



The e-Bulletin

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

July 2017

Volume 8, Number 3

INDEX OF ARTICLES JUNE 2010 V1 N1 - JULY 2017 V8 N3

In This Issue:

President's Message

Oral Examiner Thank You

Changes to the *Regulated Health Professions Act, 1991*

Council Meeting Materials Available for Download

Consultation on Proposed Amendments to By-Law 21 - Committee Composition (Reminder)

Inquiries, Complaints and Reports Committee Activities

Electronic Signatures

Changes to the Register

Tricky Issue

Upcoming Council Meeting Dates

Council Highlights

President's Message

It is summer again, and a new operational year in the life of the College. The Council welcomed two new members at the recent June meeting.

[READ MORE](#)

Changes to the *Regulated Health Professions Act, 1991*

On May 30th, 2017 Bill 87, the *Protecting Patients Act, 2017*, received Royal Assent making changes to six existing statutes. The most significant changes for members of the College provide for amendments to the *Regulated Health Professions Act, 1991* (RHPA).

[READ MORE](#)

Consultation on Proposed Amendments to By-Law 21: Committee Composition - Reminder

As described in an e-mail sent to the membership on June 28, 2017, the College is currently consulting on proposed changes to By-Law 21: Committee Composition.

[READ MORE](#)

Electronic Signatures

The Practice Advisory Service at the College has recently received several inquiries regarding the use electronic signatures when entering documents in an electronic record management system. The information provided to members is summarized below.

[READ MORE](#)

Tricky Issue

At the recent Barbara Wand Seminar in Professional Ethics, Standards and Conduct held in June 2017 in Ottawa I presented a series of Tricky Issues in Professional Practice. Due to time constraints, one of the scenarios provided to participants in the handout was not reviewed. Below is a modified version of the scenario and the multiple-choice answers followed by a discussion of each.

[READ MORE](#)

Oral Examiner Thank You

The College would like to thank the following who acted as oral examiners in June 2017.

[READ MORE](#)

Council Highlights

Highlights from the Council meeting held on June 23, 2017.

[READ MORE](#)

Inquiries, Complaints and Reports Committee (ICRC) Activities

The 4th quarter ICRC report is now available.

[VIEW ICRC REPORT](#)

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 [website](#).

Changes to the Register

Since April 2017, 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

September 15, 2017
December 1, 2017

We welcome observers to our meetings. 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 through email cpo@cpo.on.ca

[SUBSCRIBE TO THE NEWSLETTER](#)

[VISIT OUR WEBSITE](#)

President's Message

It is summer again, and a new operational year in the life of the College. The Council welcomed two new members at the recent June meeting – Dr. Marilyn Keyes and Ms. Christine DiZazzo. At that meeting, elections for the Council Executive Committee for 2017-2018 were held and there are some changes to the Executive Committee for the coming year. The Executive welcomes Ms. Kristin Bisbee, Public Member and Dr. Michael Grand and Ms. Christine DiZazzo, Professional Members. Continuing this year on the Executive are Dr. Ruth Berman, Vice-President and Mr. D'Arcy Delamere, Public Member and I am pleased to have the opportunity to continue to serve as President.

The first order of business for the new Executive Committee was to appoint the members to the Colleges Statutory and Non-Statutory Committees. Once again, we received expressions of interest from many more members than there are Committee spaces available. I would like to thank each Professional Member who expressed interest in volunteering for Committee work. As has been said many times, the College could not do its work of regulating the profession without the assistance of you, its members. Your work is appreciated and valued.

The College By-Laws require that both titles, Psychologist and Psychological Associate, be represented on all Statutory Committees. Based on previous years' experience, there was some concern that there might not be enough Psychological Associates volunteering to fill the required Committee slots. In an effort to address this potential problem, the College wrote directly to all Psychological Associates and to the Ontario Association of Psychological Associates (OAPA) highlighting this concern and extending an invitation for volunteers. In response, there was a substantial increase in Psychological Associates who expressed interest in working on College Committees.

The Council Executive held a reception for local members at the Delta Armouries in London on May 16th. It was well-attended and afforded an opportunity for the Executive to meet with members from the area and for members to network with each other. This was the second of two receptions that the Executive held this year to encourage stronger connections between the College and its members. Given the positive response from members, the Executive is planning to continue holding two 'Out of Toronto' receptions in the coming year. A consistent suggestion from members has been for the College to use these receptions to give an update of its work and to highlight any new or emerging professional issues. It is the intent of the Executive to follow through on these suggestions for the two receptions this coming year. Stay tuned for the locations and agendas for these receptions which will be communicated in early fall.

In looking back over the past year three significant member consultations were undertaken pertaining to fees, continuing professional education, and professional standards. Thanks to each member who provided considered responses to these consultations. This information is vital to the Council in its decision-making. Further consultations are anticipated in the coming year.

Henry James is quoted as saying, "Summer afternoon; to me those have always been the two most beautiful words in the English language." I tend to agree, and encourage you to leave work behind for many summer afternoons.

Lynette Eulette, Ph.D.,C.Psych.
President

Changes to the Regulated Health Professions Act, 1991

On May 30th, 2017 Bill 87, the *Protecting Patients Act, 2017*, received Royal Assent making changes to six existing statutes. The most significant changes for members of the College are those changes amending the [Regulated Health Professions Act, 1991 \(RHPA\)](#).

Many of the amendments to the *RHPA*, introduced by [Bill 87](#), affect the responsibilities and activities of the College, although some may have a direct impact on members. Most of the amendments are now in force although others will come into force on a day to be named by proclamation of the Lieutenant Governor. This summary of amendments describes those which may affect members most directly. It is not however, meant to be a comprehensive review of all the changes. Members who wish to find out more about all of the amendments may access information the [Protecting Patients Act, 2017](#).

Changes Related to the Sexual Abuse of Clients by Members

1. [Funding for Therapy and Counselling for Clients Who Have Been Sexually Abused by a Member \(Not Yet In Force\)](#)

Currently, the College provides funding for therapy and counselling to a client or patient who has been sexually abused by a member as required by Health Professions Procedural Code (Code) of the *RHPA*. Under the Code, funding is available upon a finding of sexual abuse by a panel of the Discipline Committee. The Client Relations Committee however, may authorize funding before such a finding is made if there is sufficient evidence to support a reasonable belief that the client was abused. A member who is found to have sexually abused a client may be required to reimburse the College for funds paid for the therapy or counselling.

When the new provisions are proclaimed, clients will be eligible to apply for funding for therapy and counselling from the time that a complaint or report of sexual abuse by a member is made to the College. The amendments will also authorize the Minister of Health and Long-Term Care to make Regulations allowing an expansion of types of expenses for which funding must be provided. Currently, funding may only be used to pay the therapist for counseling or therapy provided. The Minister could choose to expand this to include payment for child care expenses or travel which may be necessary to permit the client to access therapy.

2. [Expansion of Sexual Abuse Behaviours Resulting in Mandatory Revocation \(In Force\)](#)

Prior to the passage of the *Protecting Patients Act, 2017*, mandatory revocation of a member's Certificate of Registration was required if the member was found to have engaged in one of the following acts with a client:

- i. sexual intercourse;
- ii. genital to genital, genital to anal, oral to genital, or oral to anal contact;
- iii. masturbation of the member by, or in the presence of, the patient;
- iv. masturbation of the patient by the member; and,

- v. encouraging the patient to masturbate in the presence of the member.

The list of behaviours for which revocation is mandatory is expanded to include:

- vi. touching of a sexual nature of the patient's genitals, anus, breasts or buttocks.

The legislation makes provision for "clinically appropriate" touching when necessary in the practice of some regulated health professions, however this would be outside of acceptable behaviour in psychological practice.

3. Mandatory Interim Suspension upon a Finding that Requires Mandatory Revocation (In Force)

When a panel of the Discipline Committee makes a finding that requires mandatory revocation and defers the penalty portion of the hearing, it must now immediately suspend the member's Certificate of Registration until the mandatory revocation is ordered.

4. Practice Restrictions and Suspensions when Mandatory Revocation is Not Required for Sexual Abuse (In Force)

Where a finding of sexual abuse is made and mandatory revocation is not required, the Discipline Committee panel must, at a minimum, order a suspension of the member's Certificate of Registration. The length of the suspension is open to the discretion of the panel taking the circumstances of the matter into consideration.

In the past, Colleges were permitted to impose a variety of Terms, Limitations or Conditions, deemed appropriate in the circumstances, on a member's Certificate of Registration following a finding of sexual abuse or any other type of professional misconduct. While this had not been the practice in our College, some Colleges imposed gender based restrictions on a member's practice, such that they were only permitted to work with males or females, as the case may be. Such gender based restrictions are no longer permitted.

5. Definition of Patient for Sexual Abuse Purposes (Not Yet in Force)

For the purposes of the sexual abuse provisions of the Act, an individual will be considered to still be a patient [client] for at least one year, or such longer time as may be prescribed by a College in Regulation, from when they would have otherwise ceased to be a client. Currently, the Standards of Professional Conduct of the College of Psychologists of Ontario prohibits sexual activity with a former client for a period of at least two years. Sexual activity with a former client less than two years after the termination of services would not necessarily have resulted in a finding of sexual abuse under the RHPA. Subject to any future Regulations by either the College or Minister, sexual activity with a person who has been a client within the past year would now lead to a finding of sexual abuse with a client.

6. Fines Increased for Failing to Make a Mandatory Report of Sexual Abuse (In Force)

The RHPA requires members to report that another member of any regulated health profession has sexually abused a client. The report must be made to the Registrar of the practitioner's College, within 30 days, when the member learns of this in the course of practicing the profession. Under the amendments, the fine on a first offence for an individual who fails to make a mandatory report relating to sexual abuse is not more than \$25,000 and for subsequent offences, not more than \$50,000. For corporations, the fine on a first offence is not more than \$50,000 and for subsequent offences, not more than \$200,000.

Other Amendments

1. Availability of Additional Information about Members to the Public (*In Force*)

The College is now required to post additional information on the public portion of the Register. New information includes:

- The date of a member's death, if known;
- A notation of every Caution that a member receives from a panel of the Inquiries, Complaints and Reports Committee (ICRC) and any Specified Continuing Education or Remedial Programs required by a panel of the ICRC
- The date and status of referrals to the Discipline Committee, until a matter is resolved;
- A copy of the specified allegations against a member for every matter that has been referred by the ICRC to the Discipline Committee and that has not been finally resolved;
- The result of every disciplinary proceeding;
- A notation and synopsis of any acknowledgements and undertakings in relation to allegations of professional misconduct or incompetence before the ICRC or the Discipline Committee that are in effect;
- A notation of every finding of professional negligence or malpractice made against a member, unless the finding is reversed on appeal; and,
- A finding of incapacity by the Fitness to Practice Committee and the order made.

2. Additional Mandatory Self-Reporting Obligations (*Not Yet in Force*)

When the following provisions come into force, members will be required to report:

- Their registration with all other regulatory bodies within or outside of Ontario, as well as any findings of professional misconduct or incompetence made by those bodies; and,
- Charges for any offence, not only convictions, and any resulting bail conditions or other similar restrictions

3. Interim Suspensions (*In Force*)

The ICRC may make an order for the interim suspension of a member's Certificate of Registration any time after receipt of a complaint or the appointment of an investigator when it is judged that the member's conduct is likely to expose clients to harm or injury. Previously this could only occur after a matter had been referred to a Discipline or Fitness to Practice proceeding.

4. ADR Resolutions and Withdrawals of Complaints (*In Force*)

Under the amendments, the Registrar is permitted to approve ADR resolutions rather than each agreement having to be approved by a panel of the ICRC as was the case. In addition, the Registrar may approve withdrawals of complaints by complainants if it is judged there is no risk to the public in doing so.

Information about further changes as well as more detail regarding the amendments will be shared with members as it becomes available to the College.

Consultation on Proposed Amendments to By-Law 21: Committee Composition - Reminder

As described in an e-mail sent to the membership on June 28, 2017, the College is currently consulting on proposed changes to *By-Law 21: Committee Composition*. At the meeting of the Council of the College of Psychologists held on June 23, 2017, Council passed a motion to circulate proposed amendments to *By-Law 21: Committee Composition*. According to the Health Professions Procedural Code under the *Regulated Health Professions Act, 1991*, amendments to this By-law must be circulated to members 60 days before it is approved by Council [94(1)(h.2), 94(2)]. If you wish to comment on the following proposal, we would appreciate hearing from you by Thursday, August 31, 2017. Comments may be submitted to cokelly@cpo.on.ca.

The proposed amendments specifically relate to the membership of the Fitness to Practice Committee, the Quality Assurance Committee, and the Client Relations Committee and, if approved, would provide for the option to permit additional appointments to these Committees.

Currently, the By-law prescribes the Committee membership as follows:

Fitness to Practice Committee:

- i. two members of the Council who are members of the College;
- ii. one member of the Council appointed to the Council by the Lieutenant Governor in Council;
- iii. two members of the College who are not members of the Council

Quality Assurance Committee:

- i. two members of the Council who are members of the College;
- ii. one member of the Council appointed to the Council by the Lieutenant Governor in Council;
- iii. two members of the College who are not members of the Council

Client Relations Committee:

- i. two members of the Council who are members of the College;
- ii. two members of the Council appointed to the Council by the Lieutenant Governor in Council;
- iii. two members of the College who are not members of the Council

The proposal, if approved, would make the current membership composition the minimum while allowing for additional appointments, if necessary. This would be accomplished by inserting the words "at least" before each statement, e.g., "at least two members of the Council who are members of the College".

In considering the Committee appointments for 2017-2018, the Nominations and Leadership Development Committee and the Executive Committee noted that a specific number of members is prescribed in the By-law for the Fitness to Practice, Quality Assurance and Client Relations Committees. This is in contrast with the other Committees in which the number of appointments is a prescribed minimum. It was seen to be appropriate to amend the composition for these three Committees making

them consistent with the composition requirements of the other College Committees. Such an amendment would permit the appointment of additional members of the profession who have expressed interest in College Committee work and, as well, allow for increased membership to be dependent upon the Committee workload.

If approved, *By-Law 21: Committee Composition*, would read as follows (insertions noted in red). 21.5 The Fitness to Practice Committee shall be composed of:

- (a) **at least** two members of the Council who are members of the College;
- (b) **at least** one member of the Council appointed to the Council by the Lieutenant Governor in Council;
- (c) **at least** two members of the College who are not members of the Council

21.6 The Quality Assurance Committee shall be composed of:

- (a) **at least** two members of the Council who are members of the College;
- (b) **at least** one member of the Council appointed to the Council by the Lieutenant Governor in Council;
- (c) **at least** two members of the College who are not members of the Council

21.7 The Client Relations Committee shall be composed of:

- (a) **at least** two members of the Council who are members of the College;
- (b) **at least** two members of the Council appointed to the Council by the Lieutenant Governor in Council;
- (c) **at least** two members of the College who are not members of the Council

Discussion and approval of these amendments will be on the agenda for the September 2017 meeting of the College Council. If you wish to comment on the proposal we would appreciate hearing from you by Thursday, August 31, 2017. You may do so by replying to cokelly@cpo.on.ca.

Electronic Signatures

The following information is provided to assist members in applying the Legislation, Regulations and Standards of Professional Conduct relevant to the practice of Psychology.

Electronic Signatures

The Practice Advisory Service at the College has recently received several inquiries regarding the use of electronic signatures when entering documents into an electronic record management system. The information provided to members is summarized below.

An electronic signature is usually meant to refer to digital characters, unique to the person attaching the signature, that can be used to identify the person using it. In many cases, it does not look like a signature or the name of a person. While electronic signatures are acceptable in many contexts, ultimately whether the document bearing the electronic signature will be relied upon can only be decided by the recipient or reader of the document.

When considering the use of any signature, it is important to remember that a signature conveys the endorsement of all of the information in the document. By applying a signature to the document, whether electronic or otherwise, the signatory is attesting that the information is accurate and appropriate for use by the recipient. For members who authorize another person to apply their signature, it is particularly important to develop, enact and enforce policies to ensure that the signature is not being applied to any document that the member has not personally reviewed and approved.

In authorizing a report or other document, it is important that the member's name and qualifications be easily identifiable by the reader of a report. Although formal reports and correspondence usually require a signature, depending upon the purpose of a document, some entries to a file may not need to be signed. In all cases however, the [Standards of Professional Conduct](#) require that all information recorded and/or compiled must be dated and the identity of the person making the entry clearly discernable [Standards of Professional Conduct, Principle 9.2. (4)].

In a signature, or any other public representation of professional identity, a member is also expected to comply with section 6.1 of the Standards of Professional Conduct (Presentation of Qualifications). This Principle requires that when publicly identifying himself or herself, a member will provide information such as membership with the College, highest academic degree, and if relevant, any of the following limitations to practice: "Supervised Practice"; "Retired"; or "Inactive".

Members who are considering adopting an electronic signature system should select one which allows for adequate controls and the inclusion of all required information. Those working in organizations where selection of a signature system is beyond their control must make best efforts to ensure that their organization incorporates practices which are consistent with the Standards of Professional Conduct.

Further inquiries regarding this or other questions can be sent to the Practice Advisory Service at practiceadvice@cpo.on.ca.

Tricky Issues

Must Professional Misconduct be Reported?

At the recent *Barbara Wand Seminar in Professional Ethics, Standards and Conduct* held in June 2017 in Ottawa I presented a series of *Tricky Issues in Professional Practice*. Due to time constraints, one of the scenarios provided to participants in the handout was not reviewed. Below is a modified version of the scenario and the multiple-choice answers followed by a discussion of each.

Reporting a Colleague

The Director of your agency informs you that she intends to suspend one of your colleagues, another member of the College, for meeting with clients, on several occasions, while under the influence of alcohol. Since the Director is not a regulated health professional, she is turning to you for advice as to whether there is anything she needs to do with respect to the psychological services department.

You inform the Director that:

1. You have an obligation to informally speak with the member, discuss the concerns, and get his assurance that this type of behaviour will not recur, as per the Canadian Code of Ethics for Psychologists.
2. The assessments conducted by the member while intoxicated, must be considered invalid and would have to be re-administered.
3. The Director must report the suspension and the professional misconduct behaviour to the College.
4. The agency must speak with the clients in question and assist them to lodge a complaint with the College, if they are interested in doing so.
5. As a member, you have a personal obligation to report this professional misconduct to the College.

Discussion

Answer 1 would not appear to be an appropriate action. The *Canadian Code of Ethics for Psychologists* (CPA 4th Edition, 2017) suggests that members should act to stop or offset the consequences of harmful activities of another member by talking informally with the colleague and, if possible, obtaining assurance that the harm will be corrected or discontinued (II.44). While this action may be appropriate in many situations, it does not relate to the current scenario as the situation appears to have gone beyond one where an informal discussion would be appropriate. If your assistance had been requested earlier, one might have decided to discuss this with one's colleague but, at this point, there would appear to be no obligation to do so.

Answer 2 is not an appropriate recommendation. This answer suggests that all work done by the colleague "must" be considered invalid and therefore needing to be redone. While the Director may wish to have the colleague's work reviewed for accuracy and completeness, it would be erroneous to suggest, without such a review, that all the assessment findings must be discarded.

Answer 3 is an appropriate recommendation. According to the Health Professions Procedural Code under the *Regulated Health Professions Act, 1991*, *A person who terminates the employment or revokes, suspends or imposes restrictions on the privileges of a member. . . for reasons of professional*

misconduct, incompetence or incapacity shall file with the Registrar with thirty days . . . a written report setting out the reasons [85.5(1)]. This requirement pertains to any employer, regardless of whether they themselves are members of a regulated health profession. In the current scenario, the Director should be advised of this obligation.

Answer 4 is not an appropriate recommendation. This answer suggests that the agency has an obligation to speak with the clients in question and further to assist them to lodge a complaint with the College. While the agency may wish to provide information to its clients, this decision as well as the information to convey, if any, is up to the agency to determine. Should clients wish to pursue a complaint with the College, the agency may wish to provide them with information and assistance however, there is no obligation to do so.

Answer 5 is not correct. Members of the College of Psychologists do not have an obligation to report the professional misconduct of another member to the College unless, as noted in Answer 3, they are an employer and have 'terminated the employment or revoked, suspended or imposed restrictions on the privileges of the member'. While one is not obligated to make such a report there is no prohibition against doing so. The *Canadian Code of Ethics for Psychologists* (CPA 4th Edition, 2017) suggests that members should act to stop or offset the consequences of seriously harmful activities being carried out by another member and this could include reporting to the appropriate regulatory body (II.43).

For those who could not join us in person or by webcast this past June for the Barbara Wand Seminar but would still like to view it, a recorded version is available for a limited time. For more information please contact the College at cpo@cpo.on.ca.

R. Morris, Ph.D, C.Psych.
Registrar & Executive Director

Council Highlights June 23, 2017

New Council Members

The Council welcomed new Council members, Dr. Marilyn Keyes, representing District 4 (East) and Ms. Christine DiZazzo representing District 7 (Psychological Associates).

Executive Committee

As the first order of business, the Council held elections for the Executive Committee for the 2017-2018 year. Dr. Lynette Eulette was re-elected as President and Dr. Ruth Berman as Vice President. The other members elected to the Executive Committee are Ms. Christine DiZazzo, Dr. Michael Grand, Ms. Kristin Bisbee, and Mr. D'Arcy Delamere.

Policy Issues

Policy II 3(ii): Release of the Member's Response to the Complainant

The Council approved some minor revisions to the *Release of the Member's Response to the Complainant* policy. These changes will be incorporated into the *College's Policies and Procedures Manual*. The policy amendments were approved as presented. A copy of the policy, showing the changes, may be found in the [Council Materials](#) in the Resources section of the website.

Policy III F 4: Per Diems and Council and Committee Compensation

The Council considered the current per diem payment structure as described in the *Per Diems and Council and Committee Compensation* policy. No change was made to the Council and Committee member per diem. Council however, did approve an increase of \$75 in the overhead allowance paid to private practitioners who take time from their practices to participate in College work. The revised policy will be incorporated into the *College's Policies and Procedures Manual*. A copy of the policy information brought to Council may be found in the [Council Materials](#) in the Resources section of the website.

By-law 21: Committee Composition

Council considered some changes to the *Committee Composition* By-law which would permit an increase in the number of professional members appointed to the Quality Assurance, Client Relations, and Fitness to Practice Committees. Council directed that the proposed amendments to this By-law be circulated to the membership and brought back to Council in September 2017. A copy of the Briefing Note reviewed by Council may be found in the [Council Materials](#) in the Resources section of the website. A reminder regarding the consultation describing the proposed changes is also published elsewhere in this copy of the [e-Bulletin](#).

Business Issues

Committee Audits

As part of the College's continuous review and improvement of its processes, the Council agreed that the Finance and Audit Committee as well as the Client Relations Committee will be audited in 2017-2018 year.

Other Business

The next meeting of Council will be held on September 15, 2017

Oral Examiner Thank You

The College would like to thank the following who acted as oral examiners in June 2017:

Cheryl Alyman, Ph.D., C.Psych.	Sara Hagstrom, Ph.D., C.Psych.
Ian D.R. Brown, Ph.D., C.Psych.	Timothy Hill, M.A., C.Psych.
Clarissa Bush, Ph.D., C.Psych.	Maria Kostakos, M.A., C.Psych.Assoc.
Mary Caravias, Ph.D., C.Psych.	Lewis Leikin, Ph.D., C.Psych.
Angela Carter, Ph.D., C.Psych.	Bruno Losier, Ph.D., C.Psych.
Mary Susan Crawford, Ph.D., C.Psych.	Maggie Mamen, Ph.D., C.Psych.
Janine Cutler, Ph.D., C.Psych.	Marnee Maroes, Ph.D., C.Psych.
Elizabeth Dettmer, Ph.D., C.Psych.	Karin Mertins, M.A., C.Psych.Assoc.
Angela Digout Erhardt, Ph.D., C.Psych.	Mary Ann Mountain, Ph.D., C.Psych.
Deanna Drahovzal, Ph.D., C.Psych.	Janet Quintal, M.A., C.Psych.
Michelle Duwyn, Ph.D., C.Psych.	Linda Reinstein, Ph.D., C.Psych.
Lynette Eulette, Ph.D., C.Psych.	Philip Ricciardi, Ph.D., C.Psych.
Donna Ferguson, Psy.D., C.Psych.	Francine Roussy Layton, Ph.D., C.Psych.
Robert Gauthier, M.Sc., M.Ed., C.Psych.Assoc.	Frederick Schmidt, Ph.D., C.Psych.
Michael Grand, Ph.D., C.Psych.	Wanda Towers, Ph.D., C.Psych.

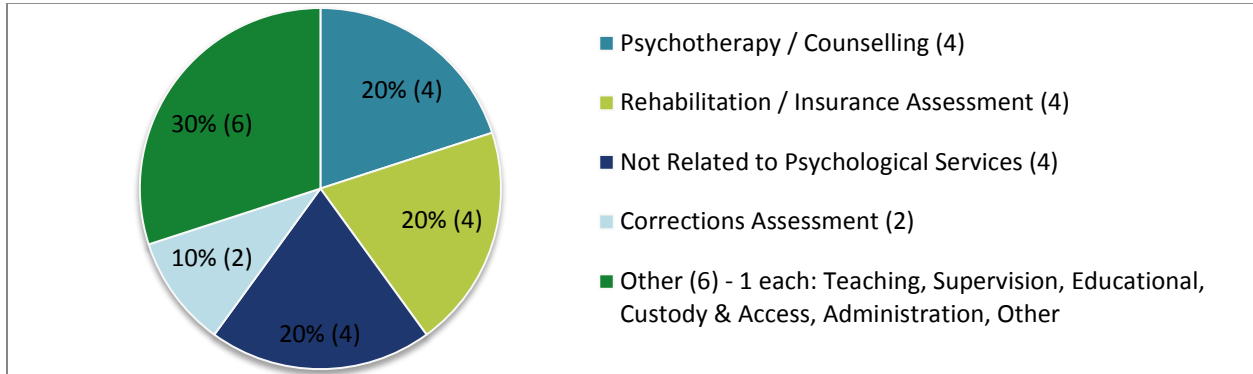
Public Members of Council:

Judy Cohen
Jaffar Mohammad Hayat

Inquiries, Complaints and Reports Committee Report to Council
Fourth Quarter, March 1, 2017 to May 31, 2017

New Complaints and Reports

In the 4th Quarter, the College received 16 new complaints and opened four new Registrar's Investigation, for a total of 20 new matters.



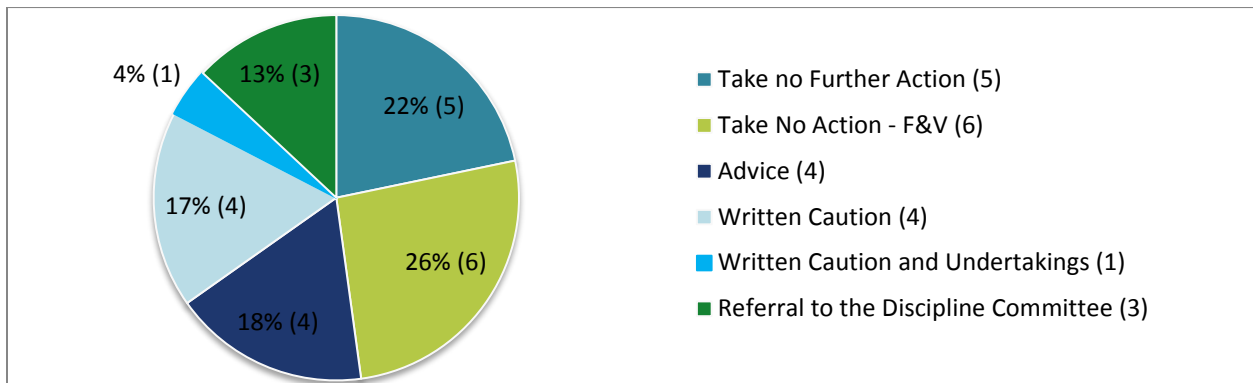
Four of these matters were not related to psychological services while four each arose from psychotherapy/counselling services and rehabilitation/insurance assessments. An additional two matters related to corrections assessments, and one matter arose in each of the following areas: Teaching, Supervision, Educational Assessments, Custody & Access/Child Welfare Assessments, Administration, and Other Psychological Assessments.

ICRC Meetings

The ICRC met on April 25, 2017, and a total of 6 cases were considered. In addition, 20 teleconferences were held to consider 26 cases. The next ICRC meeting will take place on June 13, 2017, with 7 cases scheduled to be considered.

ICRC Dispositions

The ICRC disposed of 23 cases during the 4th Quarter. The ICRC decided to take no further action in five of these cases. In an additional six cases, the ICRC decided to take no further action pursuant to section 26(5) of the Health Professions Procedural Code, believing these complaints to be frivolous, vexatious, made in bad faith, moot, or otherwise an abuse of process



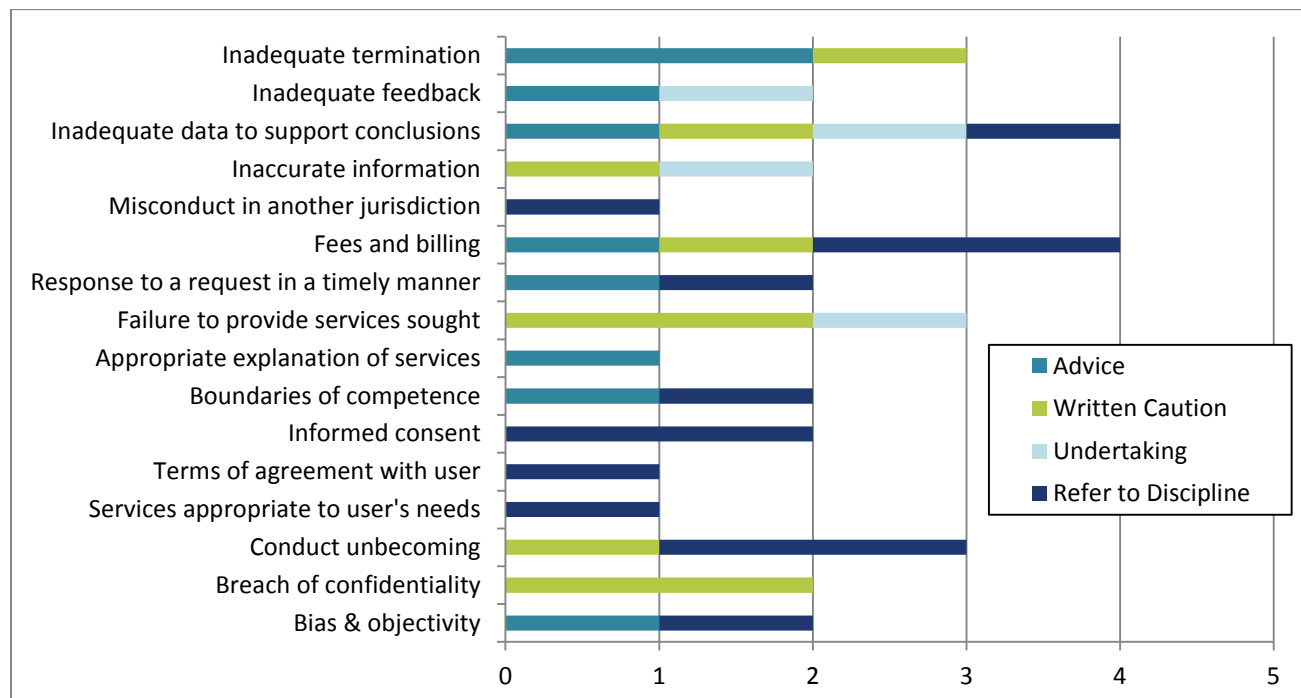
Of the remaining 12 cases, the ICRC decided to provide Advice in four and Written Cautions in five. One matter with a Written Caution also included an Undertaking between the member and the College for remedial purposes. The ICRC decided to refer three matters to the Discipline Committee.

Disposition of Allegations

In the 4th Quarter, the 23 cases disposed of included the consideration of 67 allegations.

The most common allegations were: inadequate data to support conclusions (7); bias and lack of objectivity (6); false or misleading statements (6); conduct unbecoming a member of the CPO (6); fees and billing problems (5); inadequate handling of termination (4); breach of confidentiality (3); failure to obtain informed consent (3); failure to practice within boundaries of competence (3); and failure to respond to a request in a timely manner (3).

The ICRC provided Advice with respect to nine allegations and Written Cautions with respect to nine allegations. Undertakings were agreed to with respect to three allegations associated with Written Cautions, and one allegation associated with Advice. 13 allegations were referred to the Discipline Committee. The substance of these allegations is illustrated below.



Health Professions Appeal and Review Board (HPARB)

In the 4th Quarter, five ICRC decisions were appealed to HPARB. Six HPARB appeals were also concluded in this quarter. Three ICRC decisions were confirmed and one decision was sent back for additional investigation. HPARB decided not to proceed with one matter, and dismissed another for being frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process. Finally, one appeal was withdrawn by the person who requested the appeal.

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 April 2017.

Psychologists - Certificate of Registration Authorizing Autonomous Practice

Afsheen Anwar	Olivia Allison McGarragle
Tomoko Nancy Arimura	Evelyn Joyce McMullen
Ardith Baerveldt	Kathleen Penelope Metcalfe
Veronica Elizabeth Barton	Catherine Evangeline Munns
Lauren Patricia Batho	Irina Catalina Murariu
Beth Ellen Bernholtz	Ragne Freienthal Pajo
Carly Lynn Brescacin	Ashley Lauren Palandra
Bojana Budisin	Shalaine Payne
Raymond Michael Cardey	Tracy Lynne Riley
Caroline Charette	Aline Rodrigues
Maggie C. Clarke	Shaina Allison Rosenrot
Kevin Steven Corney	Jessica Sara Schnoll
Terra Lynn Dafoe	Shannon Elizabeth Scratch
Caitlin Joy Davey	Emily Segal
Lisa H. Dulgar-Tulloch	Cara Anne Settipani
Lyndsay Elizabeth Evraire	Justine Margret Yau Spencer
Julia Danielle Feldstein	Laura S. Stradwick
Cory James Gerritsen	Jessica Lynn Tai
Laura Virginia Gollino	Rika Tanaka
Teresa Grimbos	Tanya Luanne Teall
Elizabeth Ann Holmes-Bose	Missy Lynn Teatero
Melissa Eileen Houser	Kris Bryan Thiele
Michelle Anne Keiski	Shona Melissa Tritt
Angela Leah Kertes	Vanessa Christine Villani
Dianne Marie Lawless	Antigone Vitopoulos
Olivia Leung	Jeffrey Dean Wardell
Jennifer Alyssa Li Preti	Katherine Diane Welch
Jennifer Christine MacKay	Natasha Theresa Madelaine Whitfield
Katerina Malat	Karen Kar Yan Wong
Sarah Anne Louise McCormick	

Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

Jennifer-Mae Andrus
Tara Ann Boulden
Larry Douglas Dahmer
Laura Holly Devlin
Elise Margaret Gammie
Ada Katherine Mullett

Jenny Ann Neil
Marcela Elizabeth Olavarria Turner
Stephanie Anne Ouellette
Natalie Waxman
Jenna Lynn Would

Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Kim Rosalie Natasha Ceurstemont
Christian Michel Démoré
Sabrina Frechette
Fabienne Gagnon
Monic Gallien
Nicola Gazzola

Anne-Marie Leclerc
Michèle Jeanne Mantha
Isabelle Sarafian
Catherine Alayne Stafford
Arianna Nicole Yakirov

Psychological Associates - Certificate of Registration Authorizing Interim Autonomous Practice

There are no new members issued with a certificate authorizing interim autonomous practice for the title C.Psych.Assoc. for this period.

Psychologists - Certificate of Registration Authorizing Supervised Practice

Diana Rose Audet
Ann Marie Borthwick
Jennifer Lee Hopton
Parastoo Jamshidi
Nikki Wendy Kennedy
Donna Kwan
Natalie Michel

Jordanna Jade Nash
Sheri Agatha Nsamenang
Cassandra Ashley Lynne Pasiak
Matteo Renelli
Tajinder Uppal Dhariwal
Melissa Vloet
James Eliot Watson-Gaze

Psychological Associates - Certificate Authorizing Supervised Practice

Leah Michelle Babins
Alexandra Stephanie Erika Cowie
Katherine Hollerer
Michael Andrew Kong

Elizabeth Anne McCague
Cara Michelle Morison
Rotem Regev
Maureen Hope Watson

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

Dennis Peter Alfano
Anstice Louise Blom
O.Robert Bosso
Hans J Breiter
Kenneth Erwin Breitman
John Hung Fun Chan
Margaret Lloy Cook
Diane C. Coudé
Cynthia Emily Crawford
Jennifer Dunn Geier
William Herbert Eull
Barrie Evans
George Anthony Fellbaum
Christina A. M. Fiedorowicz
Sheldon Herbert Geller
Robert George Heaman
Donald Ross Henry
Patricia Ruth Hunter
Gail Elizabeth Hutchinson
Mary Anne Johnston

Lester Krames
Michèle La Roche
Vernon Lediett
Diane Edith LePage
Stefan Bohdan Losztyn
Donald Robert Martin
Robert Charles McEwan
Dennis David Morrison
James Edward Muirhead
Charles Bernard Murray
Phyllis Elaine Nemers
Christopher Newton
Marie Piskopos
Asta Marion Polcz
Joseph George Schner
Lynne Sinclair
Harvey Paul Richard Smith
Mona Manwah Tsoi
Lucia Williams
Alastair Younger

Resigned

Graham Bean
Eugene J.B Beaumaster
Gary Alan Bernfeld
Richard Edwin Berry
Edward Black
Rebecca I. Cohen
Frank Douglas Colman
Jo-Ann Michelle De Bonis
Barbara Joan de Faye
Mary Ann Evans
Robert Gary Faust
Rhona Mackintosh Ferguson
Karen Jean Francis
Donald Robert Franklin
Dorothea Dobbs Gaither

Larry Russell Leach
Dvora Levinson
Linda Elaine Lifshen
Jordan Stuart Maile
Charles Joseph Marino
Robert Michael Martin
Elizabeth McDermott
John F.C McLachlan
Karen Rochelle Mock
Maxine Elaine Petersen-Lee
Donald Rayko
Angela Jeanne Ring
Donald Wayne Seatter
Birendra Kumar Sinha
Judith Ann Smith

Judith Ann Gane
Maurine Evelyn Gillberry
Christina Gray
Walter Douglas Hambley
Carol Ann Harris
Christine Joyce Hodgins
Judy Elizabeth Jackson
Linda Ann Kempa
Lorne Maxwell Korman
Jean S. Newton Langston

John Alan Smitton
Ann Marie Sprague
Andor Joseph Tari
Ali Uzunoz
Peter Templar West
Linda DeRoy Wieland
Catherine Ann Willett
Erik Zeno Woody

Deceased

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

Vincent Caccamo
Frederick Ivan Meek
Ericka Emma Mirc
