



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

**Meeting of the College Council
2019.03**

Date: September 27, 2019

Time: 9:00AM – 4:00PM

**Location: 110 Eglinton Ave West, Suite 300
Toronto, Ontario**



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

COUNCIL MEETING AGENDA

2019.03

September 27, 2019

9:00 AM to 4:00 PM

Agenda Item	Topic	Action	Page #	Strategic Direction*
.00	CALL TO ORDER			
.01	APPROVAL OF AGENDA & MINUTES			
.01a	Review & Approval of Agenda	Decision	2	
.01b	Declarations of Conflicts of Interests	Discussion	--	M8
.01c	Review & Approval of Minutes - Council Meeting 2019.02 June 21, 2019	Decision	4	
.01d	Review of Action List	Discussion	13	
.02	CONSENT AGENDA ITEMS		Information	
.02a	Committee Reports	--	--	
	(1) Discipline Committee		14	
	(2) Quality Assurance Committee		16	
	(3) Client Relations Committee		17	
	(4) Fitness to Practice Committee		18	
	(5) Finance & Audit Committee Report		19	
.03	POLICY ISSUES			
.03a	<i>By-law 18: Fees – Consultation Results</i>	Decision	22	M8
.03b	<i>Policy II-10(i): Jurisprudence and Ethics Examination Committee: Terms of Reference/Role</i>	Decision	34	M9
.03c	<i>Use of Title Psychologist</i>	Decision	38	M4/M8
.03d	ABA Regulation	Decision	64	M7
.04	BUSINESS ISSUES			
.04a	Annual Reports	Decision	72	M9
.04b	Registration Committee Quarterly Report	Information	97	M9
.04c	Inquiries, Complaints and Reports Committee Quarterly Report	Information	100	M9
.04d	Audit 2018-2019: Audited Financial Statements Year-Ending May 31, 2019 – Presentation of Audited Financial Statements by Ms. Liana Bell, Hilborn LLP (10:00AM)	Decision	103	M8
.04e	(1) Approval of Audited Financial Statements (2) Appointment of the Auditors for 2019-2020	Decision	118 119	M8
.04f	Lease Extension – 110 Eglinton Ave 3 rd and 5 th floors – IN CAMERA ¹	Decision	120	M9

¹ Material Not Included in Public Package – Property Acquisitions (s.7(2)(d) of the Health Professions Procedural Code being Schedule 2 of the *Regulated Health Professions Act, 1991*)

.04g	Barbara Wand Seminar Report – June 2019	Information	125	M5
.05	STRATEGIC ISSUES			
.05a	Strategic Direction Implementation: Chart Update	Discussion	128	All
.06	OTHER BUSINESS			
.06a	Next Council Meeting: • December 13, 2019	Information	--	
.06b	Proposed Council Meetings: • March 5-6, 12-13 or 19-20, 2019	Decision	--	
.07	ADJOURNMENT			

*In accomplishing our Mission, the College promotes excellence in the practice of psychology by:

- M1 - *Enforcing standards fairly and effectively through: Developing, establishing and maintaining standards of qualifications for individuals seeking registration,*
- M2 - *Enforcing standards fairly and effectively through: Developing, establishing and maintaining standards of practice and professional ethics for all members,*
- M3 - *Enforcing standards fairly and effectively through: Developing, establishing and maintaining standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among members;*
- M4 - *Communicating clearly and effectively with stakeholders, particularly applicants, members and the public;*
- M5 - *Supporting and assisting members to meet high standards;*
- M6 - *Responding to changing needs in new and emerging practice areas;*
- M7 - *Collaborating in shaping the regulatory environment;*
- M8 - *Acting in a responsibly transparent manner; and,*
- M9 - *Advancing the Council's governance practices.*

*Reminder: The College of Psychologists of Ontario is a scent-free environment.
Thank you for your cooperation.*



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

**COUNCIL MEETING
2019.02
June 21, 2019**

Present:

Michael Grand, Ph.D., C.Psych., President
Janice Currie, Ph.D., C.Psych., Vice-President
Judy Cohen, Public Member
Christine DiZazzo, M.Ps., C.Psych.Assoc.
Graeme Goebelle, Public Member
Jaffar Mohammad Hayat, Public Member
Emad Hussain, Public Member
Joyce Isbitsky, Ph.D., C.Psych.
Marjory Phillips, Ph.D., C.Psych.

Marilyn Keyes, Ph.D., C.Psych.
William Middleton, Public Member
Denise Milovan, Ph.D., C.Psych.
Patricia Minnes, Ph.D., C.Psych.
Melanie Morrow, M.A., C.Psych.Assoc.
Philip Ricciardi, Ph.D., C.Psych.
Cory Richman, Public Member
Wanda Towers, Ph.D., C.Psych.

Guests:

Mr. Doug Ross, MOHLTC

Staff:

Rick Morris, Ph.D., C.Psych., Registrar & Executive Director
Lesia Mackanyn, Director, Registration
Caitlin O'Kelly, Administrative Assistant: Office of the Registrar, Recorder

2019.02.00 Call to Order

.00a Call to Order and Welcome of New Members

The Registrar called the meeting to order at 9:00AM and welcomed new Council members Dr. Joyce Isbitsky representing District 1 (North), Dr. Philip Ricciardi representing District 2 (Southwest), and Dr. Wanda Towers representing District 3 (Central). The Registrar also welcomed Mr. William Middleton and Mr. Graeme Goebelle who were both recently appointed as public members to Council.

.00b Election of the Executive Committee

The Registrar informed the Council that the first order of business was the election of the Executive Committee and confirmed that Council Members had received the *Statements of Interest* to be submitted by members interested in running for positions on the Executive.

The Registrar confirmed that since *Statements of Interest* had been received for all positions on the Executive Committee: President, Vice-President, two Professional Members and two Public Members, no further nominations would be accepted from the floor. The Registrar indicated that Council members would have the opportunity to ask questions of the candidates.

At the end of the brief period of questions, the Registrar announced that since only one nomination had been submitted for the position of President, Dr. Michael Grand was acclaimed as President.

46 The Registrar announced that since only one nomination had been submitted for the position of Vice-
47 President, Dr. Janice Currie was acclaimed as Vice-President.

48
49 *By-law 21: Committee Composition* requires four members of the Council, who are members of the
50 College, to be on the Executive Committee. Dr. Michael Grand, as President, and Dr. Janice Currie, as
51 Vice-President fill two of these seats. Ms. Christine DiZazzo is acclaimed to another of the Professional
52 Member seats given the requirement that the Committee have Psychological Associate representation.
53 Ms. DiZazzo as the only Psychological Associate member on Council, must occupy this seat.

54
55 There were two candidates for the one remaining Professional Members positions. The Council voted to
56 elect Dr. Denise Milovan to this seat.

57
58 *By-law 21: Committee Composition* requires two members of Council appointed by the Lieutenant
59 Governor in Council. Since there were only two nominations submitted for these positions Ms. Judy
60 Cohen and Mr. William Middleton were acclaimed to these seats.

61
62 **The Executive Committee for 2019 - 2020:**

63 Michael Grand, Ph.D., C.Psych., President
64 Janice Currie, Ph.D., C.Psych., Vice-President
65 Judy Cohen, Public Member
66 Christine DiZazzo, M.Ps., C.Psych.Assoc.
67 William Middleton, Public Member
68 Denise Milovan, Ph.D. C. Psych.

69
70 **It was MOVED Milovan**
71 **That the ballots be destroyed.**

CARRIED

72
73 The Registrar congratulated the new Executive Committee and requested that the President, Dr.
74 Michael Grand, take the Chair and conduct the proceedings of Council. The President also welcomed the
75 new members of Council.

76
77 **.00c Regulatory Governance: Best Practices and Recent Trends – SML Law Webinar**

78 The Registrar provided Council with article and presented an SML Law Webinar *Regulatory Governance:*
79 *Best Practices and Recent Trends.*

80
81 **2019.02.01 Approval of the Agenda and Minutes**

82
83 **.01a Approval of Agenda**

84
85 **It was MOVED Goebelle**
86 **That the agenda be approved as distributed.**

CARRIED

87
88 **.01b Declarations of Conflicts of Interests**

89 The professional members of Council acknowledged a conflict of interest with item .03d Travel Time for
90 Council and Committee Members. The professional members also acknowledged that they have an
91 interest in the issue on the use of a single title for all psychological practitioners, and recognized that
92 they need to be mindful that the discussion should focus on public interest and protection.

93
94 **.01c Minutes Council Meeting 2019.01 on March 29, 2019**

95
96 **It was MOVED Hayat**
97 **That the minutes from the Council Meeting 2019.01 of March 29, 2019 be approved as presented.**
98 **CARRIED**

99
100 **.01c IN CAMERA Minutes Council Meeting 2019.01 on March 29, 2019**

101
102 **It was MOVED Cohen**
103 **That the IN CAMERA minutes from the Council Meeting 2019.01 of March 29, 2019 be approved as**
104 **presented.** **CARRIED**

105
106 **.01e Review of Action List**

107 The Council reviewed the Action List from the minutes of the previous meeting and noted items that
108 were completed, outstanding or on the agenda at this meeting.

109
110 Council noted their appreciation that the amendment to the Registration Regulation is now in force. This
111 is O.Reg 183/19 Registration, amending O.Reg 74/15 Registration, under the *Psychology Act, 1991*.

112
113 As this is the first Council meeting of the new term, the Council wanted to express their thanks to the
114 former President of Council, Dr. Lynette Eulette, on her tenure as President of the College of
115 Psychologists.

116
117 **It was MOVED Cohen**
118 **That the President send a letter to Dr. Lynette Eulette to express the Council's appreciation of her**
119 **service as President over the last 3 years.** **CARRIED**

120
121 **2019.02.02 Consent Agenda**

122
123 The consent agenda was received.

124
125 **2019.01.03 Policy Issues**

126
127 **.03a Practice in Ontario by Practitioners from other North American Jurisdiction**

128 The Deputy Registrar presented the Council with a proposal that, if approved, would permit temporary
129 registration to psychological practitioners registered in other jurisdictions. This would be particularly
130 applicable to those from other Canadian jurisdictions. The public interest requires that Ontario
131 residents, even those residing in the province temporarily, be afforded the opportunity to receive
132 appropriate regulated psychological services. Telepsychology has introduced the possibility for a client
133 moving from one jurisdiction to another to continue to receive service from their chosen psychological
134 service provider. The Deputy Registrar provided Council with a Briefing Note and Council discussed the
135 proposal.

136
137 It was noted, that part of the undertaking these practitioners would be required to sign includes a
138 statement that they have reviewed and will comply with the laws in Ontario as well as the *Standards of*

139 *Professional Conduct* as set out by the College. Council also discussed Quality Assurance requirements.
 140 Since these would be temporary members of the College, they may not fit into the College's regular 2-
 141 year Quality Assurance Program cycle. It was noted that the Quality Assurance Committee needs to
 142 consider what will be expected and appropriate for these temporary members.
 143

144 The Council inquired if there was an easier process, such as, allowing the practitioner to informally let
 145 the College know of their intention to provide temporary services to a client who has moved to Ontario;
 146 rather than having the practitioners complete an Interim Autonomous Practice application and become
 147 members. There was concern that by the time a practitioner completed the registration process that the
 148 client may no longer be in need of the practitioner's services in Ontario. The Registrar informed the
 149 Council that this is not possible as the *Psychology Act, 1991* does not give the College authority to
 150 permit practice by anyone other than members of the College.
 151

152 The Council inquired if this was going to occupy much staff time. In response, the Registrar indicated
 153 that it is not anticipated that it will take up any more staff resources as it is a similar process to the
 154 current Interim Autonomous Practice applications.
 155

156 The Council discussed whether there should be a limit on the number of clients to whom a practitioner
 157 could provide service in this way. The Registrar and Deputy Registrar have given this thought, and
 158 believe it would be difficult to enforce a cap, especially if a practitioner works with a very transient
 159 group such as students.
 160

161 Council discussed that if this is intended to allow temporary service that there should be a limit on how
 162 long a practitioner can maintain this status. Concern expressed was that by allowing a practitioner to
 163 renew this temporary membership every year it could negate the intention of it being temporary.
 164 Council agreed that after a year, if a client was still residing in Ontario, the out-of-jurisdiction
 165 practitioner should become a full member of the College in order to continue to offer services.
 166 Alternately, it was seen that a year is a long enough time to help a client make the transition to a fully
 167 registered member. The Council agreed that this should be limited to a one year period per client.
 168

169 **It was MOVED DiZazzo**

170 **To permit the College to issue a Certificate of Registration Authorizing Interim Autonomous Practice**
 171 **to a psychological practitioner registered in other Canadian Jurisdictions or those holding a CPQ from**
 172 **ASPPB:**

- 173 a) for the sole purpose of providing direct psychological service in Ontario to an existing client
- 174 who has moved to Ontario temporarily up to the maximum of year; and,
- 175 b) at a reduced fee given the temporary and limited nature of the service to be provided.
 176

177 Such a Certificate would be subject to any Terms, Limitations, Conditions or other prohibitions in
 178 effect within the practitioner's home jurisdiction or imposed by the College Registration Committee.
 179 The practitioner would be required to enter into an *Undertaking and Agreement* with the College to:

- 180 a) Provide services only to existing clients from their home jurisdiction who are temporarily
- 181 residing in Ontario and for whom it would be clinically ill advised or impractical to transfer
- 182 service;
- 183 b) Remain in good standing and to retain full, active status membership in the home jurisdiction;
- 184 c) Provide a reason for the request, including an anticipated estimated length of service needed;

- 185 d) Be familiar, and comply, with the College's *Standards of Professional Conduct* and
 186 Professional Misconduct Regulation and all other jurisprudence applicable to Ontario
 187 members; and,
 188 e) Be subject to the complaints and discipline authority of the College.

189 CARRIED
 190

191 **Action Item Council**

192 To review the process for allowing temporary practice in Ontario in 1 year. This will ensure that if there
 193 are any unintended consequences they can be addressed. (June 2020)

194
 195 **.03b By-Law 18: Fees**

196 Currently, Interim Autonomous Members of the College are required to pay a fee of \$795 per year this is
 197 in addition to a \$100 application fee. This permits them to practice full time in Ontario generally to work
 198 while fulfilling the requirements for full autonomous registration. The College is undertaking to develop
 199 a process whereby out-of-province practitioners will be able to provide services to existing clients who
 200 temporarily move to Ontario.

201
 202 It is recommended that the College charge a membership fee of \$240 in addition to the standard \$100
 203 application fee. As with other Certificates, this would be prorated monthly for the period it was in force.

204
 205 **It was MOVED Hayat**

206 **That the proposed amendments to By-law 18: Fees be approved for circulation to the membership.**

207 CARRIED
 208

209 **Action Item Staff**

210 To circulate *By-Law 18: Fees* to the membership for a 60 day consultation.

211
 212 After the conclusion of the consultation *By-Law 18: Fees* will return to the Council in September for final
 213 approval.

214
 215 **.03c Policy II-5(iii) Continuing Professional Development Program Audit and Audit Selection**

216 All members of the College, except for those with a Retired Class of Certificate of Registration, must
 217 fulfill the requirements of the College's Continuing Professional Development (CPD) Program.
 218 Participation in the Program is subject to audit by the Quality Assurance Committee. The Committee has
 219 developed criteria for the selection of members to be audited to ensure fairness and consistency in
 220 determining those who will be required to undergo an audit. The Deputy Registrar provided Council with
 221 the proposed *Policy II-5(iii) Continuing Professional Development Program Audit and Audit Selection*.
 222 Council reviewed and discussed the proposed policy.

223
 224 There was concern that the membership is still unsure about the types of documentation that is needed
 225 for CPD should they be audited. There has been information published in past *eBulletin* articles. The
 226 College also recognizes that members can earn CPD credits for activities where there is no formal
 227 documentation. In these situations members may simply state the activity in which they participated
 228 and provide a description of the activity.
 229

230 It was noted that this is the first year for audits of the CPD program. After the Quality Assurance
 231 Committee has gone through the audit review process, it will be able to better develop guidelines to
 232 assist members on what is expected of them. This information will be provided in a future *eBulletin*.
 233

234 **It was MOVED Middleton**

235 **That a new policy, *Policy II-5(iii) Continuing Professional Development Program Audit and Audit***
 236 ***Selection* be approved. CARRIED**

237

238 **Action Item Staff**

239 To incorporate *Policy II-5(iii) Continuing Professional Development Program Audit and Audit Selection* in
 240 the College's *Policies and Procedures Manual*.

241

242 **.03d Travel Time for Council and Committee Members**

243 Currently, Council and Committee members travelling from Northern Ontario receive an allowance for
 244 travel to and from meetings. This allowance is ½ day per round trip and, according to the policy, requires
 245 that travel be necessary the day before or after a meeting. This policy was discussed at the May 2019
 246 Executive Committee meeting. It was noted that most out-of-town Council and Committee members
 247 travel the night before to arrive for a 9:00AM meeting start, and this travel often includes as many hours
 248 as their "Northern Ontario" colleagues. The Executive Committee is recommending amendments to this
 249 policy which would provide for a ½ day per diem to any Council or Committee member who travels at
 250 least 40KM or more one way and would eliminate the requirement that travel the day before or after a
 251 meeting was necessary. Council reviewed and discussed the proposed amendments.
 252

253 In response to a question about budget, the Registrar explained that this cost was not included in the
 254 2019-2020 budget which was approved in March 2019. This would show up as overspent in areas, but it
 255 will not affect the operations of the College.
 256

257 **It was MOVED Milovan**

258 **That amendments to *Policy III F-4: Per Diems and Council and Committee Compensation* regarding**
 259 **Council and Committee members' travel time per diem be approved. CARRIED**

260 2 Opposed

261 1 Abstained

262

263 **Action Item Staff**

264 To amend *Policy III F-4: Per Diems and Council and Committee Compensation* in the College's *Policies*
 265 *and Procedures Manual*.

266

267 **.03e Public – Use of Title Consultation - Update**

268 At the March 2019 meeting, Council indicated that it would be useful to conduct a separate
 269 consultation, on the use of the title *Psychologist* for all psychological practitioners, directed at members
 270 of the public who might use psychological services. It was noted that the consultation survey distributed
 271 in February 2019 generally targeted College members and professional associations. It was suggested
 272 that efforts be made to reach out to "grass roots" organizations, whose members may be recipients of
 273 psychological services.
 274

275 The President explained that the Executive Committee felt that this would be a difficult task to
 276 undertake in a manner that would ensure valid results. It would be difficult to find a representative
 277 group and within a timeline that was reasonable. Council discussed whether to pursue the March 2019
 278 motion regarding the development and implementation of a public consultation, or if the consultation
 279 should be considered “closed”. If closed, work could begin on compiling the extensive information
 280 already received. The Executive Committee discussed this at their last meeting and also concluded that
 281 it would be difficult to develop a survey with the right questions that would provide meaningful results.
 282 As well, there was concern about timing as the College has already conducted an extensive consultation.
 283 To develop and implement a public consultation would further cause delays in examining the data
 284 already collected.

285
 286 In response to a question, the Registrar explained that if the College were to move to a single title for all
 287 practitioners this would not affect the registration process or the scope of practice. Currently, all
 288 members have the same scope of practice and access to the same controlled acts. A discussion about
 289 changing the scope of practice would be much larger conversation. The Council agreed that this is not
 290 the right time to discuss a change to the scope of practice.

291
 292 **It was MOVED Cohen**

293 **To rescind the motion from March 2019, to conduct a public consultation.**

CARRIED
Opposed 3
Abstained 2

294
 295
 296
 297
 298 **It was MOVED Hussain**

299 **That the Executive Committee establish a sub-Committee to review and analyze the data**
 300 **received through the consultation on use of title.**

CARRIED

301
 302
 303 **Action Item Executive Committee**

304 Establish a sub-Committee to review and analyze the data received through the consultation on use of
 305 title.

306
 307 **2019.02.04 Business Issues**

308
 309 **.04a Registration Committee Quarterly Report**

310 The Council reviewed the fourth quarter report from the Registration Committee.

311
 312 **.04b ICRC Quarterly Report**

313 The Council reviewed the fourth quarter report from the Inquiries, Complaints and Reports Committee.

314
 315 **.04c Committee Audits 2018-2019 - Update**

316 For the 2018 – 2019 fiscal year Council requested audits be done for the Inquiries Complaints and
 317 Reports Committee as well as the Nomination and Leadership Development Committee. The Registrar
 318 reported that the Nominations and Leadership Development Committee audit is complete and the
 319 report will be reviewed at the next Executive Committee meeting. The ICRC audit is currently in process.

320

321 **.04d Committee Audits 2019-2020**

322 The Council reviewed a Briefing Note provided by the Registrar detailing the history of Committee
323 audits. It was decided that the Quality Assurance Committee will be audited in 2019-2020.

324
325 **It was MOVED Phillips**

326 **That the Quality Assurance Committee be audited in 2019-2020 as per *Policy I-7 Committee Audits.***

327 **CARRIED.**

328
329 **Action Item Registrar**

330 Work with Committee Chair and staff liaison to plan and implement the Quality Assurance Audit for
331 2019-2020.

332
333 **.04e Appointment of Signing Officers**

334
335 **It was MOVED Middleton that,**
336 **As Dr. Michael Grand has been elected President and Dr. Janice Currie elected as Vice-President; their**
337 **names be added to the list of signing officers as of June 21, 2019;**

338
339 **As the President resides outside of the GTA, Dr. Denise Milovan, who remains on Council, continue as**
340 **a signing officer as of June 21, 2019.**

341
342 **As Dr. Lynette Eulette and Dr. Elizabeth Levin have completed their terms on Council; their names be**
343 **removed from the list of signing officers as of June 21, 2019.** **CARRIED**

344
345 **2019.02.05 Strategic Issues**

346
347 **.05a Strategic Direction Implementation Update**

348 The Registrar provided the Council with the updated *Strategic Direction Implementation Table*. Items
349 added since the Council Meeting of March 29, 2019 were shown in **Bold**.

350
351 **2019.02.06 Other Business**

352
353 **.06a Next Council Meeting**

- 354 ○ September 26, Training Day
355 ○ September 27, 2019
356 ○ December 13, 2019

357
358 **2019.02.07 Adjournment**

359
360 Prior to adjournment, the President wished to acknowledge that this would be Mr. Jaffar Hayat's last
361 Council meeting as his term has come to an end and on behalf of Council thanked Mr. Hayat for his
362 contribution to Council and Committees during his tenure.

363
364 There being no further business,

365
366 **It was MOVED Hayat**

367 **That the Council Meeting be adjourned.**

CARRIED

368

369 The Council Meeting was adjourned at 1:20PM.

370

371

372

373

Michael Grand, Ph.D., C.Psych., President

374

375

376

377

378

Janice Currie, Ph.D., C.Psych., Vice-President

379

380

381

Minutes approved at the Council Meeting on September 27, 2019

DRAFT



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Action List

College Council 2019.02 – June 21, 2019

Item:	Responsibility:	Action:	Status:
2018.02.03b	Council	To discuss the issue related to posting the full name of every direct supervisee, who is not a member of the College at a future date.	Deferred
2019.01.03d	Client Relations Committee	Establish a set of parameters for how the Funding for Therapy restrictive fund will be used.	In Process
2019.02.03a	Council	To review the process for allowing temporary practice in Ontario in 1 year, this will ensure that if there are any unintended consequences they can be addressed. (June 2020)	To be Completed June 2020
2019.02.03b	Staff	To circulate <i>By-Law 18: Fees</i> to the membership for a 60 day consultation.	Completed/On Agenda
2019.02.03c	Staff	To incorporate <i>Policy II-5(iii) Continuing Professional Development Program Audit and Audit Selection</i> in the College's <i>Policies and Procedures Manual</i> .	Completed
2019.02.03c	Staff	To amend <i>Policy III F-4: Per Diems and Council and Committee Compensation</i> in the College's <i>Policies and Procedures Manual</i> .	Completed
2019.02.03d	Executive Committee	Establish a sub-Committee to review and analyze the data received through the consultation on use of title.	Completed
2019.02.04d	Registrar	Work with Committee Chairs and liaison staff to plan and implement the Quality Assurance Audit for 2019-2020.	Completed



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Discipline Committee Report to Council

First Quarter, June 1, 2019 – August 31, 2019

Committee Members:

Janice Currie (Chair)	Council	Nina Josefowitz	College
Rixi Abrahamsohn	College	Marilyn Keyes	Council
Clarissa Bush	College	Maggie Mamen	College
Judy Cohen	Public Member	William Middleton	Public Member
Christine DiZazzo	Council	Denise Milovan	Council
Lynette Eulette	College	Patricia Minnes	Council
Robert Gauthier	College	Melanie Morrow	College
Graeme Goebelle	Public Member	Mary Ann Mountain	College
Michael Grand	Council	Marjory Phillips	Council
Jan Heney	College	Donna Reist	College
Anthony Hopley	College	Philip Ricciardi	Council
Emad Hussain	Public Member	Cory Richman	Public Member
Joyce Isbitsky	Council	Wanda Towers	College

Referrals

One referral was made to the Discipline Committee in the 1st quarter:

1. Dr. Oren Amitay: https://members.cpo.on.ca/public_register/show/20987

A referral was made to the Discipline Committee on July 18, 2019. At issue are allegations of professional misconduct in that Dr. Amitay failed to maintain the standards of the profession and engaged in conduct or performed an act, in the course of practising the profession that would reasonably be regarded by members as unprofessional. This matter is currently at the pre-hearing conference stage.

Hearings

One hearing was held by a Panel of the Discipline Committee in the 1st quarter:

1. Dr. Judith Pilowsky: https://members.cpo.on.ca/public_register/show/2644

A hearing was held in this matter on July 4, 2019. A Panel of the Discipline Committee made findings of professional misconduct in that Dr. Pilowsky failed to maintain the standards of professional conduct, practiced the profession while in a conflict of interest, and engaged in conduct or performed an act, in the course of practising the profession, that would reasonably be regarded by members as unprofessional.

The Panel imposed an Order, which included a reprimand and suspension of Dr. Pilowsky's Certificate of Registration for one month, which will be suspended on the condition that Dr. Pilowsky attends and completes the PROBE course with an unconditional pass, and attends the PROBE PLUS course and obtains a pass.

Ongoing matters

There is one outstanding matter before the Discipline Committee:

1. Dr. Ian Manion : https://members.cpo.on.ca/public_register/show/1002

A referral was made to the Discipline Committee on May 31, 2019. At issue are allegations of professional misconduct in that Dr. Manion breached professional boundaries and engaged in a personal and sexual relationship with an individual who was a client. The pre-hearing in this matter is scheduled for October 16, 2019.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read 'Janice Currie', with a long horizontal flourish extending to the right.

Janice Currie, Ph.D., C.Psych.
Discipline Committee Chair
September 11, 2019



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Quality Assurance Committee Report to Council

First Quarter, June 1, 2019 – August 31, 2019

Committee Members:

Judy Cohen (Chair)	Public Member	Michael Minden	College
Marilyn Keyes	Council	Patricia Minnes	Council
Maria Kostakos	College	Cory Richman	Public Member
David Howard	College		

Staff:

Barry Gang, Deputy Registrar, Director Professional Affairs

Julie Hahn, QA Coordinator, Professional Affairs

The Committee met by videoconference on June 14, 2019 to review member Quality Assurance submissions received since the last Committee meeting.

The Committee addressed one request for exemption from the Quality Assurance Program requirements. It decided that, although the Regulations do not permit exemption of the requirements for anyone other than a retired member of the College, they will revisit this matter after six months to determine the appropriate action to take, given the member's exceptional circumstances.

The Committee discussed two outstanding matters and provided direction to staff regarding next steps. It also reviewed nine Peer Assisted Review reports. In six cases it directed staff to thank members for their cooperation and notify them that it would not be taking further action. It also deferred consideration of one case, pending further information. In the remaining two cases, it asked staff to confirm with the members that they will comply with the Reviewers' recommendations. In one of these cases, it also reminded the member to review specific Standards.

The Committee will meet again on October 10, 2019.

Judy Cohen, Chair
Quality Assurance Committee
September 17, 2019



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Client Relations Committee Report to Council

First Quarter, June 1, 2019 – August 31, 2019

Committee Members:

Ester Cole (Chair)	College	Christine DiZazzo	Council
Rosemary Barnes	College	Emad Hussain	Public Member
Kofi-len Belfon	College	William Middleton	Public Member
Janice Currie	Council		

The Client Relations Committee held no meetings during the first quarter.



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Fitness to Practice Committee Report to Council

First Quarter, June 1, 2019 – August 31, 2019

Committee Members:

Christine DiZazzo (Chair) Council
Philip Ricciardi Council
Duncan Day College

Graeme Gobelle Public Member
Sandra Jackson College

The Fitness to Practice Committee held no meetings during the first quarter.



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Finance and Audit Report to Council

First Quarter, June 1, 2019 – August 31, 2019

Committee Members:

Michael Grand (Chair)	Council	Alana Holmes	College
Denise Milovan	Council	Graeme Goebelle	Public Member
Cory Richman	Public Member		

The Finance and Audit Committee (FAC) met on September 12, 2019. The primary purpose of this FAC meeting was to review the draft Audited Financial Statements for the year ending May 31, 2019, with the College's Auditors. After reviewing the statements with the Auditor, the Committee agreed that the College is in good financial health. The FAC is recommending to Council that the Audited Financial Statements be accepted. The Auditor will be at the Council meeting to present and review the Statements with Council.

Following the meeting with the Auditors, the Committee reviewed the Unaudited Financial Statements, the Variance Report, and the Investment Report, all to May 31, 2019, the end of the fourth quarter.

In considering the *Statement of Revenue & Expenses*, the FAC reviewed the *Variance Report* which explained the items that deviated from budget by the level of materiality set by Council; that is, items where expenditures exceeded the expected budget by \$5,000 or were underspent by \$10,000. The Committee was satisfied with the information presented to explain the variances and voted to receive the reports presented.

The memorandum confirming the remittances of Taxes to Canada Revenue Agency and the Ontario Employer Health Tax for the period March 1, 2019 to May 31, 2019 was received.

Based on the documents reviewed at this meeting, it is the view of the Committee that the College continues to operate on a sound financial basis.

Attachments

1. Statement of Revenue and Expenses to May 31, 2019
2. Balance Sheet to May 31, 2019 (unaudited)

Respectfully submitted,
Michael Grand, Ph.D., C.Psych., Chair

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO							
STATEMENT OF REVENUE & EXPENSES							
12 Periods Ended 31/05/2019							
	2018-2019 Budget	Budget YTD	2018-2019 YTD	2018-2019 % To Date	Expected % To Date	% Variance YTD	\$ Variance YTD
REVENUE	3,503,250	3,503,250	3,520,580	100%	100%	0%	17,330
COST OF SALES	295,000	295,000	297,070	101%	100%	1%	2,070
GROSS MARGIN	3,208,250	3,208,250	3,223,510	100%	100%	0%	15,260
EXPENDITURES:							
Governance	94,734	94,734	99,680	105%	96%	5%	4,946
Registration	98,000	98,000	87,096	89%	100%	-11%	(10,904)
Client Relations, Communications & Education	36,150	36,150	44,424	123%	100%	23%	8,274
Quality assurance	38,450	38,450	36,042	94%	100%	-6%	(2,408)
Investigations and resolutions	147,700	147,700	120,273	81%	100%	-19%	(27,427)
Hearings	357,900	357,900	343,020	96%	98%	-4%	(14,880)
Government relations	0	0	0	0%	0%		
Liaison (Professional Organizations)	36,600	36,600	34,293	94%	100%	-6%	(2,307)
Administration	2,569,000	2,569,000	2,510,469	98%	100%	-2%	(58,531)
Total Expenditures	3,378,534	3,378,534	3,275,298	97%	100%	-3%	(103,236)
EXCESS OF REVENUE OVER EXPENDITURES	(170,284)	(170,284)	(51,788)	30%	100%	-70%	118,496

THE COLLEGE OF PSYCHOLOGISTS

Balance Sheet
As Of May 31, 2019

Unaudited

	<u>ASSETS</u>	Current Year	Prior Year
Current assets:			
Petty Cash		200.00	200.00
Bank		228,133.26	264,804.97
Cash Equivalents		2,181,995.48	5,258,739.25
Short Term Investments		6,132,181.87	3,132,705.80
Accounts Receivable Control		(2,803,694.24)	(2,730,579.53)
Accounts Receivable Other		2,818,095.79	2,747,540.54
Interest Receivable		1,264.03	4,774.38
Prepaid Expenses		40,282.81	42,038.70
Total current assets		8,598,459.00	8,720,224.11
Fixed assets:			
Furniture & Equipment		54,210.55	54,210.55
Computer Equipment		92,185.29	72,719.88
Leasehold Improvements		201,445.38	201,445.38
Website & Database Development		190,944.88	190,945.36
Less accumulated depreciation		468,549.39	413,359.56
		70,236.71	105,961.61
Other assets:			
Long Term Investment		43,640.96	43,411.52
		43,640.96	43,411.52
		8,712,336.67	8,869,597.24
<u>LIABILITY AND SHAREHOLDER'S EQUITY</u>			
Current liabilities:			
Accounts Payable Control		7,235.11	211,335.32
Accounts Payable Other		259,097.70	222,296.06
Employee Tax Deductions Payab		24,329.49	23,157.86
Prepaid Fees		2,842,295.79	2,781,641.52
Total current liabilities		3,132,958.09	3,238,430.76
Long term liabilities:			
		0.00	0.00
Shareholder's equity:			
Retained Earnings		1,457,355.79	1,686,882.65
Investigations & Hearings Reserve Fund		850,000.00	850,000.00
Contingency Reserve Fund		1,000,000.00	1,000,000.00
Fee Stabilization Reserve Fund		1,000,000.44	1,000,000.44
Website & Database Development Reserve Fund		243,810.25	243,810.25
Premises Reserve Fund		1,000,000.00	1,000,000.00
Fair Registration Practices Reserve Fund		80,000.00	80,000.00
Profit (loss) for period		(51,787.90)	(229,526.86)
Total shareholder's equity		5,579,378.58	5,631,166.48
		8,712,336.67	8,869,597.24



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Briefing Note – September 2019 Council meeting

Amendment to By-law 18: Fees

Strategic Direction Reflection

Acting in a responsibly transparent manner; Advancing the College's governance practices

Motion for Consideration: Recommendation from Executive Committee

That amendments to *By-Law 18: Fees* be approved which authorize the College to charge a reduced fee for Certificates of Registration Authorizing Interim Autonomous Practice to individuals who wish to offer services in Ontario for a brief time to existing clients who move to Ontario for school or work.

Background

At its June 21, 2019 meeting, the Council agreed to permit the College to issue a Certificate of Registration Authorizing Interim Autonomous Practice to a psychological practitioner registered in other Canadian Jurisdictions or those holding a CPQ from ASPPB:

- a) for the sole purpose of providing direct and continuous psychological service in Ontario to an existing client who has moved to Ontario temporarily up to one year; and,
- b) at a reduced fee given the temporary and limited nature of the service to be provided.

Council determined that the reduced membership fee would be \$240 in addition to the standard \$100 application fee and, as with other Certificates, this would be prorated monthly for the period it was in force. To implement the reduced fee requires a change to *By-law 18: Fees*. Any change to this By-law requires circulation of the proposed amendment to the membership, for 60 days, prior to final approval.

Update

As required by the Health Professions Procedural Code being Schedule 2 of the *Regulated Health Professions Act, 1991* (s. 94(2)), a consultation was distributed to the membership (4381) on July 12, 2019 and a reminder was published in the July 2019 *e-Bulletin*. The deadline for responses was September 10, 2019. The College received 28 responses which are presented below verbatim.

Feedback

1. By 'practitioners' I assume we mean those who would be eligible for membership with our college.
2. I wanted to send a quick note that i agree with a lower fee such as the one proposed to allow the public to maintain relationships with their providers when they move or go to school. This just makes sense for everyone in terms of helping the public to keep good therapy relationships going, rather than starting all over or not being able to find someone new.

Every week i hear from people seeking help in Ottawa that they cannot find psychologists without a long wait list so clearly we want to make things easier, not harder, for patients! thanks so much for all you do,

3. I think this is a good idea - yay Barry and Rick for your persistence on this!
I agree wholeheartedly with the amendments as written to offer individuals outside of our province the ability to follow clients via the mechanism you have suggested. I think that the fee of \$240 is somewhat high given that total cost would be \$340 for the practitioner, since it is almost half of a regular membership fee. But, I trust the fee has been considered by Council as fair so would not oppose the by-law based on that.
4. I support the proposed amendment.
5. I am very much in favour of the proposal outlined in the proposed amendment as it provides continued access to psychological services to patients who have developed a therapeutic relationship with an out of province practitioner.
6. I think this is reasonable. I am curious if there are other colleges that are following suit both in Canada and the US so that Ontario psychologists are afforded the same opportunities for their clients. There are other jurisdictions such as New York state, that allow psychologists to operate via telepsychology wherever the client is located as long as the practitioner is licensed where they are located, physically. I would like the College to explain the rationale behind limiting tele psychology and how not allowing this for people who live out of province is in any way unethical. As far as I can see it, the client, regardless of where they live, still has the opportunity to complain about the conduct of the psychologist wherever they live and ethical guidelines for psychologists do not change significantly from one jurisdiction to another in north america. I would like this issue to be discussed further and guidelines created to allow for greater access of people from across north america to make use of psychologists licensed in this province.
7. this is a good idea in general. In this day and age it is only reasonable to accommodate travelers, people on business etc. I do wonder about the two fees (\$100 and \$240) as it seems redundant and more complex than it needs to be. If we assume that the average user is going to do this now and then for a one-off sort of thing, then I wonder if it merits a two step process. Are we expecting people to renew this year after year? If they do, they should registered here. If they don't then streamline the process and make it one step/one fee. (I think we all suspect that people do this informally already. If we want people to do it above board, make it simple and make it cheap.)
8. I'd like to submit that the registration fee being proposed is far too high. If it were me, and I had to pay \$240 to be able to see a client via video in another province, I would find that prohibitive. I think something more like \$50 or \$75 might be reasonable. At \$240, I would be unwilling to accept that cost, and my client would likely be unwilling to cover it; therefore, there would be no continuity of care, which would run against the college's mandate of ensuring access to services to people within the province of Ontario.
9. All looks good to me. Thanks for circulating.
10. Following the adoption of the proposal regarding the reduced fees for individuals practicing under the interim autonomous practice certificate, I was wondering if those who paid the full membership price this year could be eligible to receive a credit of some kind or be reimbursed the difference. Thank you for your time and consideration

11. I support the proposal to offer a reduced fee to out of province practitioners requiring temporary licensure in On.
12. While I agree with the premise of the proposal to have a fee for out-of-province membership, I have two concerns:
 - can the certificate be established under the current legislation and regulations; i.e., what is proposed was not considered when the class of registration was set. Does it now require a regulation amendment?
 - although they'll have to sign an undertaking including the estimated length of time, there should be a limit. If a student was here for multiple years, are we saying it's ok for this to happen for that long?
13. I am in agreement with the proposed amendment and the proposed fees to permit temporary and limited practice in Ontario.
14. My only feedback on this issue is that the fee seems to not adequately value the regulatory service that the College provides (\$20.00/month). It would be my assertion that the College not use a pro-rated fee on this membership, so that a minimum level of compensation is provided to the College for its efforts at regulating the member. The College will expend some considerable time on Registration-related matters, which would not be adequately compensated if the Interim Membership in only 1-2 months long and pro-rated as such. Perhaps, a minimum period of Interim registration can be set - 1 year, or 8 months, for example.
15. I would absolutely support this. Since 2014, I have utilized courtesy/temporary registration in multiple other Canadian provinces as part of my research work via telepsychology with the Canadian Consortium on Neurodegeneration in Aging involving telepsychology. I had no idea that CPO did not have a similar arrangement.
16. Might this amendment be a waste of the College's time and the practitioner's?

\$240 and filling out paperwork may not seem like much if the patient is out of province for a year, but what if it is for a day, week, month?

Could it be that it would simply make sense for, say, a Quebec psychologist to continue providing psychotherapy to his/her patient when the patient spends some time in Ontario, be it a day, a year, or longer? The issue could be just where is the psychologist practicing from, i.e., from their office in Quebec. It may not matter where the patient is (e.g., in the psychologist's office, or in the patient's home, on the road, or in some other province or country). What is important is where the psychologist and patient began the treatment, not where one of them currently is. If there is some need to sue the psychologist, the patient could sue him/her where s/he resides, practices, and is licensed.

In today's world, patients and psychologists frequently travel for business, pleasure, family, and other matters. Should we not simply recognized these facts and allow them to continue treatment with no obstacles, no charges, no paperwork?

17. I am in total agreement with the proposed amendment. I think it is important to ensure continuity of care when necessary and feasible and this amendment supports colleagues who are trying to do so.
18. I have been in this position when a client was temporarily in BC. The BC College of Psychologists said I had to pay their full fee to do telehealth. So, while I support the CPO to reduce the fee required for out of jurisdiction work (provided that the psychologist providing such service is outside of Ontario and the service is temporary), *but* I would hope CPO would lobby other provides to provide reciprocal reductions in the fees that they would require from Ontario-based psychologists. Thank you for the opportunity to comment.
19. The proposal makes considerable sense as a short-term solution to the problem of practitioners providing psychological services to their clients temporarily residing out of jurisdiction. I'm sure members would be interested in knowing how other jurisdictions manage the issue, and what the pan-Canadian mechanism ought to be to address the issue. For example, should all the Colleges of Psychology enter into an inter-provincial agreement, on some sort of cost sharing basis, that has a reciprocity feature for remote providers, that streamlines the process.

As it stands, a member may find him or herself paying out of province temporary license fees for 4 or 5 jurisdictions, the sum of which are greater than ones own provincial licensure fee.

This year, I have received requests for one off contact from clients in 5 different provinces while they attend post secondary schools

20. I have read the proposed "Amendment to By-law 18: Fees to Permit Temporary and Limited Practice in Ontario" and agree with the proposal of reduction of fees for out of province psychologists offering temporary services to current clients temporarily living in Ontario.
21. I agree with these changes. I think it serves the public interest. I also think this helps a psychologist licensed in a province other than Ontario to establish themselves here under the interim autonomous license as they would need time to build client load to cover the cost of their registration.

But I think there should be a clear time limit on how long one can have interim status or get the fee reduction. As it would be unfair once they start to have a full client load and be benefiting financially from seeing clients in Ontario. Perhaps time limit of 6 months or maximum a year?

I also think the public interest is served if a client does not have to abruptly end things with their current psychologist because they moved provinces. Given how mobile people are and the increase in number of people working in jobs where they move around a lot, maintaining a continuity with one psychologist is important to progress in therapy.

22. **The College should not expect or require anyone to register at all to continue to see an existing client who has moved to Ontario.** When an existing client sees a therapist by video or phone, the therapist is still practicing in the province where they are licensed. They are sitting in that province, for heaven's sake! It is no different from the client driving back to see them. If a client living in Ontario can drive or fly back to see their old therapist in their office, why on earth can they not telecommute to see them there?

If it is not already clearly allowed, the regulations should be amended to simply clarify that when a client who was seeing a therapist in another jurisdiction moves to Ontario, the client can continue to see their original therapist remotely (for as long as they like—why on earth would we limit it to one year? I have seen many Ontario clients remotely by video for years simply because it would be inconvenient for them to come to my office due to distance or accessibility issues (I have stairs and a cat so some people cannot see me in person due to mobility issues or allergy). All you need to do is clarify that the therapy is being conducted at the therapist's office in the therapist's jurisdiction, following the therapist's own licensing board/college requirements, therefore they do not need to be also registered in Ontario.

To require therapists to apply to register in Ontario to see one client who has moved here is a nearly criminal waste not only of their time and money but also of the College's time. **Requiring that of practitioners in order to provide needed services to a (now) Ontario resident is damaging to Ontario residents because the vast majority of psychologists will not be willing to go to that trouble and expense in order to continue to see their client. Thus most folks who move to Ontario who want to continue to see their therapist (which is clearly in the client's best interest) will lose their therapist and that therapeutic relationship unless their therapist is willing to simply quietly continue to see them without becoming licensed.**

I am adamantly opposed to requiring ANY registration with the CPO for psychologists who are properly registered in other jurisdictions to continue to see an existing client in Ontario.

Interestingly, when I consulted (years ago) with the CPO about this exact scenario (but in reverse: my Ontario client was moving to another province and wanted to continue to see me for a while) I was told by the CPO that that was ethical as far as CPO was concerned: that I might get hassled by the OTHER college, but that CPO was fine with it. The consultant said that the other College would only be interested in going after someone who was really setting up a practice in that province (e.g., because they lived in a border city and had one office on one side of the river and another office in the other province). The unspoken implication was that I should just go ahead and do it because it was in my client's best interest. To now penalize psychologists and clients who are in that situation and waste their time and money simply because their psychologist is overly prudent and asks for permission is ludicrous.

What is clearly in the best interests of the client is to allow any therapist who is properly licensed in their own jurisdiction to continue to serve their client's needs regardless of their client's location. **Simply clarify that in these cases the therapy is deemed to be occurring at the psychologist's end of the phone line or video chat.**

23. This seems like a reasonable solution. Will there be an operational definition of temporary (up to 3 months? Up to 10 years?) and/or limited practice (i.e., 1 client? Up to 30 clients at any given time)? I didn't notice anything along these lines in the briefing notes.
24. As this is supposed to be a temporary license, should there not be restrictions on length of time someone can hold the license of limited practice?
Considerations:
 - The temporary license should only last 4 months after which it must be renewed (with proof as to why this temporary service is being prolonged).

- If the expected course of treatment is greater than 6 months, the clinician should refer the client on to a fully licensed Ontario provider.
- Clients living in Ontario "temporarily" needs a better operational definition. For example:
 - if it is a university student spending 8 months x 4 yrs in Ontario, and only spending summers in their home province, this should not count as "temporary". It is reasonably foreseeable that the person will be spending an extended period of time away from their home province. This person should seek a local Ontario psych who can respond more immediately to the individual's mental health needs and knows the local resources.
 - just saying that the client "intends" to return to their home province after X period should be insufficient. It should be evaluated based on in the reasonably foreseeable future will they be predominantly in Ontario. If yes (I'll go back to Alberta after I finish school, internship), an Ontario clinician should take over the treatment.

25. Does this apply to Ontario psychologists who have been retained to work in another province/territory or the United States for a limited period of time?
26. I think this is a very reasonable approach to the issue and support the reduction in fees charged for interim autonomous practice.
27. I would like to comment on the proposed amendment to by-law 18. I am currently licensed with the College as inactive and licensed with the Order of psychologists of Quebec as active. I practised in Ontario for 10 years before moving to Quebec and continuing to do so for another 10 years. For a period of time I maintained my active status in Ontario. Initially I had a small ongoing practice in Ontario before shifting to full time in Quebec.

At the time when I moved, video and phone sessions were not common, however this is no longer the case. Many practitioners in Quebec actually provide sessions at a distance to clients all over Canada, including Ontario. I would say the majority of them have absolutely no idea that they should be registering in Ontario in order to do so. I would imagine the same is true for practitioners in other provinces. Amending the by-law does nothing to inform those practitioners. There are differences in legislation between our two provinces (and with others as well) but I thought we were moving toward having more universal regulations and increased mobility options for psychologists (and other health professionals). Shouldn't this be the goal?

I also believe that this by-law is not fair to some clients. For example, I have a long standing client who I don't see very often but now must travel to Montreal to visit me because of this particular by-law and the fact that I am no longer active in Ontario. This client does have a therapist in Ontario as well but developed a strong relationship of trust with me and reaches out from time to time. This often will occur when the therapist there is on vacation for example.

Yes, lowering the fee is helpful to those who are paying the full fee but I think the by-law needs to be reconsidering in more ways than the fee.

It doesn't inform the practitioners who don't know about the regulation,

It doesn't further the goal of universal regulations across Canada and increased mobility options for psychologists,

It penalizes the practitioners who are leaving the province and have to be licensed in two places.

It doesn't help the clients who would like to continue with their psychologist and who have that option via phone or video,

It doesn't allow clients the opportunity for check-in sessions past the year.

My two cents. I hope it helps further the discussion. Feel free to be in touch if you have questions.

28. The amendment of By-law 18: Fees to authorize the College to establish a reduced membership fee of \$240 to issue a Certificate of Registration Authorizing Interim Autonomous Practice for temporary practice to eligible out-of-province practitioners as proposed and described in the briefing notes appear to be a reasonable measure with reasonable restrictions, checks and balances for client needs. I have no objection to this proposal.

Attachment:

1. Amended *By-law 18: Fees* with tracked changes
2. Copy of consultation document

Contact for Questions

Dr. Rick Morris, Registrar & Executive Director

BY-LAW 18: FEES

[Approved by Council December 1999; amended March 2001; amended February 2002; amended March 2003; amended March 2004; September 2005, March 27, 2009; December 13, 2013; December 2014; March 2017, December 2017, [September 2019](#)]

This by-law is made under the authority of the *Regulated Health Professions Act, 1991* as amended, and the *Psychology Act, 1991* as amended.

Note: The requirements for each certificate of registration are set out in the Registration Regulation.

Membership

- 18.1 Every member shall pay an annual membership fee in accordance with this by-law for each membership year.
- 18.2 A membership year begins on June 1 in one year and ends on May 31 of the following year.
- 18.3
- a. The annual fee for membership must be paid on or before June 1 in the membership year.
 - b. Notwithstanding subsection (a), the annual fee for a member holding a Certificate of Registration Authorizing Supervised Practice is payable in two equal instalments on or before June 1 and December 1 in the membership year.
- 18.4 The annual fee for membership is,
- a. \$795 for members who hold
 1. a Certificate of Registration Authorizing Autonomous Practice,
 2. a Certificate of Registration Authorizing Interim Autonomous Practice, or
 - b. \$550 for members who hold a Certificate of Registration Authorizing Supervised Practice;
 - c. \$238.50 for members who hold an Inactive Certificate of Registration;
 - d. \$50 for members who hold a Retired Certificate of Registration; and
 - e. [\\$397.50 for members who hold an Academic Certificate of Registration.](#)
 - e.f. [\\$240 for members who hold a Certificate of Registration Authorizing Interim Autonomous Practice for temporary, limited practice and who have entered into an Undertaking and Agreement with the College.](#)
- 18.5 No later than 30 days before an annual fee is due, the Registrar shall notify the member of the amount of the fee and the day on which the fee is due.
- 18.6 A member who fails to pay an annual fee on or before the day on which it is due shall pay a penalty of 10 per cent of the annual fee, in addition to the annual fee.

Examinations

- 18.7 The fee for the Examination for Professional Practice in Psychology is the fee set by the Association of State and Provincial Psychology Boards and its contractors.
- 18.8 The fee for the Jurisprudence and Ethics Examination is \$200.
- 18.9 The fee for the oral examination is \$550.

Interviews

- 18.10 The fee for an interview is \$500.

Applications

- 18.11
- a. The fee for an application for a Certificate of Registration Authorizing Supervised Practice is \$230.

- b. Notwithstanding subsection (a), the fee for an application for a Certificate of Registration Authorizing Supervised Practice is \$100, if the applicant holds a Certificate of Registration Authorizing Autonomous Practice as a Psychological Associate.
- 18.12
- a. The fee for an application for a Certificate of Registration Authorizing Interim Autonomous Practice is \$100.
 - b. Where section 22.18 of the Code applies, the fee for an application for a Certificate of Registration Authorizing Autonomous Practice is \$100.
- 18.13
- a. The fee for an application for each of the following certificates is \$100:
 - 1. Academic Certificate of Registration;
 - 2. Inactive Certificate of Registration;
 - 3. Retired Certificate of Registration;
 - b. Where an applicant for a Certificate of Registration Authorizing Autonomous Practice holds one of the certificates listed in subsection (a), the fee for the application is \$100.

Professional Corporations

- 18.14 The fee for the application for, and issuance of, a certificate of authorization, including any reinstatement of a certificate of authorization, for a professional corporation is \$350.
- 18.15 The fee for the annual renewal of a certificate of authorization is \$250.
- 18.16 The fee for the issuing of a document or certificate respecting a professional corporation, other than the first certificate of authorization or the annual renewal of a certificate of authorization, is \$50.

Other Matters

- 18.17 The fee for issuance of a document confirming a member's registration status is \$25.

Committee and Program Fees

- 18.18 The Registrar may charge members a fee for anything that a Committee of the College is required or authorize to do under statute or regulations.
- 18.19 Committee and program fees include, but are not limited to, the following:
- a. Cost of hearings or other items ordered by the Discipline Committee;
 - b. For the College's Quality Assurance Program, a fee of \$100 for failure to complete any of the mandatory requirements of the College's Quality Assurance Program within the timelines established by the Quality Assurance Committee;
 - c. For individual education or remediation programs, the fee charged by and payable to the supervisor, monitor, mentor or program;
 - d. For monitoring, supervision, or assessment pursuant to a decision of the Registration Committee, the fee charged by and payable to the monitor, supervisor, mentor or assessor;
 - e. Fees and/or costs related to activities, including but not limited to programs and assessments, referred to in acknowledgements and undertakings entered into by a member with the College; and,
 - f. Fees and/or costs related to orders and directions of the College Committees.
- 18.20 Any outstanding balance owed to the College in respect of any decisions made by a Committee, and any fees payable under this By-law will be added to and included in the member's annual fees.



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Consultation

Amendment to *By-law 18: Fees to Permit Temporary and Limited Practice in Ontario*

At the June 2019 meeting of the Council of the College of Psychologists, amendments to *By-law 18: Fees* were approved for consultation with the membership. According to the Health Professions Procedural Code being Schedule 2 under the *Regulated Health Professions Act, 1991*, amendments to this By-law must be circulated to members 60 days before final Council approval [94(1)(s), 94(2)]. If you wish to comment on the proposal please do so by Tuesday, September 10, 2019 to feesbylawconsultation@cpo.on.ca. Please note that this By-law amendment does not contain a proposal for a change in regular member renewal fees.

Proposal

To amend *By-law 18: Fees* to authorize the College to establish a reduced membership fee of \$240 to issue a Certificate of Registration Authorizing Interim Autonomous Practice for temporary practice to eligible out-of-province practitioners.

Background

Each year the College receives a number of inquiries from out-of-province practitioners asking for authorization to continue to provide services to one of their clients who will be residing temporarily in Ontario for school or work. The *Psychology Act, 1991* and the Registration Regulation do not permit the practice of psychology in Ontario unless a person is a member of the College. The College does not have a courtesy or temporary register as do many other jurisdictions which would permit a provider, registered in another jurisdiction, to temporarily practice here. The public interest would be served by permitting Ontario residents, including those residing in the province temporarily, be afforded the opportunity to receive appropriate, regulated psychological services.

Currently, a practitioner wishing to provide services within Ontario, even temporarily, must apply for a Certificate of Registration Authorizing Interim Autonomous Practice. This Certificate is intended for individuals who wish to practice while taking steps to obtain a regular Certificate of Registration Authorizing Autonomous Practice. To qualify for this Certificate, they are required to pay full membership fees. This cost to an out-of-province practitioner to obtain registration solely to continue to provide service to one of their existing clients is often regarded as onerous and prohibitive and it discourages most licensed providers from registering with the College for this limited purpose. As a result, clients temporarily residing in Ontario are unable to continue with the practitioner with whom they have an established therapeutic relationship.

To support clients who are moving to Ontario temporarily and who require continued psychological services while residing here, the College is developing a process for membership which would permit practitioners to continue to serve their clients, on a short-term basis, through telepsychology.

The process would permit the College to issue a limited Certificate of Registration Authorizing Interim Autonomous Practice to practitioners registered in another Canadian jurisdiction or those holding a Certificate of Professional Qualification (CPQ) from the Association of State and Provincial Psychology Boards (ASPPB):

- a) for the purpose of providing direct and continuous psychological service in Ontario for up to one year, to an existing client who has moved to Ontario temporarily; and,
- b) at a reduced fee given the temporary and limited nature of the service to be provided.

This Certificate would be subject to any Terms, Limitations, Conditions or other restrictions in effect within the practitioner's home jurisdiction or imposed by our College's Registration Committee. In addition, the practitioner would be required to enter into an *Undertaking and Agreement* with the College to:

- a) Provide services only to existing clients from their home jurisdiction who are temporarily residing in Ontario and for whom it would be clinically ill advised or impractical to transfer service;
- b) Remain in good standing and retain full, active status membership in the home jurisdiction;
- c) Provide a reason for the request, including an anticipated estimated length of service needed;
- d) Be familiar, and agree to comply, with the College's Standards of Professional Conduct and Professional Misconduct Regulation and all other jurisprudence applicable to Ontario members; and,
- e) Be subject to the complaints and discipline authority of the College.

Fees

Currently, Interim Autonomous Practice Members are required to pay the regular membership fee of \$795 per year in addition to a \$100 application fee. This permits them to practice full time in Ontario, without restrictions, while working toward full autonomous practice in Ontario.

Given the limited scope of the the Certificate to be issued for temporary practice in Ontario, the College Council is recommending a reduced membership fee of \$240 in addition to the standard \$100 application fee. As with other Certificates, this would be prorated monthly for the period it was in force. An amendment to *By-Law 18: Fees* is required to establish this fee by including the addition of 18.4 f. shown in [blue](#).

18.4 The annual fee for membership is,

- a. \$795 for members who hold
 - 1. a Certificate of Registration Authorizing Autonomous Practice,
 - 2. a Certificate of Registration Authorizing Interim Autonomous Practice,
- b. \$550 for members who hold a Certificate of Registration Authorizing Supervised Practice;
- c. \$238.50 for members who hold an Inactive Certificate of Registration;
- d. \$50 for members who hold a Retired Certificate of Registration;
- e. \$397.50 for members who hold an Academic Certificate of Registration; and,
- f. [\\$240 for members who hold a Certificate of Registration Authorizing Interim Autonomous Practice for temporary, limited practice and who have entered into an *Undertaking and Agreement* with the College.](#)

Briefing Notes were prepared for Council regarding the development of this mechanism for *Practice in Ontario by Practitioners from Other Canadian Jurisdictions or those Holding a Certificate of Professional Qualification (CPQ) from the Association of States and Provincial Psychology Boards (ASPPB)* as well as the proposed amendment to *By-Law 18: Fees*. These are available on pages 45-49 of the June 2019 College Meeting Materials Package. (www.cpo.on.ca/WorkArea/DownloadAsset.aspx?id=2161).

If you have any comments regarding this fee proposal we would like to hear from you. Please email your feedback to feesbylawconsultation@cpo.on.ca by Tuesday, September 10, 2019.

Thank you for your consideration of this matter.

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

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**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Briefing Note – September 2019 Council Meeting

Jurisprudence and Ethics Examination Committee (JEEC): Terms of Reference/Role

Strategic Direction Reflection

Acting in a responsibly transparent manner

Motion – Recommendation from the Executive Committee

That the amendments to *Policy II-10(i) Jurisprudence and Ethics Examination Committee: Terms of Reference/Role* be approved.

Background

Over a year ago, the Nominations and Leadership Development Committee reviewed the Terms of Reference/Role for all Committees. At that time, some recommended changes were suggested regarding that of the JEEC. A number of changes were recommended to make the format of the policy consistent with that of other Committee Terms or Reference/Role such as the removal of a “Background” section, while other suggestions were updates to reflect the Committee’s practice. The JEEC only meets twice a year and therefore there was a delay in taking the suggested amendments to that Committee for discussion. The JEEC has reviewed the revised document. It has also been reviewed by the Executive Committee which is recommending it to Council for approval.

As with other College policies, changes require Council approval.

Attachment

Policy II-10(i) Jurisprudence and Ethics Examination Committee: Terms of Reference/Role with tracked changes

Contact for Questions

Dr. Rick Morris, Registrar & Executive Director

College of Psychologists Policy and Procedure Manual			
SECTION: COUNCIL and COMMITTEES			POLICY #: II – 10(i)
POLICY: Jurisprudence and Ethics Examination Committee: Terms of Reference/Role		COVERAGE: Jurisprudence and Ethics Examination Committee	
CREATED: May 2001	REVISED: June 2010, December 2015, <u>September 2019</u>	NEXT REVIEW: <u>2022/2023</u> 2018/2019	PAGE #: 1 of 3

POLICY STATEMENT:

The College shall maintain a Jurisprudence and Ethics Examination Committee to provide advice to Council related to management of the Jurisprudence and Ethics Examination and to be responsible for item development, test construction and standard setting.

PROCEDURE:**Background:**

~~The College instituted the Jurisprudence Examination as a distinct part of the Oral/Jurisprudence Examination in 1995. The Jurisprudence Examination became an independent written examination in 1999. The purpose of the examination is to ensure that all persons becoming members of the College of Psychologists of Ontario are familiar with, and able to apply, legislation, standards of practice, ethical codes and guidelines appropriate to their practice. Continuing familiarity and application are monitored through the Quality Assurance Program.~~

~~The Jurisprudence Examination Committee was formed in 2000 to monitor and evaluate the examination program. The name of the examination Committee was changed to the Jurisprudence and Ethics Examination Committee in 2001. The Committee provides advice to the Council of the College of Psychologists of Ontario related to management of the Jurisprudence and Ethics Examination and is responsible for item development, test construction, and standard setting.~~

Composition:

The Jurisprudence and Ethics Examination Committee members should include 7 - 9 members, all of whom must be members in good standing of the College. Committee members should have a variety of experiences and backgrounds and include: academics involved in graduate training programs, particularly those who are teaching ethics and jurisprudence courses, both psychologists and psychological associates, members from different areas of the province, and a member registered within the past decade. All members must have been registered with the College for a minimum of three years. The Committee functions within the Guidelines of ~~the Conflict of Interest policy~~ Policy I-6: Conflict of Interest and Reasonable Perception of Bias and Policy II-10(ii): Conflict of Interest and Reasonable Perception of Bias (JEEC).

~~Members are appointed by the Executive Committee of the College which will also appoint the Committee Chair.~~ The Chair is normally a member who has been on the Committee for a minimum of one year. A public member will be appointed to the Committee, as an “observer”. The Registrar or the Registrar’s designate will attend the business part of the Committee meetings during which time the Committee shall discuss any policy matters or issues with budgetary implications.

Recruitment and Appointment:

Prospective members of the Committee may be identified by current Committee members, members of Council, or through self-expressed interest in the Committee. Formal recruitment strategies by the

College of Psychologists Policy and Procedure Manual			
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POLICY: Jurisprudence and Ethics Examination Committee: Terms of Reference/Role		COVERAGE: Jurisprudence and Ethics Examination Committee	
CREATED: May 2001	REVISED: June 2010, December 2015, <u>September 2019</u>	NEXT REVIEW: <u>2022/2023</u> 2018/2019	PAGE #: 2 of 3

Committee may be necessary in order to fulfill the composition goals outlined above. ~~Timing of Committee vacancies and new appointments is staggered to allow continuity between experienced and novice members.~~

Term of Office:

Three years. Members may be re-appointed for additional terms.

Roles and Responsibilities:

The Jurisprudence and Ethics Examination Committee provides advice to the Council on matters respecting the examination and on monitoring and evaluating the examination.

More specifically, the Jurisprudence and Ethics Examination Committee will:

1. Oversee the Jurisprudence and Ethics Examination process.
- ~~1.2.~~ 2. The Jurisprudence and Ethics Examination Committee is accountable to the Council of the College of Psychologists of Ontario.
- ~~2.3.~~ 3. Maintain responsibility for item-generation for the examination, including:
 - (a) Writing of items;
 - (b) Organization of item-writing workshops to take advantage of knowledge and expertise outside the Committee;
 - (c) Review of items for accuracy, relevance, and psychometric properties;
- ~~3.4.~~ 4. Establish and review standard-setting procedures and statistics (e.g., cut-score).
- ~~4.5.~~ 5. Approve examinations prior to printing.
- ~~5.6.~~ 6. Establish timelines with respect to exam development.
- ~~6.7.~~ 7. Establish and review a process for obtaining feedback from candidates.
- ~~7.8.~~ 8. ~~Respond to queries from the Registration Committee regarding Candidate complaints.~~
- ~~8.9.~~ 9. Consult with staff regarding the development of and periodic review of written materials, including the following documents:
 - (a) Examination Blueprint;
 - (b) Examination Administration Manual;
 - (c) Administrator Manual;
 - (d) Candidate Manual.
- ~~9.10.~~ 10. Monitor changes in legislation, standards of practice, and appropriate codes and update exam accordingly.
- ~~10.11.~~ 11. Monitor the literature on standards of competency assessment and credentialing examinations.
- ~~11.12.~~ 12. Recommend policies and procedures to Council regarding the Jurisprudence and Ethics Examination.
- ~~12.13.~~ 13. Establish and review Committee roles and composition.
- ~~13.~~ 14. ~~Recruit new members to the Committee, as needed.~~
- ~~14.~~ 15. ~~Report to Council regarding the activities of the Committee.~~
- ~~15.14.~~ 14. Advise Council on substantive issues relating to the examination and, in particular, anything with additional budgetary implications such as proposed research or validation studies.

College of Psychologists Policy and Procedure Manual			
SECTION: COUNCIL and COMMITTEES			POLICY #: II – 10(i)
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~~16.~~15. Seek the approval of Council for any proposed revision to the examination blueprint or to the procedure for setting the passpoint.

Meeting Format:

The Committee will meet in person for one or two days on a semi-annual basis linked to the timing of the semi-annual examination. Additional ~~telephone or electronic~~ meetings may also take place from time to time on an as-needed basis. A quorum for any decisions required of the Committee is defined as 50% + 1 members in attendance. ~~All meetings of the Committee will be attended by a staff member appointed to/ supporting the committee or by his/her designate. For greater certainty, all policy discussions will occur with the staff member present.~~

Accountability:

~~The Jurisprudence and Ethics Examination Committee is accountable to the Council of the College of Psychologists of Ontario.~~



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Briefing Note – Council Meeting September 2019

Use of the Title *Psychologist* by All Practitioners

Strategic Direction Reflection

Communicating clearly and effectively with stakeholders, particularly applicants, members and the public; Acting in a responsibly transparent manner

For the past year, Council has been discussing decisions taken at the September 21, 2018 meeting regarding two matters; closure of the Psychological Associate class of registration as approved in March 2013; and, continued Master's level registration but granting these members use of the title *Psychologist*.

Following a member and stakeholder consultation undertaken in February 2019 (survey and summary of responses attached), Council must now make final decisions with respect to the College positions on these matters.

To assist Council in its deliberations, attached to this Briefing Note is a section of the approved minutes from the meeting of September 21, 2018 which provide a summary of the discussion undertaken by Council in arriving at its decisions. Note, the matters are presented below in the reverse order from the discussion in September 2018. As well, a flowchart entitled "Use of Title Decision Process for Council" is attached to assist in following the process to be undertaken in discussing this matter.

Matter 1: Use of One Title for All Practitioners

Please refer to the second paragraph of page 6/9 of the September 21, 2018 minutes.

A motion was passed:

*To continue registration of individuals with a Master's degree plus 4 years of supervised experience but grant them the title of *Psychologist* and investigate a mechanism to accomplish this.*

After making this decision, the Council directed that a consultation be undertaken to request feedback on the public interest impact of this decision. This consultation process has concluded, and the information obtained is attached.

Council must now consider whether to confirm or rescind the September 21, 2018 motion to grant one title for both Doctoral candidates and Master's level candidates with four years of supervised practice.

Motion: That the motion of September 21, 2018 that the College continue registration of individuals with a Master's degree plus 4 years of supervised experience and grant them the title of *Psychologist* and investigate a mechanism to accomplish this be rescinded.

Outcome:

If Motion 1 is defeated, then the motion of September 21, 2018 to grant the use the title of Psychologist to both Doctoral and Master's level applicants with four years of supervised practice will stand, and the College will investigate mechanisms to implement the decision.

If Motion 1 is passed, Council will have reversed the decision of September 21, 2018. There will be no change to the current registration criteria and the College will continue to register candidates as it has always done. That is, Doctoral level individuals will have access to the title Psychologist while those with a Master's degree plus four years of supervised practice will be registered as Psychological Associates.

Matter 2: Closure of Masters Level Registration

Please refer to the second paragraph of page 4/9 and 5/9 of the September 21, 2018 minutes.

If the decision taken above is to rescind, that is, the above motion is passed, then Council may wish to consider revisiting the second motion that was passed in September 2018:

To rescind the March 22, 2013 motion which directed the College to move toward only registering candidates with a Doctoral degree.

Rescinding the motion of March 22, 2013 meant that the College would not pursue any actions with regard to discontinuing Master's level registration, grandparenting Psychological Associates as Psychologists and developing a mechanism for evaluating internationally trained applicants. Since this motion was rescinded, a new motion would be required if Council wished to reinstate this College direction.

Motion 2: That the College discontinue Master's level registration as of a set date, grandparent currently registered Psychological Associates as Psychologists on a fixed date, or within a fixed time period; and, develop a mechanism for evaluating internationally trained applicants' competencies for substantial similarity to a CPA accredited program and remediation as needed.

Outcome:

If Motion 2 is passed, then the College would, once again, undertake steps to achieve this end.

If Motion 2 is defeated, then the College would maintain its current position with regard to registering Masters and Doctoral level applicants using the titles Psychological Associate and Psychologist, respectively.

Attachment:

1. Copy of the February 2019 Survey
2. Summary of Consultation Responses
3. Approved Minutes of the Council Meeting of September 21, 2018; pages 4/9 to 6/9
4. Flow Chart Outlining Steps for Discussion

Contact for Questions

Dr. Rick Morris, Registrar & Executive Director

Introduction

The College of Psychologists of Ontario is requesting your feedback on the decision taken by the College Council to permit all members of the College to use the title *Psychologist* regardless of their academic route to registration. This change does not impact the use of the title “Doctor” which will continue to be available only to members registered as *Psychologists* on the basis of a Doctoral degree as set out in the *Standards of Professional Conduct, 2017* [6.1 e)].

Background

Over the past number of meetings, the Council of the College of Psychologists has been discussing academic qualifications for entry to the profession and the titles available to members. At the September 2018 meeting, the College Council passed a motion to pursue granting the title *Psychologist* to all current and future members of the College. This would include those Doctoral level individuals who are currently granted the title *Psychologist*, as well as those registered with a Masters degree plus four years post-Masters supervised experience who are currently granted the title *Psychological Associate*.

This change would permit all registered psychological service providers in Ontario access to the title *Psychologist*. It does not change the scope of practice for members nor does it change the requirements for College registration.

Rationale

The purpose and mandate of the College are the protection of the public and to act in the public interest. It is through this lens that the College Council views all issues before it, including this matter. In making this decision, the Council considered several factors including:

- The misunderstanding among the public of the title *Psychological Associate* and whether those registered with this title are authorized as independent, autonomous psychological practitioners;
- Recognition that the Ontario requirement for eligibility to register at the Masters level includes four years of post-Masters supervised experience followed by the additional year of supervised practice undertaken by all members of the College. This contrasts with those other Canadian jurisdictions which register *Psychologists* at the Masters level but without the four years post-Masters supervised experience requirement;
- Members registered with a Masters degree plus 4 years supervised experience have satisfied the College that they are qualified to practice autonomously in their authorized areas of practice as they have met the College's academic requirements and, like their Doctoral colleagues, have successfully completed the additional year of College authorized supervised practice, the North American Examination of Professional Practice in Psychology (EPPP), Ontario's Jurisprudence and Ethics Examination (JEE), and an Oral Examination;
- Members registered with a Masters degree plus 4 years supervised experience have the same scope of practice and access to the same authorized acts as their Doctoral colleagues. As well, these members must maintain the same professional responsibilities and accountability, and are held to the same professional standards;
- Through the required implementation of the Canadian Free Trade Agreement (CFTA), formerly the Agreement on Internal Trade (AIT), individuals with Masters level training granted the title *Psychologist* in another Canadian jurisdiction, must be granted the title *Psychologist* when registering in Ontario;
- Due to the CFTA, Ontario now has three types of autonomous practitioners, all with identical scopes of practice further increasing the lack of clarity among the public; *Psychologists* with a Doctoral degree (3,574 members), *Psychologists* with a Masters degree (332 members), and *Psychological Associates* with a Master degree (481 members).

In approving this motion, the College Council is not suggesting that members with a Masters degree have the same academic background and experience as their Doctoral trained colleagues. Rather, the Council is recognizing that either a Doctoral degree or the combination of a Masters degree plus four years post-Masters supervised experience qualify an individual to apply for autonomous, independent practice of psychology in Ontario.

The College would appreciate your feedback on this change to be undertaken.

Membership Status

* 1. Please indicate the Class of Certificate of College registration you currently hold:

- Psychologist authorizing autonomous practice (regular or inactive)
- Psychologist authorizing supervised practice
- Psychologist authorizing interim autonomous practice
- Psychological Associate authorizing autonomous practice (regular or inactive)
- Psychological Associate authorizing supervised practice
- Psychological Associate authorizing interim autonomous practice
- Academic certificate of registration
- Retired certificate of registration
- Not a member of the College (eg, student, member of the public)

Use of the Title *Psychologist* by all Providers of Psychological Services in Ontario

Respondent Profile

* 2. Please indicate the highest degree in Psychology upon which your registration is based:

- Masters
- Doctoral
- Other (please specify)

* 3. Please indicate where you completed your highest degree in psychology upon which your registration is based:

- Ontario
- Canadian province outside of Ontario
- United States
- Country outside of Canada or the United States

* 4. How long have you been a member of the College:

- 0 < 2 years
- 2 < 5 years
- 5 < 10 years
- 10 < 15 years
- 15 years +

Use of the Title *Psychologist* by all Providers of Psychological Services in Ontario

Questions

- * 5. The use of the single title *Psychologist* for all individuals qualified to practice psychology in Ontario serves the public interest.

Agree

No Opinion

Disagree

- * 6. The use of the single title *Psychologist* simplifies the information to the public regarding who is permitted to offer psychological services autonomously and independently.

Agree

No Opinion

Disagree

- * 7. The use of the single title *Psychologist* reduces the confusion of the current system which permits both Doctoral level providers, and Masters level providers registered through the CFTA, to use the title *Psychologist*, while other Masters level providers registered in Ontario may only use the title *Psychological Associate*.

Agree

No Opinion

Disagree

- * 8. The use of the single title *Psychologist* informs the public that all members of the College have the same scope of practice and have met the College's rigorous entry requirements.

Agree

No Opinion

Disagree

- * 9. The use of the single title *Psychologist* for both Masters and Doctoral trained members will not deter graduate students from continuing on to obtain Doctoral level training.

Agree

No Opinion

Disagree

10. Please provide any other reasons why you believe the use of the single title *Psychologist* serves the public interest.

11. Please provide any reasons as to why you believe the use of the single title *Psychologist* does not serve the public interest.

* 12. The Council decision would permit all members of the College to use the title *Psychologist*. It has been suggested that it may be in the public interest for members to use a distinguishing identifier to indicate registration on the basis of a Doctoral or a Masters degree. In implementing this decision, do you believe it is in the public interest that (please rank your answers with 1 being your first choice and 5 being your least preferred option):

All members use the title *Psychologist* without any modifier or further elaboration?

Doctoral trained members use the title *Psychologist (Doctoral)* and Masters (or equivalent) trained members use the title *Psychologist (Masters)*?

All members use the title *Psychologist* followed by the appropriate academic designation, for example, *Psychologist (Ph.D.)*, *Psychologist (Psy.D.)* or *Psychologist (Ed.D.)*; *Psychologist (M.A.)*, *Psychologist (lic.phil.)* or *Psychologist (M.Ed.)*? The academic designation would be the degree upon which registration with the College was based.

Doctoral trained members use the title *Doctoral Psychologist* and Masters (or equivalent) trained members use the unmodified title *Psychologist*?

Doctoral trained members use the title *Doctoral Psychologist* and Masters (or equivalent) trained members use the title *Masters Psychologist*?

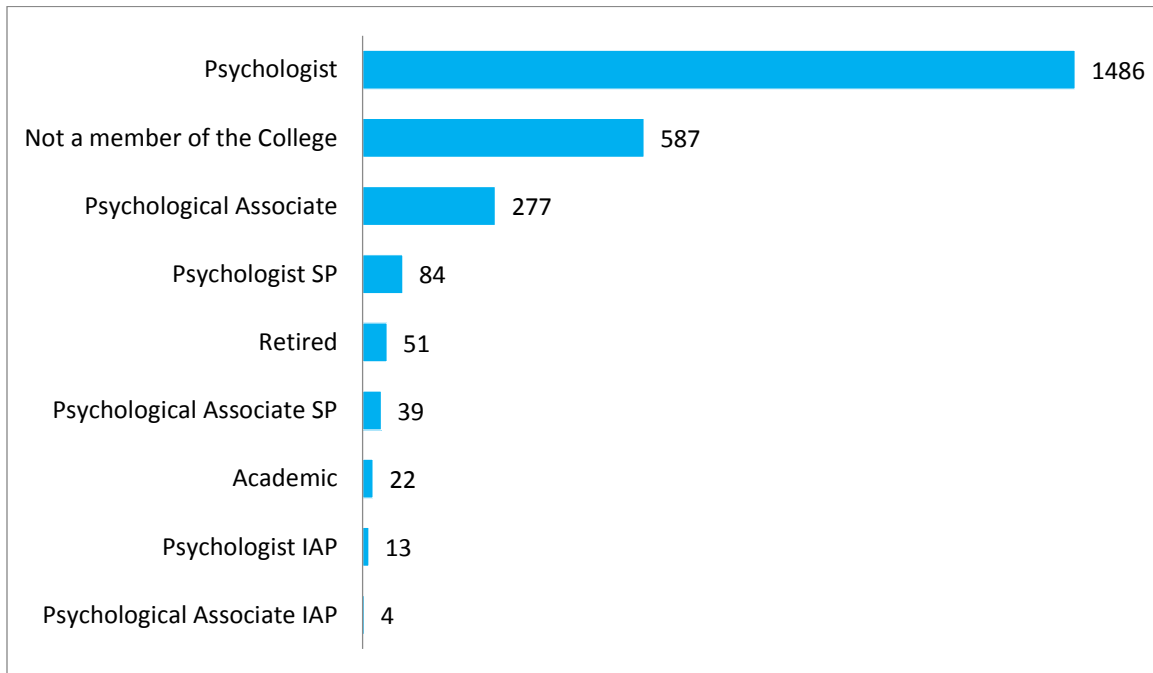
13. Do you have any suggestions for a modified title other than those listed above?

14. Other Comments

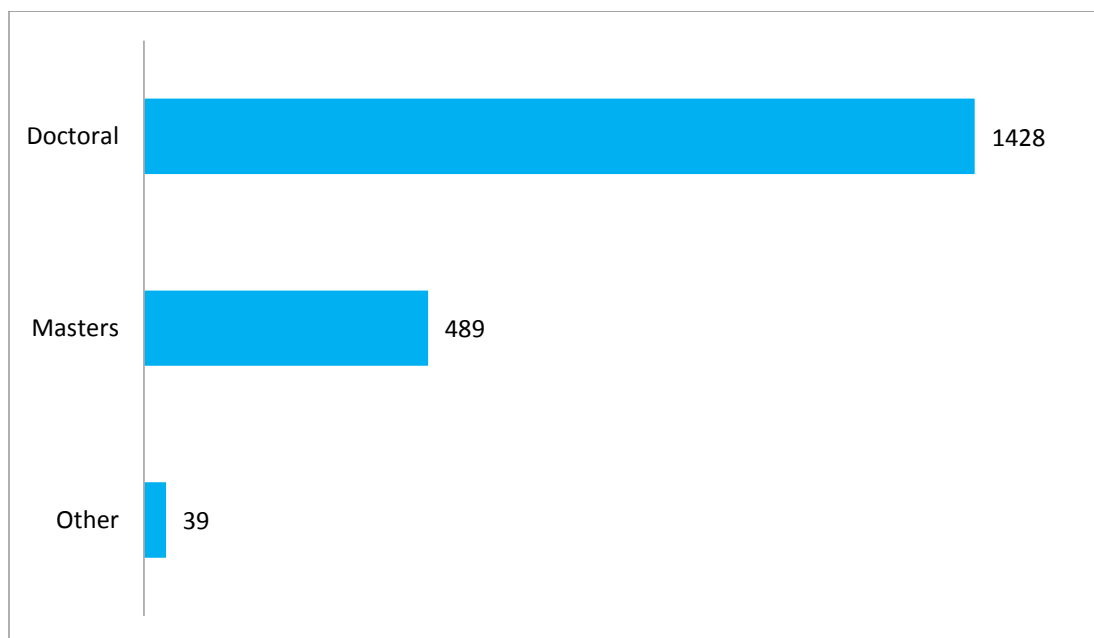
Use of Title: Survey Responses

2,563 Total Responses

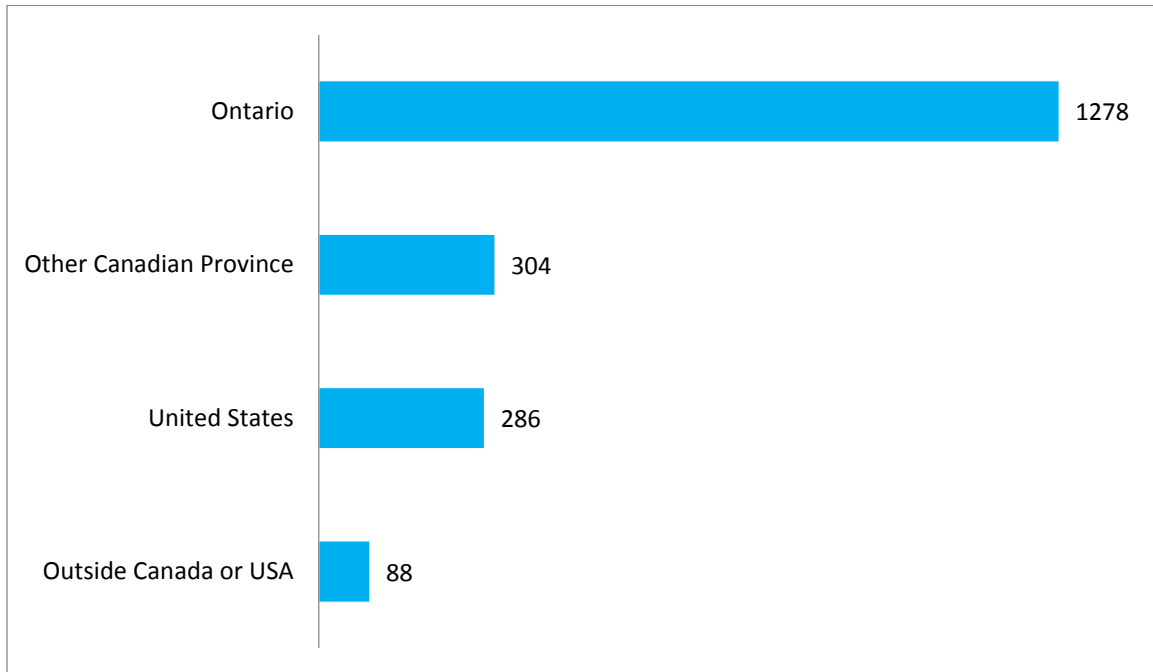
1. Please indicate the Class of Certificate of College registration you currently hold:



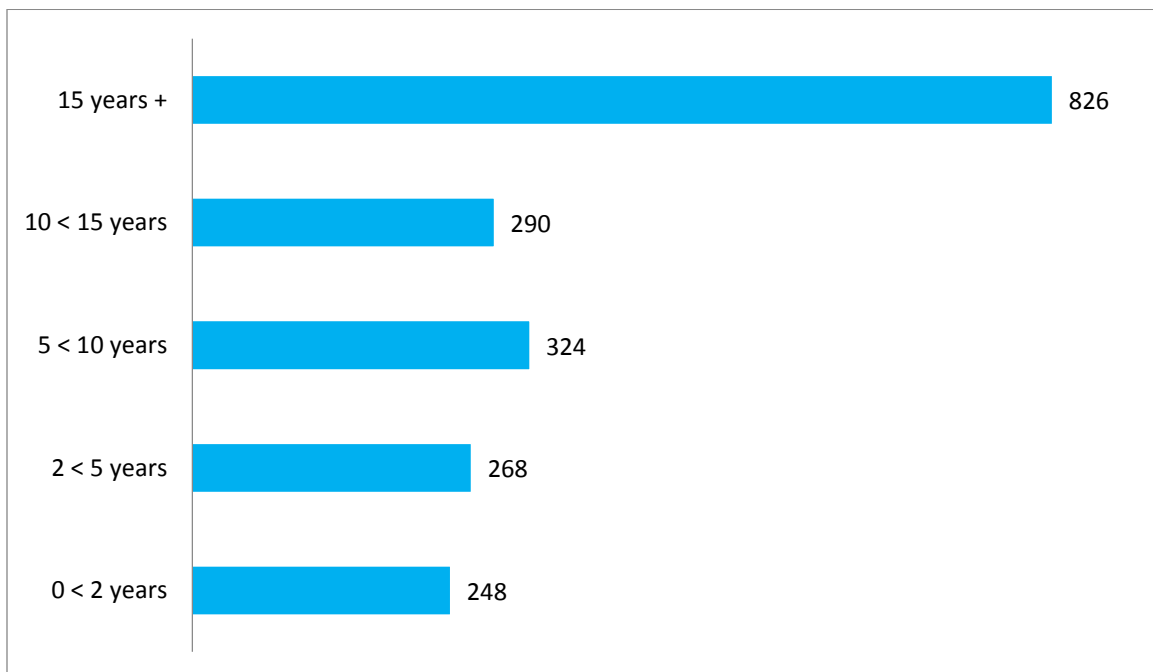
2. Please indicate the highest degree in Psychology upon which your registration is based:



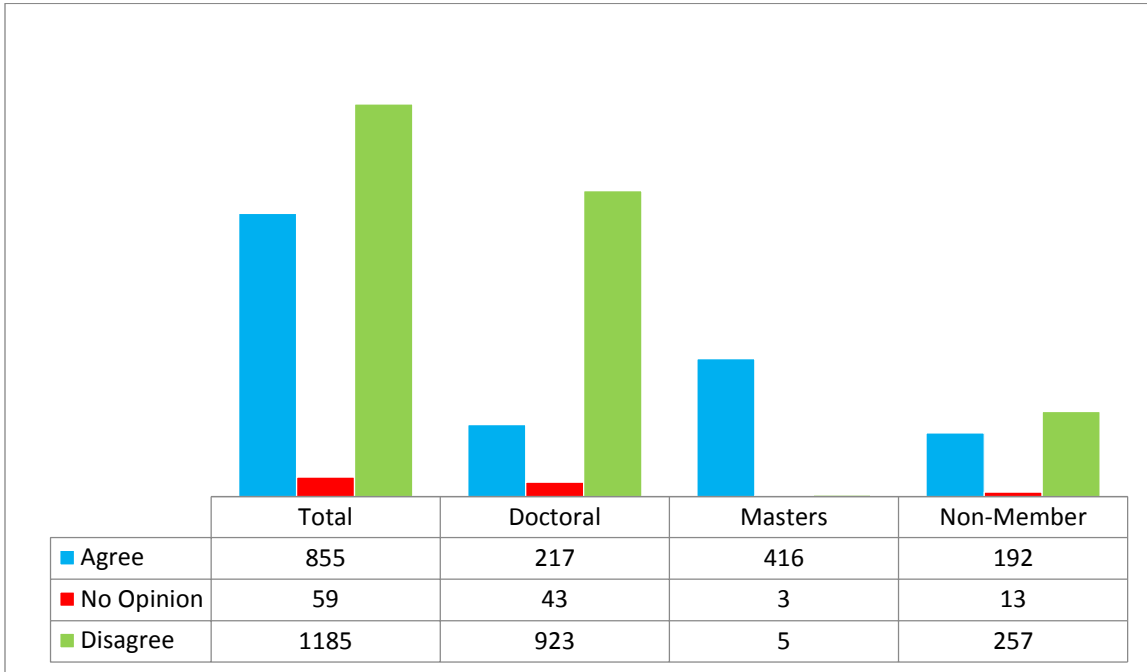
3. Please indicate where you completed your highest degree in psychology upon which your registration is based:



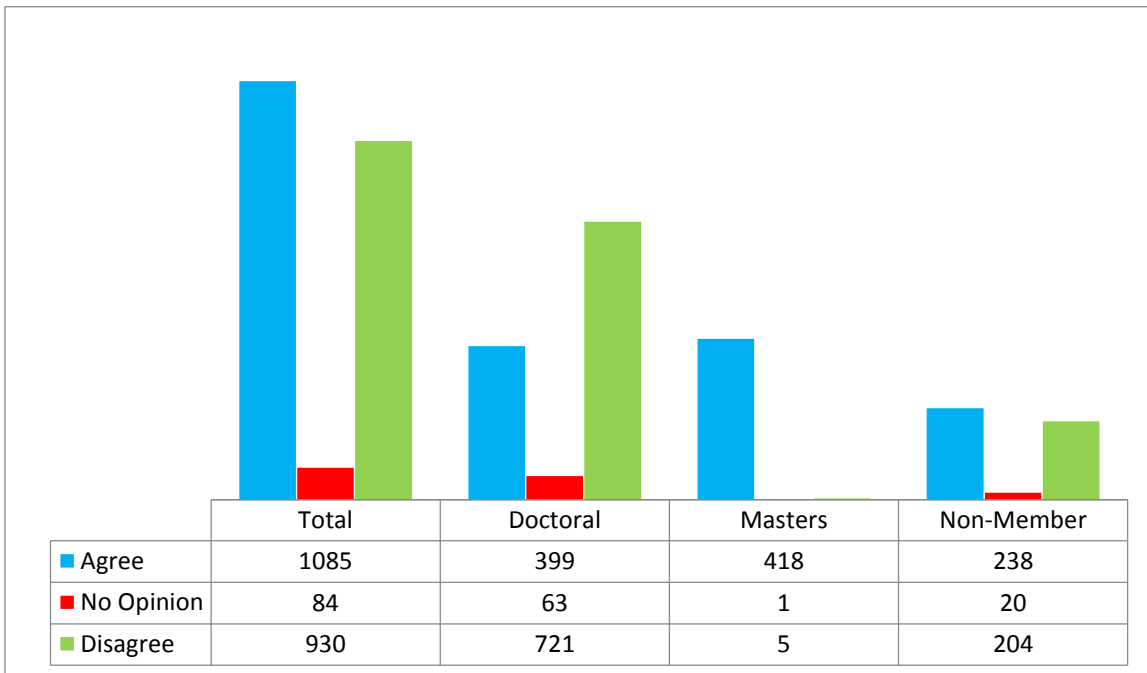
4. How long have you been a member of the College:



5. The use of the single title Psychologist for all individuals qualified to practice psychology in Ontario serves the public interest.

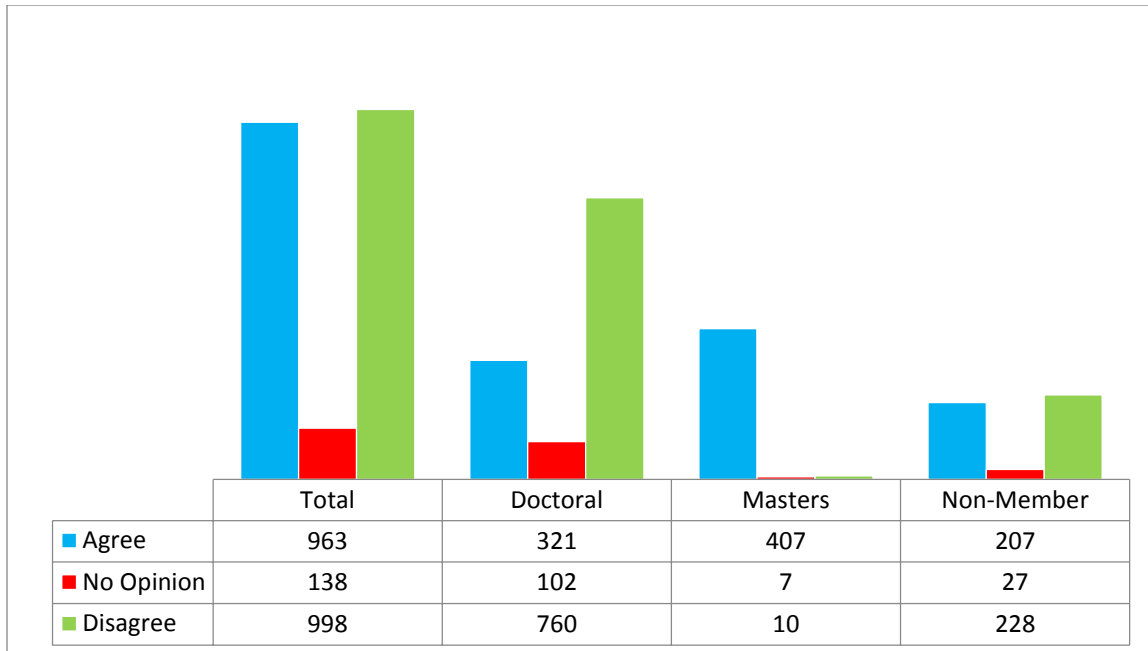


6. The use of the single title Psychologist simplifies the information to the public regarding who is permitted to offer psychological services autonomously and independently.

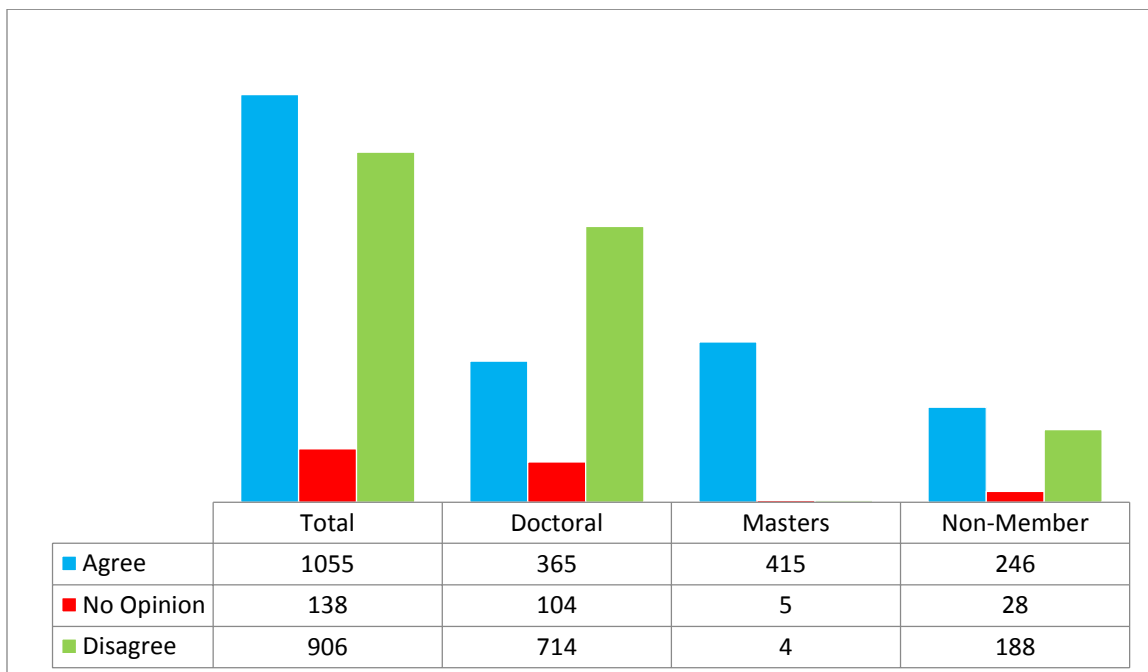


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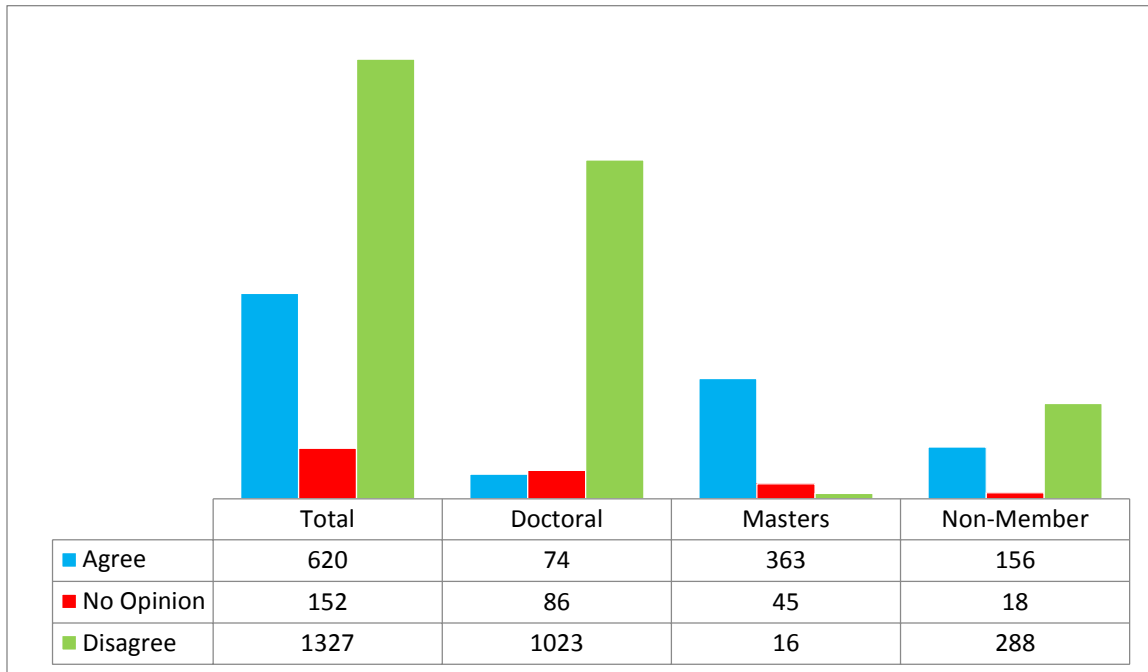
7. The use of the single title Psychologist reduces the confusion of the current system which permits both Doctoral level providers, and Masters level providers registered through the CFTA, to use the title Psychologist, while other Masters level providers registered in Ontario may only use the title Psychological Associate.



8. The use of the single title Psychologist informs the public that all members of the College have the same scope of practice and have met the College's rigorous entry requirements.



9. The use of the single title Psychologist for both Masters and Doctoral trained members will not deter graduate students from continuing on to obtain Doctoral level training.



Consultation Themes: Open-Ended Questions

10. Please provide any other reasons why you believe the use of the single title “Psychologist” serves the public interest.

1. Makes access to insurance easier for clients as it reduces confusion for insurers and this in turn enhances the public’s access to reimbursement for services.
2. Reduces public confusion by informing the public that those with a MA and those with a PhD are authorized, by law, to provide the same psychological services in Ontario. Therefore, the public will be more willing to seek out services from those with a M.A.
3. Reduces the confusion of government policy makers who do not always know that two titles currently exist when drafting guidelines and policy statements concerning psychological practice.
4. Reduces confusion for employers when College members are seeking employment and it ensures an equal pay scale for all practitioners once they are hired.
5. Increases access to practitioners to serve the public, especially in rural and remote settings.
6. Reduces time spent in explaining the differences to new clients.
7. Discourages M.A. trained practitioners from going to the College of Psychotherapists if they can obtain the title of Psychologist, thus increasing the availability of more psychologists.
8. Psychologists with a M.A. will charge less, thus increasing accessibility to service.
9. A single title assures the public that a high standard of academic training has been achieved, thus increases public trust.

11. Please provide any reasons as to why you believe the use of the single title Psychologist does not serve the public interest.

1. The public will not be able to distinguish between those who have met all of the CPA accreditation standards of training (7 years of supervised training, course work in psychodiagnosis, advanced assessment and intervention, and development of a scientist/practitioner orientation) and those who have met a lower standard of training without these additional components.
2. By using a single title for both levels of psychological practitioners, it prevents the public from offering **fully informed consent** to service, as the public is misinformed regarding the critical differences in level of training between MA and Doctoral practitioners.
3. It would discourage future practitioners from undertaking the highest standards of training, both academic and clinical. This would lead to an overall deterioration of the discipline and service to the public.
4. Knowing that some with the title of Psychologist will not have doctoral training will reduce the respect for "Psychologists" by other professionals like physicians and psychiatrists, thus, decreasing opportunities for clients to receive their services.
5. In some jurisdictions with both MA and PhD level access, employers will not pay more for doctoral level clinicians as PhD training would not be "necessary" for the title. Insufficient remuneration may lead to PhD trained clinicians moving out of the public system into private practice, which reduces public access to their services.
6. Doctoral appointments in public health care settings allows for a psychological voice in service planning, program design, and evaluation, thus serving the interests of the public. These appointments would be jeopardized if the title of Psychologist was extended to MA's.
7. M.A.'s rarely receive training in complex assessment and diagnosis. Giving them the title of Psychologist implies a higher level of training and skill than they have to handle complex mental health concerns and denies the public the ability to choose more extensively trained practitioners.
8. With the title of Psychologist, M.A.'s will charge more for services, thus, lessening access to services.
9. With fewer students choosing to pursue a PhD to obtain the title of Psychologist, there will be fewer practitioners (PhD) available with a specialization in highly complex and vulnerable client populations (in fields such as Neuropsychology, legal implications).
10. The public expects that when registering future psychologists, CPO is using the current standards of the profession. In Canada, this is represented by the CPA accreditation standards, which state that a doctoral degree (Ph.D.) is considered the basic degree for the profession. Canada and the US do not accredit MA programs and no national standards for MA training exist. The PhD standard has been endorsed by ACPRO and CPO. Registering those who have met these standards and reserving the title of Psychologist for them serves the public interest by ensuring that the title represents the best training that the profession can offer.

- 12. The Council decision would permit all members of the College to use the title *Psychologist*. It has been suggested that it may be in the public interest for members to use a distinguishing identifier to indicate registration on the basis of a Doctoral or a Masters degree. In implementing this decision, do you believe it is in the public interest that (please rank your answers with 1 being your first choice and 5 being your least preferred option):**

All members use the title *Psychologist* without any modifier or further elaboration?

- 413 respondents chose this as their first choice

Doctoral trained members use the title *Psychologist (Doctoral)* and Masters (or equivalent) trained members use the title *Psychologist (Masters)*?

- 260 respondents chose this as their first choice

All members use the title *Psychologist* followed by the appropriate academic designation, for example, *Psychologist (Ph.D.)*, *Psychologist (Psy.D.)* or *Psychologist (Ed.D.)*; *Psychologist (M.A.)*, *Psychologist (lic.phil.)* or *Psychologist (M.Ed.)*? The academic designation would be the degree upon which registration with the College was based.

- 712 respondents chose this as their first Choice

Doctoral trained members use the title *Doctoral Psychologist* and Masters (or equivalent) trained members use the unmodified title *Psychologist*?

- 119 respondents chose this as their first choice

Doctoral trained members use the title *Doctoral Psychologist* and Masters (or equivalent) trained members use the title *Masters Psychologist*?

- 595 respondents chose this as their first choice

13. Do you have any suggestions for a modified title other than those listed above?

Note: Each number on the “Doctoral Title” side corresponds to a number on the “Masters Title” side as the suggestion was made by the same person. That is, the first person indicated “Psychologist” for the Doctoral Title and Psychologist (Masters) for the Masters Title.

Doctoral Title	Masters Title
1. Psychologist	1. Psychologist (Masters)
2. Doctoral Psychologist (Ph.D.)	2. Master Psychologist (M.Ed.)
3. Psychologist (Ph.D.)	3. Psychologist
4. Ph.D. Psychologist	4. M.A. Psychologist
5. Doctoral Level Psychologist	5. Masters Level Psychologist
6. Psychologist, Level 1	6. Psychologist, Level 2
7. Clinical Psychologist	7. Psychologist
8. Clinical Psychology Scientist	8. Psychologist
9. Advanced Psychologist	9. Practical Psychologist
10. Psychologist 1 (Doctorate)	10. Psychologist II (Masters) and Psychologist III (CFTA Masters in Psychology)
11. Psychologist (Doctoral)	11. Associate Psychologist (Masters)
12. Psychologist (Doctorate)	12. Therapist (Masters)
13. Doctor of Psychology	13. Master of Psychology

14. Psychologist	14. Psychotherapist
15. Doctoral Level Psychologist (7 years graduate training in Psychology)	15. Masters Level Psychologist (3 years graduate training in Psychology)
16. Psychologist	16. Psychology Practitioner; Psychology Therapist
17. Psychologist	17. Psychological Counsellor; Psychological Consultant; Psychological Practitioner
18. Psychologist	18. Psychometrist; Psychotherapist; Limited License Psychologist; Psychologist, Limited License; Psychology Service Provider; Psychologist, Associate Level; Psychologists (Masters)

19. Modifiers should pertain only to areas of practice (clinical, counselling, school, neuro. etc.) to further assist the public in acquiring the services they need.
20. All other responses either say use one title without distinction or keep the same titles as we presently use.
21. Lose the term C.Psych. after name, and use Doctorate in Psychology; Masters in Psychology
22. If the title "Masters Psychologist" is used this may be misunderstood to imply a higher level of training.
23. The Use of "Dr." already indicates Ph.D. level and is sufficient.
24. Psychological Doctor; C.D.Psych. could be used.
25. Create a different title for the Masters level practitioners that differentiates them but is less negatively loaded than Associate.
26. Develop categories for types of Psychologists that require different levels of education (e.g. MA-school, counseling; Ph.D. – clinical, neuropsychology).

Summary of Letters Received

The argument put forward proposing that all members of the College use one title has two main points to support it. The first point concerns the fact that all current members of the College (at both the MA and PhD level) have met the standards required by the College for membership. That is, all have been screened to meet the College's established criteria to begin the registration process. All have received a year's closely documented supervision by approved College members, who then recommend them as ready for autonomous practice. All have passed the same set of exams (written and oral) and once these exams are successfully passed, all enter the profession as "entry level" members of the College of Psychologists. The second point to the argument involves scope of practice. All who are given autonomous registration status are granted the same scope of practice (in their declared areas of competency) whether at the MA or PhD level. Thus, a member of the College of Psychologists, whether at the MA or PhD level, should be called, simply, a Psychologist.

The counter argument is that although all have passed the same exams, the exams do not reflect the highest standards of the profession and as such, does not guarantee the public that those they seek service from have met the standards of the profession as reflected in the CPA accreditation standards and the ACPRO statement of a national standard for the profession. The training in accredited PhD programs represents the standard. The public, in order to make an informed choice of a practitioner, needs a way to distinguishing between those who have met the higher standard and those who have

not. The term Psychologist, reserved for those who have met the standard, will allow the public to make an informed choice.

Canadian Psychological Association (CPA), Ontario Psychological Association (OPA), Canadian Academy of Psychologists in Disability Assessment (CAPDA)

1. It will diminish the service contributions psychologists make to the mental health care of Ontarians and threaten public protection, diminishing the breadth and depth of care that the public can expect to get from a psychologist. "...significantly more practitioners with Doctoral degrees than with Masters degrees provided assessments of mood and behaviour (66%), assessments of intellectual functioning (68%), neuropsychological assessments (73%), and organizational and program consultation (69%)" v (p. 18). Finally, "Doctoral practitioners provided significantly more services than did Masters practitioners to clients with intrapersonal issues (56% vs. 44%), interpersonal issues (54% vs. 46%), cognitive functioning problems of adulthood (69% vs. 31%), psychosis (71% vs. 29%), and managing health, injury, and illness (66% vs. 34%)" vi (p. 18)...With less differential diagnostic evaluation, reduced research, organizational and program consultation, the more unique competencies that doctorally trained psychologists bring to mental health care will be lost to Ontarians. Fewer people would have access to cognitive remediation for brain injury and dementia, fewer people would have access to complex psychological assessments of dangerousness or fitness to stand trial, and fewer people with major mental illness or complex health conditions would have access to psychotherapy.
2. Creates more rather than less confusion for the public about the practice of psychology...those psychologists with master's degrees are less likely to complete a differential diagnostic evaluation, arguably making their competencies and practice less distinguishable from those of psychotherapists.
3. Incorrectly assumes that prolonged supervision is equivalent to formal training...the absence of a structured supervisory experience, made possible through program accreditation, the skills acquired from one practitioner to another will be highly variable, thereby undermining the public trust in what can be expected of all practitioners...more MA folks trying to register with CPO are already registered psychotherapists...we should differentiate our College from the CRPO.
4. Places a burden of supervision on doctoral trained psychologists, (not sure where this comes from – perhaps they are confusing academic programs' insistence that only PhDs offer clinical practicum supervision) and,
5. Threatens accountability to the public...Accreditation ensures that programs teach the competencies and skills that providers need to become regulated and practice their professions, thus providing accountability to the public...if MA are given the title of psychologist, this comes without accountability of having graduated from an accredited program that met these standards.

Ontario Association of Psychological Associates (OAPA)

1. It will deter the inappropriate denial of insurance claims by adjusters who are unaware that PA's are autonomous and fully qualified members of the CPO. This problem currently limits the public's access to the services that PA's provide. It also creates difficulties for the public in having their claims quickly and fairly adjusted when the service has been provided by a PA.

2. The title “Psychological Associate” is confusing to the public. To the public, “Associate” suggests the practitioner is not a fully qualified, independent practitioner but rather must work under the supervision of a Psychologist. It also is confusing because it is similar to other titles, such as Psychometrist, Psychotherapist, etc. who are not members of the College.
3. Psychological services in rural settings and northern settings are often staffed primarily by PAs. In those settings, a member of the public may not access services if they don’t think a PA is able to provide the service they seek.
4. Access to government services and benefits can be limited if the client has been served by a PA. When government agencies don’t understand that a PA has the same scope of practice as a Psychologist, forms like the CRA Disability Tax Credits, Ontario Disability Support Program, Disability Services Ontario and the FSCO Motor Vehicle Accident Benefits programs cannot be completed by PA’s. This is because agencies restrict completion of those forms to Psychologists, rather than including Psychological Associates, who are also members of the College and qualified to fill them out.
5. OAPA supports the plan to call all members of the College of Psychologists (be they at the MA or PhD level) with the title “Psychologist”. The PhD level practitioners would include Dr. prior to their name (e.g., Dr. John Smith PhD Psychologist) and the practitioners at the MA level would indicate an MA (e.g., Mr. John Smith, MA, Psychologist).

Fairness Commissioner of Ontario

Title change should not impose additional requirements for those in the pipeline, also transitional measures for those in the province.

College of Psychologists of Saskatchewan

1. One title will increase Ontario MA Psychologists moving to Sask. and being registered there even though Sask. does not register MAs.
2. CPO does not have a mechanism for ensuring pre-registration experience and supervision will lead to skills at the doctoral level.
3. One title would open the profession up to challenges from those who do not have a fundamental “psychological” training prior to registration.

Dr Richard Spelliscy, Registrar, College of Alberta Psychologists

The proposed change to a single shared title in Ontario will have a positive impact for Alberta as it aligns our provinces. It has been our experience that full registration and a single use title of psychologist is in the public interest.

College of Psychologists of British Columbia

In 2002, BC used the same model as Ontario...but recognized that MA training was not substantially equivalent. Switched to ACPRO standard of just registering PhDs. Concerned that one title in Ontario will increase the number of MA Psychologists from Ontario registering in BC, thus adding to confusion of the public.

College Psychologists of New Brunswick

Matching CPO’s 2013 motion and strongly suggests that we follow through on that motion.

Ordre des Psychologues de Quebec

Proposed changes will have no impact of Quebec.

Prince Edward Island Psychology Registration Board

Urges us to rescind the motion. They are attempting to have a restricted scope of practice for psych associates. Believe that there are substantial differences in knowledge, skills and ability of Masters trained individuals. One title would have a profound and negative effect upon other jurisdictions trying to establish a national standard.

Psychological Association of Manitoba

Not in the public interest: Obscures real and meaningful differences; better to inform the public as to the differences; will lead to registration in Manitoba different than what are the Manitoba regs; not clear about EPPP; misrepresents Manitoba's requirement of four years of practice prior to registration.

Association of State and Provincial Psychology Boards (ASPPB)

The decision to permit all registered psychological service providers in Ontario access to the title of Psychologist, may actually cloud a lay person's ability to differentiate among the differences that actually exist between a Psychologist and a Psychological Associate. Differences which at a minimum include education, training, and potentially, experience from having completed advanced level course work, resulting in the conferring of a doctoral degree...we must educate the public of the uniqueness associated with various professions, rather than focusing our attention on minimizing the differences...Would the current change in the use of the title Psychologist in Ontario give false hope to such person that the same title would be applicable in another jurisdiction?

College of Audiologists and Speech Pathologists of Ontario (CASLPO)

No concerns about the proposed changes.

Ontario College of Social Workers and Social Service Workers (OCSWSSW)

Supports the initiative for one title; it reduces confusion and better serves the public interest.

Canadian Council of Professional Psychology Programs (CCPPP)

Should not pursue the initiative; violation of ACPRO; no hard evidence given for public confusion; It is a step backwards for the profession and the protection of the public. Very possibly reduces demand for PhD programs, thus threatening accreditation.

Academic Directors of Clinical Training (DCT) of Ontario:

No evidence that there is a pressing need for this change; no evidence that there would be fewer practitioners; violation of the ACPRO agreement; no evidence that it would lead to less confusion; no justification for lowering the standard for the title; there is a national standard for what it means to be a psychologist and this is graduation from an accredited graduate program – no justification for why this should be lowered. MA candidates have limited clinical exposure during the MA; EPPP pass rates are different 50 vs 80%; MAs have little exposure to very complex clients, differential diagnoses and work with psychosis. During the years leading to registration, MA candidates' work experiences are geared primarily to the needs of the work setting, not to the growth of the practitioner as would be the case for PhD candidates. No control over quality of supervision of MAs to bring them up to a higher level; Is a threat to maintaining hospital internship programs; University programs may choose a lower level of training as students drop out of doctoral programs; would threaten the likelihood of neuropsych training continuing.

DCTs Internship Programs

Are opposed to the title change; hides major distinctions from the public re training; responsibility of CPO to tell the public what the differences are, not to hide them under one title; violates CPO's commitment to ACPRO; there are no accreditation standards for MA trained students or their supervision – why should PhDs uphold the gold standard, yet MAs are presented to the public without the Canada-wide acceptance of what a psychologist is. MAs have little training as scientist/practitioners and hence bring fewer critical skills, knowledge of the profession, program evaluation orientation to the practice; No rationale given for overthrowing the 2013 motion; not an evidence-based approach to decision making; could lead to the loss of internships and the valuable training that goes with them; fewer students would pursue doctoral training, thus depriving the public of skill that would be nurtured in a PhD program.

Chief Psychologists of Ontario School Boards

Loss of scientist-practitioner approach to practice; difficulty finding psychologists and PAs in rural areas; If the College decides on master's level as the entry point to registration as a psychologist, there will likely be fewer doctoral level psychologists that are registered. This will result in fewer doctoral level psychologists available to the general public, and to jobs that require doctoral level training, such as those jobs involved in research and program evaluation.

Queens University Graduate Students

No hard evidence given to Council about public confusion; reducing psychologists' scientific literacy produces a risk to the public; how will CPO guarantee to the public that MAs are providing the best reasonably accessible service to the public, given their lack of formal training; MAs have no training in supervision; will MAs have appropriate level of understanding of theory? MAs do not have extensive training in diagnosis.

Chris Bowie, DCT Queens University

Do public members really know the difference between MA and PhD training; there was only anecdotal evidence of public confusion and no clear data on how much confusion or to what end the confusion resulted; CPO has no plan to evaluate the change to determine that it is in the best interests of the public; The MA level degree does not necessarily include the degree of (or perhaps in some cases, any) training in understanding, conducting, and integrating scientific principles into practice. Simply engaging in additional supervised practice does not impart the essential scientific underpinnings of what it is to be a Psychologist. The MA level practitioner, who has been trained for a specific scope of practice, would, with this change, be assumed by the public to be engaged in practicing the science of psychology without proper training to do so. More students would only pursue an MA. PhDs would be concentrated in urban areas, thus reducing exposure of PhD trained individuals to the public.

OISE Graduate Students

The current two title system clearly differentiates the two routes to registration; reflects similarity to two title systems in other health care professions; with less training, MAs cannot offer the public the same quality of care. Significant field experience post MA cannot replace the rigorous clinical training, education, scientific writing, and evaluation requirements of CPA-accredited doctoral programs. PhD training is much more extensive than MA training. MAs may lack the theoretical knowledge that is required to shore up such practical knowledge. MA training lacks consideration of diagnostic issues. Students will be encouraged to stop after the MA, thus depriving the public of exceptionally well trained practitioners. It will also threaten the use of accreditation standards.

Residents of London Clinical Residency Consortium

The experience we have gained during our doctoral training (i.e., coursework, video-supervision, diversity of practicum training), as required by our accredited programs and pre-doctoral internship, could not be adequately replaced by four years of unstandardized and non-accredited supervised practice post master's degree. Beyond the lack of direct clinical experience, we were still missing foundational courses when we finished our master's degree that were crucial to our development as clinicians, such as coursework in assessment and therapy, case conceptualization, and multicultural issues. The majority of the undersigned residents only received clinical training in one setting (typically a university clinic) with one or two supervisors during our master's degree. The diversity of clinical experiences we gained during our doctoral degree helped to solidify our boundaries as clinicians by giving us a greater awareness of the limits of our knowledge. Moreover, we have all worked intensely under the supervision of over ten licensed clinical psychologists during our doctorate alone. There is growing recognition that experience alone is likely inadequate for developing competency as a clinical supervisor (e.g., Majcher & Daniluk, 2009).

University of Ottawa Clinical Faculty

Proposal obscures difference in training, thus not allowing public to make an informed choice of practitioner. The standard that the College has set is a minimum standard of an MA. The doctorate is a much higher standard, through which skills for working with a broader and more complex set of difficulties is establish. The proposal lessens the motivation to pursue the latter degree and hence lowers the standard of service over time in the province. MAs do not have the skills to serve the full spectrum of clinical presentations. Denying MAs the title of Psychologist does not deny them the opportunity to become registered with the CRTO. MA and PhD programs differ in the extensiveness of courses, practicum experience, and supervision training, program evaluation. Although MAs and PhDs have same scope of practice, they actually work with different populations of clients. Obscuring these skills with one title will not serve the public. Research training builds critical analysis skills that are missing in the MA. On certificate of registration, the jurisdiction outside of Ontario that granted the title of Psychologist should be noted so that the public will know that it was not earned in the regulated way in Ontario via an accredited PhD. Council members were not adequately appraised of the difference in training between the two degrees.

Adjunct Faculty Western University

To rescind the motion of 22 March 2013 (Shaping the Future) means that the primary and necessary academic qualification of a psychologist would become the master's rather than the doctoral qualification. In our view this would be inconsistent with the College's stated intention to promote excellence in the practice of psychology. We believe that this would increase ambiguity in the mind of the public. it is unclear to us that professional psychology would remain a distinctive profession. Psychology's claim to be a distinct profession derives essentially from the doctoral-level training, knowledge and skills identified by CPA. It would be irresponsible if other regulated professions accepted lower qualifications to cope with demand. The College's essential mandate is to protect the public interest. It is not to accommodate inter-provincial registration applicants in the interest of equity. Lowering of standards is inconsistent with the College's mandate.

University of Guelph Graduate Students

Will affect enrollments. Much growth beyond the MA and throughout the PhD. Public won't be aware of the differences. Will force more PhDs out of public and into private practice, thus depriving the public of their services.

University of Ottawa Graduate Students

Breadth of program, clinical opportunities, variety of supervisors, accredited standards, more students will choose the MA route to the title, with fully trained PhD psychologists diminishing in number over time.

University of Windsor Students

Not in agreement with the motion. Training for two degrees isn't equivalent so title should not say to the public that it is. Must greater breadth of experience post MA, intense and structured supervision aimed at growth as a professional, fewer students will pursue PhD, given the easy access to the title,

York University Child Clinical Students

Marked differences in training between the two degrees. PhDs see more complex presentations for assessment and therapy, scientist/practitioner orientation, quality of supervision,

York University Clinical Developmental Faculty

Support ACPRO and 2013 motion. NO clinical training at the MA. CPO assesses for minimal standards. PhD training reaches far beyond this standard. Wrong to have MA students, who were dropped from the PhD program because they were not demonstrating acceptable clinical judgment, now become "Psychologists." CPO was once worked towards all provinces accepting the PhD standard for the title of psychologist. Public will be no further ahead with two routes to one title.

Durham Catholic District School Board

Public don't understand the difference in the two titles. Important that they are registered and allowed to do the same things. Therefore, one title is ok.

London Catholic District School Board

It is definitely not in the best interests of the public as the two degrees represent different skill sets and training. Current system is good for planning and hiring to meet different needs within the board.

Kenora Catholic District School Board

Two contradictory statements: both MA and PhD are registered so it is good to have one title, yet there should be titles that differentiate between different kinds of training.

Action Item Executive Committee

To bring *Policy I – 10: Authority to Speak on Behalf of the College* to the Executive Committee for further discussion.

.03d *By-law 5: Selection of Committee Chairs and Committee Members and By-law 21: Committee Composition*

At the June 22, 2018 meeting of Council, amendments to *By-law 5: Selection of Committee Chairs and Committee Members* and *By-Law 21: Committee Composition* were approved for circulation to the membership, for the required 60 days. The consultation was distributed on July 4, 2018 and a reminder published in the July 2018 e-Bulletin. The deadline for responses was September 4, 2018. The consultation was sent to 4383 people. The College received 7 responses.

The Council reviewed and discussed the responses which, for the most part, were positive.

The Executive Committee reviewed the feedback at their meeting in August and suggested a change to *By-law 5: Selection of Committee Chairs and Committee Members* which would require the Registration Committee to have co-Chairs instead of a Vice-Chair. The Executive recommended that the revised section 5.6 read:

5.6 a. Each Committee will have a Chair and each Statutory Committee will have a Vice-Chair, one of whom is a Council member; with the exception of the Registration Committee which will have Co-Chairs sharing the duties outlined in this policy.

It was MOVED Grand

That the amendments to *By-law 5: Selection of Committee Chairs and Committee Members and By-law 21: Committee Composition* be approved. CARRIED

Action Item Staff

To amend *By-law 5: Selection of Committee Chairs and Committee Members* and *By-law 21: Committee Composition*

.03e Shaping the Future

For many months, the College Council have been discussing the issue that has come to be known as *Shaping the Future* and whether there was a need to reconsider the decision taken by a previous Council. *Shaping the Future* refers to the direction approved by Council in the motion of March 22, 2013 to:

Discontinue master's level registration, grandparent Psychological Associates as Psychologists and develop a mechanism for evaluating internationally trained applicants.

- a. Cease to accept master's level applications as of a set date
- b. Register all Psychological Associates as Psychologists on a fixed date, or within a fixed time period.
- c. Develop a mechanism for evaluating internationally trained applicants' competencies for substantial similarity to a CPA accredited program and remediation as needed.

The Registrar provided a Briefing Note to assist Council in understanding the options available. To facilitate a final outcome, the Executive proposed that Council undertake decision-making in a sequential, stepwise fashion. A chart entitled *Shaping the Future – Decision-Making Chart* was provided to Council providing a visual map of the 3 decision-making points.

The first decision for Council consideration was whether to *Rescind* or *Reaffirm* the motion of March 2013 currently in place. The *Decision-Making Chart* noted that if Council were to rescind the motion they could then choose not to do anything further. That is, continue the current registration processes. It was noted that there has been no response from the Ministry of Health and Long-Term Care (MOHLTC) with regards to a Briefing Note sent to them for comment in 2016 regarding the proposed changes outlined in the March 2013 motion.

The Registrar explained that if the Council voted to reaffirm the March 2013 motion, this would provide College staff with direction to continue in its efforts with the MOHLTC on implementing that decision. Council discussed that the landscape of the profession had changed since 2013 and queried whether it was still relevant to move forward with closing a class of registration in Ontario. It was noted that if Council decided to move forward with closing the Masters level class of registration, this would not result in eliminating Masters level practitioners in Ontario as, under the Agreement on Internal Trade, the College would be required to register Masters level practitioners from other provinces. Regardless of what decision the Council makes in this regard, the College would still have to determine how internationally trained candidates would be evaluated for registration.

Public members expressed appreciation for the continued discussion and commented that they feel more informed to make a decision on these issues. In terms of public interest and protection it was the view of some that closing a class of registration would result in fewer qualified regulated psychology practitioners in Ontario at a time where the demand for services is high.

Concern was expressed that continued registration at the Masters level results in lesser trained practitioners and that it may be viewed as a quick route to registration. In discussing the required four years of post-Masters supervised practice, it was noted that this cannot be taken as equivalent to the experience gained through the doctoral practicum and internship. In discussing the academic level for entry into the profession, it was noted that the educational degree requirements only set out the minimum requirement for entry level practitioners. It was noted that the College has been registering Masters level practitioners for approximately 25 years with the same scope of practice as doctoral level practitioners. While it was recognized that the training received was not equivalent, both practitioners with a Masters degree plus four years and their doctoral trained counterparts both were able to meet the College standards for initial registration.

It was MOVED DiZazzo

That the motion taken by Council on March 22, 2013 be rescinded.

9 In Favour

4 Opposed

CARRIED

Grand Opposed

Milovan Opposed

Keyes Opposed

Having rescinded the motion taken on March 22, 2013, Council considered whether to maintain or amend the current registration/title process. Council discussed that in continuing with Masters level registration, the College could undertake a review of the current process to examine where there may be room for improvement. It was noted for example, that the four years of post-Masters supervised experience could be more closely aligned with and monitored by the College.

It was MOVED Cotton

That the College amend its current registration/title process.

10 In Favour

3 Opposed

CARRIED

Grand Opposed

Having decided to amend the current registration/title process, Council considered the nature of this change and considered the implications of granting the title *Psychologist* to those currently registered as *Psychological Associates*. In response to a question, the Registrar noted that any change to the current use of titles would require extensive consultation and would not be something that could come into effect immediately. The College would need to explore the way in which this could be done and what authority the College would have to make this title change. The next steps would include discussions with the MOHLTC on the most appropriate avenues to investigate in implementing a change.

As part of the discussion, Council noted that as a result of the AIT, Masters level psychologists from other Canadian jurisdictions are being registered in Ontario as psychologists and that a number of Ontario registered psychological associates are using the AIT to gain access to the title in Ontario. The issue of public misunderstanding regarding the two titles was noted. With regard to the public interest and public understanding, the view was expressed that since psychologists and psychological associates have both qualified to practice in Ontario with the same scope of practice, one title should describe all psychological practitioners.

It was MOVED Cotton

That the College continue registration of individuals with a Masters degree plus 4 years of supervised experience but grant them the title of *Psychologist* and investigate a mechanism to accomplish this.

9 In Favour

4 Opposed

CARRIED

Grand Opposed

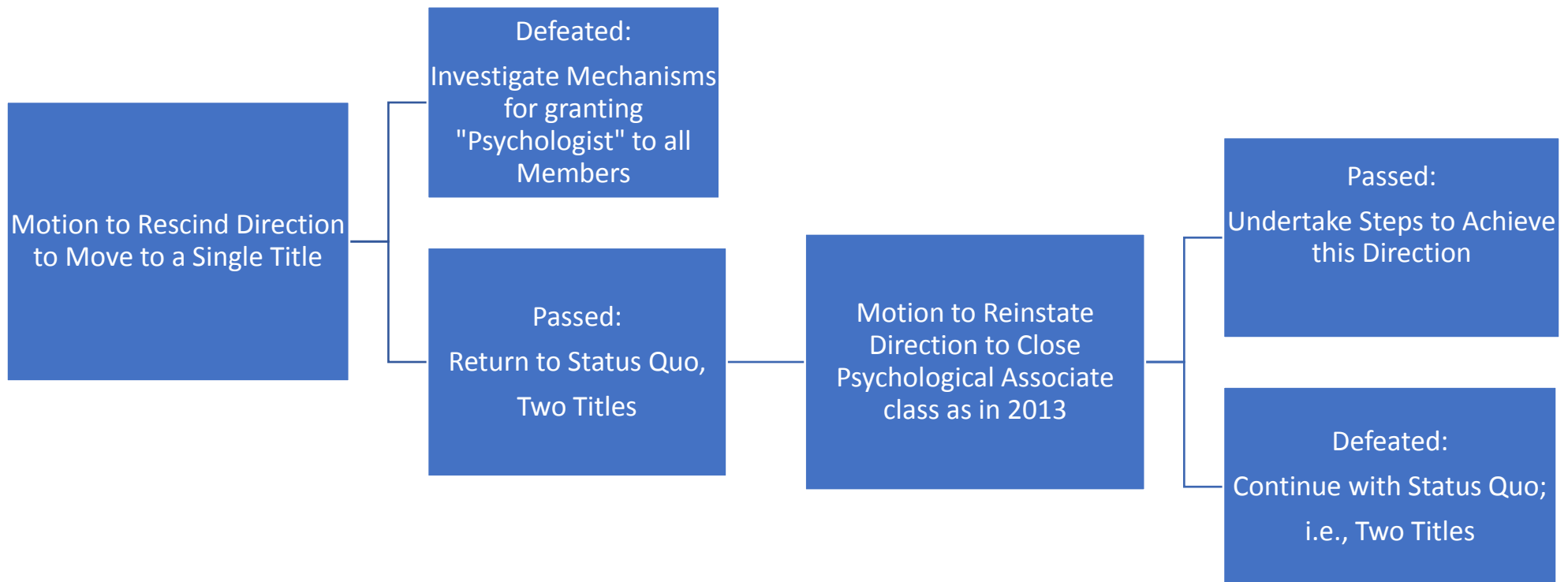
Milovan Opposed

.03f EPPP Discussion with ASPPB Representatives

In October 2017, the Association of State and Provincial Psychology Boards (ASPPB) announced that, beginning in January 2020, jurisdictions will be required to use both the current EPPP and the enhanced, competency examination, known as the EPPP2. This would preclude the College from continuing to use the current EPPP unless it also incorporated the new examination into its registration process. The College had undertaken numerous discussions regarding the implications of this for the registration process.

Use of Title Discussion Process for Council

September 27, 2019





**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Briefing Note – September 2019 Council Meeting

Regulation of Applied Behavioural Analysis (ABA) by the College of Psychologists of Ontario

Strategic Direction Reflection

Collaborating in shaping the regulatory environment; Acting in a responsibly transparent manner

Motion re – Recommendation from the Executive Committee

That the Council confirm the offer to undertake the regulation of Applied Behavioural Analysis within its governance structure as described in the December 2017 letter to the Health Professions Regulatory Advisory Council (HPRAC).

Background

The Ministry of Children, Community and Social Services (MCCSS) in conjunction with the Ministry of Health (MOH), is undertaking “consultations with key stakeholders to seek feedback on the oversight framework” with respect to the regulation of Applied Behavioural Analysis (ABA). This was announced on August 13, 2019 in the Press Release (attached) from Minister Todd Smith of MCCSS.

The Press Release also references, and provides a link to, the recently released Health Professions Regulatory Advisory Council Report on Applied Behavioural Analysis. The Release states that: “The Health Professions Regulatory Advisory Council report recommends ABA providers in a clinical supervisory role be regulated as part of a health regulatory college, governed by the Regulated Health Professions Act, 1991.” The Report itself uses the language “as part of an existing RHPA College” to make it clear that it is not recommending a new College.

Those of you who were on Council in 2017 will recall that HPRAC undertook a review of this issue. In response to a request for information, the College submitted a letter in December 2017 (attached). In this letter the College made a compelling case for regulation within our College should the government choose to move to regulate ABA. The letter stated that, in part,

“The Council of the College of Psychologists has discussed the potential regulation of applied behavioural analysis with a scope of practice and title reflective of the expertise of this profession. The Council believes, as applied behavioural analysis is based on psychological principles and intervention methods, such oversight would fit within the College’s public protection mandate. Should ABA regulation proceed in Ontario, the Council of the College of Psychologists is prepared to undertake this process within its governance structure. The Council also appreciates that there are currently many well trained and experienced professionals working in the field and a well developed and organized professional association with whom the College should and would collaborate.”

On Thursday, September 19, 2019 the College received a letter signed by Minister Todd Smith of the Ministry of Children, Community and Social Services (MCCSS) and Minister Christine Elliott of the Ministry of Health (MOH) acknowledging the College’s offer to ‘undertake the regulation of ABA as part of our governance structure’ and inviting the College to confirm this interest.

At this time there are many steps questions to be answered and details to be worked out as the College engages in further conversations with the Ministries and, as noted in the Ministers' letter, stakeholder consultations and discussions are held.

Attachment

1. ABA Press Release – August 13, 2019
2. Letter to HPRAC – December 8, 2017
3. Ministers' Letter to College – September 19, 2019

Contact for Questions

Dr. Rick Morris, Registrar & Executive Director

Supporting Quality Care for Ontarians with Autism

Ontario to consult on regulation of behavioural clinicians who provide autism therapy

August 13, 2019 9:30 A.M.

TORONTO — Ontario is putting children, youth and vulnerable people first by strengthening the oversight of behavioural clinicians who provide Applied Behaviour Analysis (ABA), a therapy that primarily supports people with autism. As recommended by experts and supported by families, regulation of ABA behavioural clinicians will set standard expectations for quality therapy across the province. Consultations on how best to implement regulation are set to begin this fall.

"We are acting on the clear direction we've received from experts and families of children with autism," said Todd Smith, Minister of Children, Community and Social Services. "Across Ontario, hundreds of men and women go to work every day to help children and youth. Our commitment is that behavioural clinicians will be regulated like other health professionals."

ABA therapy helps people with autism develop new life skills, communications skills and social skills. By improving oversight of ABA clinicians, the government is taking further action to improve outcomes for children and youth with autism and others receiving this type of therapy. Helping to ensure quality care from autism providers is part of Ontario's plan to help as many families as possible through redeveloping the Ontario Autism Program.

"Parents who are choosing a behavioural clinician deserve to have peace of mind knowing they are choosing from qualified professionals," said Smith.

The Ministry of Children, Community and Social Services, in collaboration with the Ministry of Health, will begin consultations with key stakeholders to seek feedback on the oversight framework.

Oversight and regulation of ABA behavioural clinicians will result in:

- Consistency in ethics and professional standards to promote a higher level of trust between families and practitioners.
- Clearly defined educational and ongoing quality assurance requirements for clinicians to improve consistency in treatment.
- A mechanism for families to report complaints about providers to reduce the risk of harm.

"Our government is building a modern, sustainable and connected service system that supports children and youth with autism and their families," said Christine Elliott, Deputy Premier and Minister of Health. "With the advice of key stakeholders, we are taking necessary steps to improve the care that families are receiving and ensure that they have continued confidence in their service providers."

QUICK FACTS

- Behavioural clinicians provide services to a wide range of clients, including children, youth and adults with developmental disabilities and autism, those with mental health challenges or behavioural difficulties, seniors with dementia, and those in substance abuse treatment, brain injury rehabilitation and rehabilitative programming in correctional facilities.
- Currently, if there are issues with services, clients and families have limited mechanisms to make a complaint about a provider because the majority of clinicians are not regulated and do not have a local governing body to handle complaints or discipline.
- The Health Professions Regulatory Advisory Council [report](#) recommends ABA providers in a clinical supervisory role be regulated as part of a health regulatory college, governed by the Regulated Health Professions Act, 1991.
- This year, Ontario is investing an additional \$278 million in the province's autism program, bringing the total amount of funding to \$600 million annually.

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437-239-9989

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THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
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December 8, 2017

Mr. Thomas Corcoran, Chair
 Health Professions Regulatory Advisory Council
 56 Wellesley Street West
 12th Floor
 Toronto, ON M5S 2S3

Dear Mr. Corcoran:

Re: *Submission to the Health Professions Regulatory Advisory Council regarding Applied Behavioural Analysis (ABA)*

The College of Psychologists of Ontario welcomes the opportunity to make a submission in response to the questions posed in the letter of October 17, 2017 regarding Applied Behavioural Analysis (ABA). I believe you will find this response to be consistent with the information shared with you during our meeting yesterday as well as providing some additional or elaborated comments.

The College of Psychologists is the regulatory body for the profession of Psychology in Ontario. As such, the College regulates the registration of, and services provided by, *Psychologists* and *Psychological Associates*. Our members work in hospitals, school boards, universities, agencies, correctional services, clinics and in private practice, and provide a variety of psychological services to clients of all ages and backgrounds. There are currently about 3755 *Psychologists* and 484 *Psychological Associates* actively providing services in Ontario.

Given the statutory role of the College as a regulatory body, the College is not able to directly address the questions posed in your letter related to the risk of harm of applied behavioural analysis. These questions would be more appropriately directed to individuals and groups working directly in the field; a number of whom are registered with the College of Psychologists. Having said that however, a review of information obtained from subject matter experts suggests that harm can result from both the improper or misapplication of applied behavioural analysis treatment and from the omission of such treatment when it is warranted. It is also understood that such services are generally provided to vulnerable individuals, further highlighting the potential for harm.

The Council of the College of Psychologists has discussed the potential regulation of applied behavioural analysis with a scope of practice and title reflective of the expertise of this profession. The Council believes, as applied behavioural analysis is based on psychological principles and intervention methods, such oversight would fit within the College's public protection mandate. Should ABA regulation proceed in Ontario, the Council of the College of Psychologists is prepared to undertake this process within its governance structure. The Council also appreciates that there are currently many well trained and experienced professionals working in the field and a well developed and organized professional association with whom the College should and would collaborate.

L. Eulette, Ph.D., C.Psych., *President*
 R. Berman, Ph.D., C.Psych., *Vice President*

D. Cotton, Ph.D., C.Psych.
 C. DiZazzo, M.Ps.,
 C.Psych.Assoc.
 M. Grand, Ph.D., C.Psych.
 M. Keyes, Ph.D., C.Psych.
 E. Levin, Ph.D., C.Psych.

D. Milovan, Ph.D., C.Psych.
 P. Minnes, Ph.D., C.Psych.
 G. Webster, M.Ed., C.Psych.Assoc., *non-voting*
 K. Bisbee
 J. Cohen

D. Delamere
 J. M. Hayat
 E. Hussain
 D. McNichol
 C. Richman
 E. Teitelbaum

Rick Morris, Ph.D., C.Psych., *Registrar/Executive Director*
 Barry Gang, MBA, Dip.C.S., C.Psych.Assoc., *Deputy Registrar/Director, Professional Affairs*

In discussing potential regulation, the Council recognizes there are many questions to be considered in developing an appropriate oversight mechanism; the details of which would require further study as well as fulsome discussion with the ABA community. Areas requiring further detailed review and consideration would include, but are not limited to:

- The nature of regulation required and the relationship with the College ranging from full membership to a registry administered by the College;
- The requirements needed for registration. The Council is aware that there is currently a certification process through the international Behavior Analyst Certification Board (BACB). As yet, this certification process has not been reviewed nor has there been the opportunity to discuss its efficacy with the ABA community.
- The need for, and or benefits of, title protection; clarification a scope of practice, and/or the need to consider a “holding out as qualified” restriction
- It is understood that there are many individuals involved in the provision of ABA services including those who provide direct service to clients and those whose roles include clinical supervision of services offered. Consideration needs to be given to whether all providers should be included in some form of a regulatory schema or only those qualified to supervise these services. The College already has rigorous supervision expectations for members and how these might apply to the delivery of ABA would require study.
- Regulation would require the development/adoption of appropriate standards of practice and a mechanism to review concerns raised regarding practitioners. While the College has *Standards of Professional Conduct* to which Psychologists and Psychological Associates must adhere, it is understood that standards also currently exist Applied Behavioural Analysts. The current ABA standards have not been reviewed and there have been no discussions with the ABA community regarding these.
- In addition to considering the regulation of individuals involved in ABA, the Council appreciates that there would need to be appropriate involvement of the ABA community in the governance of the profession. This could include consideration of representation on the College Council, as well as extensive involvement and discussion in registration, standards setting, adjudication of complaints, quality assurance and continuing professional development requirements.

The Council recognizes that there are many individuals, with varying levels of education, training and skill who provide ABA services in a variety of settings and with a variety of clients. It is recognized that regardless of the regulatory scheme developed, a well-planned transition period will be necessary which considers, and mitigates, the potential impact of regulation on the clients, service providers and employers across many sectors.

Thank you for the opportunity to provide these comments.



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

cc: Dr. Lynette Eulette, President
College of Psychologists of Ontario

Ministry of Health

Office of the Deputy Premier and
Minister of Health

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**Ministry of Children,
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September 19, 2019

Dr. Rick Morris
Registrar and Executive Director
College of Psychologists of Ontario
110 Eglinton Avenue West, Suite 500
Toronto ON M4R 1A3

Dear Dr. Morris:

As you are aware, our government is working to improve oversight of behavioural clinicians who are providing Applied Behaviour Analysis (ABA) services in Ontario. We were pleased to see in the January 2018 Health Professions Regulatory Advisory Council report that the College of Psychologists of Ontario indicated it would be prepared to regulate ABA providers within its existing regulatory framework.

Strengthening the oversight of behavioural clinicians will protect vulnerable Ontarians from risk of harm and set standard expectations for professional standards and educational requirements for ABA providers across the province. It will also support families in finding qualified providers, and making complaints about providers, if necessary. Our ministries would like to begin with regulating those who are in a supervisory role and we envision that this will be broadened to include front-line clinicians over time. Therefore, we are asking you confirm with your Council, the College's interest in regulating behavioural clinicians. As a next step, the ministries will begin consultations in early fall with a number of organizations whose members may provide behavioural services, including regulatory colleges, the Ontario Association for Behaviour Analysis, Autism Ontario, Ontario Long-Term Care Home Association, and Ontario Hospital Association to inform the development of the oversight framework.

Given the role of the Ontario Association for Behaviour Analysis in representing behavioural clinicians, it will be critical for the College to engage and collaborate with the association. Our ministries will be pleased to support this collaboration.

We would appreciate your confirmation of the College's interest in regulating behavioural clinicians as soon as possible as we would like to begin our consultations.

We look forward to working with you on improving oversight of behavioural clinicians in Ontario.

Sincerely,



Christine Elliott
Deputy Premier and Minister of Health



Todd Smith
Minister of Children, Community and Social Services

- c: Helen Angus, Deputy Minister - Ministry of Health
Janet Menard, Deputy Minister - Ministry of Children, Community and Social Services
Patrick Dicerni, Assistant Deputy Minister - Strategic Policy and Planning Division, Ministry of Health
Jennifer Morris, Assistant Deputy Minister - Children with Special Needs Division, Ministry of Children, Community and Social Services



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Briefing Note – September 2019 Council Meeting

Annual Reports 2018-2019

Strategic Direction Reflection

Advancing the Council's Governance Practices

Motion

That the Annual Reports for 2018-2019 be approved.

Attachments

- Council
- Executive Committee
- Registration Committee
- Inquiries, Complaints and Reports Committee
- Discipline Committee
- Quality Assurance Committee
- Client Relations Committee
- Fitness to Practice Committee

Contact for Questions

Dr. Rick Morris, Registrar & Executive Director



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Council

Annual Report 2018-2019

Introduction

The Council is the board of Directors of the College of Psychologists of Ontario and, as set out in statute, is responsible for managing and administering the affairs of the College.¹ This report covers the fiscal year June 1, 2018 to May 31, 2019.

Council Members

Lynette Eulette (President)	Electoral District Southwest
Elizabeth Levin (Vice-President from October 2018)	North
Dorothy Cotton	Central
Janice Currie	GTA East
Christine DiZazzo (Executive Member)	Psychological Associates
Michael Grand (Executive Member)	Academic
Marilyn Keyes	East
Denise Milovan	GTA West
Patricia Minnes	Academic
Melanie Morrow	Non-Voting Psychological Associate
Marjory Philips	Academic (From March 11, 2019)
Kristin Bisbee (Executive Member to April 2019)	Public Member (to April 9, 2019)
Judy Cohen (Executive Member from April 2019)	Public Member
D'Arcy Delamere (Vice-President to October 2018)	Public Member (to October 20, 2018)
Graeme Goebelle	Public Member (from March 28, 2019)
Jaffar Hayat	Public Member
Emad Hussain	Public Member
Donna McNicol	Public Member (to October 20, 2018)
William Middleton	Public Member (from April 18, 2019)
Cory Richman	Public Member

College Staff Support

Rick Morris, Ph.D., C.Psych., Registrar & Executive Director
Caitlin O'Kelly, Administrative Assistant: Office of the Registrar

Council Actions

Bylaws

Council approved amendments to *By-Law 5: Selection of Committee Chairs and Committee Members*, and *By-Law 21: Committee Composition* and *By-Law 25: Register and Related Matters*.

Policy Issues

Council approved amendments to the following policies:

- Policy I-1: *Policy Development and Maintenance*
- Policy I - 2: *Council & Committee Orientation and Training (Code of Conduct)*

¹(s. 4. Health Professions Procedural Code being Schedule 2 of the *Regulated Health Professions Act, 1991*)

- Policy I - 10: *Authority to Speak on Behalf of the College*
- Policy I - 12: *Registrar's Performance Review*
- Policy I - 15: *Confidentiality Obligations & Handling of Confidential Materials*
- Policy II - 5(ii): *Peer Assisted Review: Criteria for Exemption or Deferral*
- Policy II - 8(i): *Finance and Audit Committee: Terms of Reference/Role;*
- Policy II - 9(i): *Nominations and Leadership Development: Terms of Reference/Role*
- Policy III - F-5: *Expense Reimbursement*

In addition, Council approved 5 new policies:

- Policy II - 3(iv): *Responding to Requests for Extensions to Make Written Submissions*
- Policy II - 3(v): *Reporting to Police and Other Authorities*
- Policy II - 4(iv): *Recovery of Discipline Costs*
- Policy II - 5(ii): *Peer Assisted Review: Criteria for Exemption or Deferral*
- Policy III - A-6: *Integrated Risk Management*

Business

Council received quarterly reports and annual reports from the statutory committees.

Council reviewed and approved changes to the definition of the Practice Area of School Psychology.

A motion was passed by Council regarding the use of the title *Psychologist* by all members of the College. A consultation on this was undertaken with the membership and other relevant stakeholders in the late winter/spring. Discussions will continue into the 2019-2020 year.

Financial

Council appointed signing officers for the year, received quarterly financial statements, approved the audited financial statements for the fiscal year ending May 31, 2018, and appointed the auditors for the upcoming year. In addition, Council approved the annual budget for 2019-2020.



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Executive Committee

Annual Report 2018-2019

Introduction

The Executive Committee of the College of Psychologists of Ontario is elected from, and by, the members of the College Council. Its role is to monitor and coordinate the work of Committees and ensures that Council has all the pertinent information it requires for effective decision-making. The Executive Committee held five regular meetings during the year.

Committee Members

Lynette Eulette (President)	Council
D'Arcy Delamere (Vice-President to October 2018)	Public Member (to October 20, 2018)
Elizabeth Levin (Vice-President from October 2018)	Council
Judy Cohen (from April 2019)	Public Member
Michael Grand	Council
Christine DiZazzo	Council
Kristin Bisbee (to April 2019)	Public Member (to April 9, 2019)

College Staff Support

Rick Morris, Ph.D., C.Psych., Registrar & Executive Director
Caitlin O'Kelly, Administrative Assistant: Office of the Registrar

Activities

Following their election at the Council meeting of June 22, 2018, the Executive Committee met to appoint members of Council and of the College to the six statutory committees as well as the three non-statutory committees; Jurisprudence and Ethics Examination, Finance and Audit, and Nominations and Leadership Development.

The Executive Committee reviewed implementation of the Strategic Direction 2017-2022, monitored the progress of various College initiatives and brought policy issues to the attention of Council for consideration. Among the variety of issues discussed by the Executive Committee were the Shaping the Future Implementation Plan (later to be referred to as "Use of Title"), consideration of the Examination for Professional Practice in Psychology (EPPP2), and the Registrar's performance review process.

The Executive Committee brought forward new policies for Council consideration and approval regarding integrated risk management, as well as reporting to police and other authorities, recovery of discipline hearing costs and introduced a *Code of Conduct* for all Council and Committee Members. In addition, recommended amendments to *By-Law 5: Selection of Committee Chairs and Committee Members*, *By-Law 21: Committee Composition* and *By-Law 25: Register and Related Matters* were brought forward.

Following the review by the Finance and Audit Committee, the Executive Committee considered the draft 2019-2020 budget and recommended its approval to Council.

In conjunction with Executive Committee meetings held outside of Toronto, the Executive hosted two receptions for members. The first was held on November 1, 2019 in Windsor and the second on May 9, 2019 in Thunder Bay. Member response to these events was very positive.

The President, along with the Registrar & Executive Director, represented the College at meetings of the Association of State and Provincial Psychology Boards and of the Association of Canadian Psychology Regulatory Organizations.



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Registration Committee

Annual Report 2018-2019

Introduction

The primary role of the Registration Committee is to:

- (1) review all applications for registration of Psychologists and Psychological Associates referred by the Registrar & Executive Director, at all steps in the registration or appeals process, and to make individual registration decisions;
- (2) review applications under section 19 of the *Regulated Health Professions Act, 1991 (RHPA)* for removal or modification of a term, condition or limitation;
- (3) review applications for change of area of practice or change of status for autonomous practice members; and
- (4) recommend registration policy and procedures consistent with the *RHPA*, with *Ontario Regulation 74/15, Registration*, with applicable federal/provincial agreements such as the amended *Canadian Free Trade Agreement (CFTA)* and the *Ontario Labour Mobility Act, 2009*, or international agreements such as the Association of State and Provincial Psychology Board's (ASPPB) Reciprocity Agreement.

Committee Members

Michael Grand, Ph.D., C.Psych. (Co-Chair)	Academic Member of Council
Patricia Minnes, Ph.D., C.Psych., Co-Chair	Academic Member of Council
Dorothy Cotton, Ph.D., C.Psych.	Professional Member of Council
Robert Gauthier, M.Sc., M.Ed., C.Psych. Assoc.	Professional Member
Jaffar Mohammad Hayat	Public Member of Council
Jane Ledingham, Ph.D., C.Psych.	Professional Member
Denise Milovan, Ph.D., C.Psych.	Member of Council
Philip Ricciardi, Ph.D., C.Psych.	Professional Member
Cory Richman	Public Member of Council
Wanda Towers, Ph.D., C.Psych.	Professional Member

College Staff Support

Lesia Mackanyn, Director, Registration
 Myra Veluz: Senior Registration Assistant
 Shannon Elliott: Administrative Assistant: Registration
 Deneika Greco: Administrative Assistant: Registration

Meetings

The Registration Committee is comprised of two panels which meet to consider and review individual cases. Each panel met six times. In addition, the full Committee met in plenary sessions on five occasions to consider a variety of broader policy issues.

Panel Deliberations

All cases referred by the Registrar & Executive Director to the Registration Committee require thorough preliminary staff review with multiple interactions between the applicants and staff. Many cases require multiple reviews by a panel of the Registration Committee during the period of supervised practice and for approval to participate in the oral examination. In some instances, where the decision is not

favorable to the applicant, appeals are made to the Health Professions Appeal and Review Board (HPARB). Decisions from the HPARB provided direction to the panels in rendering more detailed orders and in communicating with applicants in a manner consistent with the provisions of *RHPA*.

Results of Plenary Deliberations

The Committee reviewed decisions and recommendations of the Health Professions Appeal and Review Board (HPARB) and one Divisional Court decision regarding academic credentials.

Reviews were completed on two College Registration policies: Language Fluency Policy and Examinations Accommodations Policy. The Committee began work on revision of the Guidelines for Completing the Declaration of Competence and the Guidelines for Retraining for Supervised Practice members. Completion is expected in September 2019. Revisions to the templates for retraining plan proposal and retraining plan evaluation were completed.

Summary of Registration Activities For 2018-2019

Applications Received by the College: June 1, 2018 to May 31, 2019

Applications for a certificate authorizing Supervised Practice: May 2 2019

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	46	19	13	13	91
Psychologist	61	20	20	14	115
Total	107	39	33	27	206

Supervised Practice Applications: Comparisons by Year

Title	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Psych.Assoc.	41	78	72	60	67	65	53	77	66	91
Psychologist	75	87	125	101	143	131	120	122	131	115
Total	116	165	197	161	210	196	173	199	197	206

Interim Autonomous/Autonomous Practice Applications

From Other Canadian Jurisdictions:

The College received 50 applications for a certificate authorizing autonomous practice/interim autonomous practice from Canadian Labor Mobility applicants already registered to practice psychology in another Canadian jurisdiction.

From USA:

The College received 3 applications for a certificate authorizing interim autonomous practice from psychologists already licensed to practice in the USA.

From Ontario:

18 Psychological associates currently registered with the College in Ontario submitted applications to be registered as a psychologist based upon their registration as a psychologist (master's level) in another Canadian jurisdiction.

Certificates of Registration Issued by the College: June 1, 2018 to May 31, 2019

Certificates Authorizing Supervised Practice Issued: June 1, 2018 to May 31, 2019

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	10	10	4	2	26
Psychologist	69	22	21	6	118
Total	79	32	25	8	144

Certificates Authorizing Interim Autonomous Practice Issued: June 1, 2018 to May 31, 2019

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	0	0	0	0	0
Psychologist	19	47	7	8	81
Total	19	47	7	8	81

Certificates Authorizing Autonomous Practice Issued: June 1, 2018 to May 31, 2019

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	11	8	5	4	28
Psychologist	109	48	26	11	194
Total	120	56	31	15	222

College Examinations: Comparisons by Year

Examination for Professional Practice in Psychology

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Applications approved by the College and submitted to ASPPB	117	113	132	203	176	180	184	194	164	187
Scores received from ASPPB	114	116	126	179	143	190	175	187	155	191

Jurisprudence & Ethics Examination

Examination Session	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Fall Examination	63	68	66	79	81	75	96	92	90	108
Spring Examination	69	83	113	90	103	96	93	113	114	129
Total for the year	132	151	179	169	184	171	189	205	204	237

Oral Examinations June 2018 and December 2018

Examination Session	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
June Examinations	59	39	39	47	77	59	53	66	62	62
December Examinations	72	50	55	85	69	97	89	67	67	89
Total for the year	131	89	94	132	146	156	142	133	129	151

Registration Interviews: June 1, 2018 to May 31, 2019
 (these include mobility, term/condition/limitation, or change of area)

Title	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19
Psychological Associate	4	10	0	4	4	4	1	0	1	2
Psychologist	10	2	2	11	7	13	12	13	11	13
Total for the year	14	12	2	15	11	17	13	13	12	15

Supervised Practice Applicants Referred to Registration Committee for Retraining
June 1, 2018 to May 31, 2019

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	26	0	4	9	39
Psychologist	14	5	9	6	34
Total for the year	40	5	13	15	73

Supervised Practice Applications Refused: June 1, 2018 to May 31, 2019

Title	Academic Credentials from Ontario Universities	Academic Credentials from Universities elsewhere in Canada	Academic Credentials from Universities in the U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	14	13	6	0	33
Psychologist	1	0	2	1	4
Total for the year	15	13	8	1	37



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Inquiries, Complaints and Reports Committee

Annual Report 2018-2019

Introduction

The Inquiries, Complaints and Reports Committee (ICRC) is responsible for investigating matters regarding members' conduct and competence. It is also responsible for inquiries into whether a member may be incapacitated. As required by law, every matter is considered by a panel of the ICRC. A panel is composed of one public and two professional members. Public members are appointed to the College by the Lieutenant Governor in Council.

After a panel considers all of the relevant information in a matter, it decides how to proceed. This can range from taking no further action to referring the matter to the Discipline Committee. In some cases the panel may decide that remediation is appropriate. This can include advice or a program of continuing education. Every decision includes reasons, except if the decision is to refer the matter to the Fitness to Practice or Discipline Committees.

A party to a complaint may request a review of the ICRC decision by the Health Professions Appeal and Review Board (HPARB). HPARB will consider whether the Committee's investigation was adequate and the decision was reasonable.

Investigations staff also engages with matters that do not become formal complaints or reports. For example, the College investigates non-members who may be holding themselves out as Psychologists or misusing the titles "Psychologist" or "Doctor."

Committee Members

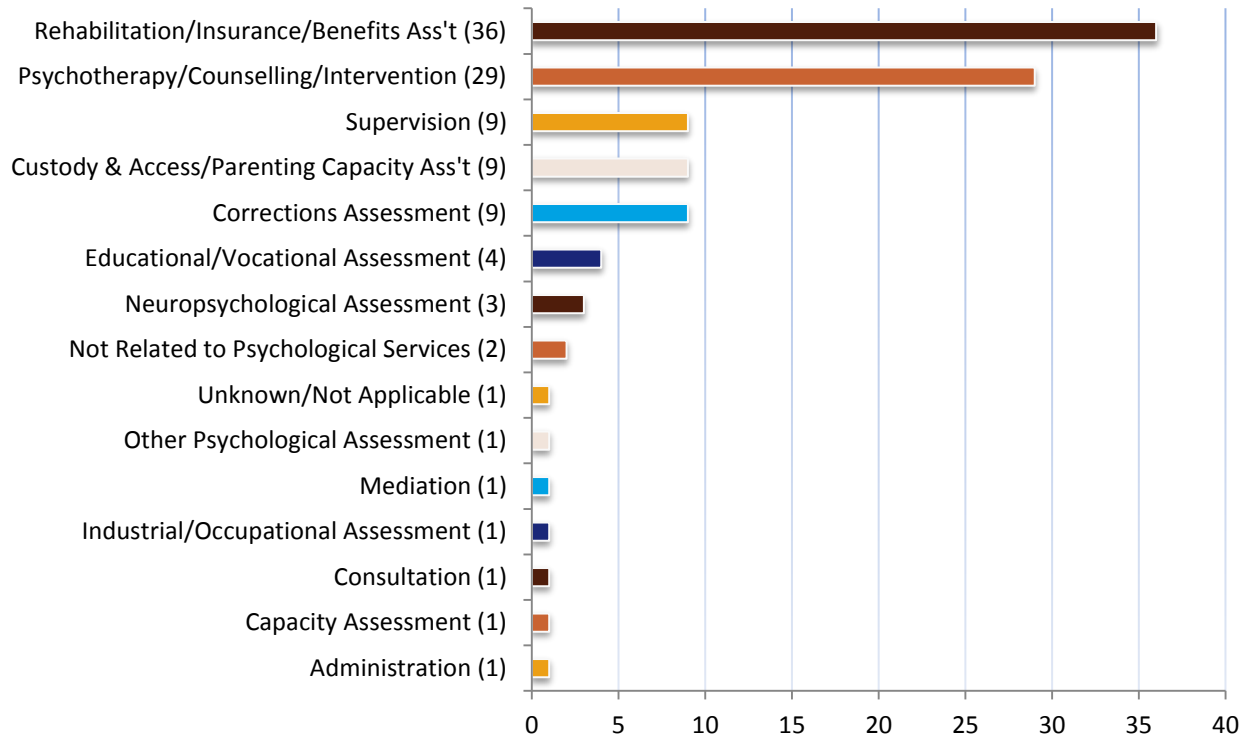
Sara Hagstrom (Chair)	College	Lynette Eulette	Council
Diane Addie	College	Emad Hussain	Public Member
Ruth Berman	College	Elizabeth Levin	Council
Kristin Bisbee	Public Member	Donna McNicol	Public Member
Gilles Boulais	College	Melanie Morrow	Council
Jason Brown	College	Rana Pishva	College
Judy Cohen	Public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

College Staff Support

Zimra Yetnikoff, Director, Investigations and Hearings
 Amy Gates, Case Manager, Investigations and Resolutions
 Mona McTague, Case Manager, Investigations and Resolutions
 Nina Modi, Case Manager, Investigations and Resolutions
 Lee-Ann Siu, Case Manager, Investigations and Resolutions
 Annie Song, Case Manager, Investigations and Resolutions
 H  l  ne Th  berge, Administrative Assistant, Investigations and Hearings
 Jasilyn Beetham, Administrative Assistant, Investigations and Hearings

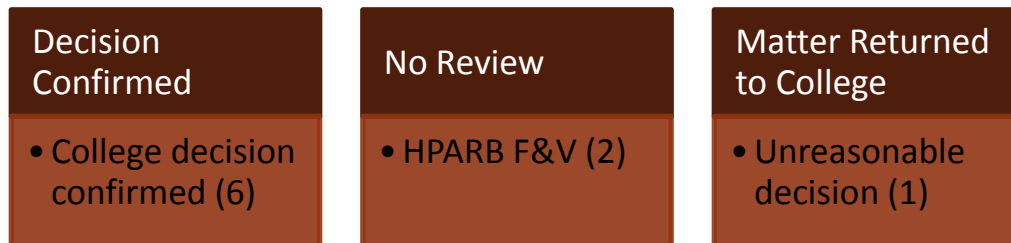
New Matters

During the 2018-19 fiscal year the College initiated the investigation of 101 complaints, three Registrar’s Investigations and four Health Inquiries, for a total of 108 new matters. These matters related to various areas of practice.



Health Professions Appeal and Review Board (HPARB)

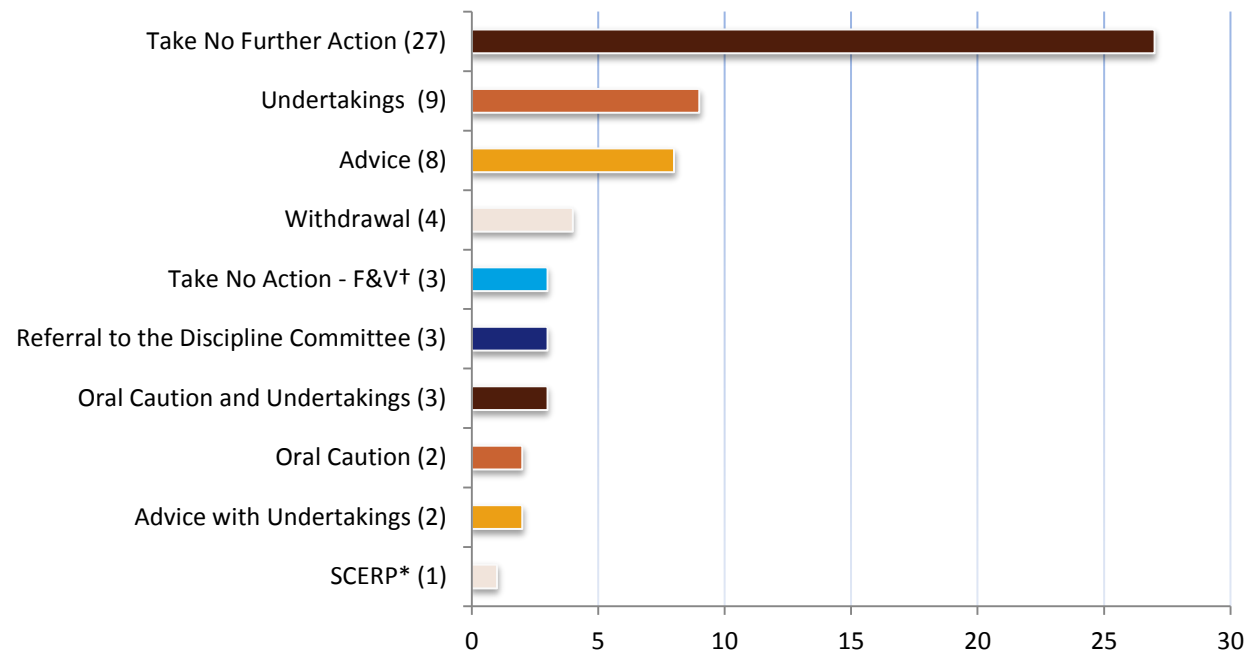
There were 9 requests by complainants and/or members to HPARB to review ICRC decisions in the 2018-19 fiscal year. HPARB issued 9 Decisions, including those for reviews requested in previous years.



Dispositions

The ICRC disposed of 62 cases in the 2018-2019 fiscal year. The ICRC took some action in 28 or 45% of these cases, ranging from providing Advice to referring matters to the Discipline Committee. While

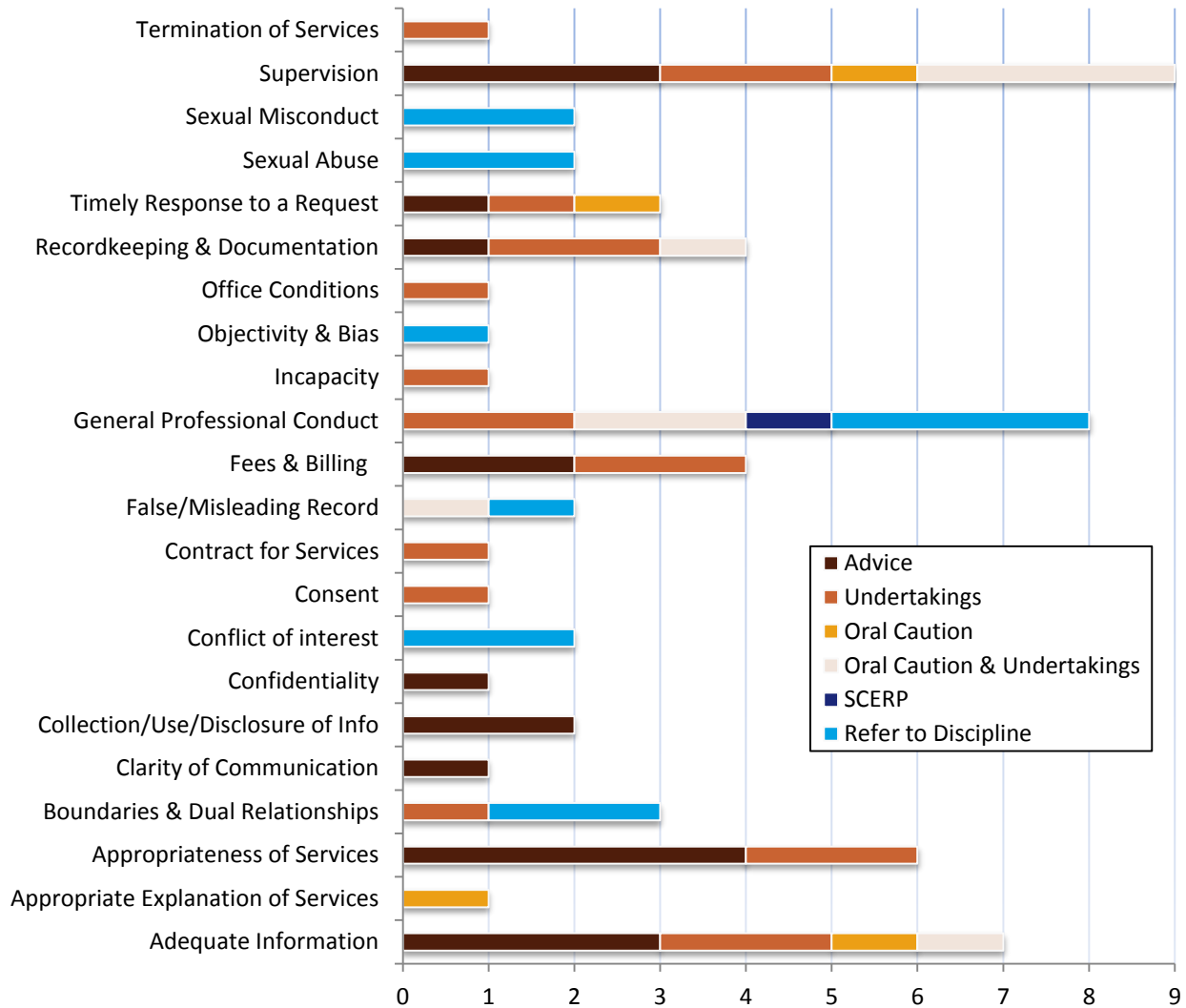
multiple dispositions may be reached in any given case, the most serious disposition(s) for each case are represented here.



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

*SCERP: Specified Continuing Education or Remediation Program

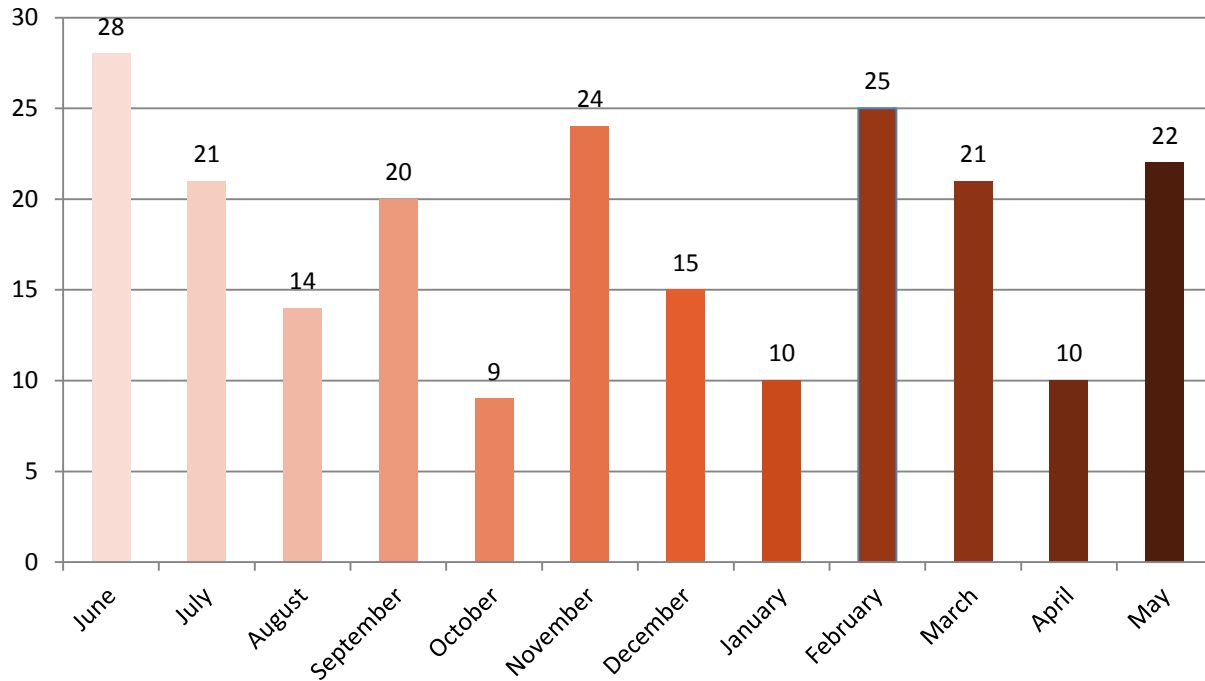
The disposition of these 62 cases involved the consideration of 164 allegations. The ICRC took some kind of action with respect to 63 or 38% of these allegations.



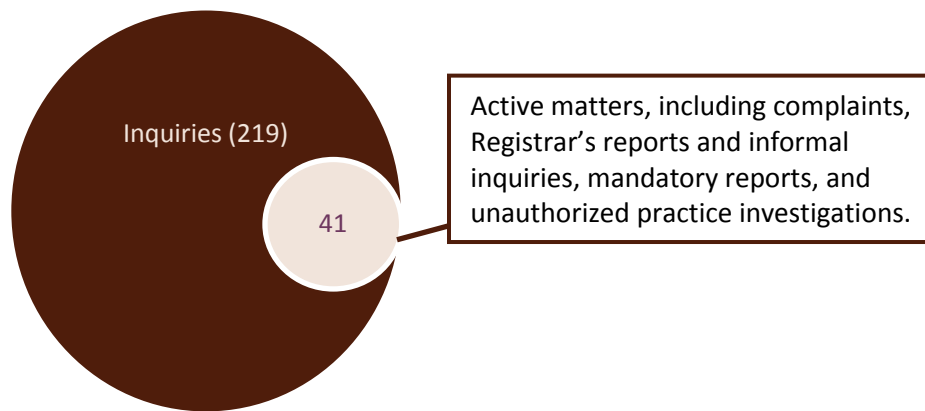
Inquiries

Investigations and resolutions staff fielded 219 general inquiries in the 2018-19 fiscal year. These inquiries included questions about professional conduct and how to submit a complaint or report, issues regarding access to information, and information regarding people who may be inappropriately holding themselves out as authorized to practice psychology in Ontario.

The inquiries were distributed throughout the year as follows:



Of the 219 inquiries received, 41, or 19%, became some kind of investigation in the same fiscal year. An additional 32 current matters are related to inquiries made in previous fiscal years.



During the 2018-19 fiscal year the Registrar initiated informal inquiries into 34 new matters. These include matters referred to the Registrar for further inquiry by the ICRC, as well as mandatory reports to the College.

In making informal inquiries, the Registrar considers whether he has reasonable and probable grounds to believe that a member has committed an act of professional misconduct or is incompetent. If so, the

Registrar may appoint an investigator to investigate the matter on a formal basis. Three of these matters became formal Registrar's investigations in the 2018-19 fiscal year.

The Registrar also closed 29 informal inquiries in the 2018-19 fiscal year without appointing an investigator. The Registrar may close an inquiry if he believes that further investigation is unnecessary. For example, the College may receive a mandatory report about a matter that is under investigation through the complaints process. In such a case, the mandatory report matter may be closed.

Unauthorized Practice Investigations

In the 2018-19 fiscal year, the College opened 36 and closed 34 Unauthorized Practice cases. These cases relate to unregistered individuals who may be holding themselves out as authorized to practice psychology in Ontario. This includes inappropriate use of the titles "Doctor" and "Psychologist." The College also investigates unauthorized performance of controlled acts, including the communication of a diagnosis.



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Discipline Committee

Annual Report 2018-2019

Introduction

The Discipline Committee conducts hearings into allegations of misconduct and/or incompetence, referred by the Inquiries, Complaints and Reports Committee. The Committee is also responsible for holding hearings of applications for the reinstatement of a certificate of registration which has been revoked as a result of a disciplinary proceeding.

Committee Members

Janice Currie (Chair)	Council	Emad Hussain	Public Member
Kristin Bisbee	Public Member	Marilyn Keyes	Council
Clarissa Bush	College	Elizabeth Levin	Council
Judy Cohen	Public Member	Maggie Mamen	College
Dorothy Cotton	Council	Donna McNicol	Public Member
D'Arcy Delamere	Public Member	Denise Milovan	Council
Christine DiZazzo	Council	Patricia Minnes	Council
Lynette Eulette	Council	Melanie Morrow	College
Robert Gauthier	College	Mary Ann Mountain	College
Michael Grand	Council	Donna Reist	College
Allyson Harrison	College	Cory Richman	Public Member
Jaffar Mohammad Hayat	Public Member	Glenn Webster	College
Jan Heney	College	Pamela Wilansky	College
Tim Hill	College		

College Staff Support

Zimra Yetnikoff, Director, Investigations and Hearings

Hélène Théberge, Administrative Assistant, Investigations and Hearings

Activities

Hearings

Four hearings took place during the 2018-19 fiscal year:

Mr. Mohammad Dehganpour. A hearing was held in this matter on September 13, 2018:

https://members.cpo.on.ca/public_register/show/21494.

The Discipline Committee made findings of professional misconduct with respect to Mr. Dehganpour's custody and access recommendations regarding a child, which were not based upon current, reliable, adequate or appropriate information. The panel found that Mr. Dehganpour breached professional misconduct regulations 1.2, 1.9., 1.20 and 1.34, as well as Standards 2.1 (General Conduct), 14.3 (Rendering Opinions) and 14.5 (Freedom from Bias).

The panel imposed an Order, which included a Reprimand, and a term, condition or limitation on his certificate of registration that he complete a six-month period of education.

Ms. Elena Baskakova. A hearing was held in this matter on February 27, 2019:

https://members.cpo.on.ca/public_register/show/21556.

The Discipline Committee panel made findings of professional misconduct with respect to Ms. Baskakova's failure to supervise adequately a person under her professional responsibility, and failure to keep appropriate records. The panel found that Ms. Baskakova breached professional misconduct regulations 1.2, 1.5, 1.19 and 1.34, as well as Standards 2.1 (General Conduct), 3.1.1 (Responsibility for Psychological Services), 4 (Supervision) and 9.2 and 9.5 (Records and Record Keeping.)

The panel imposed an Order, which included a Reprimand, and that Ms. Baskakova enter into an Undertaking with the College requiring her to complete a 12-month period of coaching.

Dr. Reuben Schnayer. A hearing was held in this matter on March 22, 2019:

https://members.cpo.on.ca/public_register/show/328.

The Discipline Committee panel made findings of professional misconduct with respect to Dr. Schnayer's failure to report a child in need of protection pursuant to the *Child and Family Services Act*, R.S.O. 1990, c. C.11. The panel found that Dr. Schnayer breached professional misconduct regulations 1.2 and 1.32, as well as Standard 2.1 (General Conduct).

The panel imposed an Order, which included a reprimand, a two-month suspension, and that Dr. Schnayer successfully complete the BOOST course provided by the Child & Youth Advocacy Centre and write a reflective paper subsequent to completing the BOOST course. This order is under appeal.

Dr. Bonnie Seidman. A hearing was held in this matter on May 28, 2019:

https://members.cpo.on.ca/public_register/show/2652.

The Discipline Committee made findings of professional misconduct in that Dr. Seidman engaged in a personal and sexual relationship with an individual who was a client receiving psychological services at her clinic, and seen by Dr. Seidman's supervisee. The panel found that Dr. Seidman breached professional misconduct regulations 1.2, 1.10 and 1.34, as well as Standards 2.1 (General Conduct) and 12.5 (Relations with Current or Former Clients).

The panel imposed an Order, which included a reprimand and a 12-month suspension, with five months of that suspension itself suspended on the condition that Dr. Seidman attend and complete the PROBE course, an ethics and boundaries program for healthcare professionals, with an unconditional pass.

Referrals to the Committee

Three matters were referred to the Discipline Committee in the 2018-19 fiscal year, including the Seidman matter noted above. The other two matters referred are:

Dr. Judith Pilowsky: https://members.cpo.on.ca/public_register/show/2644. A hearing is scheduled for this matter on July 4, 2019.

A referral was made to the Discipline Committee on November 9, 2018. At issue are allegations of professional misconduct in that Dr. Pilowsky provided psychological services to an individual with whom she had previously been in a romantic and sexual relationship, and with whom she remained close friends.

Dr. Ian Manion: https://members.cpo.on.ca/public_register/show/1002. This matter is currently at the pre-hearing stage.

A referral was made to the Discipline Committee on May 31, 2019. At issue are allegations of professional misconduct in that Dr. Manion breached professional boundaries and engaged in a personal and sexual relationship with an individual who was a client.



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Quality Assurance Committee

Annual Report 2018-2019

Introduction

The Health Professions Procedural Code, which is Schedule 2 of the *Regulated Health Professions Act, 1991 (RHPPA)* requires that the College of Psychologists establish a Quality Assurance Program. A Quality Assurance Program is defined as “a program to assure the quality of the practice of the profession and to promote the continuing competence among the members”. The Quality Assurance Committee has the statutory responsibility for the development and implementation of the College’s Quality Assurance Program.

Committee Members

The Quality Assurance Committee of the College of Psychologists consists of four members of the Council (two public members and two professional members), as well as two professional non-Council members. Members of the Committee for 2018-2019 were:

Judy Cohen (Chair)	Public Member of Council
Marilyn Keyes	Professional Member of Council
Patricia Minnes	Professional Member of Council
Cory Richman	Public Member of Council
Maria Kostakos	Member of the College
Michael Minden	Member of the College

College Staff Support

Barry Gang, MBA, Dip.C.S., C.Psych.Assoc., Deputy Registrar/Director, Professional Affairs
Julie Hahn, Practice Advisor/Quality Assurance Coordinator

Activities

Self-Assessment Guide and Continuing Professional Development Plan

Every member of the College is required to undertake a self-review every other year, through the completion of the Self-Assessment Guide (SAG) and Continuing Professional Development (CPD) Plan. Members with even registration numbers complete the self-assessment process in the even numbered years and those with odd registration numbers do so in the odd numbered years. Members holding Certificates Authorizing Supervised Practice or Interim Autonomous Practice are required to complete the SAG Guide and CPD Plan each year. This requirement also applies to members who have chosen to move to Inactive status as it is anticipated that these members will be returning to Active status. These members are required to take steps to remain current in their areas of competence during their inactive period and to document this in SAG and CPD Plan.

- 2089 Declarations of Completion of the SAG and CPD plan were due in 2018
- 2077 (all but 12) Declarations were provided by the required date
- 9 members who did not provide a Declaration by the required date were required to submit a completed SAG to the Committee for review
- 3 members who did not provide a completed SAG, were required to participate in a Peer Assisted Review

Peer Assisted Reviews

The Peer Assisted Review (PAR) is an onsite review of a member's practice conducted by two other members of the College. Annually, the College selects members to participate in the PAR process. Members of the College may be selected for a Review as a result of their failure to comply with the requirement to complete the SAG as well as both random selection and stratified random selection. This year the stratified random selection pool was comprised of members in solo private practice. In total, 34 Peer Assisted Reviews were completed. An additional 28 Peer Assisted Reviews are either pending completion or have been deferred until a later date due to members' extenuating personal circumstances.

Peer Assisted Reviews: June 1, 2018 - May 31, 2019

Carried forward from previous year	19
Failure to comply with SAG requirements 2018-2019	3
Random Selection -2018/19	5
Stratified Random selection (Solo Private Practitioners) 2018 - 2019	35
Total Reviews Anticipated	62
Reviews Completed	34
Exemptions/Deferrals Granted	20
Total Reviews Carried Forward to 2019-2020	8

Mandatory Continuing Professional Development Program (CPD)

Every member of the College, except a member with a Retired Certificate of Registration, is required to satisfy the requirements of the Continuing Professional Development Program. The mandatory CPD Program is designed to:

- promote continuing competence and continuing quality improvement among members;
- remedy gaps in knowledge and skills identified in members' self- assessment;
- address changes in practice environments; and
- incorporate standards of practice and advances in technology

The Mandatory CPD Program permits members to undertake continuing professional development and continuing education in a variety of ways as best suits their learning styles and needs.

Members are required to satisfy the minimum requirements of the program every two years. The CPD program was implemented in June 2017 and this inaugural two-year cycle ended in June 2019. A random audit of member CPD compliance during this first cycle will begin in September 2019.



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

Client Relations Committee

Annual Report 2018-2019

Introduction

Section 84 of the Health Professions Procedural Code (Code), which is Schedule 2 of the *Regulated Health Professions Act, 1991*, requires the College to have a Patient Relations Committee whose mandate is to enhance relations between members and their clients. This Committee is referred to as the Client Relations Committee at the College of Psychologists of Ontario.

The Code outlines some specific responsibilities for the Committee with respect to sexual abuse prevention while allowing the Committee to address a broader spectrum of client-member relations topics.

Committee Members

The Client Relations Committee consists of four members of Council (two public and two professional) and two professional, non-Council members. Committee members for 2018-2019 were:

Christine DiZazzo (Chair)	Professional Member of Council
Janice Currie	Professional Member of Council
Kristin Bisbee (Vice Chair)	Public Member of Council
Emad Hussain	Public Member of Council
Ester Cole	Member of the College
Maya Hammer	Member of the College
Kofi Belfon	Member of the College

College Staff Support

Barry Gang, MBA, Dip.C.S., C.Psych.Assoc., Deputy Registrar/Director, Professional Affairs

Julie Hahn, Practice Advisor/QA Coordinator

Activities

Funding for Therapy and Counselling

The Client Relations Committee administers the Funding for Therapy and Counselling program under the Code. Three individuals, approved for funding in previous years, continued to receive funding for therapy under the program. One additional individual was approved for funding this year.

Enhancement and Development of Current Sexual Abuse Prevention Documents

The Committee prepared a document entitled: *Discussion Guide: Prevention of Boundary Violations and Sexually Inappropriate Behaviours* as a resource for College members, as well as anyone else who may view it on the College website. The purpose of the document is to facilitate reflection and discussion among professional peers about difficult situations involving professional boundaries. It is hoped that this will lead to reflection and discussion and consequently reduce barriers for those who may benefit from peer support and advice. The Discussion guide is available to the public on the College website and was provided to all members using the e-bulletin. Members may provide the College with answers to questions posed within the Guide using an anonymous survey which is available to them. At a future date these answers will be summarized and made available to members.

Policy Development

The Committee reviewed the College policy on *Confidentiality Obligations and Handling of Confidential Materials*, for the purpose of making recommendations related to the handling of electronic information. Recommended changes were approved by Council in March 2019.



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Fitness to Practice Committee

Annual Report 2018-2019

Introduction

The role of the Fitness to Practice Committee is to conduct hearings in matters referred by the Inquiries, Complaints and Reports Committee concerning the alleged incapacity of a member. The Committee is also responsible for hearing applications for reinstatement by members whose certificate of registration was revoked following incapacity proceedings.

Committee Members

The Fitness to Practice Committee of the College of Psychologists consisted of three members of the Council (one public and two professional) and two professional, non-Council members. Members of the Committee for 2018-2019 were as follows:

Marilyn Keyes (Chair)	Professional Member of Council
Christine DiZazzo	Professional Member of Council
Jaffar Hayat	Public Member of Council
Sandra Jackson	Member of the College
Duncan Day	Member of the College

College Staff Support

Zimra Yetnikoff, Director, Investigations and Hearings
Jasilyn Beetham, Administrative Assistant: Investigations and Hearings

Activities

The Committee did not receive any referrals or conduct any hearings this year.



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Registration Committee Report to Council

First Quarter, June 1, 2019 – August 31, 2019

Committee Members:

Marjory Phillips (co-Chair)	Council	Jane Ledingham	College
Patricia Minnes (co-Chair)	Council	Phillip Ricciardi	Council
Mark Coates	College	Cory Richman	Public Member
Emad Hussain	Public Member	Sheila Tervit	College
Paula Klim-Conforti	College	Wanda Towers	Council

Staff Support:

Lesia Mackanyn	Director: Registration
Myra Veluz	Senior Registration Assistant
Shannon Elliott	Administrative Assistant: Registration
Deneika Greco	Administrative Assistant: Registration

Meetings of the Registration Committee:

July 18, 2019: Panel A

The Registrar referred a total of 34 cases to Panel A.

These cases included:

- 7 cases involving academic credential reviews (1 doctoral, 6 masters);
- 16 cases involving retraining for supervised practice members or eligible candidates (6 doctoral, 10 masters);
- 2 cases involving examination outcome;
- 3 cases involving removal or a modification of a limitation and/or a condition from autonomous practice members;
- 6 cases involving requests for change of area of practice from autonomous practice members.

July 18, 2019: Plenary Session & Orientation

A Plenary Session was held on the afternoon of July 18, it included an orientation and training session for new and returning Committee members.

The Committee reviewed a recent decision from the Health Professional Appeal and Review Board (HPARB) respecting an applicant whose graduate education was obtained via distance education. The HPARB upheld the decision of the Registration Committee to refuse the application in this case.

The Committee continued its work on revising the *Guidelines for Completing the Declaration of Competence*, and the *Guidelines for Retraining for Supervised Practice Members* (and related forms used for proposing and evaluating retraining plans), with the goal of revising each for greater clarity and specificity.

July 19, 2019: Panel A

The Registrar referred a total of 33 cases to Panel A.

These cases included:

- 6 cases involving academic credential reviews (2 doctoral, 4 masters);
- 1 case involving the language fluency requirement;
- 16 cases involving retraining for supervised practice members or eligible candidates (5 doctoral, 11 masters);
- 1 case involving removal or a modification of a limitation and/or a condition from an autonomous practice member;
- 8 cases involving a request for change of area of practice from autonomous practice members;
- 1 case involving a request to return to an autonomous practice certificate from an inactive certificate.

Marjory Phillips, Ph.D., C.Psych.
Co-Chair, Registration Committee

Patricia Minnes, Ph.D., C.Psych.
Co-Chair, Registration Committee

Glossary of Terms

- ***Academic Credential Reviews:*** Cases where after an initial review, the Registrar has referred an application for supervised practice to the Registration Committee for a further review to determine whether the applicant has an acceptable master's or doctoral degree.
- ***Change of Area of Practice:*** Autonomous practice members who wish to be authorized to practice in a new area and/or with a new client group.
- ***Examination Outcomes:*** Reviews of outcomes of oral or written examinations.
- ***Reciprocity Applications:*** Reviews of cases where an applicant has applied from a jurisdiction in which the College has entered into a written reciprocity agreement.
- ***Removal or modification of limitation and/or condition:*** Autonomous practice members who wish to have a registration related limitation and/or condition removed (or modified) from their certificate of practice.
- ***Retraining:*** Applies to supervised practice members and eligible candidates. If after an initial review, it appears that a candidate is missing required components in the area for which they have declared competence to practise, the Registrar will refer the candidate's application to the Registration

Committee for a review of their education and training. The Committee will determine whether the candidate must augment her/his knowledge and skills via a retraining plan.

- ***Return from Inactive to Autonomous:*** *Members who have held an Inactive Certificate of Registration for longer than 2 years and who wish to return to a Certificate of Registration Authorizing Autonomous Practice.*



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

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

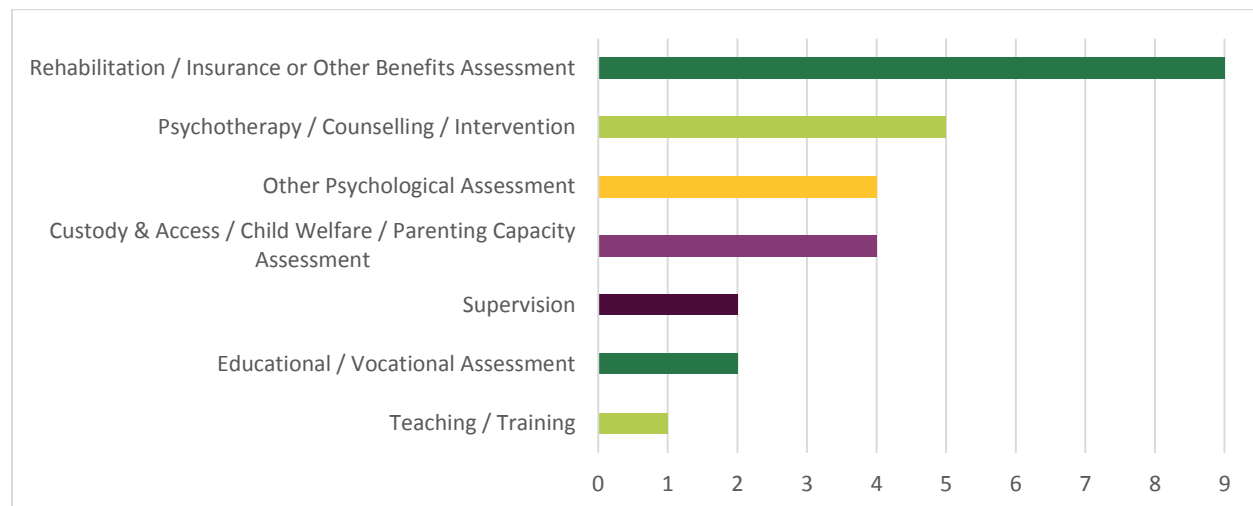
First Quarter, June 1, 2019 – August 31, 2019

Committee Members:

Elizabeth Levin (Chair)	College	Marilyn Keyes	Council
Diane Addie	College	William Middleton	Public Member
Gilles Boulais	College	Denise Milovan	Council
Jason Brown	College	Melanie Morrow	College
Judy Cohen	Public Member	Susan Moraes	College
Michael Grand	Council	Rana Pishva	College
Graeme Goebelle	Public Member	Fred Schmidt	College
Allyson Harrison	College	Laura Spiller	College
Joyce Isbitsky	Council	Natasha Whitfield	College

New Complaints and Reports

In the 1st Quarter, the College received 25 new complaints, and opened 1 new Health Inquiry, for a total of 26 new matters. The nature of service in relation to these matters are as follows:



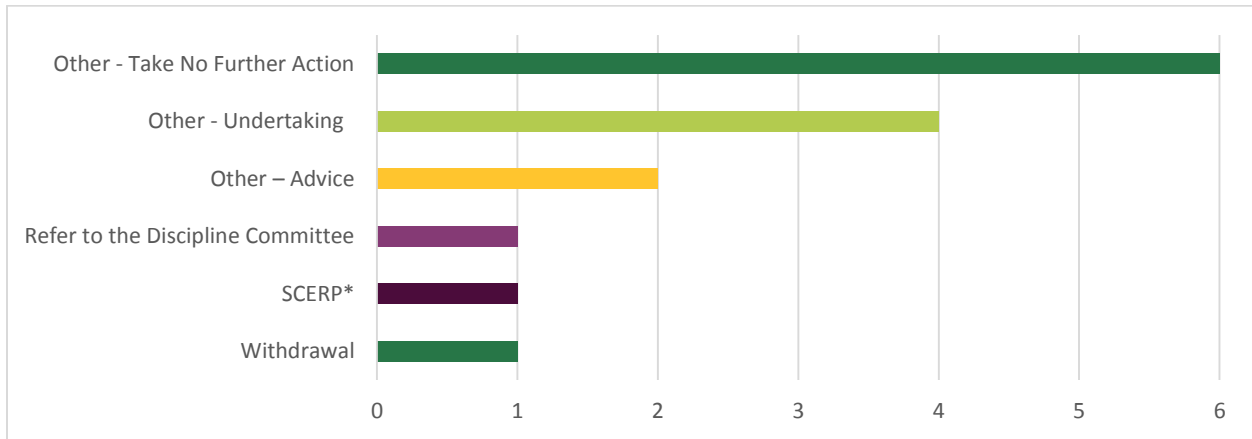
ICRC Meetings

The ICRC met on June 17 and August 7, 2019, to consider a total of 13 cases. An oral caution was scheduled to be delivered at the August 7 meeting, however it was postponed to the October 23, 2019 ICRC meeting. Also, 11 teleconferences were held to consider 13 cases.

The next ICRC meeting will take place on September 25, 2019, with 9 cases scheduled to be considered.

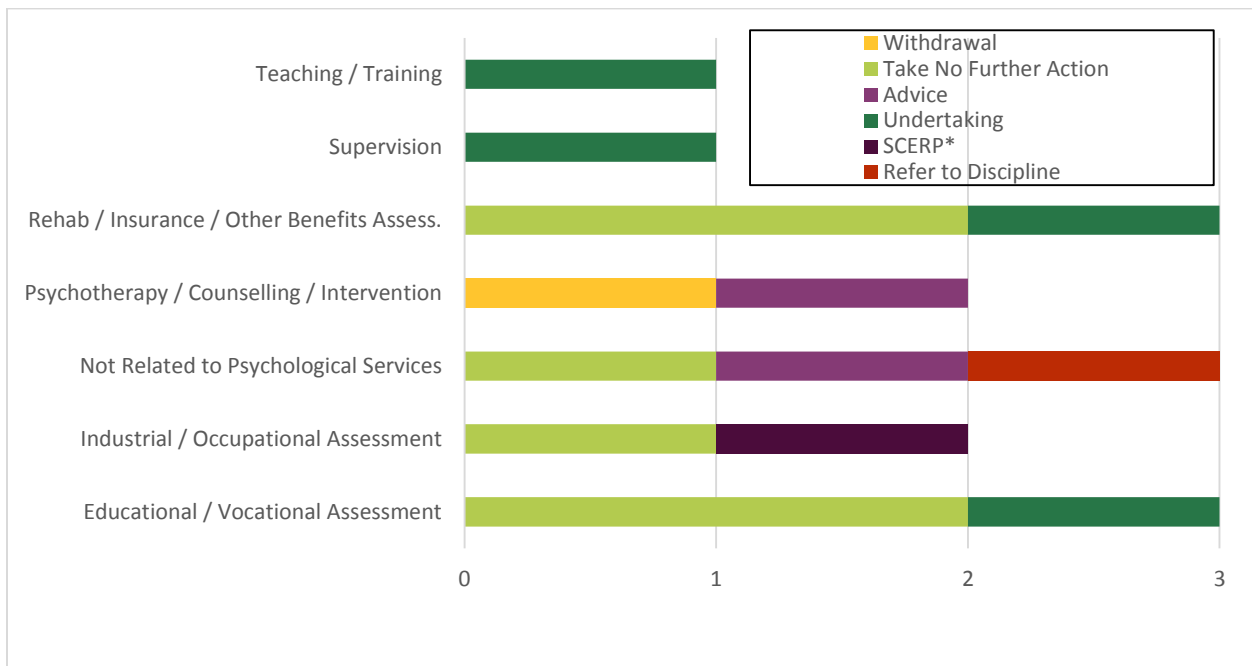
ICRC Dispositions

The ICRC disposed of 15 cases during the 1st Quarter, as follows:



*Specified Continuing Education or Remedial Program

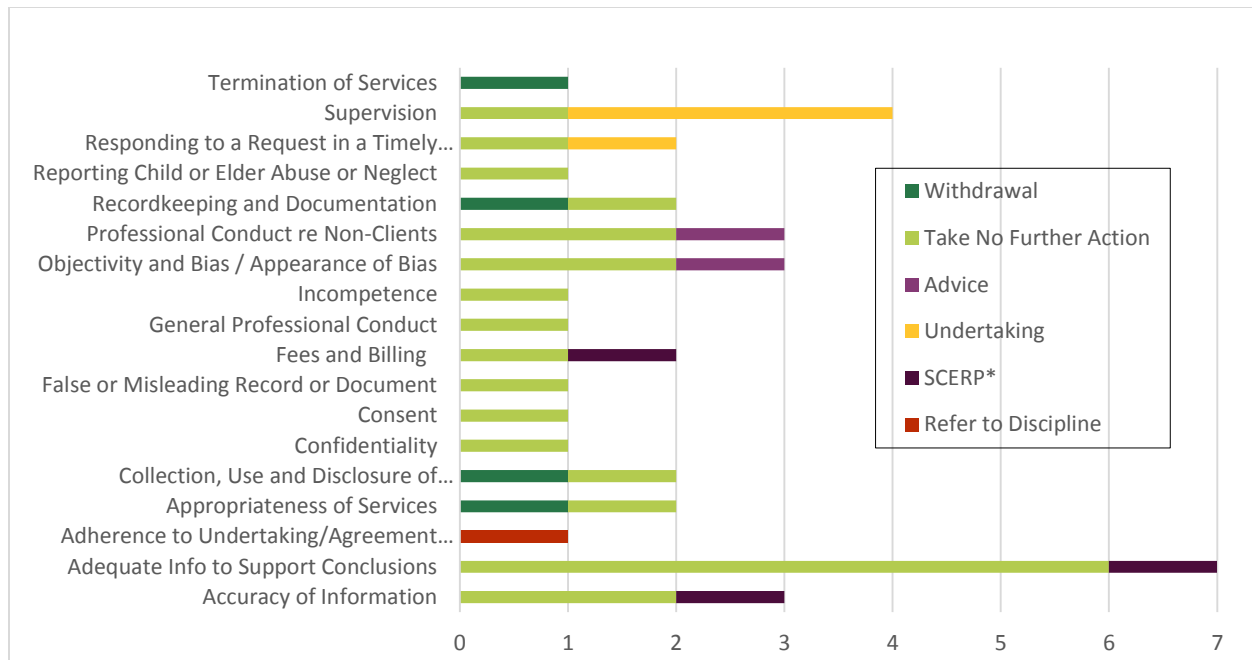
The dispositions of these 15 cases, as they relate to nature of service, are as follows:



*Specified Continuing Education or Remedial Program

Disposition of Allegations

In the 1st Quarter, the 15 cases disposed of included the consideration of 38 allegations. The ICRC took some remedial action with respect to 10, or 26%, of these allegations.



Health Professions Appeal and Review Board (“HPARB”)

In the 1st Quarter, three HPARB reviews of ICRC decisions were requested. Two HPARB decisions were received, both of which confirmed the ICRC decisions.

Respectfully submitted,

Elizabeth Levin, Ph.D., C.Psych.
 Chair: *Inquiries, Complaints and Reports Committee*
 September 9, 2019

COLLEGE OF PSYCHOLOGISTS OF ONTARIO
FINANCIAL STATEMENTS
YEAR ENDED MAY 31, 2019

Independent Auditor's Report	Page 1 to 2
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Statement of Operations	4
Statement of Changes in Net Assets	5
Statement of Cash Flows	6
Notes to the Financial Statements	7 to 14

Draft - Aug 26/19

INDEPENDENT AUDITOR'S REPORT

To the Members of Council of
College of Psychologists of Ontario

Opinion

We have audited the financial statements of College of Psychologists of Ontario (the "College"), which comprise the statement of financial position as at May 31, 2019, and the statements of operations, changes in net assets and cash flows for the year ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the College as at May 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the ability of the College to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the financial reporting process of the College.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

INDEPENDENT AUDITOR'S REPORT (continued)*Auditor's Responsibilities for the Audit of the Financial Statements (continued)*

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control of the College.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the ability of the College to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Toronto, Ontario
September 27, 2019

Chartered Professional Accountants
Licensed Public Accountants

COLLEGE OF PSYCHOLOGISTS OF ONTARIO**STATEMENT OF FINANCIAL POSITION****AS AT MAY 31, 2019**

	2019	2018
ASSETS		
Current assets		
Cash and cash equivalents	\$ 1,708,910	\$ 5,528,519
Prepaid expenses and sundry receivables	54,684	59,000
Investments - short term (note 3)	6,834,865	3,132,706
	8,598,459	8,720,225
Investments - long term (note 3)	43,641	43,412
Property and equipment (note 4)	70,237	77,350
Intangible assets (note 5)	-	28,612
	8,712,337	8,869,599
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities (note 6)	290,657	456,786
Registration fees received in advance	2,842,296	2,781,642
	3,132,953	3,238,428
NET ASSETS		
Internally restricted (note 7)		
Investigations and hearings reserve fund	850,000	850,000
Contingency reserve fund	1,000,000	1,000,000
Fee stabilization fund	1,000,000	1,000,000
Web site and database development reserve fund	243,810	243,810
Premises reserve fund	1,000,000	1,000,000
Fair registration practices reserve fund	80,000	80,000
	4,173,810	4,173,810
Invested in property and equipment and intangible assets	70,237	105,962
Unrestricted	1,335,337	1,351,399
	5,579,384	5,631,171
	\$ 8,712,337	\$ 8,869,599

The accompanying notes are an integral part of these financial statements

Approved on behalf of the Council:

_____, President _____, Member

COLLEGE OF PSYCHOLOGISTS OF ONTARIO**STATEMENT OF OPERATIONS****YEAR ENDED MAY 31, 2019**

	2019	2018
Revenues		
Registration fees	\$ 3,258,082	\$ 3,205,619
Examination fees	137,800	118,214
Investment income <i>(note 8)</i>	117,697	90,782
Miscellaneous income	7,000	2,869
	3,520,579	3,417,484
Expenses		
Administration <i>(notes 4 and 5)</i>	2,204,500	2,128,372
Professional services	236,504	236,216
Hearings	343,020	494,894
Examination and seminar costs	299,907	299,095
Governance	99,680	91,659
Investigations and resolutions	120,273	125,290
Registration	87,096	84,544
Professional organizations	34,293	27,075
Communication, education and training	111,051	114,937
Quality assurance	36,042	44,929
	3,572,366	3,647,011
Excess (deficiency) of revenues over expenses for the year	\$ (51,787)	\$ (229,527)

The accompanying notes are an integral part of these financial statements

COLLEGE OF PSYCHOLOGISTS OF ONTARIO**STATEMENT OF CHANGES IN NET ASSETS****YEAR ENDED MAY 31, 2019**

2019	Internally Restricted	Invested in Property and Equipment	Unrestricted	Total
	<i>(note 7)</i>			
Balance - at beginning of year	\$ 4,173,810	\$ 105,962	\$ 1,351,399	\$ 5,631,171
Deficiency of revenues over expenses for the year	-	-	(51,787)	(51,787)
Inter-fund transfers representing:				
Purchase of property and equipment	-	19,465	(19,465)	-
Amortization of intangible assets	-	(28,612)	28,612	-
Depreciation of property and equipment	-	(26,578)	26,578	-
Balance - at end of year	\$ 4,173,810	\$ 70,237	\$ 1,335,337	\$ 5,579,384

2018	Internally Restricted	Invested in Property and Equipment	Unrestricted	Total
	<i>(note 7)</i>			
Balance - at beginning of year	\$ 3,685,014	\$ 177,335	\$ 1,998,349	\$ 5,860,698
Deficiency of revenues over expenses for the year	-	-	(229,527)	(229,527)
Inter-fund transfers representing:				
Purchase of property and equipment	-	11,535	(11,535)	-
Amortization of intangible assets	-	(54,067)	54,067	-
Depreciation of property and equipment	-	(28,841)	28,841	-
Other transfers	488,796	-	(488,796)	-
Balance - at end of year	\$ 4,173,810	\$ 105,962	\$ 1,351,399	\$ 5,631,171

The accompanying notes are an integral part of these financial statements

COLLEGE OF PSYCHOLOGISTS OF ONTARIO**STATEMENT OF CASH FLOWS****YEAR ENDED MAY 31, 2019**

	2019	2018
Cash flows from operating activities		
Cash received from registration and examination fees	\$ 3,459,095	\$ 3,393,848
Investment income received	117,573	93,381
Miscellaneous income received	7,000	2,869
Cash paid to employees and suppliers	(3,681,549)	(3,464,734)
	(97,881)	25,364
Cash flows from investing activities		
Purchase of property and equipment	(19,465)	(11,535)
Purchase of investments	(16,097,417)	(12,650,602)
Proceeds of disposition of investments	12,395,154	17,295,090
	(3,721,728)	4,632,953
Change in cash and cash equivalents	(3,819,609)	4,658,317
Cash and cash equivalents - beginning of year	5,528,519	870,202
Cash and cash equivalents - end of year	\$ 1,708,910	\$ 5,528,519

The accompanying notes are an integral part of these financial statements

Draft - Aug 26/19

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED MAY 31, 2019

NATURE AND DESCRIPTION OF THE ORGANIZATION

College of Psychologists of Ontario/L'Ordre Des Psychologues de L'Ontario (the "College") is the governing body for Psychologists and Psychological Associates in Ontario. The College is the self-governing body established by the provincial government to regulate the practice of psychology in Ontario, under the terms of the Psychology Act (1991) and the Regulated Health Professions Act (1991).

The College's Vision: A model for self-regulation to protect the public interest.

The College's mission is promoting excellence in the practice of psychology by:

- Enforcing standards fairly and effectively;
- Communicating clearly and effectively with stakeholders, particularly applicants, members and the public;
- Supporting and assisting members to meet high standards;
- Responding to changing needs in new and emerging practice areas;
- Collaborating in shaping the regulatory environment; and
- Promoting the cohesiveness of the profession.

The College is a not-for-profit organization incorporated without share capital under the laws of Ontario and, as such, is generally exempt from income taxes.

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and are in accordance with Canadian generally accepted accounting principles. These financial statements have been prepared within the framework of the significant accounting policies summarized below:

Basis of Presentation

Unrestricted

The unrestricted net asset reflects the cumulative results of the day-to-day activities of the College in fulfilling its purpose.

The Council of the College has internally restricted net assets to be used for specific purposes. These funds are not available for operations without approval of the Council. The details of internally restricted funds are as follows:

Investigations and Hearings Reserve Fund

The Investigation and Hearings Reserve Fund is designated to cover costs including legal costs, for the conduct of inquiries, investigations, discipline hearings, fitness to practice hearings, appeals and payments under the program for funding for therapy and counselling which exceed annual budget provisions for those activities.

Contingency Reserve Fund

The Contingency Reserve Fund is designated to provide for extraordinary expenses that exceed or fall outside of the provisions of the College's operating budget and to fund the College's obligations in extreme circumstances as determined and approved by the Council.

COLLEGE OF PSYCHOLOGISTS OF ONTARIO**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED MAY 31, 2019**

*1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**Basis of Presentation (continued)**Fee Stabilization Fund*

The Fee Stabilization Fund is designated to minimize or delay the impact of year-over-year changes in revenues or expenses on membership renewal fees. In accordance to the College's reserve funds policy, any annual operating surplus remaining after appropriate allocations are made to the other reserve funds will be allocated to the Fee Stabilization Fund.

Web Site and Database Development Reserve Fund

The Web Site and Database Development Fund is designated to provide funding for ongoing web site and database development.

Premises Reserve Fund

The Premises Reserve Fund is designated to provide funding for purchase or leasing of premises in the future and to minimize the impact on the operating budget for major expenses relating to the College's property.

Fair Registration Practices Reserve Fund

The Fair Registration Practices Reserve Fund is designated to cover costs, including professional fees, for the preparation and conduct of audits of the College's registration practices.

*Revenue Recognition**Registration Fees*

Registration fees are billed on a fiscal year basis commencing June 1st of each year and recognized as income on a fiscal year basis. Registration fees received in the current year, applicable to a subsequent year, are recorded as deferred revenue.

Examination Fees

Examination fees are recognized as revenue in the period in which the examination takes place. Examination fees received in the current year, applicable to an examination that takes place in the subsequent year, are recorded as deferred revenue.

Investment Income

Investment income consists of interest and realized and unrealized gains and losses. Interest is recognized as revenue when earned. Realized gains and losses are recognized when the transactions occur. Unrealized gains and losses which reflect the changes in fair value during the period are recognized at each reporting date and are included in current period operating results.

Miscellaneous Income

Other fees and revenues are recognized when the respective services are provided.

COLLEGE OF PSYCHOLOGISTS OF ONTARIO**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED MAY 31, 2019**

*1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)**Financial Instruments**(i) Measurement of financial assets and liabilities*

The College initially measures its financial assets and financial liabilities at fair value adjusted by, in the case of a financial instrument that will not be measured subsequently at fair value, the amount of transaction costs directly attributable to the instrument. Transaction costs of those financial assets and financial liabilities subsequently measured at fair value are recognized in income in the year incurred.

The College subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments, which are measured at fair value. Changes in fair value are recognized in the Statement of Operations. Fair values are determined by reference to published price quotations in active markets.

Financial assets measured at amortized cost include cash and cash equivalents and sundry receivables.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

(ii) Impairment

Financial assets measured at amortized cost are tested for impairment when there are indicators of possible impairment. When a significant adverse change has occurred during the period in the expected timing or amount of future cash flows from the financial asset or group of assets, a write-down is recognized in net income. The write down reflects the difference between the carrying amount and the higher of:

- the present value of the cash flows expected to be generated by the asset or group of assets;
- the amount that could be realized by selling the assets or group of assets;

When the events occurring after the impairment confirm that a reversal is necessary, the reversal is recognized in net income up to the amount of the previously recognized impairment. The amount of the reversal is recognized in income in the period that the reversal occurs.

Cash and Cash Equivalents

Cash and cash equivalents consist of cash at bank, money market funds and guaranteed investment certificates whose term to maturity is within three months from date of acquisition.

Short and Long Term Investments

Short term and long term investments are comprised of guaranteed investment certificates and Canadian commercial instruments. These investments are recorded at fair value. Investments that mature within twelve months from the year-end date are classified as short term. Investments that mature in over twelve months from the year-end date are classified as long term.

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED MAY 31, 2019

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Property and Equipment

The costs of property and equipment are capitalized upon meeting the criteria for recognition as property and equipment, otherwise, costs are expensed as incurred. The cost of property and equipment comprises its purchase price and any directly attributable cost of preparing the asset for its intended use.

Property and equipment are measured at cost less accumulated amortization and accumulated impairment losses.

Depreciation is provided for, upon the commencement of the utilization of the assets, using methods and rates designed to amortize the cost of the property and equipment over their estimated useful lives. The annual amortization rates on a straight line basis are as follows:

Furniture and equipment	- 5 years
Computer equipment	- 3 years
Leasehold improvements	- over the term of the lease

Property and equipment is tested for impairment whenever events or changes in circumstances indicate that its carrying amount may not be recoverable. If any potential impairment is identified, the amount of the impairment is quantified by comparing the carrying value of the property and equipment to its fair value. Any impairment of property and equipment is recognized in income in the year in which the impairment occurs. An impairment loss is not reversed if the fair value of the property and equipment subsequently increases. There were no impairment indicators in 2019.

Intangible Assets

The costs of intangible assets are capitalized upon meeting the criteria for recognition as intangible assets, otherwise, costs are expensed as incurred. The cost of intangible assets comprises its purchase price and any directly attributable cost of preparing the asset for its intended use.

Intangible assets are measured at cost less accumulated amortization and accumulated impairment losses.

Amortization is provided for, upon the commencement of the utilization of the assets, using methods and rates designed to amortize the cost of the intangible assets over their estimated useful lives. The annual amortization rate on a straight line basis is as follows:

Database development	- 5 years
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Intangible assets are tested for impairment whenever events or changes in circumstances indicate that its carrying amount may not be recoverable. If any potential impairment is identified, the amount of the impairment is quantified by comparing the carrying value of the intangible assets to its fair value. Any impairment of intangible assets is recognized in income in the year in which the impairment occurs. An impairment loss is not reversed if the fair value of the intangible assets subsequently increases. There were no impairment indicators in 2019.

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED MAY 31, 2019

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Use of Estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from these estimates, the impact of which would be recorded in future affected periods.

2. FINANCIAL INSTRUMENT RISK MANAGEMENT

The College is exposed to various risks through its financial instruments. The following analysis provides a measure of the College's risk exposure at the statement of financial position date.

The financial instruments of the College and the nature of the risks to which those instruments may be subject, are as follows:

Financial instrument	Risks				
	Credit	Liquidity	Currency	Market risk	
				Interest rate	Other price
Cash and cash equivalents	X			X	
Sundry receivables	X				
Short and long term investments	X			X	X
Accounts payable and accrued liabilities		X			

Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The College's main credit risks relate to cash and cash equivalents, short and long term investments and sundry receivables.

The College reduces its exposure to the credit risk of cash and cash equivalents by maintaining balances with a Canadian chartered bank and for short and long term investments by investing in high investment grade investments. The College is not exposed to significant credit risk in respect of sundry receivables.

Liquidity Risk

Liquidity risk is the risk that the College will encounter difficulty in meeting obligations associated with financial liabilities. The College is exposed to this risk mainly in respect of its accounts payable and accrued liabilities. The College expects to meet these obligations as they come due by generating sufficient cash flow from operations.

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED MAY 31, 2019

2. FINANCIAL INSTRUMENT RISK MANAGEMENT (continued)

Market Risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency risk, interest rate risk and other price risk. The College is not exposed to significant currency risk.

Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The value of fixed income investments will generally rise if interest rates fall and decrease if interest rates rise. The College is exposed to interest rate risk on its fixed income investments.

Other Price Risk

Other price risk is the risk that the fair value of financial instruments or future cash flows associated with the instruments will fluctuate because of changes in market prices (other than those arising from currency risk or interest rate risk), whether those changes are caused by factors specific to the individual instrument or its issuer or factors affecting all similar financial instruments traded in the market. The College is exposed to other price risk on its investments in Canadian commercial instruments. The College manages this risk by investing in high investment grade instruments.

Changes in Risk

There have been no significant changes in the risk profile of the financial instruments of the College from that of the prior year.

3. INVESTMENTS

Details of investments are as follows:

	2019	2018
Short term		
Redeemable guaranteed investment certificates at varying rates between 2.10% to 2.20% (1.60% in 2018) maturing within one year	\$ 6,834,865	\$ 3,082,601
Canadian commercial instrument at 2.97% maturing within one year	-	50,105
	\$ 6,834,865	\$ 3,132,706
Long term		
Canadian commercial instrument at 8.90%, maturing June 2025, (8.90% in 2018, maturing June 2025)	\$ 43,641	\$ 43,412

Investment Risk Management

Risk management relates to the understanding and active management of risks associated with all areas of the College's activities and operations. Investments are primarily exposed to interest rate and other price risks. The College has formal policies and procedures for investment transactions and the majority of investments are made on the advice of portfolio managers.

COLLEGE OF PSYCHOLOGISTS OF ONTARIO**NOTES TO THE FINANCIAL STATEMENTS****YEAR ENDED MAY 31, 2019****4. PROPERTY AND EQUIPMENT**

Details of property and equipment are as follows:

2019	Cost	Accumulated Depreciation	Net Book Value
Furniture and equipment	\$ 54,211	\$ 50,450	\$ 3,761
Computer equipment	92,185	77,605	14,580
Leasehold improvements	201,446	149,550	51,896
	\$ 347,842	\$ 277,605	\$ 70,237

2018	Cost	Accumulated Depreciation	Net Book Value
Furniture and equipment	\$ 54,211	\$ 47,109	\$ 7,102
Computer equipment	72,720	67,311	5,409
Leasehold improvements	201,446	136,607	64,839
	\$ 328,377	\$ 251,027	\$ 77,350

Administration expenses in the Statement of Operations includes depreciation expense of \$26,578 (\$28,841 - 2018).

5. INTANGIBLE ASSETS

Details of intangible assets are as follows:

2019	Cost	Accumulated Depreciation	Net Book Value
Database	\$ 190,945	\$ 190,945	\$ -

2018	Cost	Accumulated Depreciation	Net Book Value
Database	\$ 190,945	\$ 162,333	\$ 28,612

Administration expenses in the Statement of Operations includes amortization expense of \$28,612 (\$54,067 - 2018).

6. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2019	2018
Trade payables and accruals	\$ 266,328	\$ 433,627
Payroll and withholding taxes	24,329	23,158
	\$ 290,657	\$ 456,785

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED MAY 31, 2019

7. NET ASSETS - INTERNALLY RESTRICTED

	2019	2018
Investigations and hearings reserve fund	\$ 850,000	\$ 850,000
Contingency reserve fund	1,000,000	1,000,000
Fee stabilization fund	1,000,000	1,000,000
Web site and database development reserve fund	243,810	243,810
Premises reserve fund	1,000,000	1,000,000
Fair registration practices reserve fund	80,000	80,000
	\$ 4,173,810	\$ 4,173,810

8. INVESTMENT INCOME

Investment income consists of

	2019	2018
Interest	\$ 117,573	\$ 91,981
Realized (losses) gains on the disposal of investments	(1,325)	2,880
Unrealized gains (losses) on the fair value of investments	1,449	(4,079)
	\$ 117,697	\$ 90,782

9. LEASE COMMITMENTS

The College is committed to annual rental payments for office equipment and premises under operating leases. The leases for office equipment expire in July 2021 and December 2022 while the lease for premises expires in December 2021. Lease commitments for the next four years are as follows:

		<i>Premises</i>	<i>Equipment</i>
Fiscal year ending May 31	2020	\$ 126,284	\$ 16,748
	2021	126,284	16,748
	2022	73,666	4,883
	2023	-	1,464
		\$ 326,234	\$ 39,843

In addition, the College is responsible for its proportionate share of operating costs and realty taxes on its premises which in 2019 amount to \$162,500 (2018 - \$162,500).



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Motion Submission Form – Council Meeting September 2019

Audited Financial Statements

Strategic Direction Reflection

Acting in a responsibly transparent manner

Motion for Consideration

That the Audited Financial Statements for the fiscal year ending May 31, 2019 be accepted.

Moved By TBD

Budgetary Implications

None

Supporting Documents

1. Audited Financial Statements Year Ending May 31, 2019

Contact for Questions

Dr. Rick Morris, Registrar & Executive Director



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Motion Submission Form – Council Meeting September 2019

Appointment of Auditors for 2019-2020

Strategic Direction Reflection

Acting in a responsibly transparent manner

Motion for Consideration

That the firm of Hilborn LLP be appointed as Auditors for the College for the year 2019-2020.

Moved By TBD

Budgetary Implications

The cost of the Audit, which has remained relatively consistent over the past few years, is included in the annual budget.

Supporting Documents

None.

Contact for Questions

Dr. Rick Morris, Registrar & Executive Director



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Barbara Wand Seminar in Ethics, Standards and Conduct

June 12, 2019
Ottawa, Ontario

Sticky Issues in Professional Practice

Mr. Barry Gang, MBA, Dip.C.S., C.Psych. Assoc.

Tricky Issues in Professional Practice

Dr. Rick Morris, C.Psych.

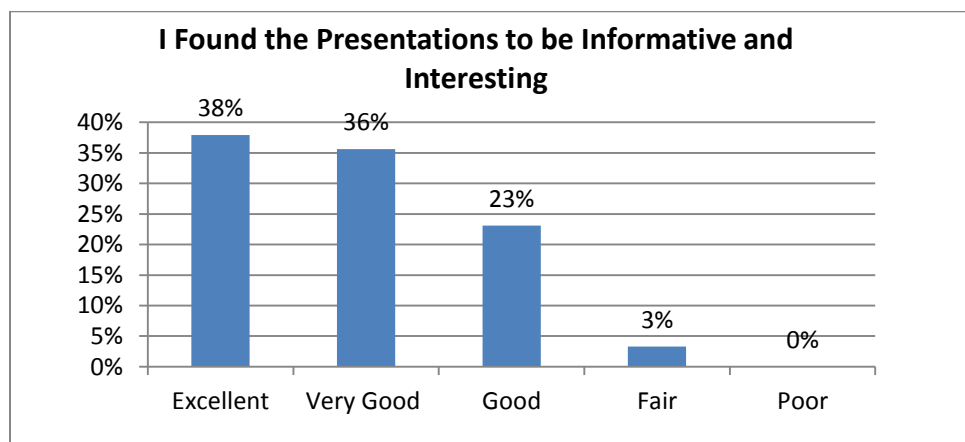
The Barbara Wand Seminar in Professional Ethics, Standards and Conduct took place on Wednesday, June 12, 2019 at the Shaw Centre in Ottawa. Once again, the Seminar was offered to members as a live webinar. We are pleased that this event continues to enjoy robust registration. The majority of participants were members of the College but as in the past, we were joined by a number of graduate students and non-members.

The total number of attendees, including both in-person and webinar, was approximately 1,935. This included 135 individuals who registered to attend in-person and 787 webinar viewing sites. Many webinar registrants watched in groups, some as large as 45, for a total of approximately 1,800 webinar participants.

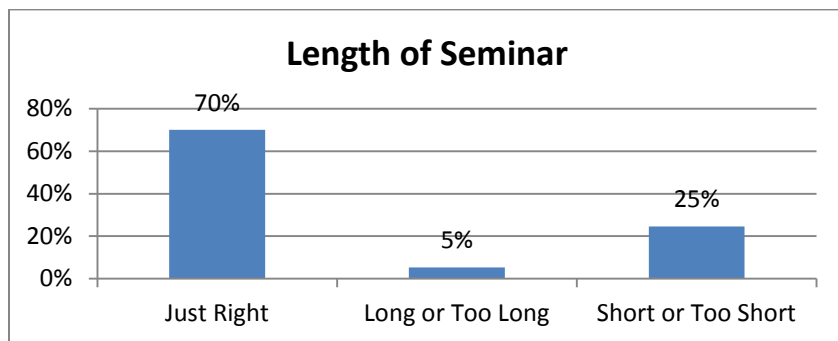
The Barbara Wand Seminar is offered to members and graduate psychology students at no charge in keeping with the College's wish to support and encourage continuing education.

The College was again pleased to offer live captioning of the webcast and was also able to respond to several requests for transcripts. The transcript and a link to the captioned archive recording are both available on the College website. To date there have been 440 views of the recorded Seminar.

The evaluation of the Seminar was completed on-line with 303 (16%) of the participants responding. When asked whether they found the presentations to be "Informative and Interesting", 97% of respondents reported that the Seminar was Excellent, Very Good or Good.

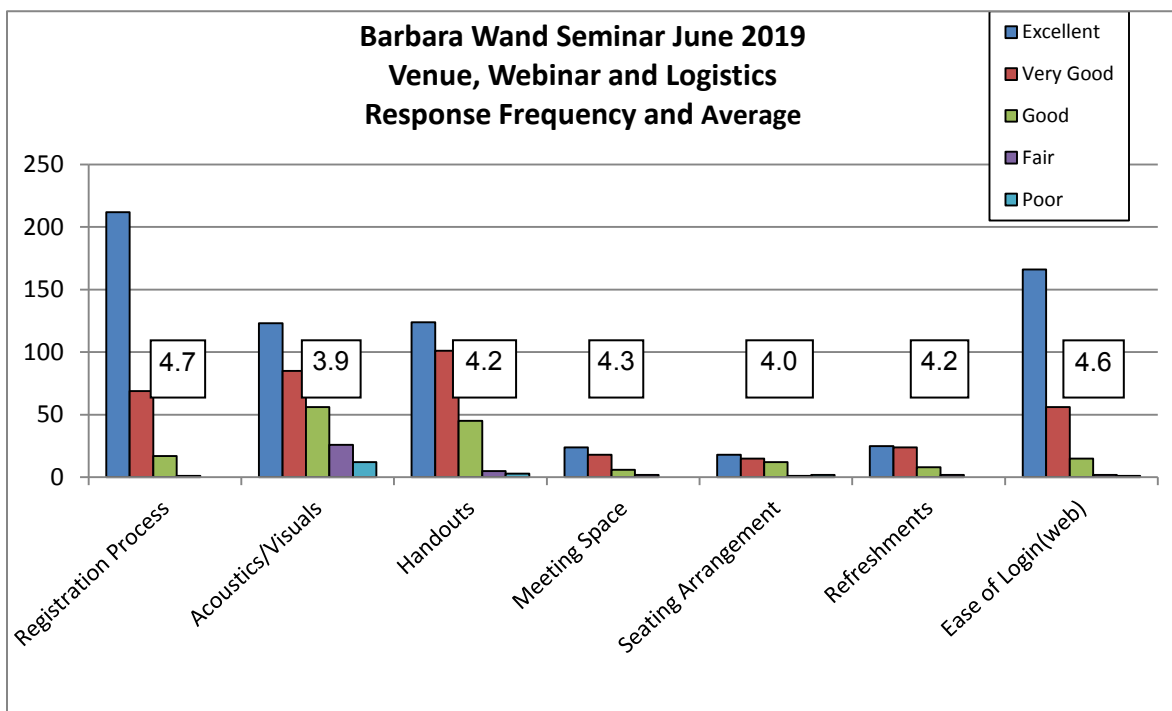


When asked about the length of the Seminar, 70% of respondents indicated that they found it to be Just Right, although 25% of respondents found it to be Short or Too Short.



As well as completing the five-point scale questions in the survey, many respondents provided additional comments about the Seminar. Most of these were positive and related to the quality of the speakers and relevance of the topic to members’ practices. As in the past, there were many requests for more time to be dedicated to “Tricky Issues”.

The majority of members rated the registration process, and other venue and webinar logistics as Very Good or Excellent. Although there were limited responses with respect to suitability of the meeting space, seating arrangement and refreshments, the majority of responses to those questions followed the same pattern.



In 2016, the College Council decided to offer the Barbara Wand Seminar twice a year for a half day, with one of the two events being held outside of Toronto. This has made it possible for a greater number of

people to attend. The next Seminar will be held in Toronto. Further information regarding both in-person and webinar participation will be provided to members as soon as details have been confirmed.

Respectfully submitted,
Barry Gang, MBA, Dip.C.S., C.Psych.Assoc.
Deputy Registrar & Director, Professional Affairs
September 21, 2019

COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STRATEGIC DIRECTION 2017 - 2022
Updated September 17, 2019

Vision *[What we aspire to be]*

The College strives for excellence in self-regulation in service of the public interest.

Mission *[Why we exist]*

To regulate the practice of psychology in serving and protecting the public interest

Strategies *[How we accomplish our Mission]*

In accomplishing our Mission, the College promotes excellence in the practice of psychology by:

- Enforcing standards fairly and effectively through:
 - Developing, establishing and maintaining standards of qualifications for individuals seeking registration,
 - Developing, establishing and maintaining standards of practice and professional ethics for all members,
 - Developing, establishing and maintaining standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among members;
- Communicating clearly and effectively with stakeholders, particularly applicants, members and the public;
- Supporting and assisting members to meet high standards;
- Responding to changing needs in new and emerging practice areas;
- Collaborating in shaping the regulatory environment;
- Acting in a responsibly transparent manner; and,
- Advancing the Council's governance practices.

Values *[What we uphold in all our activities]*

Fairness

The College approaches decisions in a just, reasonable and impartial manner.

Accountability

The College acts in an open, transparent and responsible manner and communicates about its processes.

Integrity

The College acts honestly, ethically, and responsibly.

Respect

The College treats members of the public, members of the College, prospective members and other stakeholders with respect.

Agenda Key	MISSION: To regulate the practice of psychology in serving and protecting the public interest by:	Current/Recent Examples	In Development/Proposed Examples
M1	<ul style="list-style-type: none"> • Enforcing standards fairly and effectively through: <ul style="list-style-type: none"> – Developing, establishing and maintaining standards of qualifications for individuals seeking registration, 	<ul style="list-style-type: none"> • Revised the manner for recording Oral Exam results when not all areas of practice/client groups are authorized (September 2016) • Issuance of IAP Certificate for temporary and limited practice by practitioners registered in other jurisdictions (June 2019) 	<ul style="list-style-type: none"> • <i>Briefing Note</i> on Implementation of Council's March 2013 decision respecting future of psychology regulation in Ontario submitted to Ministry (November 2016)
M2	<ul style="list-style-type: none"> • Enforcing standards fairly and effectively through: <ul style="list-style-type: none"> – Developing, establishing and maintaining standards of practice and professional ethics for all members, 	<ul style="list-style-type: none"> • Review of Standards of Professional Conduct underway (Fall 2016) • Adopted the new <i>Standards of Professional Conduct</i>, to go into effect September 1, 2017 (March 2017) • Creation of the ICRC Risk Rubric (August 2017) 	
M3	<ul style="list-style-type: none"> • Enforcing standards fairly and effectively through: <ul style="list-style-type: none"> – Developing, establishing and maintaining standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among members 		
M4	<ul style="list-style-type: none"> • Communicating clearly and effectively with stakeholders, particularly applicants, members and the public 	<ul style="list-style-type: none"> • Publication of <i>e-Bulletin</i> quarterly • Staff presentations to students and members (ongoing) • Strategic Direction 2017 – 2022 to members • Executive Committee Reception with London members (May 2017) • Executive Committee Reception with Guelph members (November 2017) • Proposed Policy II-3(iii) Appearance before a panel of the ICRC to be Cautioned (December 2017) • Executive Committee Reception with Kingston Members (May 2018) • Use of Title Consultation (February 2019) 	<ul style="list-style-type: none"> • College Communications Plan (March 2018)

		<ul style="list-style-type: none"> Executive Committee Reception with Thunder Bay members (May 2019) 	
M5	<ul style="list-style-type: none"> Supporting and assisting members to meet high standards 	<ul style="list-style-type: none"> Practice advisor service (ongoing) Barbara Wand Symposium (December 2016) Revision of the Self-Assessment Guide (May 2017) Continuing Professional Development Program Implementation Examination and Corporation Fee Reductions (June 2017) Practical Applications within new <i>Standards</i> will be continuously updated (June 2017) Barbara Wand Symposium in Ottawa (June 2017) Updated Policy II-3(ii) Release of the Member's Response to the Complainant (June 2017) Frequently Ask Questions for the new Standards and CPD Program continuously updated (August 2017) Barbara Wand Seminar (January 2018) Barbara Wand Seminar (June 2018) Peer Assisted Reviewer Training (November 2018) French Language translations of new <i>Standards</i> completed (November 2018) Barbara Wand Seminar (January 2019) Guidelines for CPD published in <i>e-Bulletin</i> (January 2019) Release of new materials for the prevention of boundary violations and sexual abuse, including a discussion guide. Barbara Wand Seminar (June 2019) 	
M6	<ul style="list-style-type: none"> Responding to changing needs in new and emerging practice areas 	<ul style="list-style-type: none"> New technological standard within the revised <i>Standards of Professional</i> 	

		<i>Conduct 2017</i>	
M7	<ul style="list-style-type: none"> Collaborating in shaping the regulatory environment 	<ul style="list-style-type: none"> Participation in ASPPB, ACPRO, FHRCO College participation in inter-College Psychotherapy Working Group FHRCO Sexual Abuse Prevention Task Force Chaired by Deputy Registrar (2016-2017) College participation in FHRCO discussions regarding Bill 87 (transparency and other changes to the RHPA) College Council responded to the Standing Committee on Bill 87 (March 2017) Submission to HPRAC, re: Psychotherapy (October 2017) Submission to MOHLTC on regulation amendments in the Health Professions Procedural Code (March 2018) Submission to Ontario Regulation Registry on Psychotherapy (June 2018) 	<ul style="list-style-type: none"> Discussions with the MOHLTC with regards to the regulation of ABA (November 2017)
M8	<ul style="list-style-type: none"> Acting in a responsibly transparent manner 	<ul style="list-style-type: none"> Posting of Council materials package before meetings on website (June 2016) Council and Executive Meetings to begin with a Declaration of Conflicts of Interest (June 2017) Amendments to By-law 18: <i>Fees</i> (December 2017) Amendments to <i>By-law 25: The Register and related Matters</i> (June 2018) Amendments to <i>By-law 5: Selection of Committee Chairs and Committee Members</i> and <i>By-law 21: Committee Composition</i> (September 2018) 	<ul style="list-style-type: none"> Consultation on <i>By-Law 18: Fees</i>
M9	<ul style="list-style-type: none"> Advancing the Council's governance practices 	<ul style="list-style-type: none"> New Briefing Note format for Council materials 	

College of Psychologists of Ontario

Strategic Direction 2017 - 2022

Implementation

		<ul style="list-style-type: none"> • March 2017 Council Training Day • Revision to Role of the Executive Committee • Agenda to Reflect Strategic Direction of Item • Introduction of Board Self-Assessment process (June 2017) • Amendments to By-law 20: Elections to Council (December 2017) • Two Committee Audits Planned for 2017-2018 • HIROC Risk Management System (September 2017) 	
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Notes: Some items could be entered in more than one place. When an item could belong to more than one area, it has been placed in the primary category.

The items shown in BLUE have been added by the Registrar since June 2019 as activities undertaken in service of the College's Strategic Directions 2017 - 2022