

The e-Bulletin

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

Volume 6, Number 4

October 2015

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Changes to the Register

Since July 2015, 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 - October 2015 v.6 no.4](#)

President's Message

It has been a relatively busy few months since the last message.

[Read More....](#)

Appointment of Dr. Rick Morris as Registrar and Executive Director

The Council of College of Psychologists of Ontario is pleased to announce the appointment of Dr. Rick Morris, C.Psych. as Registrar and Executive Director of the College effective November 1, 2015.

[Read More...](#)

Registration Regulation Consultation

The new Registration Regulation, [Ontario Regulation 74/15 - Registration](#), came into force on April 7, 2015. In reviewing the Regulation, it has come to the attention of the College that there is an error in Section 23(1).

[Read More...](#)

Council Highlights

Highlights from the Council meeting held on September 18, 2015 can be [found here](#).

Financial Audit

On July 20 - 23, 2015, the College of Psychologists underwent its annual financial audit. The auditor's summary is included in this issue.

[Read more...](#)

Upcoming Council Meeting **With Regret** Dates

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

December 4, 2015
April 1, 2016
June 17, 2016

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

The College has learned with regret of the passing of Dr. Schrine Persad.

[Read more...](#)

Inquiries, Reports and Complaints Committee Activities

The information below is a summary of the cases before the ICRC for the period June 1, 2015 to August 31, 2015.

[Read more...](#)

Quick Links

[College of Psychologists Of
Ontario](#)

416-961-8817
800-489-8388
cpo@cpo.on.ca

Discipline Proceedings

The Discipline Committee of the College holds hearings into allegations of professional misconduct and/or incompetence.

[Read more...](#)

President's Message

It has been a relatively busy few months since the last message.

The Succession Planning Committee has completed its work and presented a plan for orderly succession at the College in the event of planned or unplanned absences of the Registrar. Council reviewed the plan and adopted it during a special teleconference on August 13. As the Registrar was on an unplanned leave, an interim plan had been in place since June, and the approved plan took effect immediately.

Work continues on transparency initiatives in response to the request by the Minister of Health and Long-Term for Colleges to become more transparent in their processes and decision-making. The College already had a number of measures in place to ensure transparency, and continues to consider new measures. On September 17, Ms. Maureen Boon of the College of Physicians and Surgeons of Ontario gave an excellent presentation to Council regarding the transparency principles developed by The Advisory Group on Regulatory Excellence (AGRE). In addition she described some transparency measures taken by other RHPA Colleges. Council voted to endorse these principles, as well as to continue to develop measures that will ensure transparency regarding information available to the members of the College and the public. Members may expect to be consulted in the near future regarding a number of proposed measures.

Work continues on proposed amendments to our Registration Regulation regarding entry level standards for practitioners, title, and evaluation of foreign trained registrants and a consultation on these proposals is planned for the near future.

The Barbara Wand Seminar was held on October 23. This event attracted a large number of attendees and online viewers. I have attended as a public member of Council for a number of years, and have found always found the Seminar and presenters most enlightening and interesting. This year was no exception.

The College requested that Mr. Richard Steinecke undertake an audit of the functions and processes of the Executive Committee of Council. The audit report has been received and will be reviewed with the recommendations implemented as appropriate.

The Registrar, Dr. Catherine Yarrow, announced her resignation, effective September 30. Dr. Yarrow has served the College for 24 years, 22 as Registrar. She is recognized provincially, nationally and internationally for her expert knowledge, professionalism, integrity and dedication, and is the recipient of numerous awards. Dr. Yarrow has held executive positions on a number of organizations representing regulators in Canada and North America, and has served this College with the highest degree of skill. We honour her contributions and service, we thank her, and we will miss her. Council members and a large group of invited guests attended a retirement reception for Dr. Yarrow on September 17. It was a bittersweet occasion: Dr. Yarrow's retirement will leave a void for those who have known her and worked with her over the years, but we wholeheartedly wish her a joyous and fulfilling retirement journey.

We are pleased to announce that Dr. Rick Morris was appointed Registrar and Executive Director effective November 1, 2015.

Peter McKegney
President

Appointment of Dr. Rick Morris as Registrar and Executive Director

The Council of College of Psychologists of Ontario is pleased to announce the appointment of Dr. Rick Morris, C.Psych. as Registrar and Executive Director of the College effective November 1, 2015.

Rick served as Deputy Registrar/Director, Professional Affairs with the College for many years and most recently had undertaken the role of Acting Registrar. He brings to the position his wealth of knowledge and experience in both the regulation of psychology in Ontario and the professional issues which arise for members in practicing the profession. His expertise in these areas is recognized not only in Ontario, but by regulators across Canada and in the United States. Rick is well known among the membership for his role as Practice Advisor and the many workshops and seminars he presents.

Please join us in welcoming Rick to his new role as Registrar and Executive Director.

Peter McKegney, President

The Council of the College of Psychologists of Ontario

Registration Regulation Consultation - Small Wording Error Requires Correction

The new Registration Regulation, [Ontario Regulation 74/15 – Registration](#), came into force on April 7, 2015. In reviewing the Regulation, it has come to the attention of the College that there is an error in Section 23(1); the section pertaining to the requirements to obtain a *Certificate of Registration for a Psychological Associate Authorizing Supervised Practice*. This section of the Regulation currently reads:

Certificates of registration for a psychological associate authorizing supervised practice

23. (1) To qualify for a certificate of registration for a psychological associate authorizing supervised practice, an applicant must comply with one of the following non-exemptible registration requirements: [emphasis added].

- 1 Meeting the requirements in paragraphs 1 and 2 of subsection 16 (1).
2. Having provided to the College a signed undertaking from two supervisors in which the supervisors undertake to train the proposed member and supervise and evaluate the proposed member's practice and to provide reports in the form and manner as specified by the Registrar or a panel of the Registration Committee.

The words one of were mistakenly inserted during editing of the final draft submitted to the Ministry, different from any of the previous circulated proposals. This section is, and always was, intended to describe the two “non-exemptible” registration requirements that follow in section 23(1); not one or the other. The non-exemptible requirements relate to the:

1. academic requirements necessary to obtain a Supervised Practice Certificate as a Psychological Associate [paragraphs 1 and 2 of subsection 16 (1)]; and,
2. need to have two members of the College agree to act as supervisors during the supervised practice period.

Both of these “non-exemptible” requirements are, and have always been, necessary. It was never the intention that a candidate could qualify for a Supervised Practice Certificate by either meeting the academic requirements or having two members willing to act as supervisors. Both are necessary. To permit otherwise would suggest that an individual could receive a Supervised Practice Certificate by having the necessary academic prerequisites without having supervisors willing to act during the required period of Supervised Practice; or conversely the individual could have members willing to act as supervisors without having obtained the necessary academic background.

In order to correct this error, the College must submit a request for an amendment to *Ontario Regulation 74/15 – Registration* to the Minister of Health and Long-Term Care. The amendment would be to simply delete the words one of from s.23 (1). As a result this section of the Regulation would read:

23. (1) To qualify for a certificate of registration for a psychological associate authorizing supervised practice, an applicant must comply with the following non-exemptible registration requirements: [*one of* deleted after *must comply with*].

The process for making new regulations or amending existing ones is set out in Section 95(1) of the *Health Professions Procedural Code (Code)* of the *Regulated Health Professions Act, 1994*. This section authorizes the College Council to make regulations following review by the Minister of Health and Long-Term Care and subject to the approval of the Lieutenant Governor in Council.

The *Code* further requires that members of the College be consulted before the Council requests a new regulation or an amendment to an existing one:

(1.4) A regulation shall not be made under subsection (1) unless the proposed regulation is circulated to every member at least 60 days before it is approved by the Council. 1998, c. 18, Sched. G, s. 23 (1).

In order to comply with the requirements of the *Health Professions Procedural Code*, the College is distributing this e-Bulletin consultation notice. If you have any comments that you would like considered by the College Council in their decision-making regarding the minor, yet very important, regulation amendment, please forward these to the College. For your convenience, responses may be sent by e-mail to: registrationregulation@cpo.on.ca.

Please note that comments should be received by the College by **Monday, January 4, 2016**.

Council Highlights – September 18, 2015

Policy Issues

Shaping the Future: Implementation Plan

Work is ongoing with staff directed to continue the consultation process and provide the Executive Committee with a plan on how best to proceed. The Executive Committee will take the lead in monitoring progress and report to Council.

Transparency Initiatives

The Health Regulatory Colleges, with the support of the Ministry of Health and Long-Term, have undertaken initiatives to enhance the transparency of College process and decision-making. In this regard, a number of Colleges have formed long with the Advisory Group for Regulatory Excellence (AGRE). This group has developed a series of “transparency” principles which were adopted by the College Council.

These principles state:

1. *The mandate of regulators is public protection and safety. The public needs access to appropriate information in order to trust that this system of self-regulation works effectively.*
2. *Providing more information to the public has benefits, including improved patient choice and increased accountability for regulators.*
3. *Any information provided should enhance the public’s ability to make decisions or hold the regulator accountable. This information needs to be relevant, credible and accurate.*
4. *In order for information to be helpful to the public, it must:*
 - *be timely, easy to find and understand.*
 - *include context and explanation.*
5. *Certain regulatory processes intended to improve competence may lead to better outcomes for the public if they happen confidentially.*
6. *Transparency discussions should balance the principles of public protection and accountability, with fairness and privacy.*
7. *The greater the potential risk to the public, the more important transparency becomes.*
8. *Information available from colleges about members and processes should be similar.*

The Council discussed a variety of ways in which the College can increase transparency and directed that member consultation be undertaken related to these transparency measures.

By-Law 9: Banking and Finance

Amendments to the Banking and Finance By-law were approved. These changes allowed for another College signing officer should the President and Vice President not be resident of the GTA.

Role of the President

This policy was amended to provide clarity regarding the number of terms any individual may serve as College President. Council moved that the President may serve a maximum of three 1-year terms as President regardless of how many years he/she may be on Council or re-elected to Council.

Business Issues

Council received the findings of the annual audit. A Summary of the approved Financial Statements are included in this issue.

Other Business

The next meeting of the College Council will be held on December 4, 2015.

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, 2015, 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, 2015. We expressed an unmodified audit opinion on those financial statements in our report dated September 18, 2015.

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, 2015 are a fair summary of those financial statements, in accordance with Canadian accounting standards for not-for-profit organizations.

Toronto, Ontario
September 18, 2015

CHARTERED ACCOUNTANTS
Licensed Public Accountants

SUMMARY STATEMENT OF FINANCIAL POSITION

AS AT MAY 31, 2015

	2015	2014
ASSETS		
Current assets		
Cash and cash equivalents	\$ 6,765,555	\$ 2,724,660
Prepaid expenses and sundry receivables	25,340	25,354
Investments - short term	523,359	4,421,228
	7,314,254	7,171,242
Investments - long term	553,734	417,429
Property and equipment	200,559	230,399
	8,068,547	7,819,070
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	296,401	300,152
Registration fees received in advance	2,444,918	2,426,541
	2,741,319	2,726,693
NET ASSETS		
Invested in capital assets	200,559	230,399
Internally restricted reserve funds	3,153,935	2,653,935
Unrestricted	1,972,734	2,208,043
	5,327,228	5,092,377
	8,068,547	7,819,070

SUMMARY STATEMENT OF OPERATIONS

YEAR ENDED MAY 31, 2015

Revenues		
Registration fees	3,066,764	2,986,411
Examination fees	169,370	164,210
Interest and miscellaneous income	100,731	100,804
	3,336,865	3,251,425
Expenses		
Administration	2,157,493	2,021,365
Professional services	112,493	122,855
Investigations, hearings and resolutions	297,789	438,977
Examination and seminar costs	272,052	267,710
Governance	86,923	107,975
Registration	57,327	79,034
Professional organizations	32,295	28,849
Communication, education and training	78,333	44,604
Quality assurance	7,309	16,390
	3,102,014	3,127,759
Excess of revenues over expenses for the year	\$ 234,851	\$ 123,666

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

With Regret

The College has learned with regret of the passing of Dr. Schrine Persad. Dr. Persad was a member of the College staff between 1995 and 1997 initially in the capacity of Practice Advisor and then as Consultant. She was also actively involved as an oral examiner, provided expertise for focused interviews, and generously offered her time to members in supervised practice for many years. The College expresses its condolences to her family, friends and colleagues.

**Inquiries, Complaints and Reports Committee Activities
June 1, 2015 to August 31, 2015**

New Matters

Case Type

YTD

	Q1				Current	Previous
Complaints	14				14	20
Registrar's Investigations	1				1	1
Health Inquiries	2				2	
Total	17				17	21

New Matters Investigated, by Nature of Service

YTD

	Q1				Current	Previous
Administration					0	1
Consultation	1				1	
Corrections Assessment					0	2
Custody & Access / Child Welfare Assessment	5				5	2
Educational Assessment	2				2	2
Industrial / Occupational Assessment					0	1
Not applicable / incapacity	2				2	
Not Related to Psychological Services	1				1	2
Other Psychological Assessment					0	2
Psychotherapy / Counseling	3				3	7
Rehabilitation / Insurance Assessment	2				2	1
Supervision	1				1	1
Total:	17				17	21

**Inquiries, Complaints and Reports Committee Activities
 June 1, 2015 to August 31, 2015**

Dispositions by Case

	YTD		
	Q1	Current	Previous
Other – Advice	4	4	9
Other - Advice with Undertaking		0	1
Other - Take no Further Action	6	6	3
Other - Oral Caution	1	1	
Other - Oral Caution and Undertakings		0	1
Other - Oral Caution and SCERP*		0	5
Other - Written Caution	6	6	2
Other - Written Caution and SCERP*		0	1
Referral to the Discipline Committee		0	2
Take No Action, if Complaint Frivolous, Vexatious, Made in Bad Faith, Moot or otherwise an Abuse of Process	9	9	0
Total:	26	26	24

*Specified Continuing Education or Remedial Program

Inquiries, Complaints and Reports Committee Activity

June 1, 2015 to August 31, 2015

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
Bias			2	1									
Boundary violation			1										
Breach of confidentiality			3										
Conduct unbecoming a member of the CPO		4	3	1		1							
Failure to render services appropriate to the user's needs			2										
Failure to fulfill the terms of the agreement with user			1										
Failure to report child abuse or neglect			1										
Failure to respond to a request in a timely manner			1										
False or misleading statements		4											
Fees and billing problems		1	2	3		1							
Illegal conduct		1											
Improper supervision			1	1		4		1					
Inaccurate information			1										
Inadequate data to support conclusions		3	2	2		2							
Inappropriate conduct toward an employee		1											
Incapacity		1											
Incompetence		1											
Non-sexual abuse			1										
Problematic statements made at trial		1											
*SCERP=Specified Continuing Education or Remedial Program													
**UT= Undertaking													

Inquiries, Complaints and Reports Committee Activities
June 1, 2015 to August 31, 2015

Health Professions Appeal and Review Board

YTD

	Q1				Current	Previous
Reviews Requested	6				6	7

YTD

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

*Frivolous and Vexatious

Discipline Proceedings

The Discipline Committee of the College holds hearings into allegations of professional misconduct and/or incompetence. The information provided below is published on the Register of the College and available through the Member Search section of the College website or may be obtained by contacting The College of Psychologists of Ontario. It is provided for the information of the public, members of the College and other professionals

The Discipline Committee has released a Decision in regard to one member, which can be viewed on the Register of the College by the following link:

Dr. David Baxter:

https://members.cpo.on.ca/public_register/show/19880

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, 2015

Psychologists - Certificate Authorizing Autonomous Practice

Nina Belyakova
Olivia Chu Yau
Patrice Sheri Gordon
Saleh Syed Jaleel

Kevin Mitchell Reinhardt
Kristin Maria Schaub
Michelle Sorensen

Psychologists - Certificate Authorizing Interim Autonomous Practice

Christopher Alan Abeare
Deborah Lynne Caffrey
Kyle David Edward Handley
Kyle Christopher Mueller

Arlin Kyle Pachet
Kirstine Postma
Julianne Marie Vandervoort

Psychologists - Certificate Authorizing Supervised Practice

Melissa Pauline Bolton
Richard Bryan Alexander Coupland
Caitlin Joy Davey
Krista Marie Davis
Jared Ryan French
Amanda Catherine Fuentes
Cory James Gerritsen
Yael Goldberg
Teresa Grimbos
Vanessa Dawn Huyder
Marcus Eugenijus Algirdas Juodis
Sunil Kumar
Amanda Rachel Levine

Jennifer Lilian Metcalf
Maria Sol Pound
Elana Rosencrantz
Tal Singer
D Megan Smith
Alina Victorivna Sotskova
Liliana Ramona Tarba
Nicholas Gerard Tessier
Season Courtney Tompkins
Rachel Joy Tupper

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

Everett Lawrence Adams II
Tracy Tavares Anselmo-Matthews
Kailey Pearl Ennis

Jillyan Ashley Farbstein
Khatereh Razavi
Jenna Lynn Would

Retired

Karyn Elizabeth Beggs
Marian Belciug
Katherine Moira Clarke
Barry Thomas Cull
Glenn William DiPasquale
Lisbeth Ann DiPasquale
Marie Norma Fawcett-Carter
Catherine Theresa Gouchie
Mary Alice Julius Guttman
Lynn Marie Levy
Patricia Lynn Mason

Rymantas Jonas Petrauskas
Gilles Prescott
Donald Rayko
Yolande Roy-Cyr
Judith S Schapira
Ralph Shedletsy
Isabel Maria Vieira
Jennifer Lynn Wells
Marvin Henry Zuchowski

Deceased Members

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

Ann Dyer
Schrine Persad
Barbara Wilson-Nolan
