



The e-Bulletin

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

October 2018

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This report provides a summary of activities and meetings that I and the Executive have engaged in since the June Council meeting.

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Use of Title *Psychologist*

At the meeting of the Council of the College of Psychologists on September 21, 2018, a motion was passed to pursue granting the title *Psychologist* to all current and future members qualifying for registration as *Psychological Associates*.

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Self-Reporting Obligations Under RHPA: What Do I Need to Report?

New mandatory self-reporting requirements, which came into effect on May 1, 2018, expanded previous self-reporting obligations.

[READ MORE](#)

Council Elections 2019

Election to Council will be held in March 2019 for District 1 (North), District 2 (Southwest) and District 3 (Central). More information can be found at [Election To Council 2019](#) on the College website.

Members from all backgrounds and experience are encouraged to run for Council. The College Council encourages diversity so different ideas, perspectives and backgrounds can contribute to the College's goal of excellence in self-regulation in service of the public interest.

[READ MORE](#)

Barbara Wand Seminar - Morning Half Day, January 21, 2019

The Barbara Wand Seminar in Professional Ethics, Standards and Conduct will be held in Toronto on January 21, 2019. Registration forms will be emailed to members and are also available on the [College website](#).

Council Highlights

Highlights from the Council meeting held on September 21, 2018 are now available.

[READ MORE](#)

Financial Audit 2017-2018

The College's financial audit for the 2017-2018 fiscal year is now complete. A summary of the report is available for download.

[DOWNLOAD SUMMARY REPORT](#)

Inquiries, Complaints and Reports Committee Activities

The first quarter report for the ICRC - June 1, 2018 to August 31, 2018 is available for download.

[DOWNLOAD 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 [College website](#).

Changes to the Register

Since July 2018, 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

December 14, 2018

March 29, 2019

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

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[VISIT OUR WEBSITE](#)

President's Message

This report provides a summary of activities and meetings that I and the Executive have engaged in since the June Council meeting.

The Executive Committee met for two days in August for its regular quarterly meeting and for a day of training. The training day included affirming the College's *Code of Conduct for Council and Committee Members*, as individual members on the Executive, and reviewing the role of the Executive as an orientation for new members. This was followed by participating in a meeting with the Finance and Audit Committee (FAC) and the College Auditors where the year-end audit was presented. The Executive also discussed various aspects of Council governance including the Board Self-Assessment Report with an eye towards how to facilitate discussion of this information at Council. Other discussion focussed on preparing for the September Council meeting.

At the meeting in September, Council considered some policy and strategic issues, the most significant having to do with the use of the title *Psychologist* in Ontario. There is an article in this issue of the *eBulletin* that provides comprehensive information about this Council decision. Other business included a presentation by the College Auditors on the Audited Financial Statements for the College fiscal year ending May 31, 2018. The Auditors were pleased with the results of the audit, and complimentary of the College's financial position and accounting practices. A summary of the Audited Financial Statement is provided in this issue of the *eBulletin*.

At the Council training day in September, the Council participated in learning and discussion involving four different topics. The Council was pleased to have, as a guest speaker, Mr. Thomas Custers, A/Manager, Regulatory Oversight and Performance Unit, Health Workforce Regulatory Oversight Branch Strategic Policy and Planning Division, Ministry of Health and Long-Term Care. Mr. Custers provided an overview of the work of the Ministry and his role as A/Manager of the Regulatory Oversight and Performance Unit. The Council reviewed the report of the Board Self-Assessment completed earlier in the year as well as the results of the Committee Self-Assessment Survey undertaken in the late spring. These reports provided a "bird's eye-view" of the Council and Committee functioning over the past year, which is important for considering aspects of College governance needing to be addressed.

Two other topics were discussed at the training day. The Council received comprehensive information about the various College Committees and their roles and responsibilities. Lastly, Council discussed the recent legislation on the legalization of marijuana and implications this may have for the College and its members.

In mid-October, I was fortunately to have attended the annual conference of the Association of State and Provincial Psychology Boards with Dr. Rick Morris, Registrar & Executive Director and Mr. D'Arcy

Delamere, Public Member and Vice-President of Council. The theme of the conference was, “The Global Practice of Psychology: Impact on Regulation and Credentialing”. This included a focus on competency assessment as a recommended method for ensuring public protection given that there are an increasing number of internationally trained psychology practitioners coming to North America from many different educational backgrounds and training experiences.

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

Use of the Title *Psychologist*

Council Decision

Over the past number of meetings, the Council of the College of Psychologists has been debating academic qualifications for entry to the profession, and the titles available to members. At the meeting on September 21, 2018, these discussions culminated in two decisions. First, the College Council decided to continue to offer registration to individuals with a Masters degree plus four years supervised experience; the current Psychological Associate entry requirement. As well, a motion was passed to pursue granting the title *Psychologist* to all current and future members qualifying for registration as *Psychological Associates*. This change, when it comes into effect, would permit all members of the College access to the title *Psychologist*.

Rationale

The purpose and mandate of the College is public protection and to act in the public interest. It is through this lens that the Council viewed this, and all other issues before it. In making this decision, the Council, led by the public members, considered a number of factors, including:

- The misunderstanding among the public of the title *Psychological Associate* as identifying an individual authorized as an independent, autonomous psychological practitioner;
- Recognition that *Psychological Associate* members are not registered solely 'at the Masters level', as is the case in other Canadian jurisdictions which register Masters level providers but rather, the requirement is for a Masters degree plus four years of supervised experience. This is in addition to the year of supervised practice undertaken by all members of the College;
- Members registered with a Masters degree plus 4 years supervised experience have satisfied the College that they are qualified to practice autonomously in their authorized areas of practice;
- These members have met acceptable College academic requirements and, similar to their Doctoral counterparts, have successfully completed one year of supervised practice, the Examination of Professional Practice in Psychology (EPPP), the Jurisprudence and Ethics Examination, and the Oral Examination;
- Members registered with a Masters degree plus 4 years supervised experience have the same scope of practice, as well as the same professional responsibilities and accountability as all other members;
- These members must uphold, and are held to, the same professional standards as all other members;
- Through the required implementation of the Agreement on Internal Trade (AIT), individuals trained at the Masters level and registered in Ontario as well as other Canadian jurisdictions, have been granted the title *Psychologist*;
- As a result of the AIT, Ontario now has three levels of practitioner; Psychologists with a Doctoral degree, Psychologists with a Masters degree, and Psychological Associates with a Masters degree, increasing the lack of clarity among the public.

In considering these factors and in making this decision, the Council was clear not to be suggesting that members with a Masters degree plus 4 years supervised experience have the same or equivalent training to their Doctoral colleagues. Rather, Council recognized the different training and experience received by members, both of which lead to College registration for autonomous practice.

Next Steps

The College must now undertake to investigate the implications of this change, the steps needed to implement the Council motion, and how the title change can be used to best inform the public about the individual from whom they are receiving psychological services. This will include a wide consultation with numerous stakeholders including: members of the College; members of the public; psychology training programs; professional associations, psychology regulators in other Canadian jurisdictions; other Ontario health regulatory Colleges; as well as discussions with various Ministries including Health and Long-Term Care, Education, and Training, Colleges and Universities as well as the Office of the Ontario Fairness Commissioner.

Self-Reporting Obligations Under RHPA: What Do I Need to Report?

The Health Professions Procedural Code, being Schedule 2 to the [Regulated Health Professions Act, 1991](#) requires all regulated health professionals to self-report certain information to their respective Colleges. [[s. 85.6.1 - 85.6.4](#)], New mandatory self-reporting requirements, which came into effect on May 1, 2018, expanded previous self-reporting obligations.

What do I need to report?

A member must self-report to the College, as soon as reasonably practicable:

- If they have been found guilty of any offence in any jurisdiction;
- If a finding of professional negligence and/or malpractice has been made against them;
- If a finding of professional misconduct or incompetence has been made against them by any body that governs any profession; and,
- If they have been charged with any offence in any jurisdiction. In these instances, any information about conditions of release (bail conditions or restrictions) must also be reported.

Members must also now report if they are a member of any other body that governs a profession, in any jurisdiction, e.g., nursing, law, psychotherapy, etc. All members will be required to report this information in their annual renewal form in the spring of 2019.

How do I make a report?

Send an email with the term “self-report” in the subject line to invhear@cpo.on.ca.

The College is developing a self-report form for members to use when making a self-report. When finalized this form can be completed and submitted online. Access to this form will be restricted “for member use only” and will require members to use their membership login information. The College will notify members as soon as the online form is available.

What happens after I make a report?

The Registrar reviews self-reports and determines the most appropriate way to proceed, which could include the initiation of an investigation into the information reported. The focus of the review is whether there may be concern about the member practising safely or if there are steps the College should take to ensure public safety. Further information about investigations is available on the website in the section regarding [Professional Conduct & Concerns](#).

Will this information be public?

The College is required to post the following information on the public register:

- Findings of guilt under the [Criminal Code \(Canada\)](#) and/or the [Controlled Drugs and Substances Act \(Canada\)](#);
- Outstanding charges under the [Criminal Code \(Canada\)](#) and/or the [Controlled Drugs and Substances Act](#);

- Existing conditions of release following a charge or a finding of guilt under the *Criminal Code (Canada)* and/or the *Controlled Drugs and Substances Act*. The College must also post information about any variations to these conditions, if applicable;
- Disciplinary findings and findings of professional misconduct or incompetence by another regulatory licensing authority in any jurisdiction; and,
- Information about a member's license or registration to practice any profession in any jurisdiction.

There are exceptions should a member receive a record suspension from the Parole Board of Canada, a pardon, or if a conviction has been overturned on appeal. For more information, please see the relevant regulation under the [RHPA](#).

What happens if I don't make a report?

Failure to report the required information is a serious matter and may result in regulatory consequences, including a referral of allegations of professional misconduct to the College's Discipline Committee.

Further Questions?

Contact the College's [Professional Practice](#) department.

Relevant links

[Click here](#) for the relevant sections of the Health Professions Procedural Code.

[Click here](#) for the Regulation setting out what information must be posted on the public register.

Council Highlights – September 21, 2018

Policy Issues

By-laws

Council approved amendments to By-law 5: Selection of Committee Chairs and Committee members and By-Law 21: Committee Composition after reviewing feedback received during the consultation period. This feedback is included in the [Council Materials](#) found in the Resources section of the website. The amended by-laws may be found in the College By-Laws available on the [Website](#).

Policies

The Council approved revisions to the following policies:

- *Policy I-2 – Council & Committee Orientation and Training (Code of Conduct)*
- *Policy III: F – 5 Expense Reimbursement*

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

Shaping the Future: A motion was passed by Council regarding the use of the title *Psychologist*. A full description of the motion and outcome is included in this issue.

Business Issues

Annual Financial Audit 2017-2018

Council received and approved the Annual Financial Statements for the fiscal year ending May 31, 2018. The Audited Financial Statement will be included in the 2017-2018 Annual Report.

Other Business

The next meeting of Council will be held on December 14, 2018.

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, which comprise the summary statement of financial position as at May 31, 2018, and the summary statement of operations for the year then ended and related note, are derived from the audited financial statements of the College of Psychologists of Ontario (the "College") for the year ended May 31, 2018. We expressed an unmodified audit opinion on those financial statements in our report dated September 21, 2018.

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 the audited summary financial statements on the basis described in the note to the summary financial statements.

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 of Psychologists of Ontario for the year ended May 31, 2018 are a fair summary of those financial statements, on the basis described in the note to the summary financial statements.



Chartered Professional Accountants
Licensed Public Accountants

Toronto, Ontario
September 21, 2018

SUMMARY STATEMENT OF FINANCIAL POSITION

AS AT MAY 31, 2018

	2018	2017
ASSETS		
Current assets		
Cash	\$ 5,528,519	\$ 870,202
Prepaid expenses and sundry receivables	59,000	46,345
Investments - short term	3,132,706	7,725,609
	8,720,225	8,642,156
Investments - long term	43,412	97,595
Property and equipment	77,350	94,656
Intangible assets	28,612	82,679
	\$ 8,869,599	\$ 8,917,086
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	456,786	353,512
Registration fees received in advance	2,781,642	2,702,876
	3,238,428	3,056,388
NET ASSETS		
Invested in property and equipment and intangible assets	105,962	177,335
Internally restricted	4,173,810	3,685,014
Unrestricted	1,351,399	1,998,349
	5,631,171	5,860,698
	\$ 8,869,599	\$ 8,917,086

SUMMARY STATEMENT OF OPERATIONS

YEAR ENDED MAY 31, 2018

Revenues		
Registration fees	\$ 3,205,619	\$ 3,152,598
Examination fees	118,214	160,011
Investment and miscellaneous income	93,651	74,339
	3,417,484	3,386,948
Expenses		
Administration	2,128,372	2,108,229
Professional services	236,216	150,801
Investigations, hearings and resolutions	620,184	262,447
Examination and seminar costs	299,095	281,699
Governance	91,659	79,678
Registration	84,544	70,147
Professional organizations	27,075	30,616
Communication, education and training	114,937	142,017
Quality assurance	44,929	36,377
	3,647,011	3,162,011
Excess (deficiency) of revenues over expenses for the year	\$ (229,527)	\$ 224,937

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

NOTE TO SUMMARY FINANCIAL STATEMENTS

YEAR ENDED MAY 31, 2018

Basis of presentation

These summary financial statements have been prepared from the audited financial statements of the College of Psychologists of Ontario (the "College") for the year ended May 31, 2018 on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information presented in respect of changes in net assets and cash flows has not been included and information disclosed in the notes to the financial statements has been reduced.

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

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

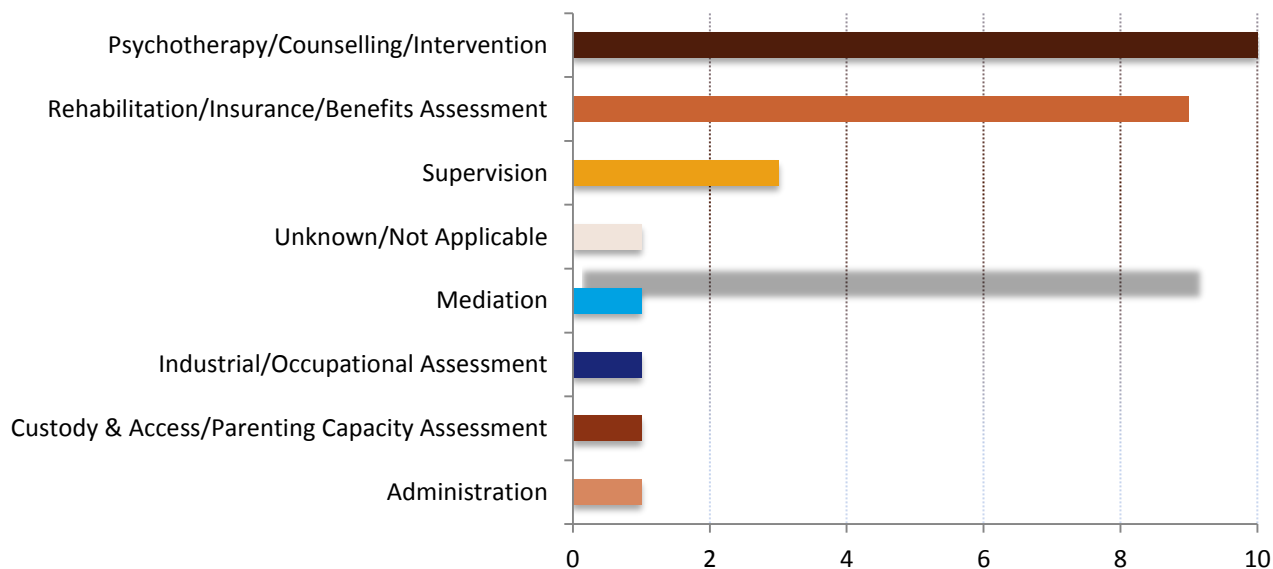
First Quarter, June 1, 2018 – August 31, 2018

Committee Members:

Sara Hagstrom (Chair)	College	Lynette Eulette	Council
Diane Addie	College	Emad Hussain	Public Member
Ruth Berman	College	Elizabeth Levin	Council
Kristin Bisbee	Public Member	Donna McNicol	Public Member
Gilles Boulais	College	Melanie Morrow	College
Jason Brown	College	Rana Pishva	College
Judy Cohen	Public Member	Fred Schmidt	College
Dorothy Cotton	Council	Laura Spiller	College
D'Arcy Delamere	Public Member		

New Complaints and Reports

Since June 1, 2018, the College received 22 new complaints, opened two new Registrar's Investigation, and 3 new Health Inquiries, for a total of 27 new matters. The nature of service in relation to these matters is as follows:

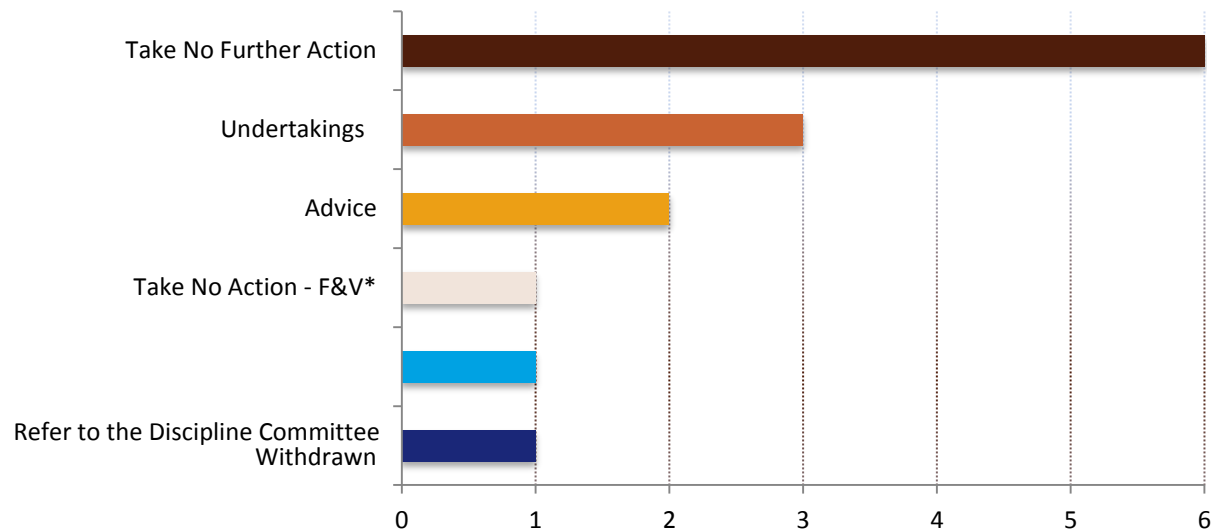


ICRC Meetings

The ICRC met on June 12 and August 8, 2018 to consider a total of 13 cases. An ICRC working group also met on August 17, 2018 and considered one case during the course of their work. In addition, 13 teleconferences were held to consider 16 cases.

ICRC Dispositions

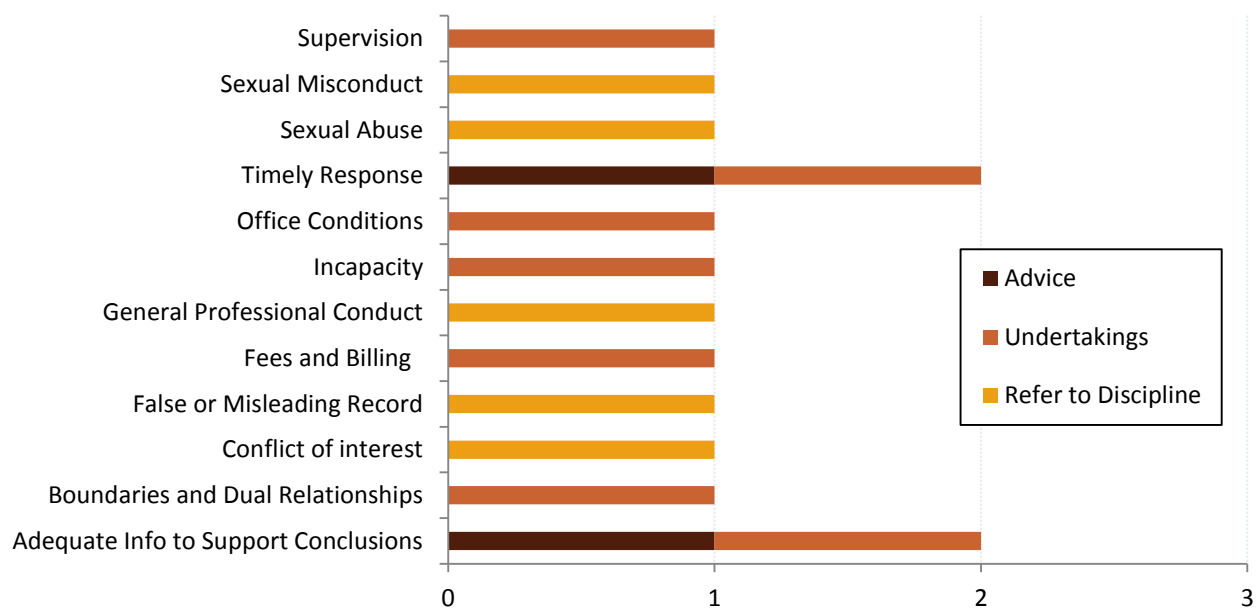
The ICRC disposed of 13 cases during this period, as follows:



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

Disposition of Allegations

Since June 1, 2018, the 13 cases disposed of included the consideration of 41 allegations. The ICRC took some remedial action with respect to 14 (34%) of these allegations.



Health Professions Appeal and Review Board (“HPARB”)

Since June 1, 2018, one HPARB reviews of an ICRC decision was requested. Four HPARB decisions were received; two confirming the ICRC decisions, and two dismissing the request for review as F&V.

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 2018.

Psychologists - Certificate of Registration Authorizing Autonomous Practice

Joshua Jacob Albert	Jenny Ann Neil
Caterina Cortese Ierullo	Tang Tanya Norton-Zhao
Shirin Jazayeri	Anna Paula Pargana
Sarah Jane Lyons	Alice Susan Rushing
Emily Nicole Massey	Erica Anne Taylor
Cynthia Rebeca Maya Beristain	Lisa Ziatz Webne-Behrman
Susan Kathleen Morcombe	

Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

Mandeep Kaur Singh	Christopher Ryan Wright
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Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Susan Reed Battista	Marie-Eve Emilie Martel
Michael Daniel Bodnar	Adam James McCaffrey
Jude Mary Cénat	Laura Diane Nicholson
Karine Francine Côté	Sara Kristin Quirke
Yaya Maria de Andrade	Shelley Renee Rhyno
Helen Louise Ferrett	Sabina Sarin
Josée Fitzpatrick	Marie Julie Ginette Shilhan
Fanny-Alexandra Guimond	Raphael Styger
Stuart Michael Hoover	Dawson John Wambolt
Chantal Lafleur	Bruno Warnotte
Marie-Pier LeClerc	Stephanie Yamin
Sonia Marccone	

Psychological Associates - Certificate of Registration Authorizing Interim Autonomous Practice

No new certificates were issued

Psychologists - Certificate of Registration Authorizing Supervised Practice

Jennifer Jean Carey	Sela Kleiman
Tanaya Chatterjee	Marysia Joanna Lazinski
Tina Ghazaleh Dadgostari	Frida Marshi Nasser
Jean Marie Dennis	Hanna Ivy McCabe-Bennett
Anderson Leslie Reynold Dorbeck	Shawna McGee
Alexandra Sarah Drawson	Jennifer L. Newby
Jamie Lyn Suzanne Marie Flesch	Rachel Katherine Peterson
Karen Marla Gordon	Emily Esther Jensen Romanson
Taylor McCormick Hatchard	Hemal Shroff
Andrea Jane Hickey	Vanessa Michela Vogan
Julia Belenzon Hussman	Vira Voroskolevska
Julie Kathryn Mae Irwin	Laura Angela Weinheimer
Kelly Rae Katsuras	Kayla Yosipovich
Kirstie Danielle Kellman-McFarlane	

Psychological Associates issued with certificate authorizing supervised practice

Elizabeth Marjorie Alexander	Erin Carole Bougie
Genevieve Marguarite Berube	Lauren Ann Drvaric
Natalie Josee Bisson	Erin Kimberley Mullings

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

Retired Certificate of Registration

Glen Robert Bailey	Robert Charles McEwan
Eleanor Alice Caesar	David Leon Randall
Barbara S Fulford	Lynne Sinclair
Margaret Christine Gibson	Michael Patrick Teehan
Ellen Greenberg	

Resigned

Jo Elaine Alberts-Corush	Diane Eileen Nicholson
Sidney Guy Bergersen	Paul Desmond O'Connell
Avrum Abraham Green	Ray DeVere Peters
Margaret Vivienne Lederman	Marie Piskopos
Ruth Viola Nelson	M. Melanie Sapienza

Deceased

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

Dr. Michael Persinger, C.Psych.