

# The e-Bulletin

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

Volume 7, Number 1

January 2016

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## Changes to the Register

Since October, 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](#)

## [Index of Articles: June 2010 v.1 no.1 - January 2016 v.7 no.1](#)

### President's Message

In October, the Search Committee finished its work and recommended to the College Council that Dr. Rick Morris, C.Psych. be appointed Registrar and Executive Director of the College.

[Read More....](#)

### Appointment of Barry Gang as Deputy Registrar

The College of Psychologists of Ontario is pleased to announce the appointment of Mr. Barry Gang, MBA, Dip.C.S.,C.Psych.Assoc. to the position of Deputy Registrar.

[Read More...](#)

### Registration Regulation Consultation

In an article entitled Registration Regulation Consultation - Small Wording Error Requires Correction published in the e-Bulletin (vol.6, no.4) October 2015, the College requested member feedback...

[Read More...](#)

### Implementation Plan Regarding Changes to Entry to Practice Requirements Consultation

In early January, the Council of the College of Psychologists of Ontario distributed consultation material regarding proposed amendments to the Registration Regulation. Specifically this related to the implementation plan regarding changes to entry to practice requirements. The College wishes to thank those who have responded. The [consultation](#) will be open until February 26, 2016.

### Council Highlights

Highlights from the Council meeting held on December 4, 2015 may be found [here](#).

### Upcoming Council Meeting Dates

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

April 1, 2016  
June 17, 2016  
September 30, 2016

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)

### Election to Council

Election to Council will be held in Districts 1, 2 and 3. Please visit the website at [Elections to Council 2016](#). Updates will be posted to [Announcements](#).

### Communications Survey

Thank you to those members who responded to our Communications Survey in November. The results can be found [here](#).

### Inquiries, Complaints & Reports

[ICRC Report](#)

[Complaints Process Check In](#)

To subscribe to this newsletter, please send an email request to [cpo@cpo.on.ca](mailto:cpo@cpo.on.ca) with "subscribe" in the subject line.

## PRESIDENT'S MESSAGE

In October, the Search Committee finished its work and recommended to the College Council that Dr. Rick Morris, C.Psych. be appointed Registrar and Executive Director of the College. Council accepted the recommendation and the appointment became effective November 1, 2015. Dr. Morris is well known and highly regarded across Canada and in the U.S for his expertise and contributions in the field of Psychology regulation. Dr. Morris' appointment left an opening in the Deputy Registrar/ Director, Professional Affairs position, to which Mr. Barry Gang, MBA, Dip.C.S., C.Psych.Assoc. was appointed as of December 1, 2015.

Two new Public Members have been appointed to the College Council by the Public Appointments Secretariat. We welcome Ms. Donna McNicol and Mr. Darcy Delamere to Council and look forward to working with them in the months and years to follow.

The *Barbara Wand Seminar in Professional Ethics, Standards and Conduct* was held in late October. This year the majority of attendees did so electronically through the webinar facility. Once again this event featured a number of speakers addressing current ethical issues.

The President and (then) Acting Registrar attended the Annual Meeting of the Association of State and Provincial Psychology Boards (ASPPB) in Tempe, Arizona, in early October. ASPPB continues work on several fronts, including the development of a standardized instrument to evaluate competencies, inter-jurisdictional telepsychology, and work force data sets.

Early in November the President and the Registrar attended the Board meeting of the Association of Canadian Psychology Regulatory Organizations (ACPRO), of which Dr. Morris is Chair. Most of the discussion at the meeting revolved around developing the mechanism for implementing a pan-Canadian registration standard, a commitment that has been endorsed, in principle, by nine of the provincial psychology regulatory bodies.

The Executive Committee has begun to examine recommendations from the report which followed the recent audit of that Committee. Proposals for changes in the functions of the Committee will be developed for presentation to Council, the objective being to enhance the open, transparent, efficient and timely operation of committees and of Council.

Concurrent with the implementation of the Ministry of Health and Long-Term Care Working Group on Transparency, the College is working on actions to improve the transparency of College operations. Members may expect consultation on any proposals.

The consultation process regarding proposals for changes to the Registration Regulation is under way. When instituted, these amendments will result in a change to doctoral level as the entry requirement for practitioners becoming registered in Ontario. Such a move is consistent with the ACPRO Entry to Practice Position Statement endorsed by eight of the provinces.

Three Council positions for professional members are up for election in 2016. The election date for District 1 (North), District 2 (Southwest), and District 3 (East), has been set for March 31, 2016 and the nomination process is well underway.

In early December, the College once again conducted the Oral Examinations for supervised practice members. Over 80 candidates were examined in this very important last step in the process of becoming an autonomous practitioner. Many thanks to the Registration staff for their hard work, and to the dozens of Psychologists and Psychological Associates from across the province who dedicate their time and expertise to ensuring that new practitioners are ready to practice.

Peter McKegney  
President

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# Appointment of Barry Gang to Deputy Registrar/Director, Professional Affairs

The College of Psychologists of Ontario is pleased to announce the appointment of Mr. Barry Gang, MBA, Dip.C.S., C.Psych.Assoc. to the position of Deputy Registrar/Director, Professional Affairs. Mr. Gang has made significant contributions to the work of the College in his role as Director, Investigations and Hearings, a position he has held for many years.

Barry's appointment as Deputy Registrar was effective December 1, 2015, however the title and responsibilities of Director, Professional Affairs will not take effect until his current position in Investigations and Hearings has been filled and the transition is complete. This is anticipated to occur early in 2016. Until the position of Director, Investigations and Hearings is filled, Barry will serve as Deputy Registrar/Director, Investigations and Hearings.

We wish Barry much success in his new position.

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# Registration Regulation Amendment Consultation

In an article entitled *Registration Regulation Consultation - Small Wording Error Requires Correction* published in the [e-Bulletin \(vol.6, no.4\) October 2015](#), the College requested member feedback on a small revision needing to be made to *Ontario Regulation 74/15 – Registration*. The revision was to remove the words “one of” inadvertently inserted into *section 23.(1)* which describes the qualifications for a Certificate of Registration for a Psychological Associate Authorizing Supervised Practice. The error suggests that either meeting the necessary academic requirements or having two supervisors for one’s supervised practice year is acceptable when, in fact, the non-exemptible requirement is that both of these conditions must be met.

The College wishes to thank the 22 Psychologist members and two Psychological Associate members who provided feedback.

A review of the feedback found that every respondent indicated support for the recommended change with the exception of the one member who indicated “no comment” and a second whose response was actually a question to the College unrelated to Registration Regulation matter.

The consultation feedback will be provided to the next Council meeting and, with the approval of Council, a request for this necessary change submitted to the Ministry of Health and Long-Term Care.

## Council Highlights – December 4, 2015

The President welcomed two new public members appointed by the Minister of Health and Long-Term Care to the Council of the College of Psychologists. Mr. Darcy Delamere currently teaches Organizational Behaviour, International Business and Strategy at the University of Waterloo, School of Accounting and Finance. Ms. Donna McNicol is a Senior Human Resources Professional (SHRP) and Senior Vice President, Community Investment and Wellness Strategy with TELUS. They have been appointed for three year terms.

### **Policy Issues**

#### *Shaping the Future: Implementation Plan Timeline*

The College Council directed that a consultation on the proposed implementation plan regarding the cessation of Master's level registration be undertaken with members. The deadline for feedback is February 26, 2016. The consultation materials may be found [here](#).

#### *Transparency*

The Ministry of Health and Long-Term Care Transparency Working Group has met but has not yet begun to provide recommendations. Initiatives have been developed by the College and consultation material will be sent to the membership in the near future.

#### *Supervision Task Force*

The Task Force formed to review the College's Supervision Standard has now completed its work. A policy paper will be submitted to the Executive at its meeting in January 2016 and it is anticipated this will be presented to Council in April.

#### *Policy on Victim Support*

Council discussed the need for support that vulnerable witnesses may require during their attendance at disciplinary hearings. In recognition of this, the College Council passed a motion to provide support of witnesses which may include funding for a professional support person to attend the hearing with them.

### **Business Issues**

The Council received a report regarding the recent Barbara Wand Seminar in Professional Ethics, Standards and Conduct. The report indicated that the overall, the Seminar was well received by both those attending in person and those who participated by webcast.

### **Other Business**

The date for [Elections to Council](#) was set for March 31, 2016. Elections will be held in District 1 – North; District 2 – Southwest; and, District 3 - Central.

The Council confirmed the following dates for future meetings: April 1, 2016, June 17, 2016 and September 30, 2016

## Communications Survey, November 2015

The College would like to thank the 554 members who responded to the communication survey distributed in November 2015. We received some helpful and constructive suggestions for improvements to the website and the *eBulletin*.

Several changes have been implemented as a result of the feedback received. Supervisors let us know that while the resources they needed as supervisors were on the website, they were not easy to find. There is now a new [Supervisor Resources](#) area for reference material and forms related to supervision. It can be found by going to “Become a Member” or through the “Members” link.

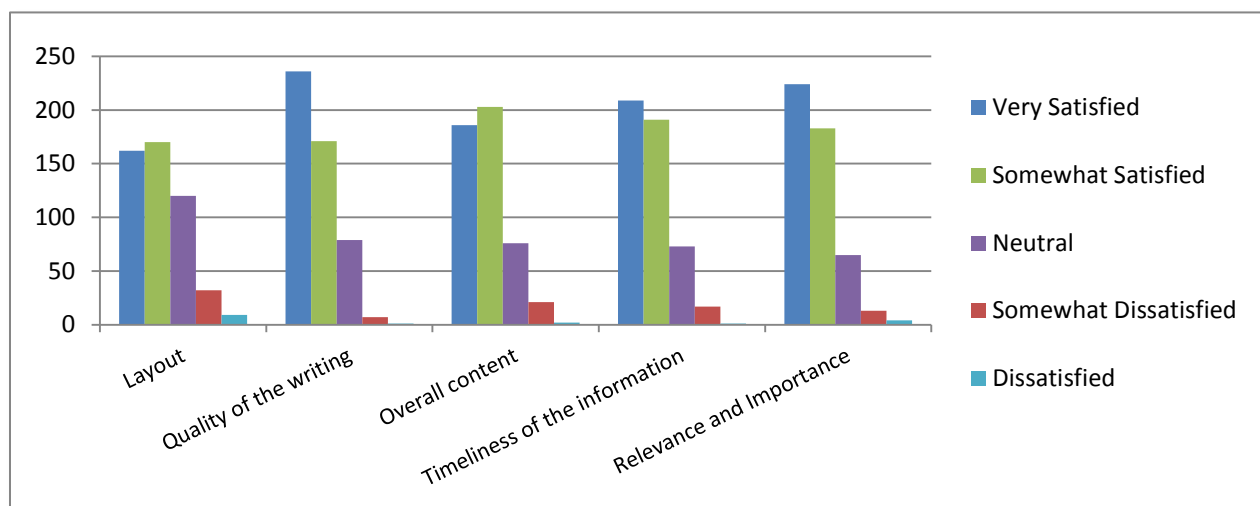
Members also indicated they thought it important to receive consultation notifications through more than one platform. In order to ensure that all members have the opportunity to contribute, future consultations will be sent by email and posted to the website. In addition, if the publishing schedule is compatible, they also will be included in the *eBulletin*.

Almost half of our members indicated they use the *eBulletin* as a resource. Every available issue (back to Volume 1 in 1975!) is now available on the website. An index has been posted for both the [Bulletin](#), published until 2010, and the current [eBulletin](#). Work is continuing to hyperlink all issues. These indexes can be found at the top of the *eBulletin* and *Bulletin* section of the [Resources](#) area.

Other suggestions included having more information on College and Committee activities and more practice articles as well as general educational material. The College is looking at the best way to make this happen.

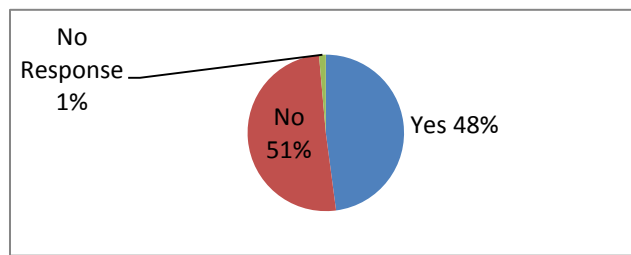
Here is what you had to say:

### 1. In thinking about the College *eBulletin*, please rate your level of satisfaction with the following:

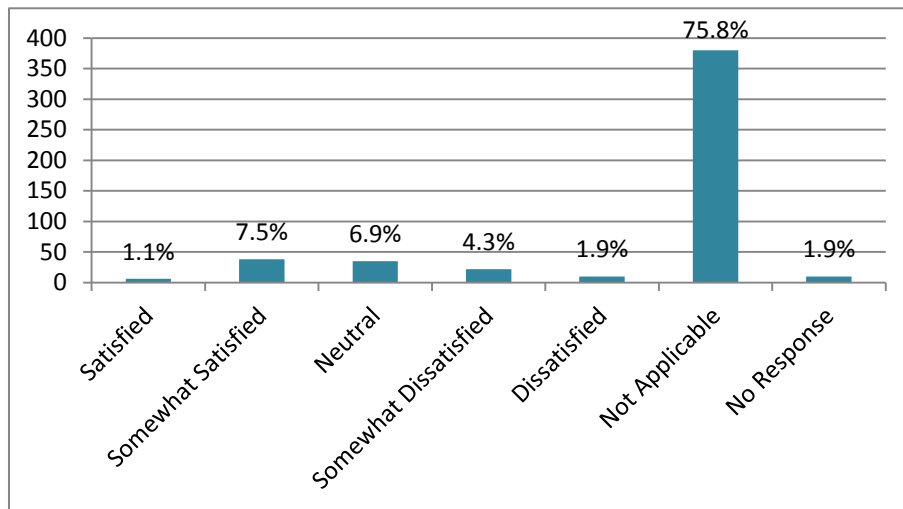


The percentage of respondents who rated either *very satisfied* or *satisfied* was: Layout 67%; Quality of Writing 82%; Overall Content 80%; Timeliness 82%; and, Relevance 83%.

**2. Do you refer back to the *eBulletin* as an ongoing source of information?**

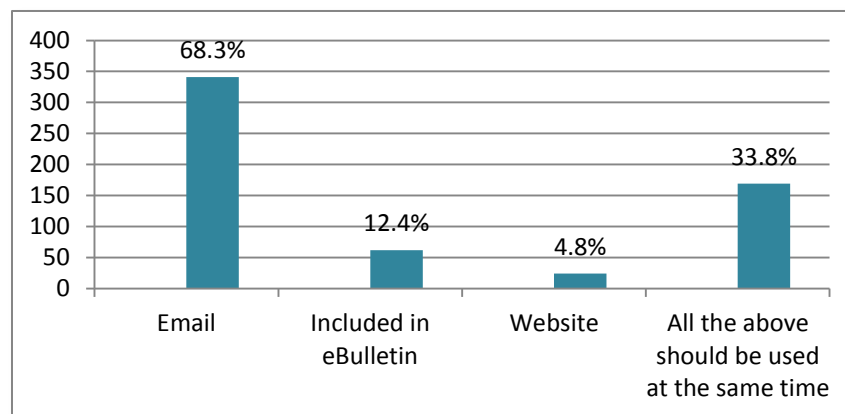


**3. If you access the *eBulletin* from your phone, how would you rate the usability?**

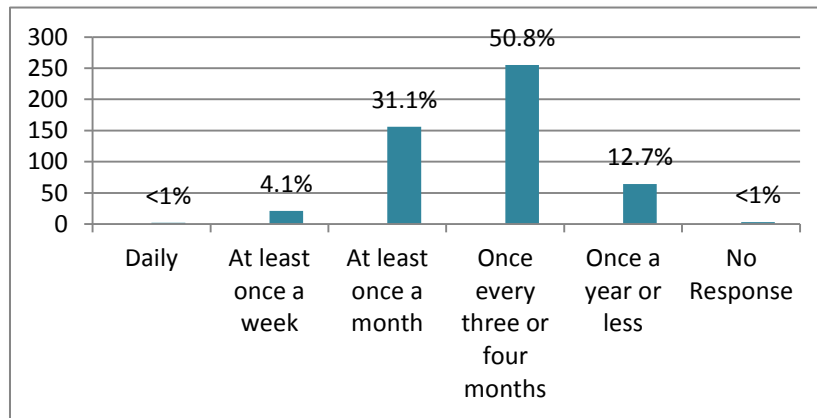


At this time it appears that most members do not access the *eBulletin* on their phone. We anticipate this will change and will endeavour to ensure that the *eBulletin* and website are compatible and user-friendly for telephone access.

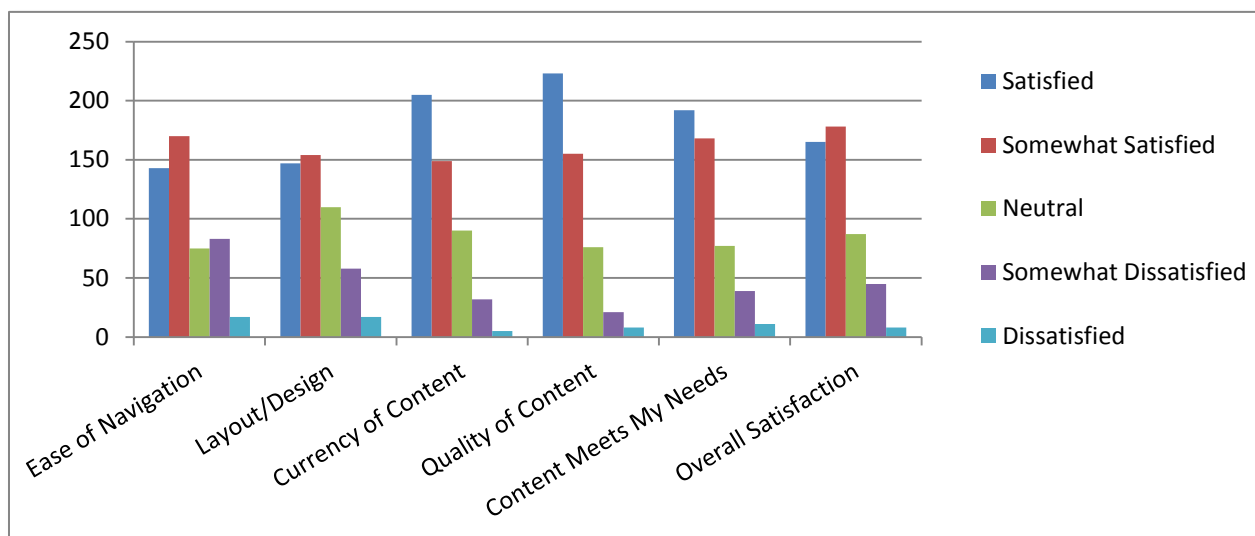
**4. From time to time, the College conducts member consultations on Regulation or Bylaw amendments and other significant policy matters. Do you have a preferred means of receiving this type of communication?**



**5. How often do you visit the College website?**



**6. Compared to your experience with other websites, please rate the following:**



The percentage of respondents who rated either *very satisfied* or *satisfied* was: Ease of Navigation 64%; Layout/Design 62%; Currency of Content 74%; Quality of Content 78%; Content Meets My Needs 74%; and, Overall Satisfaction 71%.

**Inquires, Complaints and Reports Committee Activities  
June 1, 2015 to November 30, 2015**

**New Matters**

	<u>Case Type</u>				<u>YTD</u>	
	<b>Q1</b>	<b>Q2</b>			<b>Current</b>	<b>Previous</b>
Complaints	14	13			27	38
Registrar's Investigations	1				1	1
Health Inquiries	2				2	1
<b>Total</b>	<b>17</b>	<b>13</b>			<b>30</b>	<b>40</b>

**New Matters Investigated, by Nature of Service**

					<u>YTD</u>	
	<b>Q1</b>	<b>Q2</b>			<b>Current</b>	<b>Previous</b>
Administration					0	1
Consultation	1				1	1
Corrections Assessment					0	2
Custody & Access / Child Welfare Assessment	5	1			6	5
Educational Assessment	2	1			3	2
Industrial / Occupational Assessment		1			1	1
Not applicable / incapacity	2				2	
Not Related to Psychological Services	1	1			2	5
Other Psychological Assessment					0	4
Psychotherapy / Counseling	3	4			7	13
Rehabilitation / Insurance Assessment	2	3			5	3
Supervision	1				1	5
Teaching / Training		2			2	
<b>Total:</b>	<b>17</b>	<b>13</b>			<b>30</b>	<b>42</b>

**Inquires, Complaints and Reports Committee Activities  
 June 1, 2015 to November 30, 2015**

**Dispositions by Case**

**YTD**

	<b>Q1</b>	<b>Q2</b>	<b>Current</b>	<b>Previous</b>
Referral to the Discipline Committee			0	1
Other – Advice	4	4	8	13
Other - Advice with Undertaking			0	1
Other - Take no Further Action	6	12	18	12
Other - Oral Caution	1		1	2
Other - Oral Caution and Undertakings			0	1
Other - Oral Caution and SCERP*		1	1	
Other - Written Caution	6	2	8	13
Other - Written Caution and Undertaking		1	1	2
Other - Written Caution and SCERP*		2	2	
Take No Action, if Complaint Frivolous, Vexatious, Made in Bad Faith, Moot or otherwise an Abuse of Process	9	4	13	7
<b>Total:</b>	<b>26</b>	<b>26</b>	<b>52</b>	<b>51</b>

\*Specified Continuing Education or Remedial Program

Inquires, Complaints and Reports Committee Activities  
June 1, 2015 to November 30, 2015

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

	Take No Further Action F&V	Take No Further Action	Advice	Written Caution	Written Caution & UT**	Oral Caution	Oral Caution & UT**	Oral Caution & SCERP*	Written Caution & SCERP*	SCERP*	Refer to Discipline
Bias		10	2								
Boundary violation		2									
Breach of confidentiality		6	2								
Conduct unbecoming a member of the CPO	4	8	2	2							
Conflict of interest		2	1								
Failure to render services appropriate to the user's needs	2	7	2					1			
Failure to fulfill the terms of the agreement with user		1									
Failure to obtain informed consent	1	1	1								
Failure to practise within boundaries of competence	1	3						1			
Failure to provide appropriate explanation ...		2									
Failure to report child abuse or neglect		2									
Failure to respond to a request in a timely manner		2									
False or misleading statements	4	4									
Fees and billing problems	1	5	3	1						1	
Illegal conduct	1										
Improper office conditions		1	1								
Improper supervision	1	1	1	4		1					
Inaccurate information	1	3						1			
Inadequate data to support conclusions	3	9	5	3	1			1	1		
Inadequate handling of termination				1							
Inappropriate conduct toward a colleague				1							
Inappropriate conduct toward an employee	1										
Incapacity	1										
Incompetence	1										
Insensitive treatment of clients	1	1									
Lack of objectivity		1	1								
Non-Sexual Abuse		2									
Problematic statements made at trial	1										
Record keeping Problems	1										
Sexual abuse		1									
Sexual harassment		1									

\*Specified Continuing Education or Remedial Program

\*\*UT=Undertaking

**Inquires, Complaints and Reports Committee Activities  
 June 1, 2015 to November 30, 2015**

**Health Professions Appeal and Review Board**

**YTD**

	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Current</b>	<b>Previous</b>
Reviews Requested	6	5			<b>11</b>	<b>9</b>

**YTD**

	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Current</b>	<b>Previous</b>
Decision Confirmed	2				2	2
HPARB F&V*	1				1	
Notice to not Proceed					0	2
Request Withdrawn		2			2	1
<b>Total:</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>5</b>

\*Request for review deemed frivolous, vexatious, made in bad faith, moot or otherwise an abuse of power.



# Complaints Process Check In

## **Obligation to Investigate**

The College receives approximately 80 formal complaints about members each year. Given that there are approximately 3600 active members, this suggests that about 2% of College members are the subject of a complaint within a year. It should be noted that this is an average as the number of complaints per year may vary and one member may be the subject of more than one complaint. In addition to formal complaints, the College receives about 150 additional calls of concern per year about members' conduct which are resolved informally.

Unless a complaint is "frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process" (F&V) the [Health Professions Procedural Code \(Code\)](#), of the [Regulated Health Professions Act \(1991\)](#) requires the College to undertake an investigation. F&V complaints are generally those in which the allegations, even if true, would not constitute professional misconduct, or ones which on the face of the complaint itself could not possibly be proven for one reason or another. All other complaints require an investigation. Allegations from these complaints which, after investigation, appear to be without support, are different than those deemed F&V.

The specific process for investigating complaints is prescribed for all regulatory health Colleges and set out in detail within the *Code*.

## **Length of Investigation**

The *Code* requires that a panel of the Inquiries, Reports and Complaints Committee (ICRC) dispose of a matter within 150 days. It does contemplate however, that some matters may not be able to be completed within that time frame. In this case, the Code requires that the complainant and member be provided with an explanation for the delay after 60 days and then every 30 days thereafter.

In uncomplicated complaints, where timelines are met by both complainant and member, matters can be completed with 150 days. Experience at the College suggests that this occurs in about 20% of cases. Unfortunately, the remainder take longer. Over the past 16 months the median number of days between the time a complaint was received and when the decision was issued was 241 days with an average of about 278 days.

Some complaints are much more complicated than others and require additional time in order to conduct a fair and adequate investigation and to ultimately resolve the matter. Some of the factors leading to delays include:

- Procedural challenges by the member can often take a few months to resolve;
- When the complainant provides additional information not initially available, additional time is required to permit the member to prepare a response. This may add 15 days to the process and can occur multiple times in the course of the investigation;
- In some cases it can take anywhere from a few weeks to a few months to locate and contact witnesses;
- Obtaining institutional records (hospitals, police, other government organizations) and take anywhere from a few weeks to a few months;
- In some matters it is necessary to obtain an expert opinion which may take more than one month and could involve more than one expert;

- Generally, the member's response to the complaint is provided to the complainant. In some cases, the member requests this not be done. Anywhere from a few days to a few weeks, depending on complexity of information and issues, can be required to consider the member's request and the reasons provided;
- For a variety of reasons, it is sometimes necessary for a member to request an extension to the time limit available to respond to a complaint. Consideration of the request and then the additional time granted may add anywhere from a few weeks or in very exceptional circumstances, more than a month.

The College's investigations team is continuously reviewing the process by which complaints are handled in an effort to identify ways to complete the process more quickly, without compromising the integrity of the process.

### **Complaint Disposition**

During the past year, 102 Decisions were released by the ICRC. Of these:

- 13% were deemed to be "F&V";
- 24% resulted in no further action following the investigation. That is, the Committee determined there was no indication that the member's conduct was of concern and did not believe there were any specific actions the member could have taken to avoid the complaint;
- 28% led to advice to the member. Advice is typically given when there is no indication that a member's conduct was below the standards of the profession but there may be some suggestions made by the Committee to assist the member to avoid similar complaints in the future;
- 31% led to either a written or oral caution. This is typically the disposition when the Committee forms the opinion that there are concerns about a member's conduct but these do not warrant a referral to a disciplinary proceeding; 25% of these dispositions also included a remedial component;
- 4% of all matters before the ICRC led to referral to the Discipline Committee.

Decisions of the ICRC are subject to review by the [Health Professions Appeal and Review Board](#) (Board), upon request by either the complainant or member or both. The Board is a legislatively established body, outside of the College, which can review Committee decisions made by any of the regulatory health colleges. In conducting a review, the Board evaluates Decisions with reference to the adequacy of the investigation and/or the reasonableness of the Committee's Decision. On average, over the past 5 years, 20% of the College's ICRC's Decisions and Reasons have been subject to review. The Board upheld all of the College's Decisions except for one, in which the Board determined that the Decision was unreasonable and directed the ICRC to reconsider the matter.

### **Experiences of the Parties**

The College continuously seeks feedback in an effort to make the Complaints Investigation process as efficient and timely as possible while ensuring the focus remains on the public interest and fairness. In addition to regular internal reviews of the ICRC and its procedures, the College anonymously surveys all complainants and members who have been involved in the process. Unfortunately, the response rates to these surveys is quite low (11% for members and 14% for complainants), however, the feedback over the past five years does provide some important information. Respondents are asked to rate their experiences with the complaints process and outcome on a five point scale with 5 representing the most positive evaluation. Answers to the survey questions are broken down by status of the respondent, either complainant or member, and by the nature of the disposition of the complaint. The median responses are provided in the following table:

Disposition													
	Frivolous, Vexatious, etc.	Take no Further Action	Advice	Caution	Caution and Undertaking	Discipline							
							Frivolous, Vexatious, etc.	Take No Further Action	Advice	Caution	Caution and Undertaking	Discipline	
Members							Complainants						
Was information provided by College understandable?	-	5	5	5	5	-	-	3.5	5	5	4.5	5	
If you asked questions, were the answers helpful?	-	5	5	4	5	-	-	2	4	5	3.5	4	
Was the information provided sufficient for your needs?	-	5	5	4	5	-	-	2.5	4	5	4.5	5	
How helpful was College Staff?	-	5	5	4	5	-	-	3	4	5	4	4	
How knowledgeable was College Staff?	-	5	5	4	5	-	-	3	3.5	5	4.5	4	
If you were provided with choices about how to proceed, were you able to make the choice freely, without pressure?	-	5	5	4	5	-	-	5	5	5	5	5	
Did you have an opportunity to express your concerns?	-	5	5	4.5	5	-	-	2	5	5	4	4	
Do you believe that the College understood your concerns?	-	5	5	4.5	5	-	-	1	3	5	4	4	
Do you believe that the College's investigation was neutral/unbiased?	-	5	5	5	5	-	-	1	3.5	5	4	5	
Do you believe that your confidentiality was protected?	-	5	5	5	5	-	-	4	5	5	5	5	
Was the outcome of the case understandable to you?	-	5	5	5	5	-	-	2	4	5	5	5	
Do you believe that the outcome will protect the public?	-	5	5	4	5	-	-	1	2	4	4.5	5	
Was the process was completed within a reasonable time?	-	4	5	3.5	2	-	-	3	3	3	3	2	
How satisfied are you with the outcome?		5	5	5	4	-		1	2	4	5	5	
Generally, were you satisfied with the process?		5	5	4	3	-		1	2	5	5	4	

In general, regardless of the disposition received, those members who responded indicated they were satisfied with the process and outcome, except with respect to the length of time required to complete the investigation and issue the Decision and Reasons. Complainants' satisfaction with the process and outcome was associated with the severity of the disposition. As with the members, complainants indicated that the process took too long.

Survey respondents were provided the opportunity to add comments in addition to answering the specific questions posed. One theme which was present in the comments made by some members was the feeling of lack of support provided by the College during the investigation. While appreciating these comments, it must be noted that the College is required to remain neutral and collect information with maximum objectivity during an investigation. It is important that College interactions during an investigation remain formal with all parties and the investigation must not only be neutral and objective but also be perceived in this way by all parties. Unfortunately, this formality can be experienced by members as a lack of support during what is recognized to be an inherently difficult and frightening experience. College investigations are routinely scrutinized for both adequacy of the investigation and fairness to members.

This information is provided in an effort to describe the workings of the Complaints Investigation process. The College continues to explore ways to improve the process, in a manner consistent with its public protection mandate, and encourages feedback and comments from those who have had experience with the complaints process.



# 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 October, 2015.

### Psychologists - Certificate of Registration Authorizing Autonomous Practice

Felicia Agyare-Kwamena	Ilana Rebecca Goodman
Carla Amodio	Steffie Grail
Jennifer Marie Aquino	Wendy Jacqueline Hampson
Laura Lynne Armstrong	Laura Kimberly Hanson
Melody Kelly Ashworth	Andrea Lynn Harris
Tahira Begum Azmi	Jennifer Helen Hewitt
Lyzon Karlyne Babchishin	Heather Katherine Hood
Sandra Frances Belfry	Anthony Alexander Brian Hopley
Sarah Patricia Bellefontaine	Catherine Anne Horvath
Cheval Chez-Roy Birchwood	Victoria Bryony Hupka
Micheline Boivin	Sam Iskandar
Candice Vanessa Bovell	Martha Crosby Jacobs
Marci Lyn Buhagiar	Fern Hyla Kagan
Lindsay Joan Bunn	Petra Kopka McDowell
Maaiké Susanna Canrinus	Jamal Lake
Mary Catherine Cappadocia	Shehreen Latif
Cristovao Bartolo Carreira	Nicole Marie Law
Cindy Jane Chiasson	Katie Yan Yan Lok
Angelina Petrova Chupetlovska-Anastasova	Carmelinda Longo
Angele Close	Robyn Amber Marquis
Careen June Coetzee	Martha Stephanie McKay
Nathalie Katherine Conn Krieger	Jacqueline Mercier McKinnon
Andrea Marie Coppens	Colleen Leigh-Anne Merrifield
Kathleen Joan Dafopoulos	Blanka Miletic
Jonathan Joseph Danson	Hien Nguyen
Bronwen Jane Davis	Sarah Jane Norwood
Kulpreet Dhillon	Matilda Ewa Nowakowski
Erin MacKenzie Eadie	Allison Jane Ouimet
Kimberly Ruth Edwards	Carolina Pansera
Laszlo Attila Erdodi	Nadia Pershad
Dubravka Laura Gavric	Mark Leslie Petter
Susanna Lise Gehring Reimer	Gia Veronica Pugliese
Sarah Emily Glaser	Angela Jeanne Ring
Charlotte Lynn Gooden	Marlene Rivier
Laura Rachel Goodman	Karen Elizabeth Roberts

Lindsay Mary Elizabeth Rosval  
Sarah Mary Royal  
Karina Royer-Gagnier  
Michael John Savage  
Stephanie Hannah Schecter  
Stacey Lynne Schell  
Danielle Rose Schwartz  
Aparna Sekhar  
Susan Mary Sergeant  
Sarah Renee Setchell  
Lara Anne Sigurdson

Gregory Rand Simpson  
Harvey Paul Richard Smith  
Marta Ewa Statucka  
Paul Alexander Szego  
Alana Richild Tappin  
Jennifer Lee Tapscott  
Talia Troister  
Julianne Marie Vandervoort  
Joanne Simone West  
Samantha Akemi Yamada

### **Psychological Associates - Certificate of Registration Authorizing Autonomous Practice**

Elizabeth Catherine Anne Allevato  
Jennifer Simone Bernier  
Susan Elaine Blackburn  
Shawn Elizabeth Carney  
Caroline Charette  
Nina Dopsloff  
Jennifer Patricia Falcioni  
Fiona Louise Gordon

Sarah Elizabeth Hebert  
Rebecca Anne Hinkson  
Jordan Eli Luther  
Nancy Marchese  
Rikki-Lynn Sewell  
Erica Anne Taylor  
Ghia Althia Townsend  
Rebecca Anne Hinkson

### **Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice**

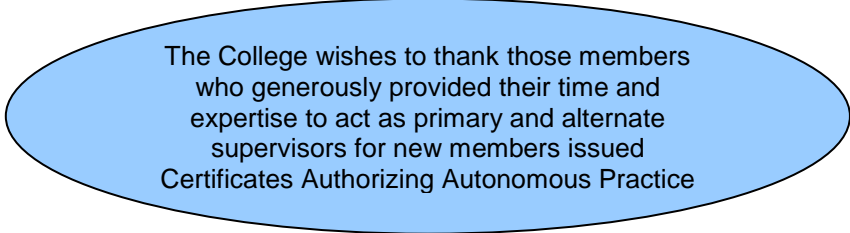
Carole Alphonso  
Krista Nicole Bergman  
Juliet Margaret Donald  
Marie-Pierre Danielle Cecile Fontaine-Paquet  
Allan Michael Gorewich  
Lorna Jean Graham

Sarah Husain  
Dahlia Ruby Keen  
Barna Konkoly-Thege  
James Joseph Roche  
Daisy Radha Singla  
Rachel Helena Sutton

### **Psychologists - Certificate of Registration Authorizing Supervised Practice**

Alisha Crystal Abbott  
Jenna Jacqueline Albani  
Gillian Marta Alcolado  
Tomoko Nancy Arimura  
Danielle Erin Blackmore  
Janet Maire Bone  
Carly Lynn Brescacin  
Maria Chaparro  
Deone Lorraine Curling  
Bramilee Dhayanandhan  
Ameeta Dudani  
Lyndsay Elizabeth Evraire  
Erin Elizabeth Fallis  
Mathew Greg Fetzner  
Elmar Gardizi

Alasdair Matthew Goodwill  
Philip Martin Grandia  
Kyoko Hattori  
Adam Patrick Heenan  
Marina Heifetz  
Christina Iorio  
Yana Korotkevich  
Katherine Diane Krawiec



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

Bravina Jennifer Kuni  
Karen Lau  
Michelle Jennifer Leve  
Tamara Danielle Libfeld  
Lisa Jodi Lipschitz  
Andrew Brian Lumb  
Brian James Mainland  
Rebecca Carol McDermott  
Margaret Jane McGugan  
Molisa Rose Rita Meier  
Catherine Evangeline Munns  
Maria Sol Pound  
Shaina Allison Rosenrot  
Cristina Saverino  
Emily Segal

Amanda Katherine Sherman  
Rebecca Sarah Slan Jerusalem  
Laura Stradwick  
Michel Albert Thibodeau  
Kristel Thomassin  
Victoria Kristine Timmermanis  
Leah Marie Todd  
Shona Melissa Tritt  
Natalie Anne Vilhena-Churchill  
Vanessa Christine Villani  
Stephanie Norma Waechter  
Nancy Jean Wallis  
Alison Carol Welsted  
Marielle Chantal Young-Bernier

### **Psychological Associates - Certificate of Registration Authorizing Supervised Practice**

Veronica Elizabeth Barton  
Amada Maria Andrade Costa  
Melanie France Ducharme  
Jennifer Alyssa Li Preti  
Alex-Andrée Madore

Daniela Mares  
Ada Katherine Mullett  
Marcela Elizabeth Olavarria Turner  
Julie Margaret Sadhu  
Bryan Charles Jameson Salmon

### **Retired**

Kathryn Boschen  
Andrea Michele Dinardo

### **Resigned**

Charles Harvey Pierce  
Harvey Norman Segal  
Nancy Elaine Shekter

### **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:

Margie Bleyer Lieberman  
Karen Gilmour Barrett  
Kevin Parker