



The

# BULLETIN

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO  
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Regulating Psychologists and Psychological Associates

## On-line Renewal Begins May 4, 2009

Once again this year, members will be able to complete all of the required ‘paperwork’ and pay their renewal fees on-line by VISA or MasterCard. Due to increased Ministry reporting requirements, the College must collect significantly more information from each member. Members are encouraged to do this efficiently on-line rather than complete the lengthy 10 page paper questionnaire. (cont’d on page 6)

## QUALITY ASSURANCE REGULATION CONSULTATION ON PROPOSED AMENDMENTS

In December 2002, the College circulated proposed amendments to the Quality Assurance Regulation (Ontario Regulation 209/94 amended to 535/99) under the *Psychology Act (1991)*; the regulation authorizing the College’s Quality Assurance (QA) Program. Following a lengthy member consultation and review by the College Council, the proposed amended regulation was submitted to the Ministry of Health and Long-Term Care for approval in February 2004. Subsequent to this, legislation to amend the *Regulated Health Professions Act, 1991 (RHPA)* was introduced into the legislature. These amendments, when enacted, were anticipated to have impact on the nature of the College’s QA Program requirements. As a result, the College was asked to withdraw the proposed amended QA Regulation pending the legislative changes.

On May 31, 2007, the Ontario government passed the *Health System Improvements Act, 2007* (Bill 171). This new act amends the RHPA and makes some changes to the minimum requirements of the College’s QA Program to come into effect in June 2009. To ensure the College’s QA Program is consistent with the new requirements of the RHPA and to authorize the changes to the Program that were included in the previous regulation submission, the College Council has approved the following regulation amendments for consultation with the membership and other stakeholders.

An annotated copy of the proposed regulation showing the changes being recommended may be found beginning on page 12. [Additions to the current regulation are shown underlined in blue](#) and [deletions are shown as strikeouts in red](#). A description of, or rationale for, the changes is presented in the right-hand column.

### IN THIS ISSUE

On-line Renewal Begins May 4, 2009 .....	1
Quality Assurance Regulation Consultation on Proposed Amendments .....	1
College By-laws: Review and Revisions Completed .....	3
President’s Message .....	4
Revision to the Standards of Professional Conduct (2005): Oversight Corrected .....	5
On-line Renewal Begins May 4, 2009: FAQ .....	6
Elections to Council: Results .....	7
Barbara Wand Seminar Notice .....	8
Investigations and Hearings .....	9
Quality Assurance: Proposed Amendments. ....	12
Call for Participation in Statutory Committees. ....	19
Changes to the Register .....	21

Within the proposed amendment one will notice two major deletions: *Section 13 - Imposition of Terms and Conditions* and *Sections 14-17 - Psychological Assessment and Counselling*. The QA Committee's authority regarding *Terms and Conditions* is now outlined in the *Health Professions Procedural Code (Code)* of the RHPA and therefore does not need to be repeated in regulation. Under the amendments to the RHPA, the authority and actions pertaining to *Psychological Assessment and Counselling* are no longer the responsibility of the QA Committee and therefore, is deleted from the QA Regulation.

There are two significant changes to which the QA Committee would like to draw your attention. These are resubmissions of the amendments proposed in the member consultation in 2002 and contained in the regulation submission to the Ministry in 2004.

#### Section 9 - Stratified Random Selection for Peer Assisted Reviews

Section 9(2)(b) relates to stratified random selection for Peer Assisted Reviews. Currently, as part of the QA Program, members are selected totally at random to participate in the Peer Assisted Review (PAR). This process has been in place since 1998. The regulation amendment proposes an additional selection method for the PAR; random selection, but from subsets of the membership, rather than from the total member database.

The proposed change to the regulation amendment provides detail regarding the nature of the criteria to be used to determine the subset of members from which the random selection would occur.

It is important to note that selection for a PAR continues to be a strictly random process, whether the selection is from among the entire membership or a particular subgroup of members, and does not imply a suggestion of concern with an individual member's practice.

#### Section 12 – Mandatory Continuing Education and Professional Development

The amendment pertaining to Mandatory Continuing Education and Professional Development introduces the concept of the accumulation of a minimum number of hours of continuing education and professional development, over a specific period of time. The proposed changes would also permit the expansion of the scope of the mandatory continuing education component of the QA Program. Currently, the regulation specifies that the focus of continuing education will be on professional issues, such as ethics, standards of conduct, practice guidelines and legislation. The proposal would expand this to include education in a member's area(s) of practice as well.

In introducing the concept of a minimum number of hours of continuing education and professional development, the QA Committee is not considering the introduction of continuing education credits. Rather, each member would be expected to undertake continuing education, selecting from a

### Your Feedback is Important

The Quality Assurance Committee encourages members to provide any comments or suggestions regarding the proposed changes to the Quality Assurance Regulation. The proposed amended regulation may be found on page 12. The two main changes can be summarized as:

- Section 9 - random selection of members for Peer Assisted Review from among subgroups of members; and,
- Section 12 – expansion of the scope of mandatory continuing education to include area(s) of practice and the need to accumulate a minimum number of hours of education in both ethics and jurisprudence and areas of practice from a broad range of acceptable activities and learning opportunities.

If you wish to send your comments by e-mail, please do so to [rmorris@cpo.on.ca](mailto:rmorris@cpo.on.ca). To enable your comments to be considered at the next meeting of the Quality Assurance Committee prior to submission of the amendments to Council for approval, your responses by Monday, June 8, 2009 would be appreciated.

variety of formal and informal modes of learning, activities and opportunities, as best suits their learning needs and styles.

The proposed regulation amendment would require each member to undertake at least 100 hours of continuing education and professional development every two years.

The QA Committee has identified three broad categories from which continuing education activities may be drawn: *Category A: Formal Continuing Education and Professional Development*; *Category B: Peer/Professional Involvement*; and, *Category C: Individual Learning*.

In completing this requirement, a member would be required to participate in at least 20 hours of formal activities (Category A) and at least 20 hours of peer/professional activities (Category B). In addition, of the 100 required hours, a minimum of 20 hours must be related to legislation, professional standards and ethics. §

### **College By-laws: Review and Revisions Completed**

In March 2006, the College Council appointed a working group to review the College's by-laws and policies and suggest revisions, additions and deletions, as may be necessary. The By-law and Policy Working Group first undertook to review and revise the College policies related to governance, committees, finance and personnel. This work was completed in March 2008. The Working Group continued its work culminating in the amended College By-laws receiving final approval by Council at its meeting in March 2009.

The revised By-laws are available on the College website in the "Members of the College" section. These may be accessed directly at this link: [By-laws of the College of Psychologists of Ontario](#). The By-laws may be accessed and printed, if desired, either individually or as a complete set.

### **We Regret . . .**

In the December 2008 issue of the Bulletin, Dr. Margaret J. Lesperance, Dr. Vincent Murphy, Dr. Nancy Elizabeth Noldy-MacLean and Dr. Nancy Shekter were incorrectly listed among those members who had been suspended for non-payment of fees. The College wishes to apologize for any embarrassment and inconvenience these members may have experienced as a result of this error. Once again, we apologize for this mistake and any inconvenience it may have caused.



## President's Message

Finally, it seems like Spring might actually come. Most of the snow is gone, I have seen the occasional robin, and it is no longer dark when I get home from work. I will know it is REALLY Spring when I get notice from the College that I need to pay my dues. At this time of year, I often hear members mumbling under their breaths about how expensive it is to be registered – and besides, what on earth is the College doing with all the money they collect from us every year?

Many of us rarely interact with the College directly. There is the whole registration process, by necessity a painstaking and critically important time in your professional careers. Some of us also come in contact with the College when we are in receipt of a complaint. We might phone the College on occasion for a bit of advice or information. Sometimes the College is asking for input from members about guidelines, standards or by-laws. Some members serve on committees or task forces, and some participate in oral examinations. But for many of us, the only regular contact we have with the College is when the Bulletin comes out—and when we are asked for money, once a year. And indeed, where does that money go?

It, of course, goes to support the work of the College staff and committees. But much of this work is not obvious or readily apparent to members on a day to day basis.

I just came away from a one day training session for Council members at the College. (Since Council members are just ordinary psychology worker bees and members of the public, there is much to be learned and much to keep up on when one is a member of Council.) This year's training focused on "The Changing Regulatory Environment." It occurred to me as I tried to remember all the various acronyms, agencies and government departments discussed, that much of the work that we do and the organizations that influence our activities are largely invisibly to the membership at large.

Some influences are of course relatively apparent. The College is a member of the Association of Canadian Psychology Regulatory Organizations (ACPRO) and the Association of State and Provincial Psychology Boards (ASPPB), which are groups of organization that regulate psychology in Canada (ACPRO) or across North America (ASPPB). Some of the Ministries that govern our activities are obvious - the Ministry of Health and Long-Term Care, for example. But among the groups that are making significant demands on the College these days and that have significant impact include the Office of the Fairness Commissioner (OFC), a fairly recently established office whose legislated mandate includes reviewing the registration practices of the regulatory Colleges to make sure that we are as welcoming and fair as we ought to be to graduates trained outside of Canada. Responding to the Fairness Commissioner's queries about our processes, numbers etc., involves staff time and College resources. Later this year, our College will have its turn for a Fair Registration Practices Audit mandated by the OFC under the Regulated Health Professions Act, 1991.

Then of course there are the fast moving Agreement on Internal Trade (AIT) developments which have used up a lot of time and energy this past year. This agreement was signed in February this year and we are just awaiting the fine details about how it will actually play out. The plan is that regulatory bodies must be in compliance by mid-summer.

Health Human Resource Planning is a big issue these days - so we are involved in a project of HealthForceOntario which has looked at issues related to interprofessional collaboration as well as contributing data to the Health Professions Database. The Ministry is looking for information we do not usually collect - so this has required enhancing the College's database and the computer systems, as well as more staff hours to support the changeover. HPRAC (Health Professions Regulatory Advisory Council) is also looking at interprofessional collaboration and we have attended various meetings under their auspices and responded to consultations.

Meanwhile, we are reviewing proposed standards from the Ministry of Community and Social Services (MCSS) for accessible information and communications so that information about the College is available to people with both

physical and mental disabilities. And the Competition Bureau has some questions about how regulation affects productivity . . . and did I mention HPRAC'S proposal for a new regulatory oversight agency? Or the changes in the nature of our quality assurance program that will accompany a variety other changes brought about by the new RHPA provisions that come into force in June this year?

Enough said. Regulation is a complex business and includes far more than registration and dealing with complaints.

In case you were wondering, this is where your dues go.

Dorothy Cotton, Ph.D., C.Psych.  
President

### **Revision to the *Standards of Professional Conduct (2005): Oversight Corrected***

At its meeting of March 27, 2009, the College Council approved an amendment to Principle 6.2 of the *Standards of Professional Conduct* regarding "Presentation of Qualifications" by the addition of a new 6.2d) to read: *only where a member has been registered as a psychologist on the basis of a doctoral degree, may the member use the title "Doctor" or a variation, abbreviation or equivalent in another language in the course of providing or offering to provide, psychological services;*

The subsequent subsections d) through g) are to be renumbered e) through h) accordingly. The Standard now reads:

#### **6.2 Presentation of Qualifications**

In the presentation of his/her qualifications, a member shall conform to the following practices:

- a) a member shall show his/her registration certificate to a client upon request;
- b) a member shall represent himself/herself to the public as a member of the College by the use of the title Psychologist or Psychological Associate. This may be abbreviated to C.Psych. or C.Psych.Assoc., or a member may indicate that he/she is a "Member of the College of Psychologists of Ontario";
- c) the highest academic degree upon which registration is based shall immediately precede the professional title;
- d) only where a member has been registered as a Psychologist on the basis of a doctoral degree, may the member use the title "Doctor" or a variation, abbreviation or equivalent in another language in the course of providing or offering to provide, psychological services;
- e) clarification of area of psychological practice may be used by the addition of a qualifier either to the title Psychologist or Psychological Associate (e.g., Clinical Psychological Associate, Clinical Neuropsychologist) or by citing one or more areas of practice (practice in school psychology, practice limited to school psychology). The qualifier or citation must be consistent with one or more of the areas of practice in the registration guidelines;
- f) other degrees or professional titles, such as MBA, P.Eng., shall be specified when the area of study is relevant to the member's psychological practice;
- g) a member shall not qualify his/her title by citing membership in professional associations (e.g., OPA, OAPA, CPA, APA, CRHSPP); and
- h) a member may qualify his/her title by citing a credential relevant to the practice of psychology in Ontario and issued by a recognized professional credentialing body where that organization conducts a formal written or oral examination of each applicant's knowledge, skills and qualifications.

#### Rationale

In 2005 when the Standards of Professional Conduct were revised, the Standard regarding representation of qualifications (Principle 9) was to be amended to remove the prohibition against the use of both the doctoral degree (Ph.D., Psy.D., etc.) and the prefix Doctor or its abbreviation. In making this change, the preceding phrase in the same section, *where a member has been registered as a Psychologist on the basis of a doctoral degree, the prefix Doctor or its abbreviation Dr. may be used*, was inadvertently omitted. This change was not among those recommended by the Standards Review Committee and was not the intention of the Council of the time in approving the revisions to the Standards. This change corrects this omission.

# Online Renewal Begins

## May 4, 2009

### *Frequently Asked Questions*

Once again this year, members will be able to complete all of the required 'paperwork' and pay their renewal fees online by VISA or MasterCard. The online process, introduced last year, was well received and used by over 60% of the membership. Some members encountered initial start-up "bugs" however these have been resolved and we anticipate an even higher level of member participation this year.

*1. Is the information being collected similar to that which the College has collected in the past?*

Due to the increased Ministry reporting requirements, the College must collect significantly more information from each member. The Ministry of Health and Long-Term Care and HealthForceOntario, the province's health human resources strategy, require the College to gather this additional information about the profession. All of Ontario's 80,000 regulated allied health professionals are required to provide this additional information as part of their annual registration and renewal processes.

*2. What happens to the information collected for the Ministry and HealthForceOntario?*

Once a year, the College will be required to send information about the profession to the Ministry. To protect your privacy, all data submitted by the College will be de-identified so that all information is anonymous. Additional information regarding HealthForceOntario and the required information may be obtained at: [www.healthforceontario.ca/WhatIsHFO/Initiatives/AHHRD.aspx](http://www.healthforceontario.ca/WhatIsHFO/Initiatives/AHHRD.aspx).

*3. Why should I renew online?*

The College has undertaken a major revision of its online renewal format to make this renewal, including the collection of the additional information, as efficient and easy as possible. The collection of this additional information, over and above that previously required by the College, has resulted in a longer 'form' and means the renewal process may take a little longer this year. In any case, online renewal will be faster and easier than completing the lengthy 10 page paper questionnaire by hand.

*4. When can I renew online and what is the deadline?*

The online renewal system will be 'live' as of 9:00 a.m. on Monday, May 4, 2009. All members will shortly receive a letter describing the process for online renewal.

The deadline for renewal is Monday, June 1, 2009. If you are renewing online, you must complete the renewal process on or before June 1, 2009. Members not renewing online must ensure that all renewal information and the fee payment is received by the College by June 1, 2009.

*5. What if I am late in renewing?*

A 10% late fee will apply to all payments received after June 1, 2009.

*6. Can my registration be suspended for not renewing on time?*

According to the Health Professions Procedural Code (Code) of the Regulated Health Professions Act, 1991:

**IMPORTANT:** "a notation of every . . . suspension of a certificate of registration" [RHPA Code, section 23(1)(d)] must be made in the register available to the public, and such notations are permanent regardless of whether the suspension is lifted.



24. *If a member fails to pay a fee that he or she is required to pay in accordance with the by-laws, the Registrar shall give the member notice intention to suspend the member and may suspend the member's certificate of registration for failure to pay the fee 30 days after notice is given.*

Members who have not paid their fees by the due date will be given notice of the intention to suspend their certificate of registration, with the suspension taking effect 30 days later as per the legislation.

7. *How can I pay my registration fee?*

Once again this year, members will be able to pay online by credit card: VISA or MasterCard. In addition, members may pay by web banking or by cheque. Regardless of which method a member chooses, the renewal forms may be completed online.

8. *Will help be available if I have trouble with the online system?*

Yes, College staff are being trained to assist members in all aspects of the online process from login to fee payment. If you encounter a problem, help is only a telephone call away.

### **Please note. . .**

The Quality Assurance *Self Assessment Guide and Professional Development Plan* must be completed by all members of the College, every other year. The notice regarding the 2009 Quality Assurance *Self Assessment Guide and Professional Development Plans* has been distributed to all members with odd registration numbers. The deadline for submission of the *Declaration of Completion* is June 25, 2009. The *Self Assessment Guide and Professional Development Plan* and the *Declaration* are available on the College website.

## **ELECTIONS TO COUNCIL**

Elections to Council were held on March 31, 2009 for Electoral District 5 (GTA East), Electoral District 6 (GTA West) and the non-voting Psychological Associate seat on Council.

The Council welcomes:

Dr. Ian Brown, C.Psych., acclaimed in District 5 (GTA East)

Dr. Dalia Slonim, C.Psych., acclaimed in District 6 (GTA West)

Mr. Glenn Webster, C.Psych.Assoc., acclaimed to the non-voting Psychological Associate seat

We look forward to their valuable insights and contributions in furthering the work of the College.



## **IMPORTANT NOTICE**

**17<sup>th</sup> Annual Barbara Wand Seminar  
in Professional Ethics, Standards and Conduct**

## **LEGISLATIVE ISSUES IN PROFESSIONAL PRACTICE**

May 4, 2009

89 Chestnut – University of Toronto  
89 Chestnut Street  
Toronto, Ontario

### **CHANGES TO THE RHPA: How will these affect me?**

***Mr. Richard Steinecke, LL.B.  
Steinecke Maciura LeBlanc***

### **PHIPA: Update and Review**

***Mr. Peter Osborne, LL.B.  
Lenczner Slaght***

### **ELECTRONIC RECORD KEEPING & TRICKY ISSUES AND ETHICAL DILEMMAS**

***Dr. Rick Morris, C.Psych.  
Deputy Registrar, College of Psychologists of Ontario***

At the time of publication, there were already over 140 registrants for the Symposium. We anticipate an overwhelming response to this very timely and relevant topic. If you have not yet registered, please do so promptly. Copies of the Barbara Wand Seminar flyer and registration form are available on the [College website](#).





## Investigations and Hearings

The Complaints Committees reported the following activity for the current fiscal year, to date:

<u>New Complaints Received</u>	<u>Current Year</u>		<u>Previous Year</u>
	<u>Dec. 1, 2008 to Feb. 28, 2009</u>	<u>Year to Date</u>	<u>Year to Date</u>
<u>1. By Nature of Complaint</u>			
Bias	1	2	6
Breach of Confidentiality		1	4
Boundary Violation	1	1	
Conduct Unbecoming of a Member of the College	1	1	2
Conflict of Interest			2
Failure to Comply with Limitation		2	
Failure to Obtain Informed Consent		1	1
Failure to Provide Services Sought			
Failure to Render Services Appropriate to User Needs			
Failing to Fulfill the Terms of Agreement with User			
Failure to Respond to Request in Timely Manner	1	1	2
False or Misleading Statements	3	6	5
Fee & Billing Problems			3
Improper Supervision		2	6
Inaccurate Information	1	4	1
Inadequate Data to Support Conclusions	4	6	6
Inadequate Handling of Termination			1
Incompetence			1
Insensitive Treatment of Clients		2	1
Quality of Services		2	3
Record Keeping Problems	1	1	1
Sexual Abuse			1
Sexual Harassment			
<b>Total:</b>	<u>14</u>	<u>34</u>	<u>46</u>
<u>2. By Nature of Service</u>			
Administration			1
Consultation			2
Corrections Assessment			1
Custody & Access/Child Welfare Assessment	3	9	14
Educational Assessment			2
Industrial/Occupational Assessment	2	4	5
Neuropsychological Assessment	1	2	
Not Related to Psychological Services			1
Other Psychological Assessment	1	1	1
Psychotherapy/Counselling	2	6	9
Rehabilitation/Insurance Assessment	4	8	8
Supervision	1	3	2
Teaching/Training		1	
<b>Total:</b>	<u>14</u>	<u>34</u>	<u>46</u>



<b><u>Inquiries and Informal Resolutions Not Resulting in Complaints</u></b>	51	143	126
--	----	-----	-----

<b><u>Decisions Released by Disposition</u></b>			
---	--	--	--

Advice	4	13	4
Caution (Oral)			2
Caution (Oral) with Undertakings			
Caution (Written)	2	5	7
Caution (Written) with Undertakings		1	1
Complaint Withdrawn		2	
Refer to Discipline Committee		3	1
Take No Further Action	4	18	13
Take No Further Action - Facilitated Resolution			
Take No Further Action - Frivolous, Vexatious, Made in Bad Faith, Abuse of Process	1	2	2
Take No Further Action - No Jurisdiction			1
Withdrawn - Facilitated Resolution			1
<b>Total:</b>	<b>11</b>	<b>44</b>	<b>32</b>

<b><u>Health Professions Appeal and Review Board</u></b>			
--	--	--	--

1. Reviews Requested	3	8	10
2. <u>Decisions Received</u>			
Decision Confirmed	1	5	4
Decision Unreasonable			
HPARB Decision to Declare Request Frivolous, Vexatious, Made in Bad Faith or an Abuse of Process	1	1	1
Investigation Inadequate			
HPARB Notice not to Proceed			1
Request for Review Withdrawn			
<b>Total:</b>	<b>2</b>	<b>6</b>	<b>6</b>

**Discipline Proceedings**

*The Discipline Committee of the College holds hearings into allegations of professional misconduct and/or incompetence. A summary of disciplinary proceedings is provided for the information of the public, members of the College and other professionals.*

**Robert J. Groves, Ph.D., C.Psych.**

A hearing was held on December 8, 2008 to hear and determine specific allegations of professional misconduct against Dr. Robert J. Groves.

**Established Facts:**

The following is a summary of the conduct which was described in a Statement of Agreed Facts:

- Dr. Groves disclosed confidential information regarding a client to the client's lawyer and to the lawyer for the client's estranged husband, without the client's consent.

**Decision:**

The panel found that Dr. Groves committed professional misconduct in that he failed to maintain the standards of the profession, and gave information about a client to a person other than the client or his or her authorized representative or as required by law.

**Penalty:**

The panel accepted a joint submission on penalty and ordered that:

- a) Dr. Groves be reprimanded with the fact of the reprimand to be recorded on the Register;
- b) Commencing on July 1, 2009, Dr. Groves' certificate of registration will be suspended for three months.
- c) This suspension will be suspended in its entirety, provided that, on or before July 1, 2009, Dr. Groves:
  - (i) Successfully completes an ethics course approved by the Registrar;
  - (ii) Completes six months of practice mentorship with a mentor retained by Dr. Groves at his expense and approved by the Registrar. The practice mentor will meet with Dr. Groves at least once per month and review whatever clinical records the mentor considers appropriate to ensure that Dr. Groves' practice conforms to the Standards of Professional Conduct. The practice mentor will undertake to advise the Registrar immediately if Dr. Groves' practice is not in compliance with the Standards of Professional Conduct and will, in any event, provide a final written report to the Registrar on or before July 1, 2009; and
  - (iii) Any issues identified by the practice mentor at any time up to and including in his or her final written report have been addressed to the Registrar's satisfaction.

**Panel's Reasons:**

The Panel considered the fact that Dr. Groves admitted his misconduct early on in this process and admitted in the Statement of Agreed Facts that his conduct was "entirely inappropriate". In all of the circumstances, it agreed that the public will be protected by the terms of the joint submission on penalty.

*This information is on the Register of the College, is available to the public, and may be obtained by contacting The College of Psychologists of Ontario.*





PROPOSED AMENDMENTS TO ONTARIO REGULATION 209/94  
Amended to O.Reg. 535/99

GENERAL

PART III

QUALITY ASSURANCE

GENERAL

6. In this Part,

"assessor" means an assessor appointed under section 81 of the Health Professions Procedural Code;

"Committee" means the Quality Assurance Committee;

"practice enhancement ~~program~~" means an specified continuing educational program or remedial programs -designed specifically to reduce or eliminate an identified deficiency in a member's ability to practice psychology.

Definition added to be consistent with wording in RHPA Code 80.2

7. (1) The Committee shall administer the Quality Assurance Program, which shall include: ~~includes the following components:~~

Small naming change – hyphen removed

1. Self Assessments; ~~assessment.~~

Name changed to reflect new wording in RHPA Code 80.1

2. Peer and Practice Reviews;

Removed as not a program but a possible outcome of the review processes

~~3. Practice enhancement.~~

~~4.3. Mandatory~~ Continuing ~~education~~ Education and Professional Development designed to:-

Name and wording change to reflect RHPA Code 80.1

i. promote continuing competence and continuing quality improvement among members;

ii. address changes in practice environments

iii. incorporate standards of practice, advance in technology, changes made in entry to practice competencies and other relevant issues in the discretion of the Council;

Removed as no longer QA responsibility

~~5. Psychological assessment and counselling.~~

4. Mechanisms for the College to monitor members' participation in, and compliance with the quality assurance program.

New addition as per RHPA Code 80.1

(2) Any powers of the Committee under this Part may be exercised by a panel of the Committee appointed under subsection (3).

(3) A panel shall have three members who shall be appointed by the chair of the Committee; two of the members shall be Committee members and the other member shall be a member of the Council appointed by the Lieutenant Governor in Council. O. Reg. 534/98, s. 1.



## SELF-ASSESSMENT

8. (1) The purposes of the self-assessment program are to assist members,
- to identify the extent to which their practices meet current standards;
  - to identify opportunities to improve their knowledge, skills and judgment; and
  - to plan a program of professional development.

Change to add more flexibility to reporting requirements – not necessarily 'forms'

(2) A member shall participate in the self-assessment ~~program~~ process and fulfill any reporting requirements as directed by the College. ~~by completing, on request, the forms provided by the College for that purpose~~

Not necessarily only 'forms'

(3) The member shall keep all ~~completed~~ self-assessment ~~documentation forms~~ as well as records of any continuing education and professional development activities undertaken as a result of self assessment or otherwise as required by the College for at least five years.

Minimum retention period defined; retention is of "documentation", not limited to "forms"

(4) On the Committee's request, the member shall forward the material referred to in subsection (3) to the College. O. Reg. 534/98, s. 1.

## PEER AND PRACTICE ~~ASSISTED~~ REVIEW

9. (1) Each year the College shall select ~~at random~~ names of members required to undergo a Peer and Practice Review ~~peer-assisted review~~ of his or her practice for the purpose of assessing whether the member's knowledge, skills and judgment are satisfactory to provide psychological services.

Name changed to reflect new requirement in RHPA Code 80.1 that there be a 'practice' review as well

(2) A member may be ~~is~~ required to undergo a Peer-assisted and Practice R-review if

"random" removed from introductory statement as conditions for selection are described below

(a) the member's name is selected randomly from the entire membership; or

New (2) added to allow for addition of 2(b) and 2(c). 2(a) is unchanged but was previously captured in (1)

(b) the member is randomly selected, from a subset of the membership, based on a combination of criteria including:

- Area of Practice: Clinical Psychology, Counselling Psychology, School Psychology, Clinical Neuropsychology, Rehabilitation Psychology, Forensic/Corrections Psychology, Health Psychology, Industrial/Organizational Psychology, Academic Psychology
- Client Population: Children, Adolescents, Adults, Couples, Families, Seniors, Organizations
- Work Setting: Private Office, Primary/Secondary Educational Institution, Post Secondary Educational Institution, Psychiatric Hospital, Mental Health Clinic/Centre, General Hospital/Hospital Complex, Addiction Treatment Facility, Correctional Facility, Centre for Developmental Disabilities, Rehabilitation Facility, Industrial/Commercial Firm, Government Department, Armed Forces, Social Agency, Law Enforcement Agency
- Practice Setting: Urban vs. Rural, Solo vs. Group
- Years Since Registration

2(b) defines conditions for 'stratified random' selection (revised following consultation with Ministry and membership for 2006 submission which was withdrawn)



vi. Areas of Concern as indicated by a review of data regarding the nature of recent complaints

(c) The member has failed to participate in the self assessment program by completing and/or submitting, upon request, the forms provided by the College for that purpose.

2(c) added to permit QA Committee to initiate review of members who don't comply with Self Assessment as per section 8.

(3) The Committee shall appoint an assessor or assessors to carry out ~~a the Peer and Practice Review~~ peer assisted review; the assessor or assessors shall prepare a written report on the ~~assessment review~~ and provide a copy of it to the Committee and to the member, who may make written submissions on it to the Committee.

Name changed to reflect new requirement in RHPA Code 80.1 that there be a 'practice' review as well

(4) After considering the report and the member's submissions, if any, and after giving the member an opportunity to confer with the Committee, the Committee may decide to take no further action or,

(a) to give the member an opportunity to correct deficiencies in his or her practice identified by the Committee;

(b) subject to section 10, to require the member to participate in ~~a practice enhancement program~~; or

(c) to appoint an assessor or assessors to conduct a further review and prepare a supplementary report.

(5) If the Committee decides to act under clause (4)(c), subsections (3) and (4) apply to the further review.

(6) The Committee shall not have more than one further review conducted. O. Reg. 534/98, s. 1.

**REVIEW**

10. (1) If the Committee finds, on the basis of a Peer and Practice Review ~~peer assisted review~~ conducted under section 9, that a member's knowledge, skills or judgment is unsatisfactory, it may take action under section ~~12-11~~ or under s.80.2 of the Code, but not before this section has been complied with.

No changes to content of this section. Name changed to reflect new requirement in RHPA Code 80.1 that there be a 'practice' review as well

(2) The chair of the Committee shall appoint three members of the College to review the matter, one of whom shall be a nominee of the member whose practice was the subject of the Peer and Practice Review ~~peer assisted review~~.

Name changed

(3) The chair shall not appoint for the purposes of a review under this section any member who acted as an assessor under section 9 or is otherwise directly involved in the assessment.

(4) The member shall be given all of the information that is to be considered by the members reviewing the matter, an opportunity to confer with them at a meeting and at least 30 days notice of the date of the meeting.

Small wording change for clarity

(5) After the meeting, if any, the members reviewing the matter shall recommend to the Committee that it ~~not~~ take no further action or that it take action under section 11 ~~or 12~~.

Section 12 on Imposition of Terms. . .has been deleted

(6) The member shall be given notice of the recommendation under subsection (5) and the reasons for it, any information relied upon in the making of the recommendation, and an opportunity to submit written submissions to the Committee and to confer with the Committee at a meeting of which the member shall be given at least 15 days notice.

(7) After consideration of any written submissions or after a meeting, if any, the Committee may decide not to take any action or to take action under section 11 or ~~12~~ [under s.80.2 of the Code](#). 13. O. Reg. 534/98, s. 1.

Details of the QA Committee's disposition options are now prescribed in RHPA code 80.2

### PRACTICE ENHANCEMENT

~~1211.~~ (1) The Committee may require a member to participate in and complete a practice enhancement program if the Committee believes that the member's knowledge, skills or judgment, or the member's ability to integrate such knowledge, skill or judgment, is deficient to the extent that his or her ability to provide psychological services is seriously affected, but that the deficiency is remediable.

No changes to content of this section

Numbering adjusted as a result of insertions

(2) The Committee may appoint an assessor or assessors to report on the results of [the members participation in a practice enhancement program](#) required under subsection (1), ~~and subsections 9 (3), (4) (5) and (6) apply to such an assessment. O. Reg. 534/98, s. 1.~~

Last line of section (2) deleted and role of assessor(s), the options for the member in responding to the report, and the Committee's potential actions, made explicit

[\(3\) The assessor or assessors shall prepare a written report on the review and provide a copy of it to the Committee and to the member, who may make written submissions on it to the Committee.](#)

[\(4\) After considering the report and the member's submissions, if any, and after giving the member an opportunity to confer with the Committee at a meeting of which the member shall be given at least 15 days notice, the Committee may decide to take no further action or to take action under s.80.2 of the Code.](#)

### IMPOSITION OF TERMS AND CONDITIONS

~~13. (1) The Committee may direct the Registrar to impose terms, conditions or limitations, for a specified period not exceeding six months, on the certificate of registration of a member if,~~

Deleted as this is outlined in the RHPA Code 80.2

~~(a) the Committee believes, on the basis of a , that a deficiency, as described in subsection 11 (1), is likely to expose the member's clients to harm or injury and is not likely to be remediated by a practice enhancement program;~~

~~(b) the member has failed to participate in a practice enhancement program required by the Committee; or~~

~~(c) the member has not satisfactorily completed a practice enhancement program required by the Committee.~~

~~(2) The Committee may direct the Registrar to reimpose the terms, conditions or limitations for a further period not exceeding six months unless;~~

~~(a) a supplementary review of the member's knowledge, skills and judgment has demonstrated remediation of the deficiency in the ability to practise psychology; and;~~



~~(b) the member has satisfactorily completed the practice enhancement program required by the Committee.~~

~~(3) If the Committee is of the opinion that the deficiency or condition is not remediable, it may make a disclosure to the Executive Committee under subsection 83 (3) of the Health Professions Procedural Code.~~

~~(4) The Committee may direct the Registrar to remove any terms, conditions or limitations before the end of the specified period if the Committee is satisfied that the member's practice is no longer deficient as described under subsection 11 (1).~~

**MANDATORY CONTINUING EDUCATION AND PROFESSIONAL DEVELOPMENT**

~~13 (1) If required by the College, members shall participate in mandatory continuing education programs on professional issues, such as ethics, standards of conduct, practice guidelines and legislation, provided by, or under the direction of, the College.~~

~~13~~12. (1) As required by the College, a member shall participate in continuing education and professional development activities.

(2) Continuing education and professional development shall be undertaken in activities related to (a) knowledge and skills in a member's area(s) of practice and, (b) legislation, professional standards and ethics.

(3) Continuing education and professional development activities may be undertaken from any of the following categories:

Category A – Formal Continuing Education and Professional Development Activities

- participating in formally organized courses, workshops, seminars, symposia, post-graduate or post-doctoral institutes;
- presenting workshops, seminars, teaching and developing courses;
- writing a professional or scientific paper, book, or chapter of a book relevant to psychology;
- editing or reviewing a book or psychological journal;
- conducting formal research; or,
- other similar activities.

Category B – Peer/Professional Involvement

- journal clubs, colloquia, invited speaker sessions, professional development luncheons, case conferences designed for training/teaching, professional listservs;
- programs offered at professional or scientific meetings of local, regional, provincial, national or international organizations relevant to psychology;
- providing or receiving supervision or ÷
- peer consultation
- participation on College committees, serving as an examiner or peer reviewer for the College;
- Peer reviewer or Peer reviewed or,
- other similar activities.

Category C – Individual Learning Activities

- audio-visual instructional programs or “distance education” courses, audiotape series relating to professional issues (for example, Barbara Wand Symposium, OPA/OAPA workshops, etc.);
- reading professional literature, College Bulletin, book reviews, etc; or,

Name changed to reflect RHPA Code 80.1

Section revised following consultation with Ministry and membership for 2006 submission which was withdrawn

Elaborated section to reflect nature of continuing education and the minimum number of hours required. Remains as was set up following consultation with Ministry and membership for 2006 submission which was withdrawn





- other similar activities.

(4) A members shall undertake at least 100 hours of continuing education and professional development every two years. This shall include a minimum of 20 hours of activities related to (b) legislation, professional standards and ethics. As well, at least 20 hours of continuing education activities will be from Category A: Formal Continuing Education and Professional Development Activities and at least 20 hours will be from Category B: Peer/Professional Involvement.

(5) At the Committee's request, the member shall forward a statement attesting ~~forward a statement attesting to the~~ ~~to the~~ completion of the required continuing education and professional development, a record of the continuing education and professional development undertaken or other related documentation, as the Committee may require and in the form required by the Committee.

~~(2) The College shall distribute information on the requirements of the mandatory continuing education programs approved by Council to the members on a timely basis. O. Reg. 534/98, s. 1.~~

#### ~~PSYCHOLOGICAL ASSESSMENT AND COUNSELLING~~

Removed as no longer QA responsibility

~~14. The Committee shall require a member to undergo a psychological assessment or other assessment specified by the Committee if a matter respecting the member is referred to the Committee under subsection 26 (3) or section 79.1 of the Health Professions Procedural Code. O. Reg. 534/98, s. 1.~~

~~—15. (1) The Committee may specify a measure, such as education, therapy or counselling, for a member if,~~

- ~~—(a) the member has undergone an assessment under section 14;~~
- ~~—(b) the assessment has demonstrated an emotional, behavioural, attitudinal or personality deficiency or condition on the part of the member; and~~
- ~~—(c) the Committee is of the opinion that the deficiency or condition may be remediable.~~

~~—(2) The member shall undertake and complete any measure specified by the Committee under subsection (1).~~

~~—(3) If the Committee is of the opinion that the deficiency or condition is not remediable, it may make a disclosure to the Executive Committee under subsection 83 (3) of the Health Professions Procedural Code. O. Reg. 534/98, s. 1.~~

~~—16. (1) The Committee may direct the Registrar to impose terms, conditions or limitations, for a specified period not exceeding six months, on the certificate of registration of a member if,~~

- ~~—(a) the member refuses to undergo an assessment under section 14; or~~
- ~~—(b) the Committee has specified measures under section 15 which the member refuses to undertake or which the member has not yet completed.~~

~~—(2) No direction shall be given to the Registrar under subsection (1) unless,~~

- ~~—(a) the member has been given notice of the Committee's intention to give the direction;~~
- ~~—(b) the member has been given, at least 30 days before the Committee gives the~~



direction, a copy of all reports and other documents that were considered or that will be considered by the Committee in connection with the giving of the direction; and

- ~~—(c) the member has been given 30 days from the day the notice and the documents were provided under this section within which the member may, at his or her option,~~
- ~~—(i) make written submissions to the Committee, or~~
- ~~—(ii) confer with the Committee.~~
- ~~—(3) The Committee may direct the Registrar to remove any terms conditions or limitations before the end of the specified period if the Committee is satisfied that the terms, conditions or limitations are no longer needed. O. Reg. 534/98, s. 1.~~
- ~~—17. (1) The Committee shall not take action under section 14 or 15 unless,~~
- ~~—(a) the member admits to the behaviour or remarks of a sexual nature toward a client which the member is said to have exhibited or made;~~
- ~~—(b) the Complaints Committee, the Executive Committee or the Health Professions Board referring the matter to the Committee considers the behaviour or remarks to be of a sexual nature within the meaning of clause 1 (3) of the Health Professions Procedural Code;~~
- ~~—(c) there is no pending allegation of sexual abuse against the member before the Discipline Committee and no finding of sexual abuse has been made against the member by the Discipline Committee;~~
- ~~—(d) there is no pending review by the Health Professions Board of the referral to the Committee and no disposition by the Health Professions Board inconsistent with the referral to the Committee; and~~
- ~~—(e) the member and the client are provided with an opportunity to confer with the Committee.~~
- ~~—(2) A member's admission to behaviour or remarks for the purpose of clause (1) (a) and the results of an action taken under section 14 or 15 shall not be used as evidence that the member has committed an act of professional misconduct. O. Reg. 534/98, s. 1.~~



# COLLEGE NOTICES

## Call for Interest in Participation in Statutory Committees

Under the Regulated Health Professions Act, 1991, the College is required to have seven Statutory Committees: Executive; Registration; Inquiries, Complaints and Reports; Discipline; Fitness to Practice; Quality Assurance; and, Client Relations. The Executive Committee is elected from the members of the College Council who in turn appoint the members of the six other Committees. Committee composition includes selected members of the Council and public appointees, and members of the College who are not members of the Council. Both titles, *Psychologist* and *Psychological Associate*, must be represented on every Committee. The list of Committee appointees for 2008-2009 was published in the July 2008 issue of the Bulletin and is available on the College website: [Statutory Committees](#).

The College receives many applications from members interested in being involved with the College as Committee members. Each year some returning members and some new members are appointed to Committees. Members who are interested in serving on a Committee are asked to provide their name, registration title, preferred Committee (1st and 2nd choice may be given) and a brief statement of background and interest, to the Registrar by Monday, May 11, 2009. Members may [CLICK HERE](#) to use the online application form to submit their expression of interest.

Below is a brief description of each Committee's role and an estimate of the time commitment required.

### Registration

The *Registration Committee* reviews applications referred by the Registrar, to determine whether requirements for registration have been met, and to direct the Registrar respecting the issuance of certificates of registration and any terms, conditions or limitations to be imposed. The Committee also reviews and advises on policies and guidelines related to Registration. Each member of the *Registration Committee* is appointed to one of the two panels and may expect to attend 2 consecutive day meetings once every 6 to 8 weeks. In general, a half day plenary meeting is held the first day and one panel meets for a half day that day and the second panel meets for a half day on the following day.

Two members of the College are required.

### Inquiries, Complaints and Reports

The *Inquiries, Complaints and Reports Committee* investigates complaints and reports regarding the conduct or actions of members and renders a written decision within 120 days of receipt of a complaint. The Committee also reviews and advises on policies and guidelines related to investigations and resolutions. Members are appointed to *Inquiries, Complaints and Reports Committee* panels and may expect to attend meetings 2 to 3 times a year. Some teleconferences may be scheduled as needed. Each committee member serves on one panel. Committee members will need to allocate time for reviewing complaints files which may occasionally be very large (2000 to 3000 pages).

At least two members of the College are required.

### Discipline

Meeting as needed for hearings, the *Discipline Committee* hears allegations of professional misconduct or incompetence against members, referred by the *Inquiries, Complaints and Reports Committee*. If appointed to a panel, committee members may be required to serve as needed for the duration of the hearing which may not be possible to determine in advance and may range from 2 days to 2 weeks. Members are consulted as to their availability before being appointed to a Discipline panel.

At least two members of the College are required.



### **Fitness to Practice**

The *Fitness to Practice Committee* hears matters relating to fitness to practice that are referred by the *Inquiries, Complaints and Reports Committee*. If appointed to a hearing panel, committee members may be required to serve as needed for the duration of the hearing which may not be possible to determine in advance and may range from 2 days to 2 weeks. Members are consulted as to their availability before being appointed to the hearing panel.

Two members of the College are required.

### **Quality Assurance**

Meeting three to four times per year, in person or by teleconference, the *Quality Assurance Committee* is responsible for the continued development and implementation of the Quality Assurance Program under the regulation developed by the College for such a program. The Committee administers the Quality Assurance Program including the Peer Assisted Review process and advises on policies and guidelines related to Quality Assurance.

Two members of the College are required.

### **Client Relations**

Meeting two to three times per year, in person or by teleconference, and with development work between meetings, the *Client Relations Committee* advises the Council on the College's client relations program that includes measures for preventing or dealing with the sexual abuse of clients by members. The program covers educational requirements for members, guidelines for the conduct of members with their clients, training for College staff and the provision of information to the public.

Two members of the College are required.

### **Deceased**

The College has learned with regret of the deaths of **Dr. Ralph Bierman, Dr. Stephen Buttrum, Dr. Vaughan Church, Dr. Hymie Day, Dr. Manfred Pruesse, and Mr. Isaac Smith** and extends condolences to their families, friends and professional colleagues.



# COLLEGE NOTICES

## Changes to the Register

The College would like to congratulate and welcome 5 new *Psychologist* members and 2 new *Psychological Associate* members issued with Certificates Authorizing Autonomous Practice between December 16, 2008 and March 31, 2009.

### Psychologists

Aaron Conrad Farrell  
Monik Kalia  
Alan Paul Kenworthy  
Forouzan Mobayyen  
Jessica Marlene Rios-Habib

### Psychological Associates

Kevin Mitchell Reinhardt  
Erika Rachel Skerrett

The College would like to congratulate and welcome 3 new *Psychologist* members and 2 new *Psychological Associate* members issued with Certificates Authorizing Interim Autonomous Practice between December 16, 2008 and March 31, 2009.

### Psychologists

Kathryn Eve Holleran  
Mun Hue Van Tran  
Katherine Leslie Waller

### Psychological Associates

Helen Louise Daymond  
Sharon Belle Kader

The College would like to congratulate and welcome 20 new *Psychologist* members and 7 new *Psychological Associate* members issued with Certificates Authorizing Supervised Practice between December 16, 2008 and March 31, 2009.

### Psychologists

Sarah Elizabeth Anne Bertrim  
Lindsay Ann Borovay  
Tracy Cocivera  
Susana Correia  
Anita Rose Federici  
Melanie Celeste Freeman  
Lori Kennie Maria Gray  
Karen Kristin Hardtke  
Cheryl Ann Harris  
Janelle Maree Hawes  
Talar Mary Hopyan  
Melanie Darlene Kelly  
Kathryn Amanda Maranzan  
Deanna Lynn Mayfield  
Adelle Theresa Pratt  
Sadia Saleem  
Neeru Bhushan Kumar Sharma  
Julianna Helaina Switaj  
Kimberly Dawn Watson  
Hayley Leigh Wood

### Psychological Associates

Cecelia Maria Arscott  
Sandra Silveira Carvalho  
Sara Rowe Kapler  
Domenica Dora Sardone  
Sharokh Shahrokhnia  
Diane Lunn Stewart  
Mandy Taylor

### Resigned

Marty McKay  
Patricia Padden  
Suzanne Patry



**To regulate the provision of psychological services in the public interest by setting the standards for competent and ethical practice.**

The Bulletin is a publication of  
the College of Psychologists of Ontario

*PRESIDENT*

Dorothy Cotton, Ph.D., C.Psych.

*VICE-PRESIDENT*

Ivan McFarlane

*COUNCIL MEMBERS*

Ian Brown, Ph.D., C.Psych.

Abena Buahene

Christine DiZazzo, M.Ps., C.Psych.Assoc. *ex-officio*

Mary Ann Evans, Ph.D., C.Psych.

Robert Gauthier, M.Ed., C.Psych.Assoc.

Mohammed Hossain

Mustaq Khan, Ph.D., C.Psych.

Vincent Lacroix

Jane Ledingham, Ph.D., C.Psych.

William Peter McKegney

Lise Mercier, Ph.D., C.Psych.

Adrienne Perry, Ph.D., C.Psych.

Milan Pomichalek, Ph.D., C.Psych.

Cheryl Rampersad

Dalia Slonim, Psy.D., C.Psych.

*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, Dip.C.S., C.Psych.Assoc.

*DIRECTOR, REGISTRATION AND ADMINISTRATION*

Connie Learn

*STAFF*

Kenneth Campbell

Mona McTague

Robert Feldman

Zuwaina Murad

Gnana Fernando

Prema Shankaran

Vanessa Flores

Jean-Michel Trussart

Sylvia Im

Myra Veluz

Lesia Mackanyn

Back issues of the Bulletin are available on the College Website in the *Resources & Publications* section.

Please address all correspondence to:

The College of Psychologists of Ontario 110 Eglinton Avenue  
West, # 500, Toronto, Ontario M4R 1A3 tel: (416) 961-8817, 1-800-  
489-8388 fax: (416) 961-2635 e-mail [cpo@cpo.on.ca](mailto:cpo@cpo.on.ca) web site:  
[www.cpo.on.ca](http://www.cpo.on.ca)