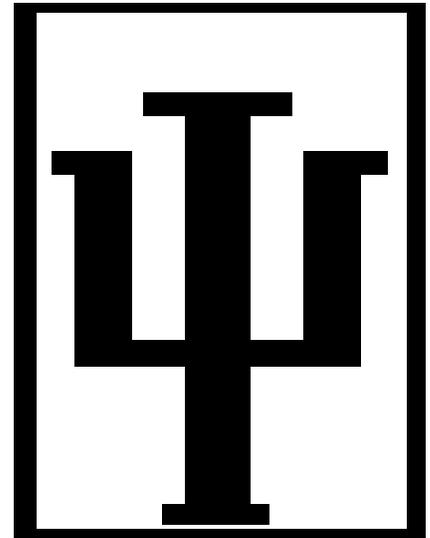


The College of Psychologists of Ontario
L'Ordre des psychologues de L'Ontario

ANNUAL REPORT

[Revised – December 10, 2009]



2008/2009

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

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

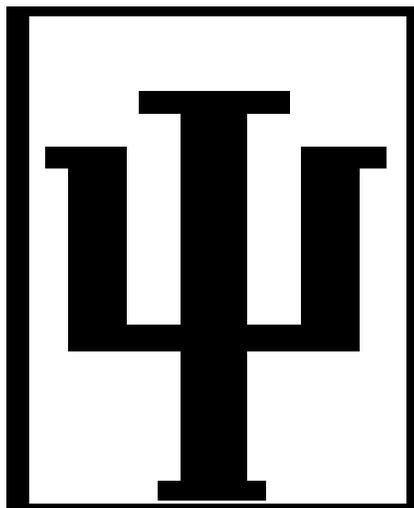


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Council and Staff

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.
 Lise Mercier, Ph.D., C.Psych.
 Ian D. R. Brown, Ph.D., C.Psych.
 Dalia Slonim, Psy.D., C.Psych.
 Robert Gauthier, M.Ed., C.Psych.Assoc.
 Mary Ann Evans, Ph.D., C.Psych.
 Adrienne Perry, Ph.D., C.Psych.
 Jane Ledingham, Ph.D., C.Psych.
 Christine DiZazzo, M.Ps., C.Psych.Assoc.

Abena Buahene
 Mohammed Hossain
 Vincent Lacroix
 Ivan McFarlane
 W. Peter McKegey
 Cheryl Rampersad
 Ethel Teitelbaum

College Staff

Registrar & Executive Director
 Deputy Registrar/Director, Professional Affairs
 Director, Investigations and Hearings
 Director, Registration and Administration
 Case Manager
 Investigator
 Information Systems Administrator
 Receptionist (part time)
 Administrative Assistant: Member Services
 Administrative Assistant: Registration
 Investigator
 Administrative Assistant: Registration
 Assistant to the Registrar
 Administrative Assistant:
 Investigations and Hearings
 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
 Ken Campbell
 Robert Feldman
 Gnana Fernando
 Vanessa Flores
 Sylvia Im
 Lesia Mackanyn
 Mona McTague
 Zuwaina Murad
 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, 2008 to May 31, 2009.

Elected to the Council were Dr. Lise Mercier (East), Dr. Ian Brown (GTA East – for the year remaining in the term of Dr. Janice Currie who had resigned from the Council in March 2008), and Mr. Robert Gauthier (Psychological Associate). Dr. Adrienne Perry and Dr. Jane Ledingham (Academic) were appointed to Council by the Executive Committee for a three-year term and a one-year term respectively.

Mr. Richard Lee, Public Member resigned from the Council in September 2008. Also in September 2008, Mr. Mohammed Hossain was appointed to the Council. In March 2009, Mr. William Peter McKegney was appointed to the Council and in May 2009, Ms Ethel Teitelbaum was appointed.

At the end of the year, Christine DiZazzo (Non-Voting Psychological Associate) completed her term on the Council.

The Council met four times during the year: June, September and December 2008 and March 2009. At the June 2008 meeting, Council elected Dr. Dorothy Cotton as President and Dr. Ivan McFarlane (Public Member) as Vice-President.

Council Actions Strategic Plan Implementation. Council approved the first edition of the *Supervision Resource Manual*, prepared by the Supervision Working Group, for publication on the College's web site and in paper copy where appropriate. Council also approved a one-year extension of the membership and mandate of the Supervision Working Group to develop guidelines for the supervision of other health professionals and non-regulated providers and to develop a seminar on supervision. Council received a report on the work of the Psychological Associate Issues Task Force and extended its mandate of identifying and addressing issues related to the title Psychological Associate for a further year. In addition Council appointed the members of the task force for the 2008-2009 year and approved broadening the mandate to include investigating issues surrounding the use of the title "Psychological Associate" and to consider solutions.

Registration. Council approved amendments to the following Registration Guidelines: Change of Area of Practice for Autonomous Members, Completing the Declaration of Competence, and Amount of Authorized Supervised Practice.

Legislation. The Council considered implementation of the amendments to the Agreement on Internal Trade and directed that the College seek to have the Jurisprudence and Ethics Examination identified as an exception to automatic mutual recognition that meets the legitimate objective of consumer protection.

During the year, the Council considered implementation of the RHPA amendments effected by Bill 171, *The Health System Improvements Act, 2007* and Bill 97, *Increasing Access to Qualified Health Professionals for all Ontarians Act, 2008*. Council also considered the Information and Privacy Commissioner's interpretation of the inapplicability of the *Personal Health Information Protection Act, 2004* to return to work assessments and independent medical evaluations, and HPRAC's recommendations on interprofessional collaboration and professional title designation issues in psychology. In anticipation of the new controlled act relating to the provision of psychotherapy, the Council appointed a task force to consider issues that may arise in relation to delegation and supervision of performance of the new controlled act.

The Council supported HPRAC's recommendation that use of the title "Psychotherapist" be restricted to members of the proposed College of Psychotherapists and Registered Mental Health Therapists as well as to members of the College of Psychologists of Ontario, the College of Physicians and Surgeons of Ontario, the College of Occupational Therapists of Ontario, the College of Nurses of Ontario and the College of Social Workers and Social Service Workers who have the controlled act of psychotherapy within their scope of practice.

Bylaws. Council approved an amendment to Bylaw 4: Election of Executive Committee. During the year proposed amendments to Bylaw 18: Fees, Bylaw 23: Professional Corporations and Bylaw 25: The Register and Related Matters were circulated to the membership. In March 2009, Council approved these amendments as well as formatting amendments to the full set of Bylaws. In addition, all references in the Bylaws to the "Complaints Committee" were amended to refer to the "Inquiries, Complaints and Reports Committee" effective June 4, 2009.

Standards of Professional Conduct. Council amended Section 6.2 of the Standards to clarify that the title "Doctor" may be used only by a member registered as a Psychologist on the basis of a doctoral degree.

Financial. As under the Bylaws the same individuals were eligible to continue as signing officers for the year, no new appointments were made by the Council. Early in the year, the 2008-2009 budget was amended slightly to accommodate an assessment for the Federation Coordinator and later in the year the 2009-2010 budget was approved. Included were allocations for providing online access to journals for College members and translating key documents into French. Quarterly financial reports were reviewed and approved at each meeting of the Council and the audited financial statements for the period ending May 31, 2008 were approved. Council appointed the auditors for the 2008-2009 fiscal year.

Liaison. During the year, the President and/or Vice-President attended membership meetings of the Association of Canadian Psychology Regulatory Organizations (ACPRO), the Association of State and Provincial Psychology Boards (ASPPB), the Federation of Health Regulatory Colleges of Ontario (FHRCO) and the Canadian Psychological Association (CPA). Council agreed that the Executive Committee should continue to monitor the work of the CPA Task Force on Supply of Psychologists in Canada and determine whether the College might be of assistance in their data gathering.

Executive Committee

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

Members	Dorothy Cotton, Ph.D., C.Psych.	President
	Dr. Ivan McFarlane	Public Member, Vice-President
	Milan Pomichalek, Ph.D., C.Psych.	Member-at-Large
	Robert Gauthier, M.Ed., C.Psych.Assoc.	Member-at-Large
	Dalia Slonim, Psy.D., C. Psych.	Member-at-Large
	Vincent LaCroix	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 20, 2008, 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), the Nominations and Leadership Development Committee, the Psychological Associates Issues Taskforce and the Professional Mobility Taskforce (appointed to gather and review information on proposed AIT amendments and Quebec-Ontario accord and to prepare draft submissions if needed). In March 2009, the Committee appointed members to the new Inquiries, Complaints and Reports Committee (ICRC) to take effect June 4, 2009. In May 2009, the Committee appointed Dr. Jane Ledingham to Council as an academic representative for a three-year term.

Investigations and inquiries: The Committee appointed investigators for four cases. In one case, after having received submissions from the member, the Committee decided not to appoint a Board of Inquiry. Reports were received from three investigations and one Board of Inquiry. The Committee referred allegations to discipline in one case, sought more information in one case and decided to take no further action in two cases, including one in which the member had resigned. 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. The Committee also approved withdrawal of the Notice of Hearing in one case.

The Committee considered issues relating to implementation of amendments to the Agreement on Internal Trade. They also reviewed the HPRAC Critical Links Consultation document and issues relating to the title of "Psychotherapist".

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

On May 8, 2009, the Committee met in London where a reception for local members was well-received by those who attended.

Registration Committee

Introduction The major roles of the Registration Committee are: (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	Tim Hill, M.A., C.Psych.Assoc., Chair	College Member
	Mary Ann Evans, Ph.D., C.Psych.	Council Member
	Vince LaCroix	Public Member
	Ivan McFarlane	Public Member
	Lise Mercier, Ph.D., C.Psych.	Council Member
	Carolee Orme, Ph.D., C.Psych.	College Member
	Adrienne Perry, Ph.D., C.Psych.	Council Member

College Staff Support	Connie Learn	Director, Registration and Administration
	Lesia Mackanyn	Senior Registration Assistant
	Myra Veluz	Administrative Assistant: Registration
	Zuwaina Murad	Administrative Assistant: Registration

Meetings The Registration Committee held a total of 14 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 two 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 response to a request from the National Register of Health Service Providers in Psychology that the Guidelines for Interim Autonomous Practice be modified to indicate acceptance of the National Register credential. After Council deliberation, and consideration of several proposed revisions to the Guidelines, it was agreed that it is preferable to await the outcome of the current AIT amendments. The Committee reviewed the various proposals for amendments to Chapter 7 of the Agreement on Internal Trade, along with other bi-partite agreements such as the Quebec-Ontario Accord, and the potential impact on the Mutual Recognition Agreement and the College's registration procedures.

Panel Deliberations All cases referred by the Registrar to the Registration Committee 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 of the Registration Committee 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 2008-2009**Applications Received by the College: June 1, 2008 to May 31, 2009**

(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	14	5	11	8	38
Psychologist	62	20	23	9	114
Total	76	25	33	17	152

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	2	2	1	-	5
Psychologist	2	6	7	-	15
Total	4	8	8	-	20

Certificates of Registration Issued by the College: June 1, 2008 to May 31, 2009**Certificates Authorizing Supervised Practice Issued: June 1, 2008 to May 31, 2009**

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	7	4	3	6	22
Psychologist	53	13	24	2	96
Total	60	17	27	8	118

Certificates Authorizing Interim Autonomous Practice Issued: June 1, 2008 to May 31, 2009

(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	2	4	3	-	7
Psychologist	2	7	1	1	13
Total	4	11	4	1	20

Certificates Authorizing Autonomous Practice Issued: June 1, 2008 to May 31, 2009

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	2	3	1	17
Psychologist	50	14	28	3	95
Total	61	16	31	4	112

College Examinations: Comparisons by Year**Examination for Professional Practice in Psychology**

	2003 – 2004	2004 - 2005	2005 – 2006	2006 - 2007	2007 - 2008	2008 - 2009
Applications received by the College and submitted to the Professional Examination Service (PES)	125	146	148	138	114	135
Scores received from PES	118	125	154	132	118	125

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	Number of candidates 2008 - 2009
Fall Examination	61	78	50	61	58	70
Spring Examination	75	90	71	87	81	87
Total for the year	135	168	121	148	139	157

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	Number of Candidates 2008 - 2009
June Examinations	61	52	58	64	61	-
December Examinations	56	70	77	64	61	61
May Examinations					45	-
Total for the year	117	122	135	128	167	61

Registration Interviews: June 1, 2008 to May 31, 2009

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

Title	2003 - 2004	2004 - 2005	2005 - 2006	2006 - 2007	2007 - 2008	2008 - 2009
Psychological Associate	6	4	2	2	4	5
Psychologist	6	7	7	13	13	8
Total for the year	12	11	9	15	17	13

Applications Refused: June 1, 2008 to May 31, 2009

(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	2	2	-	-	1	1	-	-	3	3
Psychologist	3	3	-	-	1	1	-	-	4	4
Total for the year	5	5	-	-	2	2	-	-	7	7

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 2008-2009 were:

Milan Pomichalek, Ph.D., C.Psych., Chair,	Council Member
Naomi Sankar-Deleeuw Ph.D., C.Psych.	College Member
Ivan McFarlane	Public Member
Lise Mercier Ph.D., C.Psych.	Council Member
Meg Waurick, M.A., C.Psych.Assoc.	College Member

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

Activities The Committee reviewed the Self Assessment Guide and Professional Development Plans forms in anticipation of the 2009 notification to the odd-registration numbered members which was done in March 2009. Reviews were conducted of the returns, to date, of the *Declarations of Completion* for the *Self Assessment Guide and Professional Development Plans* due from the even-registration numbered members. They noted those members whose *Declarations* were outstanding and authorized reminders to be sent to these individuals. Following the third reminder, 10 members (1.1%) 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 resulting in 100% compliance. The Committee reviewed the full *Self Assessment Guide and Professional Development Plans* received from members requiring a third reminder and requested clarifications from four members regarding their submissions.

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

The Committee discussed the external audit report conducted in May/June 2008, in particular the recommendations regarding Self Assessment. The Committee decided that it would be beneficial to invite Dr. Glenn Regehr to a Committee meeting to obtain consultation from him regarding the current process, and how it might be improved. Through discussion with Dr. Regehr, a number of concepts were discussed for consideration in future revisions of the self-assessment process. These included:

- Orienting the philosophy of the QA program to be dedicated to reinforcing and enhancing daily learning practice
- Recognition that minimum competence is not an acceptable end result but rather a starting point of continual professional development
- Being above the ‘minimum’ does not diminish one’s responsibility to continually improve
- Being below or just at minimum is a starting point for improvement, not a line which triggers negative sanctions

- The goal is to encourage members to be “better” not just competent
- QA is a process to accomplish this philosophy, not just a program itself.

The Committee also discussed the changes necessary for the College’s Quality Assurance Regulation in order to meet the new requirements of the RHPA. It was determined that overall, the Regulation would meet the requirements although some changes/additions in language may be necessary. The Committee reviewed the proposed regulation amendment which was withdrawn from the Ministry at the time that the RHPA amendments were introduced. It was felt that while generally still applicable, especially the continuing education changes, there were parts such as the Directed Practice Assessment which were no longer applicable. As well, the Committee noted that the Peer Assisted Review, while a positive experience for those participating, continues to identify few member issues. The Committee continues to support the desirability of ‘targeted’ reviews and this was, once again, included in the proposed regulation amendment.

The Committee reviewed and finalized the Quality Assurance Regulation amendments and these were submitted to the College Council for approval for consultation with the membership and other stakeholders. The results of the consultation yielded a number of suggestions. These were reviewed by the Committee and, with the changes made, prepared for submission to the College Council for final approval. It was anticipated that the Regulation amendments would be approved by the College Council in June 2009 for submission to the Ministry.

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 2008-2009 were as follows:

Adrienne Perry, Ph.D., C.Psych., Chair	Council Member
Robert Gauthier, M.Ed., C.Psych.Assoc.	Council Member
Abena Buahene	Public Member
Douglas Daher, Ph.D., C.Psych.	College Member
Kim Wamsley, Ph.D., C.Psych.	College Member

College Staff	Barry Gang, Dip.C.S., C.Psych.Assoc.	Director, Investigations and Hearings
Support	Jean-Michel Trussart	Administrative Assistant: 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.

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 2008-2009 were as follows:

Mustaq Khan, Ph.D., C.Psych. Chair,	Council Member
Linda Baker, Ph.D., C.Psych.	College Member
Christine DiZazzo, M.Ps., C.Psych.Assoc.	College Member
Mohammed Hussain	Public Member
Jane Ledingham, Ph.D., C.Psych.	Council Member
Cheryl Rampersad	Public Member

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

Activities The Client Relations Committee met twice by teleconference during the 2008-2009 year.

Health Professions Regulatory Advisory Council:

The Committee reviewed the May 2008 HPRAC report, *A report to the Minister of Health and Long-Term Care on the Health Profession Regulatory Colleges' Patient Relations Programs*. The purpose of the review was to assist the 2009-2010 Client Relations Committee in providing some direction with regard to the recommendations of the report. The report indicated that HPRAC plans to monitor College Client Relations Programs and especially with regard to steps being taken with regards to: *Governance, Information for the Public, and Information for Members*. In addition, preventing and dealing with sexual abuse of clients was emphasized by HPRAC as a topic that *must* be addressed by Client Relations Programs.

The Committee suggested that next year's Committee begin by looking at where the College is presently with respect to the components within the three categories. It was suggested that a good starting point would be the College website, examining the existing information being provided to the public and to members. It was noted that measuring the Committee's progress in enhancing relations between members and clients is a more difficult task. A potential source of outcome data that was discussed included any survey information that is already being collected from members or the public involved in other College processes.

Funding for Therapy:

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 was responsible for the investigations of complaints about members of the College. As required by statute, every complaint was 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 was completed, the panel considered all of the relevant information and rendered a decision. In each case, the Committee provided the parties to the complaint with a written decision and reasons. As of June 4, 2009, the functions of the Complaints Committee have been assumed by the new Inquiries, Complaints and Reports Committee.

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 Committee to ensure it fulfills its duties in the public interest and as mandated by legislation.

Members	Dalia Slonim, Psy.D., C.Psych., Chair	Council Member
	Abena Buahene	Public Member
	Robert Gauthier, M.Ed., C.Psych.Assoc.	Council Member
	Marie Christine Heger, M.Sc., C.Psych.Assoc.	College Member
	Mustaq Khan, Ph.D., C.Psych.	Council 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

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

Activities At the beginning of the year there were 39 outstanding complaints brought forward from the previous fiscal year. The College received 51 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	3
Breach of confidentiality	1
Boundary Violation	2
Conduct unbecoming a member of the College	2
Failure to comply with limitation	2
Failure to obtain informed consent	1
Failure to respond in a timely manner	1
False, misleading statements	8
Fees and billing problems	1

By Nature of the Complaint	# of Cases
Illegal Conduct	1
Improper supervision	4
Inaccurate information	8
Inadequate data to support conclusions	7
Incompetence	1
Insensitive treatment of clients	2
Quality of services	4
Record keeping problems	1
Sexual Harassment	2
TOTAL:	51

By Nature of Service	# of Cases
Custody & access/child welfare assessment	12
Educational assessment	1
Industrial/Occupational assessment	5
Neuropsychological assessment	4
Not related to psychological services	1
Other psychological assessment	2
Psychotherapy/counselling	10
Rehabilitation/insurance assessment	11
Supervision	4
Teaching/Training	1
TOTAL:	51

***Dispositions
Reached During
the Year***

Dispositions available to the Committee were:

- 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	27
Take No Further Action - no jurisdiction	1
Take No Further Action - frivolous, vexatious, made in bad faith or otherwise an abuse of process	2
Advice	14
Caution (Written)	6
Caution with undertakings	1
Refer to Discipline Committee	6
TOTAL:	57
Complaint Withdrawn - facilitated resolution	3

	# of Cases
Review of Decisions by HPARB	
Reviews Requested	8
Board Decisions: (includes review of cases requested during previous years)	
Decision confirmed	5
Request for review declared frivolous, vexatious, made in bad faith or otherwise an abuse of process	2
Inquiries and Resolutions of concern not resulting in a complaint	171

The Committee will be entering the 2009-2010 fiscal year with 33 matters pending resolution, brought forward from the 2008-2009 year.

Discipline Committee

Introduction The Discipline Committee conducts hearings into allegations of misconduct and/or incompetence, referred by the Inquiries, Complaints and Reports 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	Glenn Webster, M.Ed., C.Psych.Assoc., Chair	College Member
	Mary Bradley, M.A.Sc., C.Psych.Assoc.	College Member
	Abena Buahene	Public Member
	Clarissa Bush, Ph.D., C.Psych.	College Member
	Bruce Christensen, Ph.D., C.Psych.	College Member
	Dorothy Cotton, Ph.D., C.Psych.	Council Member
	Robert Gauthier, M.Ed., C.Psych.Assoc.	Council Member
	John Goodman, Ph.D., C.Psych.	College Member
	Christine DiZazzo, M.Ps., C.Psych.Assoc.	College Member
	Mary Ann Evans, Ph.D., C.Psych.	Council Member
	Tim Hill, M.A., C.Psych.Assoc.	College Member
	Mohammed Hossain	Public Member
	Mustaq Khan Ph.D., C.Psych.	Council Member
	Jane Ledingham, Ph.D., C.Psych.	Council Member
	Vincent Lacroix	Public Member
	Maggie Mamen, Ph.D., C.Psych.	College Member
	Ivan McFarlane	Public Member
	Lise Mercier, Ph.D., C.Psych.	Council Member
	Mary Ann Mountain, Ph.D., C.Psych.	College Member
	Adrienne Perry, Ph.D., C.Psych.	Council Member
	Mary Perugini, Ph.D., C.Psych.	College Member
	Milan Pomichalek, Ph.D., C.Psych.	Council Member
	Cheryl Rampersad	Public Member
	Donna Reist, 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, Investigations and Hearings
	Jean-Michel Trussart, Sylvia Im	Administrative Assistants: Investigations and Hearings

Matters Before the Committee

- Five active matters were carried forward to 2009-2010, from previous fiscal years
- Seven new matters were referred to the Committee during the 2008-2009 fiscal year; three of these matters concerned the same member and were combined to form one matter concerning that member; two of the matters concerned another individual member and were combined to form one matter.
- The Committee held five hearings in 2008-2009
- One matter was adjourned sine die and four decisions were made and released, which are summarized below:
- The Committee begins the 2009-2010 fiscal year with 3 matters outstanding

The decisions of the Committee are summarized as follows:

Dr. Michael Gadon

A hearing was held on October 7, 2008 into allegations of Professional Misconduct against Dr. Gadon.

Established Facts:

The following is a summary of the conduct which was described in a Statement of Agreed Facts: In the context of treating a client whom he diagnosed with adjustment disorder, pain disorder and a substance dependency, and who reported psychological vulnerability predating the work injury which precipitated the referral for psychological treatment, Dr. Gadon had sexual intercourse with the client during a session at his private office and subsequently had sexual encounters with her during regularly scheduled counseling sessions. Dr. Gadon also made inappropriate statements, including ill-advised attempts at humour with sexual overtones and gave the client \$2000 twice, for a total of \$4000.

Decision:

Based upon the Statement of Agreed Facts, the Panel found that Dr. Gadon had:

- Committed professional misconduct through engagement in a sexual relationship with a client;
- Practiced the profession while in a conflict of interest;
- Engaged in conduct which would reasonably be regarded as disgraceful, dishonourable or unprofessional; and
- Failed to maintain the Standards of the Profession

Penalty:

The panel administered a reprimand to Dr. Gadon and directed that his Certificate of Registration be revoked.

Panel's Reasons:

The panel agreed with the joint submission on penalty, which was prescribed by statute.

Dr. Robert J. Groves, C.Psych.

A hearing was held on December 8, 2008, into allegations of professional misconduct against Dr. J. Robert Groves.

Established Facts:

The following is a summary of the conduct which was described in a Statement of Agreed Facts: Dr. Groves disclosed confidential information regarding a client to the client's lawyer and to the lawyer for the client's estranged husband, without the client's consent.

Decision:

The panel found that Dr. Groves committed professional misconduct in that he failed to maintain the standards of the profession, and gave information about a client to a person other than the client or his or her authorized representative or as required by law.

Penalty:

The panel accepted a joint submission on penalty and ordered that:

- (a) Dr. Groves be reprimanded with the fact of the reprimand to be recorded on the Register.
- (b) Commencing on July 1, 2009, Dr. Groves' certificate of registration will be suspended for three months.
- (c) This suspension will be suspended in its entirety, provided that, on or before July 1, 2009, Dr. Groves:
 - (i) Successfully completes an ethics course approved by the Registrar;
 - (ii) Completes six months of practice mentorship with a mentor retained by Dr. Groves at his expense and approved by the Registrar. The practice mentor will meet with Dr. Groves at least once per month and review whatever clinical records the mentor considers appropriate to ensure that Dr. Groves' practice conforms to the Standards of Professional Conduct. The practice mentor will undertake to advise the Registrar immediately if Dr. Groves' practice is not in compliance with the Standards of Professional Conduct and will, in any event, provide a final written report to the Registrar on or before July 1, 2009; and
 - (iii) Any issues identified by the practice mentor at any time up to and including in his or her final written report have been addressed to the Registrar's satisfaction.

Panel's Reasons:

The Panel considered the fact that Dr. Groves admitted his misconduct early on in this process and admitted in the Statement of Agreed Facts that his conduct was "entirely inappropriate". In all of the circumstances, it agreed that the public will be protected by the terms of the joint submission on penalty.

Dr. John Johnston, Ph. D., C. Psych.

A hearing was held on June 18, 2008, into allegations of professional misconduct against Dr. Johnston arising from a complaint and from a Registrar's Investigation.

Established Facts:

The following is a summary of the conduct acknowledged by Dr. Johnston:

- submitting an account and providing invoices and receipts in respect of individuals who did not see Dr. Johnston or receive any psychological services from him; although these individuals were the siblings of a child client assessed by Dr. Johnston, there was no need for these other children to be involved in the assessment other than their inclusion in a family history taken from the parents;
- engaging in a conflict of interest in that he performed work relating to his private practice during the hours of his employment by a school board and seeing clients in his private practice that he knew or should have known were students of that school board;
- signing a report that he knew or ought to have known was false, misleading or otherwise improper; and
- failing to maintain clinical records in a manner that adhered to the standards of the profession

Decision:

Based upon a Statement of Agreed Facts, the Panel found that Dr. Johnston had committed Professional Misconduct.

Penalty:

The panel accepted the joint submission of Dr. Johnston and the College and ordered that Dr. Johnston:

- complete a formal course or program in professional ethics;
- undergo a one year period of peer mentorship with a focus on professional ethics and practice management;
- receive a recorded reprimand;

- receive a suspension of his certificate of registration for a period of one year commencing on August 1, 2008; on August 31, 2008 the remaining 11 months to be suspended for a period of one year and if, following the period of one year, the peer mentor reports to the Registrar that Dr. Johnston has satisfactorily completed the mentorship, and the other requirements of this order have been satisfied, the remaining 11 month period of suspension shall be stayed; and
- pay the costs of the College in respect of this matter within 60 days of entering his plea of guilt, fixed and agreed at \$10,000

Panel's Reasons:

- The Panel determined that the jointly agreed recommended penalty was appropriate in light of Dr. Johnston's cooperation with the College, his guilty plea and his willingness to rehabilitate his practice;
- The disposition will protect the public from the risk that Dr. Johnston will reoffend; and
- The peer mentorship process offers an opportunity for Dr. Johnston to make many improvements to his practice

Dr. Paul Johnston, PhD., C. Psych.

A hearing of the Discipline Committee was held on April 21, 2009 into allegations of professional misconduct against Dr. Johnston.

Established Facts:

In an Agreed Statement of Facts, Dr. Johnston acknowledged that:

- He provided psychological services to Ms. X in relation to problems of depression, alcohol abuse, the decomposition of her marriage and recurrent suicidal ideation. In describing her mental health issues to Dr. Johnston Ms. X also indicated that she had suffered sexual abuse by her step father and that there were then current legal proceedings in respect of that abuse
- Prior to the passage of two years from the date of his last provision of psychological services, he engaged with Ms. X in social interaction and in discussion about the possibility of commencing a sexual relationship as soon as two years had passed after the cessation of professional services to her, when he should have reasonably believed that she was susceptible to his influence as her former psychologist
- Shortly after the passage of two years from the last provision of psychological services, he commenced a sexual relationship with Ms. X

Decision:

The panel accepted Dr. Johnston's plea of guilty to the allegations made against him in an Amended Notice of Hearing and found that he had committed professional misconduct.

The Panel accepted a Joint Submission on Penalty and Ordered that the following terms, limitations and conditions be placed on Dr. Johnston's Certificate of Registration:

- Dr. Johnston shall continue to attend therapy with a specified therapist, at his own expense, with quarterly reports to the Registrar, with the therapist informing the Registrar if she has any concerns about the safety of Dr. Johnston's patients
- The quarterly reports to the Registrar must demonstrate the regular attendance of Dr. Johnston for therapy, failing which he will be deemed to be in breach of the order, which shall be deemed to be professional misconduct
- Dr. Johnston will attend an objective assessment on or before December 1, 2010, or at such earlier time, by a therapist selected by the College, with costs of the assessment shared equally between the College and Dr. Johnston
- The condition on Dr. Johnston's certificate will be terminated if, in the opinion of the assessor, it is no longer required

Panel's Reasons:

- No concerns had been raised about Dr. Johnston's clinical work and consequently, the professional misconduct should be understood as an isolated event
- The relatively remote community in which Dr. Johnston offered services would not be well served by having access to scarce services further curtailed through suspension of Dr. Johnston's license
- Dr. Johnston readily accepted that he had performed an act of Professional Misconduct, cooperated fully with the investigation and proactively sought assistance through his regular participation in counseling sessions at his own cost
- The penalty effectively achieves three important goals: protecting the interest of the public; sending a general message to the profession with respect to the standards of practice; and providing a specific deterrent to Dr. Johnston that was fashioned by the College- appointed assessor based on his individual assessment of Dr. Johnston's needs



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, 2009 and for the year then ended on which we expressed an opinion without reservation in our report dated August 14, 2009. 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 Derrington LLP

Toronto, Ontario
August 14, 2009

CHARTERED ACCOUNTANTS
Licensed Public Accountants

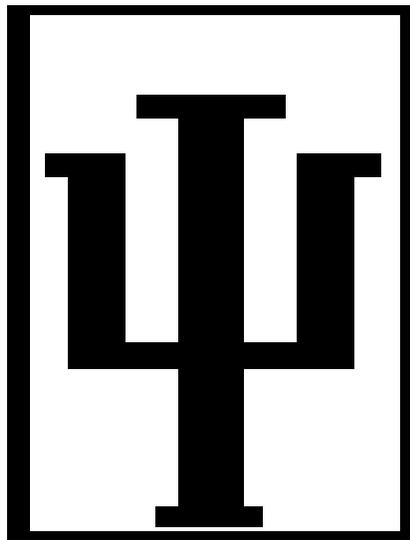
SUMMARIZED STATEMENT OF FINANCIAL POSITION AS AT MAY 31, 2009

	2009	2008
ASSETS		
Current assets		
Cash and equivalents	\$ 4,676,842	\$ 4,363,110
Prepaid expenses and sundry assets	26,947	26,759
	<u>4,703,789</u>	<u>4,389,869</u>
Investments at fair value	992,817	813,433
Property and equipment	159,190	178,187
	<u>5,855,796</u>	<u>5,381,489</u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	174,956	268,563
Registration fees received in advance	1,577,222	1,488,787
	<u>1,752,178</u>	<u>1,757,350</u>
NET ASSETS		
Invested in capital assets	159,190	178,187
Internally restricted	2,012,850	2,100,000
Unrestricted	1,931,578	1,345,952
	<u>4,103,618</u>	<u>3,624,139</u>
	<u>\$ 5,855,796</u>	<u>\$ 5,381,489</u>

SUMMARIZED STATEMENT OF OPERATIONS YEAR ENDED MAY 31, 2009

Revenues		
Registration fees	\$ 2,568,247	\$ 2,464,799
Examination fees	96,950	173,960
Interest and miscellaneous income	171,075	202,581
	<u>2,836,272</u>	<u>2,841,340</u>
Expenses		
Administration	1,651,971	1,462,397
Professional services	94,767	84,231
Investigations, hearings and resolutions	260,844	245,921
Examination and seminar costs	124,613	251,330
Governance	91,640	93,067
Registration	43,161	56,433
Professional organizations	31,474	18,680
Communication, education and training	44,196	31,472
Quality assurance	13,785	15,429
Government relations	342	2,893
	<u>2,356,793</u>	<u>2,261,853</u>
Excess of revenues over expenses for the year	<u>\$ 479,479</u>	<u>\$ 579,487</u>

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



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