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PRESIDENT'S MESSAGE

One of the more interesting aspects of the role as President (at least for me), is seeing the strong work of the College staff on a different level. In particular, the ongoing effect of the legislation and regulation on the work of the Psychology regulatory bodies.



I had the good fortune to attend the most recent meeting of the [Association of Canadian Psychology Regulatory Organizations \(ACPRO\)](#). This group includes leaders of each regulatory organization for Psychology in Canada, from coast to coast. What became clear at the meeting was that each of these bodies must manage their daily work in accordance with the government that it reports to. Some are making changes we have already made in Ontario and some are making changes that we have not even considered yet in Ontario. But, when it comes to the need to be responsive to one's government, Ontario is no exception.

In Ontario, we are governed by the *Regulated Health Professions Act (1991)* and the [Psychology and Applied Behaviour Analysis Act, 2021](#). Most of the work of the College staff is determined by these 2 pieces of legislation and the accompanying Regulations. For example, most of our CPBAO committees are set by the *RHPA*, Schedule 2, Health Professions Procedural Code, Section 10(1) to

ensure consistency in the management of Ontario health regulators (e.g., Quality Assurance Committee, Registration Committee, Patient Relations Committee). Even our CPBAO Regulations, such as Professional Misconduct (O.Reg. 195/23) or Registration (O.Reg. 193/23), can be proposed by our College, but new regulations and changes to current regulations must be approved by the government before they may take effect.



In other words, we must ensure that our College meets the requirements of the government in its work. While there are a number of Objects of a College, as listed in the legislation, to determine how a College does its work (section 3(1), the only described duty of any RHPA College is "to work in consultation with the Minister to ensure,

as a matter of public interest, that the people of Ontario have access to adequate numbers of qualified, skilled and competent regulated health professionals" (Section 2.1).

For over 30 years, our College has focused on assuring the quality of the practice of our professions. However, Ontario is changing. It is becoming increasingly clear that we need to put greater emphasis on ensuring adequate numbers, particularly for groups in Ontario that have been under-served. The government is wanting all health regulatory bodies, including ours, to review our processes to ensure that we do not have unnecessary barriers to registration that might limit members of the public being able to access the services of our professions.

This review process has started at CPBAO. In the months ahead, registrants with our College will likely see changes in our registration processes. Some may agree with them. Some may disagree with them. However, as occurs in any part of this country, health care regulatory authorities are responsive and responsible to their jurisdiction's provincial Ministry of Health. We are fortunate in the CPBAO to have staff that understand and appreciate these pressures and support the work that needs to be done. As Bob Dylan wrote 60 years ago, The times they are a-changin'.

Ian Nicholson, Ph.D., C.Psych.
President

REGISTRAR'S MESSAGE



It is a busy and exciting time at the College. Our number of registrants has significantly increased as a result of welcoming Behaviour Analysts. With this new membership comes new energy to improve how we regulate psychological and behaviour analysis care in Ontario. Since proclamation of the new [Act](#) on July 1, 2024, we conducted the inaugural election for the Behaviour Analyst seats on Council (the Board of Directors). This is a crucial symbol of ABA's entrance into self-regulation in Ontario; a social contract to uphold the best interests of the public over self or professional interest.

With this exponential increase in scale also comes new challenges to operate the College efficiently, to process applications and to address inquiries, complaints, and reports, along with all of the College's other statutory duties. This is no small task, but the College, including the staff, Council, Committees, and Working Groups, are up for the challenge. Although it is new that ABA and psychology are now regulated by the same College, it will be business as usual; we will expect the same high standards of our registrants, and so will the Ontario public.

I end my Registrar's message with the recent case that involved one of our registrants and the Supreme Court of Canada. The finding is publicly available [here](#), as is the [Divisional Court Decision](#). I would like to make clear

that the College does not discuss their registrants' cases outside of what is available in the public space. This is meant to preserve the dignity and confidentiality of both the registrant and the member(s) of the public involved in the inquiries, complaints, and reports process. The College respects all registrants' rights under the law, including the attempt to have decisions appealed to the Courts. Although the College is pleased with the decision, it is also acknowledged that this process has been difficult for all involved.

Sincerely,

Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & Executive Director

ZEITGEIST- CO-LEADERSHIP CAN HELP DRIVE NEEDED SYSTEM CHANGE



Kim Corace, Ph.D., C.Psych

Every day, we see the alarming realities of escalating rates of substance use and related harms, worsening mental health, and declining well-being. Almost 200 lives are lost every day due to substance-related harms in Canada. The harms are devastating to clients, families, and our communities. For those who need care and treatment for their substance use health and mental health concerns, many cannot get the care they need and deserve. Access to care is challenging, in part due to numerous systemic and structural barriers, wait times are long, and there never seems to be enough health professionals, including our members. The result: People continue to suffer. The situation is untenable.

Continuing to deliver services and care in the ways we "always have," doesn't seem to be working. And trying to do more of the same with more professionals, doesn't seem to be a viable stand-alone solution. At first glance, this may feel hopeless, overwhelming, and something we can't possibly even begin to tackle. Despite these challenges, there lies great opportunity in front of us. So, what can we do differently? Where can we start?

Over the last number of years, I've experienced first-hand the positive impacts of co-leading and co-designing the development and implementation of mental health and

substance use health service delivery models with people with lived/living expertise (PWLE). In fact, our PWLE co-leadership model was crucial to the successful launch of a new coordinated access to mental health, substance use health and addictions service in our region. The central principle of this service is that it is both responsive to the needs of clients and families, and that PWLE are integral to all aspects of the design and implementation of the service as leaders and partners. PWLE are co-leaders on all the governance structures of this service, including the system-level regional and oversight committees. Our

guiding principles and collaborative governance structures enable and facilitate shared decision making between PWLLE leaders and the other partners (i.e., healthcare organization leaders, clinical leaders, and community leaders). Together we accomplished what we haven't been able to in the past, and I owe this success to our co-leadership model.

While I've mentioned a large system change initiative where the PWLLE co-leadership model has been highly effective in producing impactful outcomes, I have incorporated this model in the other work that I do as well, including quality improvement projects, clinical intervention development, peer-reviewed research studies, and teaching curriculum design.

Co-leadership with PWLLE represents a significant shift in how we have done things in the past—and is the very shift that we need to tackle our untenable situation in the sector and drive change for the future. Unfortunately,

this isn't something that most of us (including myself) are taught or exposed to in graduate school. We need to seek out these learning opportunities outside of our formal training. Given the incredible benefits that this approach brings, Psychology professionals may want to explore how to integrate this into the work we do.

While numerous other changes and solutions are needed to transform our system and improve the health and wellness outcomes of the people we serve and our communities, co-design and co-leadership with PWLLE is foundational to this work. I hope this starts a conversation in our practices, in our research, and with our students and colleagues. As a profession, we are committed to making efforts to continually improve service delivery and our profession. I invite you to reflect on your own quality and practice improvement efforts- and how PWLLE co-leadership may move us closer to where we collectively need to be.

NEW GUIDANCE: SHARING INFORMATION IN SITUATIONS INVOLVING INTIMATE PARTNER VIOLENCE

The Privacy Commissioner of Ontario has released [guidance](#) to assist professionals in addressing intimate partner violence (IPV) guidance: Sharing Information in Situations Involving Intimate Partner Violence: Guidance for Professionals, clarifying privacy rules for lawful disclosures of personal information for IPV prevention. All Registrants are encouraged to review this report.

The impetus for the development of these guidelines were misconceptions observed by the Office of the Privacy Commissioner about permissible disclosures under Ontario's privacy laws. This guidance provides an overview of the key privacy provisions that permit such disclosures in situations involving IPV, emphasizing circumstances involving a risk of serious harm to individual health or safety.



DISTRICT 8 INAUGURAL ELECTIONS TO COUNCIL – RESULTS



Inaugural elections to the College Council for District 8 – Behaviour Analysts were held on September 6, 2024. We are pleased to announce the following results:

- Olivia Ng, M.A., R.B.A (Ont.), BCBA (3-year term)
- Conrad Leung, M.ADS., R.B.A (Ont.), BCBA (3-year term)
- Kay Narula, R.B.A. (Ont.), BCBA (2-year term)

We would like to thank those who ran for election and welcome new and returning members to Council.

The term of office for these Council Members begins on September 27, 2024 and continues until the first Council meeting following the elections in 2026/ 2027.

To introduce these members of Council, we are providing the Biographical and Candidate Statements as they were submitted to the College as part of the election process.

OLIVIA NG, M.A., R.B.A (ONT.), BCBA

I am a Behaviour Analyst who has supported hundreds of individuals with autism and developmental disabilities across the lifespan for over 20 years in both public and private sectors. Through this work, I have developed a personal philosophy that emphasizes compassionate and collaborative care for every client. Everyone has a story, and each story must be carefully considered in its unique context, while mindfully respecting the privacy, rights, wishes, and ambitions of the client. I have provided

clinical mentorship to numerous clinicians and students of behaviour analysis while espousing this very philosophy. I hold a BA in Psychology and English Literature, MA in Applied Disability Studies (Specialization in ABA), and I am currently pursuing a PhD in Behaviour Analysis. I am a member of the Ontario Association for Behaviour Analysis (ONTABA) and the Association of Professional Behaviour Analysts (APBA). I am a strong supporter of BIPOC and LGBTQ2SIA+ rights and look forward to supporting the College's DEI initiatives. Having supported, worked alongside, and collaborated with many individuals from diverse backgrounds, and as a woman of colour, it would be my absolute privilege to bring my unique experiences to Council in the interest of contributing to public protection. I hope to also learn and add to my knowledge during this process. Thank you for reading my statement!

CONRAD LEUNG, M.ADS., R.B.A (ONT.), BCBA

I am honoured to be considered for a position as a Council Member. I began my career path in Behaviour Analysis in 2006, practicing under the supervision of psychologists registered with the College of Psychologists Ontario within the provincial Intensive Behaviour Intervention (IBI) program. Since then, I have gained experience in a variety of public and private settings: in clinic, residential care, and educational settings within Ontario and internationally. My services included the provision of direct services, supervision of services, and provision of consultative supports. I am currently based in Ottawa, where I work in

private practice, and am an Associate Consultant at FTF Behavioural Consulting. My practice currently focuses on increasing families' quality of life through behaviour analytic services and increasing professionals' capacity in the assessment and treatment of challenging behaviours.

I have previously served as a non-voting member of the College Council and have also had the opportunity to serve on the Quality Assurance Committee of the College. Collaboration with our Psychology and Behaviour Analyst Colleagues across the province was a tremendous experience, and I am grateful for the opportunity to continue doing so. I recognize the privilege I have in working with so many driven, passionate, and ethical colleagues, and I strive to bring this to my clinical practice as well as through my participation with the Council.

As Behaviour Analysts are welcomed to the College, I hope to bring my collaborative style to further the College's mission of public protection. I am excited for the opportunity to serve as a Council Member to ensure the public has access to safe, effective, and quality behaviour analytic services. I look forward to bringing my unique perspectives to the table. Thank you for your consideration.

KAY NARULA, R.B.A. (ONT.), BCBA

I am honored to seek election to the College Council representing District 8. With over 15 years of experience in autism services and a deep commitment to advancing the field of Applied Behavior Analysis (ABA), I believe

I can bring a valuable perspective to the Council. My extensive background in clinical practice, teaching, and community engagement equips me with a comprehensive understanding of the challenges and opportunities within our profession. As Clinical Director of Hope Autism Services, I have developed and implemented innovative therapy programs that prioritize the unique strengths and needs of each individual. My experience in consultation, training, and community engagement has prepared me to contribute effectively to the College's mandate of protecting the public and advocating for the clients we serve.

If elected, I will focus on promoting high standards of practice, advancing equity, diversity, and inclusion (EDI), and ensuring client-centered care. I am dedicated to advocating for the needs and interests of our clients, ensuring that they receive the highest quality of care and support. My commitment to these key areas will enhance our ability to serve the public effectively and equitably.

I am committed to transparent and collaborative decision-making and will work diligently to represent the interests of the public and our clients. My passion for advancing the field of ABA and my dedication to maintaining high standards of practice ensure that I will prioritize my commitments to the College Council.

I appreciate your consideration and support in this election. Together, we can work towards a future where our profession continues to grow and thrive, serving the needs of all individuals and communities.

REMINDER: CONSULTATION ON PROPOSED AMENDMENTS TO COLLEGE BY-LAWS

AMENDMENTS TO BY-LAW 18: FEES

At the meeting of the Council of the College of Psychologists and Behaviour Analysts held on September 27, 2024, a motion was passed to circulate proposed amendments to By-law 18.5.2 to ensure that annual membership fees for dual certificate holders, regardless of the class of each certificate, do not exceed \$1,200. This change addresses discrepancies in fee structures, ensuring fairness for all registrants.

A copy of the *By-law 18: Fees* showing the proposed changes can be accessed [here](#). Please note that additions underlined in blue, or deletions marked as ~~strikeouts in red~~ are the **only** amendments being considered for this consultation.

The College Council will be discussing these amendments at the December 2024 meeting. If you wish to provide any comments we would appreciate hearing from you by **December 2, 2024**.

Please submit your feedback by completing this brief form:

[View Consultation and Provide Feedback](#)

AMENDMENTS TO BY-LAW 19: APPOINTMENT OF NON-COUNCIL MEMBERS TO COMMITTEES OF THE COLLEGE AND CONDITIONS FOR DISQUALIFICATION

Council of the College of Psychologists and Behaviour Analysts also approved a 60-day consultation on the proposed amendments to *By-law 19: Appointment of Non-Council Members to Committees of the College and Conditions for Disqualification* prescribing a one-year cooling-off period policy as an eligibility requirement when appointing non-Council members to College Committees.

A copy of the *By-law 19: Appointment of Non-Council Members to Committees of the College and Conditions for Disqualification* showing the proposed changes can be [accessed here](#).

The College Council will be discussing these amendments at the December 2024 meeting. If you wish to provide any comments we would appreciate hearing from you by **December 2, 2024**.

Please submit your feedback by completing this brief form:

[View Consultation and Provide Feedback](#)

QUALITY ASSURANCE (QA) UPDATE



First Quarter June 1, 2024 – August 31, 2024

COMMITTEE ACTIVITY

During the first quarter, panels of the Quality Assurance Committee continued to address registrant-specific matters related to participation in the Quality Assurance Program.

The Committee will reconvene in the second quarter to continue its work in revising the content and structure of the Quality Assurance Program to:

- Combine the Self-Assessment Guide and Continuing Professional Development mechanisms into a single tool to allow for ongoing progress monitoring and reflection;
- Simplify the process for registrant review of relevant legislative, regulatory and ethical standards; and,
- Improve the process by which registrants are selected to participate in the more intensive Peer Assisted Review program, focusing support on those most in need of assistance or exhibiting difficulty maintaining their professional knowledge, skill and judgment.

REGISTRANT MATTERS

Self-Assessment

No self-assessment matters were considered during the first quarter. However, the Committee began the process of reviewing registrants' 2024 *Self-Assessment Guide*

and *Continuing Professional Development Plan (SAG)* documents in September, to verify completion of the self-assessment requirements for those that failed to submit a mandatory SAG Declaration of Completion on time.

Continuing Professional Development

A panel of the Committee considered one (1) random selection *Continuing Professional Development Program (CPD)* audit, carried over from the previous cycle. The Panel did not identify any concerns with the registrant's completion of the CPD Program requirements and decided to take no further action.

Registrants that failed to submit a mandatory CPD Declaration of Completion for the July 1, 2022 – June 30, 2024 cycle have been notified of their non-random selection for auditing. In addition, the Committee's annual process of conducting random CPD audits has now begun.

Interim Autonomous Practice Registrant CPD/SAG Participation

The Committee reminds individuals holding a Certificate of Registration Authorizing Interim Autonomous Practice (IAP) that they must also submit mandatory Quality Assurance Declarations of Completion when prompted, regardless of the duration of their registration.

Declaration options are provided for IAP registrants to attest that they have maintained compliance with the SAG and CPD requirements of their home jurisdiction, in lieu of completing the College's programming. However, if an IAP registrant's home regulator does not require similar

SAG or CPD participation, the registrant must complete the College's requirements and submit the standard Declaration options, as all other registrants must do.

Peer Assisted Reviews

The Committee considered one (1) Peer Assisted Review report during the first quarter and was satisfied with the information which demonstrated the registrant's adherence to professional standards. The review process was concluded without further action.

The Committee continues to seek College Assessors to assist with the Peer Assisted Review program. Registrants with the following authorizations that are interested in becoming an Assessor are asked to contact Quality Assurance staff by e-mail at qualityassurance@cpbao.ca:

- Neuropsychology
- Rehabilitation Psychology
- Health Psychology
- Seniors

Registrants that are bilingual in English and French are also encouraged to join the Assessor Roster.

To be considered for the Assessor Roster, registrants must have held a certificate of Registration for Autonomous Practice with the College for at least five years and are currently in active practice as a psychologist, psychological associate or behaviour analyst.

INFORMATION FROM THE PRACTICE ADVICE SERVICE

The Practice Advice Service provides information to College members and members of the public about relevant Legislation, Regulations, Standards of Professional Conduct, and other practical considerations. Answers are provided by College staff in response to specific inquiries and may not be applicable or generalized to all circumstances. Information is provided to support College members in exercising their professional judgment with respect to ethical matters and is not an appropriate substitute for advice from a qualified clinician or legal professional.

QUERIES

During the first quarter of this fiscal year (June 1, 2024-August 31, 2024), the College's Practice Advice Service addressed 383 inquiries. The five most common topics queried during this period, in descending order, were:

1. Supervision; most involving supervision of nonregistered providers, supervision records, and supervision of registered members of other professions
2. Mobility; most involving registrants wishing to practice in other jurisdictions
3. Records; most regarding successor Health Information Custodians, retention, and destruction of records

4. Fees and Billing; setting of fees, prepayment and retainers, and issuing receipts
5. Release of and Access to Information; consent, information about children, and client right of access to information

Many of these questions, and answers to them, can be found on the [Professional Practice FAQ page](#) of the College website which includes the following recent additions.

INFORMED CONSENT; BEHAVIOUR ANALYSIS AND GENERAL INFORMATION

Q: Now that Behaviour Analysts are Regulated Health Professionals, can this group of clinicians now to assess capacity to consent and if so, how does one determine capacity to consent to intervention?

A: As regulated health professionals Behavioural Analysts are now regulated by both the [Health Care Consent Act, 1996](#) which require practitioners to assess clients ability to consent to treatment.

The Act states that:

A person is capable with respect to a treatment, admission to a care facility or a personal assistance service if the person is able to understand the information that is relevant to making a decision about the treatment, admission or personal assistance service, as the case may be, and able to appreciate the reasonably foreseeable consequences of a decision or lack of decision.

There are no published procedures that we are aware of for performing such an assessment. The same test applies to all health care providers in Ontario and each practitioner who intends to provide the service must conduct the assessment themselves.

While there is no formal procedure set in legislation, here are some general guidelines registrants may wish to consider when determining whether a client is capable of making a treatment decision :

1. Review the relevant legislation: [Health Care Consent Act](#).
2. Provide the information that is relevant to making an informed decision regarding treatment, including the:
 - Nature of the patient's condition
 - Nature and purpose of the patient's treatment
 - Risks and benefits of the proposed treatment
 - Risks and benefits of alternative treatments including the option of no treatment at all
3. Determine whether the patient understands the information
 - Ask the patient to explain what they have been told, in their own words

4. Determine whether the patient appreciates the situation and its consequences
 - Ask the patient to describe the condition, proposed treatment and the likely outcome

If the patient passes the “understand and appreciate” test, they may make the decision to either accept or refuse treatment themselves. If the client does not pass the test, the health professional will need to obtain the consent of the appropriate substitute decision maker before anything other than emergency, as set out in the Act, subject to any other circumstances described in the Act as exceptions.

EXISTING CLIENTS EXPERIENCING NEW DIFFICULTIES OUTSIDE OF A MEMBER'S AUTHORIZED AREA OF PRACTICE

Q: I am working with a client to address the client's longstanding personality disorder. The client has recently experienced a traumatic brain injury, which has resulted in behavioural change, including disinhibition and impulsivity. If I am not authorized to provide services in the area of clinical neuropsychology, may I continue to work with the client?

A: In deciding whether one is authorized and competent to provide a service, the nature of the client's presenting difficulties will generally determine whether the member has the appropriate and required authorization. In this case, the initial presenting problems did not include the difficulties associated with the traumatic brain injury. It may, however, be difficult to intervene effectively without the knowledge and experience necessary to understand the complexities of central nervous system dysfunction.

As long as the focus of your intervention is the challenges associated with a personality disorder, you may be able to continue to work within your established clinical relationship with the client, if you obtain consultation from a member authorized in clinical neuropsychology, who can help to tailor the interventions to take into account the client's new challenges. If the task becomes one of helping the client address these new challenges as

well, then it may be appropriate to consider a referral for someone authorized in both clinical psychology and clinical neuropsychology.

INFORMED CONSENT WITH RESPECT TO MANDATED DISCLOSURE OF PERSONAL HEALTH INFORMATION IN THE ABSENCE OF CONSENT

Q: In the course of obtaining informed consent with a client, a client informed me that they do not grant consent for me to share information with the College in the event of a Quality Assurance review of their file. I have been selected at random for a Peer Assisted Review and must make my files available so that the Assessor and Reviewer can select files at random. What should I do?

A: This is a difficult situation. If you agreed to such a request, please contact the Quality Assurance team at the College. Depending on the circumstances, they will do their best to assist in finding a creative solution.

The College has the authority to obtain a file in the absence of client consent. This is set out in legislation and is non-negotiable. In obtaining consent to collect personal health information, which must be done before collecting the information, it is important to avoid giving the false impression that the client has any control over whether the College exercises its legislated duty to obtain information in procedures designed to protect the public interest, in this case, to ensure that members are practicing competently and ethically.

While it is understandable that clients want to have control over who has access to what is often their most private information, careful framing of the issue may help avoid at least some difficulties of this nature. It may be best to let clients know that in order to provide the services they are seeking, you must maintain a file in accordance with the College's requirements (available on the College's website) and that, while you will protect their confidentiality where client consent is required before disclosing their personal health information, there are some situations in which legislation mandates disclosure, even in the absence of consent. This is the case when review of information is required in order to protect clients and others from harm. In other words, the question is: do you agree to engage in services with the knowledge that I must keep a clinical record and that in rare circumstances the law allows access to the file without consent?

It may also help to advise that this applies to any service by a regulated health professional in Ontario who is practicing ethically and lawfully. Additionally, the College and all of its agents and staff have a strict duty of confidentiality and that in Quality Assurance matters, where the College Assessor and Reviewer may have access to the identity of a client whose file is under review, the Committee members will not be provided with identifying information.

APPLIED BEHAVIOUR ANALYSIS (ABA) REGULATION UPDATE



Earlier this year, the province of Ontario achieved a significant milestone with the proclamation of the *Psychology and Applied Behaviour Analysis Act, 2021*, which came into effect on July 1, 2024. In the time since, the College has registered nearly 1,500 Behaviour Analysts.

In the upcoming weeks, the College will begin accepting applications for the Entry-Level Supervised Practice Route, designed specifically for recent graduates of recognized Applied Behaviour Analysis (ABA) programs. Prospective applicants for the Entry-Level Route are encouraged to review the [Entry-Level Route Registration Guidelines](#) in advance of starting an application.

The College acknowledges that there may be some uncertainty regarding acceptable educational qualifications under the Entry-Level Route. According to Section 27.(1) 1. of the Registration Regulation, applicants for registration as Behaviour Analysts must possess one of the following:

- i. a post-graduate degree, at a minimum master's level, from a Canadian institution that is legally authorized to grant the degree and have successfully completed coursework in behaviour analysis recognized by a body approved by the Council for that purpose,*
- ii. a post-graduate degree, at a minimum master's level, that is considered by a panel of the Registration Committee to be equivalent to a degree described in subparagraph i, and have successfully completed*

coursework in behaviour analysis recognized by a body approved by the Council for that purpose,

iii. a post-graduate degree, at a minimum master's level, from a program in behaviour analysis accredited by a body, and at an accreditation level, approved by the Council for that purpose, or

iv. education and training in behaviour analysis outside of Canada that is considered by a panel of the Registration Committee to be substantially similar to the requirements described in subparagraph i.

In summary, applicants utilizing the Entry-Level Route must have completed a master's degree or higher in behaviour analysis or possess a master's degree along with graduate-level coursework in behaviour analysis. For example, degree programs at the Association for Behavior Analysis International's (ABAI) [Tier 1 accreditation level](#), or a master's degree or higher in ABA or a related field plus a graduate-level [Verified Course Sequence \(VCS\) in ABA](#). Questions about specific degree programs and VCS should be directed to the appropriate University representative.

JECAABA UPDATE

We are also pleased to announce that the Jurisprudence and Ethics Course and Assessment in Applied Behaviour Analysis (JECAABA) will soon be available in both English and French.

COLLEGE COMMITTEE APPOINTMENTS (BEHAVIOUR ANALYSTS) 2024-2025

The Executive Committee met on September 27, 2024 to appoint new Council members and applied behaviour analysis (ABA) professional members to the College's Committees for the 2024-2025 term. All registration titles are represented on the College's seven statutory Committees, as mandated to be established under the *Regulated Health Professions Act, 1991*. Committees support the work of the Council and contribute towards

advancing the College's mandate to serve and protect the public interest.

The College wishes to thank everyone for volunteering your time and expertise to the regulation of psychology and applied behaviour analysis.

To read about each Committee and their role, click [here](#).

EQUITY, DIVERSITY, AND INCLUSION (EDI) UPDATE



The EDI working group has been focusing on the completion of the College's Equity Impact Assessment. This is a Ministry of Health requirement within the [College Performance Measurement Framework \(CPMF\)](#). The Council approved the Equity Impact Assessment at their

[June 2024 meeting](#). The Working Group is now in the beginning stages of creating an EDI Plan.

The Working Group met recently in October 2024 and is scheduled to meet again in mid-January 2025.

COMMUNICATION REMINDER

The College uses e-mail to communicate as this is a quick and efficient method to bring important information to registrant's attention. Registrants are reminded that it is important to keep their College contact email address up to date and ensure that the College is included in the list of safe senders. Protocols are often updated, and this can result in College emails being directed away from your

inbox. Please forward cpo@cpo.ccsend.com to your IT department to ensure it is included on the safe sender list.

If you unsubscribe you will not receive these important, often time-sensitive, notices as the College does not distribute similar information by regular mail. If you have any questions, please contact the College.

COUNCIL HIGHLIGHTS - SEPTEMBER 27, 2024

The College Council met virtually on September 27, 2024. Information provided to members of Council for their review in preparation for their deliberations and decision-making was posted on the homepage of the College website a week in advance of the meeting. Following the meeting, this information was archived and is available on the website in the [Council Meeting Materials](#) Reference Library.

CHANGES TO THE COLLEGE COUNCIL



Since proclamation of the Psychology and Applied Behaviour Analysis Act (2021) on July 1, 2024, there have been changes to the College Council.

We are pleased to welcome our newest Council members:

- Ms. Mary Kalantzis (Public Council Member)
- Mr. Ken Moreau (Public Council Member)
- Ms. Olivia Ng (District 8 - Behaviour Analysts)
- Mr. Conrad Leung (District 8 - Behaviour Analysts)
- Ms. Kay Narula (District 8 - Behaviour Analysts)
- Dr. Kendra Thomson (District 9 - Academic)

EXECUTIVE COMMITTEE

As a first order of business, the Council elected an Executive Committee – Professional Member (Behaviour Analyst) for the 2024-2025 year. We are pleased to congratulate **Ms. Olivia Ng** as a new member of the Committee.

POLICY ISSUES

Council approved proposed amendments to *By-law 19: Appointment of Non-Council Members to Committees of the College and Conditions for Disqualification* to be circulated for a 60-day public consultation period.

The proposed amendments prescribe a one-year *cooling-off period* as an eligibility requirement when appointing non-Council members to College committees. A cooling-off period for participation on Committees serves the same public interest purpose as the existing cooling-off period for serving on Council; avoiding real and perceived conflicts of interest. The consultation was circulated to members on October 1, 2024, with comments requested by **Monday, December 2, 2024**. The proposed amendments and a feedback submission form is available [here](#).

BUSINESS ISSUES

Membership Fees – Cap on Fees for Dual Certificate Holders

Council approved proposed amendments to *By-law 18: Fees*, specifically on Section 18.5.2. to be circulated for a 60-day public consultation period. The proposed amendment is to ensure that annual membership fees for dual certificate holders, regardless of the class of each certificate, do not exceed \$1,200.

The consultation was circulated to members on October 1, 2024 with comments requested by Monday, December 2, 2024. The proposed amendments and a feedback submission form is available [here](#).

Annual Financial Audit

Council received and approved the annual Audited Financial Statements for the fiscal year ending May 31, 2024. A Summary of the Audited Financial Statements can be found in this volume of *HeadLines* and the full Audited Financial Statements will be included in the 2023-2024 Annual Report.

OTHER BUSINESS

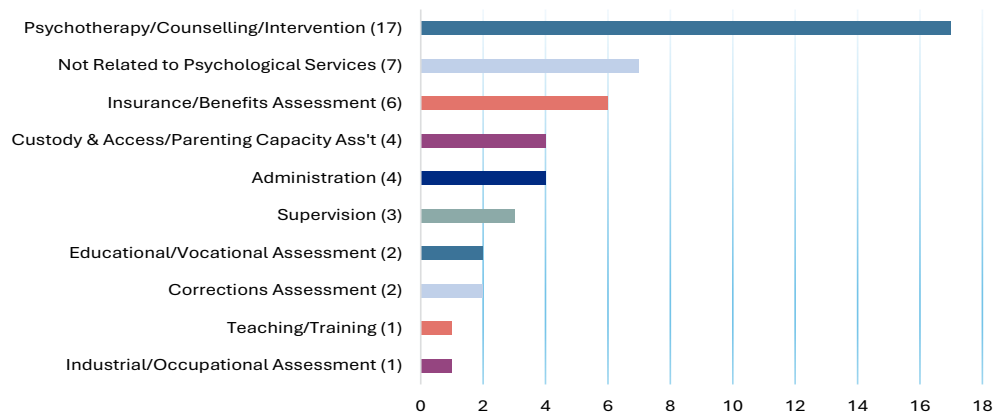
The next meeting of Council will be held virtually on December 13, 2024

INQUIRIES, COMPLAINTS & REPORTS COMMITTEE (ICRC)

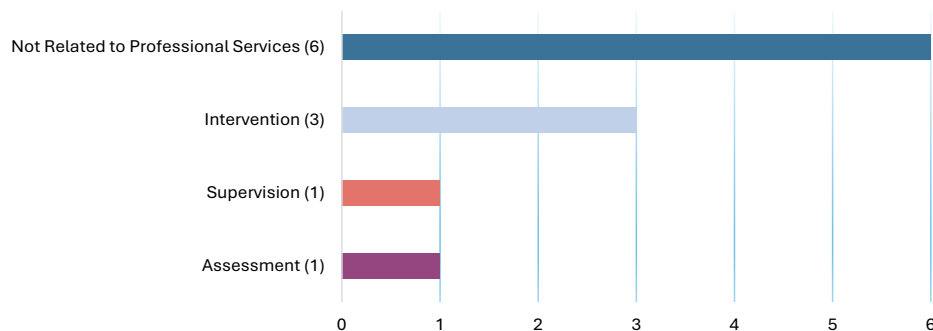
June 1, 2024 – August 31, 2024

NEW COMPLAINTS AND REPORTS

In the 1st Quarter, the College received 45 new complaints and initiated two Registrar's Investigations related to the psychology profession. The nature of service in relation to these matters is as follows:

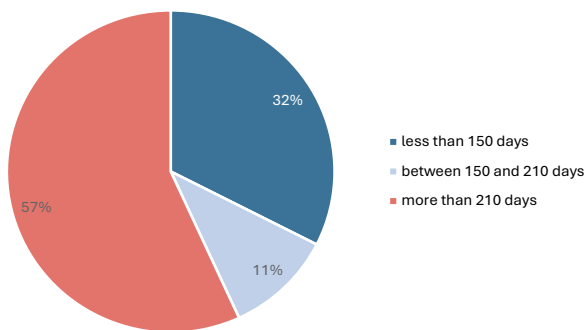


The College also received 11 complaints related to applied behaviour analysis (ABA). The nature of service in relation to these matters is as follows:



TIMELINE SNAPSHOT

There are currently 197 open Complaints and Registrar’s Investigations being actively investigated.



ICRC MEETINGS

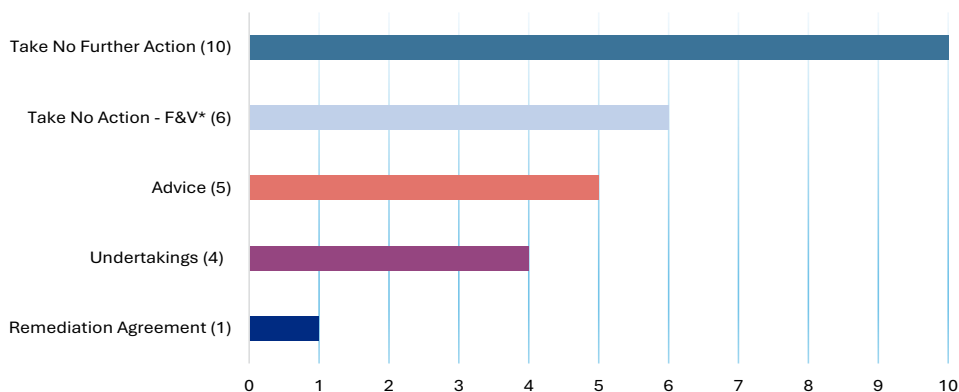
There are also ten open ABA complaints being actively investigated. The complaints were all received less than 150 days ago.

ICRC Meetings

The ICRC met three times to consider a total of 29 cases. In addition, the ICRC held 17 teleconferences to consider 27 cases.

ICRC DISPOSITIONS

The ICRC disposed of 26 cases during the 1st Quarter, as follows. The ICRC took some action, which can range from providing advice to a referral to the Discipline Committee, in 10, or 38%, of these cases:

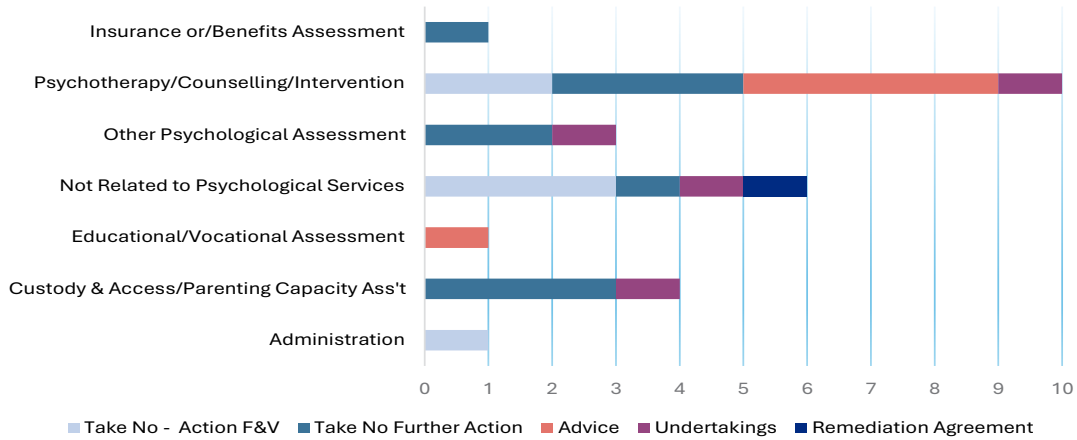


*F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code.

†SCERP: Specified Continuing Education or Remedial Program

Only one ABA case has been disposed of to date, by way of the complaint having been withdrawn. This complaint was related to an Assessment. All of the remaining ten ABA cases are in the process of being investigated

The dispositions of the 26 cases, as they relate to nature of service, are as follows:



DISPOSITION OF ALLEGATIONS

The 26 cases disposed of included the consideration of 102 allegations. The ICRC took some action with respect to 26, or 25.5%, of these allegations.



HEALTH PROFESSIONS APPEAL AND REVIEW BOARD (HPARB)

In the 1st Quarter, three HPARB reviews of ICRC decisions were requested. The College did not receive any HPARB decisions.

INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE (ICRC) DECISIONS

The following are summaries of some recent decisions of the Inquiries, Complaints and Reports Committee, reflecting three different dispositions. They are provided for educational purposes. Information in these summaries has been altered to protect the privacy of both members and complainants, and to protect the confidentiality of the investigation process. The relevant substance of the allegations and outcomes remain unchanged.

ACCESS TO A REPORT REGARDING A CHILD: DECISION: TAKE NO FURTHER ACTION

A complainant alleged that a psychologist inappropriately failed to provide her with a report of her child's evaluation, which was done in the context of family litigation. In her response, the registrant indicated that the services provided to the child client were therapeutic. An evaluation was conducted by a third party, and the registrant had indicated to the complainant that any request for a copy of that evaluation report should be directed to the third party.

The panel of the ICRC considering this matter noted that the registrant had offered to meet with the complainant to offer her information about the child's therapy. The panel also noted that while the complainant appeared to be under the mistaken impression that the registrant had conducted an evaluation, notes in the clinical record indicated that the registrant had discussed the nature of services with the complainant at the beginning of the service provision. The panel acknowledged that family litigation can be confusing and stressful for families. However, it appears to the panel that the registrant acted appropriately. The panel therefore decided to *take no further action* with respect to the complaint.

APPROPRIATENESS OF FILE TRANSFER: DECISION: ADVICE

An employer made a report to the College, indicating that after a psychologist left their employ, they discovered that certain documents had not been appropriately transferred or filed. In response to the allegations, the registrant expressed shock and dismay that this had occurred and indicated this had been an accidental error. Through its investigation, the panel also learned that these documents

had remained in a secure location and there was no evidence of inappropriate access or disclosure of these documents.

The panel believed that the impact risk was low in this matter, since, while misfiled, the documents remained in a secure location and were not requested by anyone for a number of years. The panel also believed that the recurrence risk was low as the registrant acknowledged the error, expressed remorse, and there was no information to suggest a pattern of mishandling documents. The panel therefore decided to provide the member with *Advice* in relation to appropriate record-keeping.

ACTING OUTSIDE OF AUTHORIZED AREA OF PRACTICE: DECISION: UNDERTAKINGS

The complainant raised numerous concerns about a registrant that arose in the context of couples counselling. Upon investigation, it became apparent that this registrant was not authorized to provide services to Couples.

The panel did not identify any substantive concerns with respect to the registrant's treatment of this couple. However, the panel also noted that practicing outside of one's authorized areas of practice and populations can pose risks to the public, as there may be gaps in the registrant's knowledge or experience which can lead to poor or dangerous outcomes to clients. As such, the panel believed it was appropriate and in the public interest to seek *Undertakings* from the registrant that she would cease autonomously providing services to Couples unless and until the Registration Committee approves the expansion of her authorized client populations to include Couples.

DISCIPLINE COMMITTEE REPORT



FIRST QUARTER, JUNE 1, 2024 – AUGUST 31, 2024

REFERRALS TO DISCIPLINE

There were no referrals to the Discipline Committee in the first quarter.

PRE-HEARINGS

[Mr. Eldon Bossin](#)

The Pre-Hearing for this matter was scheduled for October 15, 2024.

[Ms. Tatiana Zdyb](#)

A Pre-Hearing Conference regarding this matter took place on July 30, 2024, with a further Pre-Hearing Conference scheduled for November 20, 2024.

HEARINGS

[Dr. Douglas Misener](#)

The Reprimand regarding this matter was issued on August 13, 2024.

ONGOING MATTERS

[Dr. Laura Brown](#)

The Hearing for this matter has not yet been scheduled.

[Mr. Christopher Heap:](#)

This matter is currently at the Pre-Hearing Conference stage.

[Dr. Frank Kane](#)

This matter is currently at the Pre-Hearing Conference stage.

[Dr. Irina Trofimova](#)

Referrals regarding two related matters are currently at the Pre-Hearing Conference stage.

[Dr. Vytas Velyvis](#)

This matter is currently at the Pre-Hearing Conference stage.

[Dr. Romeo Vitelli](#)

Three matters are currently at the Pre-Hearing Conference stage.

CHANGES TO THE REGISTER

CERTIFICATES OF REGISTRATION

The College would like to congratulate those **Psychologist, Psychological Associate and Behavior Analyst** members who have received Certificates of Registration since July, 2024

Psychologists - Certificate of Registration Authorizing Autonomous Practice

Shelly Dawn Buckingham
Margaret Marie Brenzall Field
Katherine Margaret Green

Helen Ilios
Parvaneh Moallef Akbari
Chelsea Véronique Moran

Andrea Marie Reid-Chung
Marika Renelli

Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

Stefanie Mathes

Raisa-Lee Adele Christine Trish Roberts

Josée Mélanie Sirman

Behaviour Analysts- Certificate of Registration Authorizing Autonomous Practice

Aggarwal, Bhawna
Ahi, Mina
Anastassiou, Apostolis
Arnold, Sarah
Aziz, Mariam
Baker, Tiana
Baran, Rebecca
Bell, Jill
Benedetti, Vanessa
Benedetto, Elizabeth-Anne Agnes
Berger, Brittany
Billingsley, Tracy
Bingham, Cameron
Bishop, Courtney
Bissell, Kristina
Blake, Rachel
Borsten, Jennaya
Bottoni, Melissa
Bowden, Vanessa
Bozzelli, Bianca
Brijlall-Amaral, Anuradha
Brown, Emily
Brown, Shelley
Bruni, Teryn
Bryant, Jenniferlynn
Bucha, Uma
Buckingham, Eliza
Bunn, Mikayla
Burgess, Sarah

Carden, Molly
Chan, Candace
Chowdhury, Pritha
Chubb, Laura
Cloet, Cassandra
Cohen, Miryam
Condotta, Tracie
Cosmin, Karalina
Cutone, Alessandra
Davy, Brittany
Dennis, Kayla
Di Biase, Stephanie
Diener, Zoe
Douglas, Olivia
El Sabbagh, Reem
El Sabbagh, Reem
Fabian, Jessica
Fair, Michelle
Fair, Alison
Farr, Emily
Ferguson, Kelsey
Fishman, Frances
Friske, Sasha
Gagbagnon, Angela
Gajdos, Libusa
Gay, Célie
Glaubitz, Nabila
Good, Samantha
Grant, Rachel

Greaves, Brenda
Green, Paula
Hamilton, James
Hartwick, Sadie
Ho, Bobby
Hogarth, Susannah
Hone, Amelia
Hughes, James
Israel, Lisa
James, Anton
Jennery-Pennings, Melissa
Jessel, Joshua
Jessome, Rachelle
Jones, Julie
Joshi, Maitree
Judy, Lian
Keller, Tricia-Lee
Kerr, Whitney
Khawaja, Shadan
Khouzam, Emma
Kilner, Lindsay
Koenjer, Sadie
Kugler, Makayla
Laframboise, Erica
Lafreniere, Mackenzie
Lakin, Kristy
Lange, Sarah
Lau, Mei Yan
Laverdiere-Ranger, Lynn Denise

Leblanc, Debbie
Leblanc, Bailey
Lee, Ruth
Lem, Katherine
Leung, Caterina
Leung, Chun Pin
Ly Tan, Ling
Mak, Meagan Ka Yan
Mak, Hugo
Mattu, Zumara
McCulloch, Michelle
McKee, Katya
M Duyile, Olanrewaju
Menard, Sarah
Miller, Kelly
Minifie, Casey
Miszelska, Ewelina
Mohammed Iqbal, Marwa
Morgan, Kamille
Naseem, Shazia
Nash, Jaclyn
Nesbitt Daly, Kathleen
Nguyen, Lina
Nickel, Faith
Nicolson, Frances
Noguchi Antoniack, Krista
Oddy, Carissa

O'Dwyer, William
O'Grady, Lisa
Oosterink, Kaitlyn
Osipyan, Oxana
Pagliaro, Kristina
Paranjape, Renita
Pazhang, Maryam
Phillips, Jisan
Pomeroy, Krista
Pong, Eros
Prabaharan, Sharmeela
Qutiyba, Azzah
Rahim, Nicole
Randhawa, Aman-Preet
Ribeiro, Kimberly
Ricci, Terra
Rigby, Jordyn
Risen, Sari
Said, Kadija
Sander, Annalise
Sapi, Eric
Savona, Danielle
Scherbak, Bailey
Sergautis, Julia
Shaikh, Haseena
Shamkhani, Dana
Sherstone, Jeremy

Siddiqui, Zohra
Sidhu, Preet
Silva, Sara
Singh, Tarisha
Sloman, Tovah
Soufiabadi, Mehrnoosh
Spittle, Ellen
Stern, Yael
Sutherland, Shinice
Sergenese, Tayler
Teodoro, Jorge Manuel Viegas
Tikhonova, Anna
Tough, Sara
Trak, Louna
Trask, Adele
Weedmark, Chelsea Alexandra
West, Sara
Wilson, Brandie
Wilson, Kim
Wyatt, Jennifer
Wyzga, Miriam
Zaidi, Aima
Zehr, Meghan
Zonneveld, Kimberley
Zwick, Larissa

Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Douglas Altilio
Sevan Amirkhanian
Alexandre Chauvin
Julian Chiarella
Aisha Kaur Christiansen
Marlene Desjardins
Sawsane El Amiri
Jessica Engle
Caitlin Charli Fuller
Ashley Gunter
Bruno Gunther
Katherine Hannis
Gabrielle Heselton
James Gordon Hutchinson
Mostefa Stefane Kabene
Denise Hilary Kyte

Erica Lane
Zhen Li
Sophia Macrodimitris
Ryan Matchullis
Marie-France-Gisèle Mbuyi-
Tshibwabwa
Rachel Moline
Seraphim Mork
Nicole Elizabeth Nayoski
Jennifer Newman
Cindy Nguyen
Megan Eleine O'Connell
Tula Paul
Tammy Piers
Sandra Lisa-Marie Primiano
Felix Alexandre Proulx

Mary Pudmoreff
Alexandra M. Schinke
Syeda Shireen
Kayla Ann Elizabeth Shore
Jennifer Lynne Short
Stephanie Sikorski
Cailea Slifka
Kevin Smith
Kimberly Ann Stringer
Abanti Tagore
Rachel Tarrant
Lea Thaler
Julie Villers
Lauren A. Wiles

Psychological Associates - Certificate of Registration Authorizing Interim Autonomous Practice

No Certificates were issued in this period.

Psychologists - Certificate of Registration Authorizing Supervised Practice

Christina Amico	Tripti Jaiswal	Mary Beatrice Ritchie
Meaghan Aylward	Melissa Kang	Kristin Rizkalla
Karen Rebecca Black	Kenneth Kelly-Turner	Alison Lesley Rose
Bianca Christina Bondi	Alexandra Deannie Kerr	Traleena Rouleau
Sarah Boyle	Savin Kumar	Mahsa Sadeghi Janbahan
Dyana Castillo	Mark William Leonhart	Chanelle Stephanie Salonia
Sonja Chun Tung Chu	Emily Levitt	Hilary Catherine Scott-Row
Joanna M Collaton	Rebecca Elizabeth Lewinson	Ramandeep Kaur Sehra Bhalla
Lauren Cudney	Rachael Elizabeth Lyon	Valbona Semovski
Alvi Dandal	Emily MacQuarrie	Ireoluwa Sobogun
delete	Carley Marshall	Mursal Srosh
Holly Victoria Echlin	Samantha Matharoo	Bailey Kristie-Mae Stewart
Jeffrey Esteves	Andrea Maughan	Rhonda Stopyn
Tracy Fabri	Jennifer Marie McKinnon	Divi Tara
Amanda Michelle Ferguson	Valentina Mihajlovic	Rebecca Trossman
Golnaz Ghaderi	Katelyn Nicole Mullally	Katherine Walker
Dana Gorelik	Stephanie Nardone	Aida Warah
Kelsey Gould	Rebecca Nurgitz	Rebecca Joan West
Emily Carolyn Grossner	Dharna Piyoosh Patel	Callon MacKay Williams
Jessie Ann Louise Heaman	Victoria Corinne Patterson	Belal Zia
Adam Joseph Iskric	Kathryn Quinlan	

The College wishes to thank those members who generously provided their time and expertise to act as primary and alternate supervisors for new members issued Certificates Authorizing Autonomous Practice.

Psychological Associates - Certificate of Registration Authorizing Supervised Practice

Daphne Lai Yue Au Young
Chantal Chevtchenko
Emma Harman
Michelle Harrison
Tanveer Kaur

Nicole Marie Muir
Nazihah Niazi
Orit Reem
Sandra Sabatino-Buldo
Sylvia Jacqueline Salas

Flaviana Maria Pia Scopelliti
Yik Pui Peony Shek
Hayley Vickery

Retired

Tamara Ann Burnie
Lawrence Freedman

Sandra Ellen Ulch
Marilyn Cathrien Van Dieten

Resigned

Louise Cameron
Laura Gallou
Steven Gilbert

Marjorie Joanne Hogan
Paul Raymond Legzdins
Harsha Vardhan Raghuraman

Hermione Judith Virta
Vytas Velyvis

Deceased

The College has learned with regret of the death of the following member and extends condolences to family, friends and professional colleagues of:

Shukri Amin

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

SUMMARY FINANCIAL STATEMENTS

MAY 31, 2024

HILBORN_{LLP}

Report of the Independent Auditor on the Summary Financial Statements

To the Members of Council of the College of Psychologists of Ontario

Opinion

The summary financial statements, which comprise the summary statement of financial position as at May 31, 2024, and the summary statement of operations for the year then ended, and related note, are derived from the audited financial statements of the College of Psychologists of Ontario (the "College") for the year ended May 31, 2024.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria described in the note to the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements of the College and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated October 22, 2024.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria described in the note to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.



Chartered Professional Accountants
Licensed Public Accountants

Toronto, Ontario
October 22, 2024

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

Summary Statement of Financial Position

May 31	2024 \$	2023 \$
ASSETS		
Current assets		
Cash and cash equivalents	8,096,120	1,916,232
Prepaid expenses and sundry receivables	130,876	52,515
Investments - short term	-	5,265,216
	<u>8,226,996</u>	<u>7,233,963</u>
Property and equipment	846,781	951,736
	<u>9,073,777</u>	<u>8,185,699</u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	590,960	756,922
Registration fees received in advance	4,558,905	3,092,348
Current portion of lease inducements	25,462	25,462
	<u>5,175,347</u>	<u>3,874,732</u>
Lease inducements	167,622	193,084
	<u>5,342,969</u>	<u>4,067,816</u>
NET ASSETS		
Invested in property and equipment	653,697	733,190
Internally restricted	1,889,445	2,769,149
Unrestricted	1,187,666	615,544
	<u>3,730,808</u>	<u>4,117,883</u>
	<u>9,073,777</u>	<u>8,185,699</u>

The accompanying note is an integral part of these summary financial statements

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

Summary Statement of Operations

Year ended May 31	2024	2023
	\$	\$
Revenues		
Registration fees	3,996,588	3,580,529
Examination fees	229,800	137,800
Interest and miscellaneous income	297,218	231,761
Ministry of Children, Community and Social Services grant	305,645	130,238
	4,829,251	4,080,328
Expenses		
Administration	3,275,773	2,959,423
Professional services	255,185	266,803
Investigations, hearings and resolutions	820,569	906,852
Examination and seminar costs	203,207	235,780
Governance	90,359	113,215
Registration	76,996	66,839
Professional organizations	31,590	27,591
Communication, education and training	130,621	163,757
Quality assurance	28,391	39,034
Ministry of Children, Community and Social Services grant	305,645	130,238
	5,216,326	4,959,532
Deficiency of revenues over expenses for the year	(387,075)	(879,204)

The accompanying note is an integral part of these summary financial statements

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

Note to Summary Financial Statements

May 31, 2024

1. **Basis of Presentation**

These summary financial statements have been prepared from the audited financial statements of College of Psychologists of Ontario (the "College") for the year ended May 31, 2024 on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information presented in respect of changes in net assets and cash flows has not been included and information disclosed in the notes to the financial statements has been reduced.

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



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