



The e-Bulletin

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO
Regulating Psychologists and Psychological Associates

April 2020

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Who would have thought a few months ago that we would find ourselves in our current situation; a time of such uncertainty and challenge.

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As of the publication of this e-Bulletin, the College has no information regarding the timing as to when members can return to regular office practice or when the College offices may reopen.

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The College recognizes that the global pandemic has affected members' practices in different ways.

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Call for Interest in College Statutory Committees

The College is beginning the process for selection and appointment of members who are interested in serving on College Committees beginning in June 2020.

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Election to Council 2020

The Election to Council was held on March 31, 2020 for positions in two districts: Electoral District 4 (East) and District 7 (Psychological Associate)

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Council Highlights

Highlights from the Council meeting held on March 12, 2020 are now available.

[READ MORE](#)

Communications Modernization Project



Over the past year, the College has undertaken a Communications Modernization Project. This will enhance communications with all stakeholders. The Project is well underway and members will see our new logo being used very soon. In addition, work is continuing on developing our new website and introducing social media channels, all of which we look forward to launching during the summer.

Inquiries, Complaints and Reports Committee Activities

The third quarter report for the ICRC - December 1, 2019 to February 29, 2020 is now available for download.

[DOWNLOAD ICRC REPORT](#)

Discipline Committee Activities

The third quarter report for the Discipline Committee - December 1, 2019 to February 29, 2020 is available.

[READ MORE](#)

Council Meeting Materials Available for Download

The College posts the materials which support the items for discussion at the quarterly Council meetings. These materials are available one week prior to the meeting and are maintained, along with the approved minutes, in the Resources section of the [College website](#).

Changes to the Register

Since January 2020, there have been many changes to the College Register as new Certificates of Registration were issued or members retired or resigned.

[VIEW CHANGES TO THE REGISTER](#)

Upcoming Council Meetings

June 12, 2020

We welcome observers. Materials will be posted to the website one week in advance. Please advise the College of your wish to attend by calling 416-961-8817 or emailing cpo@cpo.on.ca

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President's Message

Who would have thought a few months ago that we would find ourselves in our current situation; a time of such uncertainty and challenge. For many, we are venturing into untravelled domains to support our clients. We have had to quickly get up to speed mastering new ways of delivering services. The College recognizes that this has not been an easy transition. We also acknowledge that there are concerns about how the College may respond to less traditional means of meeting the needs of clients. From the College's perspective, our mandate has not changed; we are charged with ensuring public protection. However, we also recognize that the rules and standards that have been set were created for a very different environment for serving the people of Ontario. To this end, it is our expectation that members will strive to meet the *Standards* of the College. Where deviations are necessary and urgent, the College does appreciate that not all of the rules normally in place may fit this very unique COVID-19 situation. Quoting our Registrar in a recent communication with the membership, "The best advice the College can offer is that you need to make your best effort to provide services in keeping with the *Standards*. If, in this unique, emergency situation, you find this is not possible, you should be able to offer a clear and reasonable rationale for why the circumstances warranted you to provide services in the way you did." Over the course of these challenging times, the College will continue to keep you apprised of new developments in service delivery and public protection and will do all it can to assist you in meeting our collective mandate.

Over the past few months, the Registrar, Dr. Rick Morris, the Deputy Registrar, Mr. Barry Gang and I met with the leadership of the two organizations representing psychologists and psychological associates in the province; the Ontario Psychological Association and the Ontario Association of Mental Health Professionals. These were fruitful talks that allowed for a frank exchange of views on current issues facing the profession. It is my plan that we should meet every six months or so to keep each other apprised of emerging areas of importance.

The Registrar and I have also continued our discussions with the Ministry of Health and other the Ministries that could be affected by the implementation of the Council motion 'to close the Psychological Associate class and grant all current Psychological Associates the title of Psychologist, and in the future, only register Psychologists at the doctoral level'. As is appropriate, the Ministry has been diligent in its consideration of the motion passed in September 2019 and I anticipate there will be several meetings to follow. Hopefully, the effect of COVID-19 will not slow our progress too much.

Finally, as we find new ways to work during this era of physical distancing, there are many people whom I would like to thank. The Registrar has kept the membership up to date with the latest reliable health resources to guide us through these difficult times. College staff are doing a fine job in spite of the fact that the offices are closed. There has been no major interruption in the work of the College. I would also like to thank those members who volunteer their time to participate in the Committee work of the College. It is not easy attending multiple hour telephone and Zoom meetings. Finally, to those of you who have volunteered to offer supportive services to front line medical workers, thank you so much for your contributions.

Stay safe. Stay healthy.

Michael Grand, Ph.D., C.Psych.
President

COVID-19 Update

Back to Work Planning

As of the publication of this *e-Bulletin*, the College has no information regarding the timing as to when members can return to regular office practice or when the College offices may reopen. As well, there is no information regarding the nature of “back to work” requirements and whether the Chief Medical Officer of Health (CMOH) and/or the Office of the Premier of Ontario may impose specific orders or directives on health care practitioners returning to their offices.

The College is monitoring the information being provided by the CMOH and the Premier’s Office. In addition, the College is working with the other Health Regulatory Colleges to begin to consider a variety of “back to work” questions that may arise. The work of many of our health profession colleagues, such as dentists, optometrists and others, involves very close physical contact and therefore consideration is being given to the extent of personal protection equipment (PPE) and office physical distancing protocols that may be necessary. Our members may not require the extent of infection risk controls needed by our colleagues, however PPE and physical distancing protocols need to be considered. As more information about “back to work” becomes available and we learn of health orders or directives, if any, that may be imposed, the College will provide further updates.

June 2020 Oral Examinations

Due to the coronavirus pandemic, the College will not be offering the in-person Oral Examinations which were scheduled to take place from June 3 – June 5. The College understands that many supervised practice members have been working hard to get ready for this final step toward autonomous practice. For the reason, the College does not wish to cancel the Orals but rather has decided to move them to a virtual administration for those candidates who wish to participate in this way. There are a number of logistical issues to be considered in order to ensure the integrity of the examinations and therefore it is necessary to postpone them to later in June or early July.

There are two groups of supervised practice members affected by this necessary decision.

a) Fully Eligible Candidates

A number of individuals have completed all of the requirements necessary to participate in an Oral Examination and were scheduled to do so in June. These candidates have passed the EPPP and the Jurisprudence and Ethics Examination and have completed their year of supervision. They have all been contacted to identify those who wish to participate virtually at this time or who would prefer to wait until December for the next in-person opportunity.

b) Candidates Close to Fulfilling all Requirements

There are a number of supervised practice members who had anticipated writing the EPPP in March, April or May so that they would be eligible to attend the June Oral Examinations. Unfortunately, the EPPP has

been unavailable due to the closure of all Pearson Vue testing centres. We understand the centres have rescheduled some candidates beginning in June, on the hope that they will be permitted to reopen soon.

Depending on when the testing centres reopen, the College may be able to organize some Orals earlier than the next regular session scheduled for December 2020. Every effort will be made to accommodate these candidates. Consideration is being given to undertaking small groups of Orals throughout the summer. The individuals who are waiting to take the EPPP, their final pre-Oral step, have all been contacted to explain the situation and the steps the College is taking.

Registration Interviews

Individuals who are changing or adding areas of practice or are registered with an Interim Autonomous Practice Certificate are required to attend an interview to complete the process. These are often held in conjunction with the Oral Examinations or as separate, in-person interviews at the College offices. It may be possible to arrange for these interviews to be conducted virtually, as is happening with the Orals. Individuals who are eligible and interested in pursuing this should contact the College's Registration department (registration@cpo.on.ca).

College Offices Continue Operate Remotely

The College offices will continue to operate remotely until the health authorities determine that regular operations can begin. We are endeavouring to provide uninterrupted service to members and the public efficiently and effectively. We do recognize however, that there may be some delays in responding to College matters. We appreciate your patience during this difficult time. To review the College's previous [updates on COVID-19](#) please visit the information page on our website.

Quality Assurance Update

Flexible Timelines

The College recognizes that the global pandemic has affected members' practices in different ways. Some members are less busy and have greater flexibility than usual because of reduced workloads or changed schedules. In other cases, members are professionally busier and are experiencing more challenging demands on their time and other resources. Unfortunately, some members may also have been personally affected by COVID-19. For members unable to dedicate the time to quality assurance activities because of the pandemic, we are offering extended timelines and flexibility regarding some requirements.

Self-Assessment Guide

The *Self-Assessment Guide and Continuing Professional Development Plan* and the on-line *Declaration of Completion* have been updated. We will notify members with "even" registration numbers as well as all of those with Certificates Authorizing Supervised or Interim Autonomous Practice as soon as they are posted on the Quality Assurance section of our website. Any members not able to submit the *Declaration of Completion* by the usual June 30th deadline, for reasons related to the pandemic, may do so until August 30th, without penalty.

In the updated *Self-Assessment Guide and Continuing Professional Development Plan* new legislation has been added and marked as "NEW". As well, some sections have been slightly reorganized in response to members' comments about things they found confusing in the previous version. The biggest change to the *Self-Assessment Guide* has been the addition of section VII, the Self-Care Plan. This section was developed by the Quality Assurance Committee and is consistent with the efforts of regulators in other jurisdictions to assist members in protecting their own well-being, in their own and their clients' best interests. Members who are not required to complete the *Self-Assessment Guide* this year are encouraged to review this new section and are welcome to use it voluntarily.

Continuing Professional Development (CPD)

Members with "even" registration numbers ordinarily are required to make their on-line *Declaration of Completion* regarding the *Continuing Professional Development* requirements by June 30th. Due to the rolling nature of the two-year CPD cycle, it is not feasible to extend the deadline for completion or the number of credits required without affecting the subsequent cycle dates and credit requirements. This would likely cause confusion in the future.

Members with "even" registration numbers who have completed, or will complete, the required number of credits by June 30th should make their *Declaration* as soon as possible. Members requiring additional time to gather and check their materials may make the Declaration until August 30th without penalty.

If, for reasons related to the pandemic, members are unable to obtain all of the required credits, they will be able to complete an alternate *Declaration* indicating that they have made best efforts to satisfy all of

the requirements but were unable to do so. The College recognizes that the social distancing required to avoid transmission of COVID-19 has caused delays in some opportunities to participate in CPD activities involving face to face interaction. We ask that members do not place themselves, their families or members of the community at risk out of concern about collecting adequate credits for the current CPD cycle.

Once the public health authorities advise that it is safe to resume normal activities, we will determine whether any further changes to timelines are necessary in order to ensure that the CPD deadlines are fair and reasonable.

Peer Assisted Reviews

Progress towards completing the reviews this year has been interrupted by the physical distancing requirements imposed in response to the global pandemic.

As has been previously reported, the focus for Stratified Random Sampling for 2019-2020 has been on members providing supervision. Once enough aggregate data about the results of these review is available, we will provide information to the membership about particularly good practices observed as well as some common challenges identified and solutions to them.

[Survey Responses](#) from members who have recently undergone reviews indicate that the majority of respondents found it to be a collegial and helpful process. Some suggested that they would like to have had such a review earlier in their career. As a result of this feedback, the Committee decided that, beginning in the summer of 2020, the focus of the stratified random sampling would be with members who have been in autonomous practice for a period of 5-10 years. Full, unedited survey responses are being made available so that those involved, or simply interested, in the process have access to this information.

Call for Interest in Statutory College Committees for 2020-2021

Submissions Due by May 8, 2020

The College process for selection and appointment of members who are interested in serving on College Committees beginning in June 2020 is underway. 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. We are interested in hearing from members who are interested in serving on a Committee for the coming year.

The Executive Committee is elected by the College Council from the members of the Council. The other six Committees require professional members of the College to join with the elected and public members of Council to further the College's work. Both titles, Psychologist and Psychological Associate, must be represented on every Committee. 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 Participation in Statutory Committees](#).

Involvement on College Committees provides members with an opportunity to take an active role in the self-regulation of the profession. Committee members are volunteers, although there is a per diem for meeting attendance, and out of pocket expenses such as travel, meals and accommodation are reimbursed in accordance with the College's Per Diem Expense Claim Policy. A copy of the policy is available upon request. In addition, Committee participation may be counted toward one's Continuing Professional Development requirement. (Section A - Professional Activities; specifically, A6a *Serving on College Council or Committee or Psychological Association Board or Committee* - 5 credits per membership on Council, Board or Committee to a maximum of 15.)

Selection of non-Council members is based upon the current needs of each Committee and the appointment of a mix of experienced and new members. The College also seeks to ensure diversity in areas such as nature and location of practice, populations served, languages spoken and years in the profession.

PLEASE NOTE: If you are currently on a Committee and wish to return for another term you must reapply as consideration for reappointment is not automatic.

If you are interested in serving on a Committee, please complete the online application form available at the link below and indicate your preferred Committee (1st and 2nd choices may be given). In addition to your preferred choices, the form asks you to provide a brief statement outlining your background, experience and interest as well as any relevant qualifications you will bring to the Committees selected.

[CLICK HERE](#) to use the online application form to submit your expression of interest by Friday, May 8, 2020.

We often receive expressions of interest from more members than we have Committee openings. As a result, we may not be able to find an opportunity for everyone, but we greatly appreciate knowing of your interest.

Election to Council 2020

The Elections to the College Council were held on March 31, 2020 for positions in two districts: Electoral District 4 (East) and District 7 (Psychological Associate).

The College wishes to congratulate:

Marilyn Keyes, Ph.D., C.Psych. - District 4 (East) (Acclaimed)
Paula Conforti, Dip.C.S., C.Psych.Assoc. - District 7 (Psychological Associate) (Acclaimed)

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.

Marilyn Keyes, Ph.D., C.Psych. – District 4 (East)

BIOGRAPHY

I obtained my license for Autonomous Practice with the College of Psychologists of Ontario, in 2002. I came to the profession of psychology later in life, and I received my BA and MA as a full-time mature student at Carleton University in Ottawa. Then I completed the requirements for a Ph.D. in clinical psychology at the University of Ottawa. My practical training introduced me to working as part of an interdisciplinary team, first in a correctional facility and then a psychiatric hospital. My internship was at the Centre for Psychological Services at the University of Ottawa, where we provided therapy to members of the public. This placement was combined with one in the Federal Government providing career counseling to executives.

Following graduation I was fortunate to be retained in the government position as a part time employee. As well, I was honoured to be accepted as part of the Ottawa Couple and Family Institute (OCFI) team. I divided my time between the Federal Government position, and private practice where I provided individual and couple therapy to an adult population. Eventually, I left the government position to devote all my time to my practice at OCFI. I recognize that the government position allowed me to experience firsthand the unique challenges of working for a large institution with management expectations that occasionally created conflicting service goals as well as the confidentiality issues of third party payment for services. Meeting the Standards of Practice and Ethics of the College and the standards of business (serving two masters) can be a challenge that requires diplomacy, confidence, and sometimes the willingness to take a stand. Providing the best care possible for the client, while working within the corporate structure, can create circumstances that highlight the importance of not only knowing the Standards of Practice, but developing a fundamental understanding of their purpose in order to use good judgment in their application. I discovered that working in private practice, where psychologists enjoy much more freedom, reduces the conflict but enhances the need for rigorous self-monitoring and, once again, judgment. Every day there are decisions to be made about boundaries and competencies.

CANDIDATE STATEMENT

I would like to thank the members of the College of Psychology for the opportunity to hold a seat on the Council of Psychologists for the past three years. In addition to serving as a Council Member I have served on the Quality and Assurance, Inquiries and Complaints, Discipline, and Fitness to Practice Committees. I have been impressed with the dedication and integrity of the staff and members of the committees, and

honoured to be among them. I have recognized the primary duty of the College, as a self-regulatory body, is the protection of the public, and in relation to this duty, its efforts to assist members to adhere to the regulations and standards set out for psychologists.

When the membership of the College elect professional Council Members, they are electing someone to represent the common interest of psychologists in the protection of the public, who are our clients and our reason for being. The reality of this representation was brought home to me, when during my tenure the question of the use of the title “psychologist” arose. Every professional member on Council declared a conflict of interest in this matter. The decision had to be made based on the facts as seen in relation to public protection rather than individual or collective interests of the members.

In my statement in for the 2017 election I expressed an interest in facilitating the relationship between the College and its Members. Upon reflection I have done so by reminding Council and Committee members, whenever the opportunity presented, to be cognizant of the need to strengthen the College’s image as a resource and a body that helps members achieve the ultimate goal of protecting the public. I want to encourage members to access the resources offered by the college. I appreciate being acclaimed for another term and the opportunity to continue in my role.

Paula Conforti, Dip.C.S., C.Psych.Assoc.

BIOGRAPHY

As a Registered Member of the College of Psychologist of Ontario (CPO) for the past 18 years I have interacted with fellow Master and Doctorate level peers and worked with youth in a variety of clinical and school settings who have a range of mental health and learning challenges. My peers, the patients and students that I have had the privilege of working with, were my greatest teachers. I invite everyone to reflect on both of my statements, as I strive to be the voice of unity because a house divided amongst itself can not stand.

Early in my career I received training in a clinical-research unit of a large pediatric hospital focusing on children and youth and this set the standards high as it developed and utilized evidence-based practice to shape diagnostic care. When I became Registered, I chose to be employed within a school setting and opened a successful multidisciplinary private practice with the caveat that it had always been my intention to model and increase tiered service provision within the school system. This is what I strived for and continue to do. I am dedicated to make life easier for students with mental health and learning needs by providing them with innovative solutions when and where they need it.

I believe strongly that I will bring an open and inviting culture to the Council table that challenges people to think broadly and provides a transparent mechanism by which everyone’s experiences can shape public protection and I will be a reasonable voice to ensure all of our profession not only continues to achieve steady improvement but does so with a check on reality. I am collaborative, innovative, and emulate the blend of experiential learning, methodological rigor and multi/inter-disciplinary cohesion which is reflective of my leadership style and the skills that I believe are necessary on Council.

CANDIDATE STATEMENT

Key issues that have been brought to my attention include:

Public protection must include the correction of misinformation. College Council should conscientiously and deliberately strive to correct all erroneous statements and misinformation which may negatively

impact psychological service providers and thereby protecting and providing the public with correct and reliable care.

Review of areas of practice and the overlap between counselling, clinical, school / clinical and rehabilitation etc. and how these classifications are being perceived by the public and what that means as a practicing psychologist/psychological associate.

As a cross-appointed Member of the College of Regulated Psychotherapists of Ontario (CRPO), I sought registration with that College to provide responsible supervision and access to Regulation for those who desired to strive for self-improvement and uphold standards. I firmly believe in Regulation. Similarly, many of us see the challenges facing supervision, billing, etc. and the need for responsible care towards all members of the public which would be inclusive of those that are members of other regulatory bodies; that is, in essence they are too the public. Our lens and breadth should extend public safety to include how we are advancing those under our supervision.

Raising awareness in a transparent manner around challenges that have not been addressed with the decision to close the Masters' registration class. Principally, there remains a lack of public understanding of our two titles as there is one scope of practice, entry into practice through passing identical exams and equal competency. The public is being denied access to highly qualified CPO members. One day soon there will be only one title and the public protection will no longer be at risk.

All CPO members advance their learning on an ongoing basis and access mechanisms that achieve this, how and when, it makes sense to them. There are few, if any, continuing degree granting programs available to Masters' prepared practitioners. Universities recognize our identical scope of practice and as a result, often defer to accepting novice applicants for a range of reasons. Collectively many issues have affected a class of Registrants. While I am in support of closure, I will not support nor condone misrepresentation of the Masters' class.

There have been discussions such that when there is only one title there will no longer be a District 7 and no longer a need to have representation of Masters' level psychologists on all statutory College committees. We continue to have issues that are unique to us and regardless of title/degree all members of the College should be represented on Council and committees. Current best practice for College Council is not proportional representation but equal representation of all professionals which lends itself to rich views points in the service of the public.

There is a huge need to find better ways of informing and involving our membership on a consistent basis on the happenings at the Council level in addition to engaging a wider interest in advocacy initiatives for healthy turnover.

Council Highlights – March 12, 2020

Policy Issues

Changes to the College's Guidelines for Retraining for Supervised Practice Members

The Council approved modifications to the *Guidelines for Retraining for Supervised Practice Members*. These changes will assist candidates and their supervisors to understand the College's expectations for preparing acceptable training plans.

A copy of the Briefing Notes which were considered by the Council may be found in the [Council Materials](#) in the Resources section of the website.

Business Issues

Budget 2020-2021

Council approved the Annual Budget for the 2020-2021 fiscal year.

Election to Council

Following the recent Council elections, the College congratulated Marilyn Keyes, Ph.D., C.Psych - District 4 (East) and Paula Conforti, Dip.C.S., C.Psych.Assoc. - District 7 (Psychological Associate)

Other Business

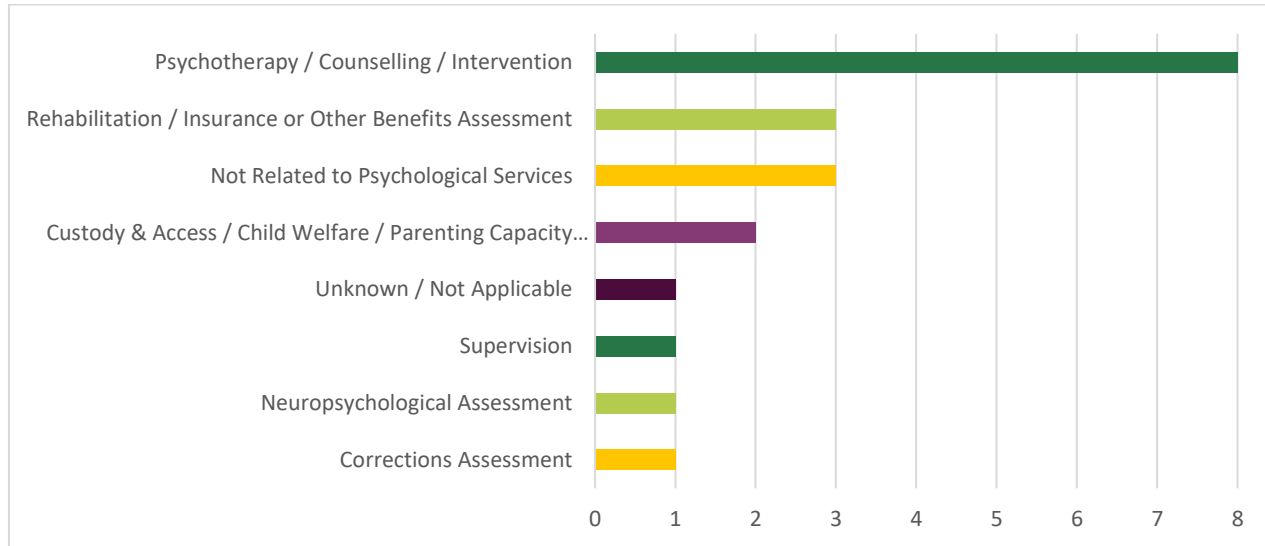
The next meeting of Council will be held on June 12, 2020.

Inquiries, Complaints and Reports Committee (ICRC) Report to Council

Third Quarter, December 1, 2019 – February 29, 2020

New Complaints and Reports

In the third quarter, the College received 20 new complaints. No new Health Inquiries or Registrar's Investigations were opened. The nature of service in relation to these matters are as follows:

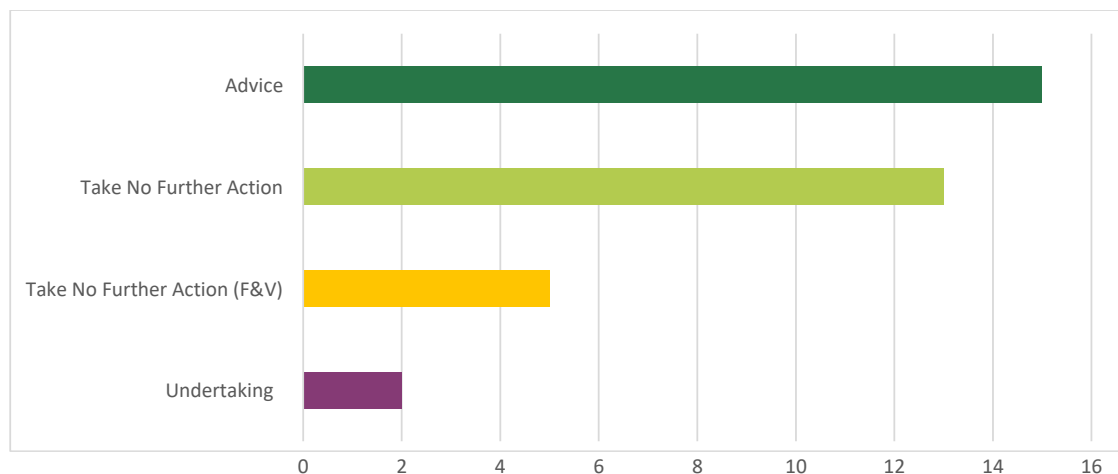


ICRC Meetings

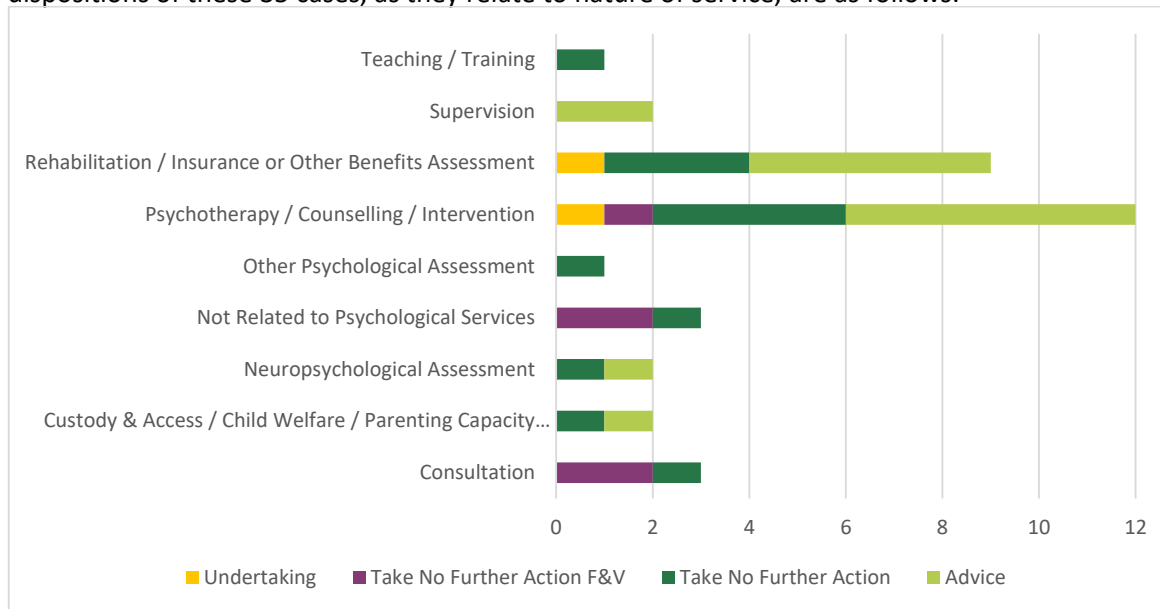
The ICRC met four times in the third quarter (December 12, 2019, December 18, 2019, January 16, 2020 and February 19, 2020) to consider a total of 35 cases. A panel meeting was held on January 23, 2020 to consider 3 inter-related matters and 12 teleconferences were held to consider 16 cases. Oral cautions were delivered at the December 12, 2019 and December 18, 2019 ICRC meetings.

ICRC Dispositions

The ICRC disposed of the 35 cases during the third quarter, as follows:



The dispositions of these 35 cases, as they relate to nature of service, are as follows:



Disposition of Allegations

In the third quarter, the 35 cases disposed of included the consideration of 95 allegations. The ICRC took some remedial action with respect to 34, or 36%, of these allegations.



Health Professions Appeal and Review Board (HPARB)

In the third quarter, four HPARB reviews of ICRC decisions were requested. One HPARB decision was received, which confirmed the ICRC decision.

Discipline Committee Report to Council

Third Quarter, December 1, 2019 – February 29, 2020

Referrals

There were no referrals to Discipline in the third quarter.

Hearings

One hearing was held by a Panel of the Discipline Committee in the third quarter:

1. Dr. Ian Manion: https://members.cpo.on.ca/public_register/show/1002

A hearing was held in this matter on December 3, 2019. A Panel of the Discipline Committee made findings of professional misconduct against Dr. Manion in that he failed to maintain the Standards of Professional Conduct, effective September 1, 2005 (revised March 27, 2009) and engaged in conduct or performed an act, in the course of practising the profession, that, having regard to all the circumstances, would reasonably be regarded by members as unprofessional.

The Panel imposed an Order, which included a reprimand and suspension of Dr. Manion's certificate of registration for a period of twelve months, the last four months of which will be suspended on condition that Dr. Manion attends and completes the PROBE course with an unconditional pass, and attends the PROBE Plus course and obtains a pass.

Ongoing matters

There is one outstanding matter before the Discipline Committee:

1. Dr. Oren Amitay: https://members.cpo.on.ca/public_register/show/20987

A referral was made to the Discipline Committee on July 18, 2019. At issue are allegations of professional misconduct in that Dr. Amitay failed to maintain the standards of the profession and engaged in conduct or performed an act, in the course of practising the profession that would reasonably be regarded by members as unprofessional. The pre-hearing conference for this matter is scheduled for May 7, 2020.

Changes to the Register

Certificates of Registration

The College would like to congratulate the *Psychologist* and *Psychological Associate* members who have received Certificates of Registration since January 2020.

Psychologists - Certificate of Registration Authorizing Autonomous Practice

Fiana Patrice Andrews	Matthew Keough
Veronique Milaine Baril	Sela Kleiman
Jennifer Elaine Bruce	Lynn Denise Laverdiere-Ranger
Arielle Buch-Frohlich	Elizabeth Jeong Lee
Liv Caroline Capozzi	Rachel Elizabeth Liebman
Naddley Desire	Houyuan Luo
Deanne Marie Edwards	Frida Marshi Nasser
Kim Alison Foster Yardley	Amanda McKerracher
Allyson Amanda Midori Funamoto	Annalisa Moser
Frances Hammel-Kampus	Erin Kimberley Mullings
Megan Hancock	Laurie Lynne Pearson
Sharon Doreen Howk-Ventrudo	Jaspreet Kaur Rai
Gerrit John Hultink	Lance Rappaport
Jonathan Jette	Jennifer Short
Yuanyuan Jiang	Marie-Pier Vandette
Stephan Kappler	Sarah Elizabeth Wright
Karen Tania Kemp	

Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

Uliana Nevzorova

Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Michelle Buckle	Theresa Jubenville-Wood
Deborah Comeau	Elizabeth Lima Pacheco
Correne DeCarlo	Rosemarie Nardella
Nathalie Freynet	Katia Nelson
Elena Ivanova	Caroline Séguin Leclair
Mélanie Joly	Vanessa Tassé

Psychological Associates - Certificate of Registration Authorizing Interim Autonomous Practice

No Certificates were issued in this period.

Psychologists - Certificate of Registration Authorizing Supervised Practice

Fatemehsadat Akbarian	Nadia Maiolino
Hamid Alizadeh	Paolo Mazzonetto
Daniella Biondic	Gladiola Musabelliu
Sarah Blakely-McClure	Amanda O'Brien
Jasprit Chuckal	Zahra Palangi
Jasmine Dean	Enias Thomas Tapfuma Mutarah Pasipanodya
Lisa Do Couto	Lily Repa
Luis Flores	Amanda Robinson
Aastha Gupta	Julia Ryan
Christian Hahn	Octavio Andres Santos Solano
Zohrah Haqanee	Felisha Anisha Sharma
Julia Belenzon Hussman	Maisha Syeda
Tahira Jibeen	Jessica Tanner
Wing Yee Li	Elizabeth Thornley
Sarah Yu-Tsu Liu	Joshua Wyman
Nirvana Vijaya Maharaj	

Psychological Associates - Certificate of Registration Authorizing Supervised Practice

Nicole Azizli	Kimberley Lynn
Merise Du Toit	Shona Karen Robb
Armita Hosseini	Caitlin Wright
Nicole Knon	Cheryl Young
Sau Ching Lo	

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

Retired Certificate of Registration

Joan Sonja Brodati	Denis Roger Martel
William George Ford	B.Duncan McKinlay
Nathan Mandelzys	Glenn Murray Rampton

Resigned

Claire Chapdelaine

Deceased

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

George Peter Dimitroff
Lisa Garman