

# The e-Bulletin

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

Volume 5, Number 4

October 2014

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Contact Email Reminder

The College uses email as its main method of communication with members. Please ensure that your College contact email address is up to date and that mail is not being filtered to spam. If you need assistance please contact the College.

Changes to the Register

## [Index of Articles: June 2010 v.1 no.1 - October 2014 v.5 no.4](#)

### President's Message

The Council of the College of Psychologists of Ontario participated in a training day on September 18, 2014. The morning session involved a presentation by Dr. Pierre Ritchie on international approaches to training for the practice of psychology. Council members also reviewed Core Values identified in March 2014: Fairness, Accountability, Integrity, and Respect.

### [Read More....](#)

### Consultation Regarding Development of a *Titles Regulation*

The College of Psychologists of Ontario is interested in knowing the views of members regarding a proposal to permit members holding a Certificate of Registration for a psychological associate to use the title "psychologist".

### [Read More...](#)

### Information for Consideration by Members Providing Psychological Services in the Context of Child Custody Disputes & Child Protection Proceedings - January 2014

In September 2012, the College of Psychologists of Ontario appointed a Task Force to develop advice to members who provide services in the context of child custody/access disputes or child protection proceedings. In preparing this advice, the Task Force relied upon comments, suggestions and requests provided by members in response to surveys, literature review and information from the College about complaints against members practicing in this area.

### [Read More...](#)

### Council Highlights

Highlights from the Council meeting held on June 20, 2014 can be [found here](#).

### Tricky Issues

At the 2014 Barbara Wand Seminar in Professional Ethics,

Since July 2014, there have been many changes to the College Register as new Certificates of Registration were issued or members retired or resigned. As well, the College learned, with regret, of the deaths of a colleague.

### [View Changes to the Register](#)

### **Upcoming Council Meeting Dates**

The following dates have been confirmed for the next Council Meetings:

December 12, 2014  
March 20, 2015  
June 19, 2015

Observers are welcome. Please advise the College of your wish to attend by calling 416-961-8817 or emailing [cpo@cpo.on.ca](mailto:cpo@cpo.on.ca)

#### **Quick Links**

[College of Psychologists Of Ontario](#)

416-961-8817  
800-489-8388  
[cpo@cpo.on.ca](mailto:cpo@cpo.on.ca)

Standards and Conduct, there was a presentation on Tricky Issues prepared from questions frequently asked of the College's Practice Advice Service. Due to time constraints, three of the questions provided to participants were not reviewed. A discussion of one of these scenarios was presented in the previous issue of the e-Bulletin and the remaining two are published below.

### [Read More...](#)

### **Statutory and Non-Statutory Committees 2014-2015**

Executive Committee has made appointments to the six statutory committees and one non-statutory committee for the 2014-2015 year.

### [Read more...](#)

### **Notice of By-Election**

A by-election for District 1 (North) has been set for January 19, 2015. Nominations will be received until November 20, 2014. Complete information is available on the website at By-Election to College Council 2015.

### [Read more...](#)

### **Financial Audit**

On July 21 to 24, 2014, The College of Psychologists underwent its annual financial audit. The auditors summary is included in this issue.

### [Read more...](#)

### **Investigations, Reports and Complaints Committee Activities**

The information below is a summary of the activities of the ICRC during the first quarter of the year (June 1, 2014 to August 31, 2014).

### [Read more...](#)

## President's Message

The Council of the College of Psychologists of Ontario participated in a training day on September 18, 2014. The morning session involved a presentation by Dr. Pierre Ritchie on international approaches to training for the practice of psychology. Council members also reviewed Core Values identified in March 2014: Fairness, Accountability, Integrity, and Respect.

During the formal Council meeting on September 19, 2014, several key agenda items led to much discussion. Council continued to discuss the motion taken in March 2013 which addressed ceasing master's level registration, registering psychological associates as psychologists, and developing procedures to assess internationally trained applicants. Through this discussion, Council undertook to consider registration through the lens of competencies and, as part of the implementation plan, to develop a proposal that would emphasize competency-based assessment of applicants over an academic credentials model.

The Council also discussed the issue of professional title. Mobility provisions which amended the Regulated Health Professions Act a few years ago have resulted in the College being required to register master's level applicants as psychologists if they were registered as psychologists elsewhere in Canada. Consequently, there are currently over 200 master's level psychologists in Ontario. This has given rise to the situation in which there now are both doctoral and master's level psychologists as well as master's level psychological associates. As part of the review of professional titles, the College will be surveying stakeholders regarding a proposal to permit psychological associates to use the title "psychologist". The information gathered would be used to inform the development of a Titles Regulation, currently under consideration.

The Council discussed how to best make available information provided to it by the Custody and Access Task Force. This information is included in this issue of the e-Bulletin. As you will read in the introductory section of this article, Council wanted to stress that this information does not represent a minimum acceptable standard of practice, but rather is provided to offer 'best practices' guidance to members working in this challenging area.

The Registration and Quality Assurance Regulation Amendments, that were sealed in April 2014, have not yet been proclaimed by government. The College is hopeful this will occur later in the fall. With proclamation of these two regulations, several provisions in the current Registration Guidelines will be incorporated into regulation and the Quality Assurance Program will be able to include a mandatory continuing professional development (CPD) component. Detailed information regarding a mandatory CPD program will be provided to all members well in advance of implementation.

Council reviewed and approved the Audited Financial Statements for the 2013-2014 fiscal year. The College is in a financially sound position and therefore, will not require a fee increase for 2015. As part of the financial review, a motion was passed to decrease the annual membership fee for supervised practice members. As required by the *Regulated Health Professions Act, 1991*, this change to the *Fees Bylaw* will be circulated to members for comment before receiving final approval by Council.

All of the statutory and non-statutory committees as well as the new Supervision Task Force are beginning to implement their annual mandates and now that the fall is upon us the work of the College is in full gear. We look forward to a productive year.

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

# Consultation Regarding Development of a Titles Regulation

The College of Psychologists of Ontario is interested in knowing the views of members regarding a proposal **to permit members holding a Certificate of Registration for a psychological associate to use the title “psychologist”**.

Registration as a psychologist in Ontario requires completion of a doctoral degree in psychology. In some other Canadian jurisdictions however, the education requirement for registration as a psychologist may be at a master's level.

With implementation of the labour mobility amendments to the *Regulated Health Professions Act, 1991*, the College is now required to register, as a psychologist, any applicant registered as a psychologist in another Canadian jurisdiction. This is so long as the scope of practice in the other jurisdiction is the same as it is in Ontario and the individual's registration is not subject to any restrictions or sanctions.

As a result, the College has now issued Certificates of Registration authorizing autonomous practice as a psychologist to over 200 master's prepared individuals. Some of these individuals were initially registered as psychologists in another Canadian jurisdiction. Others were registered first as psychological associates in Ontario, subsequently registered as psychologists elsewhere in Canada, and then through the mobility provisions were able to obtain registration as psychologists in Ontario. This development has created some confusion and has required the College to provide clarification to both members of the College and the public.

In March 2013 the report of the Task Force on Shaping the Future of Psychology Regulation in Ontario was presented to Council and an option for future policy direction was approved (see [Council Highlights](#) in the April 2013 *e-Bulletin* for more information). In follow up to this, a draft implementation plan was presented to Council at the September 2014 meeting. Resulting from this discussion, Council directed staff to conduct an initial stakeholder consultation on a proposal to permit members holding a Certificate of Registration for a psychological associate to use the title “psychologist”. Please note that only members who are registered as psychologists on the basis of a doctoral degree are permitted use the title “doctor” and the current proposal respecting use of the title “psychologist” will have no impact on use of the title “doctor”. When a *Titles Regulation* goes forward however, the latter restriction will be included.

The College has distributed a brief survey to members and other stakeholders to obtain feedback about the proposal to permit members holding a Certificate of Registration for a psychological associate to use the title “psychologist”. Look for it in your inbox and please complete the survey.

The College values your input and your feedback will assist Council in developing proposed language for a draft *Titles Regulation*. Please note that this is not a formal circulation of a proposed regulatory amendment for members' comments. Any draft regulation will be circulated to members for the 60-day period required under the *Regulated Health Professions Act, 1991*.

# Information for Consideration by Members Providing Psychological Services in the Context of Child Custody Disputes & Child Protection Proceedings

January 2014

In September 2012, the College of Psychologists of Ontario appointed a Task Force to develop advice to members who provide services in the context of child custody/access disputes or child protection proceedings. In preparing this advice, the Task Force relied upon comments, suggestions and requests provided by members in response to surveys, literature review and information from the College about complaints against members practicing in this area. The survey results indicated that College members specifically requested information regarding best practices.

This document emphasizes best practices of the profession that are particularly relevant in doing this work. It is also meant to complement information in existing guidelines and other relevant literature (See Appendix A). The information applies to services provided from any theoretical or clinical orientation and suggests best practices, and in some instances these may exceed minimum standards of the profession.

The advice in this document is offered as a suggestion for members of the current best practice of the profession on the matters addressed. These best practices represent goals to be strived for in professional practice, and are not offered as defining the standard of practice of the profession in relation to the matters addressed.

The information provided in this document is general in nature and may not be applicable in specific cases. It should also not be used as a substitute for independent, case specific clinical or legal advice.

The College wishes to thank Dr. Barbara Fidler, who chaired the Task Force and Drs. Sharon Francis-Harrison, Rob Rowe and Marlies Sudermann, the other members of the Task Force, for contributing their knowledge, thoughtfulness and a great deal of time.

The full document may be downloaded from the College [website](#) by going to **Resources| Standards, Ethics and Practice Advisories| Practice Advisories** or using this link:

[Information for Consideration by Members Providing Psychological Services in the Context of Child Custody Disputes & Child Protection Proceedings](#)

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## Council Highlights – September 19, 2014

### Policy Issues

#### Shaping the Future of Psychology Regulation in Ontario

As part of the proposed Implementation Plan on Shaping the Future of Psychology, Council passed a motion to hold a stakeholder consultation on a proposal to develop a “Titles” Regulation to permit members who hold a certificate of Registration as a Psychological Associate to use the title “Psychologist”.

#### Custody and Access Taskforce

A motion was passed by Council which directed that the College publish the “Information for Members” document produced by the Task Force with an introduction as suggested by legal counsel. In addition, recommendations from the Task Force are to be referred to the Inquiries, Complaints and Reports Committee for further consideration.

### Business Issues

#### Annual Financial Audit

The Council received and approved the annual Audited Financial Statements for the fiscal year ending May 31, 2014.

#### By-Law 18: Fees

Council directed that proposed amendments to this by-law be circulated to the membership and brought back to Council in December 2014.

#### By-Election

A date of January 19 was set for a by-election for District 1 (North).

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## Tricky Issues

At the 2014 *Barbara Wand Seminar in Professional Ethics, Standards and Conduct*, there was a presentation on *Tricky Issues* prepared from questions frequently asked of the College's Practice Advice Service. Due to time constraints, three of the questions provided to participants were not reviewed. A discussion of one of these scenarios was presented in the previous issue of the *e-Bulletin* and the remaining two are published below. Please note that this article can only present a brief discussion of each question recognizing that each answer could evolve into a much fuller and detailed discussion.

### TRUE OR FALSE

1. A member of the College of Psychologists has a mandatory obligation to report *reasonable grounds to suspect abuse* of a person living in a Long Term Care Facility or Retirement Home.
2. In representing oneself, one is not permitted to use qualifiers to describe one's area of practice such as *Clinical* Psychologist; *School* Psychological Associate; or *Counselling* Psychologist.
3. One must keep the original, hard copies of test protocols although other psychological information may be destroyed after being stored electronically.
4. A client can expect you to maintain confidentiality even if he/she tells you they were the driver in a hit and run accident recently reported in the news.

### Answers

**Number 1 is True.** Under Section 24 of the Long Term Care Homes Act, 2007 and Section 75 of the Retirement Homes Act, 2010 members are required to report *reasonable grounds to suspect* one of the following:

1. Improper or incompetent treatment or care of a resident that resulted in harm or a risk of harm to the resident.
2. Abuse of a resident by anyone or neglect of a resident by the licensee or the staff (of the retirement home) of the resident if it results in harm or a risk of harm to the resident.
3. Unlawful conduct that resulted in harm or a risk of harm to a resident.
4. Misuse or misappropriation of a resident's money.
5. (specific to Long Term Care Homes) - Misuse or misappropriation of funding provided to a licensee under this Act or the *Local Health System Integration Act, 2006*.

One has a duty to report even if the information upon which the report may be based is confidential.

Abuse reporting is **not** made to the facility in which the alleged abuse occurred. Rather, reporting related to a Long Term Care Home is made to:

#### **Director, Ontario Ministry of Health and Long-Term Care**

- ▶ Telephone - Confidential Number: 866-434-0144
  - (open 7 days a week from 8:30 am to 7 pm)
- ▶ Write:
  - Director, Ontario Ministry of Health and Long-Term Care  
Performance Improvement and Compliance Branch,  
1075 Bay Street, 11th Floor, Toronto, Ontario M5S 2B1

Reporting related to a Retirement Home is made to:

#### **Registrar - Retirement Homes Regulatory Authority**

- ▶ Telephone: 855-ASK-RHRA (855-275-7472)

**Number 2 is False:** The *Standards of Professional Conduct; Principle 6 - Representation of Services* states:

#### *6.2 Presentation of Qualifications*

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

- d) clarification of area of psychological practice may be used by the addition of a qualifier either to the title Psychologist or Psychological Associate (e.g., Clinical Psychological Associate, Clinical Neuropsychologist) or by citing one or more areas of practice (practice in school psychology, practice limited to school psychology). The qualifier or citation must be consistent with one or more of the areas of practice in the registration guidelines;

**Number 3 is False:** The *Standards of Professional Conduct; Principle 9 – Records and Record Keeping* states:

*9.2 Individual Client Records*

(2) The record shall include the following:

- f) relevant information about every material service activity related to the client that is carried out by the member or under the responsibility of the member, including, but not limited to: **assessment procedures; resulting assessment findings** (highlighting added); diagnoses; goals or plans of service developed; reviews of progress on the goals and/or of the continued relevance of the plan of service; activities related to crises or critical incidents; and interventions carried out or advice given;

The Standard sets out what must be kept however it does not specify the medium in which it must be maintained. Once one is certain one has an exact copy, which is accessible and printable, if needed, and is confident of one's back up capabilities, the original hard copies may be securely destroyed.

**Number 4 is True, but. . .** The general rule is that members of the College of Psychologists do not have an obligation to report illegal or criminal activity when the information regarding the activity is obtained within a confidential client relationship. Given the legal nature of questions regarding confidentiality and possible illegal or criminal activity, the College strongly recommends that any member faced with such situations seek legal advice on how to best proceed.

### **SIGNATURE LINE OF SUPERVISEE**

You agree to provide clinical supervision to a Ph.D. student who is just about ready to defend his thesis. When he brings his first report to you to review and co-sign you note that he is signing "Jim Doe, Ph.D. (Cand)". This is the first time you have seen this and you aren't fully comfortable with it. After a full discussion, you agree with your colleagues that:

1. He has a right to use this designation if he wishes since the College rules regarding presentation of qualifications apply to members only and there is no violation of the *use of title* provisions of the Psychology Act.
2. As supervisor, it is up to you if you wish to permit the use of (Cand) as it is your obligation to determine the accuracy of his presentation of qualifications.
3. Since Ph.D. (Cand) is a recognized and common way of describing one's academic status at his level, it would be inappropriate to require him to drop the (Cand).
4. This is a matter between him and the university and not one in which you should get involved.

### **Discussion**

**Answer 1** is not an appropriate choice. If the individual wishes to use this designation when it involves no one else, or possibly within the academic setting, that would be up to him. In this case however, his signature line is denoting his qualifications to provide a psychological service which are being co-signed (approved) by the supervising member of the College.

**Answer 2** is an appropriate choice. The supervising member has a responsibility to ensure that any representation of an individual's qualifications or of the services provided under his/her supervision are done so in a way which it is clear, accurate, understandable and not misleading to the public. Therefore, it is up to the supervising member to determine whether the presentation of his qualifications in this way is accurate and appropriate and decide if it can be used.



**Answer 3** is not an appropriate choice. As outlined in Answer 2 above, it is up to the supervising member to determine whether he/she agrees that “Ph.D. (Cand)” is an appropriate designation. While “Ph.D. (Cand)” may be a popular designation used to refer to someone who has completed all the Ph.D. requirements except for the dissertation within the university setting; it would not appear to have any official professional standing. Even within a university there may be differing definitions as to when one moves from a ‘student’ to a ‘candidate’ leading to confusion about the qualifications of the individual.

**Answer 4** is not an appropriate choice. As noted above, it is up to the supervising member to ensure that the qualifications of the supervisee are presented in a manner that is accurate and not misleading. The member should not expect that the university will undertake to intervene in this matter but rather should take responsibility to ensure that the supervisee’s qualifications are presented in a fashion which the supervisor believes will be clearly understood by clients.

R. Morris, Ph.D, C.Psych.  
Deputy Registrar/Director, Professional Affairs

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# Statutory and Non-Statutory Committees 2014-2015

Executive Committee has made appointments to the six statutory committees and one non-statutory committee for the 2014-2015 year. Each committee is comprised of professional members of Council, public members of Council, and members of the College who do not sit on the Council. The committee composition of the statutory committees is defined in [By-law 21: Committee Composition](#).

The appointments made to the following Committees are available in the *About the College* section of the College website or can be accessed at: [College Committees](#)

## **Statutory Committees**

Client Relations Committee  
Discipline Committee  
Executive Committee  
Fitness to Practice Committee  
Registration Committee  
Inquiries, Complaints and Reports Committee (ICRC)  
Quality Assurance Committee

## **Non-Statutory Committee**

Jurisprudence and Ethics Examination Committee

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# NOTICE OF BY-ELECTION DISTRICT 1

## THE FOLLOWING INFORMATION IS FOR ALL MEMBERS OF DISTRICT 1

**Date:** A date of **Monday, January 19, 2015** has been set for elections to Council in Electoral District 1 (North).

**Eligibility:** A psychologist or psychological associate must be engaged in the practice of psychology in the electoral district for which he or she is nominated, or, if the member is not engaged in the practice of psychology, is resident in the electoral district for which he or she is nominated.

**District 1 - North:** This district is composed of the districts of Kenora, Rainy River, Thunder Bay, Cochrane, Algoma, Timiskaming, Manitoulin, Nipissing, and Parry Sound, and the City of Greater Sudbury.

Psychological Associates who, within the past three years, have previously chosen to vote for in district 7 - Psychological Associate are not eligible to nominate and vote in district 1.

A psychologist or psychological associate must not be in default of payment of any fees; the certificate of registration must not have been revoked or suspended in the six years preceding the date of election or subject to a term, condition or limitation, as a result of a disciplinary action, within two years leading up to election.

**Nominations:** A [nomination form](#) is available on the College website. A psychologist or psychological associate may be a candidate for election in only one electoral district in which he or she is an eligible voter. A nomination for electoral district 1 must be signed by at least five members (psychologists or psychological associates) who support the nomination and are eligible to vote in that electoral district.

**Deadline for nominations:** Initial nominations are due by 5 p.m., November 20, 2014. Further nominations will be received until 30 days before the election. Saturday, December 20, 2014 is the last day for receiving nominations for the election. Those needing additional nomination forms may download it from the College web site, photocopy them or contact the College office.

**Withdrawal of nomination:** A candidate may withdraw his or her nomination by giving notice to the Registrar in writing, not less than 30 days before the election. The last day for withdrawal is Saturday, December 30, 2014.

### Procedures

**Distribution of ballots:** No later than 15 days before the election, an explanation of the voting procedures will be sent out.

**Voting procedures:** Voting will occur online and eligible voters will receive an email with a link to a secure voting site when the nominations have been finalized. Candidate statements will be available on the voting website.

### Other Information

**Responsibilities:** Council members are appointed to the seven statutory committees (Executive, Registration, Complaints, Discipline, Fitness to Practise, Quality Assurance, and Client Relations) and can expect to serve on at least two such committees. Council members can become members of other standing committees, as well as various ad hoc committees established.

**Term of Office:** The term of office for elected members is three years, however, this by-election is held to fill a vacancy in District 1. As per By-Law 20 18(5), the term of office of a member elected through this by-election shall continue until the time the former Council member's term would have expired. The term of office for this member will expire in June 2016. During that time a member may be appointed to chair one or more committees.

**Time Commitment:** Council meetings are held at least quarterly and normally last one full day (usually a Friday). Committees may meet the day before the Council meeting or between Council meetings. Committees are likely to meet twice as often as the Council for at least one full day.

**Per diems and Expenses:** Current Council policy provides for a per diem of \$325 for Council and committee meetings. Half-day meetings are pro-rated. Expenses covered include necessary travel (economy fare or mileage); hotel; meals; and necessary taxi fare or parking expenses. If a meal, such as lunch, is provided during a full day meeting, then the amount allocated for lunch is deducted from available expense coverage.

**Note:** The complete [Elections By-law](#) is available on the College website at [Elections to Council 2015](#) or by contacting the College.

**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO**  
**REPORT OF THE INDEPENDENT AUDITOR ON SUMMARY FINANCIAL STATEMENT**

TO THE MEMBERS OF THE COUNCIL OF THE THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

The accompanying summary financial statements of The College of Psychologists of Ontario (the "College"), which comprise the summary statement of financial position as at May 31, 2014, and the summary statement of operations for the year then ended, are derived from the audited financial statements of the College for the year ended May 31, 2014. We expressed an unmodified audit opinion on those financial statements in our report dated September 19, 2014.

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements therefore, is not a substitute for reading the audited financial statements of the College.

**Management's Responsibility for the Summary Financial Statements**

Management is responsible for the preparation of a summary of the audited financial statements in accordance with Canadian accounting standards for not-for-profit organizations.

**Auditor's Responsibility**

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements".

**Opinion**

In our opinion, the summary financial statements derived from the audited financial statements of the College for the year ended May 31, 2014 are a fair summary of those financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.

*Clarke Herming LLP*

CHARTERED ACCOUNTANTS  
 Licensed Public Accountants

Toronto, Ontario  
 September 19, 2014

**SUMMARY STATEMENT OF FINANCIAL POSITION**  
**AS AT MAY 31, 2014**

	2014	2013
<b>ASSETS</b>		
Current assets		
Cash and cash equivalents	\$ 2,724,660	\$ 2,480,639
Prepaid expenses and sundry receivables	25,354	27,568
Investments - short term	4,421,228	4,578,654
	<u>7,171,242</u>	<u>7,086,861</u>
Investments - long term	417,429	318,278
Property and equipment	230,399	237,312
	<u>7,819,070</u>	<u>7,642,451</u>
<b>LIABILITIES</b>		
Current liabilities		
Accounts payable and accrued liabilities	300,152	295,094
Registration fees received in advance	2,426,541	2,378,646
	<u>2,726,693</u>	<u>2,673,740</u>
<b>NET ASSETS</b>		
Invested in capital assets	230,399	237,312
Internally restricted reserve funds	2,653,935	2,827,414
Unrestricted	2,208,043	1,903,985
	<u>5,092,377</u>	<u>4,968,711</u>
	<u>7,819,070</u>	<u>7,642,451</u>

**SUMMARY STATEMENT OF OPERATIONS**  
**YEAR ENDED MAY 31, 2014**

Revenues		
Registration fees	2,986,411	2,884,121
Examination fees	164,210	154,410
Interest and miscellaneous income	100,804	105,152
	<u>3,251,425</u>	<u>3,143,683</u>
Expenses		
Administration	2,021,365	1,975,410
Professional services	122,855	91,505
Investigations, hearings and resolutions	438,977	245,284
Examination and seminar costs	267,710	224,787
Governance	107,975	96,769
Registration	79,034	43,860
Professional organizations	28,849	25,104
Communication, education and training	44,604	44,554
Quality assurance	16,390	15,239
	<u>3,127,759</u>	<u>2,762,512</u>
Excess of revenues over expenses for the year	\$ 123,666	\$ 381,171

Complete audited financial statements available upon request from the office of the Registrar.

The information below is a summary of the activities of the ICRC during the first quarter of the year (June 1, 2014 to August 31, 2014).

**New Matters, By Nature of Service:**

	<b><u>Q1</u></b>	<b><u>Current</u></b>	<b><u>Previous</u></b>
Administration	1	1	-
Corrections Assessment	2	2	-
Custody & Access / Child Welfare Assessment	2	2	-
Educational Assessment	2	2	1
Industrial / Occupational Assessment	1	1	1
Not Related to Psychological Services	2	2	-
Other Psychological Assessment	2	2	-
Psychotherapy / Counseling	7	7	2
Rehabilitation / Insurance Assessment	1	1	2
Supervision	1	1	-
Total:	21	21	9

**Dispositions, by Case:**

(Most Significant Disposition Contained Within Each ICRC Decision Issued)

	<b><u>Q1</u></b>	<b><u>Current</u></b>	<b><u>YTD</u></b> <b><u>Previous</u></b>
Other – Advice	9	9	1
Other - Advice with Undertaking	1	1	-
Other - Take no Further Action	3	3	5
Other - Oral Caution and Undertakings	1	1	1
Other - Written Caution	5	5	1
Other - Written Caution and Undertaking	2	2	1
Referral to the Discipline Committee	1	1	-
Take No Action, if Complaint Frivolous, Vexatious, Made in Bad Faith, Moot or otherwise an Abuse of Process	2	2	4
Total:	24	24	14

Most complaints and reports considered by the Inquiries, Complaints and Reports Committee involve more than one allegation. The allegations considered by the Committee, as well as the frequency of each disposition of these allegations, are listed below:

**Dispositions by Allegation (Year to Date)**

	Withdrawal	Take no Further Action F&V	Take no Further Action	Advice	Advice with UT	Caution	Caution & UT	Oral Caution	Oral Caution & UT	Oral Caution & SCERP *	Written Caution & SCERP *	Refer to Discipline
Acceptance of regulatory authority of the College	-	-	1	-	-	-	-	-	-	-	-	-
Bias	-	-	2	-	-	-	-	-	-	-	-	-
Breach of confidentiality	-	-	1	1	-	1	-	-	-	-	-	-
Conduct unbecoming a member of the CPO	-	1	1	1	-	-	-	-	1	-	-	-
Conflict of interest	-	1	-	1	-	-	-	-	-	-	-	-
Dual relationship	-	-	1	-	-	-	-	-	-	-	-	-
Failure to fulfill the terms of the agreement with user	-	-	1	-	-	-	-	-	-	-	-	-
Failure to obtain informed consent	-	-	1	-	-	-	-	-	-	-	-	-
Failure to practise within boundaries of competence	-	-	1	-	1	-	-	-	-	-	-	-
Failure to provide appropriate explanation of services	-	-	-	-	-	-	-	-	-	-	-	-
Failure to provide services sought	-	-	-	-	-	-	-	-	1	-	-	-
Failure to report child abuse or neglect	-	-	-	-	-	-	-	-	-	-	-	-
Failure to respond to a request in a timely manner	-	-	1	1	-	-	-	-	-	-	-	-
False or misleading statements	-	-	1	-	-	-	-	-	1	-	-	-
Fees and billing problems	-	-	3	2	-	4	-	-	1	-	-	-
Improper supervision	-	-	-	8	-	2	1	-	-	-	-	-
Inaccurate information	-	-	-	-	-	1	-	-	-	-	-	-
Inadequate data to support conclusions	-	2	2	-	-	-	-	-	-	-	-	-
Inadequate feedback	-	-	1	1	-	-	-	-	-	-	-	-
Inappropriate conduct toward a student	-	-	-	-	-	-	-	-	-	-	-	1
Incompetence	-	1	-	-	-	-	-	-	-	-	-	-
Providing services while impaired	-	-	-	-	-	-	-	-	-	-	-	-
Quality of services	-	1	-	-	-	-	1	-	-	-	-	-

\* Specified Continuing Education or Remedial Program

**Health Professions Appeal and Review Board**

The Health Professions Appeal and Review Board reviews the Decisions of Ontario's Health Regulatory Colleges at the request of either a College member or complainant.

	<u>Q1</u>	<u>YTD</u> <u>Current</u>	<u>Previous</u>
Reviews Requested	7	7	3

	<u>Q1</u>	<u>YTD</u> <u>Current</u>	<u>Previous</u>
Decision Confirmed	1	1	1
Decision Unreasonable	-	-	-
Notice to not Proceed	1	1	-
Withdrawn	1	1	-
Total:	3	3	1



# Changes to the Register

## Certificates of Registration

The College would like to congratulate the *Psychologist* and *Psychological Associate* members who received Certificates of Registration since April, 2014

### Psychologists - Certificate Authorizing Autonomous Practice

Luc Belisle  
Jessica Bertrand-Rivest  
Maneet Bhatia  
Christine-Shawn Boisvert  
Paul Anthony James Carlisi  
Ann Barbara Carson-Tempier  
Rebecca Dawn Carter  
Jennifer Lind Cook  
Derick Glen Adam Cyr  
Nilmini De Silva  
Joscelyn Deschenes  
Eva-Maria Hahler  
Deborah Lynn Hawkins

Carolyn Mary Houlding  
Jennifer Ruth Klassen  
Gail McCoubrey  
Ian Ernest McKenzie  
Anna Prudovski  
Harsha Vardhan Raghuraman  
David Anthony Rosehart  
Robert Michael Rosic  
Dorothy Scardellette  
Tricia Lee Stuart  
Tina Thukral-Sidhu  
Annie Truchon  
Sarah Beth Zimmerman

### Psychological Associates - Certificate Authorizing Autonomous Practice

Nicole Anne Dent  
Andrea Marie Reid-Chung

Stephanie Amy Wilson

### Psychologists - Certificate Authorizing Interim Autonomous Practice

Jemma Rachel Helfman  
Dahlia Ruby Keen  
Emily Jo Anderson Mac

### Psychologists - Certificate Authorizing Supervised Practice

Mervin Alex Blair  
Jennifer Marie Aquino  
Melody Kelly Ashworth  
Taryn Gabrielle Atlin  
Renée Katherine Biss  
Virginia Mae Boquiren  
Mary Catherine Cappadocia  
Angele Close  
Erin MacKenzie Eadie  
Kimberly Ruth Edwards  
Dubravka Laura Gavric  
Sarah Emily Glaser  
David Alexander Gold  
Heather Katherine Hood  
Anthony Alexander Brian Hopley  
Romina Diana Hopman  
Melissa Ann Hughes  
Martha Crosby Jacobs  
Fern Hyla Kagan  
Andrea Rose Kapeleris  
Gail Frances Kunkel

Nicole Marie Law  
Katie Yan Yan Lok  
Kathleen Margaret Mak-Fan  
Sarah Michelle Mastoras  
Martha Stephanie McKay  
Jacqueline Mercier McKinnon  
Hien Nguyen  
Karen Joy Ott VandeKamp  
Mark Leslie Petter  
Lindsay Mary Elizabeth Rosval  
Karina Royer-Gagnier  
Stacey Lynne Schell  
Susan Mary Sergeant  
Sarah Renee Setchell  
Gregory Rand Simpson  
Jennifer Lee Tapscott  
Silvia Linda Tenenbaum  
Talia Troister  
Joanne Simone West

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 Authorizing Supervised Practice

Carmen Antweiler  
Susan Elaine Blackburn  
Fiona Louise Gordon  
Sarah Elizabeth Hebert

Rebecca Anne Hinkson  
Jordan Eli Luther  
Vincenza Mancuso  
Michael Roberts

### Deceased Members

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

Salvatore Colletta  
Maureen Dennis  
Grant Harris  
Andrea Smith  
Michelle Soulière

**Retired**

Neil Todd Brockwell  
Daniel Francis Goldberg

**Resigned**

Genevieve Gagnon  
Bella Hazzan  
Ruthann Hicks  
Alan Marcus

Edward Meade  
Jerome Travers  
Dale Willows