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Chair's Message

Dr. Peter Bieling, Ph.D., C.Psych.



It is important to say plainly that I did not anticipate serving as Board Chair at this particular moment. To some degree, I am still finding my way. Nonetheless, I want to be clear that I have a thorough understanding of both the responsibility the role carries and the context in which it arises.

I come to this position with a longstanding engagement in many of the issues currently before the College. These are not new conversations for me, and I bring to them a perspective shaped by years of clinical, academic, and regulatory work. At the same time, I am mindful that there are differing—and often strongly held—views across the profession. My commitment is to approach these matters in a way that is steady, fair, and grounded in CPBAO's mandate.

We are currently awaiting further direction from the Ministry of Health on several important matters, including registration modernization and the potential expansion of the scope of practice to include prescribing privileges. These are not incremental changes. They go to the heart of who we are: how psychologists are trained, how competence is defined, and how the profession fits within the broader healthcare system. The Board has spent considerable time on these questions, and we will continue to engage with them carefully as the Ministry's direction becomes clearer.

Serving in this role has also given me a closer view of CPBAO's day-to-day work and the people who carry it forward. CPBAO staff operate in a complex and, at times, highly scrutinized environment. They are asked to balance competing expectations while maintaining a clear focus on public protection. In my experience, they do this with professionalism, thoughtfulness, and a level of consistency that is not always visible from the outside. It is work that deserves recognition, particularly in periods of heightened attention and change.

As we move forward, there will continue to be active discussion and, at times, disagreement. This reflects a profession that is engaged in its future, and differing views on substance are to be expected. CPBAO's role is to ensure that decisions are made in a principled and transparent way, with the public interest at the centre.

I look forward to continuing this work with the Board, the Registrar and staff, and the broader community of registrants.

Latest Updates

Proposed Changes to Registration Requirements

On December 12, 2025, CPBAO's Board approved the following changes.

- Registration as a psychologist based on a graduate degree from Council-approved programs, including accreditation by College-approved accrediting bodies
- Council approval of accrediting bodies internationally, beyond the United States

The removal of the minimum four-year work experience requirement for candidates with a Master's degree, replacing it with a one-year minimum

These proposed changes were submitted to the Ministry of Health for consideration, and we are awaiting a decision. We will continue to share updates as they become available.

Board Updates

Vice-Chair Election

At the March 26 Special Meeting, the Board held an election for Vice-Chair. Congratulations to Scott Warnock on his election! Mr. Warnock will serve in this role until the annual Executive Committee election in June. We look forward to his continued contributions.

New: Updates to the QA Program

At the March 27 meeting, the Board approved updates to CPBAO's Quality Assurance (QA) Program. These changes are now in effect for all current cycles and are designed to simplify requirements and streamline the Declarations of Completion process. Learn more on page

ICRC Corner:

A Closer Look at Communication



The following real-life situations offer a glimpse into recent decisions of the Inquiries, Complaints and Reports Committee (ICRC), highlighting the role communication plays in professional practice.

These summaries are provided for educational purposes. Details have been adjusted to protect the privacy of both registrants and complainants and maintain confidentiality of the investigation process. The core issues and outcomes remain the same.

COMMUNICATION IN THE WORKPLACE

Decision: Advice

A therapist providing non-supervised services in a registrant's clinic raised multiple concerns about the clinic's work environment, including an incident during a staff meeting where the registrant swore at her.

When asked to respond, the registrant acknowledged the incident and expressed regret and noted that the therapist herself used expletives in communications with clinic staff.

The outcome? The panel of the ICRC decided to provide the registrant with Advice regarding professional communications. While the panel noted that both the registrant and the therapist appeared comfortable with informal language, it was advisable that communication with employees always remain professional.

COMMUNICATION WITH A CLIENT

Decision: Undertakings

In another case, a client described their therapy experience as, among other things, combative and insensitive.

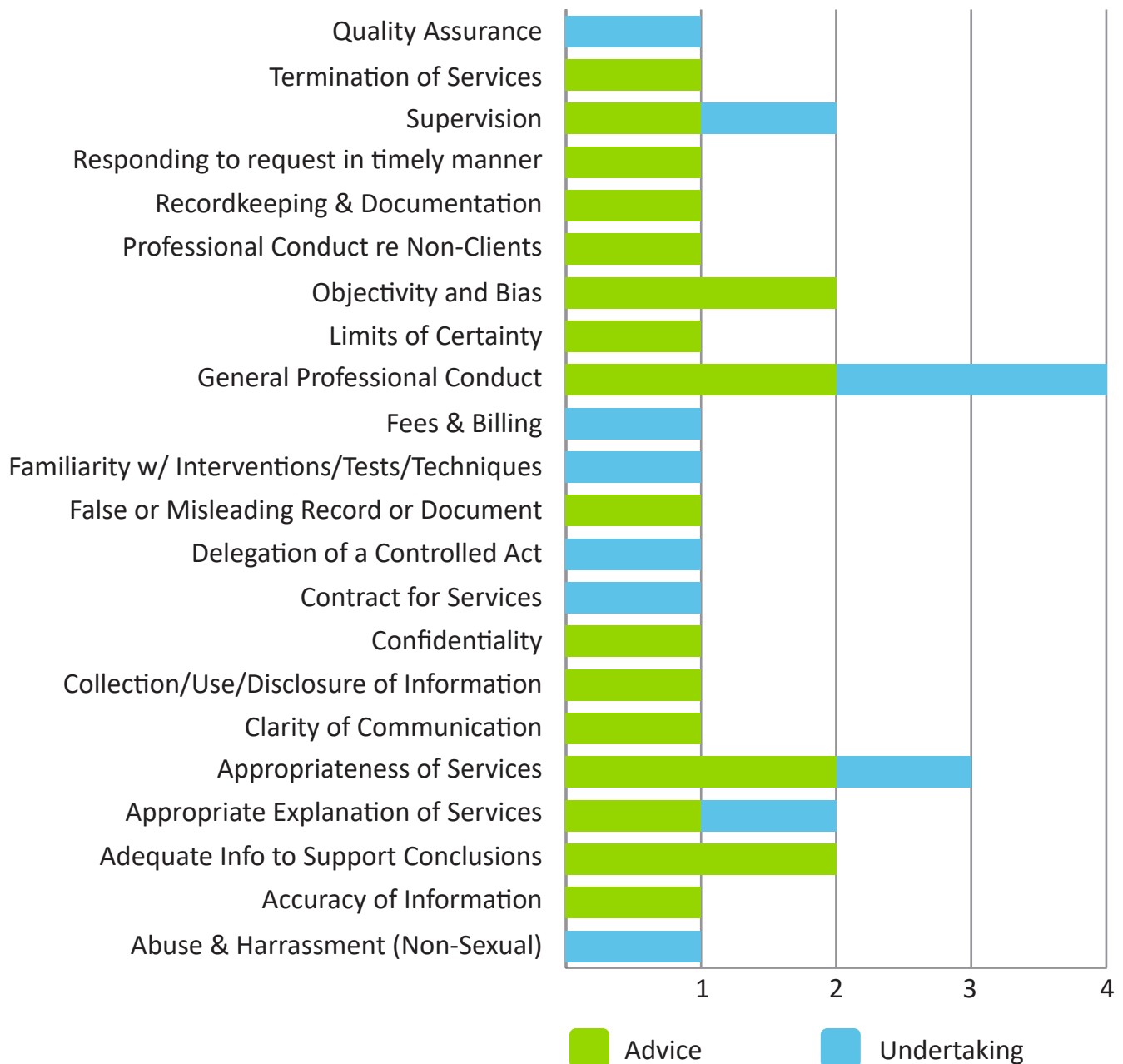
Upon review of the information available, the panel believed that the registrant's approach appeared to lack sensitivity, empathy and respect at times.

The outcome? Due to concerns with professionalism, as well as concerns identified in other areas, the panel asked the registrant to complete a coaching program to address and strengthen their professional and interpersonal approach.

ICRC Insights

Disposition of allegations

In the 3rd quarter, the ICRC disposed of 34 psychology cases. The 34 psychology cases disposed of included the consideration of 142 allegations. The ICRC took some action with respect to 31, or 22%, of these allegations.



[See more insights in the ICRC Report.](#)

NEW

Changes to the QA Program

QA REQUIREMENTS DUE BY JUNE 30, 2026

If you have a **numerically even registration number**, your QA cycle of **July 1, 2024 – June 30, 2026**, ends this year. You must submit your Declaration of Completion for the cycle **by June 30**.

You'll receive an email with further instructions on May 1 when the 2026 Self-Assessment Guide and online *Declaration form* become available.

See below and on the following page to learn more about what's changed this year.

If you are experiencing extenuating circumstances and have been unable to complete your QA requirements, as per the table below, please submit a consideration request to the Quality Assurance Team at qualityassurance@cpbao.ca.

At its March meeting, the Board approved updates to CPBAO's Quality Assurance (QA) Program. These changes are **now in effect** for all current cycles and are designed to simplify requirements and streamline the *Declarations of Completion* process. No additional participation requirements are being introduced, and QA "odd" and "even" year cycles remain unchanged.

- If your registration number is **numerically even**, you continue to be included in the current Even Year QA cycle: **July 1, 2024 – June 30, 2026**
- If your registration number is **numerically odd**, you continue to be included in the current Odd Year QA cycle: **July 1, 2025 – June 30, 2027**

WHAT'S CHANGING

- **Updates to QA requirements** for the following certificate types/status (see chart on next page):
 - Supervised Practice (SP)
 - Interim Autonomous Practice (IAP)
 - Inactive status
 - Autonomous Practice (AP) registrants who had a change in certificate type/status mid-cycle (i.e. in the past 2 years)
- **A simplified Declaration process**
All registrants will now submit only one QA Declaration of Completion at the end of their assigned two-year cycles. The declaration will confirm completion of both the self-assessment and CPD requirements.
- **Streamlined requirements for SP and IAP**
 - The *Declaration* schedule for SP and IAP registrants has been streamlined to match all other certificate types.
 - SP and IAP registrants will no longer submit an annual self-assessment *Declaration*.

Changes to the QA Program

NEW

Review the chart below for complete details on updated requirements for each Certificate Type/Status. This information is also available on our [Quality Assurance page](#).

CERTIFICATE TYPE/STATUS	PREVIOUS QA REQUIREMENTS	NEW QA REQUIREMENTS (Effective March 30, 2026)
Autonomous Practice (AP)	<ul style="list-style-type: none"> • Complete Standard QA requirements* every 2 years • Submit 2 Declarations 	<ul style="list-style-type: none"> • No change ✓ • Submit 1 Declaration every 2 years
Academic	<ul style="list-style-type: none"> • Complete Standard QA requirements* every 2 years • Submit 2 Declarations 	<ul style="list-style-type: none"> • No change ✓ • Submit 1 Declaration every 2 years
Supervised Practice (SP)	<ul style="list-style-type: none"> • No minimum CPD requirement • Complete SAG annually • Submit 2 Declarations (1 every year and 1 every other year) 	<ul style="list-style-type: none"> • Participate in self-assessment and CPD through the supervised training process under guidance of Supervisor(s) • Submit 1 Declaration every 2 years
Interim Autonomous Practice (IAP)	<ul style="list-style-type: none"> • Maintain compliance with home jurisdictions' QA requirements, OR • Complete SAG annually • No minimum CPD requirement • Submit 2 Declarations (1 every year and 1 every other year) 	<ul style="list-style-type: none"> • Maintain compliance with home jurisdictions' QA requirements, OR • Complete SAG by cycle end • No change for CPD ✓ • Submit 1 Declaration every 2 years
Inactive	<ul style="list-style-type: none"> • Complete Standard QA Requirements every 2 years • Submit 2 Declarations 	<ul style="list-style-type: none"> • Participate in self-assessment and CPD at registrant's discretion to maintain competency • Submit 1 Declaration every 2 years
Other		

Those who have been registered with CPBAO for less than 2 years **and/or** have switched to AP mid-cycle from SP, IAP, Inactive or Retired, must:

- Complete the SAG by cycle end date
- Participate in CPD at registrant's discretion to maintain competency
- Submit 1 Declaration every 2 years

**Standard QA Requirements: Complete the Self-Assessment Guide during the last year of your cycle, and at least 50 hours of Continuing Professional Development (CPD) activities, including minimum requirements for learning mediums and content, and submit a Declaration.*

Call for Registered Behaviour Analyst Assessors



RBAAs interested in contributing to self-regulation are invited to apply to the **QA Assessor Roster**. Assessors appointed to the Roster conduct Peer Assisted Reviews (PARs) and assessments of fellow registrants as part of the QA Program.

[Learn more about the PAR process.](#)

ELIGIBILITY CRITERIA

To apply, you must:

- Have held a Certificate of Registration authorizing Autonomous Practice as an RBA for at least 2 years; **and**
- Have been certified as a BCBA or BCBA – D with the Behaviour Analyst Certification Board for at least 3 years.

Applicants should also have a strong understanding of legislation, regulations, and the [Standards of Professional Conduct](#), as they relate to their professional practice in Ontario.

You are **not eligible** to apply if you're **involved in an active**:

- College-directed Order (e.g., Undertaking, SCERP, etc.);
- investigation or matter before the Discipline, Fitness to Practice, or Inquiries, Complaints and Reports Committees; or
- targeted PAR or QA Audit before the Quality Assurance Committee.

CPBAO will hold a virtual training session this summer for those appointed to the Roster. For each completed review, Assessors are provided an honorarium in recognition of their time and contributions to the profession.

If you have any questions or wish to apply, please contact the Quality Assurance team at qualityassurance@cpbao.ca.



Elections to CPBAO's Board

Elections to CPBAO's Board were held on March 31, 2026.

The following candidates were elected:

- **Andrew Bonner**, Ph.D., R.B.A. (Ont.)
- **Sonya Dhillon**, Ph.D., C.Psych.
- **David Gold**, Ph.D., C.Psych.

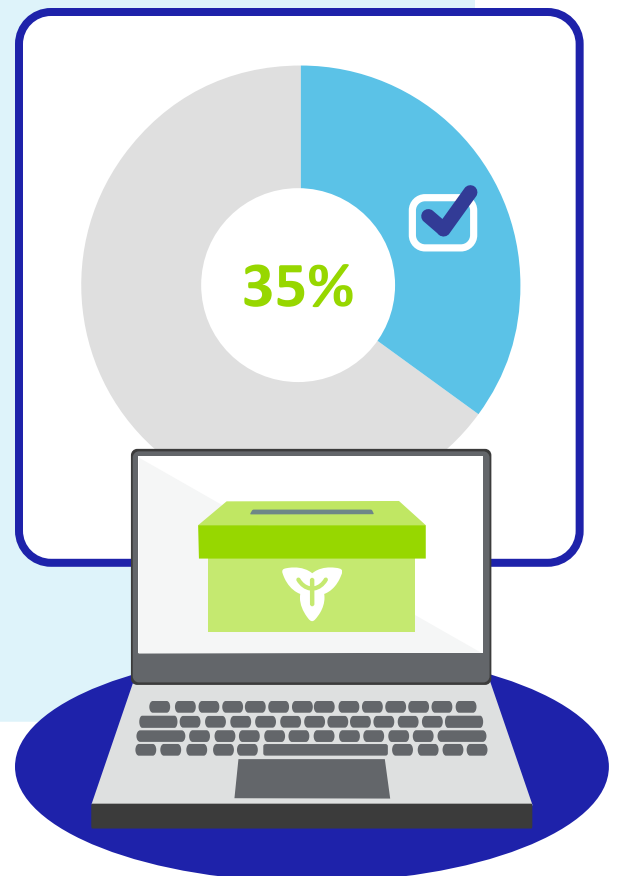
Due to a change in circumstances, Dr. Gold will no longer be able to serve on the Board.

Dr. Kofi Belfon, Ph.D., C.Psych., who received the next highest number of votes in the election, has been elected to the Board and has accepted the position.

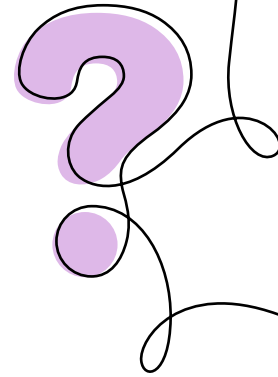
We thank all candidates who put their names forward for their time, dedication, and enthusiasm to serve on the Board.

We also thank all registrants who took the time to participate in the voting process. This year, **35% of registrants voted!** Your engagement plays an important role in shaping the governance of the professions.

The term of office for these Board Members begins on June 19, 2026, and continues until the first Board meeting following the 2029 elections. CPBAO's next Board meeting is on **Friday, June 19, 2026**. Please check the [Board Meetings page](#) closer to the date for meeting materials and the livestream.



Practice Advice & FAQs



The Practice Advice Service provides a non-judgmental space where individuals can ask questions about the professions of psychology and applied behaviour analysis.

Our team will guide registrants and the public to relevant resources, including legislation, regulation, standards of practice, and codes of ethics, and support registrants in exercising their professional judgment.

If you have a question, please contact the Practice Advice team at practiceadvice@cpbao.ca. We aim to respond within 2 business days. For more complex scenarios, you're welcome to schedule a meeting with a Practice Advisor

FAQs

CPBAO's [Frequently Asked Questions \(FAQs\)](#) page organizes common inquiries by category. It's a helpful starting point if you're looking for quick guidance before reaching out to the Practice Advice Service.

Recently updated:

If you're considering practising in another jurisdiction, have a look at the **Cross-Jurisdictional Practice FAQs**.

Reminder: *Have you completed your annual renewal yet?*

The 2026–2027 annual registration renewal period is underway. If you haven't completed your Practice Update Form and submitted your annual fee, please do so through the Member Portal by **June 1, 2026**, to avoid a late fee.

For details about the renewal process, certificate changes, or fees, please visit our [Membership Renewal page](#).

Renew Online!



NEW THIS YEAR: VOLUNTARY DEMOGRAPHIC QUESTIONS

As part of the renewal process, we introduced a small set of voluntary demographic questions. This work supports [CPBAO's Ethics and Human Rights Plan](#) and is intended to strengthen our ability to serve the full diversity of the Ontario public

WHY THIS MATTERS

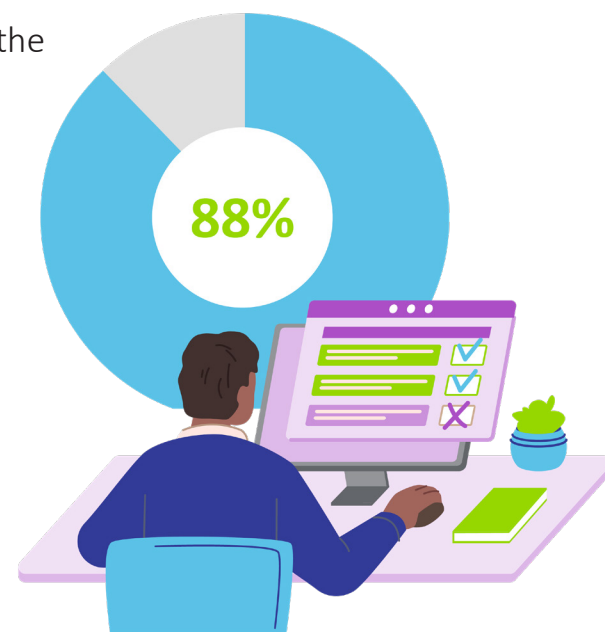
- Improving the quality of information we have about the professions is an important first step.
- Better data helps identify potential barriers and strengthen fairness in our processes.

We've seen a very strong response so far. On average, **88%** of demographic questions were answered rather than declined. Thank you for your willingness to engage in this new initiative! We truly appreciate your participation.

If you haven't yet renewed, we encourage you to complete the demographic questions. Your responses help build a clearer understanding of the professions and support our efforts to better serve the public.

Responses are anonymous and will not be linked to your registrant profile. All responses are de-identified when stored and will be used only in aggregate.

If you have any questions or need assistance, please do not hesitate to contact us at renewals@cpbao.ca.



Reminder: ABA Transitional Routes Closing June 30, 2026

Transitional Routes 1 and 2 for Behaviour Analyst registration will close at **11:59 p.m. on June 30, 2026.**



Through the transitional routes, CPBAO has registered to date:
1943 Autonomous Practice (AP) Behaviour Analysts

Individuals planning to apply are encouraged to [review the registration requirements and available pathways on our website](#) to ensure they meet the criteria and submit their application by the deadline.

FOR BCBA OR BCBA-D APPLICANTS

Individuals planning to pursue BCBA or BCBA-D certification and apply through Transitional Route 1 should be aware that BCBA certification applications for Ontario residents are expected to close shortly. Applicants are encouraged to confirm certification timelines directly with [the BCBA](#) and ensure they can complete both BCBA certification and CPBAO application requirements by **June 30, 2026.**

AFTER THE DEADLINE

After June 30, 2026, applicants will still be able to complete CPBAO's [Jurisprudence and Ethics Course and the Assessment in Applied Behaviour Analysis \(JECAABA\)](#) under both routes. Transitional Route 2 applicants may also complete the [Ontario Examination for Professional Practice in Applied Behaviour Analysis \(OEPPABA\)](#) after the deadline.

Applicants who do not meet the requirements or do not apply by the deadline will be required to apply through the [Entry Level Route \(Supervised Practice\)](#) or the Labour Mobility Route, which comes into effect on **July 1, 2026.**

Full details on registration requirements and application pathways are available on our [ABA page](#).

If you have any questions, please contact the ABA Registration team at aba@cpbao.ca.

Reminder: CPBAO Committee Applications Due May 1

CPBAO is seeking members interested in serving on its Committees, with appointments beginning in June 2026.

Serving on a Committee is an opportunity to play an active role in the self-regulation of the profession and contribute to work that protects the public.

Interested? Apply by Friday, May 1, 2026.
See below for application details.

Committee selection is based on current needs, with a focus on balancing experienced and new members. CPBAO is committed to equity, diversity, and inclusion, and strives to reflect the diversity of the Ontario public through its Board and Committees.

As part of the selection process, CPBAO assesses applications using defined competencies and suitability criteria. Applicants are encouraged to review the [Board and Committees Competency and Suitability Profile](#) before submitting.

HOW TO APPLY

- Complete the [Committee Orientation Module](#) (approx. 1 hour).
- Submit the Completion Declaration Form (available at the end of the module).
- Submit the [Committee Appointment Application Form](#).

Note: Current Committee members must complete all steps. Applicants are encouraged to review details on each [Committee's composition, role, functions, and anticipated time commitment before applying](#).

For technical support or questions about the application process, please contact: cpbao@cpbao.ca.

Discipline: Hearings & Ongoing Matters

There were no referrals to discipline made in the third quarter.

PRE-HEARINGS

1. [Dr. Gina Madrigano](#) – March 11, 2026
2. [Dr. Philip Classen](#) – April 23, 2026

HEARINGS

1. [Mr. Eldon Bossin](#) – December 3, 2025
Decision and reasons released: December 19, 2025
2. [Dr. Philip Classen](#) – January 5, 2026 (Motion Hearing)
Decision and reasons not yet released
3. [Mr. Christopher Heap \(3 matters\)](#) – January 9, 2026
Decision and reasons released: March 11, 2026
4. [Dr. Irina Trofimova \(2 matters\)](#) – April 24, 27-30, 2026
5. [Ms. Christine Vestervelt](#) – June 11-12, 2026
6. [Dr. Kenneth Zucker](#) – February 2, 2026
Decision and reasons not yet released

ONGOING MATTERS

1. [Dr. Tracy Abarbanel](#)
These matters are currently at the Pre-Hearing Conference stage.
2. [Dr. Ronald Frey \(2 matters\)](#)
A Pre-Hearing Conference on two related matters took place on September 9, 2025. The Hearing for this matter has not yet been scheduled.
3. [Dr. Marie-Sylvie Roy](#)
These matters are currently at the Pre-Hearing Conference stage.
4. [Dr. Vytas Velyvis](#)
This matter is currently at the Pre-Hearing Conference stage.
5. [Dr. Romeo Vitelli \(3 matters\)](#)
These matters are currently at the Pre-Hearing Conference stage.

