Paula Conforti, Dip.C.S.,	District 7 (Psychological Associates)
Marlyn Keyes, Ph.D.	District 4 (East)
David Kurzman, Ph.D.	District 5 (GTA East)
Archie Kwan, Ph.D.	District 6 (GTA West)
Joyce Isbitsky, Ph.D.	District 1 (North)
Melanie Morrow, M.A.	non-voting (Psychological Associates)
Philip Ricciardi, Ph.D.	District 2 (Southwest)

### **ACADEMIC MEMBERS**

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Adrienne Perry                      District 8 (Academic)

### **PUBLIC MEMBERS**

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Graeme Goebelle (to December 12, 2021)  
Nadia Mocan  
Ilia Maor (from July 8, 2021)  
Nancy Tkachuk  
Paul Stopciati  
Scott Warnock

### **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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Wanda Towers, Chair	Council
Marjory Phillips, Vice-Chair	Council
Philip Ricciardi	Council
Paula Conforti	Council
Paul Stopciati	Public Member
Scott Warnock	Public Member

### REGISTRATION COMMITTEE

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Marjory Phillips – Co-Chair	Council
Adrienne Perry– Co-Chair	Council
Philip Ricciardi	Council
Paula Conforti	Council
Nadia Mocan	Public Member
Paul Stopciati	Public Member
Mark Coates	College
Sheila Tervit	College
Paulo Pires	College
Samantha Longman-Mills	College

### QUALITY ASSURANCE COMMITTEE

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Michael Minden – Chair	College
David Kurzman	Council
Joyce Isbitsky	Council
Nancy Tkachuk	Public Member
Nadia Mocan	Public Member
David Howard	College
Katherine Green	College
Sabrina Hassan	College

## ICRC COMMITTEE

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Melanie Morrow - Chair	College
Joyce Isbitsky	Council
Wanda Towers	Council
Marilyn Keyes	Council
Archie Kwan	Council
Scott Warnock	Public Member
Nancy Tkachuk	Public Member
Paul Stopciati	Public Member
Jason Brown	College
Rana Pishva	College
Fred Schmidt	College
Allyson Harrison	College
David Gold	College
Laura Spiller	College
Naomi Sankar-Deleeuw	College
Denise Milovan	College
Ian Nicholson	College
Tanaya Chatterjee	College
Jasmine Peterson	College

## CLIENT RELATIONS COMMITTEE

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Kofi-Belfon – Chair	College
Archie Kwan	Council
Adrienne Perry	Council
Graeme Goebelle	Public Member
Nadia Mocan	Public Member
Melanie Morrow	College
Rosemary Barnes	College
Lana Stermac	College

## FITNESS TO PRACTICE COMMITTEE

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Philip Ricciardi – Chair	Council
Paula Conforti	Council
Graeme Goebelle	Public Member
Julie Goldenson	College
Mark Watson	College

## DISCIPLINE COMMITTEE

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Marilyn Keyes – Chair	Council
Joyce Isbitsky	Council
Wanda Towers	Council
Marjory Phillips	Council
Adrienne Perry	Council
Paula Conforti	Council
Archie Kwan	Council
David Kurzman	Council
Graeme Goebelle	Public Member
Nancy Tkachuk	Public Member
Paul Stopciati	Public Member
Nadia Mocan	Public Member
Scott Warnock	Public Member
Maggie Mamen	College
Mary Ann Mountain	College
Robert Gauthier	College
Lynette Eulette	College
Melanie Morrow	College
Anthony Hopley	College
Sandra Jackson	College
Michael Grand	College
Janice Currie	College
Gilles Boulais	College
Sara Hagstrom	College
Tisha Ornstein	College

## 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 2021-2022.

### ACTIVITIES

The Executive Committee reviewed implementation of the Strategic Direction 2017-2022, monitored the progress of various College initiatives, and brought policy issues to the attention of Council for consideration. The Executive, in conjunction with the Finance and Audit Committee, met with the College Auditors to review the draft Audited Financial Statements for 2020-2021 in preparation for presentation to Council. As well, following a review by the Finance and Audit Committee, the Executive considered the draft 2022-2023 budget and recommended its approval to Council.

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

- Quarterly review of the telepsychology provisions put in place to facilitate practice by out-of-province practitioners for Ontario clients impacted by COVID-19;
- Consideration and approval of the College Performance Measurement Framework (CPMF);
- Discussion of the performance review process for the Registrar & Executive Director;
- Equity, Diversity and Inclusion training for Council and Committees;
- Equity, Diversity, and Inclusion Working Group Terms of Reference/Role;
- Hiring of a ABA Regulation - Project Lead to facilitate the development of ABA regulation;
- Hiring of a project researcher to develop a report to further Council's decision to close master's level registration;
- Approval process for changes to a member's listing of their highest academic degree;
- Expansion of eligibility for granting a Time-Limited Interim Autonomous Certificate of Registration;
- Council Evaluation of Meeting Effectiveness;
- Amendments to By-Law 20: Election to Council;
- A proposed Alternative Documentation Guideline to permit the acceptable of alternate registration documentation when the originals cannot be obtained by the applicant;
- Quality Assurance requirements for members with Certificates of Registration for Interim Autonomous Practice;
- Governance reform proposals and the impacts of Bill 106, Pandemic Emergency Preparedness Act, 2022;
- Appointment of Behaviour Analysts to the College Council as transitional, non-voting members;
- Creation of a new policy; Succession Plan for the Position of Registrar & Executive Director.



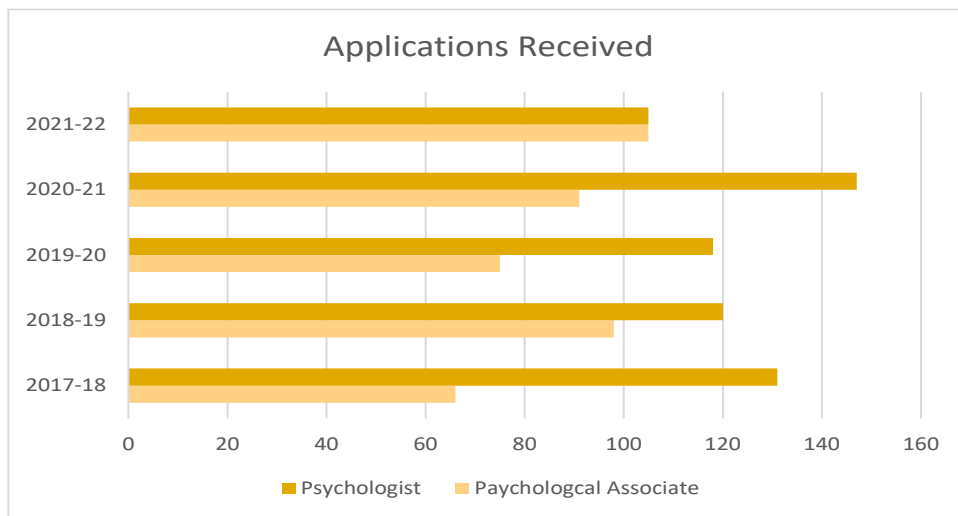
# Registration Committee

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 six occasions to consider a variety of broader policy issues.



## Certificates Issued in 2020-2021

### Authorizing Supervised Practice

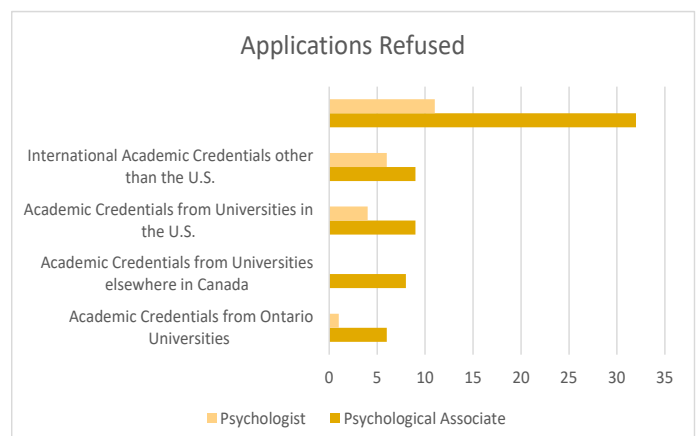
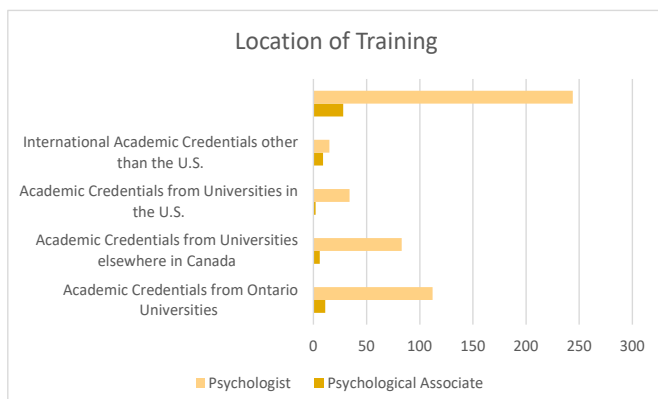
118 Psychologist

41 Psychological Associate

### Authorizing Autonomous Practice

244 Psychologist

28 Psychological Associate



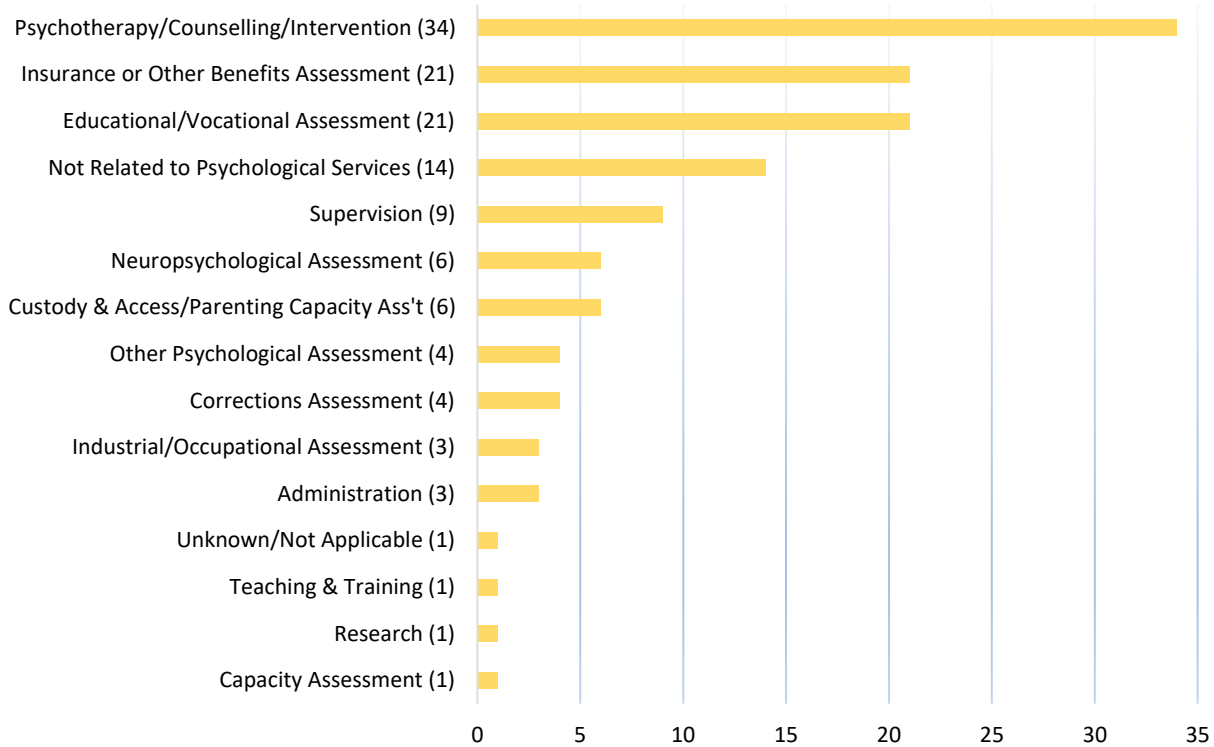
# Inquiries, Complaints & Reports Committee (ICRC)

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

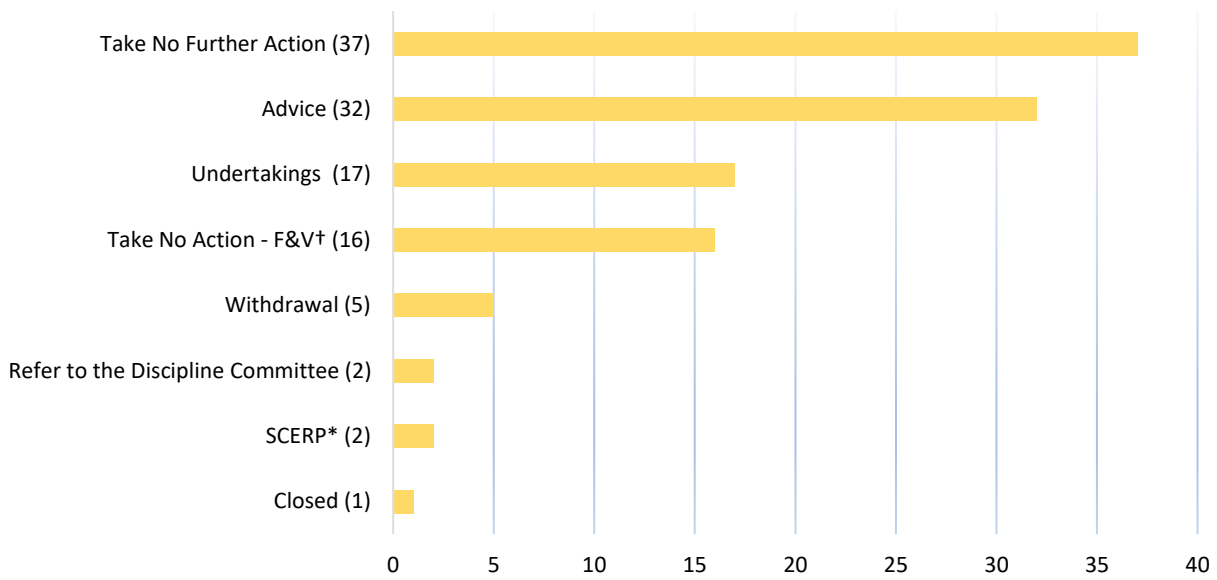


### Health Professions Appeal and Review Board (HPARB)

There were 15 requests by members of the public and/or College 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

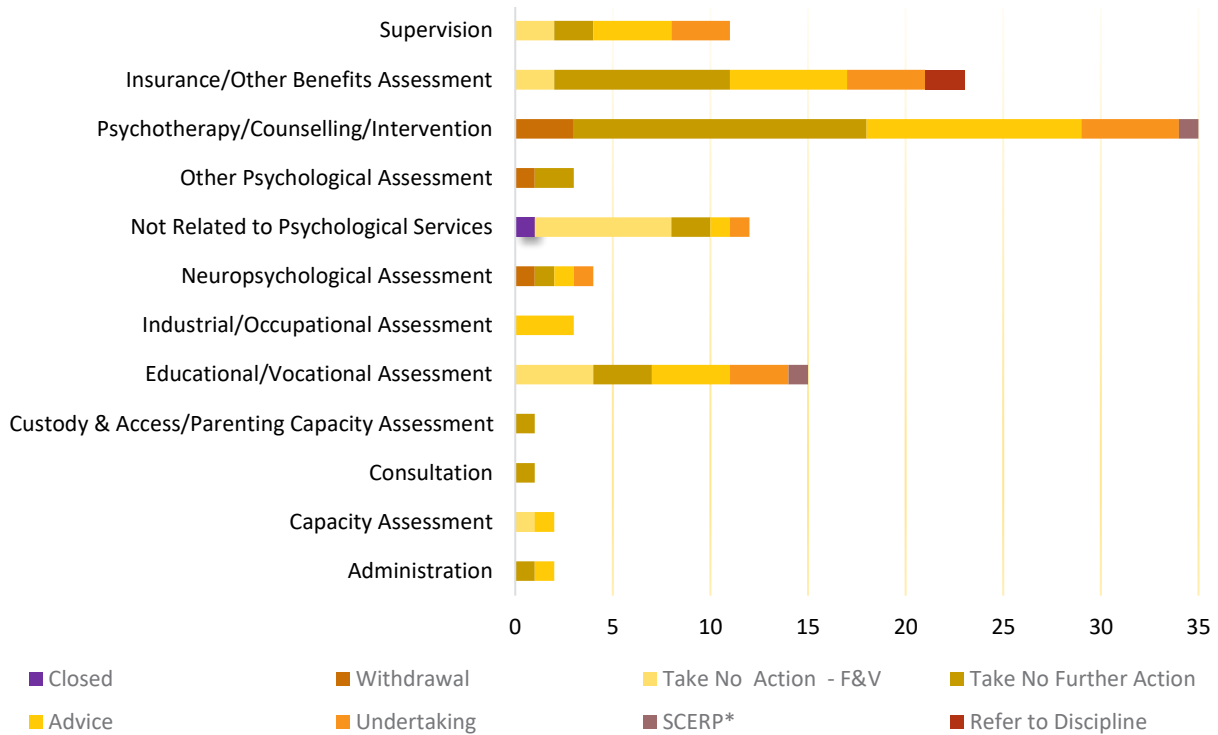
The ICRC disposed of 130 cases in the 2020-2021 fiscal year. The ICRC took some action in 50 of these cases, ranging from providing Advice to referring matters to the Discipline Committee. While multiple dispositions may be reached in any given case, the most serious disposition for each case is represented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



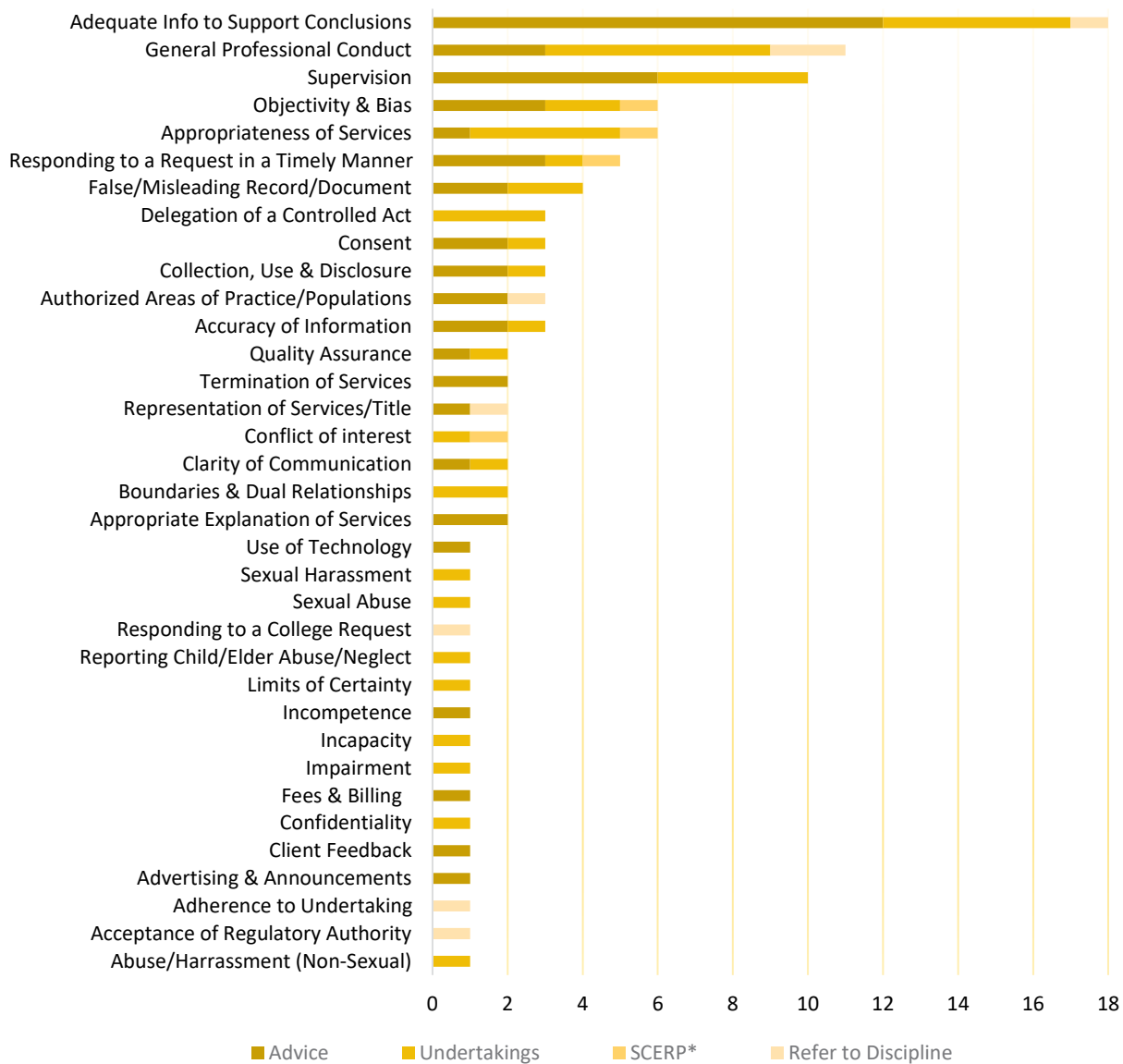
†F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code

\*SCERP: Specified Continuing Education or Remediation Program

The 112 cases disposed of related to the following nature of services:



The disposition of these 112 cases involved the consideration of 315 allegations. The ICRC took action with respect to 105 or 33% of these allegations.



### Inquiries

Investigations and resolutions staff fielded 110 general inquiries by telephone and email in the 2021-2022 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 110 inquiries received, 53 (23%) became investigations in the same fiscal year. An additional 16 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 2021-2022 fiscal year:

1. [Dr. Martin Rovers](#)  
A Hearing was held in this matter on June 29, 2021 and August 27, 2021.
2. [Dr. Darren Schmidt](#)  
A Hearing was held in this matter on August 25, 2021.
3. [Dr. Augustine Meier:](#)  
A hearing was held on November 25, 2021.

### REFERRALS

Two matters were referred to the Discipline Committee in the 2021-2022 fiscal year:

1. [Dr. Romeo Vitelli](#)  
A referral was made to the Discipline with the ICRC Decision sent to Dr. Vitelli on March 24, 2022. The pre-hearing in this matter was held September 16, 2022.
1. [Dr. Darren Schmidt](#)  
A referral was made to the Discipline Committee with the ICRC Decision sent to the parties on December 2, 2021. The hearing was held October 4, 2022.

Decisions of the Discipline Committee can be found on the College [website](#).

## 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:	<b>2306</b>
Members who did not make a Declaration of Completion when due and required to submit a completed SAG to Quality Assurance Committee for review:	<b>24</b>
SAG reviews completed:	<b>21</b>
SAGs deemed to have been completed appropriately:	<b>13</b>
Members provided with remedial feedback:	<b>5</b>
SAG reviews carried over to 2022-2023:	<b>1</b>

### PEER ASSISTED REVIEW (PAR)

Scheduled to begin in 2020-2021:	<b>34</b>
PARs conducted via technology:	<b>6</b>
Members seen to have met all expectations:	<b>4</b>
Members provided with remedial feedback:	<b>2</b>
PARs to be undertaken at a later date:	<b>28</b>

### CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

Declarations of Completion for CPD due in 2020: **2245**

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:	<b>50</b>
Members found to have met requirements:	<b>46</b>
Members receiving remedial feedback:	<b>11</b>
Members who made an undertaking to take specified action in next CPD cycle:	<b>1</b>
Members referred to Assessor, under s. 81 of Code, to obtain information about apparent difficulties in participating adequately in program:	<b>1</b>

## 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 2021-2022, 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

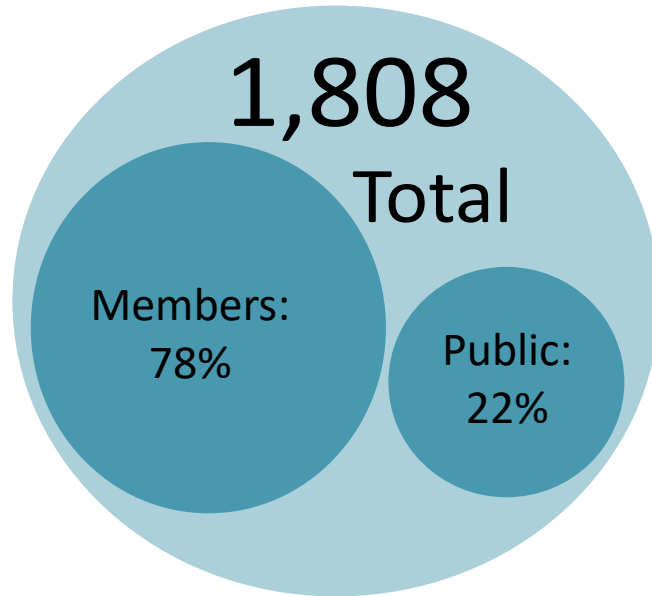
The role of the Fitness to Practice Committee is to conduct hearings in matters referred by the Inquiries, Complaints and Reports Committee concerning the alleged incapacity of a member. The Committee is also responsible for hearing applications for reinstatement by members whose certificate of registration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

## Total number of emails and calls:



## Top 10 Topics Queried:

1	Services Across Jurisdictions
2	Supervision
3	Confidentiality
4	Record Keeping
5	Fees and Billing
6	Services Delivered via Technology - Electronic/Digital Issues
7	Pandemic Measures
8	Authorized Area of Practice and Populations
9	Consent to Services
10	Concerns about Member Services



# Member Snapshot

as of May 31, 2022

**Number of Active Members**

**4736**

4373 Psychologist

363 Psychological Associate

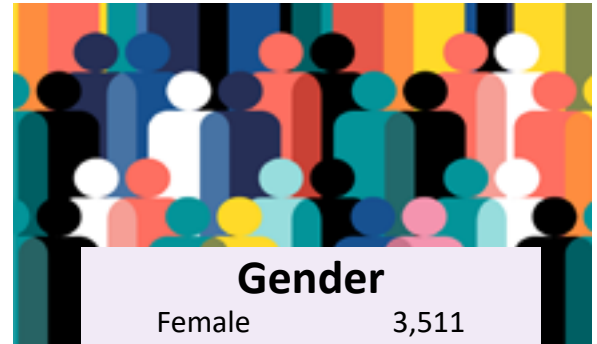
## Top Areas of Practice\*

Clinical Psychology	3341
Counselling Psychology	1554
School Psychology	966
Rehabilitation Psychology	469
Health Psychology	462
Clinical Neuropsychology	421
Forensic Correctional Psychology	323
Industrial/ Organizational Psychology	70

\*May practice in more than one area

## Registration by Certificate

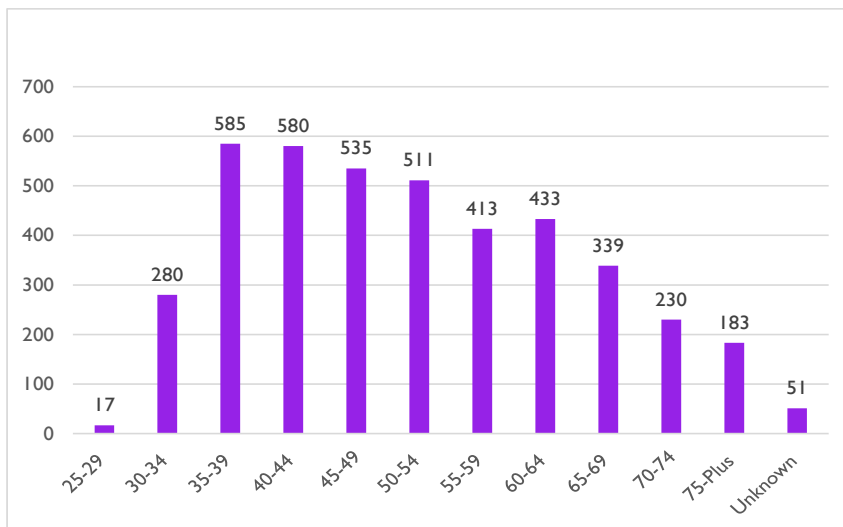
Psychologist Autonomous Practice	3545
Psychological Associate Autonomous Practice	306
Psychologist Supervised Practice	155
Psychological Associate Supervised Practice	57
Interim Autonomous Practice	95
Academic	9
Inactive	142
Retired	427



## Gender

Female	3,511
Male	1,207
X	5

## Age Distribution - Active Members\*



\*Does not include Retired, Inactive or Academic Members

**COLLEGE OF PSYCHOLOGISTS OF ONTARIO**  
**SUMMARY FINANCIAL STATEMENTS**  
MAY 31, 2022



**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, 2022, 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, 2022.

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 October 7, 2022.

**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  
October 7, 2022

Chartered Professional Accountants  
Licensed Public Accountants

**COLLEGE OF PSYCHOLOGISTS OF ONTARIO****Summary Statement of Financial Position**

May 31	2022 \$	2021 \$
<b>ASSETS</b>		
Current assets		
Cash and cash equivalents	7,472,927	4,856,274
Prepaid expenses and sundry receivables	95,889	44,518
Investments - short term	-	2,961,735
	<b>7,568,816</b>	7,862,527
Investments - long term	35,382	40,262
Property and equipment	1,076,339	1,106,229
	<b>8,680,537</b>	9,009,018
<b>LIABILITIES</b>		
Current liabilities		
Accounts payable and accrued liabilities	440,298	438,353
Registration fees received in advance	2,999,146	2,929,644
Current portion of lease inducements	25,462	25,462
	<b>3,464,906</b>	3,393,459
Lease inducements	218,546	244,008
	<b>3,683,452</b>	3,637,467
<b>NET ASSETS</b>		
Invested in property and equipment	832,331	836,759
Internally restricted	3,143,614	3,323,614
Unrestricted	1,021,140	1,211,178
	<b>4,997,085</b>	5,371,551
	<b>8,680,537</b>	9,009,018

The accompanying note is an integral part of these summary financial statements

## **COLLEGE OF PSYCHOLOGISTS OF ONTARIO**

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### **Note to Summary Financial Statements**

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May 31, 2022

1. **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, 2022 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.

# HILBORN

LISTENERS. THINKERS. DOERS.



COLLEGE OF  
**PSYCHOLOGISTS**  
OF ONTARIO

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