



The e-Bulletin

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

October 2016

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President's Message

Our seasons have changed once again! How did that happen so quickly and without me noticing it?

[READ MORE](#)

Barbara Wand Seminar in Professional Ethics, Standards and Conduct - December 5, 2016

Registration is open for the December 5, 2016 Barbara Wand Seminar. We have reached maximum capacity for in-person attendance, but webcast registration will be accepted until December 1, 2016. This year's topics are *Best Practices in Electronic Health Record Implementation and Use: Pearls and Pitfalls* presented by Dr. Karim Keshavjee, and *Tricky Issues in Professional Practice* with Dr. Rick Morris. Please visit the [website](#) for

Executive Committee Reception in Sudbury

The College Executive Committee and the Registrar are hosting an informal 'meet and greet' reception for members at the Radisson Hotel Sudbury on Tuesday, November 15 from 5:30 to 7:30. To RSVP, please email Caitlin O'Kelly at cokelly@cpo.on.ca or 1-800-489-8388.

Election to Council 2017

Elections to the College Council will take place in March 2017 for the three-year term beginning June 2017. Two Council seats are up for election: District 4 (East) and District 7 (Psychological Associate). A call for nominations will be distributed to all eligible voters in December.

[READ MORE](#)

Open Consultations

There are currently three open consultations about which the College is seeking your input: the Draft *Standards of Professional Conduct; By-Law 18: Fees*; and, the Pilot Test of the Mandatory Continuing Education Program. We encourage you to review this information and provide your comments and suggestions through the Consultation page on the College [website](#).

Council Highlights

Highlights from the Council meeting held on September 30, 2016 are now available.

[READ MORE](#)

Financial Audit 2015-2016

On July 18-21, 2016, the College of Psychologists underwent its annual financial audit. The auditor's summary is included in this issue.

[VIEW AUDIT SUMMARY](#)

Council Meeting Materials Available for Download

For a number of years, the Council Meeting Agenda and approved Minutes for the quarterly Council Meetings have been available on the College website. Beginning in June 2016, the College now also posts the materials which support the items for discussion at the quarterly

meetings. These materials are available one week prior to the meeting and can be found thereafter in the Resources section of the [website](#).

Expert and Mentor Call for Volunteers

The College would like to establish a roster of members in all areas of practice and in all parts of the Province to call upon should an Expert or Peer Mentor be required.

[LEARN MORE](#)

Inquiries, Complaints and Reports Committee Activities

The ICRC met on August 11, 2016 and considered seven cases. In addition, a number of teleconferences were held to consider an additional nine cases. Further meetings of the ICRC took place on September 26, 2016 and on October 26, 2016 where nine and seven cases respectively were considered. An ICRC Orientation Session, for new and returning Committee members was held on September 23, 2016.

[VIEW ICRC REPORT](#)

Upcoming Council Meeting Dates

The following meeting dates have been confirmed for Council of the College of Psychologists:

December 2, 2016
March 24, 2017
June 23, 2017

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 1-800-489-8388 or emailing cpo@cpo.on.ca

Changes to the Register

Since July 2016, 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](#)

President's Message

Our seasons have changed once again! How did that happen so quickly and without me noticing it? Usually I'm alerted to the changing season by the colder weather and the leaves changing colours, but this year those temperature and colour changes have been slower to occur. In any case, as I write this, it is raining leaves and the lawn is covered with a beautiful red, gold, orange, and yellow blanket!

The College Council participated in a training day on September 29th, prior to the regular September Council meeting. A significant aspect of this day was to begin work to renew the College's Five-Year Strategic Direction as the current one expires this year (2011-2016). In addition, the day provided an opportunity for Council members to discuss and become more familiar with the presentation of the College's quarterly financial materials, to learn more about the process and outcome of policy development, and to further discuss the College's primary duty, to protect the public interest.

At the formal Council meeting held the next day, Council approved the revisions to the *Standards of Professional Conduct* for circulation to the membership for consultation. You will have received a request for your feedback on this critically important document for our profession. Please take the time to review the *Standards* document and provide comment. Your feedback is essential to the Council as it considers the updates to our *Standards*.

Another notable item on the agenda was to receive and discuss your consultation feedback regarding potential transparency initiatives. The response to this consultation was significant – thanks for your thoughtful and reasoned responses! It greatly helps the Council in its deliberations when we have your feedback.

The Council reviewed and approved the Audited Financial Statements for the year ending May 31, 2016, and heard from the auditors that the College is in a financially sound position. As a result, the annual membership renewal fees for the 2017-2018 registration year will remain unchanged. Further discussion resulted in a decision to recommend that the College consult regarding an amendment to *By-law 18: Fees*. This amendment would lower fees for examinations and for corporations. You will have received a request to comment on these proposed changes, and I would encourage you to do so. These may also be found on the [College website](#).

Finally, it is with great regret that I inform you that shortly after the September Council meeting, we received the resignation of one of our Public Council Members, Mr. Peter McKegney. Peter's contributions to the College have been significant including serving as Council President last year. In addition, he has been active on the Registration, Executive, and Jurisprudence and Ethics Examination Committees, he chaired the Task Force on Shaping the Future, and has been a regular Public Member observer at the oral examination. Peter demonstrated a passion for the work of the College, and his thoughtful and wise comments during Council and Committee meetings will be missed. We wish him all the best in his future endeavours.

Enjoy the Fall – stay tuned for Winter!

Lynette Eulette Ph.D., C. Psych.

President

Election to Council 2017

Elections to the College Council will take place in March, 2017 for the three-year term beginning June 2017. Two Council seats are up for election District 4 (East) and District 7 (Psychological Associate). A call for nominations will be distributed to all eligible voters in December.

Electoral District 4 (East) is composed of the counties of Lanark, Renfrew, Leeds and Grenville, Prescott and Russell, Stormont, Dundas and Glengarry, and the City of Ottawa.

Electoral District 7 (Psychological Associates) is composed of the constituency of Psychological Associates who have elected to vote in this District rather than their geographic district

Members wishing to seek nomination are required to have their nomination supported by five nominees who are eligible to vote in the district. The call for nominations, to be distributed shortly, will provide links to further information and nomination forms to be posted on the College website.



Council Highlights – September 30, 2016

Policy Issues

Consultations

Two new consultations were approved for circulation: the proposed revisions to the *Standards of Professional Conduct* and changes to *By-Law 18: Fees*. These have been distributed as well as posted to the [College website](#).

Language Fluency Policy

The Language Fluency Policy was approved and will be incorporated into the College's *Policies and Procedures Manual*. A copy of the policy may be found in the [Council Materials](#) in the Resources section of the website.

Examination Accommodations Policy

The Council endorsed the Examination Accommodation Policy which sets out the College's procedures for applicants requiring accommodations in completing the registration process. The policy will be incorporated into the College's *Policies and Procedures Manual* when final formatting has been approved by Council in December 2016.

Strategic Issues

Psychotherapy Clarification Document

The Council approved in principle a document entitled [The Controlled Act of Psychotherapy: A Clarification](#). This was prepared by the Psychotherapy Working Group as requested by the Ministry of Health and Long-Term Care. The Councils of the Colleges of Registered Psychologist, Nurses, Social Workers and Social Service Workers, and Occupational Therapists have also given such approval. The Working Group is now considering wider consultation on this document in service of moving toward proclamation of the Controlled Act of Psychotherapy.

Business Issues

Annual Financial Audit

Council received and approved the Annual Financial Statements for the fiscal year ending May 31, 2016.

Other Business

The next meeting of Council will be held on December 2, 2016.

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, 2016, 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, 2016. We expressed an unmodified audit opinion on those financial statements in our report dated September 30, 2016.

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, 2016 are a fair summary of those financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.

Clarke Derriving LLP

CHARTERED ACCOUNTANTS
 Licensed Public Accountants

Toronto, Ontario
 September 30, 2016

SUMMARY STATEMENT OF FINANCIAL POSITION
AS AT MAY 31, 2016

	2016	2015
ASSETS		
Current assets		
Cash and cash equivalents	\$ 6,838,388	\$ 6,765,555
Prepaid expenses and sundry receivables	73,584	25,340
Investments - short term	1,120,052	523,359
	8,032,024	7,314,254
Investments - long term	353,116	553,734
Property and equipment	203,089	200,559
	8,588,229	8,068,547
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	271,600	296,401
Registration fees received in advance	2,680,868	2,444,918
	2,952,468	2,741,319
NET ASSETS		
Invested in capital assets	203,089	200,559
Internally restricted reserve funds	3,278,935	3,153,935
Unrestricted	2,153,737	1,972,734
	5,635,761	5,327,228
	8,588,229	8,068,547

SUMMARY STATEMENT OF OPERATIONS
YEAR ENDED MAY 31, 2016

Revenues		
Registration fees	3,121,522	3,066,764
Examination fees	162,880	169,370
Interest and miscellaneous income	96,347	100,731
	3,380,749	3,336,865
Expenses		
Administration	2,139,096	2,157,493
Professional services	92,850	112,493
Investigations, hearings and resolutions	246,759	297,789
Examination and seminar costs	277,142	272,052
Governance	90,895	86,923
Registration	98,883	57,327
Professional organizations	32,420	32,295
Communication, education and training	88,670	78,333
Quality assurance	5,501	7,309
	3,072,216	3,102,014
Excess of revenues over expenses for the year	\$ 308,533	\$ 234,851

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

Expert and Mentor Call for Volunteers

The Inquiries, Complaints and Reports Committee (“ICRC”) is composed of a mix of practicing psychologists, psychological associates and public members of Council. From time to time, the ICRC requires members of the profession to provide expert opinions in the context of a complaint or report before the ICRC. If a case is referred to the Discipline Committee for a hearing, the expert may be asked to testify about their opinion at the hearing.

ICRC matters that have been dealt with by way of an *Undertaking and Agreement* or a *Specified Continuing Education or Remediation Program* (“SCERP”) sometimes include a peer mentorship component as specified by the ICRC. In these cases the Registrar will need to appoint a member of the College to act as a Peer Mentor.

The College would like to establish a roster of members in all areas of practice and in all parts of the Province to call upon should an Expert or Peer Mentor be required. The College is seeking members of the profession who:

- Have worked as an autonomously practicing psychologist or psychological associate in Ontario for a minimum of 5 years;
- Are well versed in the standards of the profession;
- Are not currently serving on the College Council or any College Committee;
- With respect to providing expert opinions, are able to review an ICRC investigation record or Registrar’s report, formulate an opinion regarding professional conduct, convey this opinion in writing, and be prepared to testify before the Discipline Committee regarding the opinion should the matter be referred to Discipline;
- With respect to acting as Peer Mentors, are able to assist the member in fulfilling the terms of the *Undertaking and Agreement* or *SCERP*, which may include: meeting with the member on a regular, time-limited basis, reviewing clinical records and/or administrative and office practices, developing and applying an educational module, and reporting on the Peer Mentorship to the Registrar; and
- Undertake to keep confidential all information obtained in the course of acting on behalf of the College.

The College compensates experts for their time at their normal hourly rate, up to the current maximum rate recommended by the OPA. Compensation of Peer Mentors is generally the responsibility of the member, and must be agreed upon by the member and Peer Mentor.

If you are interested in being added to this roster, please complete the following survey. In filling out the [survey form](#), you will be asked to provide your name, contact information, and information about your practice and experience. Should the College contact you to act as an Expert or Peer Mentor, you will also be asked to provide a copy of your current CV.

The College would like to thank, in advance, all those who volunteer to be added to the roster. The College will contact potential Experts and Peer Mentors on an as-needed basis, should their area of practice, client population, experience and geographic location be suitable to the specific case.

Link to Survey form: <http://survey.constantcontact.com/survey/a07ecvxne7fiq0zvjuw/start>

**Inquiries, Complaints and Reports Committee
 June 1, 2016 to August 31, 2016**

The ICRC met on August 11, 2016 and considered seven cases. In addition, a number of teleconferences were held to consider and additional nine cases. Further meetings of the ICRC took place on September 23, 2016 and on October 26, 2016 where nine and seven cases respectively were considered. An ICRC Orientation Session, for new and returning Committee members was held on September 23, 2016.

Case Type

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Complaints	16				16	14
Registrar's Investigations	2				2	1
Health Inquiries	0				0	2
Total	18	0	0	0	18	17

New Matters Investigated, by Nature of Service

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Administration	2				2	
Capacity Assessment					0	
Consultation					0	1
Corrections Assessment					0	
Custody & Access / Child Welfare Assessment	2				2	5
Educational Assessment	3				3	2
Industrial / Occupational Assessment	1				1	
Mediation					0	
Neuropsychological Assessment	1				1	
Not applicable / incapacity					0	2
Not Related to Psychological Services	3				3	1
Other Psychological Assessment					0	
Psychotherapy / Counseling	2				2	3
Rehabilitation / Insurance Assessment	4				4	2
Supervision					0	1
Teaching / Training					0	
Unknown					0	
Total:	18	0	0	0	18	17

**Inquiries, Complaints and Reports Committee
June 1, 2016 to August 31, 2016**

Dispositions by Case

	YTD					
	Q1	Q2	Q3	Q4	Current	Previous
Administrative Withdrawal					0	
Closed – no jurisdiction					0	
In Abeyance					0	
Incapacity Investigation					0	
Other – Advice	3				3	4
Other - Advice with Undertaking					0	
Other - Take no Further Action	2				2	6
Other - Take no Further Action and Undertakings					0	
Other - Oral Caution					0	1
Other - Oral Caution and Undertakings					0	
Other - Undertaking (Health Inquiry)	1				1	
Other - Oral Caution and SCERP*					0	
Other - Written Caution	2				2	6
Other - Written Caution and Undertaking	1				1	
Other - Written Caution and SCERP*	1				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	1				1	9
Total:	12	0	0	0	12	26

*Specified Continuing Education or Remedial Program

ICRC Report
June 1, 2016 to August 31, 2016

Dispositions by Allegation (Year to Date)

	Withdrawal	Take No Further Action F&V	Take No Further Action	Advice	Advice with UT	Written Caution	Written Caution & UT	Oral Caution	Oral Caution & UT	Oral Caution & SCERP*	Written Caution & SCERP*	SCERP*	Refer to Discipline
Acceptance of Regulatory Authority of the College													
Bias						1							
Boundary violation													
Breach of confidentiality			1										
Conduct unbecoming a member of the CPO						1							
Conflict of interest													
Dual relationship													
Failure to render services appropriate to the user's needs			2										
Failure to fulfill the terms of the agreement with user													
Failure to comply with College requirements													
Failure to comply with limitation													
Failure to obtain informed consent													
Failure to practise within boundaries of competence													
Failure to provide appropriate explanation ...													
Failure to provide services sought													
Failure to report child abuse or neglect													
Failure to make sexual abuse mandatory report													
Failure to respond to a request in a timely manner											1		
Failure to identify limits of certainty													
False or misleading statements			2										1
Fees and billing problems				1									
Finding of Professional Misconduct in Other Jurisdictions													
Illegal Conduct													
Improper office conditions			1										
Improper supervision				1									1

ICRC Report
June 1, 2016 to August 31, 2016

	Withdrawal	Take No Further Action F&V	Take No Further Action	Advice	Advice with UT	Written Caution	Written Caution & UT	Oral Caution	Oral Caution & UT	Oral Caution & SCERP*	Written Caution & SCERP*	SCERP*	Refer to Discipline
Inaccurate information		1											
Inadequate data to support conclusions				1		1							
Inadequate feedback													
Inadequate handling of termination						1							
Inappropriate advertising and announcements													
Inappropriate conduct toward a colleague													
Inappropriate conduct toward a student													
Inappropriate conduct toward an employee													
Incapacity			1										
Incompetence													
Insensitive treatment of clients													
Lack of adherence to undertaking or agreement													
Lack of objectivity													
Misrepresentation of Non-Member													1
Non-Sexual Abuse													
Problematic statements made at trial													
Providing services while impaired													
Quality of services													
Record keeping Problems													
Sexual abuse													
Sexual harassment													
Sexual misconduct													
Unauthorized Services													

*Specified Continuing Education or Remedial Program
 UT = Undertaking

**Inquiries, Complaints and Reports Committee
 June 1, 2016 to August 31, 2016**

Health Professions Appeal and Review Board

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Reviews Requested	2				2	6

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Decision Confirmed	2				2	2
HPARB F&V					0	1
Decision Unreasonable					0	
Notice to not Proceed	1				1	
Withdrawn					0	
Total:	3	0	0	0	3	3

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 July 2016.

Psychologists - Certificate of Registration Authorizing Autonomous Practice

Claudine Barrette
Jessica Lynn Bird
Susan Elaine Blackburn
Maria Cristina Busila
Alina Erin Carter
Sabrina Sarah Chiarella
Philippe Gauvreau
Kyle David Edward Handley
Kristen Lyn Hiney

Sarah Husain
Jessica Kurta
Tatiana Nedecheva
Louise Catherine Overington
Meghan Amanda Reid
Anne Marie Ritzema
James Joseph Roche
Gail Barbara Sweeney
Nancy Margaret Thacker

Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

There were no new members issued with certificates authorizing autonomous practice for the title: C.Psych.Assoc. for this period

Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Catherine Marie-Anne Desjardins
Vina Goghari
Allan Michael Gorewich
David William Hallman
Reem Kiran Maassarani Normand Lauzon
Adrienne Janine Cynthia Matheson
Amber Marie McKenzie
Katarina O'Donnell
Jason Willis Ernest Peebles

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

Psychologists - Certificate of Registration Authorizing Supervised Practice

Shireen Laila Abuhatum
Joshua Jacob Albert

Tatiana Bielak
Oksana Ksusha Blacklock

Jacqueline Chin
Beverley Mari David
Gayle Melissa Goldstein
Lezlie Colette Gomes
Narges Hosseini-Sedehe
Laura Katz
Ula Khayyat-Abuaita
Matthew James King
Danielle Kyleen Kingdon
Danielle Elizabeth MacDonald
Angele Marie MacTavish

Katerina Malat
Jennifer Ellen Newman
Sandra Oziel
Rana Pishva
Richard Rubenstein
Cara Anne Settipani
Matthew Jacques Shanahan
Philippe Shnaider
Julie Anne Marie Wallis
Lauren Mary Wysman
Christie Yao

Psychological Associates - Certificate Authorizing Supervised Practice

Jennifer Lee Cardwell
Smita Gupta
Catherine Elaine Marks

Erin Kimberley Mullings
Natalie Cheryl Parnell
Ravinder Sidhu

Retired

Kim Susan Wamsley

Resigned

N/A

Deceased Members

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:

Grant Edwin Coulson
David Réal Latour
Albert Wolf Silver
