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## PRESIDENT'S MESSAGE

Spring greetings to all of you....

As I write my final HeadLines' message at the end of my year as President, I am aware that I am positioned to do so because of the excellent teamwork and support of my fellow Council members, Dr. Rick Morris, our Registrar and Executive Director, and the College staff. Their ability to work collaboratively to meet important goals and deadlines through a time of change has been exemplary.

I've had a five-letter word on my mind a lot in the past months. The word began as a simple noun in the English language in the 1300's and morphed over time to verb status. Eventually, it took its place in business vernacular and now seems to be on the lips of most everyone I meet as we move beyond our second full pandemic year. The word is "pivot". Each of us likely applied this word within our professional practice as we fundamentally changed the way that we provided psychological services in the past two years, while maintaining the core goals of professional and ethical service provision. Substantial pivots like this required our thoughtful consideration and some additional training to enable us to meet the standards of practice for the provision of virtual services. I anticipate that the "pandemic pivot" will permanently shape the way we approach our work in the future. And, I thank you as members for the effort you put into this change.

The Ministry of Health is asking College Council and staff to pivot as well. Our goal to regulate the profession in a manner that ensures that the Ontario public receives excellent, ethically sound, professional care remains unchanged. Yet, true to the definition of pivot, the ways this goal is accomplished in future may look different. Our College, like all of the Regulated Health Colleges in Ontario, is responding to proposed changes in College governance being considered. A few substantial shifts would include smaller Council sizes; equal public and professional representation on Council; appointed rather than elected



**“I anticipate that the ‘pandemic pivot’ will permanently shape the way we approach work in the future.”**

professional members; and the separation of Council and Committee member composition. We are still early in this process of proposed change yet preparing for a successful pivot is a priority.

The face of the current Council is changing, and I want to thank professional members, Dr. Philip Ricciardi and Dr. Joyce Isbitsky for their thoughtful contributions to Council as their terms now end. Simultaneously, on behalf of Council, I welcome two new professional members, Dr. Fred Schmidt and Dr. Ian Nicholson, and three new public members appointed since January, Ms. Esther Vlessing, Ms. Cenobar Parker and Ms. Carolyn Kolers. Additionally, the Executive Committee is in the process of appointing two transitional, non-voting, Behaviour Analysts to Council as the work toward the addition of Behaviour Analysts to the College is proceeding well.

Finally, successful pivots in providing virtual psychological services on a provincial level prompted the consideration of a national pivot by the Association of Canadian Psychology Regulatory Organizations (ACPRO). Jurisdictional and legal research efforts have begun to identify the risks, benefits and barriers associated with developing a Canadian plan for the provision of interjurisdictional telepsychology services beyond that necessitated by the pandemic.

I must admit that personally I am pleased to pivot to a new hybrid model of practice that will best meet the needs expressed by my clients in the months ahead. I hope that you are each finding a way to personally apply new ideas to your practice, as you also seek to provide the same high level of professional service to clients in new ways.

Your truly, as we all pivot...

Wanda Towers, Ph.D., C.Psych.  
President

# CONGRATULATIONS

The College congratulates Dr. Marjory Phillips Ph.D., C.Psych., Vice-President of the College Council, who is this year's recipient of the Canadian Council of Professional Psychology Programs (CCPPP) Award for Excellence in Professional Training in the Academic Training category. This national award recognizes a psychologist for their outstanding contributions to the professional training of graduate students/interns and is among the highest awards for our profession in Canada.

We also congratulate Mr. Barry Gang, Dip.C.S., C.Psych. Assoc., Deputy Registrar & Director, Professional Affairs, as this year's recipient of the Ontario Psychological Association Barbara Wand Award for Excellence in the Area of Professional Ethics and Standards. This award recognizes Mr. Gang's commitment and dedication to

providing knowledgeable and integrative guidance in Ethics and Standards to members and the public.

We are very fortunate to have these talented and dedicated members working on behalf of the College.



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## EQUITY, DIVERSITY, AND INCLUSION (EDI) UPDATE



**Under the leadership of the Equity, Diversity, and Inclusion (EDI) Working Group, the College continues to review its practices, working to incorporate EDI into all aspects of its regulatory processes and to promote EDI across the larger profession.**

The EDI Working Group continues to focus on diversity within the practices of the various College Committees

having now met with the Committee Chairs to discuss plans to ensure EDI is reflected in their ongoing work and Committee initiatives. The Working Group plans to follow up with the Chairs to provide guidance and support, as appropriate.

In December 2021, an intensive half-day EDI training webinar was held for the College leadership and staff. The Working Group is reviewing the post training evaluations

and considering “next steps” in terms of follow-up training needs to further the effective implementation of EDI within the College.

Discussions continue with the programs that train individuals who will be the College’s future membership to support their efforts to ensure diversity among the students in their graduate programs.

The Working Group has distributed a member survey, [Equity, Diversity, and Inclusion: A Picture of Our Membership](#), to assist us in better understanding the

diversity of our membership. Members are encouraged to complete this voluntary survey which may be submitted anonymously. The deadline for completion is Friday, May 6, 2022.

Members are reminded to visit the College’s [Equity, Diversity, and Inclusion webpage](#) for EDI news and updated information and resources.

Donna Ferguson, Psy.D., C.Psych.  
Chair, EDI Working Group

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## SEXUAL ABUSE: BEHAVIOUR OR REMARKS OF A SEXUAL NATURE

Sexual Abuse is defined in the Health Professions Procedural Code being Schedule 2 of the *Regulated Health Professions Act, 1991* [ss 1(3)]. The definition includes *behaviour or remarks of a sexual nature by the member towards the patient, where “sexual nature” does not include touching, behaviour, or remarks of a clinical nature appropriate to the service provided.*”

The Client Relations Committee of the College recently developed guidance for members concerning the avoidance of [Sexual Abuse: Behaviour or Remarks of a Sexual Nature Towards Patients](#). Members of the College are encouraged to familiarize themselves with this information and other related guidance available in the section of the College website dedicated to [Preventing and Addressing: Sexual Abuse and Boundary Violations](#).

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## QUALITY ASSURANCE NEWS

Working within the statutory requirements established for all Health Regulatory Colleges in Ontario; the College views its Quality Assurance Programs as a means of supporting members in maintaining their knowledge and skills throughout their careers. While adhering to the rigorous legislative requirements, the College’s Quality Assurance Programs have been designed to be supportive rather than investigative. Whenever participation in Quality Assurance leads to the identification of the need for remediation; information about this remains confidential as member-

specific information about Quality Assurance involvement is not publicly available.

### Declarations Due Soon

The time to make one’s Quality Assurance Declarations is approaching. Please watch carefully for messages from the College about which Declarations you are required to make at the end of June 2022 as per the following chart.

Declarations are due, according to one’s Registration Certificate Number, **no later than Thursday, June 30, 2022.**

Certificate Type	Self-Assessment Guide (SAG)	Continuing Professional Development
Autonomous Practice	Even Certificate Number Only	Even Certificate Number Only
Supervised Practice	Both Odd and Even Certificate Numbers	Even Certificate Number Only
Interim Autonomous Practice*	Both Odd and Even Certificate Numbers	Even Certificate Number Only
Retired	None	None

\* Members with a Certificate of Registration Authorizing Interim Autonomous Practice who are in compliance with the Self-Assessment and Continuing Professional Development requirements of their home jurisdictions may attest to the fulfillment of those requirements, in lieu of those of the College. If a member is not in compliance with the requirements of their home jurisdiction or if the jurisdiction does not have Self-Assessment or Continuing Professional Development requirements, the member must complete the College’s Self-Assessment Guide and Continuing Professional Development requirements and declare that they have done so.

## PEER-ASSISTED REVIEWS (PAR)

Physical distancing measures necessary to decrease the spread of COVID-19 led to the postponement of in-person Peer Assisted Reviews in March 2020, more than two years ago. Beginning at that time, the College gave those selected to participate in a PAR the choice to do so virtually, or to defer the Review until it could be conducted in-person, after the threat of transmission of the virus subsided. Most members opted to defer the Review.

The Quality Assurance Committee has carefully considered how to address the significant, two-year backlog of Reviews. As reported in the [January 2022 issue of HeadLines](#), the Committee decided to require all members selected for Review to participate via technology, going forward. The Committee made this decision with the knowledge that the Reviews conducted

virtually had gone smoothly. The Committee also considered that over the past two years, most members have adapted successfully to interacting virtually. The 61 members whose reviews remain on hold due to pandemic restrictions have been notified and these reviews are currently being arranged.

While still encouraging members to participate in a Review via technology, in circumstances where all participants independently and voluntarily indicate an interest in participating in an in-person Review, this will be permitted.

## SELF-ASSESSMENT

During the third quarter, December 1, 2021 to February 28, 2022, the Quality Assurance Committee considered eight matters related to Self-Assessment requirements, all following members’ failure to make their Declarations of Completion by the due date. In three cases, the Committee could not determine whether all requirements had been met and further information was requested. In three completed matters, the members appeared to have met all of the Self-Assessment requirements. In one case, the member received remedial feedback concerning a disparity between their understanding of their authorized areas of practice and those areas listed on the College’s Public Register. In one additional case, the member was referred to an Assessor pursuant to s.81 of the Health Professions Procedural Code being Schedule 2 of the *Regulated Health Professions Act, 1991* in order to assist the Committee in determining the nature of the member’s difficulties in meeting the CPD requirements.

## New Items on the Self-Assessment Guide related to Equity, Diversity, and Inclusion.

The Committee has made some changes to the Self-Assessment Guide which will be available soon to members on the College website. These changes include additional requirements related to Equity, Diversity, and Inclusion. All members should be aware of the change and those who are not required to complete the SAG in 2022 are encouraged to voluntarily consider the following declarations:

### Equity, Diversity, and Inclusion:

1. I make my best efforts to provide services in a manner that is equitable and inclusive to all members of our diverse society. (CPA I.1, II.13, II.20, III.28, III.30, IV.16, IV. 21, IV.26)
2. I have made efforts to understand the socioeconomic and political factors that impact the culturally diverse groups I work with, as well as the pre-existing beliefs and assumptions that influence the ways in which I respond to clinical and research data.
3. I have made efforts to utilize an objective and structured method to develop my self-awareness and approach to Equity, Diversity, and Inclusion.

While members may utilize a method of their choosing that is appropriate to their own circumstances, some examples of resources that may be of assistance include:

- [Guidelines for Providers of Psychological Services to Ethnic, Linguistic, and Culturally Diverse Populations](#)
- [Multicultural Guidelines: An Ecological Approach to Context, Identity, and Intersectionality, 2017](#)
- Ontario Ministry of Health - [Health Equity Impact Assessment \(HEIA\)](#)

## CONTINUING PROFESSIONAL DEVELOPMENT

### Changes to Continuing Professional Development (CPD) Requirements and CPD Tracking System

The Quality Committee has reviewed the responses to surveys completed by members who have completed their

first CPD cycles and considered observations from the first two CPD cycle audits. In response to the many helpful comments received, the College is making some changes to the program. For members beginning a new two-year cycle in July 2022, the methods for classifying and counting credits will be simpler than they have been to date. There will also be an additional requirement to earn at least five of the 50 CPD credits in activities related to Equity, Diversity, and Inclusion.

### Revised Continuing Professional Development Requirements, as of July 1, 2022

#### General:

- Members must earn at least 50 CPD credits over each two-year cycle, with at least 10 credits from each of categories A and B
- At least 10 of the 50 credits must be earned in activities related to Ethics and Jurisprudence
- At least 5 of the 50 credits must be earned in activities related to Equity, Diversity, and Inclusion
- Members may count a maximum of 10 credits per single activity or event, defined as a conference, seminar, project, publication, etc.
- Members may count a maximum of 20 credits per type of activity listed below

#### Category A: Continuing Professional Development Achieved through Professional Activities

(Minimum 10)

1. Professional Consultation /Interaction: 1 hour = 1 credit
2. Teaching: 10 credits per semester course
3. Delivering Workshops, Conferences and Presentations: 1 hour = 1 credit
4. Professional Writing, Reviewing, Editing Professional Scientific Paper: 1 hour = 1 credit [Can include professional scientific papers and writing for other media]

5. Formal Research: 1 hour = 1 credit
6. College/Association Involvement:
  - Serving on College Council or Committee or Psychological Association Board or Committee; as an Oral Examiner or Quality Assurance Committee Peer Reviewer: 1 hour = 1 credit
  - Participation in College Consultations: 1 credit per consultation
7. Practice Outcome Monitoring: 1 hour = 1 credit
8. General Attendance at Conferences, Workshops, Seminars and Conventions: ½ day = 1 credit [To be counted in addition to those credits associated with the educational content acquired as set out in Category B, below]

**Category B: Continuing Professional Development Achieved through Education (Minimum 10)**

9. Programs/Courses/Workshops (whether or not Formal CE Credits are provided): 1 hour = 1 credit
10. Self-Directed Learning: 1 hour = 1 credit

It was hoped that revisions to the online tracking system would be completed before the next cycle, which begins on July 1, 2022. Due to changes being made to the College's IT systems, unfortunately the tracking system will not be available at the start of the new cycle. The College will be providing a simple tracking sheet for member to use until the new online tracking system is operational. This tracking sheet, and instructions for use, will be posted on the College website by July 1, 2022.

Members with Odd-Numbered certificates, who will be halfway through their CPD cycle on July 1, 2022, may satisfy the requirements of the CPD program according to the existing system for the remainder of their current

cycle, or if they prefer to, may adopt the changes outline above earlier than required. Members using the current online tracking system are encouraged to make their own copy of the current tracking sheet for ease of reference.

**Continuing Professional Development Program Audits**

The Quality Assurance Committee conducts audits of member participation in the mandatory CPD program. Members are selected at random to participate in the CPD audit. In addition, audits are also conducted on all members who did not meet the deadline for submitting their Declaration of Completion.

During the last quarter, 20 CPD audits were completed. In 14 cases, the Committee determined that the members had completed all requirements successfully. In five cases, members received remedial messages, which included feedback concerning:

- improved organization of CPD documentation to assist in effectively monitoring completion of requirements;
- the understanding that CPD is a non-exemptible requirement for all members except those with a Retired Certificate of Registration;
- the need for long-standing members to be aware that Declarations of Completion are due at the same time every second year. While the College endeavours to send out reminders which members should read, it is the members responsibility to complete the Declarations nonetheless;
- de-identification of client information in CPD records provided, where client identification is not required.

One member was referred to the Inquiries, Complaints, and Reports Committee for apparent lack of compliance with the Quality Assurance Program.

# INFORMATION FROM THE PRACTICE ADVICE SERVICE



The Practice Advice Service provides information to College members and members of the public regarding relevant Legislation, Regulations, the Standards of Professional Conduct, 2017, and other Guidelines. Answers are provided in response to specific inquiries and may not be applicable or may not generalize to all circumstances. Information is provided to support College members in exercising their professional judgement and is not an appropriate substitute for advice from a qualified legal professional.

## QUERIES

During the third quarter of the year (December 1, 2021-February 28, 2022), the College's Practice Advice Service addressed 412 inquiries. The five most common topics queried during this period, in descending order, were:

1. Mobility and Practice in Other Jurisdictions; mostly relating to member practice outside of Ontario
2. Supervision, primarily of related to the supervision of non-members
3. Member authorized areas of practice, client populations and competence
4. COVID-19 related concerns
5. The following three areas were all tied for fifth place: Confidentiality; Professional Relationships (primarily multiple relationships); Assessment Practices (primarily test administration)

Answers to many of these queries can be found on the [Professional Practice FAQ](#) page of the College website which includes the following recent additions.

## ON-LINE PRACTICE

**Q1: As a member of the College, I am considering closing my physical office and offering exclusively virtual services. Is this permitted and what things should I be considering?**

**Q2: As a member of the public, I would like to know why the College does not require members to see individuals in person, particularly those for whom virtual services would be considered less than optimal?**

**A:** With the relaxation of pandemic-related restrictions on in-person services, some members are exploring whether to return to in-person service delivery or to continue providing all services virtually. There is no specific prohibition against offering online services. Members must use their professional judgment in deciding whether to offer in-person vs. virtual services, taking into consideration the needs of each individual seeking services and the available evidence regarding efficacy.

Members are expected to provide services in a safe and effective manner. If a member wishes to restrict their practice to virtual services, they must decide which populations and problem areas can be effectively assisted without in-person contact, and under what circumstances this would be appropriate.

There is no 'one size fits all' when it comes to planning service delivery in psychology. It may be that some clients are more comfortable with on-line services and might be more likely to engage in services provided via technology and some intervention models may lend themselves to on-line delivery more than others. Members should also consider some concerns that have been raised about services delivered via technology. These include:

- loss of many visual cues and other sensory inputs which are less accessible via the computer screen or telephone than when physically present with a client;
- increased risk to breaches of confidentiality;
- increased need for vigilance concerning professional boundaries and personal privacy; and
- issues of equity, as some clients will not have access to technology, sufficient familiarity and/or competence in using it, and/or the necessary adequate privacy.

Members providing virtual care must adhere to all of the [Standards of Professional Conduct, 2017](#) including, but not limited to, Standard 15, *Use of Technology in the Provision of Psychological Services*. An additional resource members may find useful is the American Psychological Association's [Guidelines for the Practice of Telepsychology](#). This is a helpful guide in reflecting upon the delivery of services via technology. Some of the areas addressed in the article are the need to: regularly monitor and assess the progress of the client/patient to determine if the continued provision of telepsychology services remains appropriate and beneficial; discuss any concerns with the client/patient; and appropriately terminate remote services and provide assistance in arranging alternative services, if necessary.

If a member initially agreed to provide in-person services to a client; transitioned to on-line services during the pandemic; and wishes to continue with on-line services beyond the point at which it seems necessary, this can be problematic if the client wishes to return to in-person services. In such a situation, a member may decide to terminate services against a client's wishes, but should be mindful of the section 1.8 of [O. Reg. 801/93: Professional Misconduct Regulation](#) which sets out the manner in which one can do so that would not be considered professional misconduct.

## DISCLOSURE OF THIRD-PARTY INFORMATION IN RECORDS

**Q: I have been asked to release client records which contain information about multiple parties. In this case, one member of a family wishes to gain access to family therapy records which contains information about other individuals of which some members of the family are not aware. Are there rules about what I must, or may, redact?**

**A:** The answer to this question requires interpretation of legislation and College staff are not qualified or authorized to provide legal advice. Members who are considering refusal of a specific request for information may wish to obtain independent legal advice, given that release of confidential information, or the refusal to do so, can be

a high-stakes decision for all concerned. The following information may be of assistance in obtaining legal consultation.

The [Personal Health Information Protection Act, 2004 \(PHIPA\)](#) sets out the applicable rules to be considered when addressing a request for personal health information.

Personal Health Information is defined, in section 4.(1)(a) of the *Act*, as information that "relates to the physical or mental health of the individual, including information that consists of the health history of the individual's family. . ."

Section 1 (b) of *PHIPA* states that one of the purposes of the *Act* is "to provide individuals with a right of access to personal health information **about themselves**, subject to limited and specific exceptions set out in this *Act*". The *Act* also provides that information an individual is entitled to access can be provided to another party, with the consent of the individual or of the individual's authorized substitute decision-maker.

Whenever faced with a decision about whether to provide access to information contained in a client record, it is a good idea to review the list of exceptions to the requirement to do so. These exceptions are set out in Section 52(e) of the *Act* where one is not required to allow access to information if,

- (e) *granting the access could reasonably be expected to,*
- result in a risk of serious harm to the treatment or recovery of the individual or a risk of serious bodily harm to the individual or another person,*
  - lead to the identification of a person who was required by law to provide information in the record to the custodian, or*
  - lead to the identification of a person who provided information in the record to the custodian explicitly or implicitly in confidence if the custodian considers it appropriate in the circumstances that the identity of the person be kept confidential;*

The *Act*, section 52(2) goes on to say that a health information custodian may provide only parts of a person's record "that can reasonably be severed from the part of the record to which the individual does not have a right of access". When a decision is made to sever part of a file before releasing the record, section 54 of the *Act* provides specific guidance about how to do this.

The Information and Privacy Commissioner of Ontario recently considered a complaint about an agency's refusal to grant one family member access to the entirety of a family's therapy records. In [PHIPA Decision 158](#), the Commissioner found that the Personal Health Information (PHI) of each family therapy participant is theirs alone and not PHI of the other therapy participants. They went on to say that family therapy records may contain "communal" or "shared" information that can form part of each participant's PHI. Communal or shared information was described as information about family health history, overall family relationships or dynamics, as well as general themes that arose in the course of family therapy.

The Commissioner ultimately decided that the complainant's right of access under *PHIPA* was limited to only to PHI that can reasonably be severed from the records. The Decision explains that the *Act* is intended to enable individuals to access information about their family health history allowing them to make informed decisions about their own health care but that anything beyond shared or communal information, may have been collected with an expectation that it would remain confidential. The Decision further explained that this best respects the confidentiality of that information; fosters trust between family therapy participants and custodians; promotes participant autonomy over access to their own personal health information; and promotes candid discussion and unguarded participation in family therapy sessions.

The Decision indicated that the right of access to information is limited by section 52(3), of the *Act*, which provides that an individual will only have a right of access to an entire record if the record is "dedicated primarily" to

their personal health information. The following examples of factors to consider in determining whether a record is "dedicated primarily" to the personal health information of a requester are provided:

- the quantity of personal health information of the requester in the record;
- whether there is personal health information of individuals other than the requester in the record;
- the purpose of the personal health information in the record;
- the reason for creation of the record;
- whether the personal health information of the requester is central to the purpose for which the record exists; and
- whether the record would exist "but for" the personal health information of the requester in it.

The following "best practices" are suggested within the Decision:

1. At the outset of therapy, establish ground rules for what can be discussed, what information will be recorded, and who will have access to the records;
2. Document this understanding in the health record;
3. Identify documents (including chart notes) that relate to one participant and those that relate to all participants; and
4. When considering requests to access family or group therapy records, refer to documented informed consent and other records to identify participants' expectations, and categorize records as communal or relating to one or more participants before granting access to any records.

## COUNCIL HIGHLIGHTS – MARCH 11, 2022



**The College Council met virtually on March 11, 2022. Information provided to members of Council for their review in anticipation of their deliberations and decision-making was posted on the homepage of College website a week in advance of meeting. Following the meeting, this information is archived on the website in the [Council Meeting Materials](#) Reference Library.**

## POLICY ISSUES

Council amended *Policy II-5(iii): Quality Assurance Requirements for Members with a Certificate of Registration for Interim Autonomous*. This amendment extended the exemption for compliance with Ontario's QA requirements to members holding an Interim Autonomous Practice Certificate. This exemption only applies so long as these members comply with QA requirements of their home jurisdiction.

Amendments to *By-law 5: Selection of Committee Chairs and Committee Members* and *By-law 20: Election to Council, Qualifications, Terms of Office, and Conditions for Disqualification* were approved, following consultation with the membership. These amendments were necessary to meet the expectations set out in the *College Performance Management Framework (CPMF)*. The amendments require members to participate in an orientation before they submit their nomination to run for Council, and establishes a one-year cooling off period between a member's participation on the leadership of a psychology professional association and running for a Council seat.

The feedback received from members and reviewed by Council during the consultation period is available in the [Council Materials](#) and the amended By-laws are available in the [By-laws section](#) found in the [Resources section](#) of the College website.

## COLLEGE PERFORMANCE MANAGEMENT FRAMEWORK

In November 2020, the Ministry of Health introduced the *College Performance Measurement Framework (CPMF)*. Ontario's 26 health regulatory Colleges are required to prepare performance data in a standard format as detailed in the *Framework*, for review by the Ministry and for posting on the College website by March 31, 2022. The College completed the first *CPMF* in March 2021, reporting on the period January 1, 2020 – December 31, 2020. The current *CPMF* covers the period January 1, 2021 – December 31, 2021. At this meeting, the Council reviewed the completed draft *CPMF* and endorsed it for submission to the Ministry and posting on the College website. To view

the College of Psychologist's 2021 *College Performance Measurement Framework* please click [here](#).

## ABA TRANSITIONAL COUNCIL MEMBERS

As the College prepares for proclamation of the *Psychology and Applied Behaviour Analysis Act, 2021*, it must develop, circulate, and submit for government approval, proposals for the regulation of Behaviour Analysts. At this meeting, the Council approved inviting two members of the profession of Applied Behaviour Analysis to sit as transitional, non-voting Council members until proclamation of the new *Act*.

The Council recognized the importance of engaging the new profession as part of the College governance structure to ensure that all proposals are in keeping with its public protection and public interest mandate, consistent with the nature of the profession. The addition of Behaviour Analyst representatives to the College Council will facilitate this engagement and offer the opportunity to begin to explore how a two-profession Council will operate.

The College has invited Behaviour Analysts to indicate their interest in serving on Council. The Executive Committee will review the expressions of interest received and appoint two individuals to take their seats as non-voting Council members at the meeting in June. Following proclamation, and in keeping with the provisions of the *Psychology and Applied Behaviour Analysis Act, 2021*, members of the profession will be elected to Council in accordance with the College By-law.

## OTHER BUSINESS

### Budget 2022-2023

The Council reviewed and approved the Annual Budget for the 2022-2023 fiscal year which begins on June 1, 2022.

The next meeting of Council will be held virtually on June 17, 2022.

# CALL FOR INTEREST IN PARTICIPATING ON COLLEGE COMMITTEES FOR 2022-2023

The College is looking for members who are interested in being appointed to serve on College Committees beginning in June 2022. The *Regulated Health Professions Act, 1991*, requires the College to have seven Statutory Committees: Executive; Registration; Inquiries, Complaints and Reports; Discipline; Fitness to Practice; Quality Assurance; and, Client Relations. Involvement on College Committees provides members with an opportunity to take an active role in the self-regulation of the profession. Selection of members is based upon the current needs of each Committee ensuring a mix of experienced and new members.

A brief description of each Committee's composition, role, and functions as well as anticipated time commitment, may be found on the College website at: [Call for Interest in Participating on College Committees](#).

Both membership titles, *Psychologist* and *Psychological Associate*, are represented on every Committee. In considering Committee membership, the College strives

to create Committees that reflect equity, diversity, and inclusion. Ontario is home to one of the most diverse populations in the world; most Ontarians can trace their roots outside of Canada. Ontarians represent diversity of race, colour, being Indigenous, places of origin, religions, immigrant and newcomer status, ethnic origins, abilities, sexual orientations, gender identities, gender expression, socioeconomic status, and age. Recognizing this, the College knows that the needs of the public and the profession are best served through the involvement of those who recognize, respect, and promote the value inherent in such diversity.

Through its Council and Committees, the College endeavours to reflect the diversity of the Ontario public served by *Psychologists* and *Psychological Associates*.

If you are interested in serving on a Committee for the 2022-2023 year, please complete the online application form:

**[Committee Appointment Application Form](#)**

For more information please visit:

<https://cpo.on.ca/call-for-interest-in-participating-on-college-committees-for-2022-2023>

# ELECTIONS TO COUNCIL 2022 - RESULTS



**Elections to the College Council were held on March 31, 2022. We are pleased to announce the following results:**

**District 1 (North):**

Fred Schmidt, Ph.D., C. Psych. – Elected

**District 2 (Southwest):**

Ian Nicholson, Ph.D., C.Psych. – Acclaimed

**District 3 (Central):**

Wanda Towers, Ph.D., C.Psych. – Acclaimed

The term of office for these Council Members begins on June 17, 2022 and continues until the first Council meeting following the elections in 2025.

We wish to extend our congratulations to the successful candidates and want to thank all those who participated in this year’s College Council elections.

To introduce these members of Council, we are providing the Biographical and Candidate Statements as they were submitted to the College as part of the election process.

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## **FRED SCHMIDT, PH.D., C.PSYCH. DISTRICT 1 (NORTH)**

**Biography**

I graduated from the University of Windsor Clinical-Child program in 1991 and moved to Thunder Bay where I began work at Children’s Centre Thunder Bay, a community-

based child development and mental health centre. Thirty-one years later, I am happily still in Thunder Bay and at the Children’s Centre Thunder Bay. From 1991 to 2014, I worked in many different frontline clinical roles, including outpatient assessment and treatment, youth justice, and 14 years of intense consultation in the child welfare and court system completing parent capacity assessments.

Over this time, I expanded my competencies to include forensic work and added adults to my original training with children, adolescents, and families. Over the past 8 years, I have continued my role at the Children’s Centre in a senior Director role, supporting overall clinical services and Continuous Quality Improvement (CQI) practices. In May 2021, I became certified as a Lean Black Belt practitioner and have actively supported Lean CQI practices across the agency. This recent training has been a wonderful learning experience and shown me the power of groups to enact change and enhance organizational performance.

Given my strong belief in the scientist-practitioner model, I have intentionally complemented my full-time clinical position with regular teaching and research. My research experience has mirrored my clinical work, publishing over 25 academic papers on topics related to mental health, youth justice, and child welfare. I have included students on the majority of these papers with the goal of mentoring them in the scientist skills of our profession. Since 2008, I have also regularly taught courses at Lakehead University including 14 different undergraduate and graduate courses. I believe these past experiences have helped me understand the needs and issues faced by psychologists in academic and clinical positions.

A highlight in my career has been the recognition that I received from the Canadian Psychological Association

when I was nominated and the recipient of the 2011 Distinguished Practitioner Award.

I have also been fortunate to have had multiple past and current opportunities to be involved with the College. For example, over the past nine years, I have regularly participated as an Oral Examiner. In addition, I have personally supervised 20 Psychologists/ Psychological Associates for registration with the College. This has given me a strong understanding of the entry level requirements for autonomous practice as a Psychologist/ Psychological Associate in our province. In addition to the oral examination process, I have served on the Inquiries, Complaints, and Reports Committee for a total of six years. The overall benefit of these past experiences has been to give me a deeper understanding of the role of the College in protecting the public and ensuring a high quality of practice standards. It has also been rewarding to work with the wonderful colleagues and College staff who have impressed me with their integrity, dedication, and hard work. It has been an honour to be a small part of supporting these professional activities and has motivated me to continue to assist in the important work of the College.

### **Candidate Statement**

My past professional experiences and current work with the College have increased my desire to continue to contribute to our profession through the work of the Council representing District 1. My desire and hope is to apply my different background experiences to the needs of the College. Having worked in the North for the past 31 years, I want to bring a northern voice and perspective to the ongoing activities of the College while fulfilling the mandate to protect the public and regulate the profession by upholding our practice standards. Thank you for considering me in this possible role.

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## **IAN NICHOLSON, PH.D., C.PSYCH. DISTRICT 2 (SOUTHWEST)**

### **Biography**

Thank you for the opportunity to introduce myself. I have been registered for independent practice with the College of Psychologists of Ontario since 1994 and am currently authorized to practice in the areas of Clinical Psychology and Health Psychology and to practice with Children, Adolescents, and Adults. While born and raised in Sault Ste. Marie, I completed my Psychology Baccalaureate, Masters, and Doctoral training at Western University and have spent most of my career in hospital psychology at London Health Sciences Centre (LHSC) – although I

have been fortunate to have brief stints in chronic pain rehabilitation at St. Joseph's Health Care, London and as the Director of the University of Waterloo's Centre for Mental Health Research in their Department of Psychology. For most of the last 25 years, I have been the Manager for Psychology at LHSC.

Throughout my career, I have also focused on teaching and training, including current Western University appointments as Assistant Professor (part-time, limited duties) in the Faculty of Education, Lecturer and Adjunct Faculty in the Department of Psychology, and Associate Professor (part-time) in the Schulich School of Medicine and Dentistry's Department of Psychiatry. I was the Psychology internship director at LHSC (1997-2007) and have been a Consulting Editor on the APA/APPIC journal "Training and Education in Professional Psychology" since 2008. I was on the CPA Accreditation Panel (1999-2005) and had the good fortune to serve numerous times as a panel site visitor. I also co-chaired the 2019 CPA "National Conference on the Future of Professional Psychology Training in Canada".

In my career, I have also been able to serve in many roles on numerous committees and working groups for both the Ontario and Canadian Psychological Associations and have been chosen to serve as President of both professional associations.

However, I have always maintained an ongoing link with professional regulation. With our College, I have served on the (now defunct) Government Relations Committee (1999-2000), on our Registration Committee (2009-2011), on our Jurisprudence and Ethics Examination Committee (2002-2017) including serving as its Chair (2009-2016), and am currently on our Inquiries, Complaints, and Reports Committee (ICRC). I have also been on College Task Forces on Supervision and Delegation (2008-2009) and Internship and Training Issues in Ontario (2010-2011). I have also been an oral examiner for our College starting in 2004 and have been a peer reviewer and a coach within our College. With the Association of State and Provincial Psychology Boards (ASPPB), I was on the EPPP Item Development Committee (2004-2011), have served on the EPPP Examination Committee since 2012, and have served as its chair since 2018. I also currently serve on the ASPPB Committee of Exam Chairs.

### **Candidate Statement**

While our College Council has had several challenges over the years, its work in the next few years will be its most demanding since our shift from the Ontario Board of Examiners in Psychology during 1991 through 1994. Our expanded role to become the College of Psychologists and

Behaviour Analysts of Ontario will require drafting new regulations and numerous by-law and policy changes. While such matters may sound ponderous, these major changes will require our College Council to question many of the current systems and structures that have developed in recent decades in its work of protecting the public. I believe that that my experiences in leadership with different psychology professional and regulatory organizations, and my experiences working in supporting our College, will allow me to actively support our Council during this unique and important period of transition.

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## **WANDA TOWERS, PH.D., C.PSYCH. DISTRICT 3 (CENTRAL)**

### **Biography**

I began my career path as a Psychologist with undergraduate training at the University of Toronto and graduate work at the University of Waterloo. I registered with the College of Psychologists of Ontario (CPO) in 1998 and later expanded my area of competence, which now includes a clinical and rehabilitation focus with adults and seniors.

I began work at Baycrest Centre for Geriatric Care during my doctoral training and remained for a decade. I gained experience not only in assessment and intervention, but also in consultation, supervision, public speaking and authoring materials for various program areas. After two years working with adults with serious burns and amputations at St. John's Rehabilitation Hospital, private practice opportunities drew me north to Vaughan and then Barrie. I have worked on my own and with colleagues in group practices since 2006. I value the opportunities to consult and connect with colleagues that group practice offers.

I enjoy teaching, supervision and board/committee work as an extension to my clinical practice. I am an Adjunct Faculty Supervisor at University of Waterloo, providing supervision for clinical psychology graduate students. In the past, I've taught undergraduate psychology courses at Tyndale University; participated as a public member on the Placement Coordination Services of York Region Board;

and represented my profession on the Senior Support Program Advisory Board and the Planning Committee for the Apotex Centre, Baycrest.

My involvement in the CPO's regulatory process began when I became an Oral Examiner and Peer Reviewer for the Quality Assurance Program in 2013. These experiences were positive ones and led me to seek Registration Committee engagement and ultimately election as District 3's Professional Member of Council in 2019. My participation in College work has expanded further since my election to Council. As I write this, I am President of Council and my committee experiences now include Chairing the Executive and Finance & Audit Committees, Co-chairing the Registration Committee and participating as a member of the Discipline and ICRC Committees. I am also pleased to participate with Colleagues on the ABA and EDI working groups.

### **Candidate Statement**

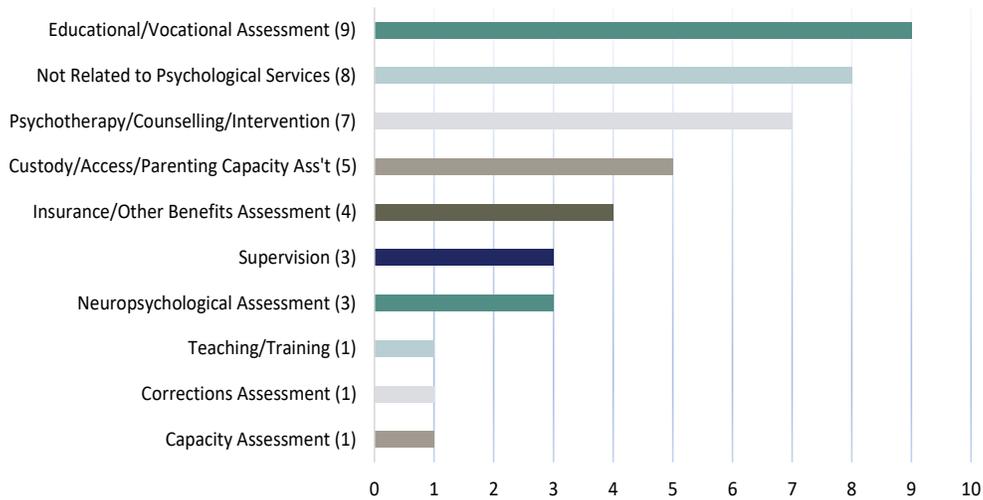
As I seek re-election, I recognize that it has been a privilege to work to fulfill our College mandate of monitoring and regulating psychological services, with the goal of protecting the interests of the public in Ontario. As President of Council, I had the opportunity to provide leadership at Council over the past year. It is my goal, if re-elected, to continue to work co-operatively with members of Council and Committees, the Registrar and staff to achieve excellence in self-regulatory governance as Behaviour Analysts are welcomed into the College; equity, diversity and inclusion initiatives are furthered; interjurisdictional telepsychology initiatives are reviewed; and our oral examination process is revised. Although the pandemic has slowed the pace of change, I am optimistic that a recent decision by Council will take shape in the coming months; to take a proactive approach to gathering information regarding the goal to retire Master's level registration and presenting this to the Ministry of Health. In a new term on Council, I will continue to bring a respectful and informed voice to deliberations, while remaining committed to transparent and collaborative decision making. I appreciate your vote as I seek re-election in District 3 this year.

# INQUIRIES, COMPLAINTS & REPORTS COMMITTEE (ICRC)

DECEMBER 1, 2021 – FEBRUARY 28, 2022

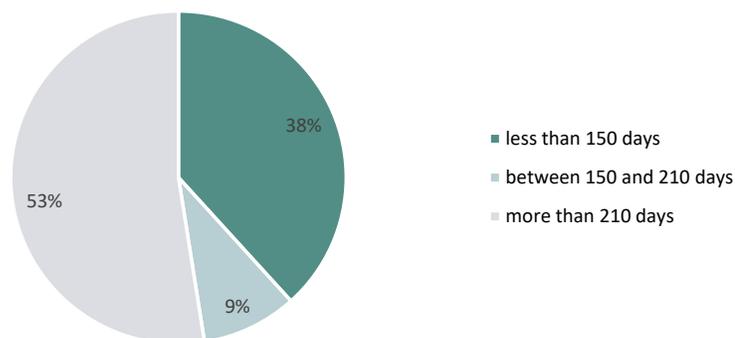
## NEW COMPLAINTS AND REPORTS

In the 3rd Quarter, the College received 37 new complaints and opened 4 Registrar’s Investigations and 1 Health Inquiry, for a total of 42 new matters. The nature of service in relation to these matters is as follows:



## TIMELINE SNAPSHOT

There are currently 141 open Complaints and Registrar’s Investigations being actively investigated.



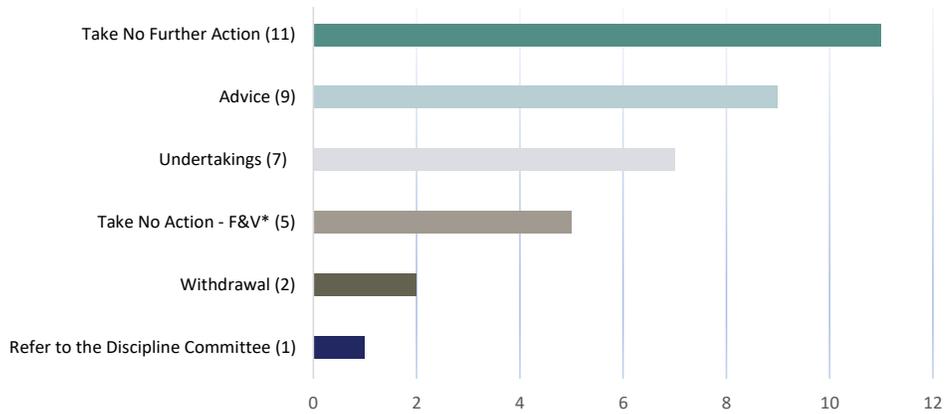
## ICRC MEETINGS

The ICRC met four times in this reporting period and considered a total of 35 cases. Seventeen teleconferences were also held to consider 31 cases.

An ICRC plenary meeting is scheduled for April 29, 2022.

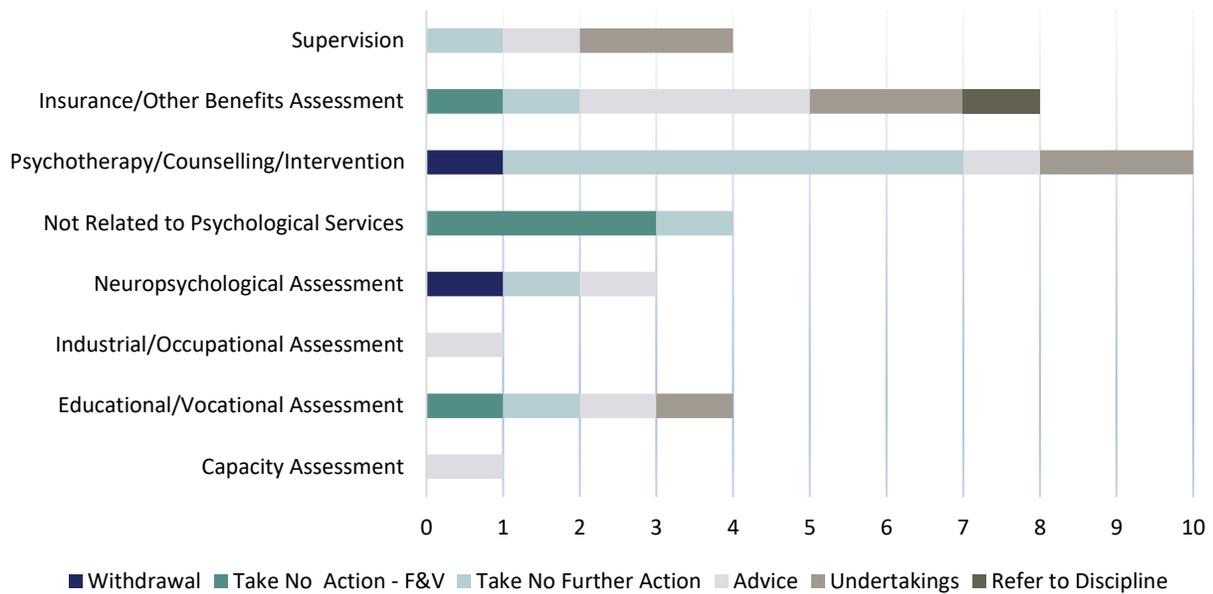
## ICRC DISPOSITIONS

The ICRC disposed of 35 cases during the 3rd Quarter, as follows:



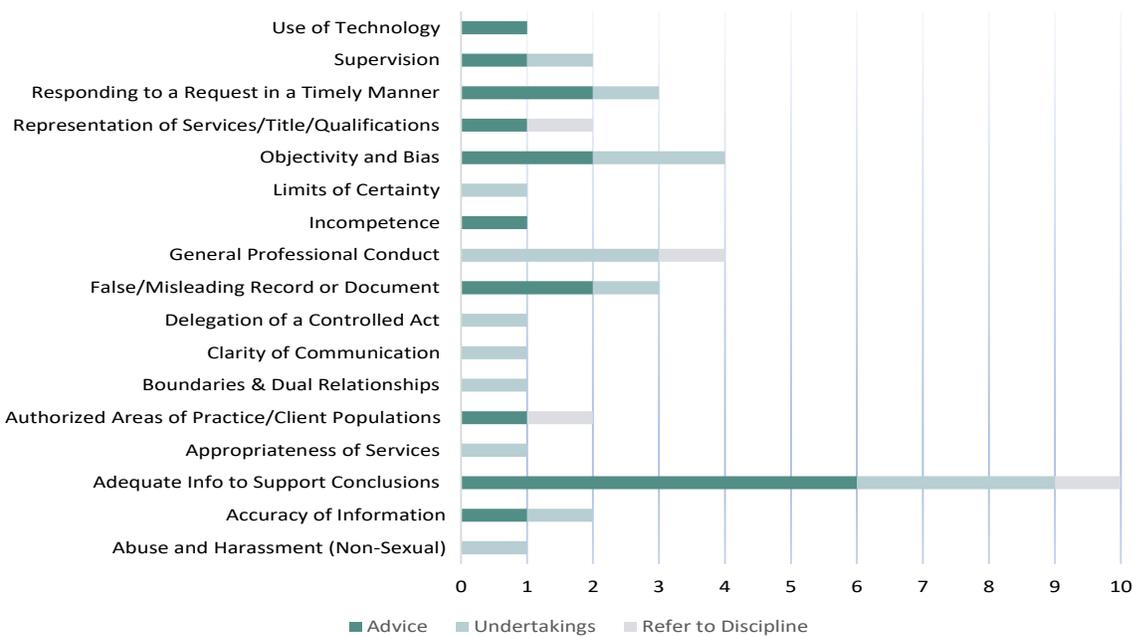
\*F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code.

The dispositions of these 35 cases, as they relate to nature of service, are as follows:



## DISPOSITION OF ALLEGATIONS

The 35 cases disposed of included the consideration of 108 allegations. The ICRC took remedial action with respect to 40 (37%) of these allegations.



## HEALTH PROFESSIONS APPEAL AND REVIEW BOARD (HPARB)

In the 3rd Quarter, five HPARB reviews of ICRC decisions were requested. The College received six HPARB decisions of previously requested reviews, five confirming ICRC decisions. One matter was withdrawn.

# INQUIRIES, COMPLAINTS AND REPORTS COMMITTEE (ICRC) DECISIONS

The following are summaries of some recent decisions of the Inquiries, Complaints and Reports Committee reflecting three different dispositions. They are provided for educational purposes. Information in these summaries has been altered to protect the privacy of both members and complainants, and to protect the confidentiality of the investigation process. The relevant substance of the allegations and outcomes remain unchanged.

## **Sufficient Transfer of Care: Decision: *Take No Further Action***

The College received a mandatory report under section 85.5 of the Health Professions Procedural Code being Schedule 2 of the *Regulated Health Professions Act, 1991* regarding a member's termination from employment due to issues with client records. The reporter also alleged that upon termination, the member failed to provide sufficient transfer of care instructions for clients.

The panel of the ICRC considering this matter noted that there appeared to be issues with the electronic records management system at the clinic, and that the member raised and documented these issues several times. The panel did not identify any concerns with respect to the member's notes. Finally, the panel did not believe that the time allotted to provide all client information upon termination was reasonable under the circumstances, and that the member appeared to have made efforts to provide appropriate transfer of care. The panel therefore decided to *Take no further action* with respect to the report.

## **Missed Opportunity for Supervision: Decision – *Advice***

A complainant alleged that a member's supervisee had made inappropriate comments about clients and breached client confidentiality in social situations. The complainant was not a client of the member or the supervisee.

The panel of the ICRC considering this matter noted that the member did not appear to give any credence to the

allegations, although the member did acknowledge that similar allegations appeared to have arisen in a different context. While the panel did not believe the member could be held responsible for the supervisee's alleged comments, it did believe the member could have addressed these concerns directly with the supervisee. The panel *Advised* the member to consider providing the supervisee with additional training in ethics and boundaries.

## **Professional Objectivity: Decision - *Undertakings***

The complainant and her spouse received individual and joint therapy from a member for many years. Following their marital breakdown, the former couple sought mediation services with respect to this breakdown and their separation agreement. The complainant alleged that while providing this mediation, the member took her former spouse's side against her.

The panel of the ICRC considering this matter was concerned that the member did not appear to have the background or qualifications necessary to navigate this situation, which would have posed a challenge to an experienced practitioner. The panel noted that given the member's lack of experience in family mediation and his previous therapeutic relationship with the clients, it may have been appropriate to refer the clients to a trained family mediator rather than attempt to provide the mediation himself. The panel decided it would be appropriate and in the public interest to ask the member to enter into an *Undertaking*, comprised of a Coaching Program, to address this and other noted concerns.

# DISCIPLINE COMMITTEE REPORT



**THIRD QUARTER, DECEMBER 31, 2021 - FEBRUARY 28, 2022**

## REFERRALS TO DISCIPLINE

One referral was made to the Discipline Committee in the third quarter:

**Dr. Darren Schmidt:** [https://members.cpo.on.ca/public\\_register/show/21702](https://members.cpo.on.ca/public_register/show/21702)

A referral was made to the Discipline Committee, with the ICRC Decision sent to the parties, on December 2, 2021. A Pre-Hearing Conference was held in April with a follow-up to occur in May 2022.

## HEARINGS

**Dr. André Dessaulles:** [https://members.cpo.on.ca/public\\_register/show/2530](https://members.cpo.on.ca/public_register/show/2530)

A Pre-Hearing Conference was held on December 20, 2021, and a Motion related to this matter is scheduled to take place in June 2022.

# CHANGES TO THE REGISTER

## CERTIFICATES OF REGISTRATION

The College would like to congratulate those **Psychologist** and **Psychological Associate** members who have received Certificates of Registration since January 2022

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### Psychologists - Certificate of Registration Authorizing Autonomous Practice

Jane Elizabeth Allen	Cheryl Guest	Emma Murray
Matthew Bailly	Aditi Gulati	Rosemarie Nardella
Sharon Batstone	Aastha Gupta	Kathleen Anne O'Connor
Souha Hassan Bawab	Vanessa Hazell	Laura Olszowy
Daniella Christina Biondic	Hyounsou Kim	Sarah Pakzad
Inverpal Braich	Karin Klassen	Marie Paquette
Alexis Nicole Clarke	Sophia Koukoui	Danielle Petricone-Westwood
Kayleigh-Ann Clegg	Sonia Krol	Cheryl Placsko
Deborah Lee Ann Comeau	Jeanine Elizabeth Marcie Lane	Chantelle Lee Quesnelle
Sébastien Dewez	Christian Laplante	Leila Salem
Micheline Gagnon	Elizabeth Lima Pacheco	Gary Saulnier
Reagan Gale	Heather McLean	Maria Schmid
Rebecca Ginsburg	Andrea Montello	Dana Sheshko
Annie Girard	Nadine Mourad	Fariba Touyeh

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### Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

No Certificates were issued in this period.

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### Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Muhammad Ali	Marie-Christine Laferrière-Simard	Chantal Schafers
Angela Allan	Julie Landry	Pénélope Sévigny Dupont
Marcie Balch	Pascale Leblanc	David Lorne Sexton
Sheryl Lynne Blum	Ivana Macar	Brittany Shields
Myriam Castonguay	Heather Johanne Macdonald	Jennifer Lynne Short
Adina Coroiu	Simritpal Kaur Malhi	Janine Slavec
Patricia Ebert	Tessa Martin	Penny Lynn Sneddon
Sandrine Fortin	Chandra Merry	Aparna Sureshkumar Menon
Jean-Philippe Gagné	Sinoj Murkkanattukaran Thomas	Mallory Trepanier
Marjan Gholamzadeh Behbahani	Theresa Nicassio	Elif Wonders
Carleen Hall	Megan Barbara O'Connor	Jane Woo
Sally Ho	Carolyn Roy	
Jackie Huberman	Natsumi Sawada	

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## Psychological Associates - Certificate of Registration Authorizing Interim Autonomous Practice

No Certificates were issued in this period.

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## Psychologists - Certificate of Registration Authorizing Supervised Practice

Dean Anthony Carcone	Laurie Hollis-Walker	Carley Jean Pope
Leysa Diane Cerswell	Kristin Horsley	Sherona Rawat
Jasprit Chuckal	Amelia Huibin Hsu	Sharon Simpson
Samantha Daskaluk	Emily Jane Jones	Tiffany Yan Lok Tsui
Nicole Dignard	Natalie Kalb	Matthew Richard John Vandermeer
Martyn Sean Gabel	Andre Labao	Genevieve Caroline Vrana
Layla Evelyn Hall	Melissa Latham	Vesna Vukojevic

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## Psychological Associates - Certificate of Registration Authorizing Supervised Practice

Maria Paula Almiron	Brittany Nicole Welton Mamone	Synecca Roshni Tauro
Shrimattee Alicia Ault	Sepideh Saedi Chekan	

*The College wishes to thank those members who generously provided their time and expertise to act as primary and alternate supervisors for new members issued Certificates Authorizing Autonomous Practice.*

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## Retired

Edward G Blackstock	Judith Anne Fair	Karyl Elva MacEwen
Jayni Bloch	Mario Rinaldo Faveri	John Douglas Strang
Audrey Jane Cooley	Christine Gudas-Murphy	David James Westerback
Thane H.R Crossley	Cecily Diane Jennings	Katherine Yurchesyn
Pamela Anne Elmslie		

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## Resigned

Calvin Robert Brown	Marysia Joanna Lazinski	Monique Carol Pressé
Olga Henderson	Giuliana Malvestuto-Filice	Mathilde Noël Thériault
Judith Katz	Gillian Kinnon Potter	

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## Deceased

The College has learned with regret of the death of the following members and extends condolences to family, friends and professional colleagues of:

Douglas Lawrence Chute	Wanda Mertes	Douglas Lane Smith
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