

Regulating Psychologists and Psychological Associates

NEW EXECUTIVE COMMITTEE FOR 2003 - 2004

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O
 ne of the main topics discussed at this year's Barbara Wand Seminar in Professional Ethics, Standards and Conduct, held on May 9, 2003, was the new privacy legislation. Richard Steinecke, a partner in the law firm of Steinecke Maciura LeBlanc was the keynote speaker on this topic. Mr. Steinecke has written the following article as an introduction to the new privacy act. The College is actively involved with a number of other Colleges, through the Federation of Health Regulatory Colleges, in reviewing the privacy legislation and its implications for members. This article is the first in a series to be published by the College to assist members in preparing to meet their obligations under the new legislation.

PERSONAL INFORMATION PROTECTION AND ELECTRONIC DOCUMENTS ACT (PIPEDA)

What Every Psychologist And Psychological Associate Needs To Know About Privacy Legislation

Over the past few years, there has been a lot of confusion about privacy legislation. Who does it apply to? When is it really coming? How much impact will it have? Busy psychologists and psychological associates need to know what privacy legislation means for them. While there remains a fair degree of uncertainty, the outlines of what is going to happen are now becoming clear.

When does privacy legislation take effect?

For almost all psychological practitioners, the federal privacy act takes effect this coming January. On January 1, 2004, the *Personal Information Protection and Electronic Documents Act (PIPEDA)* comes fully into force. Ontario has circulated a draft *Privacy of Personal Information Act*, but it is highly unlikely that it will be enacted before this January. Psychological Associates and Psychologists covered by the federal privacy act need to have their policies and procedures in place by then.

Who does privacy legislation apply to?

The privacy act is intended to cover the entire private sector. With very few exceptions, the privacy act applies to anyone who carries on "commercial activities". That will include most psychological

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- Privacy Seminar Brochure
- Audio & Video Tape Order Form



practitioners. Even if the government pays for the goods or services, the privacy act will likely apply. Only practitioners employed by a government body or a non-profit agency that does not sell goods or services will be exempt.

The privacy act applies to any collection, use or disclosure of personal information. “Personal information” means any information about an identifiable individual that relates to his or her personal characteristics (e.g., gender, age, colour, ethnic background, education, family status); health (e.g., health history, health conditions, health services received by them); or, activities and views (e.g., dealings with the practitioner, opinions expressed by an individual, religion, political involvement, a practitioner’s view or evaluation of an individual). Personal information is to be contrasted with business information (e.g., an individual’s business address and telephone number), that is not protected by the privacy act.

What has to be done?

Each organization must appoint an Information Officer and develop and publish a privacy policy. The Information Officer should be a senior person in the organization. The Information Officer can be an outsider hired by an organization to perform this role, but that may make it more difficult for the organization to develop a privacy policy that fits its office or practice.

The Information Officer is responsible for overseeing an organization’s compliance with its privacy obligations. The privacy policy would cover the following issues:

- reviewing the organization’s policies and practices for collecting, using and disclosing personal information (including conducting an audit of the current personal information practices of the organization);
- implementing procedures to safeguard personal information;
- ensuring individuals (e.g., clients) have the right to access and correct any personal information about themselves held by the organization;
- implementing a retention and destruction of information policy;
- training the organization’s staff in the privacy policy;
- acting as a contact person for inquiries from the public or clients; and
- ensuring there is a process for handling complaints made about the organization’s information practices.

Psychologists and Psychological Associates must also make sure their organization has privacy policies dealing with all of these issues. These policies must be made available to the public. This public access obligation might be met by posting the policy on the organization’s website or in its reception area. Alternatively, a copy can be provided to new clients on their first visit and to anyone else upon request. The policies have to be written so as to be readily understandable.

For purposes of PIPEDA, what is an ‘organization’?

Privacy policies apply on an “organizational” level. Often the identity of the organization is obvious because the sole practitioner, partnership or corporation is well defined. In a solo practice, the individual practitioner is the organization. Where a group of people or entities work together in a loose affiliation however, there may be more than one way to define the organization. Psychological practitioners and their business associates can then decide who their organization will include. For example, every practitioner can have his or her own privacy policy. Or, practitioners working with others can join together to form a broader organization with one privacy policy covering them all. This depends on what is most convenient for everyone. Everyone within an organization has to agree to be monitored by the Information Officer. As well, organizations will need special consent to disclose personal information outside of the organization.

What are the restrictions on the collection, use and disclosure of personal information?

As a general rule, psychological associates and psychologists need to obtain informed consent for the collection, use and disclosure of personal information. This consent is distinct from the consent for treatment or the provision of other services. Like any consent, it can be obtained in writing, verbally or by implied consent. In the traditional circumstance of a practitioner collecting information directly from the client solely for the purpose of providing services to the client,

consent may be implied. Any departure however, from this simple approach creates some new obligations for obtaining informed consent. In real life, the simple approach is not usually enough.

Areas in which some change may be required include situations where:

- the psychological practitioner collects information about other individuals (e.g., a family history);
- the psychological practitioner collects information about the client from other persons (e.g., from previous practitioners for the client, from family members of the client, from the client's business contacts);
- the psychological practitioner collects information to be shared with others who are also advising or providing services to the client (i.e., in a team treatment approach);
- there is the likelihood of an ongoing relationship and the information will be used for ongoing services, especially if this is not obvious to the client (e.g., collecting a broad background of a client's health, family or financial situation to ensure that one can provide broader services later on);
- third parties will have access to the information (e.g., for legal, billing or financing purposes);
- the psychological practitioner will use the information for related purposes (e.g., for billing the client or a third party later);
- the psychological practitioner will use or disclose the information for secondary purposes (quality control by the organization, regulatory accountability, and research);
- the psychological practitioner might sell the practice or business later on and will need to provide prospective purchasers with access to client information to help the purchaser conduct a due diligence review.

In any of these circumstances, the psychological associate or psychologist should explain, at a minimum, the purposes for which the information is being collected, and obtain some form of consent. Often the consent process can be a brief oral discussion with the client. Giving the client a handout setting out the psychologist's or psychological associate's usual information practices and checking with the client that he or she understands the handout would often be sufficient. Alternatively, obtaining a written consent at a client's first visit may work in many circumstances. While the Information and Privacy Commissioner is leery of obtaining blanket consents, it may be that, for the usual private practice, this may be appropriate and sufficient.

There are some exceptions that permit psychological practitioners to collect information without consent. The most common example is where the purpose is to investigate a breach of law or contract, and obtaining consent would compromise the investigation (e.g., suspected insurance fraud by a client; helping a client deal with a third party who injured the client). Certain emergency situations (e.g., medical crises) may permit the collection, use or disclosure of information without consent as well.

Practitioners are also obliged to collect the least amount of personal information that is consistent with the purposes for which it was collected. For example, collecting an individual's Social Insurance Number is usually not necessary. One should not routinely collect a client's home address (unless the client wants something to be sent there). Psychological practitioners should not collect financial information about a client who pays the full account at the time of service.

What kinds of safeguards are needed?

Most psychological practitioners are already careful to preserve their client's confidentiality. When setting out the safeguard policies in writing however, practitioners may wish to review some of his or her practices. For example, can people see confidential files or computer screens when walking through the office or business? Is all personal information shredded before being put in the recycling box? Is personal information sent by e-mail? The Information and Privacy Commissioner strongly disapproves of sending personal information through regular e-mail over the Internet.

What are access and correction rights?

A fundamental principle of the privacy act is that any individual has the right to request and see any personal information practitioners hold about them. In fact, practitioners are required to help individuals make such a request (e.g., explaining the filing system so the person knows what to ask for) and to assist them in understanding the information (e.g., explaining abbreviations and technical terms). There are a few exceptions where access can be restricted (e.g., where the



disclosure will reveal personal information about another individual or will reveal trade secrets), but these exceptions are narrow. Psychological practitioners will also have to tell individuals to whom the organization has disclosed the personal information about them.

If the individual believes any of the personal information is wrong, he or she can ask that it be corrected. The organization must correct any information it agrees is wrong. The organization must also notify any third parties that received the wrong information of the correction. Where the client and the organization cannot agree that an error has been made, the organization must record the disagreement and notify any third parties who received the contested information. Disagreements about corrections can be taken to the Information and Privacy Commissioner who may review the situation.

What should an internal complaint system look like?

Organizations must also have an internal complaints system to handle concerns about their privacy practices. The internal complaints system should have the following features:

- a designated individual in the organization (perhaps the Information Officer) to receive and ensure the prompt investigation and response to all complaints;
- an easily accessible and simple to use complaints procedure that at a minimum includes:
 - acknowledging receipt of the complaint,
 - investigating it, and
 - providing a decision with reasons;
- a process for the organization to respond appropriately to complaints that are justified including making changes to its privacy policies; and
- notifying the public of external recourses including the College of Psychologists and the federal Information and Privacy Commissioner.

Who ensures compliance with the privacy legislation?

Practitioners will be held accountable to both the federal Information and Privacy Commissioner and, to a lesser extent, their own regulatory body, the College of Psychologists, in respect of their compliance with the privacy act.

The federal Information and Privacy Commissioner has oversight of the privacy act and functions as an ombudsman. The Commissioner has the following responsibilities:

- investigating complaints about an organization's personal information handling practices including entering the organization's premises and summoning documents and witnesses;
- mediating and conciliating such complaints;
- auditing the personal information handling practices of an organization;
- making a public report of poor personal information practices by an organization; and,
- seeking remedies for a breach of the privacy act in the Federal Court of Canada.

Once the Commissioner has issued a report, either the complainant or the Commissioner can then apply to the Federal Court of Canada for one or more of the following remedies:

- an order for the organization to correct its personal information handling practices;
- an order for the organization to publish a notice of corrective action; or
- an award of damages for any humiliation of the complainant.

All indications are that the Information and Privacy Commissioner tends to be educational rather than punitive in enforcement style. It is still better to avoid a complaint however, than having to deal with one.

The College may also hold members accountable for his or her privacy practices. Where the conduct involves a breach of core professional values, the College will have an additional reason to take regulatory action. Even where core professional values are not breached, every psychological practitioner is generally obliged to comply with the law; especially

those designed to protect the public or which reflect on the practitioner's suitability to be a member of the profession. Many breaches of the privacy act by a practitioner may warrant some regulatory action.

Where to start?

The privacy act may seem like a lot of work. The key however, is for psychological practitioners to develop a privacy policy. A privacy policy provides a process for practitioners to review and revise their organization's practices and to obtain the consent from clients in the future. With a few adjustments to existing practices and informed consent from clients, most psychologists and psychological associates will be ready for the new privacy era.

Richard Steinecke will be a presenter at a Federation of Health Regulatory Colleges of Ontario seminar on getting ready for the new privacy legislation on October 8, 2003. The seminar will be broadcast live to seven locations throughout the province and will include a step-by-step workbook that will assist practitioners in developing and implementing privacy policies. See www.wdysevents.com/privacyseminar for registration details. §

Notice of Legislative Amendments

A number of amendments to the regulations under the **Insurance Act** and the **Motor Vehicle Accident Claims Act** have been filed and will be published in the *Ontario Gazette* on July 19, 2003. Members who provide services to clients involved in motor vehicle accidents are advised to review the amendments and ensure they understand any implications these may have for service delivery.

These new regulations can be found on the Government of Ontario e-Laws website <http://www.e-laws.gov.on.ca> initially in the *Regulations as Filed 2003* section. Once they have been consolidated into the existing legislation, they will be posted in *Statutes and associated Regulations* section.

The amendments under the **Insurance Act** include:

- Automobile Insurance – O. Reg. 275/03
- Uninsured Automobile Coverage – O. Reg. 276/03
- Statutory Conditions – Automobile Insurance – O. Reg. 277/03
- Unfair or Deceptive Acts or Practices - O. Reg. 278/03
- Statutory Accident Benefits Schedule – Accidents on or after November 1, 1996 - O. Reg. 281/03

The amendments under the **Motor Vehicle Accident Claims Act** include:

- Disclosure of Information - O. Reg. 279/03
- Assessment - O. Reg. 280/03



President's Message

It is truly an honour to have been elected President of the College Council. I follow an extremely distinguished list of previous Presidents and am very aware that I have large shoes to fill. I look forward to work-

ing with the members of the College and of Council over the next year in continuing our work to operationalize our Mission Statement, as a self-regulating profession, *To serve the public interest by ensuring that psychological services in Ontario are effective, safe and accessible.*

We have a dedicated and thoughtful group of individuals, both professional and public members, returning to Council. We also have three new members: Dr. Dalia Slonim representing GTA West; Dr. Janice Currie representing GTA East; and, Dr. Ron Frisch, appointed to Council by the training programs in psychology. Dr. Frisch previously served on Council as an academic member and we are very pleased to have him at the table again. Dr. Slonim and Dr. Currie are beginning their first terms on Council and we look forward to having the benefit of the fresh ideas and perspectives that new members of Council bring to our deliberations.

The Executive of the Council was recently elected at the June Council meeting. I am fortunate to have the support of a very strong Executive Committee for the coming year, with Mr. Jean-Martin Bouchard as Vice-President, Drs. Maggie Gibson and Clarissa Bush as members-at-large, and our two public members, Ms. Susan Nicholson and Mr. Mark Lawrence, who bring much needed financial and business experience to the Committee.

Following the June Council meeting, the Executive Committee met to appoint members of Council and of the College to the statutory and standing committees. It is always a pleasure to see the willingness of so many of our members to give their time and energy to this committee work. It was particularly gratifying to have the opportunity to appoint some members who have not been involved previously with College committees. The College is only as strong as the members who get involved in developing the policies, regulations, standards and guidelines that we all then must practice within. New members on Council and on committees bring much needed fresh perspectives to addressing the issues that confront us as a profession. A complete list of the members appointed to the various committees may be found in the College Notices section of this [Bulletin](#).

Over my past five years on Council, I have had conversations with members who talk about the “College” as if it is some distant body, unrelated to the members. It is important to remember that we, the members, are the College. The College staff, some of whom are members of the profession and many of whom are not, are hired by us to implement the policies that we develop. They are not “the College”. Council is aware that there are College policies, standards, regulations and guidelines that need review because they no longer reflect the realities of practicing our profession in 2003. The Standards of Professional Conduct is a prime example. From my perspective, these things must constantly undergo review and change. Throughout my terms on Council, I can't remember a meeting at which a change to some aspect of the College's regulation of the profession has not been discussed. This process of review and change is critical to the functioning of the College and I ask for your support and involvement in these ongoing discussions.

I want to highlight two very important pieces of work currently underway. As you know, the Registration Regulation has been revised to reflect changes in our method for evaluating a candidate's preparation for registration. In part, this change to a competency-based model of evaluation was initiated by our involvement in the

Mutual Recognition Agreement with the other provinces and territories. The College undertook a wide-ranging consultation that involved members of our College, regulators of psychology across Canada, professional organizations, such as OPA, OAPA, CAPDA, CRHSPP and CPA and in particular, worked closely with the Directors of Training Programs in Psychology in Ontario. We have benefited from discussions with staff in the Ministry of Health and Long-Term Care, who have helped us to understand the broader issues arising from this proposed regulation change.

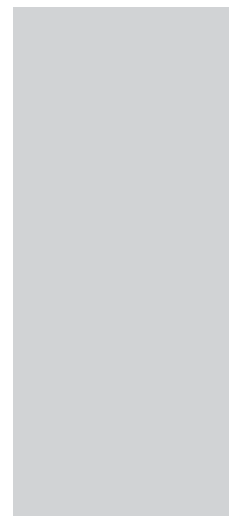
Based on the very valuable input we received from all groups and individuals, a final draft of the regulation was approved by Council in June for submission to the Ministry of Health and Long-Term Care. We will make that submission this summer and will keep the membership posted on developments as the regulation makes its way through the various legislative processes. We have been fortunate throughout the process to have had the involvement of Dr. Nina Josefowitz and Dr. Jennifer Connelly. Drs. Josefowitz and Connelly have dedicated many hours and much energy to ensuring that the revised regulation is fair and transparent to all those who it will affect. We are grateful for their significant contribution to this work.

The Quality Assurance Regulation has also been undergoing revision. These changes have been driven, in part, by the need for a mechanism to help members whose practice may have some area of weakness that would be better addressed by education and peer support, than by disciplinary action. The consultation with members has been most helpful, and, as with the Registration Regulation, has resulted in a number of revisions based on this feedback. A draft of the proposed QA Regulation amendments will be submitted to Council at the September meeting, for approval for submission to the Ministry of Health and Long-Term Care.

I also want to mention the ongoing revision of our Standards of Professional Conduct. As I indicated, Council has been aware for some time that changes to the standards of practice are needed in order to reflect the changing nature of the practice of psychology. Some work has been done in revising the Standards and we expect to begin member consultation on these revisions later this year. I would encourage you to carefully review the proposals and take the opportunity to respond to the request for feedback. The response from members to the proposed changes to the Registration and QA Regulations was invaluable. For the standards of practice to be useful to all of us, it is important that they reflect our collective wisdom and experience in providing service to our clients.

On behalf of the College Council, I would like to wish you a very safe and enjoyable summer and look forward to a very challenging and productive year.

Mary Ann Mountain, Ph.D., C.Psych.
President





Consultation on Proposed By-Law 25: The Register and Related Matters

The Health Professions Procedural Code (Code) of the Regulated Health Professions Act, 1991 requires the Registrar to maintain a register of member information. Section 23.1 of the Code prescribes the minimum information required to be maintained for both individual members and professional corporations, the information that must be available to the public, and the access to information provisions. In addition, the Code permits the Col-

lege to prescribe other information to be maintained and made public. At the meeting of March 14, 2003 the Council of the College approved for circulation to the membership, a by-law respecting additional information to be maintained on the register. According to the Code, this proposed by-law must be circulated to the membership at least 60 days before it is approved for implementation.

Members wishing to provide comments regarding the by-law may do so by e-mail (register@cpo.on.ca), fax (416-961-2635), or by writing to the College. Please ensure that your response is received by October 3, 2003 to ensure it is included in the information taken to Council when this matter is further considered. While comments are encouraged on the complete by-law, Council particularly wishes member input on the public availability of 3.2, 3.5, 3.15 and 3.16 to which additional notes of explanation have been added.

Section 23 of the Code 'Register' is reproduced below showing what is currently required by legislation to be on the register and the information accessible to the public. This is followed by the proposed by-law outlining the additional information to be collected and, shown shaded in section 3, what is being proposed to be available to the public.

Register

23. (1) The Registrar shall maintain a register. 1991, c. 18, Sched. 2, s. 23 (1).

Contents of register

(2) The register shall contain,

- (a) each member's name, business address and business telephone number and, if applicable, the name of each health profession corporation in which he or she is a shareholder;
- (b) each member's class of registration and specialist status;
- (c) the terms, conditions and limitations imposed on each certificate of registration;
- (d) a notation of every revocation and suspension of a certificate of registration;
- (d.1) the name, business address and business telephone number of every health profession corporation;
- (d.2) the names of the shareholders of each health profession corporation;
- (d.3) a notation of every revocation and suspension of a certificate of authorization;
- (e) the result of every disciplinary and incapacity proceeding;
- (e.1) where findings of the Discipline Committee are appealed, a notation that they are under appeal;
- (f) information that a panel of the Registration, Discipline or Fitness to Practise Committee specifies shall be included; and
- (g) information that is required to be kept in the register in accordance with the by-laws. 1991, c. 18, Sched. 2, s. 23 (2); 1993, c. 37, s. 7 (1); 1998, c. 18, Sched. G, s. 13 (1); 2000, c. 42, Sched., s. 35 (1); 2001, c. 8, s. 218 (1, 2).

Same

(2.1) When an appeal of findings of the Discipline Committee is finally disposed of, the notation added to the register under clause (2) (e.1) shall be removed. 1993, c. 37, s. 7 (2).

Access to information

(3) A person may obtain, during normal business hours, the following information contained in the register:

- 1. Information described in clauses (2) (a), (b), (c), (d.1) and (d.2).
- 2. Information described in clause (2) (d) relating to a suspension that is in effect.



- 2.1 Information described in clause (2) (d.3) relating to a revocation or suspension that is in effect.
- 3. The results of every disciplinary and incapacity proceeding completed within six years before the time the register was prepared or last updated,
 - i. in which a member's certificate of registration was revoked or suspended or had terms, conditions or limitations imposed on it, or
 - ii. in which a member was required to pay a fine or attend to be reprimanded or in which an order was suspended if the results of the proceeding were directed to be included in the register by a panel of the Discipline or Fitness to Practise Committee.
- 3.1 For every disciplinary proceeding, completed at any time before the time the register was prepared or last updated, in which a member was found to have committed sexual abuse, as defined in clause 1 (3) (a) or (b), the results of the proceeding.
- 3.2 Information described in clause (2) (e.1) related to appeals of findings of the Discipline Committee.
- 4. Information designated as public in the by-laws. 1991, c. 18, Sched. 2, s. 23 (3); 1993, c. 37, s. 7 (3, 4); 1998, c. 18, Sched. G, s. 13 (2); 2000, c. 42, Sched., s. 35 (2); 2001, c. 8, s. 218 (3).

When information can be withheld

(3.1) The Registrar may refuse to allow a person to obtain a member's business address and business telephone number if the Registrar has reasonable grounds to believe that disclosure of the information may jeopardize the member's safety. 1998, c. 18, Sched. G, s. 13 (3).

Panels specifying information in register

(4) In disposing of a matter, a panel of the Registration, Discipline or Fitness to Practise Committee may, for the purposes of clause (2) (f), specify information to be included in the register. 1991, c. 18, Sched. 2, s. 23 (4).

Panels directing results to be public

(5) In disposing of a matter, a panel of the Discipline or Fitness to Practise Committee may, for the purposes of subparagraph ii of paragraph 3 of subsection (3), direct that the results of the proceeding be included in the register. 1991, c. 18, Sched. 2, s. 23 (5).

Information from register

(6) The Registrar shall provide to a person, upon the payment of a reasonable charge, a copy of any information in the register the person may obtain. 1991, c. 18, Sched. 2, s. 23 (6).

Meaning of "results of proceeding"

(7) For the purpose of this section and section 56, "result", when used in reference to a disciplinary or incapacity proceeding, means the panel's finding, particulars of the grounds for the finding, and the penalty imposed, including any reprimand. 1993, c. 37, s. 7 (5).

PROPOSED BY-LAW FOR CONSULTATION

By-Law 25: The Register And Related Matters

- 1. (1) A member's name in the register shall be the member's name as provided in the documentary evidence used to support the member's initial registration and shall be consistent with the name used by the member on his or her diploma or degree in psychology.
- (2) The Registrar shall direct that a name other than as provided in subsection (1) be entered in the register if such a request is made by the member and the Registrar is satisfied that the member has validly changed his or her name and that the use of the name is not for an improper purpose.
- 2. (1) Unless otherwise approved by the Registrar, a member's business address in the register shall be the address of the location in Ontario where the member principally engages in psychological practice or, if the member does not practise in Ontario, the member's address, as designated by the member.
- (2) A member's business telephone number in the register shall be the telephone number of the location Ontario where the member principally engages in psychological practice or, if the member does not practise in Ontario, the telephone number of the location designated in subsection (1).



3. In addition to the information required under subsection 23(2) of the Health Professions Procedural Code of the Regulated Health Professions Act, 1991, the register of the College shall contain the following information with respect to each member:

1. The member's name and any changes to the member's name which have been made in the register since he or she first became registered with the College;
2. The member's registration number;

[Note: a number of other Colleges provide this information to the public. It has been the practice of the College of Psychologists only to verify a member's registration number rather than provide it upon request. Third party payers often contact the College to verify a member's registration status and number.]

3. The date when the member's certificate of registration was first issued by the College;
4. If the person ceased to be a member as a result of his or her resignation or death, the date upon which the person ceased to be a member;
5. The name of the educational institution from which the member received his or her highest degree in psychology upon which registration was based, and the year in which the degree was obtained;

[Note: a number of other Colleges provide this information to the public as members of the public often find it helpful to know the educational institution and the year of graduation of the member in considering their choice of practitioner.]

6. The classes of certificates of registration held by the member, the date on which each was issued and, if applicable, the termination or expiration date of each;
7. The address and telephone number of the location in Ontario where the member principally engages in psychological practice;

08. The member's home address and home telephone number;
09. The member's preferred address for communication by the College;

10. If the member is a shareholder, officer or director of a health profession corporation which holds a certificate of authorization issued by the College, the name of the health profession corporation and what position or title, if any, the member holds with that corporation;
11. Any term, condition or limitation on the member's certificate of registration;
12. If the member's certificate of registration is subject to an interim order of the Executive Committee, a notation of that fact, the nature of that order and its effective date;
13. If the member's certificate of registration is suspended for non-payment of the annual fee or any fee required by the College, a notation of that fact and the date upon which the suspension took effect;
14. If the member's certificate of registration is suspended for failure to comply with the order of a Board of Inquiry, a notation of that fact and the date upon which the suspension took effect;
15. If an allegation of professional misconduct or incompetence has been referred to the Discipline Committee in respect of the member and is outstanding,
 - (a) a notation of that fact;
 - (b) a brief summary of each specified allegation; and
 - (c) the date of the hearing if the hearing date has been set or the next scheduled date for the continuation of the hearing if the hearing has commenced.



[Note: currently, the College cannot indicate to a member of the public that allegations against a member have been referred to Discipline. In the interest of public protection, it is important that the College be able to tell a member of the public that a particular member has a Discipline matter pending. According to the Code, Discipline Hearings are open to the public, therefore the date of any such hearing should be publicly available.]

16. If the question of the member's capacity has been referred to the Fitness to Practice Committee and not yet decided, a notation of that fact;

[Note: currently, the College cannot indicate to a member of the public that the question of a member's capacity is matter before the Fitness to Practice Committee. In the interest of public protection, it is important that the College be able to tell a member of the public that a particular member has a Fitness to Practice matter pending. It is not proposed that details of the matter be publicly available.]

17. If the member has been required to attend before the Complaints Committee to be cautioned, a notation of that fact;
18. If a finding of professional misconduct, incompetence or incapacity has been made against a member by any other regulatory body, in or outside of Ontario, or in any other health profession,
 - (a) a notation of that fact;
 - (b) the date of the finding and the name of the governing body that made the finding;
 - (c) a brief summary of the facts on which the finding was based;
 - (d) the penalty, if any; and
 - (e) where the finding is under appeal, a notation of that fact, which notation shall be removed once the appeal is finally disposed of.
19. If a decision of the Discipline Committee has been published by the College with the member's name included,
 - (a) a notation of that fact; and
 - (b) identification of the specific publication of the College containing that information.

3.1 Notwithstanding the provisions of section 3, the College may delete from the register any information which would otherwise have been required to be maintained under this by-law in respect of any member who died, resigned, or whose certificate was revoked at least ten years prior to the deletion.

3.2 In addition to the information under subsection 23(2) of the Health Professions Procedural Code of the Regulated Health Professions Act, 1991, the register shall contain, in respect of each health profession corporation to which a certificate of authorization has been issued by the College, the following information: [Note: information in section 3.2 1-9 has already been designated as public through By-Law 23: Professional Corporation.]

1. The certificate of authorization number;
2. The head office and mailing address of the health profession corporation;
3. The date upon which the certificate of authorization was first issued;
4. If the certificate of authorization has been revoked, a notation of the fact, the date when the revocation occurred and a brief summary of the reasons for the revocation;
5. If the certificate of authorization was revised or a new certificate of authorization was issued to the health profession corporation, a notation of that fact and the date when that occurred;
6. The name, as set out in the College register, of each of the officers and directors of the health profession corporation and the title or office held by each;
7. The practice name(s) or business name(s), if any, used by the health profession corporation;



8. The address and telephone number of each location at which the health profession corporation carries on business;
 9. A brief description of the business activities carried on by the health profession corporation.
4. Subject to section 4.1, the information contained in paragraphs 1, 2, 3, 4, 5, 6, 7, 10, 11, 12, 13, 14, 15, 16, and 19 of section 3 and paragraphs 1, 2, 3, 4, 5, 6, 7, 8, and 9 of section 3.2 shall be information available to the public from the register of the College under paragraph 4 of subsection 23(3) of the Health Professions Procedural Code of the Regulated Health Professions Act, 1991.
 - a) At the discretion of the Registrar, information designated as public in the register may be provided to any person in printed, electronic or oral form.
 - 4.1 At the discretion of the Registrar, a member's previous name or names shall not be information available to the public from the register of the College under paragraph 4 of subsection 23(3) of the Health Professions Procedural Code of the Regulated Health Professions Act, 1991.
 - 4.2 Information which, but for the commencement of an appeal or other legal proceeding, would have been available to the public from the register of the College under paragraph 4 of subsection 23(3) of the Health Professions Procedural Code of the Regulated Health Professions Act, 1991, shall be available to the public from the register of the College as if no appeal or legal proceeding had been commenced.
 5. (1) A member shall immediately provide to the College, if requested to do so by the Registrar, the following:
 - a) His or her home address and home telephone number;
 - b) The address and telephone number of
 - (i) the location in Ontario where the member principally engages in psychological practice; and
 - (ii) all other locations, whether inside or outside of Ontario, at which the member engages in psychological practice.
 - c) The member's business address and business telephone number as required by section 25.3.7.
 - d) The member's preferred address for communication by the College.
 - e) A description of the services which the member provides in each of his or her practice locations.
 5. (2) If there has been any change in the information which is required to be provided under subsection (1) the member shall notify the Registrar in writing of the change within thirty (30) days of the effective date of the change.

If you have any questions about the proposed by-law please do not hesitate to contact the College.

Investigations and Hearings

The Committees involved in Investigations and Hearings reported the following activity between April 1, 2003 and May 31, 2003. Cumulative Statistics for the Fiscal Year 2002-2003 are presented in parentheses.

Number of New Complaints against members: 15

Complaints Received by Nature of Complaint

Bias	3	(7)
Boundary Violation	1	(1)
Breach of Confidentiality	1	(4)
Conduct Unbecoming a Member of the CPO	0	(2)
Conflict of Interest	0	(1)
Failure to Render Services Appropriate to User Needs	3	(7)
Failure to Obtain Informed Consent	1	(1)
Failure to Provide Services Sought	2	(3)
Failure to Respond to a Request in a Timely Manner	0	(1)
False or Misleading Statements	0	(2)
Fees and Billing Issues	0	(1)
Improper Supervision	0	(2)
Inaccurate Information	0	(3)
Inadequate Data to Support Conclusions	0	(6)
Inappropriate Advertising and Announcements	0	(1)
Inappropriate Conduct Toward a Colleague	1	(1)
Incompetence	1	(1)
Insensitive Treatment of Clients	2	(5)
Quality of Services	0	(6)
Sexual Touching	<u>0</u>	<u>(1)</u>
	15	(56)

Complaints Received by Nature of Service

Corrections Assessment	0	(3)
Custody & Access Assessment/Child Welfare	4	(12)
Educational Assessment	2	(4)
Industrial/Occupational Assessment	0	(2)
Insurance Assessment	1	(7)
Neuropsychological Assessment	0	(1)
No Service Provided	0	(5)
Other Assessment	2	(8)
Psychotherapy/Counselling	<u>6</u>	<u>(14)</u>
	15	(56)

Decisions Released by Nature of Disposition

Take no Further Action (Dismiss)	12	(29)
Advice	7	(18)
Written Caution	6	(10)
Caution with Undertaking	0	(5)
Referred to Discipline Committee	0	(6)
Deemed Frivolous and Vexatious	<u>1</u>	<u>(3)</u>
	26	(71)

In addition to the formal complaints considered by the Complaints Committee during the fiscal year 2002-2003, staff responded to 137 inquiries regarding members' conduct, with no subsequent formal complaint lodged. In five additional cases, staff assisted a member in addressing the client concerns, where no formal complaint followed.

Disciplinary Proceedings:

Dr. Robert Carom

A Discipline Hearing was scheduled to commence May 20, 2003. On May 5, 2003, Dr. Robert Carom indicated his intention to retire and consented upon the request of the College to resign his membership in the College and to surrender his Certificate of Registration to the College on May 20, 2003.

Dr. Robert Carom also undertook never to reapply for registration as a psychologist in Ontario and never to seek registration or licensure as a psychologist or to practise psychology in any other jurisdiction including all foreign and domestic jurisdictions.

The Discipline hearing against Dr. Robert Carom was subsequently adjourned indefinitely, to be re-commenced in the event that Dr. Robert Carom breaches any term of his undertaking to the College.

A copy of the text of the agreement entered into between the College of Psychologists and Dr. Robert Carom and of the specific allegations contained in the aforesaid Notice of Hearing in this matter, is available, upon request, to other regulatory authorities responsible for the regulation of the practice of psychology in any other jurisdiction including all foreign and domestic jurisdictions.

Additional details are available to the public and the profession on the public register of the College. A copy of the entry on the public register in respect of Dr. Robert Carom may be obtained by contacting the College of Psychologists of Ontario, 110 Eglinton Avenue West, Suite 500, Toronto, Ontario, M4R 1A3, Tel. 416-961-8817 or 1-800-489-8388 or at Fax: 416-961-2635.

Dr. Sandra Fiegehen

A Discipline Hearing was held on May 13, 2003 respecting a number of allegations against Dr. Sandra Fiegehen regarding the services she provided to, and her relationship with, Mr. X.

At the Hearing, Dr. Fiegehen and the College entered an Agreed Statement of Fact. Further to an agreement of the parties, Dr. Fiegehen pleaded guilty to the following allegations:

1. Failing to maintain the standards of the profession by failing to assess and/or treat Mr. X, or refer him for treatment, for his difficulties with alcohol, despite the nature of his presenting problem (i.e. chronic pain); and,
2. Failing to secure her clients' records and to ensure that they could not be accessed by unauthorized persons, such as Mr. X.

Dr. Fiegehen and the College made a joint recommendation to the Discipline Committee as to disposition and penalty, and the allegations were resolved and disposed of on the basis of an undertaking and agreement made by Dr. Fiegehen to the College that provided for the following. Dr. Fiegehen shall: be reprimanded; undergo a clinical assessment of her ability and competency to practice psychology; undergo a separate assessment of her practice and professional reports; successfully complete a Boundaries Course; and, fund any required therapy for her former client, among other things.

Additional details are available to the public and the profession on the public register of the College. A copy of the entry on the public register in respect of Dr. Sandra Fiegehen may be obtained by contacting the College of Psychologists of Ontario, 110 Eglinton Avenue West, Suite 500, Toronto, Ontario, M4R 1A3, Tel. 416-961-8817 or 1-800-489-8388 or at Fax: 416-961-2635.

Dr. Hemendra Shah

Dr. Shah has retired from the practise of psychology and from membership in the College and allegations before the Discipline Committee have been withdrawn. **S**



Emerging Issues in
Professional Practice:
12th Annual Barbara Wand
Seminar
May 2003

The twelfth annual Barbara Wand Seminar in Professional Ethics, Standards and Conduct was held on Friday, May 9, 2003 in the Alumni Hall of the University of St. Michael's College. Over 200 members of the College and others gathered to hear presentations on a variety of topics related to the practice of psychology in Ontario. The seminar evaluations indicated that overall, participants agreed it was a very interesting, informative and successful day.

Following an introduction and welcome by the Dr. Rick Morris, Deputy Registrar and Director, Professional Affairs and Dr. Nancy Eames, Chair of the Seminar Planning Committee, the seminar began with the first keynote speaker, Mr. Richard Steinecke.

Mr. Steinecke's presentation, *Privacy of Personal Health Information*, provided an update on the status of privacy legislation in Ontario and a very interesting overview of the *Personal Information Protection and Electronic Documents Act*, the federal legislation that will come into force in January 2004. The presentation demonstrated the complexities of the legislation and offered a summary of the requirements that members of the College, who are affected by the new legislation, will need to meet.

We were very pleased to have as our next keynote speakers Mr. Cam Godden and Ms. Lisa Hamilton of Bell Temple. Mr. Godden and Ms. Hamilton addressed the topic *Issues in Complaints and Discipline*. Ms. Hamilton provided a practical discussion of issues within the complaints process for members to consider. As a lawyer who often represents members in complaints and discipline matters before the College, Ms. Hamilton's presentation was very informative. Mr. Godden discussed the complaints process and the involvement of the liability insurer and provided participants with a better understanding of this important relationship.

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 final session of the afternoon was a panel discussion entitled, *Questions Frequently Asked of the College*. Dr. Catherine Yarrow, Registrar, Mr. Barry Gang, Director, Investigations and Hearings and Dr. Rick Morris each addressed a number of questions from the many that come to them from members, in their various roles within the College. The questions touch on a broad range of topics such as: "What is the status of the proposed change to the Registration Regulation and how will it affect me as a current member?" and "What does a member have to do to change areas of practice or client groups within an area of practice?" addressed by Dr. Yarrow. Mr. Gang discussed frequently asked complaints process questions, "Why does the complaint process take so long?" and "Why can't some complaints that are obviously frivolous or vexatious just be declared an abuse of process?" Frequently asked questions about incorporation by members, collection of fees, and the exemption for GST were discussed by Dr. Morris. This proved to be a very interesting forum to discuss many College matters of relevance to members.

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 or you may order online at www.softconference.com/030510. For those purchasing tapes, copies of the Seminar handouts are available from the College. §



COLLEGE NOTICES

The College Council

The Council of the College is composed of elected and appointed individuals. The current Council has six members elected geographically from among the members of the College, one member elected from among the psychological associate membership, three members appointed representing training programs in psychology, six appointed members of the public, and one ex-officio psychological associate seat. Below is a brief biography of each of the members of the College Council for 2003/2004.

Electoral District 1 (North)

Mary Ann Mountain, Ph.D., C.Psych. completed a Ph.D. in Clinical Neuropsychology at the University of Victoria. She holds a diplomate in Clinical Neuropsychology from the American Board of Professional Psychology. She has worked in Thunder Bay, providing assessment and treatment to clients with neurological diseases and injuries at St. Joseph's Hospital since 1991 and in private practice since 1993. Currently, she is the Manager of Neurology and Locomotor Services at St. Joseph's Care Group in Thunder Bay. She is an Adjunct Professor at Lakehead University. She was elected to Council in 1998 and re-elected in 2001. Dr. Mountain has been on a variety of College Committees and has served as the member-at-large and Vice-President on the Executive Committee. She was recently elected to the position of President of the College. Her term continues until 2004.

Electoral District 2 (Southwest)

Maggie Gibson, Ph.D., C.Psych. obtained her Ph.D. in Psychology from the University of Western Ontario in 1987 and has been registered as a psychologist since 1988. She has worked for the Veterans Care Program, Parkwood Hospital, St. Joseph's Health Care London since 1993. Her role includes program development, applied research and clinical consultation. She regularly presents symposia and workshops in both community and professional continuing education forums and contributes to the geriatric care literature. Dr. Gibson holds appointments as Clinical Adjunct Faculty, Department of Psychology, University of Western Ontario and Associate Investigator, Rehabilitation and Geriatric Care Program, Lawson Health Research Institute, London. She is a steering committee member representing the Canadian Psychological Association on the Canadian Coalition for Seniors Mental Health and a member of the Gender, Sex and Health granting committee of the Canadian Institutes of Health Research (CIHR). Dr. Gibson was elected to Council in 2001. She has served on the Complaints Committee and is currently on the Executive, Quality Assurance and Discipline Committees. She is past chair of Discipline and current chair of Quality Assurance. Her term on Council continues until 2004.

Electoral District 3 (Central)

Dorothy Cotton, Ph.D., C.Psych. obtained degrees from McGill, Purdue and Queen's, and became registered as a psychologist in 1986, after several years as a psychometrist. Her background is as a generalist in the area of clinical psychology and her clinical career has included periods in child psychiatry, general adult psychiatry, geriatrics, and forensics. She was formerly the Chief Psychologist and Administrative Director of the Forensic Service at a provincial psychiatric hospital. Currently, Dr. Cotton is the neuropsychology consultant at the Regional Treatment Centre of the Correctional Service of Canada. Dr. Cotton teaches at both the graduate and undergraduate levels in the Department of Psychology at Queen's, and lectures in the Department of Psychiatry. She is co-chair of a national police/mental health systems liaison committee and does research in this area. She has a small private practice and also writes a syndicated newspaper column, a psychology column for a police magazine, has written a book on stress management and regularly presents to professional and community groups. She has been on the board of OPA as well as OACCPP and has served on boards for a variety of community agencies and groups. Dr. Cotton is currently appointed to the Complaints, Discipline and Fitness to Practice Committees and her term continues until 2004.

Electoral District: No. 4 (East)

Clarissa Bush, Ph.D., C.Psych. has worked primarily in the area of neuropsychology at two hospitals in Ottawa since obtaining her Ph.D. from McGill in 1984. These hospitals merged in 1993 creating SCO Health Service. Her clinical experience was initially in both clinical and neuropsychology. In recent years however, her practice has focussed on the latter, working on various rehabilitation teams and in an outpatient memory disorder clinic. Dr. Bush holds a diplomate from The American Board of Professional Neuropsychology. She has always had a strong interest in clinical teaching and is presently the training director for the hospital's CPA accredited internship in clinical neuropsychology. Dr. Bush holds a clinical professorship at the School of Psychology of the University of Ottawa and is an Assistant Professor (VPT) in the Department of Family Medicine at the same institution. She was a member of the first group to train to perform capacity assessments when the Substitute Decisions Act was proclaimed in 1995. Capacity issues are the focus of her small private practice and she presents frequently to community groups on issues relating to capacity assessment and consent to treatment. Dr. Bush is member-at-large of the College Executive Committee and has assumed the position of chair of the Registration Committee. Her term on Council continues until 2005.

Electoral District 5 (GTA East)

Janice L. Currie, Ph.D., C. Psych. received her psychology training at the University of Toronto and the University of Waterloo obtaining her Ph.D. in 1981. Upon graduation, she held a postdoctoral fellowship for one year within the Neurology Department at the Hospital for Sick Children, working on the Learning Disabilities Research Project. Dr. Currie joined Psychological Services at the Scarborough Board of Education working as a psychologist and later, as Senior Psychologist. In 1996, she became Chief Psychologist with the Board of Education for the City of York. Currently, she is the Central Co-ordinator of Support Services for the amalgamated Toronto District School Board. In this position, she supervises psychological, social work, occupational/physiotherapy and speech-language pathology services for the Board. Dr. Currie has been a member of APA, CPA and OPA and served as the Ontario Psychological Association's representative to the Minister's Advisory Council on Special Education (MACSE). Dr. Currie was recently elected to the College Council and serves on the Quality Assurance, Discipline and Fitness to Practice Committees. Her term on Council continues to 2006.

Electoral District 6 (GTA West)

Dalia Slonim, Psy.D., C.Psych. received her doctorate from The Chicago School of Professional Psychology in 1988, and trained as a developmental neuropsychologist at the University of Chicago hospital, Billings Memorial. She became registered as a psychologist in Ontario in 1989, and also holds licenses as a clinical psychologist in the states of Illinois and New York since 1996 and 1999, respectively. Dr. Slonim has worked as a psychologist practicing clinical neuropsychology at both the Wellesley Hospital and St. Michael's Hospital and as a consultant to Surrey Place Centre and Street Outreach Services. She is at present a faculty member in the Adult Education and Counselling Psychology Department at OISE/UT. Dr. Slonim was recently elected to the College Council and is a member of the Client Relations, Complaints, and Discipline Committees. Her term continues to 2006.

Electoral District 7 (Psychological Associate)

Mr. Jean-Martin Bouchard, M.Ps., C.Psych.Assoc. Through his work with Algoma Family Services, a Children Mental Health Centre, Mr. Bouchard is actively involved in policy development, management of psychological services and delivery of clinical services offered to children, adults and families in the District of Algoma. He recently secured the position of Office-Based Manager. He also maintains a busy private practice in Sault Ste. Marie area. Since his registration in 1994, he has been actively involved in a variety of College functions. In June 2000, he was elected as an ex-officio member of the College Council and in June 2002 he took his seat as the first voting Psychological Associate on Council. He is currently the Vice-President of the College Executive, chair of the Complaints Committee and an active member of the Discipline Committee. His term on Council continues until May 2005.

Electoral District 8 (Academic)

G. Ron Frisch, Ph.D., C.Psych. is a graduate professor of clinical psychology at the University of Windsor and coordinator of the Adult Clinical program. He teaches primarily courses in ethics, professional practice and psychology and law. In addition to a small private practice, he is active in problem gambling research. Currently he is the Chair of the Board of Directors of the Ontario Problem Gambling Research Centre, a funding agency of the Ministry of Health and Long Term Care. He previously served two elected terms on the College Council (Academic) and has been a member of the

Complaints, Discipline, Fitness to Practice, Registration and Quality Assurance Committees. His term continues until May 2006.

Electoral District 8 (Academic)

John Hunsley, Ph.D., C.Psych. received his doctorate in clinical psychology from the University of Waterloo. He was a psychology faculty member at the University of Calgary from 1986-1988, and has been at the University of Ottawa since 1988. Dr. Hunsley is a full professor in the School of Psychology and is the Director of the Centre for Psychological Services, the training clinic of the Clinical Psychology Program at the University of Ottawa. He is a fellow of the Canadian Psychological Association and the Clinical Psychology Section of CPA. Dr. Hunsley teaches and supervises cognitive-behavioral treatments for adults and maintains a small private practice in this area. He has served on a number of College Committees and is currently Chair of the Client Relations Committee. His term with the Council will continue until May 2004.

Electoral District 8 (Academic)

Nancy Link, Ph.D., C. Psych. has been a faculty member of the School and Clinical Child Psychology program (OISE/University of Toronto) since 1998. Within the program her role is to oversee the professional training of students. She coordinates the field placement program; she co-directs the in-house clinic, and she teaches diagnosis and personality assessment. In 2002, the program received APA accreditation. For the past three years, Dr. Link has served on the College Complaints Committee. She is currently appointed to the Registration and Discipline Committees. Her term continues until May 2005.

Ex-officio Psychological Associate

Mary Bradley, M.A.Sc., C.Psych.Assoc. has been registered as a Psychological Associate since December 1995. She works for the Dufferin-Peel Catholic District School Board in Mississauga. She has been on the boards of several community organizations in the past, including the Halton Children's Aid Society and the Oakville Social Planning Council. She graduated from the University of Waterloo and Bishop's University. She became actively involved with the College in July 2000 as a member of the Registration Committee and was subsequently elected to Council as an ex-officio Psychological Associate representative in December 2000 and is now in her second term. She was a member of the Registration Committee for three years and is currently Chair of the Discipline Committees.

Public Members Appointed by the Lieutenant Governor in Council

Ms. Gaye Dale, a resident of Toronto, was appointed to the College Council in April 2002. She comes to the College with experience in teaching learning disabled children at the Secondary School level for the Toronto District School Board. Under Mrs. Dale's leadership as Chairman of the Board for the former Scarborough Board of Education, the Board developed and implemented the Zero Tolerance Policy for School Violence. Later known as the Safe Schools Policy, this document set the standard for the provincial wide requirements for school boards. She has been active in her community for over 25 years. In 1997, she was awarded both a Civic Recognition Award from the City of Scarborough and a Life Member Award from the Ontario Home and School Association. She has presented on behalf of the Crime Prevention Committee of Scarborough to all levels of government representing the community's concerns and needs for safety. Mrs. Dale is a member of the College Client Relations, Discipline and Registration Committees. The term of her appointment to Council continues to April 2005.

Ms. Susan Nicholson was appointed to the College Council in June 2001. She brings to the College an extensive background in marketing and public relations. After an eighteen-year career in the print media industry, she moved to association management, with positions with the Collingwood & District Chamber of Commerce and the Downtown Collingwood Business Improvement Area. Ms. Nicholson is now the full time, General Manager of the Business Improvement Area, while maintaining her status as a volunteer with the Chamber organization. In her role with the Downtown association, Ms. Nicholson is involved in the planning and execution of the many special events that are unique to the Collingwood area, including being part of the team that brought the now world famous Elvis Festival to the community. She has also played an integral role in the recent strategic planning and visioning process undergone by the community in anticipation of major development pressures. In addition, Ms. Nicholson brings experience in both the private and non-profit sector to the College, and has skills in all aspects of administration, human resources management,

promotion and strategic planning. She has also continued her education with entrepreneurship training at the Georgian Triangle Enterprise Centre, and courses at the Canadian Institute of Organizational Management, an internationally recognized centre for the training of managers of non-profit associations. Ms. Nicholson serves on the College Executive, Client Relations and Discipline Committees. Her term continues until June 2004.

Ms. Martha Minogue-Fiorino was appointed to the College Council in April 2002. She received her training as a Conference Interpreter in France, Spain and Italy and is certified by the International Association of Conference Interpreters in French, Spanish and Italian. Based in Europe for much of her career, she has been recruited by major International and European Organizations, UN Agencies, Government. She selected medicine and law as her fields of specialization. Ms. Minogue-Fiorino has travelled extensively participating in International and Ministerial-level conferences in Europe, Asia, Africa and North America. Currently a resident of Amherstburg, she is committed to contributing to her community by serving on a number of Municipal Committees, assisting at the Windsor Refugee Office and the Windsor Cancer Centre where she provides the healing music of the harp for patients undergoing treatment. She helps raise funds for many non-profit organizations and church groups by performing as a Celtic harpist at these fund-raising events. Having served as a public member at another College, she looks forward to contributing her experience and knowledge of the RHPA to the College of Psychologists. Ms Minogue-Fiorino serves on the College Complaints and Discipline Committees. Her term continues until April 2005.

Mr. Mark Lawrence was appointed to the Council of the College in March 2000. He is a financial consultant living in Thunder Bay, Ontario. Mr. Lawrence was re-elected as a public member to the College Executive Committee and also serves on Complaints and the Discipline Committees. He was re-appointed as a public member on Council and his term continues until March 2006.

Ms. Jane Mortson is a retired classroom teacher having taught Junior Kindergarten to Grade 10 during her career in education. During her last years of teaching, she was an associate teacher with the Faculty of Education at Nipissing University. Ms. Mortson, a resident of North Bay, was first appointed to Council as a public member in January 1999 and re-appointed in January 2002. She has served on the College Executive and Client Relations Committees and is currently on the Registration, Quality Assurance and Discipline Committees. Her term continues until January 2005.

Mr. Gordon Rimmer was a management accountant for 39 years until his retirement in 1993. He has been involved in various volunteer and service activities, being President of the Seaforth Community Hospital in 1980 and a District Governor for Lions Clubs International in 1986. He is currently a volunteer member of the Board of two organizations that are related to community mental health services, in Huron and Perth Counties. Mr. Rimmer has been a member of the Complaints, Registration, Executive, Fitness to Practice, Discipline, Client Relations and Barbara Wand Seminar Planning Committees of the College. He was first appointed to Council in March 1999 and was re-appointment to a second term in March 2002. His term continues until March 2005.



Statutory and Non-Statutory Committees 2003 - 2004

At the meeting of Council held on June 6, 2003, the new Executive Committee was elected from the members of the Council. Appointments to the remaining six statutory committees and one non-statutory committee were also made. Each committee is comprised of professional members of the Council (Council), public members of the Council (Public), and members of the College who are not members of Council (College). The Committee composition of the statutory committees is defined in the by-laws of the College.

Executive Committee

President	Dr. Mary Ann Mountain
Vice-President	Mr. Jean-Martin Bouchard
Member-at-Large	Dr. Clarissa Bush
Member-at-Large	Dr. Maggie Gibson
Public	Mr. Mark Lawrence
Public	Ms. Susan Nicholson

Client Relations

Chair	Dr. John Hunsley
Council	Dr. Dalia Slonim
Public	Ms. Gaye Dale Ms. Susan Nicholson
College	Dr. Rosemary Keogh Ms. Judi Laurikainen

Complaints

Chair	Mr. Jean-Martin Bouchard
Council	Dr. Dorothy Cotton Dr. Ron Frisch Dr. Dalia Slonim
Public	Mr. Mark Lawrence Ms. Martha Minogue-Fiorino Ms. Susan Nicholson Mr. Gordon Rimmer
College	Dr. Paul Comper Ms. Audrey Cooley Mr. Joseph Hulshof Dr. Diane Roller

Fitness to Practice

Chair	Dr. Dorothy Cotton
Council	Dr. Janice Currie
Public	Mr. Gordon Rimmer
College	Ms. Carla Baetz Dr. Barbara Coomes

Quality Assurance

Chair	Dr. Maggie Gibson
Council	Dr. Janice Currie
Public	Ms. Jane Mortson
College	Dr. Phyllis Nemers Ms. Pat Pettit

Discipline

Chair	Ms. Mary Bradley
Council	Mr. Jean-Martin Bouchard Dr. Clarissa Bush Dr. Dorothy Cotton Dr. Janice Currie Dr. Ron Frisch Dr. Maggie Gibson Dr. John Hunsley Dr. Nancy Link Dr. Mary Ann Mountain Dr. Dalia Slonim
Public	Ms. Gaye Dale Mr. Mark Lawrence Ms. Martha Minogue-Fiorino Ms. Jane Mortson Ms Susan Nicholson Mr. Gordon Rimmer
College	Dr. Stephen Dukoff Dr. Nina Josefowitz Ms. Caroline Koekkoek Dr. Debbie Nifakis Dr. Henry Svec

Registration

Chair	Dr. Clarissa Bush
Council	Dr. John Hunsley Dr. Nancy Link
Public	Ms. Gaye Dale Ms. Jane Mortson
College	Dr. Ian Brown Mr. Tim Hill

Non-Statutory Committees

Jurisprudence and Ethics Exam Development

Chair	Dr. David Streiner Dr. Harvey Brooker Mr. Barry Cull Dr. Ian Nicholson Dr. Michele Peterson-Badali Dr. Doug Reberg Dr. Pierre Ritchie Dr. Carole Sinclair
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Changes to the Register

The College would like to congratulate and welcome the 48 new *Psychologist* members and the 7 new *Psychological Associate* members issued with Certificates Authorizing Autonomous Practice to June 30, 2003.

PSYCHOLOGISTS

Andrea Suzanne Adams
 Sara Aharon
 M. Sharon Donne Armstrong
 Bruce William Baxter
 Zohar BenDavid-Streiner
 Elizabeth-Anne Agnes Benedetto-Nasho
 Tamara Lynn Biederman
 Anita Burhanpurkar
 José Diane Chartrand
 Eliana Rama Cohen
 Raquel da Cunha
 Lauren Annette Dade
 Stephanie Chantal Dion
 Sarah Jane Duff Canning
 Brian James Farrell
 Sari Robin Fridell
 Svetlana Ernstovna Gabidulina
 Isabelle Marie Christine Geraets Rose
 Marnin Jori Heisel
 Anja Marian Boer Hersh
 Stephen Richard Hibbard
 Alana Maureen Holmes
 Laura Ann Janzen
 David Alexander Jones

Marilyn Theresa Keyes
 Parveen Khan
 Yolanda Gloria Korneluk
 Carole H  l  ne Lamarche
 Michel Aaron Sean Larivi  re
 Corey Scott Mackenzie
 Catherine Ann Martin-Doto
 Ilze Arielle Matiss
 Sandra Deanne McKenzie
 Linda Margaret McLean
 Colleen Patricia Millikin
 Michelle Eloise Moretti
 Sean Patrick Pryke
 Glendon Colin Rayworth
 Elke Doris Reissing
 Susan Rodger
 Denise Evelyne Rousseau
 Ronald Blaine Seatter
 Robyn Janet Stephens
 Deborah Lorraine Stornelli
 Valerie Karen Temple
 Lisa Laura Tr  panier
 Stephen L. Webne
 Pamela Beth Wilansky-Traynor

PSYCHOLOGICAL ASSOCIATES

Diana Binck
 Marjorie Ann Coristine
 Marie Christine Heger
 Neil Hildebrandt

Robyn Williston Kaufman
 Karen Elizabeth Stevenson
 Joseph Trovato

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.



Changes to the Register

The College would like to congratulate and welcome the 25 new *Psychologist* members and the 8 new *Psychological Associate* members issued with Certificates Authorizing Supervised Practice to June 30, 2003.

PSYCHOLOGISTS

- Maria Luisa Armilio
- Christine Pamela Marie Beauregard
- Lisa Ann Berger
- Mariette Blouin
- Loreta Agatha Brunello-Prudencio
- Jason Carr
- John Hung Fun Chan
- David Mark Direnfeld
- Paul Leon Duhamel
- Gordana Eljdupovic-Guzina
- Margaret Marie Hamblin Lazaro
- Andrew John Rawson Harris
- Jessica Kate Jones
- Gregory Kerry
- Debra Anne Luckow
- Shari Anne Elizabeth McKee
- Amber Georgena Paterson
- Susana Judith Pearl
- Avigail Ram
- Kerri Ritchie
- Robert Charles Rowe
- Christina Semler
- Willi Richard Steinke
- Beverly Jane Ulak
- Susan Alexandra Vanderburg

PSYCHOLOGICAL ASSOCIATES

- Norma Elizabeth Brem
- Mary Patricia Conklin
- Beverley Joy Gordon
- Howell Mark Gotlieb
- Richard Lewandowski
- Megan Lynn Longstaff
- Annalisa Moser
- Melanie Beth Wine

Index to the Bulletin An Insert

An index of articles by subject and title is included with this volume of the Bulletin. This index covers Volume 29. This is an update to the indices previously published as inserts to the Bulletin:

Insert July 2000 covering Volume 21, No. 1, August 1993 to Volume 26, No. 3, April 2000

Insert July 2001 covering Volume 27, No. 1, July 2000 to No. 4, April 2001

Insert July 2002 covering Volume 28 No. 1, July 2001 to No. 3, April 2002.

A copy of these indices may be found on the College website in the Bulletin section.

Deceased

The College has learned with regret of the deaths of **Dr. Norman Endler, Dr. Otto Weininger** and **Dr. Carole Yellin** and extends condolences to their families, friends and professional colleagues.

Thank you...

The College would like to thank the following individuals who assisted in conducting the oral examinations in June 2003.

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PRIMARY HEALTH CARE TRANSITION FUND PROJECTS

The Ontario Ministry of Health and Long-Term Care (MOHLTC) invites applications from interested proponents for grant funding under the Primary Health Care Transition Fund (PHCTF). The PHCTF is an investment by the Government of Canada to support transitional costs of implementing primary health care renewal initiatives across the nation. The fund is made up of five funding envelopes.

Provincial/Territorial Envelope - allocated on a per capita basis to provincial and territorial governments to assist them in broadening and accelerating primary health care initiatives;

- **National Envelope** - to support coordinated national efforts;
- **Multi-Jurisdictional Envelope** - to support collaborative initiatives between two or more provincial/territorial governments;
- **Aboriginal Envelope** - to support the integrated delivery of primary health care services to Aboriginal peoples, regardless of where they live in Canada; and
- **Official Language Minority Community Envelope** - to support improved access to effective primary health care services for French and English speaking minority communities across Canada.

This application concerns projects to be funded from Ontario's share of the

Provincial/Territorial Envelope.

Current funding is available chiefly for the following project types:

- Inter-disciplinary Projects (Demonstration, Mental Health, Rehabilitation, Research and Evaluation)
- Accreditation Projects
- Leadership Training Projects

Additional information and application documents for submission may be found online at: http://www.health.gov.on.ca/english/providers/project/phctf/phctf_mn.html

Deadline for submission is October 2003.



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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.

Regulating Psychologists and Psychological Associates

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to

Volume 29 No. 4, April 2003

PART IV

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QUESTIONS that will be ANSWERED

On January 1, 2004, privacy of personal information legislation takes effect for health professions in Ontario.

- Do you engage in “commercial activities” or are you otherwise covered by the legislation?
- How do you scan your current information practices? How do you identify the “purposes” for which you use the information?
- How do you have to change your client consent practices?
- What information can you not collect? What restrictions are there in obtaining information about third parties (e.g. your client’s family history)?
- What policies and procedures do you have to set up? Who should be your “information officer”?

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1. Purpose and goals of the privacy legislation.
2. Who does the legislation apply to? What is personal information?
3. Identifying the purposes of your collection, use and disclosure of personal information.
4. Consent requirements. When consent is not required.
5. Limits to the collection, use, disclosure and retention of personal information.
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