

1988 SURVEY OF ONTARIO PSYCHOLOGISTS

PRINCIPAL WORK SETTINGS - RECENT TRENDS

Response to the annual questionnaire is voluntary and this year 82.2% (1,324) responded, which is comparable to the return rate of recent years. The size of the profession continues its regular annual increase to the present level of 1,610 Permanent registrants.

The proportion of respondents in the various categories of principal work setting is shown in Table 1. When compared to data for earlier years, most categories show stable proportions with some exceptions. The proportion of registrants principally in private practice has increased from 8.5% in 1980 to a peak of 13.4% in 1985 and now shows some decline to 11.3%. The absolute number of individuals primarily in private practice has not changed in the last three years, but since the overall size of the profession has increased considerably, there is a decline in the proportion employed in private practice. This also explains the orderly decline in the proportion of psychologists having their principal work falling into the category of Industrial/Commercial, which includes management consulting firms, from 5% in 1980 to the present level of 3.6%. The proportion of registrants having Post-secondary institutions as their principal locus of work has declined from 23% in 1980 to 20.8% at the present time, but here there has been a small increase in absolute numbers. Work categories showing relative and absolute growth appear to be those that are health related. In 1980 34% of registrants indicated their principal place of work to be one of the health relevant categories. Since that time there has been an orderly upward trend to the present level of 36.9%. Within the general health area, the major growth category has been in the proportion of psychologists working in General Hospitals which was 10% in 1980 rising to 15% currently.

To a considerable extent the trends noted are also evident when the principal work locations for more recently registered psychologists (registered in 1983 and subsequently) are compared to psychologists registered prior to 1983 as shown in Table 1. More recently registered (and generally younger) psychologists are proportionately less represented in Post-secondary institutions (17% versus 22.5%), in private practice (8.6% versus 12.5%) and in Industrial/Commercial firms (3.0% versus 3.9%). These

differences reflect not only the tendency for such principal work locations to attract more experienced psychologists, but also, to some degree, indicate a lack of entry opportunities or the presence of conditions which do not favour such employment.

In the primary work categories related to physical and mental health 43.9% of more recent registrants are found compared to 34.1% of earlier registrants. In specific categories, such as Psychiatric Hospitals, recent registrants are over-represented (8.9% versus 7.2%) which may be due to ease of first job entry, whereas in other categories, such as General Hospitals (19.5% versus 13.1%), Children's Mental Health Centres (6.9% versus 5.5%) and Children's Hospitals (3.6% versus 1.9%) there is the additional factor of positions newly created in recent years.

SECONDARY WORK

A significant amount of psychological service is rendered to the public and to various agencies in the form of secondary part-time employment or self-employment. Accordingly, a rounded account of psychologists activities demands consideration of secondary employment. The data indicate that 59% of reporting registrants are engaged in one or more forms of secondary work. Of this group 68% are male and 32% female. In the 1985 survey the somewhat higher proportion of 62.6% reported some form of secondary work with 70.6% being males and 29.4% females.

Secondary work is usually in the form of private practice or some other form of self-employment (75.3%) with 16.5% in the form of employment by some organization. To the

foregoing must be added 8.2% of respondents who report that they are engaged in both of these forms of secondary work.

Far and away the most frequent primary work location of those reporting some secondary work is that of private practice (58.7%). The next most frequent primary work location of those reporting secondary work is that of Post-secondary institutions (14.5%) which is followed by the General Hospital category (5.6%). All other categories of primary work indicate that secondary work is undertaken by less than 3% of their members.

WOMEN IN THE PROFESSION

In an analysis of the 1985 survey data, reported in The Bulletin (vol.11, #4, 1986), the differential distribution of principal work locations for male and female registrants was examined. Some trends found at that time are still apparent, but additional observations are permitted by the present data.

In order of relative male over-representation are: facilities for the retarded (Developmental Disabilities), Industrial/Commercial firms, Government Departments, Correctional facilities, Psychiatric Hospitals and Post-secondary institutions. Female psychologists are over-represented in the categories: Children's Hospitals, Addiction treatment facilities, Child Treatment Centres, Child Mental Health Centres and Primary/Secondary educational institutions. Although there are absolutely more men than women primarily in private practice, the data indicate that there is nearly proportionate representation (12% females, 10.9% males). This last comparison appears to be a considerable difference from the 1985 findings for private practice as the main work setting where

TABLE 1
Principal Places of Work for Ontario Psychologists Responding in 1988

Work Locations	Men		Women		Registered prior to 1983		Registered 1983 and subsequently		All reporting registrants	
	N	%	N	%	N	%	N	%	N	%
Primary/Secondary Institution	109	13.2	92	18.4	141	15.2	60	15.2	201	15.2
Post-Secondary Institution	188	22.8	88	17.6	209	22.5	67	17.0	276	20.8
Psychiatric Hospital	69	8.4	33	6.6	67	7.2	35	8.9	102	7.7
Mental Health Clinic	20	2.4	19	3.8	27	2.9	12	3.0	39	2.9
Gen. Hospital/Hosp. Complex	124	15.0	75	15.0	122	13.1	77	19.5	199	15.0
Children's Hospital	14	1.7	18	3.6	18	1.9	14	3.6	32	2.4
Children's M. Health Centre	43	5.2	35	7.0	51	5.5	27	6.9	78	5.9
Addiction Treatment Facility	9	1.1	10	2.0	18	1.9	1	0.3	19	1.4
Correctional Facility	27	3.3	12	2.4	26	2.8	13	3.3	39	2.9
Developmental Disabilities	31	3.8	7	1.4	27	2.9	11	2.8	38	2.9
Rehabilitation Facility	16	1.9	10	2.0	17	1.8	9	2.3	26	2.0
Industrial/Commercial Firm	38	4.6	10	2.0	36	3.9	12	3.0	48	3.6
Government Department	20	2.4	9	1.8	22	2.4	7	1.8	29	2.2
Social Agency	10	1.2	6	1.2	13	1.4	3	0.7	16	1.4
Private Practice	90	10.9	60	12.0	116	12.5	34	8.6	150	11.3
TOTALS	825		499		930		394		1,324	

women predominated (21.7%) over men (13%). At that time concern was expressed that the relative predominance of women in private practice might reflect some obstacles in the employment of women in other work settings. Insofar as this was a valid concern, there appears to have been some improvement in the conditions of employment for women.

It is of interest that 57.7% of male psychologists whose primary work location is

private practice report some form of secondary work and that female psychologists in private practice report a comparable level of secondary work (58.8%). These values may be compared to corresponding values of 30% (men) and 53% (women) from the annual survey of 1985 which suggested the interpretation that a greater proportion of women in private practice were experiencing lower levels of activity in their practices and had turned to secondary employment to

round out their professional activities. Insofar as this interpretation was valid, the present results suggest that the activity levels of primary private practices are now comparable for men and women, but since there has been a general increase in secondary activities, there may have been, in recent years, some general decline in the activity levels of private practices. ■

B.Q.

COMPLAINTS AGAINST PSYCHOLOGISTS

Complaints received against psychologists in the fiscal year ending May 31, 1988 are reported in Table 2. The numbers indicate a 150 percent increase over the previous year in complaints arising from custody and access assessments. To ensure that they are familiar with current standards for conducting assessments for the purpose of recommending custody or access, psychologists may find it useful to refer to an article entitled "Custody and Access Assessments", *The Bulletin*, April, 1988. A second useful source is Kaplan, Landau and McWhinney, *Custody/Access Assessment Guidelines: Report of the Interdisciplinary Committee for Custody/Access Assessments*, published by the Ontario Psychological Foundation, 7 Wax Myrtle Way, Don Mills, Ontario, M3B 3K6, \$7.50.

Similarly, complaints concerning sexual impropriety with clients doubled in the same period. As announced in the October 1988 issue of *The Bulletin*, a workshop is being held on February 15, 1989 to deal with issues that arise concerning sexual involvement with clients.

As well, a brochure entitled *If Sex Enters Into The Psychotherapy Relationship* has been published by the American Psychological Association. The Board is of the opinion that this brochure is an excellent resource and it has therefore decided to make copies available from the Board office at cost. ■

TABLE 2
Complaints Against Psychologists in Ontario: By Subject of Complaint
June 1, 1987 to May 31, 1988:

Subject of Complaint	Number	Percent
PERSONAL CONDUCT		
Substance abuse	1	2
Sexual impropriety	3	5
PROVISION OF SERVICES		
Custody & access assessment	10	17
Sexual abuse assessment	2	3
Confidentiality	2	3
Practising outside the area of competence	3	5
Insensitive treatment of clients	1	2
Fitness to practice, competence	2	3
Failure to respond to a request in a timely manner	2	3
CONDUCT IN PROFESSIONAL RELATIONS		
Supervision of personnel	2	3
Conduct toward a colleague	4	7
Failure to report suspected misconduct of a colleague	4	7
Representing non-registered persons as psychologists	1	2
MANAGEMENT OF PRIVATE PRACTICE		
Public statements	1	2
Advertising and announcements	3	5
Fees and billing	1	2
Vocational designation	1	2
Title for a practice	7	12
BASIS FOR COMPLAINT UNCLEAR		
	8	14
Total Number of Complaints	58	99

NOTE: 1. The Board received 43 other complaints related to violations of Section 11(3) of the Psychologists Registration Act by persons not registered as psychologists.
2. During the above-noted period 3 disciplinary hearings were held.

DISCIPLINARY HEARING

On April 22, 1988 a Tribunal of the Ontario Board of Examiners in Psychology heard charges of professional misconduct against Dr. Carl Bartashunas.

It was charged that Dr. Bartashunas was guilty of professional misconduct in that he failed to maintain the standards of practice of the profession in providing psychological

services to Mrs. A and her children, (B, C and D), and to E, the son of Mrs. A's common law spouse, Mr. F.

The particulars of the charge are as follows:

1. Dr. Bartashunas put himself into a position of conflict of interest in his dealings with Mrs. A, Mr. F and their families in

that:

a) he became involved in a situation of conflict of interest when he hired Mr. F to do construction work on his own property in circumstances where he was treating Mrs. A and her daughters, B and C, and where he had previously assessed Mrs. A's son, D, and Mr. F's son, E;

AUDITOR'S REPORT

MEMBERS OF THE BOARD:

We have examined the balance sheet of The Ontario Board of Examiners in Psychology as at May 31, 1988 and the statements of revenue, expenses and accumulated surplus and changes in financial position for the year then ended. Our examination was made in accordance with generally accepted auditing standards, and accordingly included such test and other procedures as we considered necessary in the circumstances.

In our opinion, these financial statements present fairly the financial position of the Board as at May 31, 1988 and the results of its activities and the changes in its financial position for the year then ended in accordance with the accounting policies described in Note 1 applied on a basis consistent with that of the preceding year.


Markham, Ontario
September 19, 1988

P. & A. & A. Chartered Accountants

CHARTERED ACCOUNTANTS

FINANCIAL STATEMENTS AS OF MAY 31, 1988

BALANCE SHEET		
As at May 31, 1988		
(With Comparative Figures for 1987)		
ASSETS		
	1988	1987
Cash	\$ -	\$ 13,677
Short-term investments	559,799	330,805
Sundry assets	9,784	4,770
Leasehold improvements - Net of accumulated amortization \$40,962 (1987 - \$27,308) - Note 1	<u>27,308</u>	<u>40,962</u>
	<u>596,891</u>	<u>390,214</u>
LIABILITIES		
Bank indebtedness	24,804	-
Accounts payable and accrued liabilities	35,373	59,294
Registration fees received in advance	<u>352,455</u>	<u>228,965</u>
	<u>412,632</u>	<u>288,259</u>
ACCUMULATED SURPLUS		
Surplus	184,259	101,955
	<u>\$ 596,891</u>	<u>\$ 390,214</u>
Approved on Behalf of the Board:		
<i>E. June Rogers</i>	<i>Elspeth Baugh</i>	

STATEMENT OF REVENUE, EXPENSES AND ACCUMULATED SURPLUS		
For the Year Ended May 31, 1988		
(With Comparative Figures for 1987)		
	1988	1987
REVENUE:		
Registration fees	\$ 485,786	\$ 401,014
Examination fees	43,900	28,050
Interest and other income	<u>27,323</u>	<u>23,750</u>
	<u>557,009</u>	<u>452,814</u>
EXPENSES:		
Salaries	170,116	168,176
Employees benefit costs	22,498	22,055
Travel and meetings - Board members	24,558	26,991
Legal and investigation fees	65,068	107,438
Audit fees	3,138	2,503
Rent and occupancy costs	55,674	47,720
Printing and distribution costs	31,686	30,149
General and office expenses	18,610	19,776
Directory advertising	10,328	11,434
Telephone	4,560	4,349
Examination costs	45,209	21,351
Office furniture and equipment	9,606	2,670
Amortization of leasehold improvements	<u>13,654</u>	<u>13,654</u>
	<u>474,705</u>	<u>478,266</u>
EXCESS OF REVENUE OVER EXPENDITURES (EXPENDITURES OVER REVENUE) FOR THE YEAR	82,304	(25,452)
ACCUMULATED SURPLUS - At beginning of year	<u>101,955</u>	<u>127,407</u>
ACCUMULATED SURPLUS - At end of year	<u>\$ 184,259</u>	<u>\$ 101,955</u>
See accompanying Notes		
		

STATEMENT OF CHANGES IN FINANCIAL POSITION

For the Year Ended May 31, 1988
(With Comparative Figures for 1987)

	1988	1987
<u>CASH PROVIDED BY OPERATIONS:</u>		
Excess of revenue over expenses	\$ 82,304	\$ (25,452)
Amortization of leasehold improvements	<u>13,654</u>	<u>13,654</u>
	95,958	(11,798)
<u>CHANGES DURING THE YEAR IN:</u>		
Sundry assets	(5,014)	1,659
Bank indebtedness	24,804	(26,779)
Accounts payable and accrued liabilities	(23,921)	38,966
Registration fees received in advance	<u>123,490</u>	<u>(4,727)</u>
	119,359	9,119
<u>CASH PROVIDED BY OPERATIONS</u>	<u>215,317</u>	<u>(2,679)</u>
<u>NET CASH INCREASE (DECREASE) DURING THE YEAR</u>	<u>215,317</u>	<u>(2,679)</u>
<u>CASH AND SHORT-TERM INVESTMENTS</u>		
- Beginning of year	344,482	347,161
<u>CASH AND SHORT-TERM INVESTMENTS - End of year</u>	<u>\$ 559,799</u>	<u>\$ 344,482</u>

See accompanying Notes



PG&G
 PAUL GOULD & GOLDBERG
Chartered Accountants

NOTES TO THE FINANCIAL STATEMENTS May 31, 1988

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Fixed Assets

Purchases of fixed assets consisting of office furniture and equipment, are fully expensed in the year of acquisition.

Leasehold improvements are being amortized over the term of the lease.

Dues Income

In accordance with the regulations of the organization, annual registration fees cover a period of twelve months commencing June 1, of each year. Registration fees received prior to May 31, 1988 covering the subsequent period from June 1, 1988 to May 31, 1989 have been deferred.

2. COMMITMENTS:

Under the terms of a lease expiring June 30, 1990, the Board is liable for minimum rental payments of \$30,000 per annum.

In addition, a proportionate share of operating costs is payable under the terms of this lease.

- b) he used the occasion of a therapy session with Mrs. A's daughter, B, to conduct personal business by telephone with Mr. F during the course of which telephone conversation and, in the presence of B, he entered into an argument about his personal business with Mr. F and used inappropriate language;
 - c) he involved his client, B, in his personal dispute with Mr. F by questioning her about Mr. F's honesty and business ethics and by asking her to recount to him what Mr. F had said about him at home.
2. He breached his obligation to maintain the confidentiality of his professional relationship with his client in that:
- a) he disclosed the fact of his professional relationship with Mrs. A, and all the children in court documents dealing with a contractual dispute between himself and Mr. F;
 - b) he disclosed in court documents dealing

- with a contractual dispute between himself and Mr. F, confidential information regarding Mrs. A, her daughters, and Mr. F's son which he had acquired through his professional relationship with them;
- c) he attached to a letter, dated April 6, 1987, addressed to the Small Claims Court, in connection with his contractual dispute with Mr. F the following confidential documents:
 - i) a copy of a letter dated March 11, 1987 from The Ontario Board of Examiners in Psychology addressed to himself marked "personal & confidential" along with attachments to that letter;
 - ii) a copy of his letter to The Ontario Board of Examiners in Psychology dated April 6, 1987, responding to a complaint lodged with The Ontario Board of Examiners in Psychology by Mr. F and
 - iii) a copy of an invoice for his professional services addressed to Mrs. A dated

April 6, 1987.
 At the outset of the hearing, Counsel for the Ontario Board of Examiners in Psychology requested that paragraph (c) of the first particular, dealing with conflict of interest, be deleted.

Dr. Bartashunas, through his counsel, then entered a plea of guilty to the charge of professional misconduct.

After consideration the Tribunal agreed that the following penalty was appropriate:

1. The suspension of Dr. Bartashunas' Certificate of Registration for thirty days to start May 15, 1988.
2. That Dr. Bartashunas should send a full apology to the household of Mrs. A and Mr. F by Registered Mail with a copy to the Ontario Board of Examiners in Psychology.
3. The publication of Dr. Bartashunas' name, the charges, the plea and the penalty in The Bulletin. ■

REQUESTS FOR AMENDMENT OF REGULATION 825 UNDER THE PSYCHOLOGISTS REGISTRATION ACT

FEES. The general fee for renewal of a psychologist's certificate of registration has been \$300 since May, 1987. The Ministry of Health is considering a request from the Board to increase the fee payable in May, 1989 to \$330. This ten percent increase would correspond to the increase in the Consumer Price Index over the intervening two-year period in metropolitan Toronto where the Board's expenses are mainly incurred.

The fee for renewing a certificate of a psychologist who resides outside Ontario, and who does not practise here, has not been increased since 1985. The Board is requesting that this fee be increased by fifteen percent to \$100.

The Board is requesting that the application fee, set at \$165 in 1985, be increased to \$200. The fee for the written and oral exami-

nation, combined, was set in 1984 at \$350. Due in part to the pending increase in the purchase price of the written examination, the Board has requested that the fee for the two examinations be increased to \$425.

RETIRED PSYCHOLOGISTS. The Board is asking the Ministry of Health to consider a new regulation that would waive the renewal fee for psychologists who have been registered for at least ten years, who are in good standing, and who are fully retired from the practice of psychology.

This request is in response to the many enquiries the Board has received from psychologists who would like to retain their registration but who, because they have retired, do not consider they can shoulder the cost.

PAYMENT OF BOARD MEMBERS. The Board has asked the Ministry to revise sub-

section 3(1) of Regulation 825 to extend a per diem payment to all members of the Board. At present the regulation limits this payment to a member "who suffers a loss of income as a result of doing Board work". This restriction does not apply to members of other regulatory bodies; and serving on the Board prevents any member from using this time for financially rewarding activities. The Board therefore considered this restriction to be inappropriate and has asked that it be removed. The Board has also requested that the amount of the per diem payment and compensation for overhead costs, set in 1981 at \$180 and \$75, respectively, be increased to \$267 and \$110 to reflect the increase in the Consumer Price Index since 1981. ■

PSYCHOLOGISTS REGISTRATION AMENDMENT ACT

It is the Board's understanding that the Government intends to introduce a Bill entitled the Psychologists Registration Amendment Act, and also intends to seek second and third reading of the Bill this session. The Bill would add two psychologists and three public members to the Board. The Government is responding to an urgent request from the Board to do this.

The work of the Board in regulating the profession has increased dramatically in the twenty-eight years since the Act was passed. Five members can no longer adequately

carry out the Board's responsibilities in regulating the profession. This need for an amendment is critical for legal reasons, as well. Under the present Act, disciplinary tribunals must consist of at least three members. Drawing from a pool of five members, as we do at present, it is not possible to hold a hearing into a second set of allegations against a psychologist who has been the subject of a previous hearing.

The members of the profession have been aware for some time that, if and when the recommendations of the Health Professions

Legislation Review are implemented, the Council of the regulatory body would consist of twelve members. However, in the interim the Board's request for an amendment is a necessary measure. An increase in the size of the Board will result in increased costs to the profession that will, in time, be reflected in increased fees. ■

AN ACT TO REGULATE PREPAID SERVICES

This Act was given Royal Assent June 29th, 1988. It was designed to regulate the manner in which membership fees, and additional fees, such as an initiation fee, may be charged to clients using the facilities of, or taking instruction on: "health, fitness, modelling, talent development, diet and matters of a similar nature" (Sect. 1 a)). It also applies to "martial arts, sports, dance and similar activities (Sect. 1 b)). Excluded from application are facilities or activities offered by non-profit organizations, private clubs owned by members, or by "an operator funded or run by a charitable or municipal organization or by the Province of Ontario or any agency thereof." (Section 2 (2)). Also excluded are ac-

tivities that are incidental to the main business of the operator, or activities involving less than an amount prescribed by regulations. As yet this amount has not been fixed.

It is doubtful that psychologists in Ontario are offering growth groups, instructional or treatment groups in which membership is prepaid, which meet the inclusion descriptors of Sect. 1 a) and which are not excluded by the rules of Sect. 2 (2). If some services that are being offered do appear to fall within the realm of application of this Act, psychologists should see that their arrangement of contract, fees and refunds meet the requirements of this new legislation. Some of the main features of the Act include the require-

ment of written contract which covers stipulated matters if advance payment is required or accepted. Such payments must be held in trust until services are actually offered. At least one installment plan must be offered for both annual and initiation fees. Also set out are the conditions under which a client may rescind a contract and require a refund. Finally, the Act sets out sizeable penalties for persons who contravene the Act. There are numerous additional requirements of the Act not indicated here which should be studied by those offering services which appear to fall within the scope of the Act. ■

B.Q.

ANONYMOUS COMPLAINTS

The Board recently received an anonymous complaint from a person who claimed to be a registered psychologist, concerning the conduct of another registered psychologist who was named. Psychologists should be aware that the Board cannot investigate anonymous complaints.

It is considered to be unfair to ask a person to respond to an anonymous complaint, since it is possible that the person making the anonymous complaint is not acting in good faith. Moreover, if the psychologist who was the subject of the complaint was asked to respond and denied the allegations, the Board would have no way of determining

whether the allegations were true or false. There would be no way to contact the person who submitted the complaint, or any other person who might have knowledge of the alleged misconduct, to obtain further information or evidence.

The procedure that a psychologist should follow in submitting a complaint about another psychologist is set out on page 157 of the 1988 Directory. The Board has also produced a document that explains its procedure for investigating a complaint. This document is available upon request from the Board office. ■

PERSONS WHOSE CERTIFICATES OF REGISTRATION HAVE LAPSED DUE TO RETIREMENT OR UNPAID FEES AND WHOSE NAMES ARE WITHDRAWN FROM THE REGISTER

Donald A. Andrews	Pauline L. Heron
William R. Andrews	Mary A. Jones
Donna M. Blum	James F. Hickling
Joan E. Bowers	Margaret G. Howe
John Boyd	Gordon J. MacWillie
Carol Bullard-Bates	Robert E. Mann
James C. Chisholm	William J. McClelland
Wayne Connelly	Kerry J. Mothersill
Ralph W. Dent	Alan C. Ogborne
Ernest DesJardins	Sherry Rochester
Shalini Gupta	Leonard M. Stein
Rudolph Heinzl	Lindsay Weld
	James W. Westcott

THE ONTARIO BOARD OF EXAMINERS IN PSYCHOLOGY

in association with

THE ONTARIO PSYCHOLOGICAL ASSOCIATION

will present

SEXUAL INVOLVEMENT WITH CLIENTS A PRE-CONVENTION WORKSHOP

Wednesday, February 15, 1989
9:00 a.m. to 4:30 p.m.
HILTON INTERNATIONAL TORONTO

- \$50. (cheque or money order in Canadian funds made payable to:
OBEP/OPA WORKSHOP '89 and postmarked before December 15, 1988)
\$65. (postmarked after December 15, 1988)

CANCELLATIONS: An administration fee of \$10 will be retained.
The balance will be returned for cancellations received on or before January 15, 1989.

Mail to: Connie Learn
Ontario Board of Examiners in Psychology
101 Davenport Road, Toronto, Ontario M5R 1H5

The BULLETIN

The Bulletin is a publication of the Ontario Board of Examiners in Psychology.

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