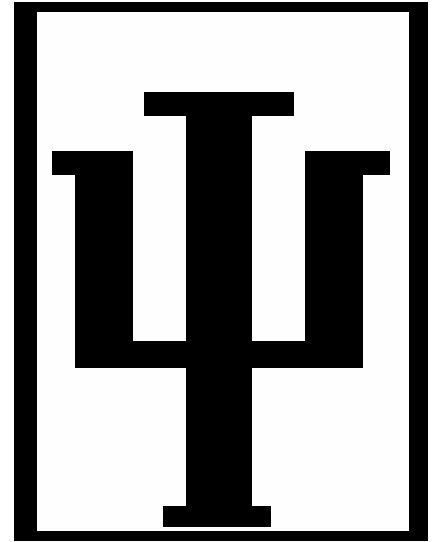


**The College of Psychologists of Ontario
L'Ordre des psychologues de L'Ontario**

**ANNUAL
REPORT**



2004/2005

The College of Psychologists of Ontario L'Ordre des psychologues de l'Ontario

110 Eglinton Avenue West, Suite 500, Toronto, Ontario M4R 1A3

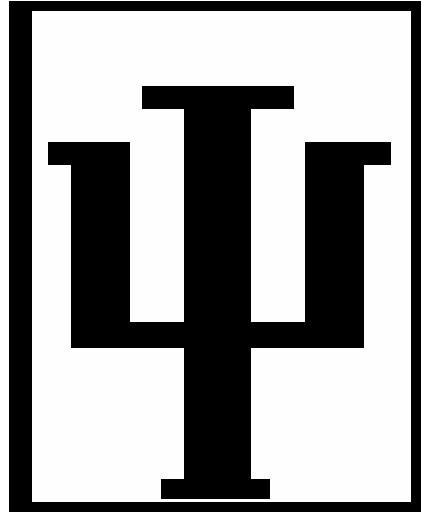


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Council and Staff

Council Members	District 1 – North	Josephine Tan, Ph.D., C.Psych.
	District 2 – Southwest	Maggie Gibson, Ph.D., C.Psych.
	District 3 – Central	Dorothy Cotton, Ph.D., C.Psych.
	District 4 – East	Clarissa Bush, Ph.D., C.Psych.
	District 5 – GTA East	Janice Currie, Ph.D., C.Psych.
	District 6 – GTA West	Dalia Slonim, Psy.D., C.Psych.
	District 7 – Psychological Associate	Jean-Martin Bouchard, M.Ps., C.Psych.Assoc.
	District 8 – Academic	G. Ron Frisch, Ph.D., C.Psych.
	Ex-Officio	Nicholas Kuiper, Ph.D., C.Psych.
		Nancy Link, Ph.D., C.Psych.
	Mary Bradley, M.A.Sc., C.Psych.Assoc.	
Public Appointees	Gaye V. Dale	Apr/02-Mar/06
	Vincent Lacroix	Mar/05-Mar/08
	Mark Lawrence	Mar/03-Mar/06
	Dr. Ivan McFarlane	May/05-May/08
	Martha Minogue Fiorino	Apr/02-Mar/05
	Jane Mortson	Jan/99-Apr/05
	Susan Nicholson	Jun/01-Jun/05
	Enyie John Onuoha	Jan/05-Jan/08
	Gordon Rimmer	Mar/02-Mar/05
College Staff	Registrar & Executive Director	Catherine Yarrow, MBA, Ph.D., C.Psych.
	Deputy Registrar/Director, Professional Affairs	Rick Morris, Ph.D., C.Psych.
	Director, Investigations and Hearings	Barry Gang, Dip.C.S., C.Psych.Assoc.
	Director, Registration and Administration	Connie Learn
	Administrative Assistant	Janice Carment
	Investigator	Robert Feldman
	Information Systems Administrator	Gnana Fernando
	Administrative Assistant	Michelle Langlois
	Administrative Assistant: Registration	Lesia Mackanyn
	Investigator	Mona McTague
	Assistant to the Registrar	Prema Shankaran
	Administrative Assistant:	
	Investigations and Resolutions	Jean-Michel Trussart
	Administrative Assistant: Registration	Myra Veluz
Contract Staff	Bookkeeper	John Anderson
	Administrative Assistant	Yvette Burke
	Decisions Administrator	Laurie Case
	Administrative Assistant	Lesley Hendry
	Administrative Assistant	Nyan Huynh
	Bookkeeper	Savi Persaud
	Decisions Administrator	Barry Stephens

Council

Introduction The Council is the Board of Directors of the College and is responsible for managing and administering the affairs of the College. As the College's fiscal year begins on June 1, this report covers Council's activities for the period June 1, 2004 to May 31, 2005.

In 2004-2005, Dr. Josephine Tan was elected in District 1 - North, and Dr. Nicholas Kuiper was appointed in District 8 - Academic. In the latter part of the 2004 - 2005 reporting year, three new public appointees joined Council: Mr. Vincent Lacroix, Dr. Ivan McFarlane, and Mr. Enyie John Onuoha.

The Council met in September and December 2004, and in April and May 2005. At the May 2004 Council meeting, Jean-Martin Bouchard, M.Ps., C.Psych.Assoc. was elected President for 2004-2005. In May 2005, Maggie Gibson, Ph.D., C.Psych. was elected President for 2005-2006.

Policy Decisions Council oversaw and received reports of interactions between College representatives and government and other regulatory agencies. The College engaged the services of a Government Relations Consultant to prepare an Environmental Scan.

The status of the proposed Registration Regulation amendments which were submitted to the Ministry of Health and Long-Term care were monitored. Council approved an increase in the cut score for the Jurisprudence and Ethics Examination (JEE), which must be passed by every candidate for registration with the College.

Council approved the revised Standards of Professional Conduct after intensive work by the Executive Committee and College staff, as well as consultation with the membership of the College.

A change in the policy on the use of previous College decisions in College investigations was approved by Council. The policy deals with the timing of making the information about certain previous cases available during the consideration of a new matter.

Representatives of the College began meeting quarterly with the Ontario Psychological Association (OPA) and the Ontario Association of Psychological Associates (OAPA) to discuss issues of mutual interest.

Council had been monitoring progress regarding the College's proposed amendment to the Professional Misconduct Regulation which had been submitted to the Ministry of Health and Long-Term Care. Council withdrew this submission however, in view of the fact that the Personal Health Information Protection Act (PHIPA), the provincial privacy legislation proclaimed on November 1, 2004, includes a provision permitting disclosure of personal health information to eliminate or reduce harm.

A Strategic Planning Committee was convened this year since the previous strategic plan for the College was formulated in 2001.

Council discussed the possibility of a review of the Regulated Health Professions Act by the Ministry of Health and the Health Professions Regulatory Advisory Council (HPRAC), specifically that they may be considering the issue of whether psychotherapy should be a controlled act.

Executive Committee

Introduction During 2004-2005, the Executive Committee held five regular meetings and three teleconferences.

Members	Jean-Martin Bouchard, M.Ps., C.Psych.Assoc.	President
	Maggie Gibson, Ph.D., C.Psych.	Vice-President
	Clarissa Bush, Ph.D., C.Psych.	Member-at-Large
	Dorothy Cotton, Ph.D., C.Psych.	Member-at-Large
	Mark Lawrence	Public Member
	Susan Nicholson	Public Member

College Staff Support Catherine Yarrow, MBA, Ph.D., C.Psych., Registrar & Executive Director
 Prema Shankaran, Assistant to the Registrar

Activities The Committee considered one Registrar's investigation, three Registrar's inquiries, and appointed a Board of Inquiry in one matter.

A recommendation was made by the Committee to Council that they distribute the proposed revised Standards of Professional Conduct to the College membership for consultation and feedback. The revised Standards were then completed by Dr. Bush, Dr. Morris, Dr. Yarrow, and Mr. Bouchard and submitted to Council.

The Committee oversaw and recommended to Council a number of changes to College Regulations, By-laws and policies including: the Professional Misconduct Regulation; the Expense Claim Policy; By-law 18: Fees, with respect to the out-of-province registration fee; the Disaster Recovery Plan, By-law 19: Appointment of Non-Council Members to the Committee; By-law 20: (Elections); and, the policy on staff honoraria. It also continued to monitor progress with the Ministry of Health and Long-Term Care regarding the revision of the Registration Regulation to conform to the Mutual Recognition Agreement.

To avoid having to review the staff salary grid every year, the Committee directed the Registrar to bring to the Executive a three-year salary grid proposal. The proposed grid was reviewed by the Executive and a recommendation made to Council.

The Committee monitored the financial activities of the College, reviewing investment strategies, financial reports and statements from the Registrar and the Finance Committee. The Committee also received reports from the various committees of the College and received reports from the Registrar on human resources matters and proposed expenditures for specific new projects.

Registration Committee

Introduction The Registration Committee has four major roles: (1) to review all applications for registration of psychologists and psychological associates referred by the Registrar, at all steps in the registration or appeals process, and to make individual registration decisions; (2) to review applications under Section 19 of the Health Professions Procedural Code (Code) under the Regulated Health Professions Act (RHPA) for removal or modification of a term, condition or limitation; (3) to review requests for change of area of practice for autonomous practice members; and (4) to recommend registration policy and procedures consistent with RHPA, Regulation 533/98, Registration and with applicable interprovincial or international agreements such as the MRA, AIT and NAFTA.

Members	Clarissa Bush, Ph.D., C.Psych., Chair	Council Member
	Ian Brown, Ph.D., C.Psych.	College Member
	Tim Hill, M.A., C.Psych.Assoc.	College Member
	Nicholas Kuiper, Ph.D., C.Psych.	Council Member
	Nancy Link, Ph.D., C.Psych.	Council Member
	Jane Mortson	Public Member
	Susan Nicholson	Public Member

College Staff Support	Connie Learn	Director, Registration and Administration
	Lesia Mackanyn	Administrative Assistant: Registration
	Myra Veluz	Administrative Assistant: Registration
	Michelle Langlois	Administrative Assistant: Registration

Meetings The Registration Committee held a total of 18 meetings in this fiscal year. The Committee met in plenary session, on six occasions, for the consideration of broad registration issues, including the preparation of recommendations to Council on registration policy. The Committee met in panel sessions for the review of individual cases with Panel A and Panel B each meeting six times.

Panel Deliberations Virtually all cases require thorough preliminary staff review with multiple interactions between the applicant and staff. Approximately half of the cases require more than one review by a panel during the period of supervised practice or for approval for an oral examination. In some instances, where the decision is not favourable to the applicant, appeals may be made to the Health Professions Appeal and Review Board (HPARB). Decisions from HPARB have provided direction to each panel in rendering more detailed orders, communicated in a manner consistent with the provisions of RHPA.

Plenary Deliberations Draft guidelines for members wishing to change their area of practice were finalized in July 2004.

The Committee revised the oral examiners' rating sheets to comply with the need to evaluate the five core competencies to comply with the Mutual Recognition Agreement. The new forms were put into use as of the December 2004 oral examinations.

The guidelines for removal of a term, limitation or condition were revised and approved, and the policy for the types of terms, limitations or conditions which can be imposed was developed.

The Committee reviewed the level of coursework acceptable as foundational knowledge as well as other changes in wording to the Guidelines for Academic Credentials, and developed more detailed and useful guidelines for members required to undertake a retraining plan.

Draft revisions to the process for Psychological Associates applying for certificates as Psychologists, as well as draft guidelines for candidates applying for Interim Autonomous Practice were made.

**Summary of
Activities for
2004 - 2005**

For comparison, the 2003 – 2004 numbers are shown in brackets.

Applications received by the College from June 1, 2004 to May 31, 2005:
(application = completed application form + fee)

• Psychological Associate	27	(52)
• Psychologist	109	(106)
• Total	136	(158)

Certificates authorizing supervised practice issued from June 1, 2004 to May 31, 2005

• Psychological Associate	25	(38)
• Psychologist	102	(117)
• Total	127	(155)

Certificates authorizing interim autonomous practice

(a six month certificate – no supervision)

• Psychological Associate	0	(0)
• Psychologist	1	(1)
• Total	1	(1)

Applications refused, June 1, 2004 to May 31, 2005

• Psychological Associate	8 reviewed	5 refused	(4)
• Psychologist	3 reviewed	3 refused	(1)
• Total	11 reviewed	8 refused	(5)

Examination for Professional Practice in Psychology, 2004 - 2005

• Applications received by the College & submitted to PES	146	(125)
• Scores received from PES	125	(118)

Jurisprudence & Ethics Examination

• Candidates at September 20, 2004 administration	78	(61)
• Candidates at March 29, 2004 administration	90	(74)
• Total for the year	168	(135)

Oral examination

• Candidates at June 2004 administration	52	(61)
• Candidates at December 2004 administration	70	(56)
• Total for the year	122	(117)

Registration interviews (mobility, term/condition/limitation, change of area)

• Psychological Associates	4	(6)
• Psychologists	7	(6)
• Total for the year	11	(12)

Certificates authorizing autonomous practice issued from June 1, 2004 to May 31, 2005

• Psychological Associates	24	(25)
• Psychologists	99	(90)
• Total for the year	123	(115)

Quality Assurance Committee

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

Members The Quality Assurance Committee of the College of Psychologists consists of three members of the Council (one public and two professional), and two professional non-Council members, as well as staff support. Members of the Committee for the year 2004 - 2005 were:

Phyllis Nemers, Ed.D., C.Psych., Chair	College Member
Janice Currie, Ph.D., C.Psych.	Council Member
Jane Mortson	Public Member
Pat Pettit, M.A., C.Psych.Assoc.	College Member
Josephine Tan, Ph.D., C.Psych.	Council Member

College Staff Support Rick Morris, Ph.D., C.Psych., Deputy Registrar/Director, Professional Affairs

Activities The Quality Assurance Committee met on three occasions during the 2004 - 2005 fiscal year: November 2004, March 2005 and May 2005. The Committee’s focused on a review of the Peer Assisted Review (PAR) process as its priority for the year. The Quality Assurance Committee reviewed the satisfaction surveys completed by participants since the PAR process began in 1998 and considered suggestions for change and improvement.

In response to the submission of the College’s Quality Assurance Regulation amendment, the Ministry of Health and Long-Term Care requested that more detailed information pertaining to two proposed amendments be put directly into the Quality Assurance Regulation. The two items were the criteria to be used in selecting members for the “targeted peer assisted reviews”, and the guidelines setting out the acceptable types of mandatory continuing education activities, and the amount of time per year members are expected to engage in them. The Committee submitted a draft of suggested changes to the Ministry for review and comment.

The newly reorganized Self-Assessment Guide and Professional Development Plan, which was developed by the previous year’s Committee, was implemented in the January 2005 version that was distributed to members.

Twelve Peer Assisted Reviews of members’ practices were completed. In addition, two members were referred to the Quality Assurance Committee by the Complaints Committee. Of these, one member completed a remediation plan developed in conjunction with the Committee, and the other referral is in process.

Objectives for 2004-2005

- Final review and submission of the amendment to the Quality Assurance Regulation
- Further development and refinement of the Directed Practice Assessment process

Fitness to Practice Committee

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

Members The Fitness to Practice Committee of the College of Psychologists consists of three members of the Council (one public and two professional) and two professional non-Council members. Members of the Committee for the year 2004 - 2005 were:

Dalia Slonim, Psy.D., C.Psych., Chair	Council Member
Michelle Blain, Ph.D., C.Psych.	College Member
Mary Bradley, M.A.Sc., C.Psych.Assoc.	College Member
Jane Mortson	Public Member
Josephine Tan, Ph.D., C.Psych.	Council Member

College Staff Support Barry Gang, Dip.C.S., C.Psych.Assoc. Director, Investigations and Hearings

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

Client Relations Committee

Introduction Section 84 of the Health Professions Procedural Code of the Regulated Health Professions Act, 1991 (RHPA) requires the College to have a Client Relations Committee whose mandate is to enhance relations between members and their clients. The Code outlines specific responsibilities for the Committee with respect to sexual abuse prevention while allowing the Committee to address a broader spectrum issues related to client-member relationships.

Members The Client Relations Committee consists of four members of Council (two public and two professional) and two professional, non-Council members, as well as staff support. Members of the Committee for the fiscal year 2004-2005 were:

Maggie Gibson, Ph.D., C.Psych., Chair	Council Member
Gaye Dale	Public Member
Jane Marie James, M.Ed., C.Psych.Assoc.	College Member
Nicholas Kuiper, Ph.D., C.Psych.	Council Member
Susan Nicholson	Public Member
Douglas Reberg, Ph.D., C.Psych.	College Member

College Staff Support Rick Morris, Ph.D., C.Psych. Deputy Registrar/Director, Professional Affairs

Activities The Client Relations Committee met three times during the 2004 - 2005 year: October 2004 and November 2004 by teleconference, and April 2005.

Education:

In accordance with its education mandate, the Committee focused on developing a presentation entitled *Mandatory Reporting of Sexual Abuse by Regulated Health Professionals* which was presented at the annual convention of the Ontario Psychological Association (OPA) in February 2005. The panel consisting of Committee members Dr. Maggie Gibson, Ms. Susan Nicholson, Dr. Doug Reberg and, College staff member Dr. Rick Morris made a presentation discussing issues pertaining to the reporting of sexual abuse and the obligation of members of the profession to make such reports. The session was audiotaped and is available for purchase from the OPA.

After reviewing a variety of web sites of other psychology regulatory bodies in Canada and the United States, recommendations regarding the restructuring of the College website structure were made, with information about which materials should be included, with the goal of expanding and elaborating on the existing pages.

Funding for Therapy:

One individual was supported through this program this year.

Objective for 2005-2006 Continued work on the Client Relations section of the College website in order to provide more detailed and updated information to members and the public.

Complaints Committee

Members

Dorothy Cotton, Ph.D., C.Psych., Chair	Council Member
Mary Bradley, M.A.Sc., C.Psych.Assoc.	College Member
Jean-Martin Bouchard, M.Ps., C.Psych.Assoc.	Council Member
Paul Comper, Ph.D., C.Psych.	College Member
Audrey Cooley, M.A., C.Psych.Assoc.	College Member
Gaye Dale	Public Member
G. Ron Frisch, Ph.D., C.Psych.	Council Member
Jos Hulshof, Drs., C.Psych.Assoc.	College Member
Mark Lawrence	Public Member
Nancy Link, Ph.D., C.Psych.	College Member
Janet Morrison, M.A., C.Psych.Assoc.	College Member
Susan Nicholson	Public Member
Debbie Nifakis, Ed.D., C.Psych.	College Member
Enyie John Onuoha	Public Member
Diane Roller, Ph.D., C.Psych.	College Member
Dalia Slonim, Psy.D., C.Psych.	Council Member

College Staff Support

Barry Gang, Dip.C.S., C.Psych.Assoc.	Director of Investigations and Hearings
Robert Feldman, LL.B.	Investigator: Investigations and Resolutions
Mona McTague, LL.B.	Investigator: Investigations and Resolutions
Jean-Michel Trussart	Administrative Assistant: Investigations and Resolutions
Janice Carment	Administrative Assistant
Lesley Hendry	Administrative Assistant
Michelle Langlois	Administrative Assistant

Introduction The Complaints Committee is responsible for the investigation of complaints about members of the College. As required by statute, every complaint is investigated by a panel of the Committee comprised of two professional members of the Committee and one member of the Committee appointed to the College by the Lieutenant Governor in Council. After the investigation has been completed, the Committee considers all of the relevant information and renders a decision. In each case, the Committee provides the parties to the complaint with a written decision and reasons.

If a member or complainant is dissatisfied with the adequacy of the Committee's investigation or believes the decision reached is unreasonable, he/she can request a review by the Health Professions Appeal and Review Board (HPARB). The HPARB is an adjudicative tribunal under the Regulated Health Professions Act, 1991 (RHPA). Through reviews, the HPARB monitors the activities of the Complaints Committee to ensure it fulfills its duties in the public interest and as mandated by legislation.

Activities At the beginning of the year there were 52 outstanding complaints brought forward from previous fiscal years. The College received 51 new complaints during the year and was asked by HPARB to reconsider 6 matters following a review.

The chart below describes the 51 new complaints received by the College.

Nature of New Complaints Received by the College of Psychologists
June 1, 2004 to May 31, 2005

By Nature of the Complaint	# of Cases
Bias	1
Boundary violation	2
Breach of confidentiality	3
Complainant has yet to state nature of complaint	1
Conduct unbecoming a member of the College	7
Failure to obtain informed consent	5
Failure to render services appropriate to the user's needs	3
False or misleading statements	5
Improper supervision	1
Inaccurate Information	1
Inadequate data to support conclusions	4
Inadequate handling of termination	1
Inappropriate conduct toward a colleague	1
Insensitive treatment of clients	4
Quality of services	9
Record keeping problems	1
Sexual gestures	1
Sexual touching	1
TOTAL:	51

By Nature of Service	# of Cases
Administration	1
Correctional assessment	5
Custody & access/child welfare assessment	5
Educational assessment	3
Neuropsychological assessment	1
Not related to psychological services	8
Other assessment	6
Psychotherapy/counselling	10
Rehabilitation/insurance assessment	10
Supervision	1
Teaching/training	1
TOTAL:	51

Health Professions Appeal and Review Board	# of Cases
Reviews requested	13
Decisions received	19
Decision Confirmed	13
Decision Unreasonable	2
Investigation Inadequate	4
Withdrawn	0

Inquiries and resolutions of concerns, not resulting in complaint 163

***Dispositions
Reached During
the Year***

Dispositions available to the Committee are:

- Referral of specified allegations of professional misconduct or incompetence to the Discipline Committee
- Referral of the member to the Executive Committee for incapacity proceedings
- Requiring the member to appear before a panel of the Committee to be cautioned
- Taking other action it considers appropriate that is not inconsistent with relevant legislation or by-laws, typically including:
 - Issuing Advice
 - Issuing a written Caution
 - Inviting the member to make undertakings to the College to take remedial action
 - Facilitating a consensual resolution of concerns, between the complainant, where appropriate and in the public interest (“Facilitated Resolution”)

The Complaints Committee held 8 meetings at the College and 22 teleconferences during the year. It reached the following decisions with respect to 51 complaints:

- Take no Further Action 18
- Take no Further Action, following Facilitated Resolution 1
- Take no Further Action; Frivolous, Vexatious or Abuse of Process 2
- Advice 8
- Oral Caution 1
- Written Caution 6
- Written Caution with Undertakings 6
- Referral to the Quality Assurance Committee 1
- Referral to the Discipline Committee 4

A total of 4 complaints files were closed because the complainant withdrew the complaint. The Committee entered the 2005 - 2006 reporting year with 52 matters pending resolution, brought forward from this fiscal year.

Discipline Committee

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

Members	Janice Currie, Ph.D., C.Psych., Chair	Council Member
	Mary Bradley, M.A.Sc., C.Psych.Assoc.	College Member
	Jean-Martin Bouchard, M.Ps., C.Psych.Assoc.	Council Member
	Clarissa Bush, Ph.D., C.Psych.	Council Member
	Dorothy Cotton, Ph.D., C.Psych.	Council Member
	Gaye Dale	Public Member
	Stephen Dukoff, Ph.D., C.Psych.	College Member
	G. Ron Frisch, Ph.D., C.Psych.	Council Member
	Maggie Gibson, Ph.D., C.Psych.	Council Member
	John Goodman, Ph.D., C.Psych.	College Member
	Nina Josefowitz, Ph.D., C.Psych.	College Member
	Caroline Koekkoek, M.A., C.Psych.Assoc.	College Member
	Nicholas Kuiper, Ph.D., C.Psych.	Council Member
	Mark Lawrence	Public Member
	Nancy Link, Ph.D., C.Psych.	Council Member
	Maggie Mamen, Ph.D., C.Psych.	College Member
	Jane Mortson	Public Member
	Mary Ann Mountain, Ph.D., C.Psych.	College Member
	Ron Myhr, Ph.D., C.Psych.	College Member
	Susan Nicholson	Public Member
	Gordon Rimmer	Public Member
	Diane Roller, Ph.D., C.Psych.	College Member
	Dalia Slonim, Psy.D., C.Psych.	Council Member
	Josephine Tan, Ph.D., C.Psych.	Council Member
	Judith Van Evra, Ph.D., C.Psych.	College Member
	Christel Woodward, Ph.D., C.Psych.	College Member

College Staff Support	Barry Gang, Dip.C.S., C.Psych.Assoc.	Director, Investigations and Hearings
	Robert Feldman, LL.B.	Investigator: Investigations and Resolutions
	Mona McTague, LL.B.	Investigator: Investigations and Resolutions
	Jean-Michel Trussart	Administrative Assistant: Investigations and Resolutions
	Janice Carment	Administrative Assistant
	Michelle Langlois	Administrative Assistant

Matters Before the Committee Four matters were referred to the Committee, and three matters were brought forward from previous fiscal years.

The Committee held five hearings, and four pre-hearing conferences during the year. Three decisions were reached and four matters were carried forward to 2005 - 2006. The decisions made by the Committee are summarized as follows:

Dr. Bernard Lacome, Former Member

A hearing was held on March 29, 2005 into allegations of professional misconduct against Dr. Lacome.

Established Facts:

The conduct acknowledged in a Statement of Agreed Facts can be summarized as sexual impropriety with a client, including touching the client and making comments which were sexual in nature, in the course of therapy sessions.

Decision:

A panel of the Discipline Committee accepted Dr. Lacome's acknowledgement of the alleged misconduct and found that he had committed professional misconduct.

Penalty:

Based upon a Joint Submission on Penalty, the panel ordered that Dr. Lacome appear before a panel to be reprimanded and that the fact of the reprimand be recorded on the public portion of the register.

Panel's Reasons:

- *Dr. Lacome undertook to resign forthwith from all bodies regulating the practice of psychology in any other jurisdiction and not to apply or reapply for membership in any body regulating the practice of psychology in this or any other jurisdiction at any time*
- *Dr. Lacome's advanced age*
- *Dr. Lacome is no longer a member of the College*

Dr. Eugene Beaumaster

A hearing was held on October 25, 2004, into allegations of professional misconduct against Dr. Beaumaster.

Established Facts:

The following is a summary of the conduct described in the Statement of Agreed Facts and accepted by the panel of the Discipline Committee. It was agreed that:

- *As a result of his clinical activities respecting a client about whom concerns of dangerousness had been raised, Dr. Beaumaster placed a colleague, belonging to the clinical team, at risk of harm. These clinical activities included:*
 - *Failing to discourage the client from pursuing a relationship with the colleague; putting pressure on the colleague to have contact with the client; ignoring the colleague's clearly expressed wish to have no further contact with the client; and, ignoring the colleague's concern for her personal safety*
 - *Using a clinical intervention without discussing the suitability of the intervention with the other members of the clinical team, who had knowledge that the client had ceased to take significant medication, or reviewing the institutional record*
 - *Failing to adequately prepare the client or the colleague should there be any deviation from the planned intervention;*
 - *Failing to advise other members of the clinical team of adverse developments in the intervention;*
- *Failing to develop a formal, written treatment plan for the client*

- *Maintaining records that were incomplete, inadequate and not in accordance with the standards of the profession*
- *Failing to document regularly on the interdisciplinary treatment team record, resulting in a lack of communication and coordination with other team members*

Decision

Based upon the Statement of Agreed Facts, the panel found that Dr. Beaumaster had committed professional misconduct.

Penalty:

- *A reprimand to be recorded on the public register*
- *A two month suspension of his Certificate of Registration*
- *A requirement that he successfully complete:*
 - *A suitable program on the assessment of dangerousness, and on appropriate interventions in working dangerous clients; and*
 - *A suitable course on professional ethics, including record-keeping practices for psychologists*
- *A condition be imposed on his Certificate of Registration requiring an 18 month period of peer mentorship*

Panel's Reasons:

- *The penalty is in the interest of both the public and Dr. Beaumaster*
- *The penalty acknowledged the important public interest in the remediation of Dr. Beaumaster in order to protect the public from any future similar misconduct by him.*

Dr. Harold Ross Miller

A hearing was held on September 21, 2004 into allegations that Dr. Miller committed acts of professional misconduct.

Established facts:

The following is a summary of the conduct that was described in a Statement of Agreed Facts:

- *Entering a dual or multiple relationship with a highly vulnerable client*
- *Consistently and repeatedly failing to establish and respect appropriate boundaries:*
 - *Making comments of a sexual nature*
 - *Meeting the client at times and in locations which were highly inappropriate*
 - *Providing money, and purchasing, meals and alcohol for the client*
 - *Driving and/or accompanying the client in respect to personal and/or social outings*
 - *Hugging the client*

Decision:

Following a plea of guilty to the allegations, and considering the Statement of Agreed Facts, the panel found that Dr. Miller had committed professional misconduct.

Penalty:

The panel accepted a joint submission on penalty, made by the College and Dr. Miller, for Dr. Miller to attend for a reprimand by the panel and for the fact of the reprimand to be recorded on the Public Register of the College.

Panel's Reasons:

The panel considered that the penalty was appropriate because:

- *Dr. Miller voluntarily resigned from, and undertook not to apply for admission or readmission to the College, all other Colleges or licensing bodies for psychology and the Canadian Register of Health Service Providers in Psychology (CRHSPP)*
- *Dr. Miller authorized the College to notify CRHSPP and the Association of State and Provincial Psychology Boards of his resignation from the College*
- *The findings of professional misconduct and the voluntary steps Dr. Miller has taken in response were considered to be serious*
- *There are no outstanding issues of public protection*
- *Dr. Miller cooperated with the College in this matter*
- *Dr. Miller's acknowledgement of misconduct spared the complainant from having to testify*
- *Dr. Miller has an otherwise unblemished record during his long membership in the College*
- *Dr. Miller has left the College on a shameful note, with publication being a very serious matter to him.*

Clarke
Henning
LLP

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**THE COLLEGE OF PSYCHOLOGISTS
OF ONTARIO**
FINANCIAL STATEMENTS
YEAR ENDED MAY 31, 2005

AUDITORS' REPORT

TO THE MEMBERS OF COUNCIL
THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

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We have audited the statement of financial position of The College of Psychologists of Ontario as at May 31, 2005 and the statements of revenues and expenses, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the College's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the College as at May 31, 2005 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles. In accordance with the Corporations Act (Ontario), we report that these principles have been applied on a basis consistent with that of the preceding year.

"CLARKE HENNING LLP"
CHARTERED ACCOUNTANTS

Toronto, Ontario
July 28, 2005

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF FINANCIAL POSITION
AS AT MAY 31, 2005

	2005	2004
ASSETS		
Current assets		
Cash and equivalents	\$ 2,700,934	\$ 2,463,813
Prepaid expenses and sundry assets	18,572	20,424
	<u>2,719,506</u>	<u>2,484,237</u>
Investments (note 3)	658,196	413,094
Property and equipment (note 4)	246,001	280,083
	<u>3,623,703</u>	<u>3,177,414</u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	190,456	126,404
Registration fees received in advance	1,030,103	1,024,830
Current portion of loan payable (note 5)	38,087	38,087
	<u>1,258,646</u>	<u>1,189,321</u>
Long term debt - loan payable (note 5)	212,652	250,739
	<u>1,471,298</u>	<u>1,440,060</u>
NET ASSETS		
Invested in property and equipment	246,001	280,083
Internally restricted - Core reserve fund (note 6)	691,725	635,925
Unrestricted	1,214,679	821,346
	<u>2,152,405</u>	<u>1,737,354</u>
	<u>\$ 3,623,703</u>	<u>\$ 3,177,414</u>

Approved on behalf of the Council:

[SIGNED] Maggie Gibson, Ph.D., C.Psych., President [SIGNED] Clarissa Bush, Ph.D., C.Psych., Member

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF REVENUES AND EXPENSES
YEAR ENDED MAY 31, 2005

	2005	2004
Revenues		
Registration fees	\$ 2,225,684	\$ 2,170,669
Examination fees	141,120	130,445
Interest	71,928	66,897
Miscellaneous income	29,464	25,158
	<u>2,468,196</u>	<u>2,393,169</u>
Expenses		
Administration	1,309,218	1,227,175
Professional services	121,403	118,205
Hearings	257,896	139,098
Examination and seminar costs	136,665	137,690
Governance	77,651	81,267
Investigations and resolutions	36,085	69,198
Registration	32,783	33,554
Professional organizations	31,611	27,111
Communication, education and training	33,884	17,553
Quality assurance	12,040	14,794
Government relations	3,909	-
	<u>2,053,145</u>	<u>1,865,645</u>
Excess of revenues over expenses for the year	\$ 415,051	\$ 527,524

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

STATEMENT OF CHANGES IN NET ASSETS

YEAR ENDED MAY 31, 2005

	2005			2004
	Invested in Property and Equipment	Internally Restricted - Core Reserve Fund	Unrestricted	Total
Balance - at beginning of year	\$ 280,083	\$ 635,925	\$ 821,346	\$ 1,737,354
Excess of revenues over expenses for the year	(52,700)	-	467,751	527,524
Purchase of property and equipment	18,618	-	(18,618)	-
Inter fund transfer	-	55,800	(55,800)	-
Balance - at end of year	\$ 246,001	\$ 691,725	\$ 1,214,679	\$ 2,152,405
				\$ 1,737,354

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

STATEMENT OF CASH FLOWS

YEAR ENDED MAY 31, 2005

	2005	2004
Cash flows from operating activities		
Cash received from registration and application fees	\$ 2,370,729	\$ 2,369,138
Interest income	71,928	66,897
Miscellaneous income	29,464	25,158
Interest paid	(11,161)	(13,890)
Cash paid to employees and suppliers	(1,922,032)	(1,789,356)
	538,928	657,947
Financing activities		
Loan repayments	(38,087)	(38,087)
Investing activities		
Purchase of property and equipment	(18,618)	(18,840)
Investment purchases	(245,102)	(111,468)
	(263,720)	(130,308)
Change in cash and equivalents during the year	237,121	489,552
Cash and equivalents - at beginning of year	2,463,813	1,974,261
Cash and equivalents - at end of year	2,700,934	2,463,813
Cash and equivalents consists of:		
Cash	169,010	104,812
Short term investment pool	2,531,924	2,359,001
	\$ 2,700,934	\$ 2,463,813

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MAY 31, 2005

1. PURPOSE AND ORGANIZATION

The College of Psychologists of Ontario/L'Ordre Des Psychologues de L'Ontario ("College"), is charged with developing, establishing and maintaining standards of qualifications for members of the profession under the terms of the Psychology Act (1991) and the Regulated Health Professions Act (1991).

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

2. SIGNIFICANT ACCOUNTING POLICIES

General

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles using the accrual method of accounting. Under the accrual method of accounting, revenues are recorded when earned and expenses are recorded when incurred.

Cash and Equivalents

Cash and equivalents consists of cash at bank and short term investment pool with investment broker.

Investments

Investments are recorded at cost plus accrued interest which approximates its market value.

Property and Equipment

Furniture and equipment are recorded at cost. Depreciation is provided on a straight line basis over the estimated useful lives of the assets at the following annual rates:

- Furniture and equipment - 5 years
- Computer equipment - 4 years

Leasehold improvements are recorded at cost and are amortized over the term of the lease.

Revenue Recognition

Registration fees are billed on a fiscal year basis commencing June 1st of each year and recognized as income on a fiscal year basis.

All other fees and income are recognized as revenue when the services are provided or earned.

Use of Estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires the College's management to make estimates and assumptions that affect the amounts reported in the financial statements and related notes to the financial statements. Actual results may differ from these estimates.

3. INVESTMENTS

Investments consist of GIC's (guaranteed investment certificates), commercial instruments and government bonds at varying interest rates between 3.5% to 4.75%, maturing from 2005 to 2011.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MAY 31, 2005

4. PROPERTY AND EQUIPMENT

Details of property and equipment are as follows:

	<i>Cost</i>	<i>Accumulated Depreciation</i>	<i>Net Book Value</i>	
			<i>2005</i>	<i>2004</i>
Furniture and equipment	\$ 50,253	\$ 33,201	\$ 17,052	\$ 22,008
Computer equipment	40,105	25,124	14,981	15,326
Leasehold improvements	315,164	101,196	213,968	242,749
	\$ 405,522	\$ 159,521	\$ 246,001	\$ 280,083

Administration expenses in the Statement of Revenues and Expenses includes depreciation expense of \$52,700 (\$52,441 - 2004).

5. LONG TERM DEBT - LOAN PAYABLE

Bank loan with interest at bank prime rate, repayable in monthly principal payments of \$3,174 plus interest. The loan is secured by a hypothecation of investments in the amount of \$346,000, and a general security agreement over the assets of the College.

	<i>2005</i>	<i>2004</i>
Bank loan	\$ 250,739	\$ 288,826
Less: current portion	38,087	38,087
	\$ 212,652	\$ 250,739

Principal repayments in each of the next five years and thereafter are as follows:

2006	\$ 38,087
2007	38,087
2008	38,087
2009	38,087
2010	38,087
Thereafter	190,435
	60,304
	\$ 250,739

Administration expense in the Statement of Revenues and Expenses includes interest on bank loan of \$11,161 (\$13,890 - 2004).

6. NET ASSETS - INTERNALLY RESTRICTED - CORE RESERVE FUND

The core reserve fund is to be utilized in extreme circumstances as determined and approved by the Council of the College. At the end of each fiscal year, an allocation from any excess of revenue over expenses is made to maintain the core reserve fund to a maximum of 75% of budgeted annual salaries of the College.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MAY 31, 2005

7. FINANCIAL INSTRUMENTS

The College's financial instruments consist of cash and equivalents, investments, sundry assets and accounts payable. It is management's opinion that the College is not exposed to significant interest, credit or currency risk arising from these financial instruments. The fair value of these financial instruments approximate their carrying value due to the short term nature of the instruments.

8. LEASE COMMITMENTS

The College is committed to annual rental payments under leases for office equipment and premises, expiring 2011 as follows:

	<i>Premises</i>	<i>Equipment</i>
Fiscal year ending May 31		
2006	\$ 93,925	\$ 16,300
2007	100,450	16,300
2008	109,600	3,200
2009	109,600	-
2010	109,600	-
Thereafter	189,200	-
	\$ 712,375	\$ 35,800

In addition, the College is responsible for its proportionate share of operating costs and realty taxes on premises which in 2005 amount to \$117,200 (2004 - \$103,600).

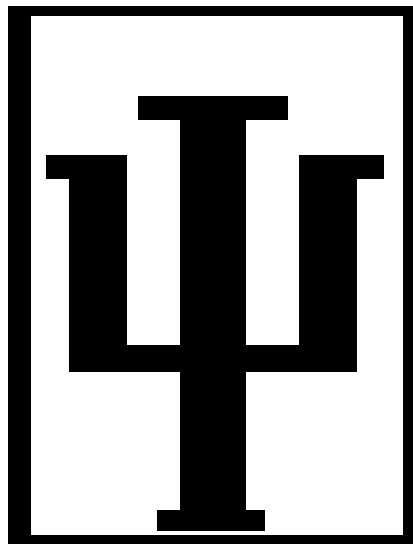
9. INDEMNIFICATION OF OFFICERS AND DIRECTORS

The College has indemnified its past, present and future directors, officers and employees and volunteers against expenses (including legal expenses), judgments, suit or proceedings in which they are sued as a result of their involvement with the College, if they acted honestly and in good faith with a view to the best interest of the College. The College has purchased directors' and officers' liability insurance with respect to this indemnification. The maximum amount of any potential future payment cannot be reasonably estimated.

10. COMPARATIVE FIGURES

- (a) The comparative figures were audited by another firm of chartered accountants.
- (b) Certain of the comparative figures have been restated to conform with the statement presentation adopted for the current year.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'Ordre des psychologues de L'Ontario



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