

## *Regulating Psychologists and Psychological Associates*

### THE COLLEGE HAS MOVED

On March 26, 2002 the College of Psychologists opened for business at its new location at 110 Eglinton Avenue West, Suite 500. Readily accessible by public transportation, the office is situated two short blocks west of the Eglinton station on the Yonge Street subway line. In addition, some street parking is available and there are numerous paid parking lots in the area.

The new mailing address is:

The College of Psychologists of Ontario  
110 Eglinton Avenue West, Suite 500  
Toronto, Ontario M4R 1A3

Telephone and fax numbers remain the same.

### College Moves to Electronic Delivery of The Bulletin

This issue of the Bulletin is the final one to be published in the current hard copy format. Beginning with the Volume 29, Number 1, July 2002 the Bulletin will be available, in Acrobat Reader (pdf) format, on the College website. The move to electronic delivery will allow the Bulletin to be distributed in a much more efficient and cost effective manner. Currently, there can be as much as a three-week delay between the time the Bulletin is sent to the printers and when it arrives in members' offices and homes. Through electronic delivery, members can have the Bulletin the same day it is completed. In addition, the savings are quite substantial, when one compares the cost of hard copy printing and mailing, to notifying members by e-mail of the Bulletin on the website.

The College will maintain an archive of Bulletins on the website to allow members ready access to both current and past electronic issues. In this way, members will not need to store a hard copy, but rather can access articles as needed. Should a member wish a hard copy of a particular article, or the even whole Bulletin, it can readily be printed.

In an effort to 'test' the electronic delivery system, the previous issue of the Bulletin was distributed to members this way, although it was followed up with a hard copy edition. The

response to this pilot was quite positive and only a few problems were encountered.

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During the transition to full electronic delivery, those few members who do not have e-mail and Internet access, will receive a print version of what is available on the website. This will not be the heavy paper stock format currently in use, but simply a photocopy of the Bulletin printed from the website. In this way, members without web access will receive the same hard copy version that other members can print, for themselves, from the website. A decision has not yet been made as to how long this level of duplication will continue.

Over the past year, the College has begun to use electronic delivery of information as an efficient and cost effective alternative to printing and mailing. It is anticipated this will continue and increase in an effort to communicate most effectively with the membership. §

## Annual Membership Fee

Annual registration fees are due on or before June 1. The College has mailed out the fees notice and Practice Update Forms for the 2002 – 2003 registration year. While the College endeavours to ensure that each member receives his/her renewal notice, the College cannot be responsible for misdirected or undelivered mail. Each member is responsible to ensure his/her fee payment is made regardless of whether a notice was received. Therefore, if you have not received your fee notice, please contact the College immediately.

In an effort to provide better service to our members, the College has introduced a 'payment by bank' option. A description of the payment methods follows:

### Payment by Bank

#### Electronic Bill Payment (Telephone & Web banking only):

- a) The following banks will accept electronic payments made for The College of Psychologists of Ontario: Bank of Montreal, Bank of Nova Scotia (BNS), Canadian Imperial bank of Commerce (CIBC), Royal Bank of Canada, and Toronto Dominion Bank (TD Access). Please contact the respective banks for more information.
- b) If you are paying through your bank, please use the **eleven-digit Customer Number** on the top right corner of the invoice to make your payments.
- c) Please note that if you are making your payment through the bank, you must still return the Practice Update Form to the College in the envelope received in the renewal package.

### By Mail

Payment may be made by mailing your cheque along with your completed Practice Update Form in the envelope received in the renewal package. Please make cheque payable to: *The College of Psychologists of Ontario*

### In Person

Payment by cash or cheque can be made at the College offices at 110 Eglinton Avenue West, Suite 500, Toronto, during regular business hours. Please make cheque payable to: *The College of Psychologists of Ontario*

A full description of the renewal process, fees and deadlines is provided in the instructions accompanying the renewal notice. Please read this carefully in reviewing your Practice Update Form and arranging for fee payment.

# President's Report

Dear Colleagues:

As I look over the College's activities since the last Bulletin, one issue that has engaged much of my time and attention, and that of the Council, has been the recent decision of the Health Professions Appeal and Review Board (HPARB) related to the registration of psychological associates and access to the controlled act of communicating a diagnosis. Following the February Council meeting, Dr. Yarrow and I sent a letter to all members explaining the decision. Subsequent to the letter, we received a number of questions and requests for clarification that I would like to try and address. Before doing so, I think that it would be helpful to provide a brief overview of the legislative and regulatory framework that affects the registration of psychologists and psychological associates, in order to place the discussion in context. The relevant pieces of legislation and the associated regulation are: 1) the Regulated Health Professions Act, 1991; 2) the Psychology Act, 1991; and, 3) the Registration Regulation 533/98, made under the Psychology Act, effective October 17, 1998.

## **Regulated Health Professions Act, 1991**

The Regulated Health Professions Act (RHPA) created all of the regulatory Colleges, including the College of Psychologists of Ontario. The RHPA also created a system of 13 controlled acts. These acts are considered to pose serious risk of harm to the public if performed by unqualified persons. To have access to these controlled acts, one must be a member of a profession that is authorized, under the legislation, to perform one or more of these acts. It is the responsibility of each individual College to ensure that members who are authorized to perform the controlled acts are competent to do so. The RHPA does not specify which professions are authorized to perform which specific controlled acts.

## **The Psychology Act, 1991**

Each profession created under the RHPA has a profession specific Act. In addition to other matters, the Psychology Act authorizes members of the College of Psychologists to perform the controlled act of communicating a diagnosis. The College of Psychologists is one of only six professions that are authorized to do so. The others include the Colleges of Chiropractors, Chiropractors, Dental Surgeons, Physicians and Surgeons, and Optometrists. When the RHPA was being drafted, it was extremely difficult for the College of Psychologists to be recognized as a profession that should be authorized to perform the controlled act of communicating a diagnosis. At that time there was considerable opposition from some other professions, and the adequacy and depth of our training and experience were seriously questioned.

The Psychology Act also created two titles: Psychologist and Psychological Associate, and did not differentiate between the scope of practice of psychologists and psychological associates. The Psychology Act simply states that there will be two titles within the profession.



## The Registration Regulation

The Registration Regulation specifies the educational and other requirements necessary for an individual to be granted a certificate of registration authorizing autonomous practice as a psychologist or psychological associate. With respect to educational requirements, the Regulation specifies that to qualify for a certificate of registration for a psychologist authorizing autonomous practice, an applicant must have obtained a doctoral degree from a program of study with content that is primarily psychological in nature. In addition, an applicant must complete a number of other requirements including: a post-doctoral period of supervised practice; written and oral examinations; and, any further professional training or experience that the College requires if the College is of the opinion that the applicant's training and experience are insufficient to qualify the applicant for autonomous practice as a psychologist.

The Registration Regulation specifies that to qualify for a certificate of registration for a psychological associate authorizing autonomous practice, an applicant must have obtained a masters degree from a program of study with content that is primarily psychological in nature. In addition, the applicant must complete a number of other requirements including: four or more years of experience as required in the guidelines of the College; a period of supervised practice; written and oral examinations; and, any further professional training or experience that the College requires, if the College is of the opinion that the applicant's training and experience are insufficient to qualify the applicant for autonomous practice as a psychological associate.

The Registration Regulation does not specify differential access to the controlled act of communicating a diagnosis for psychologists and psychological associates, nor does it specify the requirements for authorization to perform the controlled act.

## Members Questions and Requests for Clarification

I would now like to turn to some of the questions that have been raised in relation to the HPARB decision, addressing these in the context of the legislative and regulatory framework described above.

1. *Prior to the current HPARB decision, what was the College's process for registering psychologists and psychological associates in relation to access to the controlled act of communicating a diagnosis?*

The College of Psychologists believes that doctoral level training, as is normally provided in APA or CPA approved pro-

grams, is the minimum necessary to be qualified to formulate and communicate a diagnosis. The College's evaluation of candidates has been based upon this premise.

## Psychologists

Psychologists were required to demonstrate that they met all of the requirements as defined by the Registration Regulation, and are evaluated in relationship to their Declaration of Competence. The Registration Committee routinely assessed psychologists' education and training in relationship to their competence with respect to diagnosis. In addition, psychologists' preparation regarding diagnosis was further evaluated at the oral examination. Successful completion of all of the requirements necessary for a certificate authorizing autonomous practice, as listed in the Registration Regulation, normally permitted the psychologist candidate access to the controlled act of communicating a diagnosis. In a small number of cases, where there was doubt that the candidate was qualified to perform the controlled act, a limitation was proposed.

## Psychological Associates

Given the wide variation in masters degree programs and their shorter duration than doctoral programs, the College is of the view that completion of a masters degree does not assure sufficient formal education and experience to adequately prepare a candidate with respect to formulation and communication of a diagnosis. As well, it is the opinion of the College that even if the additional four years post masters experience plus a year of approved supervised practice were considered, this is not in itself sufficient to ensure adequate preparation. Therefore, in October 1998, the College introduced a two-step process leading to a certificate for autonomous practice as a psychological associate.

In the first step, psychological associate candidates would apply for a certificate of registration. The applicant was assessed in relation to the declared area(s) of competence, but not with respect to diagnosis. The candidate had the option of submitting a supplementary application for authority to perform the controlled act. If a candidate completed all of the requirements for registration, including the oral examination, but did not submit the supplementary application, he or she would be issued a certificate authorizing autonomous practice but with a limitation permitting communication of a diagnosis only under the supervision of a member authorized to perform this controlled act.

Psychological associates who wanted a certificate of registration without a limitation were required to complete the second step, which included the supplementary application.

This supplementary application could be completed either at the time of initial application for registration or subsequently. The Registration Committee evaluated the applicant's training and experience, and if the Committee felt there was sufficient preparation with respect to diagnosis, the candidate was invited to an oral interview. There were additional fees for this supplementary application process and interview. The College published guidelines outlining how a psychological associate's competence in this area would be assessed. If the applicant had the necessary training and experience and was successful at the oral interview, the applicant was issued a certificate authorizing autonomous practice without a limitation.

## **2. *What are the facts of the HPARB decision?***

Two psychological associate candidates had met all of the requirements specified in the Registration Regulation for autonomous practice. Each had obtained a masters degree; had successfully completed the required experience; and had passed the EPPP, the jurisprudence and ethics examination, and the oral examination. Neither had submitted a separate application for authority to communicate a diagnosis. Thus, in both cases, the Registrar and the Registration Committee proposed to impose a limitation on their certificates permitting them to perform the controlled act of communicating a diagnosis only under supervision. Both candidates sought a review, by HPARB, of this decision.

Both psychological associate candidates argued that the Registration Regulation specified what was required for autonomous practice as a psychological associate. They argued that in order to have an unlimited certificate of registration, the College was requiring an additional step beyond what was required by the Registration Regulation. They argued that in fact, the College was treating the requirements that are stated in the Registration Regulation as leading to a certificate for autonomous practice, as the minimum requirements for a certificate for autonomous practice with a limitation in relationship to the controlled act. They argued that this was contrary to the requirements for a certificate authorizing autonomous practice as specified in the Registration Regulation.

In January 2002, HPARB issued its decision. In the case of the two psychological associate candidates who sought a review, HPARB found that the College did not have the authority to impose a limitation in the way that it did. HPARB directed the College to register both candidates without a limitation. In its reasoning, the Board was critical of the manner in which the College imposed the limitation. The HPARB decision posited that the College had created a 'limited' class of members that does not exist in the Registration

Regulation. In the Board's view, the College had imposed the limitation without an individual evaluation of each candidate's competence to perform the controlled act.

HPARB's main concern was with the process. HPARB did not question the College's authority to impose limitations or to evaluate candidates. HPARB was critical of the process whereby the College appeared to be imposing additional requirements after the candidate had met the requirements that are stated in the Registration Regulation for a certificate authorizing autonomous practice as a psychological associate. HPARB found that the requirements for a certificate for autonomous practice appeared to have been taken by the College as being the requirements for a certificate for limited practice, as the candidate's certificate would be limited unless the candidate took additional steps.

In the decision, HPARB clearly indicated that it was the College's responsibility to assess members regarding their competence with respect to diagnosis. The decision also supported the importance of protecting the public by ensuring adequate preparation of candidates, especially in relation to the controlled acts where there is a presumption of additional harm to the public if members are not adequately trained. The HPARB decision also indicated that the Registration Regulation requires that all candidates be evaluated individually regarding their qualification for autonomous practice, including their competence to perform the controlled act of communicating a diagnosis.

## **3. *What are the future implications for the registration of psychologists and psychological associates?***

### **Psychologists**

At the moment, all candidates applying for registration as psychologists are evaluated individually in relation to their Declaration of Competence. The HPARB decision has no implications for the registration process for psychologists.

### **Psychological Associates**

In light of the HPARB decision, the College is examining the overall registration process. The immediate implication is that all psychological associate candidates applying for registration will be individually evaluated both in relation to their declared area(s) of competence, as well as with respect to their preparation to perform the controlled act. Prior to psychological associates proceeding to the oral examination, their formal training and supervised experience in relation to their competence to diagnose, will be individually reviewed to ensure that it meets the published requirements. In cases where the Registration Committee has concerns about a can-

candidate's preparation, a certificate authorizing autonomous practice with a limitation will be issued. In cases where the Registration Committee believes that the psychological associate's formal training and supervised experience are sufficient to competently perform the controlled act of communicating a diagnosis, he or she will be issued a certificate of registration authorizing autonomous practice without a limitation respecting performance of the controlled act.

**4. Does the HPARB decision in any way effect access to the title 'Psychologist' by psychological associates?**

A number of members have raised this issue. The HPARB decision does not provide for access to the title 'psychologist' by psychological associates. As outlined above, the non-exemptible requirements for registration as a psychologist or a psychological associate are specified in the Registration Regulation. The HPARB decision does not affect the minimum education requirements necessary for registration as a psychologist or psychological associate.

**5. Does the HPARB decision affect psychological associates who were registered before January 2002?**

There are roughly three groups of psychological associates who were registered before January 2002.

The first group was registered prior to December 1998. At that time the College process was to issue unlimited certificates, but to require all psychological associates who wanted access to the controlled act to have a delegation agreement. For a variety of reasons, that system did not prove to be adequate. When the College moved to the current system, limitations could not be imposed retroactively. Therefore, the majority of psychological associates registered before December 1998 have unlimited certificates. The College assumes that, as required of all members, they will practice only within their demonstrated limits of competence.

The second group was registered during the period following the December 1998 oral examinations until just before the December 2001 orals. To date, the College has considered applications from some members for removal of the limitation.

The third group is those candidates who passed the December 2001 orals, but who had not yet been issued their certificates. College staff and the Registration Committee reviewed their files individually in relation to their preparation with respect to the controlled act. In some cases there was sufficient evidence to indicate that the individual had sufficient training, and those individuals will be issued certificates with-

out a limitation. In other cases the Registration Committee had concerns with respect to the candidate's training and preparation. These candidates were contacted individually to discuss the nature of the concerns and were asked to submit additional information. If the Registration Committee continued to have concerns, issuance of a certificate with a limitation was proposed as the College believes that it has the duty vis-à-vis public protection to ensure that only individuals with adequate preparation have access to the controlled act.

The College is carefully implementing the HPARB decisions with respect to all other current and future candidates for registration as psychological associates. Information will be provided to applicants and candidates respecting comprehensive evaluation of their individual qualifications for autonomous practice during the registration process.

### Summary

- Each candidate, whether for the certificate of registration as a psychologist or psychological associate, must be evaluated individually.
- The HPARB decision will affect the process by which psychological associates are registered. Each candidate applying for a certificate of registration as a psychological associate authorizing autonomous practice, will have his or her qualification for autonomous practice including but not limited to, his or her formal training and supervised experience relevant to the controlled act of communicating a diagnosis evaluated at the time of application.
- The HPARB decision does not in any way affect the registration process for psychologists.
- The existence of two separate registration titles is not mentioned or questioned in the HPARB decision. The Registration Regulation specifies that a doctoral degree is a non-exemptible requirement for registration as a psychologist, and a masters degree is a non-exemptible requirement for registration as a psychological associate.
- The HPARB decision does not question different registration requirements for psychologists and psychological associates.
- HPARB appreciated the College's concern that communication of a diagnosis by unqualified persons poses a risk of harm to the public, and agreed that it is the College's responsibility to ensure that only adequately trained members have access to the controlled act.
- The only issue addressed in the HPARB decision was the College's authority to impose a limitation on the two psychological associates in the manner that it did. HPARB

did not question the College's authority to evaluate candidates and to impose limitations.

There is a great desire on the part of Council to move forward. As a profession we face many issues common to both psychologists and psychological associates. I hope that this clarifies some of your concerns. Please do not hesitate to contact myself, your elected Council member, or a member of the College staff if you have additional questions.

I and all members of Council would very much appreciate learning of members' reaction to the various issues raised by the HPARB decision, and other issues of interest to members.

Nina Josefowitz, Ph.D., C.Psych.  
President

### Postscript to President's Report

When I initially wrote the above President's message for this [Bulletin](#), I felt it was very important to discuss, in detail, recent events with respect to registration and the authority to perform the controlled act. Since that time however, another matter has arisen that I feel it is important to address.

As you are no doubt aware, the psychology department at St. Michael's Hospital has been closed. This reminded me that while registration is one very important aspect of the College's multifaceted role in serving and protecting the public interest, advocating for accessibility to safe and effective psychological services and for the availability of settings in which to train our students, are also critical elements of our mandate. These issues are of concern to the entire profession, regardless of title, and require we work closely together.

On behalf of the College of Psychologists, the Registrar and I met with senior staff at St. Michael's Hospital, Ms. Patricia Petryshen, Executive Vice-President, Programs, Hospital Relations, and Chief Nursing Officer; Ms. Isobel Manzer, Director, Professional Practice; and, Mr. Jim O'Neill, Program Director, to discuss our concerns. The primary issues discussed were accessibility to psychological services, and training of students. While it was clear that the senior staff were understanding of our concerns, it was also clear that they had been under very clear instruction from the Minister to work within a balanced budget and that this had entailed cutting many services. Dr. Yarrow and I are hoping to meet with Ministry staff to discuss these issues in the near future.

## CONGRATULATIONS

**Laurent Isabelle, Ph.D., C.Psych., C.M.  
Ottawa, Ontario  
Member of the Order of Canada**

The College of Psychologists wishes to extend our heartiest congratulations to Dr. Laurent Isabelle on his recent appointment as a Member of the Order of Canada.

In announcing the new appointments, the Governor General's press release explained that the Order of Canada was established in 1967 to recognize individuals who have made a difference to our country through outstanding achievement and service in various fields of human endeavour. We congratulate Dr. Isabelle on this distinguished achievement.

Upcoming  
**COUNCIL MEETINGS**

April 26-27, 2002  
&  
June 11, 2002



## Election Results

**Elections to Council were held this year in Electoral District 4 (East) and Electoral District 7 (Psychological Associate).**

**The Council welcomes:**

**Dr. Clarissa Bush, C.Psych., acclaimed in District 4**

**Mr. Jean-Martin Bouchard, M.Ps., C.Psych.Assoc., acclaimed in District 7**

In an effort to introduce these members of Council, reproduced below are the Biographical and Candidate Statements submitted by the candidates as part of the election process.

**Clarissa Bush, Ph.D., C.Psych.**  
**Electoral District: No. 4 (East)**

### **Biography:**

Since obtaining my Ph.D. from McGill in 1984 I have worked primarily in the area of neuropsychology at two hospitals in Ottawa. These merged in 1993, creating SCO Health Service. My clinical experience was initially in both clinical and neuropsychology. However, in recent years I have focussed on the latter, working on various rehabilitation teams and in an outpatient memory disorder clinic. I hold a diplomate from The American Board of Professional Neuropsychology. Clinical teaching has always been a strong interest and I am presently the training director for our CPA accredited internship in clinical neuropsychology. I hold a clinical professorship at the School of Psychology of the University of Ottawa and am an Assistant Professor (VPT) in the Department of Family Medicine at the same institution. With the proclamation of the Substitute Decisions Act in 1995 I was a member of the first group to train to perform capacity assessments. Capacity issues are the focus of my small private practice and I present frequently to community groups on issues relating to capacity assessment and consent to treatment.

### **Candidate Statement:**

My interest in professional practice issues is longstanding, triggered by three areas of my own professional activity. Firstly, assisting newcomers to the profession, whether interns or registrants in supervised practice, to make the role transition from trainee to autonomous and responsible practitioner. Secondly, being involved in the area of capacity for decision making has fostered a strong interest in the interface between jurisprudence and psychology as well as the

in way in which our services are viewed and used by consumers other than the traditional individual, clinical client. Thirdly, I have experienced the registration and examination process from the perspective of both supervisor and oral examiner, finding great satisfaction but also frustrations in each role.

In standing for election to College Council, I am hoping to be able to put my experience, enthusiasm and ability to quickly grasp the broad perspective to good use. I believe the public is best served by a profession which is in harmony and working collaboratively. I support the development of a registration process which is not only fair, but is seen to be so, while fostering high professional standards. Given the external limitations on the College's freedom of action, this has sometimes seemed an insurmountable challenge, however I am committed to the belief that a solution can be found and to promoting open and respectful communication amongst all practitioners.

Professional psychology is increasingly diverse. With this comes a need for regulatory practices adapted to the different demands of non-traditional settings. I believe that it is vital for the College to have a pro-active approach, developing an understanding of the various services which members provide so that accurate and useful guidance can be offered to both the public and practitioners.

Please don't hesitate to contact me if there are issues you would like to discuss. I can be reached at 613-562-4262 Ex. 1630 or [cbush@scohs.on.ca](mailto:cbush@scohs.on.ca).

**Jean-Martin Bouchard M.Ps., C.Psych.Assoc.**  
**Electoral District: No. 7 (Psychological Associate)**

### **Biography:**

Originally from Québec, I have had the pleasure of practising clinical psychology in private practice and in two Chil-



dren's Mental Health Services of Northern Ontario, during the last fifteen years. I currently hold a supervisor's position in Elliot Lake, for Algoma Family Services in the East of Algoma. The Agency offers a broad range of services to children, adolescents, adults and families of many small towns and remote areas, and covers a territory of approximately 4500 square kilometres. In addition to providing direct clinical services, I supervise a team of ten front line workers. I also oversee the functioning of six day treatment programmes, an A.D.H.D. Clinic and a Mood Disorder Clinic. In the last year, I have actively participated in the study and redesign of Section 19 and other program development initiatives.

First elected as an Ex-Officio Psychological Associate in June 2000, I have been actively involved with the College on numerous statutory committees and tasks forces: Chair of Fitness to Practice, member of Complaints and Discipline, past member of Registration and Client Relations, participated in the Steering Committee on Psychological Associates and the Controlled Act, Governance Committee and on the Knowledge Skills and Competence sub-committee, etc. I have also been instrumental in the development of oral interview process and actively participated to oral exams as an examiner, as chair and as representative of Registration. I also have done a number of oral interviews. I belong to the first group of Psychological Associates to register, in January 1994. In 1998, I was the first Psychological Associate to have access to full practice and formally authorized to diagnose by the College.

#### **Candidate Statement:**

The role of the Psychological Associates on Council is crucial and provides other Council members with a unique perspective. In all discussions and decisions, credibility and reason are of utmost importance. Title, diagnosis and the contributions of PA to the profession are particularly contentious issues in our field. We need to find a way of getting access to post-graduate courses for access to diagnosis and changes of practice. With OAPA, the PA legal actions and individual contributions we have become clearer about interpretation of the RHPA. We need to ensure that any future protected acts are accessible to PA. The issue of access to Diagnosis and fair treatment of PA by the College are issues where particularly important gains have been made. Much work remains to be done around education of the PA title.

Two years ago the College made a clear commitment to help educate the membership and the public about PA. Some clear efforts have been made by our Registrar, the President of the College, all the college staff and other Council members in their dealings with government and other regulatory body, to include the PA title in discussions and legal agreements. Much work, however, remains to be done as no money nor con-

crete plans have been used to make the PA title more meaningful.

Close communication with all Psychological Associates ensures accurate and interactive input to all PA. The ex-officio PA also plays a crucial role. Having the entire responsibility of representing all PA is unreasonable and an impossible task. It is hoped that eventually, as the numbers grow our representation will grow proportionally on Council. All PA deserve a lot of credit for being able to coordinate efforts, remaining very aware of the College's activities and the support they provide to their representatives on Council. The vote of confidence given by electing me by acclamation is overwhelming. I will do my best to live up to your expectations and represent effectively our title, your views and interests.

Should you have any concerns or issues you want to bring to my attention, do not hesitate to contact me via phone or E-Mail ([jmb1@onlink.net](mailto:jmb1@onlink.net)). Even with some delays I do my best to return calls and E-Mail within a couple of days. §

### **New Public Members Appointed**

The College of Psychologists is pleased to announce the appointment of two new public members to our Council. The College welcomes Ms. Martha Minogue Fiorino of Amherstberg and Ms. Gaye Dale of Toronto.



## Fee Increase Needed to Cover the College's Current and Projected Operating Budget

In December 2001, members of the College were notified of a proposed amendment to the Fees By-law and the explanation prompting the proposal. The amendment was discussed at length, and approved at the February meeting of Council. This amendment increases the annual renewal fee, for regular status members, from \$675 to \$795. In response to the December notice, the College received feedback from 32 members including responses from the OPA and OAPA. Understandably, all respondents expressed concern over the increase, and some provided suggestions for the Council to consider. This information was provided to Council for its deliberation in voting to approve the amendment. The summary of the information, as provided to Council, is presented below.

The College Council recognized that this is a substantial increase in fees. There is a serious concern however, that annual revenues are not keeping pace with expenditures and it would be fiscally irresponsible to run the College on a deficit. The operating budget lines for which there have been significant increased costs over the past few years have identified and the Council, along with the Registrar, are closely monitoring these and introducing ways to contain or reduce these increased costs.

Cost increases have occurred in a number of areas critical to the day to day functioning of the College. For example, the newly developed Jurisprudence and Ethics Examination requires the generation of new test items to ensure a large enough pool of items is available for alternate forms of the test. Similarly, the cost of the oral examinations has continued to increase. To date, the full cost of developing and maintaining the Jurisprudence and Ethics Examination, and the oral examinations have not been passed onto the new registrants. The adjudication of complaints and discipline matters is an area for which costs vary considerably over the years. In recent years, there has been a significant increase in costs over the past few years. This is due, in large part, to the complexity of some of the cases and the need for ongoing legal consultation. These increased costs must be funded from the general revenue of members' fees.

The Council, the College Committee Chairs, and the Registrar and staff have spent a great deal of time reviewing specific budget items, as well as the projections for the coming years and Council is satisfied that every attempt is being made to control costs. While Council recognizes that a fee increase is of concern to members, an attempt has been made to set the increase as low as possible, while realistically con-

sidering the College's expenses. Ultimately the Council and the Registrar have a duty to act in a financially responsible manner and must support the need for a fee increase.

A number of members expressed concern over the lack of detailed information available to them regarding the College's revenue and expenses. For the information of members and the public, a copy of Revenue and Expenses Statement for the period ending May 31, 2001 is available in this issue of the Bulletin. The complete audited financial statements for 2000-2001 will be available in the Annual Report and on the College website. The financial statements for 2001-2002 will be available in the fall issue of the Bulletin. §

### Summary of Themes of Responses to Notification of Fee Bylaw Amendment - December 2001

#### Concerns

- Need for increase not fully or adequately explained; need for more detailed account of costs and projected expenditures – oral and jurisprudence exams, new office, increased staffing, complaints and discipline costs
- Use of funds to pursue legal issues regarding registration
- More detailed accounting information to members, audited statements, budgets; public sharing of fiscal management plan outlining cost control measures, forecasting future increases in costs as well as annual fees
- Use of funds to subsidize examinations
- Increase is unreasonable compared to members' salary increases and low inflation
- Need more information on how College has attempted to reduce costs; modify spending rather than increase fees
- Fees high compared to comparable size Colleges – most comparable to CPSO but member income much lower increase
- Financial hardship for members and negatively impacts on retention of members in voluntary association posing substantial risk to association and its ability to carry out its critical roles

#### Recommendations

- Reject fee increase; reconsider the decision at this time
- Concern over use of fees for registration legal challenge
- Explore reasons for disproportionately large number of complaints, rather than increase fees
- Registration exams should be administered and maintained on a cost recovery basis
- All member vote on fee increases
- Evaluation of current expenditures and of staff functions to ensure sufficient workload for staff
- External audit on regular basis
- Fee payments be made in installments of 2 or 3 equally spaced amounts
- Keep fees for supervised practice members as published at time of initial registration, increase exam fees for new applicants

## Current Legislation and Emerging Issues in Professional Practice 11<sup>th</sup> Annual Barbara Wand Seminar, February 2002

The eleventh annual Barbara Wand Seminar in Professional Ethics, Standards and Conduct was held on Wednesday, February 13, 2002 at the Toronto Marriott Eaton Centre. Over 175 members of the College and others gathered to hear presentations on a variety of topics related to the practice of psychology in Ontario. Everyone in attendance agreed it was a very interesting, informative and successful day. Following an introduction and welcome by Dr. Rick Morris, Deputy Registrar and Director, Professional Affairs who chaired the day, Mr. Gordon Rimmer, a public member of the College Council introduced the keynote speaker, Mr. Richard Steinecke.

Richard Steinecke is a partner in the law firm of Steinecke Maciura LeBlanc and is certified by the Law Society of Upper Canada as a specialist in civil litigation. He practises exclusively in the area of professional regulation and industry self-management. His clients include a number of regulatory bodies and associations.

Canada Law Book has published Mr. Steinecke's books entitled *A Complete Guide to the Regulated Health Professions Act* and *The Annotated Guide to the Statutory Powers Procedure Act*; the latter co-authored with Julie Maciura. Carswell has published his paper "The Role of Independent Counsel to the Tribunal" in the book *Administrative Law Issues and Practice*. Previous articles include "Professional Misconduct Proceedings" and "Unauthorized Practice of Professions" both published in the *Advocates Quarterly*. He is the editor of the widely distributed *Grey Areas* newsletter dealing with professional discipline and regulation.

Mr. Steinecke's presentation, *Psychology and the Law*, provided a very interesting and stimulating review of a number of pieces of legislation relevant to the practice of psychology. His review included a discussion of the Personal Health Information Privacy Act; record keeping, access and disclosure; mandatory reporting; maintaining boundaries; incorporation of professional services, and other topics raised by members through lively questions and answers. Even after a full morning, not all topics of interest could be covered and many members suggested we invite Mr. Steinecke back again in the near future.

The afternoon session began with an interactive session of *Tricky Issues* with Dr. Rick Morris. As always, this session was informative and fun, prompting lively discussion and

debate. Each scenario generated a spirited exchange of questions and ideas as members engaged Dr. Morris and each other in a stimulating dialogue of ethical and jurisprudence issues.

The afternoon continued with an interesting and timely presentation by Dr. Greg Hamovitch entitled, *How to Handle Calls from the Media: Basic Do's and Don'ts*. More and more, members of the College are being contacted by the media to comment on psychology issues in everyday life or, as has been the case more recently, to assist in times of trauma. Both from his roles with OPA and other professional activities, Dr. Hamovitch has often found himself in demand from the media and he shared some of the do's and don'ts he has gained from these experiences.

The day concluded with a presentation by Dr. Catherine Yarrow, Registrar and Executive Director during which she discussed a number of current issues facing the membership and the College. Dr. Yarrow discussed the recent proposed fees increase, explaining the need for this in light of increasing College expenses. [A full discussion of this topic is presented in a separate article in this issue of the *Bulletin*] She also provided an overview of the recent decision of the Health Professions Appeal and Review Board (HPARB) noting the Board's concern with the College's current process for registering Psychological Associates in relation to access to the controlled act of communicating a diagnosis. [A full discussion of this topic is presented in a letter to the membership from the President of the College in this issue of the *Bulletin*.]

The College would like to express its appreciation to the Barbara Wand Seminar Planning Committee for a job very well done. Congratulations to Dr. Nancy Eames, C.Psych. (Planning Committee Chair); Mr. Tim Hill, M.A., C.Psych.Assoc.; Mr. Gordon Rimmer, public member of Council; and, Dr. Rick Morris, C.Psych. (staff support).

Members are reminded that both video and audiotapes of this year's Barbara Wand Seminar are available and can be purchased by contacting Audio Archives International, Inc. at (905) 889-6566 ext.22. An order form is enclosed with this *Bulletin* for your convenience. For those purchasing tapes, copies of the Seminar handouts are available from the College. §



## **HELP WANTED**

**The College of Psychologists requires**

### ***VOLUNTEERS: ORAL EXAMINERS***

to participate in the Oral Examination of Candidates seeking Registration.

The College of Psychologists of Ontario conducts oral examinations of candidates for registration, in Toronto, twice a year, in December and June. Each candidate is interviewed by a team of three members who question the candidate in areas of general practice and in the application of ethical and jurisprudence knowledge. To offer each candidate, who is ready to undergo this final step in the registration process, the opportunity for this interview, the College requires a number of oral examiners for each session. At the recent examinations conducted in December 2001, a total of 31 examiners were involved.

#### **Qualifications**

Psychologist: Five or more years of practice since registration

Psychological Associate: Two or more years of practice since registration

No current disciplinary action pending

Members able to conduct the oral examinations in French are especially needed

#### **Availability**

Examinations take place over a three-day period and examiners should be available for the entire examination schedule. Examiners are required for upcoming orals to take place December 11-13, 2002; June 11-13, 2003; and, following this on December 10- 12, 2003.

#### **Compensation**

Each examiner is paid a daily honorarium and as well, travel and accommodation expenses are covered.

#### **Application Process**

The selection of members to assist with a particular set of oral exams, from among those who are interested, is made based on a number of criteria. These include the necessity to match examiners' area of practice with that of the candidates, the need to provide bilingual examiners for Francophone candidates, and the desirability of having both new and experienced examiners on the teams. In addition, the College strives to ensure the examination teams are made up of members from across the province and represent both male and female practitioners. Due to the need to match examination teams with candidates, it is not always possible to involve all interested members as examiners.

If you are interested in being on the roster of oral examiners please send a letter of interest to the College, to the attention of the Ms. Connie Learn, Director, Registration and Administration. Please indicate your area of practice, as well as your availability for the upcoming December 2002, June 2003 and December 2003 dates or your interest in being considered at some future time.

## COMPLAINTS COMMITTEE REPORT

Since November 2001, the Complaints Committee has received 21 new complaints and released 20 decisions.

The 21 complaints received can be categorized by the *Nature of Service* and the *Nature of Complaint* as listed below:

<u>Nature of Service</u>	
Psychotherapy/Counselling	5
Custody & Access Assessments/Child Welfare	5
Corrections Assessment	1
Sexual Abuse Assessment	1
Insurance Assessment	1
Educational Assessment	4
Other Assessment	1
Supervision	1
Industrial/Occupational Assessment	2
<u>Nature of Complaint</u>	
Failure to Respond to a Request in a Timely Manner	2
Inaccurate Information	2
Inadequate Data to Support Conclusions	1
Bias	6
Insensitive Treatment of Clients	1
False or Misleading Statements	1
Fees and Billing Problems	1
Improper Supervision	2
Lack of Adherence to Undertaking or Agreement with College	1
Quality of Services	1
Failure to Provide Services Sought	1
Sexual Comments/Questions	1
Failure to Render Services Appropriate to User's Needs	1

The Complaints Committee considered a variety of cases since November 2001 and 20 decisions were released. The *Nature of Disposition* is shown below:

<u>Nature of Disposition</u>	
Dismissed	4
Dismissed with Advice	4
Oral Caution	1
Written Caution	5
Caution with Undertakings	2
Referral To Quality Assurance Committee	1
Referral To Discipline Committee	2
No Jurisdiction	1

Within the decisions recently released by the College's Complaints Committee, a number of interesting issues were addressed that may be of educational value to members.

### Misunderstandings Between Members and Clients

In three of the decisions the complaints raised issues related to **misunderstandings between members and clients**. In one case a couple attended for counselling very shortly before the husband was to leave town to establish residence

elsewhere. He assumed that he was attending for marital counselling. The member, on the other hand, understood the nature of the service to be crisis counselling. The husband was emphatic that he would have refused to participate if this had been made clear. In deliberating this case, the Committee discussed whether the member had adequately explained the nature and limitations of the service at the outset, especially considering that the involvement was to be limited to a single session.

The question in a second case was similar. The complainant had consented to an assessment, although he was provided with no specific information about the nature and purpose of the assessment, and only general information was provided by telephone to his lawyer. The client was concerned that the assessment report went into areas and dealt with subjects that he didn't feel were appropriate to the situation. In discussing this matter, the Committee considered whether the member had given the client and his lawyer adequate information about the assessment. In the legal context of this service, the Committee further questioned if it would have been more appropriate to provide the client with a letter describing the process, its purpose and goals, risks and benefits and any limitations.

In a third case, a complainant raised concerns that the member had not sufficiently reported on the negative attributes of her child's father in a custody and access matter. The member indicated that he had tried to protect the dignity of all parties and hoped to leave open the possibility of a settlement of the matter. The complainant was concerned that this amounted to a lack of objective analysis and reporting. The Committee discussed the apparently different expectations held by the member and the complainant with respect to the purpose of the assessment process. It was apparent from the file review that the complainant believed that one purpose of the assessment was to benefit her position in the litigation. The member, on the other hand, believed the purpose of the assessment was to assist the courts in determining the best interest of the children. The Committee concurred.

In each of these cases, it is apparent that the client's understanding and/or expectations of the process were at odds with that of the member. The Committee did not take issue with the members' conduct in these cases but found, in reviewing the matter that the problems were simply misunderstandings. Unfortunately, these misunderstandings led



the member to the complaints process. The Committee recognizes that it is not always possible to avoid misunderstandings. In an effort to avoid these types of problems however, the Committee stresses the importance for members to be very aware of their clients' understanding in relation to the service provided, especially when dealing with clients involved in adversarial matters.

This information is presented to the membership to provide a general understanding of how the Complaints Committee considers complaints and applies the Standards of Professional Conduct to individual cases. In keeping with the educational purpose of this information and respecting the confidential nature of the complaints process, efforts have been made to avoid providing detailed information regarding any particular complaint matter.

### **COUNCIL MEETING HIGHLIGHTS February 1 - 2, 2002**

The Council of the College of Psychologists wishes to thank Ms. Dayna Morris and Ms. Nezihe Elik, psychology students at OISE/UT, for attending the recent meeting of Council and preparing a summary of the proceedings for publication in the Bulletin. Since many of the items discussed at the recent meeting are the subject of full articles in this issue of the Bulletin, a separate "Highlights" column was not prepared. The notes taken by Dayna and Nezihe were very helpful in preparing the articles on topics such as the electronic delivery of the Bulletin, the fees increase, and the College's registration process in light of the HPARB decisions. We appreciate the excellent work done by Dayna and Nezihe and hope they enjoyed their firsthand experience of seeing the Council of the profession in action.

### **COMPUTER ADMINISTERED EXAMINATION FOR PROFESSIONAL PRACTICE IN PSYCHOLOGY (EPPP)**

The EPPP has been available by computer for one year now. Candidates may choose when they wish to write this examination, at a local Prometric Technology Centre, unlike the limited twice per year administrations that were required when the examination was in a pencil/paper format.

Application forms are sent to each candidate at the time that the certificate for supervised practice is issued. The candidate submits the completed application form to the College along with the required examination fee. The College forwards the completed application to the Professional Examination Service where an authorization-to-test letter is issued. It can take two to three weeks for this part of the processing.

With the authorization-to-test letter, the candidate may then make an appointment to take the test at the time, date and location of choice. To assist candidates in scheduling, Prometric has recently added an on-line exam scheduling capability to its web site. Candidates may log on to [www.2test.com](http://www.2test.com) at any time and schedule an examination. This site does not yet permit rescheduling or cancelling of existing appointments.

As June approaches, students in many professions will be graduating from their respective educational programs and they will be planning to take their licensing or certification exams offered at Prometric Technology Centres. The College's EPPP candidates are strongly encouraged to send in application materials as soon as possible. This will ensure the best opportunity to secure an appointment to take the EPPP at the time, date and location of choice.

Also, because candidates must have EPPP passing scores prior to attending the oral examination, candidates must plan to apply for and take the exam well in advance. The cut-off date for the receipt of scores this spring is May 10, 2002. Some candidates have delayed submitting their application and have been dismayed to discover their scores will not be available by the deadline. As a result, they cannot attend the June oral exam and their supervised practice has to be extended for a further six months. This disappointment can be avoided by applying to take the EPPP early in the registration process, and allowing sufficient time for the application for the examination to be processed.



# COLLEGE NOTICES

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

## Call for Participation in Statutory Committees

Under the Regulated Health Professions Act, 1991, the College is required to have seven Statutory Committees: Executive, Registration, Complaints, Discipline, Fitness to Practice, Quality Assurance, and Client Relations. The Executive Committee is elected from the members of the College Council who in turn appoint the members of the six other Committees. The Committee composition includes both members of the Council, and members of the College who are not members of the Council. Both titles, *Psychologist* and *Psychological Associate*, must be represented on each of the six Committees.

The term of a Committee appointment is one year beginning in June and a member may be reappointed for additional terms.

**Members who are interested in serving on a Committee are asked to provide their name, registration title, preferred Committee (1st and 2nd choice may be given) and a brief statement of background and interest, to the Registrar by May 31, 2002.**

### Registration

Meeting an average of one day per month, the Registration Committee reviews applications referred by the Registrar, to determine whether requirements for registration have been met, and to direct the Registrar respecting the issuance of certificates of registration and any terms, conditions or limitations to be imposed. The Committee also reviews and advises on policies and guidelines related to registration. Two members of the College are required.

### Complaints

Meeting an average of one to two days per month, the Complaints Committee investigates complaints regarding the conduct or actions of members and renders a written decision within 120 days of receipt of a complaint. The Committee also reviews and advises on policies and guidelines related to investigations and resolutions. At least two positions will be available for members of the College.

### Discipline

Meeting as needed, for hearings ranging from one to five days, including resumptions, the Discipline Committee hears

allegations of professional misconduct or incompetence against members, referred by the Complaints Committee. At least two members of the College are required.

### Fitness to Practice

The Fitness to Practice Committee meets as needed to hear matters relating to fitness to practice referred by the Executive Committee after receiving a report from the Registrar regarding possible incapacity. Two members of the College are required.

### Quality Assurance

Meeting three to four times per year the Quality Assurance Committee is responsible for the continued development and implementation of the Quality Assurance Program under the regulation developed by the College for such a program. The Committee administers the Quality Assurance Program including the Peer Assisted Review process and advises on policies and guidelines related to Quality Assurance. Two members of the College are required.

### Client Relations

Meeting two to three times per year with development work between meetings, the Committee advises the Council on the College's client relations program that includes measures for preventing or dealing with the sexual abuse of clients by members. The program covers educational requirements for members, guidelines for the conduct of members with their clients, training for College staff and the provision of information to the public. Two members of the College are required. §



## Thank You Oral Examiners...

The College would like to thank the following individuals who assisted in conducting the oral examinations in December 2001.

**Lynne Beal, Ph.D., C.Psych.**, Coordinator of Psychology, South, Toronto District School Board: Toronto

**Jean-Martin Bouchard, M.Ps., C.Psych.Assoc.**, Algoma Child and Youth Services; Private Practice: Elliot Lake

**Zack Cernovsky, Ph.D., C.Psych.**, London Psychiatric Hospital, RMHC St. Joseph's: London

**Ester Cole, Ph.D., C.Psych.**, Private Practice: Toronto

**Aurelie Collings, Ph.D., C.Psych.**, Private Practice: Toronto

**Jennifer Connolly, Ph.D., C.Psych.**, Associate Professor, Department of Psychology, York University: Toronto

**Audrey Cooley, M.A., C.Psych.Assoc.**, Thames Valley District School Board: London

**Paul Derry, Ph.D., C.Psych.**, London Health Sciences Centre, University Campus: London

**Roberto Dii Fazio, Ph.D., C.Psych.**, Correctional Service of Canada: Kingston

**Brian Doan, Ph.D., C.Psych.**, Consultant, Toronto Sunnybrook Regional Cancer Centre: Toronto

**Stephen Dukoff, Ph.D., C.Psych.**, Algonquin and Lakeshore Catholic District School Board: Napanee

**Diane Farr, Ph.D., C.Psych.**, Chief Psychologist, Guelph Correctional Centre: Guelph

**Jack Ferrari, Ph.D., C.Psych.**, Professional Practice Leader, St. Joseph's Regional Mental Health Centre: London

**G. Ron Frisch, Ph.D., C.Psych.**, Professor, University of Windsor & Private Practice: Windsor

**John Hunsley, Ph.D., C.Psych.**, Professor, School of Psychology; Director, Centre for Psychological Services, University of Ottawa: Ottawa

**Nina Josefowitz, Ph.D., C.Psych.**, Private Practice: Toronto

**Rosemary Keogh, Ph.D., C.Psych.**, Ontario Probation and Parole Services: Toronto

**Louise LaRose, Ph.D., C.Psych.**, Supervising Psychologist, London District Catholic School Board & Private Practice: London

**Andrée Liddell, Ph.D., C.Psych.**, Private Practice: Toronto

**Maggie Mamen, Ph.D., C.Psych.**, Private Practice: Ottawa

**Jane Mortson**, Public Member of the College Council, Retired Teacher: North Bay

**Jill Moscovitch, Ph.D., C.Psych.**, Private Practice: Toronto

**Mary Ann Mountain, Ph.D., C.Psych.**, St. Joseph's Hospital: Thunder Bay

**George Phills, Ph.D., C.Psych.**, Westbridge Associates: London

**Janet Polivy, Ph.D., C.Psych.**, Professor, Department of Psychology and Psychiatry, University of Toronto: Toronto

**Gordon Rimmer**, Public Member of the College Council, Retired Financial Controller: Seaforth

**Jean Saint-Cyr, Ph.D., C.Psych.**, University Health Network, Toronto Western Hospital; Professor, Department of Surgery and Department of Psychology, University of Toronto; Private Practice: Toronto

**Rosina Schnurr, Ph.D. C.Psych.**, Children's Hospital of Eastern Ontario: Ottawa

**Dalia Slonim, Psy.D., C.Psych.**, St. Michael's Hospital

**Claire Lowry Sullivan, Ph.D., C.Psych.**, Professional Leader, Grand River Hospital; Department of Psychology, University of Waterloo: Kitchener

**Jean Szkiba-Day, Ph.D., C.Psych.**, Private Practice, Oakville & Part-time Professor, University of Toronto, Scarborough Campus

## Deceased

The College has learned with regret of the death of **Dr. Werner Albert** and **Dr. George Ashman**. Dr. Ashman was a member of the Ontario Board of Examiners in Psychology from 1977 to 1982. The College extends its condolences to Dr. Albert's and Dr. Ashman's family, friends and professional colleagues.



## Changes to the Register

The College would like to congratulate and welcome the 42 new *Psychologist* members and the 13 new *Psychological Associate* members issued with Certificates Authorizing Autonomous Practice since October 2001. The College also wishes to welcome 3 new *Psychologist* members and 2 new *Psychological Associate* members issued with Certificates Authorizing Interim Autonomous Practice.

### PSYCHOLOGISTS

Vanessa Joy Andres-Lemay  
 Ellen Michelle Basian  
 Jeffrey Robert Roy Carter  
 Anne Marie Caruso  
 Jessica Mari Cooperman  
 Stephenie Davies  
 Anne Eve Fedorowicz  
 Suzanne Henriette Filion  
 Nathalie Ann Garcin  
 Lina Girard  
 Karin Elizabeth Gleason  
 Elizabeth Jane Hall  
 Katherine Anne Henderson  
 Carolyn Louise Horne  
 Mustaq Khan  
 Malgorzata Anna Knap  
 Janice Amy Kurita  
 Lisa Fernande Mary Larocque  
 Christina Chau Ping Lee  
 Brian Eliot Levitt  
 Melissa Fern Lieberman  
 Shawna Lyn Lightbody  
 Willa Litvack  
 Martin Cecil Logan  
 Eleanor Caroline Cooner MacIntosh  
 Gina Danielle Madrigrano  
 Joelle Marie Mamuza  
 Diane Maria Maubach  
 Lynn Miller  
 Isabelle Josée Montour-Proulx  
 Carolyn Ann Moss  
 Elissa Diane Newby-Clark  
 Patricia May Nugent  
 Joseph Robert Pellizzari  
 Linda Ruth Reinstein  
 Lynda Anne Robertson  
 Marie-Claude Robinson  
 Marcella Melanie Sapienza  
 Kirsten Ann Voss  
 Christine Rosalie Wasson  
 Heather Anne Wilson-O'Halloran  
 Michael Lee Zwiers

### PSYCHOLOGICAL ASSOCIATES

Gitanjali Sonu Canaran  
 Lyla Rose Geraldine Caudle  
 Julie Cheatley  
 Jennifer Lina Cook  
 Michelle Diane Dick  
 Carol Ann Fournier  
 Dianna Lynn Gamble  
 Anne Marie Johnson  
 Iwona Kaczmarzyk-Kozlowski  
 Patricia Marra Stapleton  
 Frances Isabella Mastoras  
 Angela Fung-Ying Siu  
 Darryl Norman Upfold

### INTERIM AUTONOMOUS CERTIFICATES

#### PSYCHOLOGISTS

Julie Ellen Goodman  
 Freida Amelia Hjartarson  
 Ivan Kiss

#### PSYCHOLOGICAL ASSOCIATES

Lesley Covington  
 Marcia C.A. Swaby



## Changes to the Register

The College would like to congratulate and welcome the 56 new *Psychologist* members and the 4 new *Psychological Associate* members issued with Certificates Authorizing Supervised Practice since October 2001.

### PSYCHOLOGISTS

M.Sharron Donne Armstrong  
Tamara Lynn Armstrong  
Bruce William Baxter  
Zohar BenDavid-Streiner  
Kelly Dorothy Benn  
Christine-Shawn Boisvert  
Anita Burhanpurkar  
Sherri Leigh Carter  
Nathan John Cooper  
Lee Welton Croll  
Claire Victoria Signy Crooks  
Ladislav Culen  
Robbie Dale Curwin  
Trevor Paul Deck  
Sarah Jane Duff Canning  
Deborah Anne Duggan  
Brian James Farrell  
Yolanda Maria Fernandez  
Sari Robin Fridell  
Karina Yolanda Fuentes  
Shari Melissa Geller  
Isabelle Marie Christine Geraets  
Linda Ruth Hall  
Kathryn Leslie Harkness  
Owen Scott Helmkey  
Stephen Richard Hibbard  
Jerry Jellis  
David Alexander Jones  
Marilyn Theresa Keyes  
Krista Louise Kiiffner

Yolanda Gloria Korneluk  
Darquise Laflamme  
Corey Scott Mackenzie  
Kenneth Mah  
Alfonso Giovanni Marino  
Catherine Ann Martin-Doto  
Ilze Arielle Matiss  
Jennifer Sarah Mills  
Michelle Eloise Moretti  
Tina Joanne Oates-Johnson  
Luigi Pastò  
Mary Perugini  
Milan Pomichalek  
Sean Patrick Pryke  
Susan Rodger  
Denise Evelyne Rousseau  
Alexandra Rutherford  
Jennifer Lesley Saltzman-Benaiah  
Katreena Louise Scott  
Robyn Janet Stephens  
Lorne Alan Sugar  
Lisa Laura Trépanier  
Dean Andrew Tripp  
Linda Marie Wiebe  
Shelley Eileen Wilkin Bloch  
Karen Anne Wolfman

### PSYCHOLOGICAL ASSOCIATES

Tamara Helen Austin  
Margaret James  
Janice King  
Karin Christel Mertins

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.

**THE COLLEGE OF PSYCHOLOGIST OF ONTARIO  
STATEMENT OF REVENUE AND EXPENSES  
FOR THE YEAR ENDED MAY 31, 2001**

	<u>2001</u>	<u>2000</u>
<b>REVENUE</b>		
Registration Fees	<b>\$1,689,069</b>	\$1,556,181
Examination Fees	<b>134,655</b>	114,770
Interest and Miscellaneous Income	<b>97,812</b>	66,971
	<b>1,921,536</b>	1,737,922
<b>EXPENSES</b>		
Administration	<b>1,237,972</b>	1,054,160
Registration and Examinations	<b>239,990</b>	177,907
Governance	<b>131,472</b>	101,183
Investigations and Resolutions	<b>109,968</b>	56,840
Hearings	<b>94,662</b>	113,971
Communication, Education and Training	<b>90,138</b>	82,193
Professional Organizations	<b>25,880</b>	15,254
Quality Assurance	<b>21,934</b>	21,788
Government Relations	<b>7,820</b>	2,795
	<b>1,959,836</b>	1,626,091
<b>(DEFICIENCY) EXCESS OF REVENUE OVER EXPENSES</b>	<b><u>(\$38,300)</u></b>	<b><u>\$111,831</u></b>



The Bulletin is a publication of  
the College of Psychologists of Ontario

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The Bulletin is published quarterly. Subscriptions for members of the College are included in their registration fee. Others may subscribe at \$20 per year, or \$5.00 per single issue. The College will also try to fill requests for back issues of the Bulletin at the same price.

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Les articles dans ce numéro de The Bulletin sont disponibles en français.



## Mission

**To serve and protect the public interest:  
by promoting excellence in the profession,  
by ensuring that psychological services  
are safe and effective, and by advocating  
for accessibility to psychological services.**

# Audio & Video Tape Order Form



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

Presents

THE ELEVENTH ANNUAL

**BARBARA WAND SEMINAR IN PROFESSIONAL ETHICS, STANDARDS AND CONDUCT**

**“Current Legislation and Emerging Issues in Professional Practice”**

Marriott Eaton Centre

February 13, 2002

Code #: 020212

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