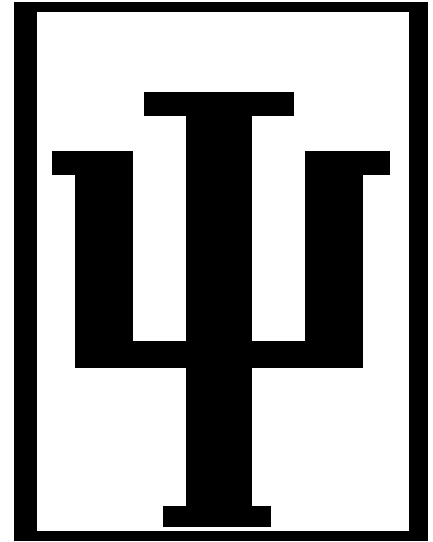


**The College of Psychologists of Ontario
L'Ordre des psychologues de L'Ontario**

**ANNUAL
REPORT**



2007/2008

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

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

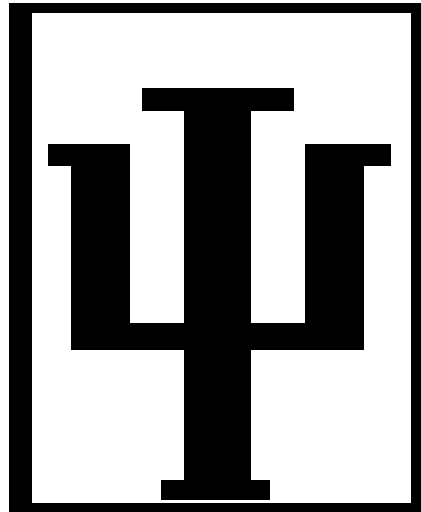


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Council and Staff

Council Members

District 1 – North
 District 2 – Southwest
 District 3 – Central
 District 4 – East
 District 5 – GTA East
 District 6 – GTA West
 District 7 – Psychological Associate
 District 8 – Academic

Non-Voting

Public Appointees

Milan Pomichalek, Ph.D., C.Psych.
 Mustaq Khan, Ph.D., C.Psych.
 Dorothy Cotton, Ph.D., C.Psych.
 Clarissa Bush, Ph.D., C.Psych.
 Janice Currie, Ph.D., C.Psych.
 Dalia Slonim, Psy.D., C.Psych.
 Glenn Webster, M.Ed., C.Psych.Assoc.
 Ron Davis, Ph.D., C.Psych.
 Mary Ann Evans, Ph.D., C.Psych.
 Christine DiZazzo, M.Ps., C.Psych.Assoc.

Gaye V. Dale
 Vincent Lacroix
 Richard Lee
 Dr. Ivan McFarlane
 Cheryl Rampersad

College Staff

Registrar & Executive Director
 Deputy Registrar/Director, Professional Affairs
 Director, Investigations and Hearings
 Director, Registration and Administration
 Administrative Assistant: Registration
 Decisions Crafter (contract)
 Investigator
 Information Systems Administrator
 Receptionist (part time)
 Administrative Assistant: Registration
 Investigator
 Administrative Assistant
 Assistant to the Registrar
 Administrative Assistant:
 Investigations and Resolutions
 Administrative Assistant: Registration

Catherine Yarrow, MBA, Ph.D., C.Psych.
 Rick Morris, Ph.D., C.Psych.
 Barry Gang, Dip.C.S., C.Psych.Assoc.
 Connie Learn
 Davina Balram
 Laurie Case
 Robert Feldman
 Gnana Fernando
 Marilyn Laville
 Lesia Mackanyn
 Mona McTague
 Lisa Pepperman
 Prema Shankaran

 Jean-Michel Trussart
 Myra Veluz

Council

Introduction The Council is the Board of Directors of the College and is responsible for managing and administering the affairs of the College. This report covers the fiscal year June 1, 2007 to May 31, 2008.

Re-elected to the Council for a further three-year term was Dr. Dorothy Cotton (Central). Elected for the first time were Dr. Milan Pomichalek (North) and Dr. Mustaq Khan (Southwest). Dr. Mary Ann Evans (Academic) was appointed by the Executive Committee to a three-year term on the Council. At the beginning of the fiscal year, Ms. Tara Smalley was appointed by the Government as a Public Member of the Council but resigned her seat in mid-year to take up a position with the Ministry of Health and Long-Term Care. In March, M. Vincent Lacroix was appointed for a further three-year term and Ms. Abena Buahene was newly appointed to the Council.

Ms. Susan Nicholson completed her term as a Public Member in June 2007 and was recognized for her contribution over the years. Dr. Janice Currie (GTA East) resigned her seat on the Council at the end of March 2008 due to other commitments. At the March meeting, the Council and staff recognized the contributions of Dr. Ron Davis (Academic), Dr. Clarissa Bush (East), and Ms. Gaye Dale (Public Member) as their terms on the Council concluded.

The Council met four times during the year: June, September and December 2007 and March 2008. At the June 2007 meeting, Council elected Dr. Dalia Slonim as President and Dr. Janice Currie as Vice-President. Following Dr. Currie's resignation, Dr. Dorothy Cotton was elected Vice-President.

Policy Decisions The Council received reports on proposed amendments to the Agreement on Internal Trade, implementation of the RHPA amendments effected by Bill 171, *The Health System Improvements Act, 2007*, the Minister's referral to HPRAC respecting interprofessional collaboration and the HPRAC report on professional title designation issues in psychology.

Strategic Plan Implementation

Council appointed a task force to investigate issues relating to the Psychological Associate title.

Bylaws

Council approved amendments to Bylaw 21: Committee Composition; Bylaw 5: Committees; Bylaw 22: Professional Liability Insurance and Bylaw 25. Register and Related Matters. The amendments to Bylaw 25 were approved following consultation with the membership.

Jurisprudence and Ethics Examination

On the recommendation of the Jurisprudence and Ethics Examination Committee, Council approved a revised procedure for setting the cut score for each administration of the examination.

Registration Guidelines

Council approved a revision to the Registration Guidelines to clearly establish the criteria for setting the start date for the required period of supervised practice. The Guidelines for Supervised Practice in a Private Practice Setting were amended to clarify that payment of the supervised member by the Supervisor be based upon a fixed hourly rate rather than on a percentage of fees invoiced or collected. The Guidelines for Academic Credentials were revised to clarify the emphasis on training for the professional practice of psychology. Amendments to the Guidelines for Removal or Modification of a Term, Limitation or Condition were also approved.

Financial

Signing offers were appointed for the year. Early in the year, the 2007-2008 budget was amended slightly and later in the year the 2008-2009 budget was approved. A new reserve fund was created

to cover the costs of continued redevelopment of the College's web site. Financial reports were reviewed and approved at each meeting of the Council and the audited financial statements for the period ending May 31, 2007 were approved. Council appointed the auditors for the 2008-2009 fiscal year.

Liaison

The Council passed a motion that the College seek membership in the Association of Canadian Psychology Regulatory Organizations (ACPRO) which was incorporated after the provincial and territorial regulatory bodies' withdrawal from the Council of Provincial Associations of Psychologists. The separation of the regulators from the provincial associations to form a new organization was amicable and allowed each group to pursue its own priorities in support of the mandates of its member organizations. The Council also passed a motion approving the resignation of the College's membership in the Canadian Register of Health Service Providers in Psychology.

Funding for Therapy or Counseling

Pending proclamation of an amendment to the RHPA Code s. 85.7(10), the Council approved a recommendation to provide funding for therapy or counseling undertaken at any time after sexual abuse of a client by a member.

Policies and Procedures

During the year, the Council approved a substantial revision of the Policies and Procedures.

Executive Committee

Introduction The Executive Committee held five meetings and five teleconferences during the year.

Members	Dalia Slonim, Psy.D., C.Psych.	President
	Janice Currie, Ph.D., C.Psych	Vice-President (June 2007-March 2008)
	Dorothy Cotton, Ph.D., C.Psych.	Vice-President (April 2008-June 2008)
		Member-at-Large (June 2007-March 2008)
	Milan Pomichalek, Ph.D., C.Psych.	Member-at-Large (April 2008-June 2008)
	Glen Webster, M.Ed., C.Psych.Assoc.	Member-at-Large
	Vincent Lacroix	Public Member
Dr. Ivan McFarlane	Public Member	

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

Activities Following their election at the Council meeting of June 1, 2007, the Executive Committee appointed members of the Council and of the College to six statutory committees, the Jurisprudence and Ethics Examination Committee (JEEC), the Finance and Audit Committee (FAC) and the Nominations and Leadership Development Committee. The Committee also appointed members to the Policy and Bylaws Task Force and an RHPA Amendments Issues Task Force. At the end of March 2008, Dr. Currie resigned from Council due to other commitments; consequently an election was held for the position of Vice-President and to replace Dr. Currie on the Executive Committee. In May 2008, the Committee appointed Dr. Adrienne Perry and Dr. Jane Ledingham to Council as academic representatives for a three-year term and a one-year term respectively.

Investigations and Inquiries: The Committee appointed investigators for three cases and gave notice of intention to appoint a Board of Inquiry in one case. Reports were received from four investigations. The Committee referred allegations to discipline in one case, accepted a signed undertaking from the member in another case and decided to take no further action in the other

two cases, although advice was given in one matter. The Committee considered proposed resolutions for three disciplinary matters and directed that prosecuting counsel be advised of the Executive's endorsement of the proposal in each case.

During the year, the Committee considered proposed amendments to Bylaw 21: Committee Composition, Bylaw 22: Liability Insurance and Bylaw 25: The Register, as well as a report from the Policy and Bylaws Task Force. In addition, the Committee considered amendments to the Registration Guidelines proposed by the Registration Committee as well as the financial reports and draft budget for 2008-2009.

The Committee monitored proposed amendments to the Agreement on Internal Trade and the implementation of the RHPA amendments effected by Bill 171, *The Health System Improvements Act, 2007*. They considered the Minister's referral to HPRAC on interprofessional collaboration as well as the HPRAC report on professional title designation issues in psychology.

Following review by the FAC, the Executive Committee considered detailed monthly financial statements and finalized the draft budget for presentation to Council.

The President and/or Vice-President represented the College at various meetings and conferences: Federation of Health Regulatory Colleges of Ontario, Association of State and Provincial Psychology Boards, Council of Provincial Associations of Psychologists, Ontario Psychological Association and Canadian Psychological Association. On May 16, 2008, the Committee met in Ottawa where a reception for local members was well-received by those who attended.

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 Regulated Health Professions Act (RHPA) for removal or modification of a term, condition or limitation; (3) to review applications for change of area of practice for autonomous practice members; and (4) to recommend registration policy and procedures consistent with the RHPA, Regulation 533/98, Registration and with applicable interprovincial or international agreements such as the Mutual Recognition Agreement (MRA) made through the Agreement on Internal Trade (AIT) and the Association of State and Provincial Psychology Board's (ASPPB) Reciprocity Agreement.

Members	Clarissa Bush, Ph.D., C.Psych., Chair	Council Member
	Ron Davis, Ph.D., C.Psych.	Council Member
	Petra Duschner, Ph.D., C.Psych.	College Member
	Mary Ann Evans, Ph.D., C.Psych.	Council Member
	Tim Hill, M.A., C.Psych.Assoc.	College Member
	Vince Lacroix	Public Member
	Ivan McFarlane	Public Member

College Staff Support	Connie Learn	Director, Registration and Administration
	Lesia Mackanyn (on leave)	Administrative Assistant: Registration
	Myra Veluz	Administrative Assistant: Registration
	Davina Balram	Administrative Assistant: Registration

Meetings The Registration Committee held a total of 16 meetings in this fiscal year. The Committee met in plenary session for the consideration of broader issues, including the preparation of recommendations to Council on registration policy. Plenary sessions were held on four occasions. The Committee met in panel sessions for the review of individual cases. Panel A and Panel B each met six times.

Results of Plenary Deliberations The Committee prepared a draft amendment to the Registration Guidelines for Academic Credentials. A recommendation was submitted to Council that the Guidelines for Removal or Modification of a Term, Condition or Limitation be revised to require an independent verification report and an interview only in the case of terms or limitations. A revision to the definitions of the knowledge and skills for formulating and communicating psychological diagnoses was proposed to Council in order to provide more specific guidance to applicants and reviewers. The Committee discussed modifications to the Declaration of Competence form as well as to the Guidelines for Completing the Declaration of Competence. A proposal was submitted to Council concerning an amendment to the Guidelines for Supervised Practice in a Private Practice Setting to bring the wording in line with the relevant section of the Standards for Professional Conduct regarding fee splitting. An additional paragraph was added to the Supervisors' Agreement Forms to enable the exchange of information about the supervisee. An expanded version of the Guidelines for Change of Area of Practice for Autonomous Practice Members, wherein the interview process and possible outcomes were more fully explained, was submitted for Council approval, along with revisions to the Guidelines for Amount of Supervised Practice.

Panel Deliberations Virtually all cases require thorough preliminary staff review with multiple interactions between the applicant and staff. More than half of the cases require multiple reviews 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 can 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.

Summary of Activities For 2007-2008

Applications Received by the College: June 1, 2007 to May 31, 2008
(application = completed application form + fee)

Applications for a Certificate Authorizing Supervised Practice

Title	Academic Credentials from an Ontario university	Academic Credentials from elsewhere in Canada	Academic Credentials from U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	11	3	11	7	32
Psychologist	59	19	27	5	110
Total	70	22	38	12	142

Applications for a Certificate Authorizing Interim Autonomous Practice

Title	Academic Credentials from an Ontario university	Academic Credentials from elsewhere in Canada	Academic Credentials from U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	-	1	3	-	4
Psychologist	-	2	4	1	7
Total	-	3	7	1	11

Certificates Authorizing Supervised Practice Issued: June 1, 2007 to May 31, 2008

Title	Academic Credentials from an Ontario University	Academic Credentials from elsewhere in Canada	Academic Credentials from U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	1	9	2	2	14
Psychologist	67	11	27	3	108
Total	68	20	29	5	122

Certificates Authorizing Interim Autonomous Practice Issued: June 1, 2007 to May 31, 2008
(a six month certificate – no supervision)

Title	Academic Credentials from an Ontario University	Academic Credentials from elsewhere in Canada	Academic Credentials from U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	-	-	1	-	1
Psychologist	1	-	1	-	2
Total	1	-	2	-	3

Applications Refused: June 1, 2007 to May 31, 2008
(Reviewed = referred to Registration Committee for detailed review)

Title	Academic Credentials from an Ontario University		Academic Credentials from elsewhere in Canada		Academic Credentials from U.S.		International Academic Credentials other than the U.S.		Total	
	Reviewed	Refused	Reviewed	Refused	Reviewed	Refused	Reviewed	Refused	Reviewed	Refused
Psychological Associate	5	4	3	3	2	-	2	2	12	9
Psychologist	1	1	-	-	-	-	-	-	1	1
Total	6	5	3	3	2	-	2	2	13	10

Examination for Professional Practice in Psychology

	2003 – 2004	2004 - 2005	2005 – 2006	2006 - 2007	2007 - 2008
Applications received by the College & submitted to the Professional Examination Service (PES)	125	146	148	138	114
Scores received from PES	118	125	154	132	118

Jurisprudence & Ethics Examination

Examination Session	Number of candidates 2003 - 2004	Number of candidates 2004 - 2005	Number of candidates 2005 – 2006	Number of candidates 2006 – 2007	Number of candidates 2007 - 2008
Fall Examination	61	78	50	61	58
Spring Examination	75	90	71	87	81
Total for the year	135	168	121	148	139

Oral Examinations

Examination session	Number of Candidates 2003 - 2004	Number of Candidates 2004 - 2005	Number of Candidates 2005 - 2006	Number of Candidates 2006 - 2007	Number of Candidates 2007 - 2008
June Examinations	61	52	58	64	61
December Examinations	56	70	77	64	61
May Examinations					45
Total for the year	117	122	135	128	167

Registration Interviews: June 1, 2007 to May 31, 2008
(mobility, term/condition/limitation, change of area)

Title	2003 - 2004	2004 - 2005	2005 - 2006	2006 - 2007	2007 - 2008
Psychological Associate	6	4	2	2	4
Psychologist	6	7	7	13	13
Total for the year	12	11	9	15	17

Certificates Authorizing Autonomous Practice Issued: June 1, 2007 to May 31, 2008

Title	Academic Credentials from an Ontario University	Academic Credentials from elsewhere in Canada	Academic Credentials from U.S.	International Academic Credentials other than the U.S.	Total
Psychological Associate	16	3	4	5	28
Psychologist	63	12	17	5	97
Total	79	15	21	10	125

Quality Assurance Committee

Introduction The Regulated Health Professions Act, 1991 (RHPA) requires that the College of Psychologists 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 2007-2008 were:

Lynette Eulette, Ph.D., C.Psych., Chair,	College Member
Clarissa Bush, Ph.D., C.Psych.	Council Member
Richard Lee	Public Member
Karin Mertins, M.A., C.Psych.Assoc.	College Member
Milan Pomichalek, Ph.D., C.Psych.,	Council Member

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

Activities The Committee reviewed the returns of the Declarations of Completion for the Self Assessment Guide and Professional Development Plans due from the odd-registration numbered members. They noted those members whose Declarations were outstanding and authorized reminders to be sent to these individuals. Following the third reminder, three members (less than 1%) remained outstanding with respect to this requirement. These members were referred to the Registrar as they were not in compliance with the Standards of Professional Conduct which require members to participate fully in the QA program. Through the involvement of the Hearings and Resolutions staff, the outstanding documentation was obtained so there is now 100% compliance. The Committee reviewed the Self Assessment Guide and Professional Development Plans forms in anticipation of the 2008 mail-out to the even-registration numbered members which were sent out in March.

The Committee reviewed the findings of the Peer Assisted Reviews completed as well as the reviewer/reviewee feedback surveys. The Committee noted that all of the PAR findings were positive and that the comments from the participants were also uniformly positive and constructive.

The Committee had extensive discussions regarding the current QA program. While no decisions were taken, the Committee considered whether a more objective type of self assessment should be considered; for example, some form of self administered test, possibly related to jurisprudence or standards, that a member could take online. Depending on one’s success on the test, one could be directed to resources that would be of assistance.

The Committee noted that the Peer Assisted Review, while a positive experience for those participating, continues to identify few member issues. It was noted that in the QA Regulation amendment, withdrawn at the Ministry’s request when Bill 171, the *Health System Improvement Act, 2007* was introduced, authority for ‘targeted’ reviews was included. The Committee continues to support this approach and would see it as being something to be resubmitted with any upcoming QA Regulation change considered.

Some discussion took place regarding the changes to the *Regulated Health Professions Act* as it relates to mandatory components of the QA program. At this time there were a number of

questions regarding the intent of the changes in the legislation and the potential impact on the College's current program components. Further discussion will take place once definitions and the legislative intent of the changes are more clearly understood. It was generally felt however, that the current program may very well satisfy the *self, peer and practice* assessment requirements of the legislation.

The Quality Assurance Program underwent an audit as part of the College's routine auditing of all Committee processes. This external audit was conducted by Ms. Sharon Saberton, former Registrar of the College of Medical Radiation Technologists of Ontario. The scope of the audit was to review the College's Quality Assurance Program and its compliance with the current legislative requirements. The audit also commented on the current Quality Assurance Program's compliance with pending legislative requirements as set out in the *Health Systems Improvement Act, 2007*. In addition, the auditor provided general comments on the strengths and weaknesses of the program with concerns and recommendations noted for consideration by the College. The final report was provided to the Quality Assurance Committee Chair and to the Registrar and will be reviewed and considered by the 2008-2009 Quality Assurance Committee.

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 the 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 consisted of three members of the Council (one public and two professional) and two professional non-Council members. Members of the Committee for the year 2007-2008 were as follows:

Mustaq Khan, Ph.D., C.Psych., Chair	Council Member
Mary Ann Evans, Ph.D., C.Psych.	Council Member
Cheryl Rampersad	Public Member
Mary Tierney, Ph.D., C.Psych.	College Member
Bruce Cook, M.A., C.Psych.Assoc.	College Member

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

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

Client Relations Committee

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

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 2007-2008 were as follows:

Members	Mary Ann Evan, Ph.D., C.Psych. Chair,	Council Member
	Christine DiZazzo, M.Ps., C.Psych.Assoc.	College Member
	Elizabeth Joly, Ph.D., C.Psych.,	College Member
	Mustaq Khan, Ph.D., C.Psych.	Council Member
	Cheryl Rampersad	Public Member
	Tara Smalley	Public Member
College Support Staff	Rick Morris, Ph.D., C.Psych.	Deputy Registrar/Director, Professional Affairs
Activities	The Client Relations Committee met twice by teleconference during the 2007-2008 year.	

Education

The College has two articles pertaining to professional boundaries and mandatory reporting: *Professional Boundaries in Health-Care Relationships* and *Prevention of Sexual Abuse of Clients and Mandatory Reporting*. In an effort to ensure that all Council and Committee members, as well as staff of the College, are familiar with this very important area of regulation, annually the Client Relations Committee sends a copy of these articles to all Council, Committee and staff members. While it is noted that many have previously received this information, it will be new to others. Regardless, this material is considered important enough to warrant a periodic review even by those who may already be familiar with it. As well, it is recognized staff members, in their various roles, may or may not be faced with members of the public or the College seeking this type of information. Nevertheless, it is considered important that all staff, whether members of the profession or the public, be familiar with this area of concern to regulated providers.

College Website Redesign

The redesigned College website continues to receive positive comments from members and the ease with which it can be updated and maintained is a significant improvement over the previous site. Through the website, members of the profession and the public can readily access information about the College and its processes, its regulatory functions and a description of the two titles of regulated psychological service providers. Information is readily available on many aspects of the College's including the complaints and discipline processes, the quality assurance program, the program for funding for therapy and counselling and the Standards of Professional Conduct. As well, the College Bulletin and other relevant publications can be viewed and downloaded.

The next phase in the redesign of the website was to develop the capacity for on-line renewal of member registration. On May 5, 2008 the online membership renewal was launched. Although there were some "glitches" when the system went 'live', these were not serious and problems were handled fairly quickly. The number of issues which came to light once the system was being used by many members was within the range of what one would expect for a system of this complexity. Comments received from members suggest that they are generally very pleased with the option to not only complete their practice update form online but as well make their payments by credit card.

Future phases of development will include the capacity to register or to make application for any College activity or the event and pay for this online. We anticipate this will include, in the not too distant future, the capacity for full online registration with the College from submitting and paying for the one's initial application for registration with the College, on-line submission of other forms such as requests to take examinations, as well as direct member access to his/her own personal contact information with the capacity to make changes.

Funding for Therapy and Counseling

The Committee reviewed a policy matter related to a change to the date upon which payments under this funding program can begin. This change would permit payment for therapy undertaken since the time of the abuse rather than the current policy which ties the beginning of

payments to the Discipline Panel's beginning involvement in the matter. The Committee unanimously agreed to recommend this change to Council. A motion regarding this matter as well as detail information and additional documents a separate item on the Council agenda.

Currently, there are two individuals accessing funding for therapy or counseling under this program. Three other individuals have been deemed eligible by the Committee and notified of their eligibility. As yet however, they have not accessed the fund.

Complaints Committee

Introduction The Complaints Committee is responsible for the investigations 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 panel 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 or 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.

Members	Dorothy Cotton, Ph.D., C.Psych., Chair	Council Member
	Robert Gauthier, M.Ed., C.Psych.Assoc.	College Member
	Richard Lee	Public Member
	Lynn Lightfoot, Ph.D., C.Psych.	College Member
	Ivan McFarlane	Public Member
	Janet Morrison, M.A., C.Psych.Assoc.	College Member
	Marjory Phillips Ph.D., C.Psych.	College Member
	Milan Pomichalek, Ph.D., C.Psych.	Council Member
	Cheryl Rampersad	Public Member
	Tara Smalley	Public Member
	Glenn Webster, M.Ed., C.Psych.Assoc.	Council Member

College Staff Support	Barry Gang, Dip.C.S., C.Psych.Assoc.	Director, Investigations and Hearings
	Robert Feldman	Investigator: Investigations and Resolutions
	Mona McTague	Investigator: Investigations and Resolutions
	Jean-Michel Trussart	Administrative Assistant: Investigations and Resolutions
	Laurie Case	Decisions Crafter

Activities At the beginning of the year there were 37 outstanding complaints brought forward from the previous fiscal year. The College also received 53 new complaints during the year. Summary tables showing the complaints received by Nature of the Complaint and Nature of Service involved are presented below:

By Nature of the Complaint	# of Cases
Bias	8
Breach of confidentiality	4
Conduct unbecoming a member of the College	2
Conflict of interest	2
Failure to render services appropriate to the users needs	1
Failure to obtain informed consent	1
Failure to provide services sought	2
Failure to respond in a timely manner	2
False, misleading statements	4
Fees and billing problems	3
Improper supervision	6
Inaccurate information	1
Inadequate data to support conclusions	8
Inadequate handling of termination	1
Incompetence	1
Insensitive treatment of clients	1
Quality of services	4
Record keeping problems	1
Sexual abuse	1
TOTAL:	53

By Nature of Service	# of Cases
Administration	1
Consultation	2
Corrections Assessment	1
Custody & access/child welfare assessment	16
Educational assessment	2
Industrial/Occupational assessment	6
Not related to psychological services	1
Other psychological assessment	2
Psychotherapy/counselling	10
Rehabilitation/insurance assessment	10
Supervision	2
TOTAL:	53

**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")

Decisions Released by Disposition	# of Cases
Take No Further Action	24
Take No Further Action - no jurisdiction	1
Take No Further Action - frivolous, vexatious, made in bad faith or otherwise an abuse of process	3
Advice	7
Caution (Oral)	2
Caution (Written)	9
Caution with undertakings	2
Refer to Discipline Committee	2
TOTAL:	50
Complaint Withdrawn - facilitated resolution	1

**Review of
Decisions by
HPARB**

	# of Cases
Reviews Requested	15
Board Decisions: (includes review of cases requested during previous years)	
Decision confirmed	4
Request for review declared frivolous, vexatious, made in bad faith or otherwise an abuse of process	1
Request for review withdrawn	1
Inquiries and Resolutions of concern not resulting in a complaint	171

The Committee will be entering the 2008-2009 fiscal year with 21 matters pending resolution, brought forward from the 2007-2008 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	College Member
	Glenn Webster, M.Ed., C.Psych.Assoc., Chair	Council Member
	Mary Bradley, M.A.Sc., C.Psych.Assoc.	College Member
	Jean-Martin Bouchard, M.Ps., C.Psych.Assoc.	College Member
	Abena Buahene	Public Member
	Clarissa Bush, Ph.D., C.Psych.	Council Member
	Dorothy Cotton, Ph.D., C.Psych.	Council Member
	Ron Davis, Ph.D., C.Psych.	Council Member
	Christine DiZazzo, M.Ps., C.Psych.Assoc.	College Member
	Mary Ann Evans, Ph.D., C.Psych.	Council Member
	Mustaq Khan, Ph.D., C.Psych.	Council Member
	John Goodman, Ph.D., C.Psych.	College Member
	Vincent Lacroix	Public Member
	Richard Lee	Public Member
	Maggie Mamen, Ph.D., C.Psych.	College Member
	Ivan McFarlane, Ph.D.	Public Member
	Mary Ann Mountain, Ph.D., C.Psych.	College Member
	Ron Myhr, Ph.D., C.Psych.	College Member
	Charles Nelson, Ph.D., C.Psych.	College Member
	Mary Perugini, Ph.D., C.Psych.	College Member
	Milan Pomichalek, Ph.D., C.Psych.	Council Member
	Cheryl Rampersad	Public Member
	Dalia Slonim, Psy.D., C.Psych.	Council Member
	Tara Smalley	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
	Jean-Michel Trussart	Administrative Assistant: Investigations and Resolutions

- Matters Before the Committee**
- One matter was carried from the previous fiscal year and was combined with a new referral regarding the same member
 - Two other matters were carried forward from the previous fiscal year
 - Three new matters were referred to the Committee during the current fiscal year
 - The Committee held two hearings and five pre-hearing conferences during this year
 - Two decisions were made and released and are summarized below
 - Five active matters were carried forward to 2008-2009

The decisions of the Committee are summarized as follows:

Toni Mantini-Atkinson, Ph.D., C.Psych.

A hearing was held September 11, 2007, into allegations that Dr. Mantini-Atkinson committed acts of professional misconduct in the course of conducting a psychological assessment.

Decision and Established Facts:

Based on a statement of uncontested facts agreed to between the College and Dr. Mantini-Atkinson the Discipline Committee panel found that she:

- breached a condition on her certificate of registration with respect to the preparation of custody and access reports;
- without necessarily intending to do so, misused neuropsychological terminology which created the potential that her report could be construed as neuropsychological, even though she is not competent to practice in this area; and
- in respect of the above described conduct, engaged in conduct or performed an act, in the course of practicing the profession, that, having regard to all of the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional.

Penalty:

Based upon a joint submission made by the College and Dr. Mantini-Atkinson, the panel imposed the following penalty:

1. A reprimand, the fact of which to be recorded on the public register.
2. The following term, condition or limitation to be placed on the member's Certificate of Registration:
 - “Dr. Mantini-Atkinson shall not conduct any assessments or express any opinion in respect of custody, access, abuse , or neglect”
3. The member's Certificate of Registration was suspended for six months from January 1, 2008.
4. Three months of the six month suspension is itself suspended provided that, on or before December 31, 2007:
 - the member authors an essay on the topic of how to avoid conducting assessments and/or expressing opinions in respect of custody, access, abuse or neglect. The essay is to be based upon current and authoritative literature;
 - the member submits the essay to a mentor selected by the Registrar, who is a member of the College of Psychologists of Ontario and an expert in the field of custody and access assessments;
 - the mentor reports to the Registrar that the essay is satisfactory;
 - the member authors an essay on the topic of how to avoid conducting assessments suggestive of a neuropsychological evaluation. The essay is to be based upon current and authoritative literature;
 - the member submits the essay to a mentor, selected by the Registrar, who is a member of the College of Psychologists of Ontario and an expert in the field of neuropsychology;
 - the mentor reports to the Registrar that the essay is satisfactory; and
 - the member is responsible for paying the mentors' fees.

Panel's Reasons:

Having reviewed Dr. Mantini-Atkinson's previous discipline history with respect to similar matters, under all of the circumstances, the Panel determined that the agreed penalty was consistent with its findings and the broader circumstances.

Mr. David Masecar, M.A., C.Psych. Assoc.

A hearing was held on January 14, 2008, into allegations of Professional Misconduct against Mr. Masecar.

Established Facts:

In a Statement of Agreed Fact Mr. Masecar acknowledged having:

- Failed to continuously hold, or otherwise continuously be covered by, professional liability insurance of not less than \$1,000,000.00 for the 2005-2006 and subsequent registration years
- Failed to confirm that he held valid, existing liability insurance continuously in place and to provide the College with the name of his insurer for the 2005-2006 and subsequent registration years
- Failed to demonstrate that he satisfied any of the criteria for exemption from the requirement to hold such insurance

- Failed to provide proof of insurance within thirty days of a request from the Registrar
- Failed to participate in the self-assessment program by failing to complete, on request, the form provided by the College for that purpose
- In respect of the above, failed to maintain the standards of the profession and engaged in conduct or performed an act, in the course of practicing the profession that, having regard to all the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional

Decision:

Based upon the Statement of Agreed Facts, and following a plea of guilt in respect of the conduct above, the Panel found that Mr. Masecar had committed professional misconduct.

Penalty:

The panel accepted a joint submission on penalty and ordered that Mr. Masecar receive a reprimand. It also ordered that his certificate of registration be suspended for a period of two months, provided however, that the suspension shall be suspended for a period of two years from the date upon which it was imposed. If during that two year period Mr. Masecar is not in default of his obligations to the College, and specifically his obligations to file the annual Practice Update Form, the Professional Development Plan and provide proof of insurance as required, and have such professional liability in place, the suspension shall be stayed.

Panel's Reasons:

Acceptance of the Joint Submission on Penalty was appropriate in light of Mr. Masecar's cooperation and guilty plea and in light of his undertaking to file the Practice Update Form, Professional Development Plan and proof of liability insurance as required by the College.

The panel also stated that it was important for both Mr. Masecar and the profession to understand and take seriously the obligation of members of the College to fulfill their obligations to obtain professional liability insurance, maintain it in good standing, and properly complete the Self-Assessment Guide and Professional Development Plan.



THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

AUDITORS' REPORT

The accompanying summarized statements of financial position and operations are derived from the complete financial statements of the The College of Psychologists of Ontario as at May 31, 2008 and for the year then ended on which we expressed an opinion without reservation in our report dated July 31, 2008. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of The Canadian Institute of Chartered Accountants, is to report on the summarized financial statements.

In our opinion, the accompanying summarized financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

The summarized financial statements do not contain all disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may be not appropriate for their purposes. For more information on the College's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

Clarke Stirling LLP

Toronto, Ontario
July 31, 2008

CHARTERED ACCOUNTANTS
Licensed Public Accountants

SUMMARIZED STATEMENT OF FINANCIAL POSITION

AS AT MAY 31, 2008

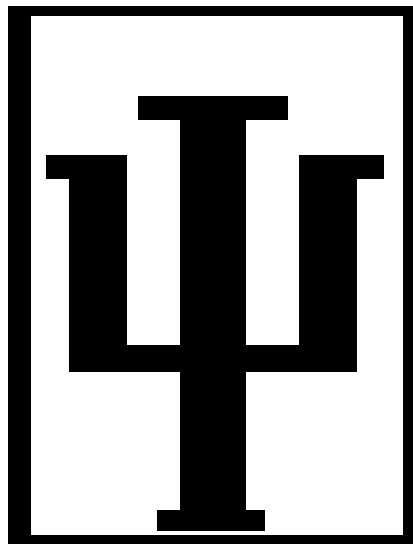
	2008	2007
ASSETS		
Current assets		
Cash and equivalents	\$ 4,363,110	\$ 3,482,683
Prepaid expenses and sundry assets	26,759	27,075
	4,389,869	3,509,758
Investments (2008 at fair value, 2007 at cost)	813,433	870,483
Property and equipment	178,187	163,800
	5,381,489	4,544,041
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	268,563	135,088
Registration fees received in advance	1,488,787	1,364,301
	1,757,350	1,499,389
NET ASSETS		
Invested in capital assets	178,187	163,800
Internally restricted	2,100,000	2,000,000
Unrestricted	1,345,952	880,852
	3,624,139	3,044,652
	\$ 5,381,489	\$ 4,544,041

SUMMARIZED STATEMENT OF OPERATIONS

YEAR ENDED MAY 31, 2008

Revenues		
Registration fees	\$ 2,464,799	\$ 2,396,638
Examination fees	173,960	145,080
Interest and miscellaneous income	202,581	181,533
	2,841,340	2,723,251
Expenses		
Administration	1,462,397	1,403,438
Professional services	84,231	90,015
Investigations, hearings and resolutions	245,921	326,019
Examination and seminar costs	251,330	199,353
Governance	93,067	99,404
Registration	56,433	41,272
Professional organizations	18,680	29,151
Communication, education and training	31,472	44,453
Quality assurance	15,429	9,491
Government relations	2,893	3,175
	2,261,853	2,245,771
Excess of revenues over expenses for the year	\$ 579,487	\$ 477,480

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



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