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PRESIDENT'S MESSAGE

I likely need to say something to you about governance reform and the College. Wait, please don't stop reading yet. Hear me out.



Over the next few years, you will be hearing more and more from the College on activities relating to governance reform. At the last College Council Training Day, we spent a considerable amount of the day on the topic of governance reform.

So, since I am talking about it, what is governance reform? The question is best put into context. Psychology has been a self-governing profession for over a half-century. Our current College has 9 Psychology members, 7 public members, and 3 Behaviour analyst members. No group is in the majority on the College Council, although we have a majority of professional members. Neither Psychology nor Behaviour Analysts are in the majority on the Council of the Ontario regulatory body that oversees their profession.

But, this type professional self-regulation, with public member input, is not required. It is a privilege. There are some who argue that professionals are neither educated nor trained to be regulators. Therefore, health care professionals should not self-regulate.



In many jurisdictions in North America, professional self-governance is not the standard. Professionals are brought in to assist regulators when expert advice is needed. Consolidation of regulators is occurring in some jurisdictions. For example, British Columbia reduced the number of health regulatory bodies from 22 in 2018 to 15 Colleges. Then, in June 2024, they further reduced to 6 Colleges. The government in British Columbia describes this as “*setting the foundation for more robust regulation of health professionals*” with the aim “*to make sure people feel safe when visiting a health professional by creating larger and better-resourced colleges capable of providing stronger oversight*”. Psychologists are now regulated under the College of Health and Care Professionals of British Columbia which also regulates audiologists, dietitians, hearing instrument practitioners, occupational therapists, opticians, optometrists, physical therapists, and speech-language pathologists. The new College Board has 6 “registrant members” and 6 “public members”, so both professionals and the public have an equal voice in decisions. And, in case you were wondering, with 9 professions and 6 registrant members, that means 3 professions are not represented at the College Board at any time. Currently, the professions not included in their Board are audiologists, hearing instrument practitioners, and psychology.

Ontario has 26 health regulatory Colleges for 28 professions. All Colleges are looking to modernize their model of regulation. Some of the Colleges are further ahead of this journey than we have been.

Our College is using much the same model of regulation as we have had since RHPA took effect over 30 years ago.

It is time to look at what we do, ask ourselves why we do it and why we do in that way, determine if others do it and, if so, how they do it. Anyone familiar with process improvement methodologies, such as Kaizen, Lean, or Six Sigma, will recognize some of the need for any large organization to look at one’s own functioning to improve. Health care regulation has changed enormously since we started regulating.

We are also keenly aware of the parable of Chesterton’s Fence. In his book “The Thing”, G.K. Chesterson wrote the following:

There exists in such a case a certain institution or law; let us say, for the sake of simplicity, a fence or gate erected across a road. The more modern type of reformer goes gaily up to it and says, “I don’t see the use of this; let us clear it away.” To which the more intelligent type of reformer will do well to answer: “If you don’t see the use of it, I certainly won’t let you clear it away. Go away and think. Then, when you can come back and tell me that you do see the use of it, I may allow you to destroy it.”

In other words, our way of doing things were not set up due to arbitrary whims. The reasons why they were created may not be immediately obvious. Therefore, before making changes or “taking down the fence”, we also need to understand its original purpose and context. Bottom line, this is a big job. It will take a while. Some of the regulatory changes will be easy changes in simple College policy and procedures. Others may require the province to make changes in our regulations. Perhaps some may mean a tweak to legislation.

However, our College Council are acutely aware of the need to make changes. We appreciate the need to modernize. We see that these changes are overdue. The College is a public institution and we need to ensure that it changes to meet the needs of the public. The world has changed enormously in the last 30 years and we need to keep up with it.

Ian Nicholson, Ph.D., C.Psych.
President



Innovative Regulatory Solutions to Better Serve the People of Ontario

REGISTRAR’S MESSAGE

Dear Registrants,

In this edition of my Registrar’s message, I am proud to share an initiative that will benefit residents of Northwestern Ontario who have limited access to healthcare. This agreement is a model of interprovincial professional collaboration to facilitate coordinated clinical care for Northwestern Ontario clients and their families. The work done between Manitoba and the College is addressing historical barriers for continuity of care in this part of our province. Residents of Northwestern Ontario commonly access medical specialist services through Winnipeg, as the nearest tertiary health hub geographically.

Following initial healthcare services, many clients and their families could have their needs met virtually instead of commuting several hours back to the hospital. However, Manitoba psychology professionals are unable to provide care across jurisdictional boundaries when their clients return home to Ontario. Working with

the psychology leadership of Shared Health/Manitoba Regional Health Authority and the Psychological Association of Manitoba, the College developed a plan to use the existing Interjurisdictional Telepsychology Memorandum of Understanding to expand access to this publicly funded care at no cost to the clinician. The initiative was unanimously approved at the March 2025 Council Meeting and met with enthusiasm for the positive impact on Ontario residents.

This initiative is a tangible example of using technology and regulatory innovation to solve access problems for Ontario communities. What this means to a family is that a child who is receiving publicly funded follow-up hospital care does not have to commute (sometimes hours in inclement weather) to see their psychologist if it can be provided virtually. This reduces costs to the client (and their loved ones), such as gas, parking, transit, or missed worktime. The College is dedicated to finding innovative solutions to increasing access to care for Ontarians, and this is a good news story that illustrates this commitment in action.

If you are interested in providing interjurisdictional telepsychology services outside of Ontario but within Canada, please review the Association of Canadian Psychology Regulatory Organizations site for more details.

Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & Executive Director

ZEITGEIST

Dear Registrants,

The College introduced the “Zeitgeist” series in the October 2023 edition of HeadLines, written by members highlighting topics of relevance to the public interest. The seventh article in the series will be the last as we take a pause. Stay tuned for a survey about Zeitgeist to be emailed in the near future.

Without further ado, I hope you enjoy this edition authored by Drs. Hagstrom, Maranzan, and Schmidt.

Sincerely,

Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & Executive Director



The Value of a Self-Reflective Practice

Dr. Sara Hagstrom Dr. Kathryn Maranzan Dr. Fred Schmidt

“What we perceive about ourselves is greatly a reflection of how we will end up living our lives.” - Stephen Richards

A professional practice in psychology can be a rich, rewarding, and stimulating experience with no ceiling on possible learning opportunities. Even over the span of a long career, it is not possible to exhaust all the avenues of growth and development our profession has to offer. Consider the diverse range of professional activities including clinical work with clients, consultation, supervision, research, program evaluation / CQI, teaching, peer mentorship, systems level leadership, and advocacy. There truly are endless opportunities for refinement of one’s expertise and professional enrichment through a life-long learning process.

Our ethical and professional codes highlight the importance of self-reflection and self-knowledge as fundamental principles for this learning process. We are encouraged to engage in continuous self-reflection to assess our own values, biases, and limitations. The dividends that come from such intentional self-reflection enriches the lives of the people we serve, as well as satisfaction within our careers. Self-reflection, we believe, also ties in closely with Mr. Barry Gang’s observations in the January 2025 Zeitgeist article that judgment is often a key factor in why some registrants experience difficulties in their practice and is an important element of competence.

The practice of self-reflection and sound professional judgment are inextricably tied together. While we come from the perspective of three northern psychologists, we believe the incorporation of self-reflection as a vehicle for professional growth to be equally important and helpful for those in the Behaviour Analyst field.

For those who work in under-served areas, or with under-served groups, self-reflection is necessary for professional growth and to ensure effective service. This principle is amplified in our Northern practices where, out of necessity, we must work as more generalist practitioners because there are fewer professionals and many practice areas are not readily available. As a result, we must often balance our practice area competencies with client needs. For example, a psychologist registered to work with adults may out of necessity make the decision to provide service to an adult who is 68 years old. This decision-making process includes active and intentional self-reflection and understanding of what types of presentations would necessitate a referral to a psychologist who specializes with seniors and/or consult with a peer as appropriate. When a psychologist registered to work with children and adolescents is referred a transition-age, late adolescent in post secondary school for a psycho-educational

assessment, one must reflect on whether their competencies meet the needs of the client based on their specific life circumstances, and recognizing the harms that will come to students who cannot get timely access to an assessment. They will make an informed decision because they have engaged in intentional self-reflection and sought out appropriate peer consultation.

As we have hoped to highlight, an active reflective practice enhances our regular ongoing professional activities of staying current with evidence-based

assessment tools and interventions and using sound clinical judgement. Our generalist work requires us to always increase our personal self-awareness, evaluate our personal strengths and weaknesses, collaborate and learn from colleagues, and engage in self-directed active learning, which achieves the goal of self-improvement and clinical wisdom. Self-reflection as a mechanism for growth is essential in the north and we have found this skill to be more and more valued over the span of our careers.

APPLIED BEHAVIOUR ANALYSIS (ABA) UPDATE



The first administration of the Ontario Examination for Professional Practice in Applied Behaviour Analysis (OEPPABA) will be held on **Monday May 26, 2025**. The following administration is expected to be held in October 2025. Thereafter, the OEPPABA will be offered twice per year in the Spring and Fall.

The OEPPABA is based on the Behavior Analyst Certification Board's (BACB) Board Certified Behavior Analyst (BCBA) Test Content Outline (6th ed.), which has been adapted to reflect practice of the profession in

Ontario. Eligible Transitional Route 2 candidates and active Entry Level Route (Supervised Practice) registrants are required to pass the OEPPABA as part of the registration process.

The OEPPABA's blueprint and competency profile can be found on the ABA portal on the College's website [here](#). Additional information about the OEPPABA can be found in the Registration Guidelines [here](#).

Questions can be directed to aba@cpbao.ca.



ELECTION TO COUNCIL 2025 - RESULTS

Elections to the College Council were held on March 31, 2025. We are pleased to announce the following results:

- **District 1 (North) – Fred Schmidt, Ph.D., C.Psych.** (Acclaimed)
- **District 2 (Southwest) – Ian Nicholson, Ph.D., C.Psych.** (Acclaimed)
- **District 3 (Central) – Anja Marian Boer, Ph.D., C.Psych.** (Elected)

The term of office for these Council Members begins on June 20, 2025 and continues until the first Council meeting following the elections in 2028.

We wish to extend our congratulations to the successful candidates and want to thank all those who participated in this year's College Council elections.

To introduce these members of Council, we are providing the Biographical and Candidate Statements as they were submitted to the College as part of the election process

FRED SCHMIDT (DISTRICT 1 – NORTH)

I graduated from the University of Windsor Clinical-Child program in 1991 and moved to Thunder Bay where I began work at Children's Centre Thunder Bay, a community-based child development and mental health centre. Thirty-four years later, I am happily still in Thunder Bay and at the Children's Centre Thunder Bay. From 1991 to 2014, I worked in many different frontline clinical roles, including outpatient mental health and youth justice assessment and treatment, and 14 years of intense consultation in the child welfare and court system completing parent capacity assessments. During this time, I expanded my competencies to include forensic work and added adults to my original training with children, adolescents, and families. From 2014 to 2024, I worked in a senior Director role supporting overall clinical services and Continuous

Quality Improvement (CQI) practices. In May 2021, I became certified as a Lean Black Belt practitioner and have actively supported Lean CQI practices across the agency. Focussed training and work in CQI has shown me the power of groups and organizational culture to enact change and enhance performance. In 2024, I moved into a part-time role with Children's Centre and have continued to practice in my home community of Thunder Bay.

Given my strong belief in the scientist-practitioner model, I have intentionally complemented my full-time work as a practitioner with regular teaching and research. My research experience has mirrored my clinical work, conducting projects on topics related to mental health, youth justice, and child welfare. I regularly included students on research papers with the goal of mentoring them in the scientist skills of our profession and have

regularly taught undergraduate and graduate courses at Lakehead University. Over my career, I have also supervised many Psychologists/ Psychological Associates as part of the supervised practice requirements of the College. I believe these past experiences have helped me understand the issues faced by Psychologists/ Psychological Associates in clinical positions as well as the training needs of students from the first year of graduate school to supervised practice and becoming autonomously registered with the College.

A highlight in my career has been the recognition that I received from the Canadian Psychological Association when I was nominated and a recipient of the 2011 Distinguished Practitioner Award.

I have also been fortunate to have had multiple past and current opportunities to be involved with the College. Over the past 11 years, I have regularly participated as an Oral Examiner. In addition, I previously served on the Inquiries, Complaints, and Reports (ICRC) Committee for six years and more recently, over the past three years, served on the Registration Committee. I have also had the privilege

of representing District 1 on Council for the past three years and served on Council Executive for the past two years. These past experiences have given me a deeper understanding of the College's role in protecting the public and ensuring a high quality of practice standards. It has been rewarding and an honour to work with many knowledgeable colleagues and College staff who have impressed me with their integrity, dedication, and hard work.

Candidate Statement

My past professional experiences and current work with the College have increased my desire to continue to contribute to our profession through the work of the Council representing District 1. My hope is to apply my different background experiences to the needs of the College. I want to support the ongoing activities of the College while fulfilling the mandate to protect the public and regulate the profession by upholding our practice standards. Thank you for considering me in this possible role.

IAN NICHOLSON (DISTRICT 6 – GTA WEST)

Thank you for the opportunity to introduce myself. I have been registered for independent practice with our College since 1994 and am currently authorized to practise in the areas of Clinical Psychology and Health Psychology, working with children, adolescents, and adults. Born and raised in Sault Ste. Marie, I completed my undergraduate, master's, and doctoral training in Psychology at Western University. Most of my career has been dedicated to hospital psychology at London Health Sciences Centre (LHSC), with additional experience in chronic pain rehabilitation at St. Joseph's Health Care, London, and as Director of the University of Waterloo's Centre for Mental Health Research within their Department of Psychology. Until last year, I served as the Manager of Psychology at LHSC for the better part of 25 years.

In addition to my clinical work, I have been deeply involved in teaching and training. I currently hold part-time faculty appointments at Western University as an Assistant Professor (limited duties) in the Faculty of Education and as a Lecturer and Adjunct Faculty in the Department of Psychology. I served as the Psychology Internship Director at LHSC from 1997 to 2007 and have been a Consulting Editor for the APA/APPIC journal "Training and Education in Professional Psychology" since 2008, as well as for the APA journal "Professional Psychology: Research and Practice" since 2023. I was a member of the CPA Accreditation Panel from 1999 to 2005 and had the privilege of serving as a site visitor multiple times. Additionally, I co-chaired the 2019 CPA National Conference on the Future of Professional Psychology Training in Canada.

Throughout my career, I have taken on leadership roles within the Ontario and Canadian Psychological Associations, including serving as President of both organizations. At the Association of State and Provincial Psychology Boards (ASPPB), I was a member of the EPPP Item Development Committee (2004–2011) and have served on the EPPP Examination Committee since 2012, chairing it since 2018. I currently contribute to the ASPPB Committee of Exam Chairs, the Long-Range Task Force, the Job Task Analysis Task Force, and the EPPP Collaborative Implementation Task Force.

My commitment to professional regulation has also remained strong. I have contributed to our College in various capacities, including serving on the (now defunct) Government Relations Committee (1999–2000), the Registration Committee (2009–2011), and the Jurisprudence and Ethics Examination Committee (2002–2017), where I was Chair from 2009 to 2016. I have also participated in the Inquiries, Complaints, and Reports Committee (ICRC) and contributed to College Task Forces on Supervision and Delegation (2008–2009) and Internship and Training Issues in Ontario (2010–2011). Additionally, I have been an oral examiner for our College since 2004 and have served as a peer reviewer and coach. Over the past

three years, I have also served on our College Executive Committee, with the honour of being its President this past year.

Candidate Statement

Our College is undergoing a period of significant transformation. Since joining the College Council three years ago, I have witnessed major shifts, including changes in our long-serving senior management team with the appointment of a new Registrar and Deputy Registrar, as well as the transition to a two-profession regulator with the inclusion of Behaviour Analysts. At the same time, broader changes are underway, as the government re-evaluates the role of regulatory Colleges in ensuring both public access to qualified professionals and the maintenance of rigorous entry standards that protect the public.

As we navigate these evolving challenges, I believe my extensive experience with our College and my leadership within psychology organizations have equipped me with the skills and insight necessary to contribute effectively. I am committed to upholding our mandate of public protection and would be honoured to continue serving as a member of our College.

ANJA MARIAN BOER (DISTRICT 3 – CENTRAL)

I have many years of experience providing psychological services in educational and clinical settings. My practice includes the areas of school and clinical psychology and have worked in a range of settings including children's mental health centres, school boards, hospitals, and private practice. I completed my Ph.D. in School and Clinical and School Psychology at the University of Toronto in 2002.

Prior to starting my doctoral studies at the University of Toronto, I worked in children's mental health services in northern Ontario where I gained an appreciation of the variability of the health care resources available to children and families, as well as some understanding of the

challenges experienced by clinicians across the province. After working with my master's degree in northern Ontario, I returned to the Toronto area to work in a school board, and I began my doctorate. I have moved between school board and hospital settings over the past decade, and I have worked to promote high quality psychological services for children, youth and families, both as a front-line clinician and as a manager of clinical services. Most recently, I have been responsible for overseeing the work of teams of regulated health professionals, including Psychologists, Psychological Associates, Behaviour Analysts, Speech Pathologists and Psychotherapists as a manager of clinical services in a school board. I have supported and supervised students and interns and I continue to enjoy the process of supporting others to grow in their knowledge and skills. I have learned a lot from

supervisees and colleagues along the way and continue to do so. I have now moved to private practice where I continue to provide assessment and intervention services.

On a personal note, I am fortunate to live in Barrie with my family. This is a wonderful area that allows me to balance my professional life and my affinity for the outdoors.

Candidate Statement

I see the opportunity to work with the College as an opportunity for me to contribute to a profession that

provides vital care to so many in Ontario. I look forward to contributing to the work of the College from a practitioner perspective based on my professional experience in a range of practice settings. I intend to support the role that the College plays to maintain confidence in the profession. Through my participation on Council, I look forward to facilitating the sharing of knowledge to support practitioners as well as members of the public to understand the role of the College and its accountability to providing ethical and competent healthcare.

EQUITY, DIVERSITY, AND INCLUSION (EDI) UPDATE



The College of Psychologists and Behaviour Analysts of Ontario (“The College”) is committed to continuous quality improvement to meet the needs of all residents of Ontario, now and into the future. To achieve this goal, the College has developed a focused plan dedicated to human rights, professionalism, and ethics, which will serve to meet the “Equity, Diversity, and Inclusion (EDI)” plan requirement of the Ministry of Health’s College Performance Measurement Framework (CPMF). Although this plan fulfills the “EDI” requirement of the CPMF, the College’s approach to “EDI” is intended to be unique, reflecting the diverse wisdom within the disciplines of psychology and applied behaviour analysis, as opposed to solely an intersectional/post-modern perspective. The plan will focus on universal human rights and will be apolitical, representing the diversity of the entire Ontario public.

The concepts of equity and equality will both be considered in the work and functions of the College,

reflecting the balancing between equality of outcome and equality of treatment. Operational definitions will be created to clarify terms such as “diversity” and “inclusion”. The College’s “EDI” plan will serve as an “Ethics and Human Rights” plan, including short and long-term goals along with a proposal to create a non-statutory Committee with advisory and educational duties. This plan will complement the existing College strategy and will be subject to review at the end of the current strategic period in 2028. The plan symbolizes a commitment to human rights and provides direction towards a more respectful and reflective community of psychological and behavioural professionals.

More details about the plan will be released in the months to come. The Council-approved briefing note can be found in the [March 2025 Council Meeting Materials](#).

CALL FOR INTEREST TO SERVE ON COLLEGE COMMITTEES 2025-2026



The College is looking for members who are interested in being appointed to serve on College Committees beginning in June 2025. The Regulated Health Professions Act, 1991, requires the College to have seven Statutory Committees: Executive; Registration; Inquiries, Complaints and Reports; Discipline; Fitness to Practice; Quality Assurance; and Client Relations.

Involvement on College Committees provides members with an opportunity to take an active role in the self-regulation of the profession. Selection of members is based upon the current needs of each Committee ensuring a mix of experienced and new members.

A brief description of each Committee's composition, role, and functions as well as anticipated time commitment, may be found on the College website at: [Call for Interest in Participating on College Committees](#).

All membership titles, Psychologist, Psychological Associate and Behaviour Analyst are represented on every Committee.

Through its Council and Committees, the College endeavours to reflect the diversity of the Ontario public served by Psychologists, Psychological Associates, and Behaviour Analysts.

HOW DO I APPLY?

Members who are interested in serving on a Committee are asked to:

1. Complete the [Committee Orientation Module](#); and
2. Submit [online application form](#) indicating their preferred Committee (1st and 2nd choices may be given).

SUBMISSION DEADLINE

Forms must be submitted by **Friday, May 9, 2025**.

Members are also asked to provide a brief statement outlining their background and interest as well as relevant qualifications for the Committees selected. Committee appointments are valid for a one-year term ending before the June Council meeting of the succeeding year, June 2026.

If you are interested in serving on a Committee for the 2025-2026 year, please visit our [website](#) for more information on how to apply.

REGISTRATION RENEWAL IS NOW OPEN



[Registration renewal](#) is now open for 2025-2026. Registration fees as well as the Practice Update Form are due by **June 1**. Once the Practice Update Form is received, you will be directed to the invoice. The Pay By Credit Card button is found at the bottom of the invoice. If you wish to change your Certificate, please let the College know before paying so your invoice can be adjusted.

If you require assistance with your renewal, please email renewals@cpbao.ca or call 416-961-8817 221 or 237.

Candidates for the June Oral Exam are asked to please complete the renewal and pay the Supervised Practice Fee. These fees will be applied to the Autonomous Practice fees applied after the exam.

For more information and to renew, please visit the College [website](#).

COMMUNICATION REMINDER

The College uses e-mail to communicate as this is a quick and efficient method to bring important information to registrant's attention. Registrants are reminded that it is important to keep their College contact email address up to date and ensure that the College is included in the list of safe senders. Protocols are often updated, and this can result in College emails being directed away from your

inbox. Please forward cpo@cpo.ccsend.com to your IT department to ensure it is included on the safe sender list.

If you unsubscribe you will not receive these important, often time-sensitive, notices as the College does not distribute similar information by regular mail. If you have any questions, please contact the College.

QUALITY ASSURANCE (QA) UPDATE



The College's Quality Assurance (QA) Program is designed to support registrants in maintaining their knowledge and skills throughout their careers through self-assessment, continuing education and professional development, and peer reviews. The Program continues to evolve to support quality-of-care and to ensure participation enhances professional competency.

NEW PROGRAM OVERVIEW RESOURCES

As this is the first year that Registered Behaviour Analysts must fulfill QA requirements, there may be uncertainty around how to meet expectations. The College has prepared new resources to assist all Psychologists, Psychological Associates and Behaviour Analysts in familiarizing themselves with their QA Program requirements. New FAQs have been added to address common topics and questions, and an informational presentation is now available to provide further clarity. These resources can be found on the Quality Assurance landing page, [here](#).

REQUIREMENTS DUE THIS YEAR

All registrants must participate in and complete the requirements of the QA Program in keeping with the schedule assigned to their certificate type and registration number. Additional information regarding requirements and Declarations of Completion due this year for registrants in the Odd-Year cycle can be found below. Registrants in this cycle will begin receiving e-mail notices on May 1 to assist them in fulfilling their requirements by June 30.

SELF-ASSESSMENT GUIDE AND CONTINUING PROFESSIONAL DEVELOPMENT PLAN (SAG)

The 2025 [Self-Assessment Guide and Continuing Professional Development Plan \(SAG\)](#), and the online Declaration of Completion, will be available on May 1, 2025 .

The following registrants must complete the 2025 SAG and submit their Declaration of Completion by June 30, 2025:

- Autonomous Practice Certificate – **Odd Registration Numbers**
- Academic Certificate – **Odd Registration Number**
- Inactive Certificate – **Odd Registration Number**
- Interim Autonomous Practice Certificate* – **ALL Registration Numbers**
- Supervised Practice Certificate – **ALL Registration Numbers**

These requirements apply to Psychologists, Psychological Associates, and Behaviour Analysts.

*If you are registered with an Interim Autonomous Practice Certificate **and** in compliance with professional self-assessment requirements issued by the regulator in your home jurisdiction, you may submit an *Alternate Declaration of Completion* option which attests to this, in lieu of completing the College’s SAG tool. Please follow the same instructions below for submitting declarations.

The *Self-Assessment Guide and Continuing Professional Development Plan* form is available for download on the College website in the Quality Assurance section. To download the form, Click [Here](#).

Please ensure you have saved the SAG file to your computer drive prior to inputting information. If the file opens in your internet browser upon clicking “Download”, it has not been saved to your computer.

CONTINUING PROFESSIONAL DEVELOPMENT PROGRAM (CPD)

Registrants with numerically “odd” registration numbers are required to make an online Declaration of Completion for the [Continuing Professional Development Program](#) requirements of the July 1, 2023- June 30, 2025 CPD cycle this year.

The following registrants must complete the CPD requirements and submit their Declaration of Completion by **June 30, 2025**:

- Autonomous Practice Certificate – **Odd Registration Numbers**
- Academic Certificate – **Odd Registration Numbers**
- Inactive Certificate – **Odd Registration Numbers**
- Interim Autonomous Practice Certificate* – **Odd Registration numbers**
- Supervised Practice Certificate – **Odd Registration Numbers**

These requirements apply to Psychologists, Psychological Associates, and Behaviour Analysts.

If you have an odd registration number **and** have been registered with the College for less than two years and unable to fulfill the requirements of your assigned cycle, you may submit an *Alternate Declaration of Completion* which attests to this.

*If you are registered with an Interim Autonomous Practice Certificate **and** in compliance with the continuing education and professional development requirements of the regulator in your jurisdiction, you may submit an *Alternate Declaration of Completion*, in lieu of completing the College’s CPD requirements. Please follow the instructions below for submitting declarations.

To assist registrants is record their CPD participation, activity tracking sheet templates are available through the College website. To download templates and samples, Click [Here](#).

DECLARATIONS OF COMPLETION

Declaration of Completion forms will be available for the required registrants as of May 1, 2025 . When you are ready to submit your required Declaration(s), please follow the below instructions:

Log into your [College Membership Account](#).

Click “Sign SAG & CPD Declarations” under the Quality Assurance heading.

The SAG Declaration options will be displayed in form on the left side of the screen. The CPD Declaration options will be displayed in a form on the right side of the screen.

Select the checkbox next to the Declaration that applies to you and click the “Sign Declaration” button.

If you are required to make both a SAG and CPD Declaration this year, **repeat the previous step for each form.**

If the Declaration(s) has been submitted successfully, you will receive a confirmation e-mail (check your junk or spam folder).

Registrants are not required to submit their CPD records or completed SAG tool to the College unless requested by the Quality Assurance Committee, or if they fail to make their electronic *Declaration of Completion* by June 30, 2025.

If you are experiencing extenuating circumstances that have impacted your ability to fulfill your SAG and/or CPD obligations as required, please contact Quality Assurance staff via e-mail at qualityassurance@cpbao.ca before the June 30th deadline.

FUTURE PROGRAM UPDATES FOR SUPERVISORS AND SUPERVISED PRACTICE REGISTRANTS

Effective July 1, 2025, registrants that hold a Supervised Practice Certificate will now have their Supervisor monitor and discuss their fulfillment of QA requirements during their regular meetings. This change is intended to improve the quality of supervisory relationships, enhance core understandings of the QA Program’s intention, and simplify College obligations until one has obtained Autonomous Practice status. Additional details and guidance will be shared regarding these changes in the next Headlines article.

REGISTRANT-SPECIFIC MATTERS

In the third quarter (December 1, 2024 – February 28, 2025), the QA Committee continued to monitor and address matters concerning registrant participation in and compliance with the QA Program:

1 SAG and CPD Declaration inquiry resulted in a registrant being referred to the Inquiries Complaints and Reports Committee due to concerns for their ability to demonstrate fulfillment of their obligations as required.

12 Random CPD Audits were concluded without the need for further action. The Panels provided registrants with feedback to assist in future cycles, including recommendations for use of the SMART framework when setting professional development goals, including sufficient detail in activity tracking sheets, and storing all QA participation records for at least five years, as required.

2 Peer Assisted Reviews were completed without the need for further action. A Panel recommended that one registrant review their supervision contracts and/or consultation agreements to ensure all roles of professionals involved in such service relationships are clearly outlined, as required by the *Standards*.

CALL FOR ASSESSORS

The Committee continues to seek College Assessors to assist with the Peer Assisted Review Program. Psychology registrants with the following authorizations that are interested leading peer reviews of fellow registrants and broadening their professional network may contact Quality Assurance staff by e-mail at qualityassurance@cpbao.ca for more information:

Clinical Neuropsychology

Rehabilitation Psychology

Health Psychology

Seniors (Population)

Registrants that are bilingual in English and French are also encouraged to join the Assessor Roster.

To be considered for the Assessor Roster, registrants must have held a Certificate for Autonomous Practice with the College for at least five years and are currently in active practice as a psychologist or psychological associate.

INFORMATION FROM THE PRACTICE ADVICE SERVICE

The Practice Advice Service is available for anyone to contact about advice or matters relating to psychology and applied behaviour analysis. We provide information and resources relating to relevant Legislation, Regulations, Standards of Professional Conduct, Codes of Ethics and other practical considerations. The service is intended to support registrants in exercising their professional judgment and is not an appropriate substitute for advice from a qualified clinician or legal professional. Answers are provided in response to specific inquiries and may not be applicable or generalized to all circumstances.

OVERVIEW

Third Quarter - December 1, 2024 - February 28, 2025

Total inquiries addressed: 508

- 83% related to psychology
- 17% related to applied behaviour analysis

The five most common topics queried, in descending order, were:

1. Supervision; supervision of non-regulated providers, maintaining supervision records, distinguishing between supervision and consultation;
2. Mobility; registrant practice in other jurisdictions;
3. Records; Health Information Custodian Successors,

retention or destruction;

4. Fees and Billing; issuing receipts, insurance/third party payers and collecting fees;
5. Release of and Access to Information; consent, client right of access to information and consent related to services provided to children.

QUERIES

I am beginning to plan for retirement from my solo practice, are there guidelines or resources that would help me plan well?

Discontinuing Services

Registrants should give reasonable notice and make reasonable efforts for alternate services. The expectations

are outlined in the [Professional Misconduct Regulation](#) of the [Psychology and Behaviour Analysis Act, 2021](#) and in the [Standards of Professional Conduct, 2024](#). The College does not provide a definition of ‘reasonable’ as this will depend on the specific circumstances with each respective client.

Professional Misconduct Regulation

8. Discontinuing professional services that are needed unless,

- i. the client requests the discontinuation;*
- ii. the client withdraws from the service;*
- iii. reasonable efforts are made to arrange alternative services;*
- iv. the client is given a reasonable opportunity to arrange alternative services; or*
- v. continuing to provide the services would place the member at serious personal risk.*

Standards of Professional Conduct, 2024

2.3 Continuity of Services

Unless there has been an agreement with the client at the outset of services that services are time-limited and the time limit has been reached, registrants are responsible for ensuring continuity of services that are needed by each recipient whose services they provide directly or supervise. Barring a client’s withdrawal or request to discontinue services which remain needed, services may only be discontinued if reasonable efforts are made to secure alternative services, the client is afforded a fair chance to arrange alternatives, or the continuation of services would pose a serious personal or professional risk to the registrant.

12.7 Priority of Service Recipient’s Interests

The interests of a recipient of services must be a registrant’s primary consideration. Interests of others, including insurers and other third-party funders must not take precedence over the interests of the person who is the subject of the service.

The emphasis is directed toward client needs and best interests. Registrants should provide options for ongoing services, whether that be referring to specific providers or providing them with ‘generic’ information such as links to our [Member Search](#); the Ontario Psychological Association’s ‘[Find a Psychologist](#)’ referral service; the Ontario Association of Mental Health Professional’s (‘OAMHP’) [referral service](#); the Ontario Autism Program (‘OAP’) provider list; and any other referral options that might be relevant.

There is no requirement to notify former clients.

Records Retention and Destruction

Standards of Professional Conduct, 2024

9.4 Record Storage and Retention

- a. Individual Client Service records must be retained for a minimum of 10 years after the service recipient reaches the age of 18 or after the last professional contact, whichever comes later;*
- b. Unless otherwise required by law, organizational service records must be maintained for at least ten years following the organizational client’s last contact. If the organizational client has been receiving service for more than ten years, information contained in the record that is more than ten years old may be destroyed if the information is not relevant to services currently being provided to the client;*
- c. Different components of a record can be stored across multiple locations. If so, each location must reference the other locations.*

9.6 Maintenance of Client Records

Registrants who are HICs must arrange for the security and maintenance of client records in case of expected or unexpected incapacity or death, and inform the College of these arrangements prior to ceasing to provide services or at the earliest reasonable opportunity. In making such arrangements, where possible, the designate should be a registrant of the College.

Practical Application: *If a registrant is unable to designate another registrant as custodian of the records, then the registrant must make best efforts to designate another regulated health professional and if unable to do that, then a person who is familiar with the requirements of the applicable legislation.*

If records beyond the retention period are destroyed, registrants may wish to keep a list noting the disposal date, period of service, client name/birthday or other identifying information. This may be helpful for a health information

custodian successor if they receive access to information requests from former clients.

Your health information custodian successor should be able to access your records. You may need to provide them with a list of passwords, keys, USB etc.

Information about your designate should be kept current on the College's website. This information may be found in the "[Members Area](#)", in the Practice Update Form, under the "Personal Information" section.

COUNCIL HIGHLIGHTS - MARCH 21, 2025



The College Council met virtually on March 21, 2025. Information provided to members of Council for their review in preparation for their deliberations and decision-making was posted on the homepage of the College website a week in advance of the meeting. Following the meeting, this information was archived and is available on the website in the [Council Meeting Materials](#) Reference Library.

POLICY ISSUES

College Performance Management Framework

The Council endorsed the College Performance Management Framework Report for 2024, submitted to the Ministry of Health. To view the CPBAO 2024 College Performance Measurement Framework please click [here](#).

College Policies (Amendments)

Council has approved amendments to the following College policies:

1. Policy III – F – 4: Per Diems and Council & Committee Compensation Policy for professional members in fulfilling its fiduciary duty to the public interest. Amendments ensure that the College appropriately

compensates professionals to better reflect the time commitment and is informed by an inflationary correction since the last adjustment in 2013.

2. Policy III F-5: Expense Reimbursement Policy enhances clarity and accountability in managing reimbursable expenses which includes adopting Canada Revenue Agency (CRA) reasonable rates for meal allowance, mileage reimbursement and incidental rates.

EDI Plan (now Ethics and Human Rights Plan)

Council also approved the College's Equity, Diversity, and Inclusion (EDI) Plan necessary to meet the expectation set out in the College Performance Management Framework (CPMF).

The College’s EDI plan will serve as an “Ethics and Human Rights” plan, including short and long-term goals along with a proposal to create a non-statutory Committee with advisory and educational duties. This plan will complement the existing College strategy and will be subject to review at the end of the current strategic period in 2028.

BUSINESS ISSUES

Budget 2025-2026

Council reviewed and approved the Annual Budget for the 2025-2026 fiscal year which begins on June 1, 2025.

Membership Fees

Amendments to By-law 18: Fees is approved, following a 60-day consultation with the membership. The proposed amendment which seeks to waive application fees and

annual dues for those psychology professionals working on inter-professional teams of Shared Health or a Manitoba Regional Health Authority, for the provision of public health services to Northwestern Ontario residents.

Amendments will be reflected in the By-laws and the College staff will work with the Psychology Leadership of Shared Health (Manitoba) for an estimated launch of June 1, 2025.

The feedback received from members and reviewed by Council during the consultation period is available in the Council Materials.

OTHER BUSINESS

The next meeting of Council will be held virtually on June 20, 2025.

INQUIRIES, COMPLAINTS & REPORTS COMMITTEE (ICRC)

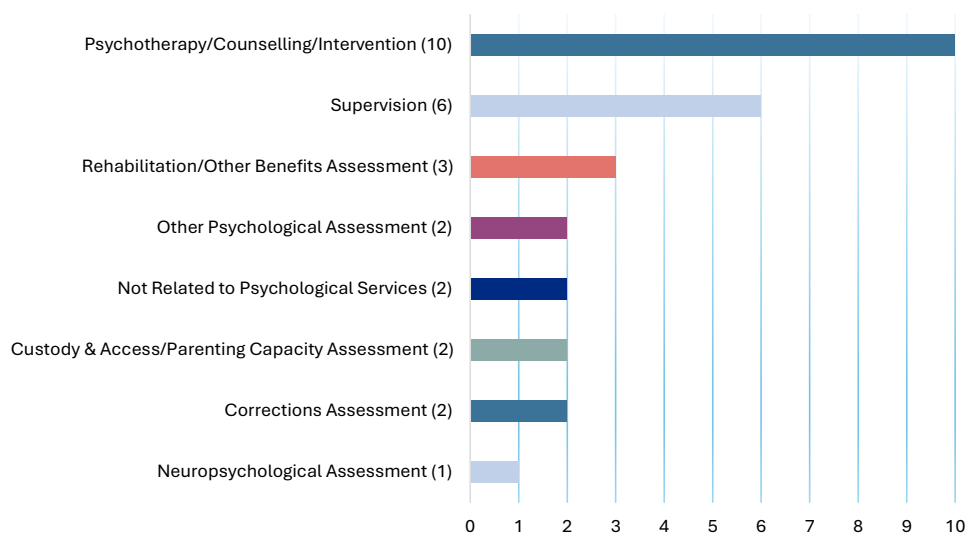
THIRD QUARTER, DECEMBER 1, 2024 – FEBRUARY 28, 2025

ICRC MEETINGS

The ICRC met three times to consider a total of 29 cases. In addition, the ICRC held 15 teleconferences to consider 22 cases.

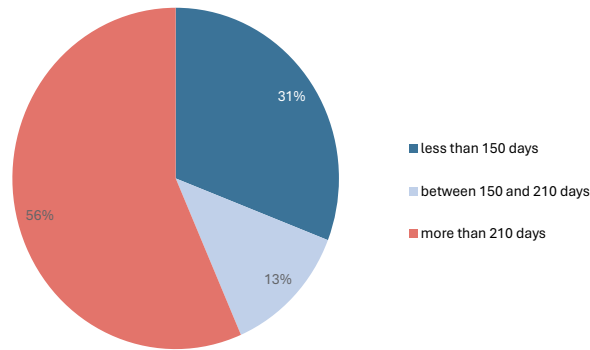
NEW COMPLAINTS AND REPORTS

In the 3rd Quarter, the College received 28 new complaints related to the psychology profession and eight complaints related to the ABA profession.



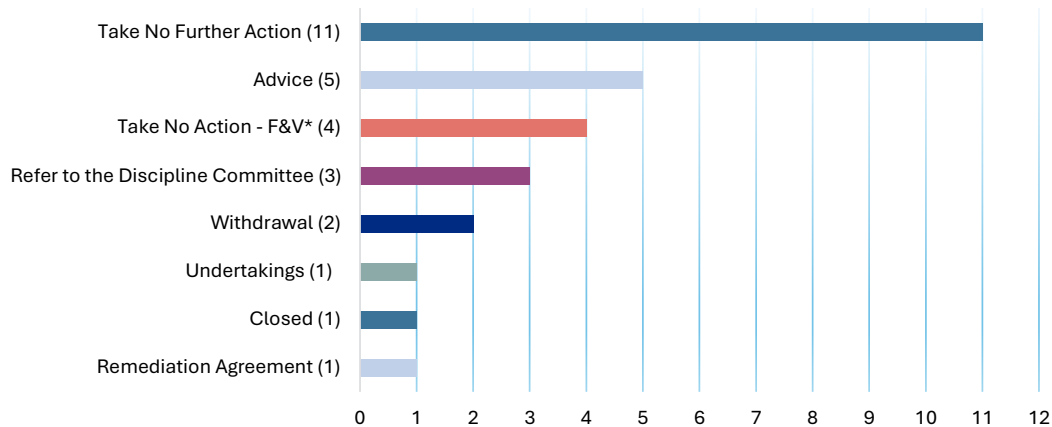
TIMELINE SNAPSHOT

There are currently 191 open ABA and psychology complaints being actively investigated.



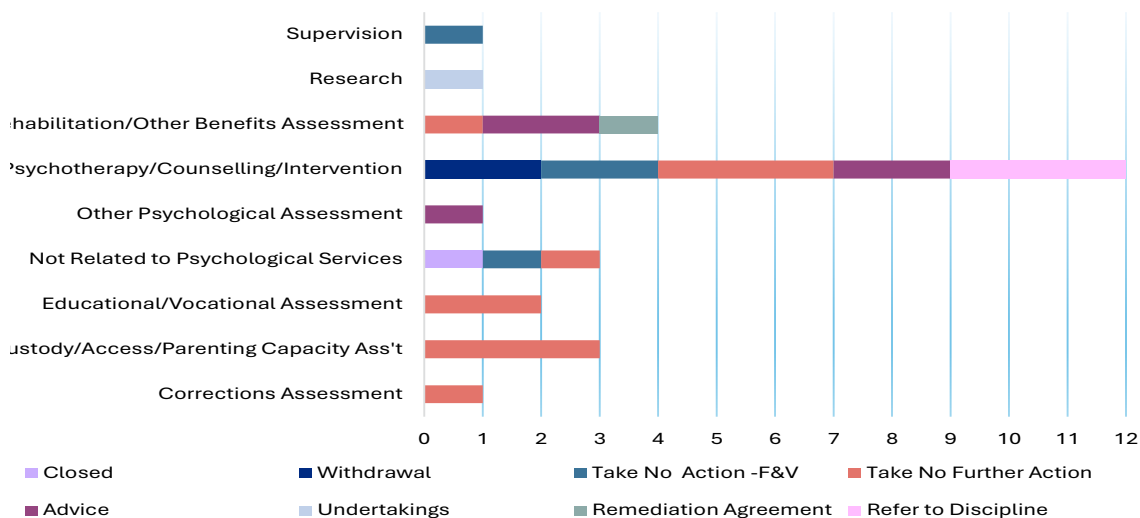
ICRC DISPOSITIONS

The ICRC disposed of one ABA case in this quarter and provided the registrant with Advice in that matter. The Committee disposed of 28 psychology cases. The ICRC took some action in 10 or 36% of these cases. This can range from providing advice to a referral to the Discipline Committee.



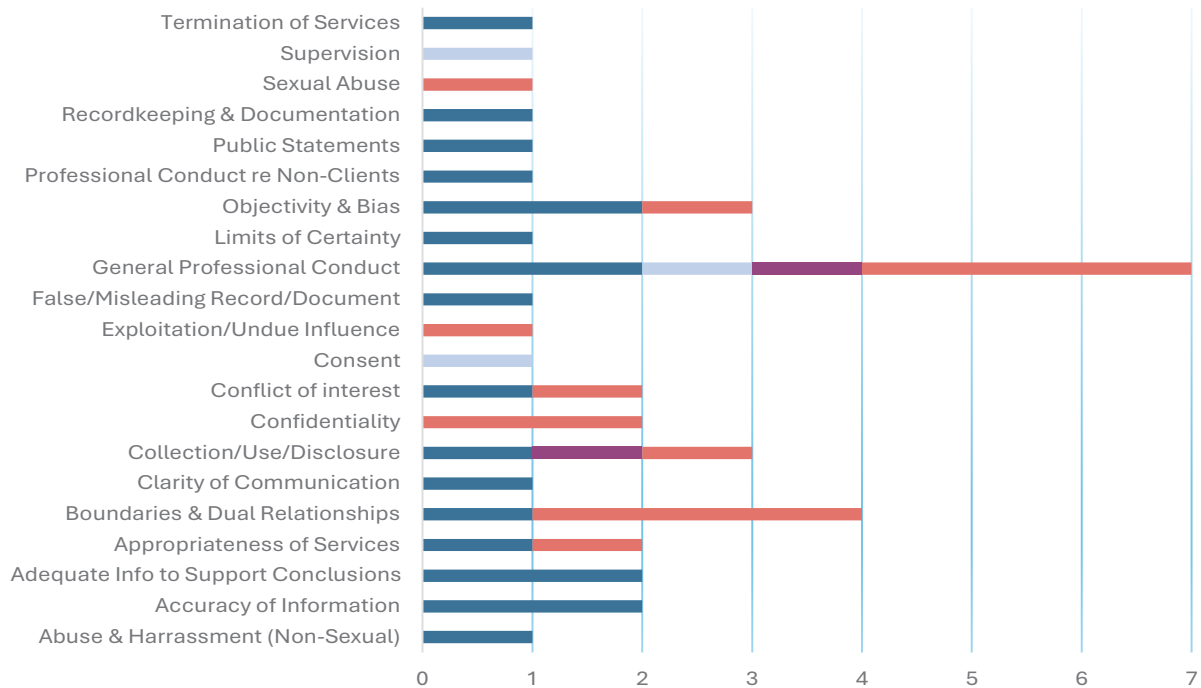
*F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code.

†SCERP: Specified Continuing Education or Remedial Program



DISPOSITION OF ALLEGATIONS

The 28 psychology cases disposed of included the consideration of 124 allegations. The ICRC took some action with respect to 39, or 31%, of these allegations.



HEALTH PROFESSIONS APPEAL AND REVIEW BOARD (HPARB)

In the 3rd Quarter, two HPARB reviews of ICRC decisions were requested. The College received four HPARB decisions. In two of its decisions, the Board confirmed the ICRC decisions. Two requested reviews were withdrawn.

DISCIPLINE COMMITTEE REPORT



THIRD QUARTER, DECEMBER 1, 2024 – FEBRUARY 28, 2025

REFERRALS TO DISCIPLINE

There were three referrals to the Discipline Committee in the 3rd quarter:

[Dr. Philip Classen](#): This matter is currently at the Pre-Hearing Conference stage.

[Mr. Christopher Heap](#) (2 matters): These matters are currently at the Pre-Hearing Conference stage.

PRE-HEARINGS

The following Pre-Hearing Conference was held in the 3rd quarter:

[Dr. Irina Trofimova](#): The Pre-Hearing Conference for two related matters took place on December 12, 2024. The Hearing is scheduled for June 26, 2025.

HEARINGS

There were two Hearings in the 3rd quarter:

[Dr. Frank Kane](#): The Hearing was held on January 6, 2025.

[Dr. Laura Brown](#): The Hearing was held on February 25, 2025.

ONGOING MATTERS

[Mr. Eldon Bossin](#): The Hearing for this matter has not yet been scheduled.

[Mr. Christopher Heap](#): This matter is currently at the Pre-Hearing Conference stage.

[Dr. Vytas Velyvis](#): This matter is currently at the Pre-Hearing Conference stage.

[Dr. Romeo Vitelli](#) (3 matters): These matters are currently at the Pre-Hearing Conference stage.

[Ms. Tatiana Zdyb](#) (2 matters): A Pre-Hearing Conference regarding one matter took place on July 30, 2024, with a further Pre-Hearing Conference to be scheduled.

CHANGES TO THE REGISTER

CERTIFICATES OF REGISTRATION

The College would like to congratulate those **Psychologist, Psychological Associate and Behaviour Analyst** members who have received Certificates of Registration Since January 2025

Psychologists - Certificate of Registration Authorizing Autonomous Practice

Nancy Al Kayal	David Arthur Hurst	Dharna Piyooosh Patel
Janet Amos	David Joubert	Annalie Marie Pelot
Jodi Michelle Benkovic	Allison Lyn Kirschbaum	Vann-Vateil Phlek
Teryn Bruni	Andrea Krygier	Victoria Pitura
Christal Castagnozzi	John Laing	Lauren Anne Rosen
Sara Joy David	Soeun Lee	Vasanthini Lena Santhirasegaram
Marlene Janet Susan Desjardins	Zhen Li	Shira Segal
Justin Pierre Dubé	Pantelitsa Linardatos	Abanti Tagore
Sarah Gardiner	Jennifer Mariasine	Rachel Tarrant
Anjani Goral	Ryan Matchullis	Esther Trudel-Cloutier
Tara Gralnick	Megan Eleine O'Connell	Zhen Xu

Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

Patience Leah Paradis	Joanna Rowe
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Behaviour Analysts - Certificate of Registration Authorizing Autonomous Practice

April Joy Abay-abay	Kristyn Elste	Hyeonjeong Ji
Dana Alghresi	Suk Kwan Fan	Lauren Kaczanowski
Jordynn Amerlinck	Simin Fareghi Naeini	Avery Keith
Susan Battin	Azka Farooq	Bariah Khan
Silva Bayramian	Enya Farrelly	Luxsi Kirupanayagam
Avery Bettonvil	Elis Fendrikov	Abeer Lababenah
Adriana Beukeboom	Susanna Fischer	Jenna Lafond
Emma Burgess	Hannah Floyd	Heather Landray
Anil Chaubey	Megan Gagnon	Ina Lee
Anna Cook	Elizabeth Gay	Jamie Li
Lindsay Counsell	Azrum Ghouse	Amanda Linhares
Jessica Croussette	Gouri Vinod Nair	Jodie Lydon
Viviane Diniz Santos	Rania Hanoudi	Melody Kai Wing Mak
Rebecca Dion	Kristyn Hodgins	Ashley Martin
Fiona D'Silva-Coelho	Nazli Inan	Rejeanne Mckinnon

Julia Melo
Alyssa Millar
Shona Mills
Shannon Moore
Kate Ness
Melissa Noce
Veronica Onyige
Karen Palmer
Radhika Patel
Sabeeha Patel
Carleigh Piche
Ashley Pitchuck

Jessica Pryke
Allison Pym
Rachel Raakman
Anittha Ranganathan
Shereen Rehman
Michelle Reiterer
Jessica Ross
Tapashi Roy
Sofia Savona-Jofre
Bradey Schrock
Tamara Shane
Meaghan Shaw

Kathleen Shaw
Recha Sood
Quinlan Stamp
Theresa Stoesser
Amanda Thompson
Kassandra Waddington
Jamie Wallace
Megan Winter
Flora Wong
Abeer Zuberi
Maryam Zulfiqar

Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Rachel Asare
Barbara Jean Beach
Allison Beckman
Severina Borisevich
Kelly James Clarke
Vanessa Baaba Dadzie
Anurag Alexander Dhand
Victoria Melissa Doobay
Janelle Drisner
Thomas George
Oksana Halkowicz
Bonnie Hayes

McKenzie Henderson
Yvonne Hindes
Mateo Huezo
Reem Khawar
Lucie Leahey
Erica Lundberg
Leslie MacIntyre
Christopher Mercer
Eric Morris
Bruce Murray
Catherine O'Hayer
Ashley Pettigrew

Ida Pienaar
Derek Pierce
Karleen Brooke Russell
Christine Saber
Jennifer Strebchuk
Marisa Van Bavel
Kay Vinova
Ariana Walstra
Michelle Warren
Brenda Wiley
Amy Williams
Brandon Zuccato

Psychological Associates - Certificate of Registration Authorizing Interim Autonomous Practice

No new Certificates were issued during this time.

Psychologist- Certificate of Registration Authorizing Supervised Practice

Zainob Anuoluwapo Akindele
Lance Archer
Konrad Czechowski
Jenna Dawson
Jessica Renee Delorey
Katherine Finch
Ilvy Goossens
Andrew Gray

Tahira Gulamani
Courtney Haskins
Maria Claudia Ibanez
Jennifer Ip
Karin Kantarovich
Samuel Kim
Sheila Konanur
Kyle Roger Lemay

Mark William Leonhart
Meghan Kathleen McInnis
Joshua Peters
Angela Dawn Priede
Mari Shanahan Somerville
Mercedes Umana Garcia
Nastasya van der Straten
Amy Walsh

The College wishes to thank those members who generously provided their time and expertise to act as primary and alternate supervisors for new members issued Certificates Authorizing Autonomous Practice.

Psychological Associates - Certificate of Registration Authorizing Supervised Practice

Faiza
Yetunde Akinniran
Ayelet Ary
Faith Hannah Barrett
Alana Bassanese

Megan Bolt
Carly Esipu
Sarah Fisher
Bryan Grant
Alimot Hassan

Romar Muir
Thanara Rajakulendran
Amber Sinclair

Behaviour Analysts - Certificate of Registration Authorizing Supervised Practice

No Certificates were issued during this time.

Retired

Elena M. Cherepanov
Deborah Lynn Chesnie Cooper

Marcia Ann Sokolowski

Lauren Mary Stenason

Resigned

Anastasia Barbopoulos
Jeremy Baumbach

Linda Ruth Daviss

Ayala Gorodzinsky

Deceased

The College has learned with regret of the death of the following members and extends condolences to family, friends and professional colleagues of:

Barbara Jane Chambers