



COLLEGE OF
PSYCHOLOGISTS
OF ONTARIO

Annual Report

2019-2020



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Mission, Vision, Values

Mission [Why we exist]: To **regulate** the practice of psychology in serving and **protecting** the public interest.

Strategies [How we accomplish our Mission]

In accomplishing our Mission, the College promotes excellence in the practice of psychology by:

- Enforcing standards fairly and effectively through:
 - Developing, establishing and maintaining Standards of practice and professional ethics for all members,
 - Developing, establishing and maintaining Standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among members;
- Communicating clearly and effectively with stakeholders, particularly applicants, members and the public;
- Supporting and assisting members to meet high standards;
- Responding to changing needs in new and emerging practice areas;
- Collaborating in shaping the regulatory environment;
- Acting in a responsibly transparent manner; and,
- Advancing the Council's governance practices.

Vision [What we aspire to be]: The College strives for **excellence** in self-regulation in service of the **public interest**.

Values [What we uphold in all our activities]:

- F**airness: The College approaches decisions in a just, reasonable and impartial manner.
- A**ccountability: The College acts in an open, transparent and responsible manner and communicates about its processes.
- I**ntegrity: The College acts honestly, ethically, and responsibly.
- R**espect: The College treats members of the public, members of the College, prospective members and other stakeholders with respect.

The College Council

The Council is the Board of Directors of the College and is responsible for policy setting and oversight of the affairs of the College. In accordance with section 6 of the *Psychology Act, 1991*, the Council of the College is composed of up to eighteen individuals: up to seven members elected by their peers; two or three academic members appointed by the College Executive Committee and up to eight members of the public appointed by the Lieutenant Governor-in-Council. The Council meets in open session four times a year.

PRESIDENT

Lynette Eulette, Ph.D., C.Psych. District 2: Southwest

VICE-PRESIDENT

Elizabeth Levin, Ph.D., C.Psych. District 1: North

STAFF SUPPORT

Rick Morris, Ph.D., C.Psych.
Registrar & Executive Director

Caitlin O’Kelly
Assistant to the Registrar

ELECTED MEMBERS

Christine DiZazzo District 7: Psychological Associates
Marilyn Keyes, Ph.D., C.Psych. District 4: East
Dorothy Cotton, Ph.D., C.Psych. District 3: Central
Janice Currie, Ph.,D., C.Psych. District 5 GTA East
Denise Milovan, Ph.D., C.Psych. District 6: GTA West
Melanie Morrow, M.A., C.Psych.Assoc. Psychological
Associate Non-Voting

ACADEMIC MEMBERS

Patricia Minnes, Ph.D., C.Psych.
Michael Grand, Ph.D., C.Psych.
Marjory Phillips, Ph.D., C.Psych (From March 11, 2019)

PUBLIC MEMBERS

Judy Cohen
D’Arcy Delamere (Until October 20, 2018)
Kristin Bisbee (Until April 9, 2019)
Jaffar Hayat
Donna McNicol (Until October 20, 2018)
Cory Richman
Emad Hussain
William Middleton (From April 18, 2019)
Graeme Goebelle (From March 28, 2019)

Executive Committee

The Executive Committee of the College of Psychologists of Ontario is elected from, and by, the members of the College Council. Its role is to monitor and coordinate the work of Committees and ensures that Council has all the pertinent information it requires for effective decision-making. The Executive Committee held five regular meetings during 2019-2020. The November 2019 meeting took place in Hamilton preceded by a 'meet and greet' reception for local members. Unfortunately, a second out-of-town reception and meeting in the spring was cancelled due to the coronavirus pandemic.

EXECUTIVE COMMITTEE

Michael Grand	President
Janice Currie	Vice-President
Judy Cohen	
Christine DiZazzo	
William Middleton	
Denise Milovan	
Cory Richman	

Professional Member of Council
Professional Member of Council
Public Member of Council (to March 22, 2020)
Professional Member of Council
Public Member of Council (to May 13, 2020)
Professional Member of Council
Public Member of Council (from May 13, 2020)

Following their election at the Council meeting of June 21, 2019, the Executive Committee met to appoint members of Council and professional members of the College to the six statutory committees as well as two non-statutory committees; Jurisprudence and Ethics Examination, and Finance and Audit.

ACTIVITIES

The Executive Committee reviewed implementation of the Strategic Direction 2017-2022, monitored the progress of various College initiatives and brought policy issues to the attention of Council for consideration. The Executive, in conjunction with the Finance and Audit Committee, met with the College Auditors to review the draft Audited Financial Statements for 2018-2019 in preparation for presentation to Council. As well, following a review by the Finance and Audit Committee, the Executive considered the draft 2020-2021 budget recommending its approval to Council.

A variety of issues or topics were discussed by the Executive Committee including:

- Review of the consultation process and information obtained regarding the use of title and the closure of Masters level registration to facilitate Council discussion and decision-making;

- Revised pass point for the Jurisprudence and Ethics Examination;
- Potential for College regulation of Applied Behaviour Analysts;
- Changes to the College's Guidelines for Completing the Declaration of Competence;
- Discussion of the performance review process for the Registrar & Executive Director;
- Recommendation to amend By-Law 18: Fees to reduce the annual membership fee for Interim Autonomous Practice members who wished to seek registration to permit them to work with one or two existing clients who may have relocated to Ontario.

The President and Registrar & Executive Director represented the College at meetings of the Association of Canadian Psychology Regulatory Organization and the President and Deputy Registrar attended the fall annual meeting of the Association of State and Provincial Psychology Boards.

Registration Committee

The primary role of the Registration Committee is to:

1. review all applications for registration of Psychologists and Psychological Associates referred by the Registrar & Executive Director, at all steps in the registration or appeals process, and to make individual registration decisions;
2. review applications under section 19 of the *Regulated Health Professions Act, 1991 (RHPA)* for removal or modification of a term, condition or limitation;
3. review applications for change of area of practice or change of status for autonomous practice members; and
4. recommend registration policy and procedures consistent with the *RHPA*, with Ontario Regulation 74/15, Registration, with applicable federal/provincial agreements such as the amended *Canadian Free Trade Agreement (CFTA) 2017* and the *Ontario Labour Mobility Act, 2009*, or international agreements such as the Association of State and Provincial Psychology Board's (ASPPB) Reciprocity Agreement.

REGISTRATION COMMITTEE

Patricia Minnes, Co-Chair	Council Member
Marjory Phillips, Co-Chair	Council Member
Mark Coates	College Member
Paula Conforti	College Member
Emad Hussain	Public Member
Jane Ledingham	College Member
Philip Ricciardi	Council Member
Cory Richman	Public Member
Sheila Tervit	College Member
Wanda Towers	Council Member

ACTIVITIES

The Registration Committee is comprised of two panels which meet to consider and review individual cases. Each panel met six times. In addition, the full Committee met in plenary sessions on six occasions to consider a variety of broader policy issues.

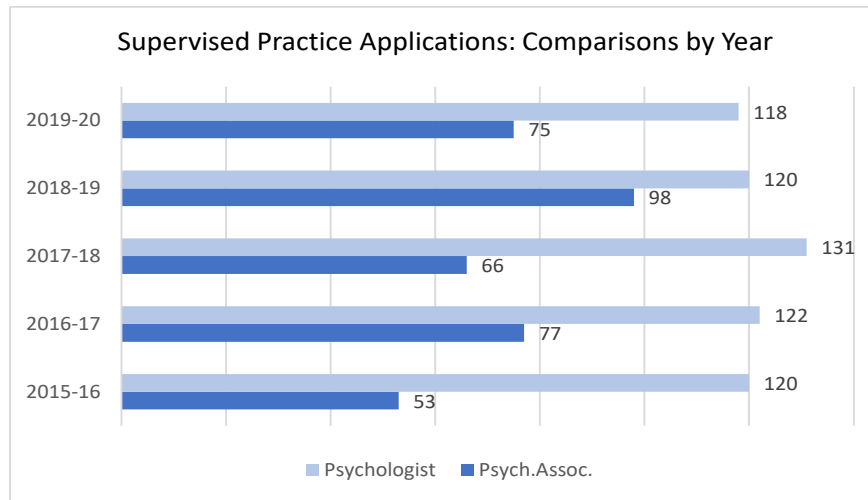
Panel Deliberations

All cases referred by the Registrar & Executive Director to the Registration Committee require thorough preliminary staff review with multiple interactions between applicants and staff. Many cases require

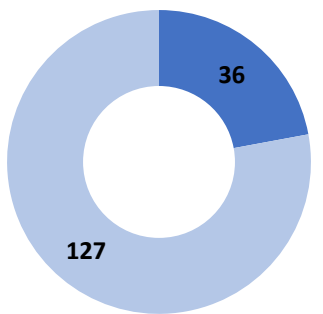
multiple reviews by a panel of the Registration Committee during the period of supervised practice and for approval to participate in the oral examination. In some instances, where the decision is not favorable to the applicant, appeals are made to the Health Professions Appeal and Review Board (HPARB).

Results of Plenary Deliberations

The Committee reviewed decisions and recommendations resulting from Health Professions Appeal and Review Board (HPARB) reviews. The Committee completed its work on revision of the Guidelines for Completing the Declaration of Competence and the Guidelines for Training for Supervised Practice Members including revisions to the supplementary training plan forms used by candidates and supervisors. The Committee began work on its plan to revise the College's Supervision Resource Manual so that it aligns with the College's Standards of Professional Conduct (2017) and reflects best practices in supervision.

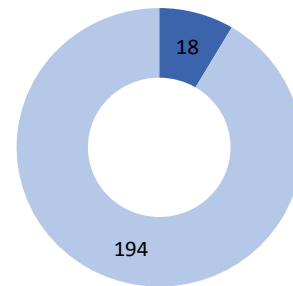


Certificates Issued:
Supervised Practice



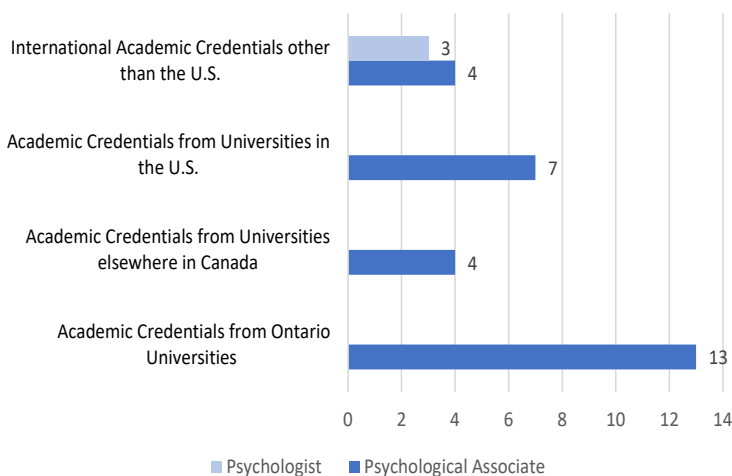
■ Psychological Associates
■ Psychologists

Certificates Issued:
Autonomous Practice



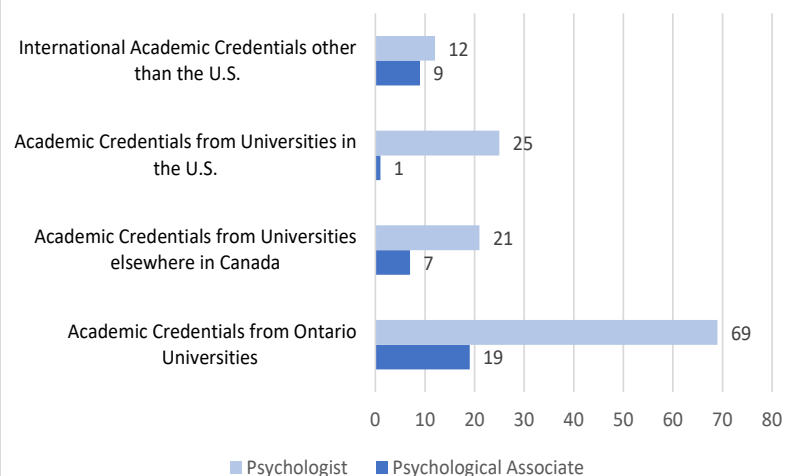
■ Psychological Associates
■ Psychologists

Supervised Practice Applications Refused



■ Psychologist ■ Psychological Associate

New Members Location of Training



■ Psychologist ■ Psychological Associate

Inquiries, Complaints & Reports Committee (ICRC)

The Inquiries, Complaints and Reports Committee (ICRC) is responsible for investigating matters regarding members’ conduct and competence. It is also responsible for inquiries into whether a member may be incapacitated. As required by law, every matter is considered by a panel of the ICRC. A panel is composed of one public and two professional members. Public members are appointed to the College by the Lieutenant Governor in Council.

ICRC COMMITTEE

Elizabeth Levin, Chair	College	William Middleton	Public Member
Diane Addie	College	Denise Milovan	Council
Gilles Boulais	College	Susan Moraes	College
Jason Brown	College	Melanie Morrow	College
Judy Cohen	Public Member	Rana Pishva	College
Graham Goebelle	Public Member	Fred Schmidt	College
Michael Grand	Council	Laura Spiller	College
Allyson Harrison	College	Natasha Whitfield	College
Joyce Isbitsky	Council		
Marilyn Keyes	Council		

INTRODUCTION

After a panel considers all of the relevant information in a matter, it decides how to proceed. This can range from taking no further action to referring the matter to the Discipline Committee. In some cases the panel may decide that remediation is appropriate. This can include advice or a program of continuing education. Every decision includes reasons, except if the decision is to refer the matter to the Fitness to Practice or Discipline Committees.

A party to a complaint may request a review of the ICRC decision by the Health Professions Appeal and

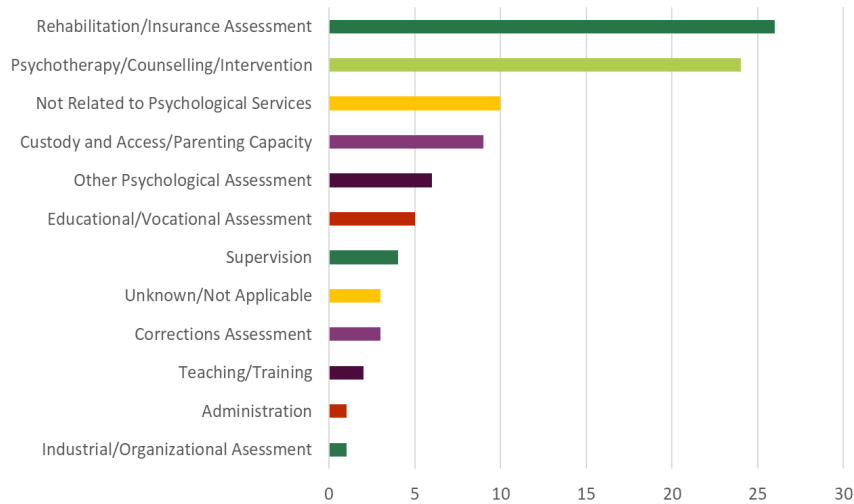
Review Board (HPARB). HPARB will consider whether the Committee’s investigation was adequate and the decision was reasonable.

Investigations staff also engages with matters that do not become formal complaints or reports. For example, the College investigates non-members who may be holding themselves out as Psychologists or misusing the titles “Psychologist” or “Doctor.”

ACTIVITIES

New Matters

Complaints	Registrar’s Investigations	Health Inquiries
93	1	4

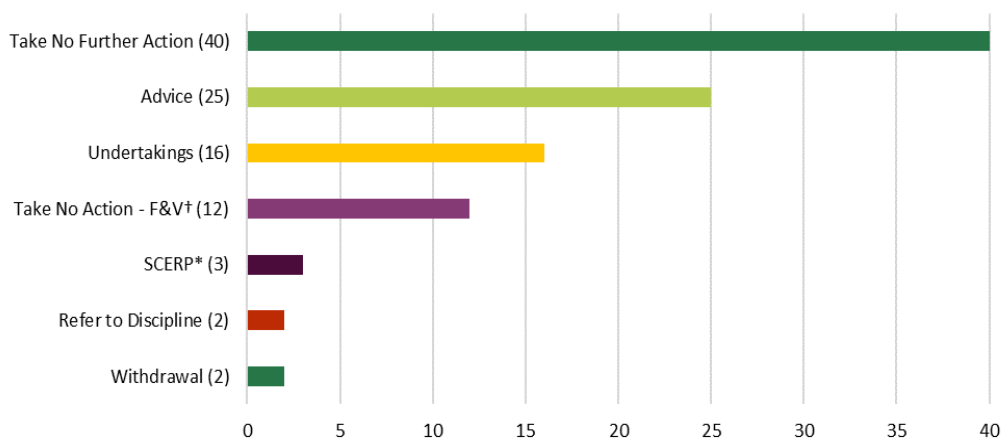


Health Professions Appeal and Review Board (HPARB)

There were 14 requests by complainants and/or members to HPARB to review ICRC decisions in the 2019-20 fiscal year. HPARB issued 12 Decisions, including those for reviews requested in previous years. All 12 of these decisions confirmed the ICRC decisions.

Dispositions

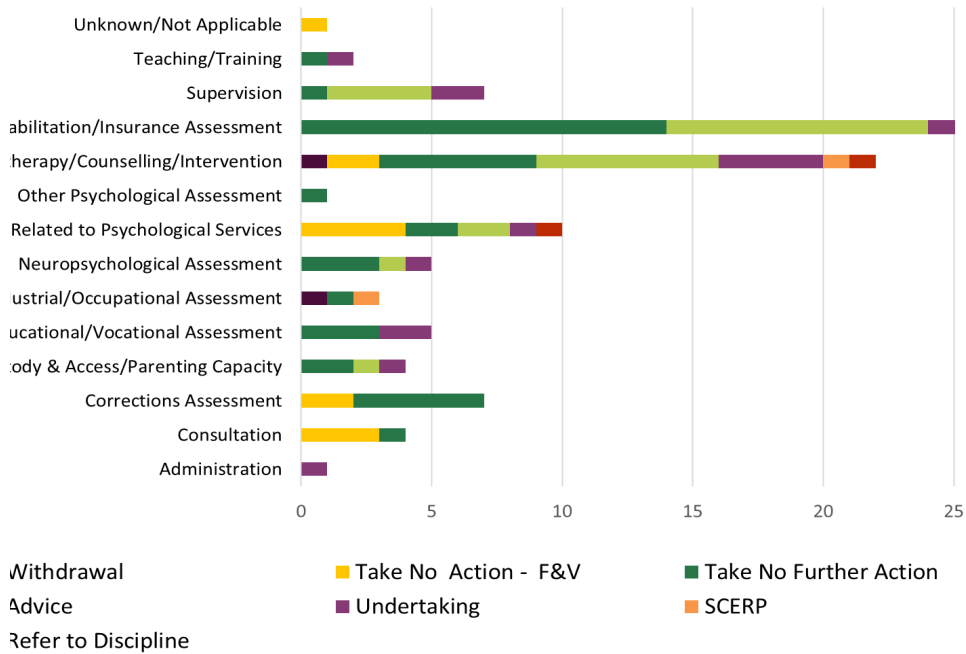
The ICRC disposed of 100 cases in the 2019-2020 fiscal year. The ICRC took some action in 46 of these cases, ranging from providing Advice to referring matters to the Discipline Committee. While multiple dispositions may be reached in any given case, the most serious disposition for each case is represented here.



†F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code

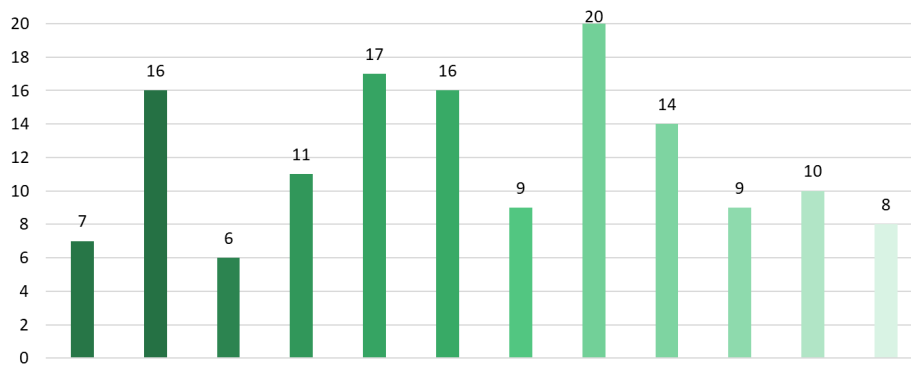
*SCERP: Specified Continuing Education or Remediation Program

The 100 cases disposed of related to the following nature of services:



Inquiries

Investigations and resolutions staff fielded 143 general inquiries by telephone and email in the 2019-2020 fiscal year. These inquiries included questions about professional conduct and how to submit a complaint or report, issues regarding access to information, and information regarding people who may be inappropriately holding themselves out as authorized to practice psychology in Ontario.



Of the 143 inquiries received, 27, or 19%, became some kind of investigation in the same fiscal year. An additional 27 current matters are related to inquiries made in previous fiscal years.

Discipline Committee

The Discipline Committee conducts hearings into allegations of misconduct and 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.

DISCIPLINE COMMITTEE

Janice Currie, Chair	Council	Marilyn Keyes	Council
Rixi Abrahamsohn	College	Maggie Mamen	College
Clarissa Bush	CollegeMember	William Middleton	Public Member
Judy Cohen	Public Member	Denise Milovan	Council
Christine DiZazzo	Council	Patricia Minnes	Council
Lynette Eulette	College	Melanie Morrow	College
Robert Gauthier	College	Mary Ann Mountain	College
Graham Goebelle	Public Member	Marjory Phillips	Council
Michael Grand	Council	Donna Reist	College
Jan Heney	College	Philip Ricciardi	Council
Anthony Hopley	College	Cory Richman	Public Member
Emad Hussain	Public Member	Wanda Towers	Council
Joyce Isbitsky	Council		
Nina Josefowitz	College		

Hearings

Two hearings took place during the 2019-2020 fiscal year:

Dr. Judith Pilowsky: A hearing was held in this matter on July 4, 2019: https://members.cpo.on.ca/public_register/show/2644

The Discipline Committee made findings of professional misconduct with respect to Dr. Pilowsky's provision of psychological services to an individual with whom Dr. Pilowsky had previously been in a romantic and sexual relationship, and with whom she remained close friends. The panel found that Dr. Pilowsky breached professional misconduct regulations 1.2, 1.10, and 1.34, as well as Standards 2.1 (General Conduct), 12.1 (Compromised Objectivity, Competence or Effectiveness Due to Relational Factors), and 12.2 (Compromised Objectivity, Competence or Effectiveness Due to Other Factors), of the Standards of Professional Conduct (Effective September 1, 2005, Revised March 27, 2009).

The panel imposed an Order, which included a Reprimand, suspending Dr. Pilowsky's certificate of registration for one month. The panel also ordered that this suspension itself would be suspended if Dr. Pilowsky: (i) attended and completed the PROBE Course with an unconditional pass; (ii) attended the PROBE Plus Course and obtained a pass; and (iii) provided the results of the PROBE and PROBE Plus courses to the Registrar.

Dr. Ian Manion: A hearing was held in this matter on December 3, 2019: https://members.cpo.on.ca/public_register/show/1002

The Discipline Committee panel made findings of professional misconduct with respect to Dr. Manion engaging in a personal and sexual relationship with an individual who had recently been a client. The panel found that Dr. Manion breached professional misconduct regulations 1.2 and 1.34, as well as 2.1 (General Conduct) and 12.5 (Relations with Current or Former Clients), of the Standards of Professional Conduct (Effective September 1, 2005, Revised March 27, 2009).

The panel imposed an Order, which included a Reprimand, suspending Dr. Manion’s certificate of registration for a period of 12 months. The panel also ordered that four months of this suspension would be suspended if Dr. Manion (i) attended and completed the PROBE Course and obtained an unconditional pass; (ii) attended the PROBE Plus Course and obtained a pass; and (iii) provided the results of the PROBE and PROBE Plus courses to the Registrar.

Referrals to the Committee

Two matters were referred to the Discipline Committee in the 2019-2020 fiscal year:

Dr. Oren Amitay: https://members.cpo.on.ca/public_register/show/1002. A hearing was held for this matter on August 24, 2020.

A referral was made to the Discipline Committee on July 18, 2019. At issue were allegations that Dr. Ami-

tay failed to adhere to a Specified Continuing Education or Remediation Program ordered by the Inquiries, Complaints and Reports Committee.

Dr. Peggi Liswood: https://members.cpo.on.ca/public_register/show/2644. A hearing was held for this matter on August 24, 2020.

A referral was made to the Discipline Committee on May 25, 2020. At issue were allegations that Dr. Liswood engaged in a personal and sexual relationship with a former patient.

Ongoing Matters

Erick Roat: https://members.cpo.on.ca/public_register/show/21355. This matter is at the pre-hearing stage.

The Registrar referred an application for reinstatement to the Discipline Committee on March 27, 2019.

Quality Assurance Committee

The Health Professions Procedural Code, which is Schedule 2 of 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.

COMMITTEE MEMBERS

Judy Cohen, Chair (to March 22, 2020)	Public Member
Michael Minden, Vice-Chair, Chair (Chair from March 22, 2020)	College
Marilyn Keyes, Vice-Chair (Vice-Chair from March 22, 2020)	Council
David Howard	College
Maria Kostakos	College
Patricia Minnes	Council
Cory Richman	Public Member

ACTIVITIES

Self-Assessment Guide and Continuing Professional Development Plan

Every member of the College is required to undertake a self-review and set new professional development goals every other year, through the completion of the Self-Assessment Guide (SAG) and Continuing Professional Development (CPD) Plan. This requirement also applies to members who hold Inactive status.

Members holding Certificates Authorizing Supervised Practice or Interim Autonomous Practice are required to complete the SAG Guide and CPD Plan each year.

Self-Assessment Activity

SAG Declarations due	2134
SAG Declarations submitted	2116
SAG Declarations overdue	18
Extensions Granted	4
Members referred to Committee and required to participate in a Peer Review	14
Members referred to the ICRC for non-compliance	4

New Self-Care Plan

Members are now required to review factors that may adversely affect their ability to perform professionally, consider actions that will mitigate the risk of harm to their own well-being and that of their clients, and to create a [Self-Care Plan](#).

Peer Assisted Reviews

The Peer Assisted Review (PAR) is review of a member's practice conducted by two other members of the College. Members may be selected for a PAR due to a failure to comply with the requirement to complete the SAG or by random selection or stratified random selection. This year the stratified random selection pool was comprised of members whose practices included supervision of other practitioners.

Unfortunately, COVID-19 restrictions delayed the completion of a significant number of PARs this year.

Peer Assisted Review Activity

Overview	
Carried over from previous years	28
Review due to non-compliance	14
Random selection	5
Stratified random selection	37
Referred by Committee for 2nd review	1
Total reviews planned	85
Exemptions granted	7
Completed Reviews: Outcomes	
Satisfactory; take no further action	23
Feedback/confirmation of assessor recommendations	10

Referral by Committee for 2nd review	1
Total Matters Closed	45
Deferrals granted	12
Total active reviews outstanding	28
Total Matters Carried Over to 2020-2021	28

Mandatory Continuing Professional Development Program

Every member of the College, except a member with a Retired Certificate, is required to satisfy the requirements of the Continuing Professional Development (CPD) Program. The mandatory CPD Program is designed to:

- promote continuing competence and continuing quality improvement among members;
- remedy gaps in knowledge and skills identified in members' self-assessment;
- address changes in practice environments; and
- incorporate standards of practice and advances in technology

CPD Activity

Number of Declarations provided by due date	Number of Declarations overdue
2254	27

CPD Audits

Members are selected for auditing either because they failed to declare completion of all CPD requirements or through a process of random selection.

Audits	
Total number of members selected	54
Member failing to comply and referred to the ICRC	5
Audits completed	43
Audit Outcomes	
Met requirements	26
Remedial feedback	12
Undertaking for specified action	2
Referral to Assessor	2
Ongoing audit matters carried over	6

Client Relations Committee

The Health Professions Procedural Code (Code), which is Schedule 2 of the *Regulated Health Professions Act, 1991*, requires the College to have a Patient Relations Committee whose mandate is to enhance relations between members and their clients. This Committee is referred to as the Client Relations Committee at the College of Psychologists of Ontario

CLIENT RELATIONS COMMITTEE

Ester Cole, Chair	College
William Middleton, Vice-Chair (to May 13, 2020)	Public Member
Rosemary Barnes	College
Kofi-Ien Belfon	College
Janice Currie	Council
Christine DiZazzo	Council
Emad Hussain	Public Member

Two individuals, approved for funding in previous years, continued to receive funding for therapy under the program. One recently approved applicant has not yet accessed funding under the program.

Other Activities

The Committee discussed several important issues such as addressing the Calls to Action of the Truth and Reconciliation Commission of Canada, systemic racism and the need to ensure that clients can access their personal health information records in a language they understand. Further discussion of these complex issues will continue and may result in recommendations to Council for action.

Funding for Therapy and Counselling

The Client Relations Committee administers the Funding for Therapy and Counselling program under the Code.

Fitness to Practice Committee

The role of the Fitness to Practice Committee is to conduct hearings in matters referred by the Inquiries, Complaints and Reports 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.

COMMITTEE MEMBERS

Philip Ricciardi, Chair	Council
Duncan Day	College
Christine DiZazzo	Council
Graeme Goebelle	Public Member
Sandra Jackson	College

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

Member Snapshot

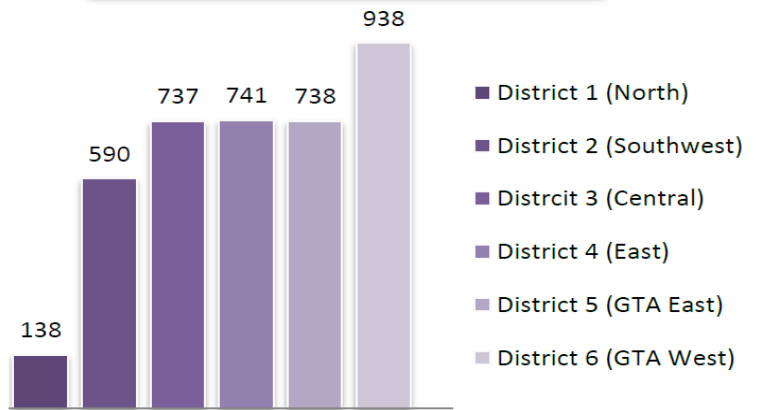
as of May 31, 2020



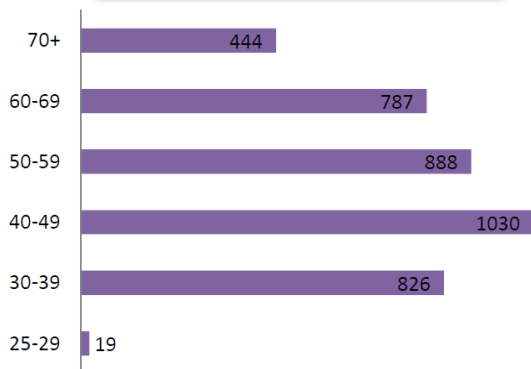
Areas of Practice



Location of Members



Age Distribution



Report of the Independent Auditor on the Summary Financial Statements

To the Members of Council of College of Psychologists of Ontario

Opinion

The summary financial statements, which comprise the summary statement of financial position as at May 31, 2020, and the summary statement of operations for the year then ended, and related note, are derived from the audited financial statements of The College of Psychologists of Ontario (the "College") for the year ended May 31, 2020.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, on the basis described in the note to the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements of the College and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated September 25, 2020.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements on the basis described in the note to the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, "Engagements to Report on Summary Financial Statements".



Toronto, Ontario
September 25, 2020

Chartered Professional Accountants
Licensed Public Accountants

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

SUMMARY STATEMENT OF FINANCIAL POSITION

AS AT MAY 31, 2020

	2020	2019
ASSETS		
Current assets		
Cash	\$ 1,423,773	\$ 1,708,910
Prepaid expenses and sundry receivables	40,838	54,684
Investments - short term	6,333,184	6,834,865
	7,797,795	8,598,459
Investments - long term	42,272	43,641
Property and equipment	146,586	70,237
	\$ 7,986,653	\$ 8,712,337
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	400,684	290,657
Registration fees received in advance	2,034,185	2,842,296
	2,434,869	3,132,953
NET ASSETS		
Invested in property and equipment and intangible assets	146,586	70,237
Internally restricted	4,095,872	4,173,810
Unrestricted	1,309,326	1,335,337
	5,551,784	5,579,384
	\$ 7,986,653	\$ 8,712,337

SUMMARY STATEMENT OF OPERATIONS

YEAR ENDED MAY 31, 2020

Revenues		
Registration fees	\$ 3,333,510	\$ 3,258,082
Examination fees	126,146	137,800
Investment and miscellaneous income	185,617	124,697
	3,645,273	3,520,579
Expenses		
Administration	2,407,354	2,204,500
Professional services	180,545	236,504
Investigations, hearings and resolutions	305,718	463,293
Examination and seminar costs	310,628	299,907
Governance	95,463	99,680
Registration	97,098	87,096
Professional organizations	26,082	34,293
Communication, education and training	217,196	111,051
Quality assurance	32,789	36,042
	3,672,873	3,572,366
Deficiency of revenues over expenses for the year	\$ (27,600)	\$ (51,787)

NOTE TO SUMMARY FINANCIAL STATEMENTS

YEAR ENDED MAY 31, 2020

Basis of presentation

These summary financial statements have been prepared from the audited financial statements of College of Psychologists of Ontario (the "College") for the year ended May 31, 2020 on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information presented in respect of changes in net assets and cash flows has not been included and information disclosed in the notes to the financial statements has been reduced.

Complete audited financial statements are available upon request from the office of the Registrar.

HILBORN

LISTENERS. THINKERS. DOERS.