



The e-Bulletin

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

January 2017

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Happy New Year and Welcome to 2017!

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In accordance with ONTARIO REGULATION 209/94 made under the Psychology Act, the Quality Assurance Committee is required to select members to undergo a peer and practice assessment to assess the members' knowledge, skill and judgment.

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Barbara Wand Seminar in Professional Ethics Standards and Conduct

The half-day seminar was held on December 5, 2016. The recorded seminar is currently available for viewing on the College [website](#).

[READ MORE](#)

Election to Council 2017

Initial nominations for Districts 4 (East) and 7 (Psychological Associate) were accepted until January 30, 2017. Further nominations may be submitted until March 1, 2017. Please see the [website](#) for details.

Council Highlights

Highlights from the Council meeting held on December 2, 2016 are now available.

[READ MORE](#)

Expert and Mentor Call for Volunteers

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

[READ MORE](#)

Inquiries, Complaints and Reports Committee Activities

The ICRC met on August 11, 2016.

[DOWNLOAD ICRC REPORT](#)

Council Meeting Materials Available for Download

The College posts the materials which support the items for discussion at the quarterly meetings. These materials are available one week prior to the meeting and can be found thereafter in the Resources section of the [website](#).

Changes to the Register

Since September 2016, there have been many changes to the College Register as new Certificates of Registration were issued or members retired or resigned.

[DOWNLOAD CHANGES TO THE REGISTER](#)

Upcoming Council Meeting Dates

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

March 24, 2017

June 23, 2017

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

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President's Message

Happy New Year and Welcome to 2017!

The Council met in early December to continue its work in providing leadership and oversight to the College. One of the important functions of the Council is to set the strategic direction for the College and to monitor its progress towards those goals. At this meeting, the Council discussed and approved revisions to the College's Strategic Direction. The revisions resulted in updates to the four components of the Strategic Direction : Mission, Vision, Values and Strategies. I encourage you to read the revised Strategic Direction 2017-2022 [here](#).

The Executive Committee held its fall meeting in Sudbury on November 15th and 16th, 2016 and hosted an evening reception for professional members on Tuesday, November 15th. This event was well-attended and well-received. Most of those attending expressed their appreciation for the reception and for the opportunity to connect with the College. The late spring meeting will be held in London in May which will include a reception for members from London and the surrounding areas on the evening of May 16th.

Mr. Peter McKegney, a Public Member of Council and past-President of the College resigned in October 2016. His resignation created several vacancies on key College Committees that needed to be filled as soon as possible. In early November, Mr. D'Arcy Delamere was acclaimed to the position of Public Member on the Executive Committee and Ms. Josie Rose agreed to serve as Public Member on the Registration Committee. Thanks to both of these individuals for their work and willingness to serve.

Together with the Registrar and Deputy Registrar, I attended the Association of State and Provincial Psychology Board (ASPPB) conference in October. Conference presentations focussed on the challenges arising given increasing government involvement in professional regulation across North America and discussions of ways to be proactive in this climate. In November I attended the fall meeting of the Association of Canadian Psychology Regulatory Organizations (ACPRO) with the Registrar. There was discussion about common challenges and interests of Canadian Psychology Regulators and I learned about the initiatives underway to build a pan-Canadian workforce dataset and to develop common understanding of how to evaluate and credential foreign applicants.

At the beginning of December, I had the privilege of being involved in the oral examinations of supervised practice members. Sixty-seven candidates participated in the exams over the course of three days. As always, the Registration staff worked to provide candidates with a smooth process and the teams of volunteer Psychologists and Psychological Associates ensured candidates received a fair and objective oral exam. Many thanks to the staff and volunteers for their dedication and efforts.

In looking forward, January is the time when we begin to consider the budget for the coming year and enter into the Council election's process. Two Council positions for professional members are up for election; Electoral District 4 (East) and Electoral District 7 (Psychological Associate). The date for the election is Friday, March 31, 2017. Members in these electoral districts will have received information about this as nominations are currently being accepted. If you are in one of these districts, I urge you to consider putting your name forward and becoming involved in the work of the College Council.

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

Report of the Domestic Violence Death Review Committee

The College received a letter from the Office of the Chief Coroner reporting on the results of a review by the *Domestic Violence Death Review Committee (DVDRC)*. The letter states that

The purpose of this Committee is to assist the Office of the Chief Coroner in the investigation and review of deaths of persons that occur as result of domestic violence, and to make recommendations to help prevent such deaths in similar circumstances.

By conducting a thorough and detailed examination and analysis of facts within individual cases, the DVDRC strives to develop a comprehensive understanding of why domestic homicides occur and how they might be prevented. Information considered within this examination includes the history, circumstances and conduct of the abusers/perpetrators, the victims and their respective families. Community and systemic responses are examined to determine primary risk factors and to identify possible points of intervention that could assist in the prevention of similar deaths in the future.

Included with the letter is a *Report on the matter of the deaths of (names removed)* which occurred on January 12, 2012. A copy is [attached](#).

Within the Report is a recommendation (#3) directed at a number of regulatory Colleges and Associations, specifically, the College of Physicians and Surgeons, the Ontario College of Social Workers and Social Service Workers, the College of Psychologists, the College of Nurses, and the Association of Marriage and Family Therapists. This recommendation suggests that, *Professional Colleges for these professional groups should share information on the links between depression, suicidal ideation and domestic homicide.*

In keeping with this recommendation, the College of Psychologists is providing a copy of this Report to all members. In doing so, we wish to remind members of their obligation to provide services only within their authorized areas of practice and within the boundaries of their competence.¹ As well, it is necessary for members to ensure ongoing maintenance of competence and their continuing professional development in areas in which they provide services.² In this regard, members working in the areas addressed by the attached Report especially should ensure they are familiar with and up to date on relevant and recent information related to the links between depression, suicidal ideation and domestic homicide.

R. Morris, Ph.D., C.Psych.
Registrar & Executive Director

¹ Ontario Regulation 74/15, Registration, s 7

² Ontario Regulation 209/94 General (Part III Quality Assurance), s 10.(1)

Quality Assurance Program Peer Assisted Reviews for 2016-2017

In accordance with *ONTARIO REGULATION 209/94* made under the *Psychology Act, 1991*, the Quality Assurance Committee is required to select members to undergo a peer and practice assessment to assess the members' knowledge, skill and judgment.

The Regulation sets out that

A member shall undergo a peer and practice assessment if,

- (a) the member's name is selected randomly from the entire membership;
- (b) the member's name is selected by stratified random sampling; or
- (c) the member has failed to participate in self-assessment. O. Reg. 73/15, s. 1.

This year, those required to undergo a peer and practice assessment will include those from all three of these categories. Those selected by stratified random sampling have been randomly selected from the group of members who did not provide a Declaration of Completion of the Self- Assessment Guide and Professional Development Plan within the initial timeframe set by the College or by the date provided in a follow up letter from the College. Those members who were granted deferrals because of extenuating circumstances were not included in the pool from which the names were selected.

The criteria chosen for stratified random selection will be reviewed by the Quality Assurance Committee from time to time.

Barbara Wand Seminar 2016

The Barbara Wand Seminar in Professional Ethics, Standards and Conduct was held on December 5, 2016. This year, the seminar was offered as a half day event with two speakers - Dr. Karim Keshavjee who spoke about Best Practices in Electronic Health Record Implementation and Use, and Dr. Rick Morris who presented a session on Ethical Dilemmas in Professional Practice.

The seminar was offered at no charge to members and psychology graduate students. It was attended in person by 78 individuals in Toronto and was streamed as a live webcast with 570 registered sites and an estimated 700 viewers. The recorded seminar is currently available for viewing on the College [website](#).

The College would like to thank those who took the time to respond to the feedback survey. Your comments are very helpful to us as we plan for the next seminar to be held in the spring in either London or Ottawa.

Council Highlights – December 2, 2016

Policy Issues

Transparency Initiatives

As the Ministry of Health and Long-Term Care is moving to develop a consistent approach among all Colleges regarding information on public registers as part of the proposed changes to the *Regulated Health Professions Act (1991)*, the Council agreed to defer any further consultation until further details regarding the Ministry's plans are received.

Examination Accommodation Policy

While the College has been in compliance with the *Accessibility for Ontarians with Disabilities Act (2005)*, accommodations were formalized into policy with detailed procedures and will be available as part of the registration application information provided to applicants.

Shaping the Future

Council was provided a copy of the briefing note prepared by the College for the Ministry of Health and Long-Term Care. This briefing note summarizes the full report prepared in 2013 by the College's *Shaping the Future Task Force* and the Council decision to consider ending Master's Level registration. The Council is waiting for feedback from the Ministry regarding the next steps to be taken in this process.

Strategic Issues

Strategic Direction

During the scheduled review of the Strategic Direction several small changes were approved by Council. These changes will be reflected on the website and any other areas where the Direction is published.

Business Issues

Election to Council

The date of March 31, 2017 was approved for the election to Council for Districts 4 and 7.

Other Business

The next meeting of Council will be held on March 24, 2017.

Expert and Mentor Call for Volunteers

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

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

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

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

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

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

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

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

**Inquiries, Complaints and Reports Committee
September 1, 2016 to November 18, 2016**

An ICRC Orientation Session was held on September 23, 2016. The ICRC met on September 26 and October 26, 2016. A total of 16 cases were considered and an Oral Caution was delivered. In addition, 12 teleconferences were held to consider 14 cases. The next ICRC meeting will take place on November 23, 2016, when 8 cases will be considered.

Case Type

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Complaints	16	16			32	27
Registrar's Investigations	2				2	1
Health Inquiries	0				0	2
Total	18	16	0	0	34	30

New Matters Investigated, by Nature of Service

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Administration	2				2	
Capacity Assessment		1			1	
Consultation					0	1
Corrections Assessment					0	
Custody & Access / Child Welfare Assessment	2	1			3	6
Educational Assessment	3	1			4	3
Industrial / Occupational Assessment	1				1	1
Mediation					0	
Neuropsychological Assessment	1	3			4	
Not applicable / incapacity					0	2
Not Related to Psychological Services	3	2			5	2
Other Psychological Assessment					0	
Psychotherapy / Counseling	2	7			9	7
Rehabilitation / Insurance Assessment	4	1			5	5
Supervision					0	1
Teaching / Training					0	2
Unknown					0	
Total:	18	16	0	0	34	30

**Inquiries, Complaints and Reports Committee
September 1, 2016 to November 18, 2016**

Dispositions by Case

	YTD					
	Q1	Q2	Q3	Q4	Current	Previous
Complaint Withdrawn		1			1	
Closed – no jurisdiction					0	
In Abeyance					0	
Incapacity Investigation					0	
Other – Advice	3	2			5	8
Other - Advice with Undertaking					0	
Other - Take no Further Action	2	8			10	18
Other - Take no Further Action and Undertakings					0	
Other - Oral Caution					0	1
Other - Oral Caution and Undertakings					0	
Other - Undertaking (Health Inquiry)	1				1	
Other - Oral Caution and SCERP*					0	1
Other - Written Caution	2				2	8
Other - Written Caution and Undertaking	1				1	1
Other - Written Caution and SCERP*	1	1			2	2
Referral to the Discipline Committee	1				1	
Take No Action, if Complaint Frivolous, Vexatious, Made in Bad Faith, Moot or otherwise an Abuse of Process	1	1			2	13
Total:	12	13	0	0	25	52

*Specified Continuing Education or Remedial Program

ICRC Report
September 1, 2016 to November 18, 2016

Dispositions by Allegation (Year to Date)

	Withdrawal	Take No Further Action F&V	Take No Further Action	Advice	Advice with UT	Written Caution	Written Caution & UT	Oral Caution	Oral Caution & UT	Oral Caution & SCERP*	Written Caution & SCERP*	SCERP*	Refer to Discipline
Acceptance of Regulatory Authority of the College													
Bias			2			1							
Boundary violation				1									
Breach of confidentiality			2	1									
Conduct unbecoming a member of the CPO			1			1					1		
Conflict of interest	1												
Dual relationship													
Failure to render services appropriate to the user's needs	1		5										
Failure to fulfill the terms of the agreement with user													
Failure to comply with College requirements													
Failure to comply with limitation													
Failure to obtain informed consent			1										
Failure to practise within boundaries of competence													
Failure to provide appropriate explanation ...													
Failure to provide services sought													
Failure to report child abuse or neglect													
Failure to make sexual abuse mandatory report													
Failure to respond to a request in a timely manner		1	1	1							1		
Failure to identify limits of certainty													
False or misleading statements	1		3										1
Fees and billing problems			1	1									
Finding of Professional Misconduct in Other Jurisdictions													
Illegal Conduct													
Improper office conditions			1										
Improper supervision				1									1

ICRC Report to Council - Second Quarter
September 1, 2016 to November 18, 2016

	Withdrawal	Take No Further Action F&V	Take No Further Action	Advice	Advice with UT	Written Caution	Written Caution & UT	Oral Caution	Oral Caution & UT	Oral Caution & SCERP*	Written Caution & SCERP*	SCERP*	Refer to Discipline
Inaccurate information		1											
Inadequate data to support conclusions			3	1		1							
Inadequate feedback													
Inadequate handling of termination			1			1							
Inappropriate advertising and announcements													
Inappropriate conduct toward a colleague													
Inappropriate conduct toward a student													
Inappropriate conduct toward an employee													
Incapacity			1										
Incompetence													
Insensitive treatment of clients													
Lack of adherence to undertaking or agreement													
Lack of objectivity													
Misrepresentation of Non-Member													1
Non-Sexual Abuse													
Problematic statements made at trial													
Providing services while impaired													
Quality of services			1										
Record keeping Problems			1										
Sexual abuse			1										
Sexual harassment			1										
Sexual misconduct			1										
Unauthorized Services													

*Specified Continuing Education or Remedial Program

**Inquiries, Complaints and Reports Committee
 September 1, 2016 to November 18, 2016**

Health Professions Appeal and Review Board

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Reviews Requested	2	2			4	11

YTD

	Q1	Q2	Q3	Q4	Current	Previous
Decision Confirmed	2	1			3	2
HPARB F&V					0	1
Decision Unreasonable					0	
Notice to not Proceed	1				1	
Withdrawn					0	2
Total:	3	1	0	0	4	5

-

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 2016.

Psychologists - Certificate of Registration Authorizing Autonomous Practice

Alisha Crystal Abbott
Tonya Melissa Bauermann
Danielle Erin Blackmore
Melissa Pauline Bolton
Bernadette Patricia Caffrey-Craig
Maria Chaparro
Krista Marie Davis
Joseph Anthony De Leo
Bramilee Dhayanandhan
Erin Elizabeth Fallis
Mathew Greg Fetzner
Jared Ryan French
Toni Ilona Aviva Fried
Amanda Catherine Fuentes
Elmar Gardizi
Yael Goldberg
Philip Martin Grandia
Wendy Jill Greenbaum
Cathryn Irena Harris
Adam Patrick Heenan
Vanessa Dawn Huyder
Christina Iorio
Marcus Eugenijus Algirdas Juodis
Yana Korotkevich
Grace Maria Labao-Martins
Karen Lau
Michelle Jennifer Leve

Amanda Rachel Levine
Lisa Jodi Lipschitz
Andrew Brian Lumb
Brian James Mainland
Rebecca Carol McDermott
Molisa Rose Rita Meier
Jennifer Lilian Metcalf
Paula Miceli
Kristen Ann Moore
Elana Rosencrantz
Amanda Katherine Sherman
Rebecca Sarah Slan Jerusalem
D Megan Smith
Liliana Ramona Tarba
Nicholas Gerard Tessier
Michel Albert Thibodeau
Victoria Kristine Timmermanis
Lorden Tingling
Leah Marie Todd
Season Courtney Tompkins
Rachel Joy Tupper
Natalie Anne Vilhena-Churchill
Stephanie Norma Waechter
Nancy Jean Wallis
Alison Carol Welsted
Marielle Chantal Young-Bernier

Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

Melanie Rose Adler
Tracy Tavares Anselmo-Matthews
Veronica Elizabeth Barton
Amada Maria Andrade Costa
Melanie France Ducharme
Kailey Pearl Ennis
Jillyan Ashley Farbstein
Erin Dawn Langis

Simon Levy
Jennifer Alyssa Li Preti
Alex-Andrée Madore
Daniela Mares
Bryan Charles Jameson Salmon
Brandie Shylane Stevenson
Erin Kathleen Trudel-Best
Christine Mary Vestervelt

Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Amy Kristen Brown-Bowers
Christopher Cardoso
Amanda Dupont
Kristin-Lee Margaret Fossum

Kristen Heather McLeod
Francois Sallafranque St-Louis
Amelie Zonato

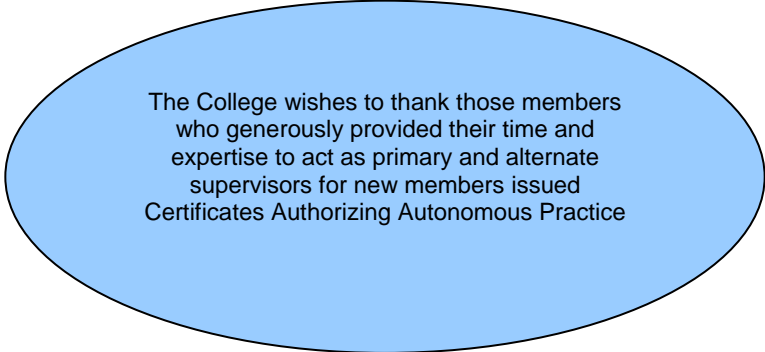
Psychologists - Certificate of Registration Authorizing Supervised Practice

Madison Lee Aitken
Taslim Alani
Narmeen Ammari
Stacey Elizabeth Beach
Suzanne Laura Bell
Mansoureh Charkhandeh
Romina D. Coppa
Ashley Nicole Danguedan
Caitlin Joy Davey
Ilana Judith Davine
Joseph Vincent Enright
Michelle Antoinette Fardella
Samantha Fuss Ackerman
Sarah Anne Gray
Maya Gupta
Shawn Joseph Harrington
Tevya Alexis Hunter
Philip Jai Johnson
Danielle Emily Katz
Lindsey Rachel Keyfitz
Dianna Melanie Lanteigne
Stephanie Lindsey-Marie Lavoie
Carolyne Elizabeth Lee

Andrea Maria Librado
Andrea Linett
Sarah Jane Lyons
Ashley Katherine Maillefer-Vesely
Andrea Markovic
Olivia Allison McGarragle
William Rylie Moore
Elizabeth Jane Pawluk
Chantal Monique Regis
Jennifer Robin Rouse
Emily Segal
Tal Singer
Brahm Kevin Solomon
Lauren Jessica Sangster Steinhart
Kristin Theresa Thornback
Gregory Kyle Tippin
Michelle Lynn Todorow
Mechtild Uhe
James Michael Van Adel
Rachel Victoria Wayne
Amy Ann Wilkinson
Holly-Anne Adkin Wilson
Nicole Irene Yarkovsky
Morag Allison Yule

Psychological Associates - Certificate Authorizing Supervised Practice

Michelle Cooper Jean
Trevor John Maclsaac
May Ann Garo Santiago
Alfred Man To Yuen



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

Ralph C Billingsley
Rhonda Ellen Chalet
Milan Harminc
Kathleen Mary Hofmans

Resigned

Linda Klevnick
Peter J.D Russell

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:

William Cupchik
Cheryl Gibson
