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## PRESIDENT'S MESSAGE

It's sunny and hot. The sultry days of summer are here. And, so is the start of the new College year. I appreciate the opportunity that I have been given by Council to lead once more as President in 2022-2023. I anticipate that the work of Council and College staff will continue to progress this year in the multiple areas in which we are in the midst of long-term projects and change processes. Although the work is demanding, I remain impressed by Council and Committee members, Dr. Rick Morris, and College staff in their dedication to completing it well.

As an update on some of these projects, Council recently approved the choice of a project researcher who will compile information regarding the retirement of Master's level registration and write the proposed new Registration Regulation for the College to submit to the Ministry of Health. The Applied Behaviour Analysis Working Group has worked diligently to develop draft regulations for Council to review at their September meeting. In June, Council welcomed Dr. Kendra Thomson and Mr. Conrad Leung as non-voting Behaviour Analyst members of Council. Dr. Rick Morris, Registrar & Executive Director, submitted a response to the Ministry of Health from Council, outlining areas of support and concern regarding [\*Bill 106, Pandemic and Emergency Preparedness, 2022\*](#) and some proposed registration regulation changes that

will impact all regulated health Colleges in the province. College committees were re-populated for the coming year with many of you expressing a willingness to participate in the regulation of the profession in this manner. And, the work in all of these areas continues.

I believe that each of you, as professional members of the College, may also find yourselves engaged in lengthy projects and demanding work. The services you provide to the public of Ontario are more necessary than ever at this time, and the burden of responsibility in doing so can



**“The services you provide to the public of Ontario are more necessary than ever at this time...”**

be heavy. I also anticipate that you share my desire to seek some form of rest and relaxation from the demands of work as a form of self-care. We often associate the “dog days of summer” with the freedom of vacations; time spent away from the stressful routines and demands of work and home. Common outcomes in vacation

research emphasize the importance of taking time away from the demands of work. Taking vacation time is positively associated with life satisfaction, with healthier physical lives, and with improved workplace productivity. Additionally, vacations can improve our mood and reduce our stress levels. Summer vacations are very appealing and apparently beneficial.

At some point, each of us decides that we have spent a sufficient amount of time juggling projects, meeting client needs, managing people or authoring reports and we consider something more than a vacation; we turn our sights to retirement. This is the case with Dr. Rick Morris, who announced his decision to retire as Registrar & Executive Director of the College last week. I share the view of others that he has managed to set a very high bar with his excellent knowledge base, amiable approach, equanimity, and work ethic. In a decision consistent with these characteristics, Dr. Morris has agreed to continue his work at the College until January 2023 to facilitate the College’s fulfillment of its regulatory responsibilities while we seek his replacement.

So, work at the College continues, yet vacation, and for some, retirement, beckons. I recommend that you take heed of the identified benefits of taking a break. Walk the beach, paddle a river, sit on the dock, or lounge poolside. Hike the trail, pitch your tent, hit a golf ball, eat on the patio, and laugh with friends. Bask in the warmth of the summer sun. Enjoy the freedoms of vacation and the benefits it affords.

Regards,

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

# PREPARING FOR APPLIED BEHAVIOUR ANALYSIS (ABA) UPDATE



The College has launched a dedicated [ABA Portal](#) on its website in which is posted regular updates on the progress toward the Regulation of Applied Behaviour Analysis as well as answers to the most frequently asked questions.

## COUNCIL APPOINTMENTS

Congratulations to Dr. Kendra Thomson and Mr. Conrad Leung, who have been appointed to the College Council as non-voting members representing the profession of Applied Behaviour Analysis. These appointments began with the June 17, 2022 Council meeting and will continue until proclamation of the [Psychology and Applied Behaviour Analysis Act, 2021](#). We want to extend our appreciation to the large number of very qualified Behaviour Analysts who expressed their interest in participating on Council and hope there will be opportunities in the future to take advantage of their talents and interest.

## REGISTRATION SELF-SCREENING TOOL BEING DEVELOPED

The ABA Working Group is preparing registration regulations and policies to facilitate the registration of

Behaviour Analysts and is striving to meet the principles of transparency, objectivity, impartiality, and fairness. Its work has focused recently on developing a tool to enable professionals in the field of Applied Behaviour Analysis to determine if they should register with the College, or if they do not need to register. Once completed, the tool will be readily available on the College website, in the ABA portal, and will serve as a screening resource to help those in the field make this decision. The tool is being designed to assist in this decision-making, but it will not be a determinant of whether an individual meets the registration requirements.

The activities that comprise the scope of practice of Applied Behaviour Analysis are not controlled acts, within the definition in the [Regulated Health Professions Act, 1991](#) and, therefore, ~~not controlled acts~~. Once the Act is proclaimed however, only those individuals registered with the College as Behaviour Analysts will be allowed to use the title “Behaviour Analyst” or refer to any earned certification they may have that would lead the public to believe that they are a registered or qualified to practise Behaviour Analysis in Ontario. Unauthorized use of the title would be considered as holding oneself out as a

person who is qualified to practice as a Behaviour Analyst and would be a violation of the *Psychology and Applied Behaviour Analysis Act, 2021*.

## TRANSITIONAL REGISTRATION

Sometimes called “grandparenting”, transitional registration will be a time-limited opportunity for experienced Behaviour Analysts to register with the College without having to meet all entry-level registration requirements. Behaviour Analysts, who are in practice prior to the proclamation of the *Psychology and Applied Behaviour Analysis Act, 2021*, will be able to register with the College if they provide evidence of current practice and competence as a Behaviour Analyst to practice the profession safely. Details of what will constitute acceptable evidence will become available in the coming months so that experienced practitioners may prepare to register.

## NEXT STEPS

The College’s ABA Working Group continues to meet bi-monthly in preparation for regulation of the profession of Applied Behaviour Analysis. The Group expects to bring

its recommendations to Council in the coming months. Once approved by Council, the recommendations, in the form of draft regulations, will be circulated to members of the College, to the ABA profession, other stakeholders, and the public for comment. Following this consultation, the College Council will consider the feedback received and approve the regulations for submission to the government to be approved before the *Psychology and Applied Behaviour Analysis Act, 2021*, and its associated regulations, can come into force.

## CONTACT

As the College approaches regulation of the profession of Applied Behaviour Analysis, it welcomes feedback and questions from the public and behaviour analysts. You can contact the College at: [cpo@cpo.on.ca](mailto:cpo@cpo.on.ca).

Paula Garshowitz, OD  
Project Lead - ABA Regulation

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

# 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 College remains committed to the principles of Equity, Diversity, and Inclusion (EDI) and to incorporating EDI into all aspects of the College's work and its regulatory processes and encouraging the same within the larger profession. The College has created an [Equity, Diversity, and Inclusion page](#) on which information and resources will be continually updated.

The EDI Working Group has continued to direct its efforts to the goals it established and remains focused on implementing diversity practices across the College Committees. This has included ongoing meetings with the Committee Chairs to discuss their Committees EDI initiatives and provide support as needed. Recently the Working Group met with the Registration Committee

Chairs and are working with them on incorporating EDI principles in their updating of the Supervision Resource Manual.

In April 2022, under the auspices of the Working Group, the College distributed an EDI survey to the membership. The survey was an effort to gather information on the diversity of the College membership. We received 1171 responses, approximately 25% of the membership, and the Working Group wants to thank all of those who took the time to respond. The Group is currently reviewing the information received with the intention of reporting to the membership in the near future. Anyone who has gathered information of this type can appreciate the complexities inherent in analyzing the responses received.

The next meeting of the EDI Working Group is scheduled for mid-August.

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

# CALL FOR VOLUNTEER ASSESSORS TO PARTICIPATE IN COLLEGE PEER ASSISTED REVIEWS

Under the Health Professions Procedural Code, being Schedule 2 of the [Regulated Health Professions Act, 1991](#), all Health Regulatory Colleges in Ontario are required to ensure that their members undergo peer and practice assessments of their professional knowledge, skill, and judgment. At the College of Psychologists, such an assessment takes the form of a Peer Assisted Review (PAR). Each PAR is conducted by an Assessor who is appointed by the Quality Assurance Committee as well as a Reviewer who is nominated by the member participating in the Review.

The PAR is intended to be a collaborative and collegial means to practice enhancement, as opposed to an investigative tool. To this end, Assessors are trained by the College to facilitate a supportive process in which members may comfortably explore areas for professional growth.

Each PAR consists of a site visit, interview, and file review. Upon completion of the Review, the Assessor provides a [PAR Report](#) to the Quality Assurance Committee; with a copy provided directly to the member who has been reviewed.

In conducting the PAR, each Assessor and Reviewer must undertake and agree to:

1. Participate in the College's Peer Assisted Review Assessor and Reviewer training before conducting the Review, if they had not already done so within one year prior to the date of the Review;
2. Maintain confidentiality, as required by [s.36 of the Regulated Health Professions Act, 1991, S.O. 1991, c. 18](#); and,
3. Familiarize themselves with the Legislation, Regulations, and Standards of Professional Conduct, 2017 relevant to the practice they will be reviewing.

They must also attest that:

1. They have held a Certificate of Registration for Autonomous Practice with the College of Psychologists of Ontario for at least five years;
2. They are currently in active practice as a psychologist or psychological associate;
3. They are free of any conflict of interest or bias, or any appearance of either, with respect to the Review; and,
4. Neither they nor the individual they will be reviewing is in a position of power with respect to the other.

It is also expected that Assessors and Reviewers will have a:

- Desire to assist peers to improve and enhance their practices;
- Strong sense of professional responsibility and commitment to peer support; and
- Strong knowledge of the standards, legislation, policies, and guidelines relevant to the practice of Psychology.

Assessors receive an honorarium of \$325.00 per review plus reimbursement for any out-of-pocket travel expenses. Assessors may also claim up to 20 Continuing Professional Development (CPD) credits for conducting Peer Assisted Reviews during each two-year CPD Cycle.

Further information about Peer Assisted Reviews can be found here:

<https://cpo.on.ca/members/quality-assurance/peer-assisted-review/>.

Those interested in further information about how to become an Assessor may contact Ms. Madeleine Lee, the College's Quality Assurance Coordinator at [mlee@cpo.on.ca](mailto:mlee@cpo.on.ca).



# 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 PAST DUE

*Declarations of Completion* for the Self-Assessment Guide and for the Continuing Professional Development Program were due, according to one's Registration Certificate Number as per the table below, **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 & Even Certificate Numbers	Even Certificate Number Only
Interim Autonomous Practice	Both Odd & Even Certificate Numbers	Even Certificate Number Only
Retired	None	None

College Staff currently are following up with members who have not made their Declarations by the deadline. The Quality Assurance Committee will review each of these situations to determine the appropriate action to take.

## PEER-ASSISTED REVIEWS (PARS)

Physical distancing measures necessary to decrease the spread of COVID-19 led to the postponement of in-person Peer Assisted Reviews (PARs) in March 2020, more than two years ago. The College currently is working through the resulting significant, two-year backlog of PARs.

Catch up has begun and all nine PARs conducted in the 2021-2022 year, ending May 31, 2022, resulted in positive outcomes; all members were seen to be practicing in

accordance with the standards of the profession, with no requirement for remediation.

At the end of the year there were 63 outstanding PARs. All reviews are currently being arranged, except for those where deferrals have been granted due to exceptional circumstances.

## SELF-ASSESSMENT

During the past year, members who did not submit their *Declaration of Completion* regarding their Self-Assessment by the deadline were required to submit their fully completed *Self-Assessment Guides and Professional Development Plans*. In 14/18 cases reviewed, the self-assessment guidelines were deemed to have been met.

In the other four cases, the Committee provided remedial messages highlighting:

- The need to set specific Continuing Professional Development goals, with an emphasis on addressing identified gaps in knowledge, skill and experience;
- The need to review and be familiar with all legislation relevant to the member's authorized area of practice and population served;
- That regardless of a member's current level of professional activity, every member authorized to provide professional services must satisfy the College's non-exemptible QA requirements;
- The need to be mindful of to practice only within one's authorized area of practice.

In one other case, the Committee was unable to complete the review and referred the member to an Assessor to assist it in gathering additional information. This included whether the member was maintaining their current knowledge of relevant legislation; meaningfully considering the need for professional growth and development; identifying gaps in professional knowledge, skill and experience; and determining why the member appeared to experience difficulty in reporting their Quality Assurance activities.

In two other additional cases, the Committee referred members to the Inquiries, Complaints and Reports Committee due to their apparent lack of completion of Quality Assurance activities or lack of cooperation with the Committee.

As reported previously, new attestations have been added to the current *Self-Assessment Guide and Professional Development Plan* related to 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, 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 (CPD)**

Over the course of the 2021-2022 year, CPD audits were completed with respect to activities of 46 members. In 34 cases, members were deemed to have met the minimum requirements of the program. In the other 12 cases, the Committee provided remedial feedback recommending that the members:

- retain better documentation of activities for review ;
- more effectively monitor the credits they have earned;
- pay greater attention to and monitor CPD category maximums to ensure they are meeting the requirements;
- protect client identities in reporting CPD activities;
- develop more specific goals, based on identified gaps in knowledge, skill, and experience.

In three cases, audits could not be completed, and these members were referred to the ICRC due to apparent lack of compliance with program requirements and/or lack of cooperation with the Committee.



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

The Quality Assurance 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 observations and 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. The modified requirements can be found in the Quality Assurance section of the website in the [Description and Expectations of the College's Continuing Professional Development Program](#).

It was hoped that revisions to the online tracking system would be completed before the current CPD cycle for members with even registration numbers began on July 1, 2022. Unfortunately, due to information technology factors beyond our control, the tracking system was not available at the start of the new cycle. A simplified [Downloadable Tracking Form – effective July 1, 2022](#) has been created and is available for members to use until the new online tracking system is operational. One may find the completed [Sample of the Downloadable Tracking Form – effective July 1, 2022](#) helpful as a guide to using the downloadable form.

Members with Odd-Numbered Certificates of Registration, who are approximately halfway through their CPD cycle, may continue to satisfy the CPD requirements according to what was in place at the beginning of the cycle in July 2021, or if preferred, members may adopt the changes outlined above.

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## 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 2021-2022 year (June 1, 2021 - May 31, 2022), the College's Practice Advice Service addressed 1255

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 concerning the supervision of non-members;
3. Release of and Access to Information, mostly relating to the client's right of access and substitute decision-making, particularly with respect to childrens' records;
4. Records, mainly related to retention and destruction of records, file contents, Health Information Custodians and electronic record keeping;
5. Fees and Billing, the most common queries relating to the setting of fees.

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.

#### Fee Increases

**Q: What are the College's requirements concerning raising fees for service with existing clients and is there a necessary notice period for fee increases?**

A: The [Standards of Professional Conduct, 2017](#) state that:

##### 11.1 Fees and Billing Arrangements

Members must reach an agreement with an individual, group or organization concerning the psychological services to be provided, the fees to be charged and the billing arrangements prior to providing psychological services. Any changes in the services to be provided must be agreed to by the client before service is delivered or fees are changed. Fees must be based on amount of time spent and complexity of the services rendered.

*Practical Application: Fees for services should be determined on a consistent basis, regardless of the payer. A member may, however, offer pro bono services or apply a sliding scale to ensure access to services and affordability.*

While this Standard is most often thought of in the context of initiating services with a new client, it also can be read to apply with respect to the ongoing provision of services.

That is, "providing psychological services" could be read to mean each instance of providing a psychological service.

It would be inappropriate for a client to learn that their fees had been increased when they receive a bill for a service that had already occurred. Increased fees may be an important consideration for clients in the ongoing informed consent to service process and some clients may need to reconsider whether they are able, or prepared, to continue at the new proposed rate.

There is no specific period of notice for a fee change set out in any Regulations or in the Standards as this is a matter of professional judgment. Adequate notice of the change however, is important and there may be clients who experience a fee increase as akin to indirect termination of therapy.

In cases where the client may not agree to an increased fee, and a member is not prepared to continue to provide services at the existing rate, guidance regarding the termination of services can be found in section 8 of [O. Reg. 801/93: Professional Misconduct](#). This section of the Regulation states that termination of service that is needed is an act of professional misconduct unless:

- i. the client requests the discontinuation,
- ii. the client withdraws from the service,
- iii. reasonable efforts are made to arrange alternative services,
- iv. the client is given a reasonable opportunity to arrange alternative services, or
- v. continuing to provide the services would place the member at serious personal risk.

Although there are informal 'rules of thumb' with respect to 'winding down of therapy', often based upon the length of time a person has been receiving treatment, the College does not set any particulars in this regard. If the client requires additional services but can not or will not pay the increased rate, it would be reasonable and appropriate to work with them for a time period that, in the member's professional judgment, is sufficient to arrange for a

transfer of care to another service provider and avoid any harm due to a disruption of treatment.

### **Maintenance of Records, Post Supervision**

**Q: I am supervising non-members who are providing services at a clinic that is not my own. The supervision is only scheduled to occur for a limited period of time. When the supervision is concluded, who keeps the patient files? Is it the clinic that the patient has been going to or am I required to maintain the file?**

**A:** The answer to this question depends upon who has been identified as the Health Information Custodian. Under the [\*Personal Health Information Protection Act, 2004 \(PHIPA\)\*](#), it is possible that either a health care practitioner or a person who operates a group practice of health care practitioners can act as the Health Information Custodian (HIC). While either is possible, only one must be established at the onset of services. Generally, this will be the particular individual or entity they authorize to collect their Personal Health Information.

If, in this scenario, the operator of a group practice is not the HIC, then, the following Standard is applicable:

#### **4.1 Responsibility of Supervisors of Psychological Service Providers**

*If members are supervising psychological services provided by a member holding a certificate for supervised practice or any other unregulated or regulated service provider who is not an autonomous practice member of the College, the clients are considered to be clients of the supervisor...*

It then follows that the records are considered to be the records of the supervising member. This is supported by the following additional Standard:

#### **9.1.2 Members Responsible for Supervising Supervised Practice Members and Non-Members**

*Members supervising Supervised Practice members and non-members are responsible for the security, accessibility, maintenance, and retention of records.*

If the organization is not the HIC, at the end of the engagement, in most cases it is the supervising member

who is the HIC and the records must remain with them for the required retention period.

### **Professional Obligations; Consultation vs. Direct Service**

**Q: When consulting to an organization, such as a foster agency, about children in their care, what are my obligations with respect to the client? For example, who is required to obtain informed consent or to collect and maintain the records containing personal health information?**

**A:** In order to answer this question, it is important to consider what is meant by “consulting” as it can be understood to mean different things in different contexts. *Consultation* is defined in the *Standards of Professional Conduct, 2017* as:

*the provision of information, within a relationship of professionals of relatively equal status, generally based upon a limited amount of information that offers a point of view that is not binding with respect to the subsequent professional behaviour of the recipient of the information.*

If this describes the nature of the relationship with the agency, then the organization is generally considered to be the client. In the case of an organizational client, the member providing consultation is required to maintain records in accordance with the following Standard:

#### **9.3 Organizational Client Records**

1. Members must keep a record related to the services provided to each organizational client.
2. The record must include the following:
  - a) the name and contact information of the organizational client;
  - b) the name(s) and title(s) of the person(s) who can release confidential information about the organizational client;
  - c) the date and nature of each material service provided to the organizational client;
  - d) a copy of all agreements and correspondence with the organizational client; and

e) a copy of each report that is prepared for the organizational client.

The “nature of each material service provided to the organizational client” in c) above, should likely include sufficient information to address queries about the quality of the particular consultation, should that information ever be needed.

An organizational client record must be retained for at least ten years following the organizational client’s last contact. If the organizational client has been receiving service for more than ten years, information contained in a record that is more than ten years old may be destroyed, if the information is not relevant to services currently being provided.

It is the responsibility of the individual providing services to ensure that proper client consent is obtain for the service being providing. A person acting as a consultant to a service provider would not likely be in a position to seek consent from the person receiving services from

the consultee. The consultant may, in fact, never come into contact with the person receiving services from the consultee. In some cases they may not even know their name.

If a member is identified as a “consultant” but they are personally providing the psychological assessment, diagnosis, opinion or intervention, as opposed to “consulting” to or supervising another service provider, this would likely be considered a direct service. In this case, all of the Standards relevant to direct service provision, including those pertaining to consent and record-keeping, would be applicable.

In circumstances where it is unclear whether one is providing direct service or consultation, it may be useful to ask: Is this a service I would provide autonomously to an individual or family in a clinical practice, or is it providing advice to another autonomous service provider who is simply looking for the input with respect to clinical decisions they must make themselves?

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## COUNCIL HIGHLIGHTS – JUNE 17, 2022



The College Council met virtually on June 17, 2022. Information provided to members of Council for their review in anticipation of their deliberations and decision-making is posted on the homepage of College website a week in advance of meetings. Following the meeting, this information is archived on the website in the [Council Meeting Materials](#) Reference Library.

## CHANGES TO THE COLLEGE COUNCIL

Since the March meeting there have been several changes to the College Council. Dr. Joyce Isbitsky (District 1, North) and Dr. Philip Ricciardi (District 2, Southwest) completed their terms of office. We gratefully acknowledge their contributions and many years of service. We are pleased to welcome new Council members, Dr. Fred Schmidt and Dr. Ian Nicholson representing District 1 and District 2, respectively and returning Council member Dr. Wanda Towers (District 3, Central). In addition, we are pleased to be joined by three new public members recently appointed by the Lieutenant Governor in Council, Ms. Esther Vlessing, Ms. Cenobar Parker and Ms. Carolyn Kolers. Also joining Council are Mr. Conrad Leung and Dr. Kendra Thomson, newly appointed to the College Council as non-voting members representing the profession of Applied Behaviour Analysis.

## EXECUTIVE COMMITTEE

As a first order of business, the Council elected the Executive Committee for the 2022-2023 year. We are pleased to congratulate:

Dr. Wanda Towers – President  
Dr. Marjory Phillips – Vice-President  
Ms. Paula Conforti – Professional Member  
Dr. Ian Nicholson – Professional Member  
Mr. Paul Stopciati – Public Member  
Mr. Scott Warnock – Public Member

## POLICY ISSUES

### Policies

Council approved revisions to the following policies:

- Policy I - 2: Council & Committee Orientation and Training
- Policy I – 2a: Code of Conduct
- Policy I – 4: Observers and Guests at Council Meetings Procedures and Policy
- Policy I – 13: Non-voting Psychological Associate Council Member
- Policy II – 4(iii): Support to Witnesses at Hearings
- Policy III F – 1: Budget Development
- Policy III F – 3: Financial Reporting
- Policy III F – 4: Per Diems & Council and Committee Compensation
- Policy III F – 5: Expense Reimbursement
- Policy III F – 6: Registrar’s Expense Approval
- Policy III P – 1: Employee Compensation and Benefits
- Policy III P – 2: Presentation Honoraria and Expenses

Council approved the following new polices:

- Policy III-F7: Rate Schedule for Authorized Professional Service
- Policy I-14: Succession Plan for the Position of Registrar & Executive Director

The next meeting of Council will be held virtually on September 23, 2022.

## ORAL EXAMINER THANK YOU



The College would like to thank the following who acted as Oral Examiners in June 2022.

Patricia Behnke, Ph.D., C.Psych.  
Linda Bream, Ph.D., C.Psych.  
Ian D.R. Brown, Ph.D., C.Psych.  
Mary Caravias, Ph.D., C.Psych.  
Mark Coates, Ph.D., C.Psych.  
Mary Susan Crawford, Ph.D., C.Psych.  
Janice Currie, Ph.D., C.Psych.  
Janine Cutler, Ph.D., C.Psych.  
Angela Digout Erhardt, Ph.D., C.Psych.  
Deanna Drahovzal, Ph.D., C.Psych.  
Lynette Eulette, Ph.D., C.Psych.  
Donna Ferguson, Psy.D., C.Psych.  
Michele Foster, Ph.D., C.Psych.  
Jennifer Gaddes, M.A., C.Psych.Assoc.  
Robert Gauthier, M.Sc., M.Ed., C.Psych.  
David Gold, Ph.D., C.Psych.  
Tae Hart, Ph.D., C.Psych.  
Joyce Isbitsky, Ph.D., C.Psych.  
Jennifer Karp, Ph.D., C.Psych.  
Marilyn Keyes, Ph.D., C.Psych.  
Paula Klim-Conforti, Dip.C.S., C.Psych.Assoc.  
Jane Ledingham, Ph.D., C.Psych.  
Samantha Longman-Mills, Ph.D., C.Psych.  
Bruno Losier, Ph.D., C.Psych.  
Maggie Mamen, Ph.D., C.Psych.

Marnee Maroes, Ph.D., C.Psych.  
Samuel Mikail, Ph.D., C.Psych.  
Delyana Miller, Ph.D., C.Psych.  
Michelle Moretti, Ph.D., C.Psych.  
Melanie Morrow, M.A., C.Psych.Assoc.  
Mary Ann Mountain, Ph.D., C.Psych.  
Elissa Newby-Clark, Ph.D., C.Psych.  
Ian Nicholson, Ph.D., C.Psych.  
Sarah Jane Norwood, Ph.D., C.Psych.  
Marjory Phillips, Ph.D., C.Psych.  
Paulo Pires, Ph.D., C.Psych.  
Milan Pomichalek, Ph.D., C.Psych.  
Janet Quintal, M.A., C.Psych.  
Linda Reinstein, Ph.D., C.Psych.  
Philip Ricciardi, Ph.D., C.Psych.  
Michelle Sala, Ph.D., C.Psych.  
Frederick Schmidt, Ph.D., C.Psych.  
Mary L. Stewart, Ph.D., C.Psych.  
Sheila Tervit, Ph.D., C.Psych.  
Wanda Towers, Ph.D., C.Psych.  
Peter Voros, Ed.D., C.Psych.  
Tammy Whitlock, Ph.D., C.Psych.  
Pamela Wilansky, Ph.D., C.Psych.  
Leah Zalan, Ph.D., C.Psych.

Public Member: Ms. Nadia Mocan

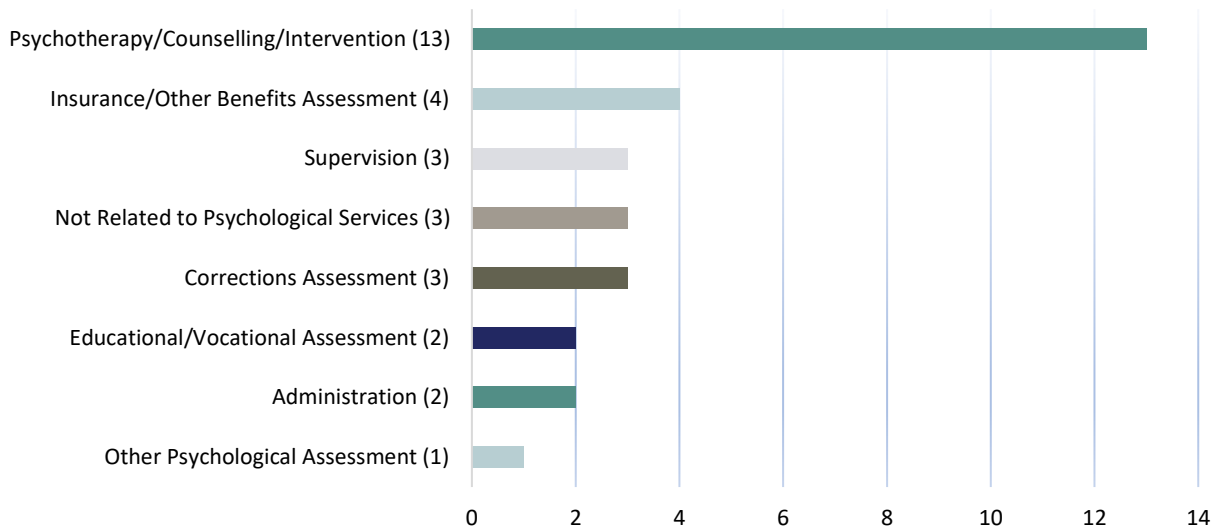


# INQUIRIES, COMPLAINTS & REPORTS COMMITTEE (ICRC)

**MARCH 1, 2022 – MAY 31, 2022**

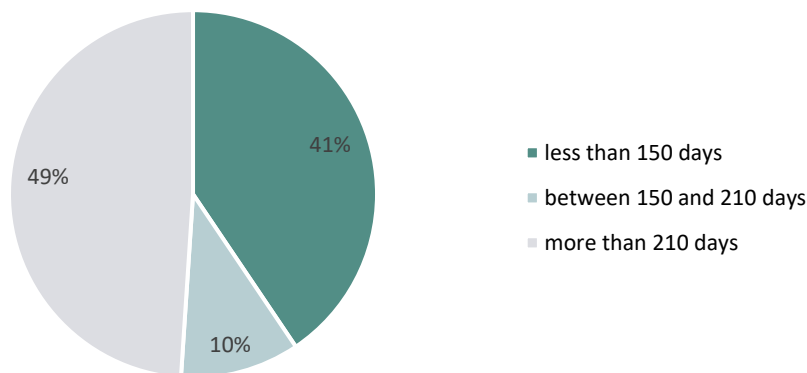
## NEW COMPLAINTS AND REPORTS

In the 4th Quarter, the College received 30 new complaints and opened 1 Registrar’s Investigation, for a total of 31 new matters. The nature of service in relation to these matters is as follows:



## TIMELINE SNAPSHOT

There are 143 Complaints and Registrar’s Investigations being actively investigated.

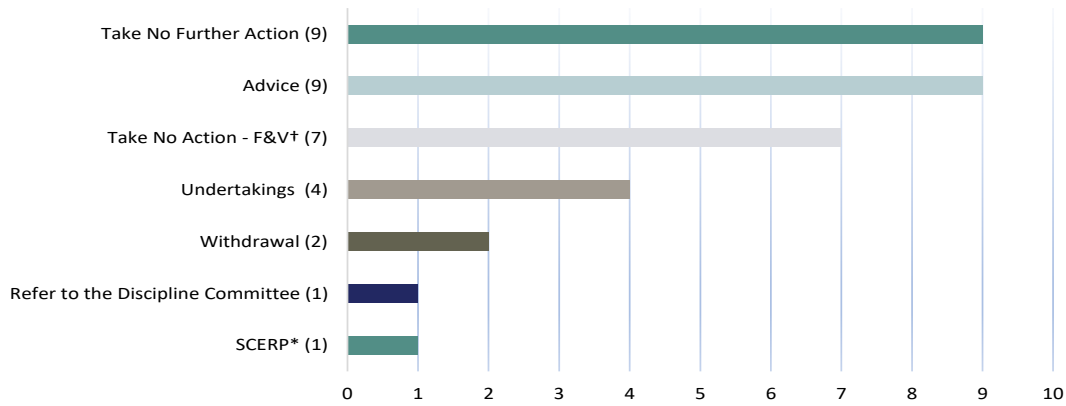


## ICRC MEETINGS

The ICRC met three times in the reporting period to consider 24 cases. The Committee also held 18 teleconferences to consider 27 cases and a plenary meeting was held on April 29, 2022.

## ICRC DISPOSITIONS

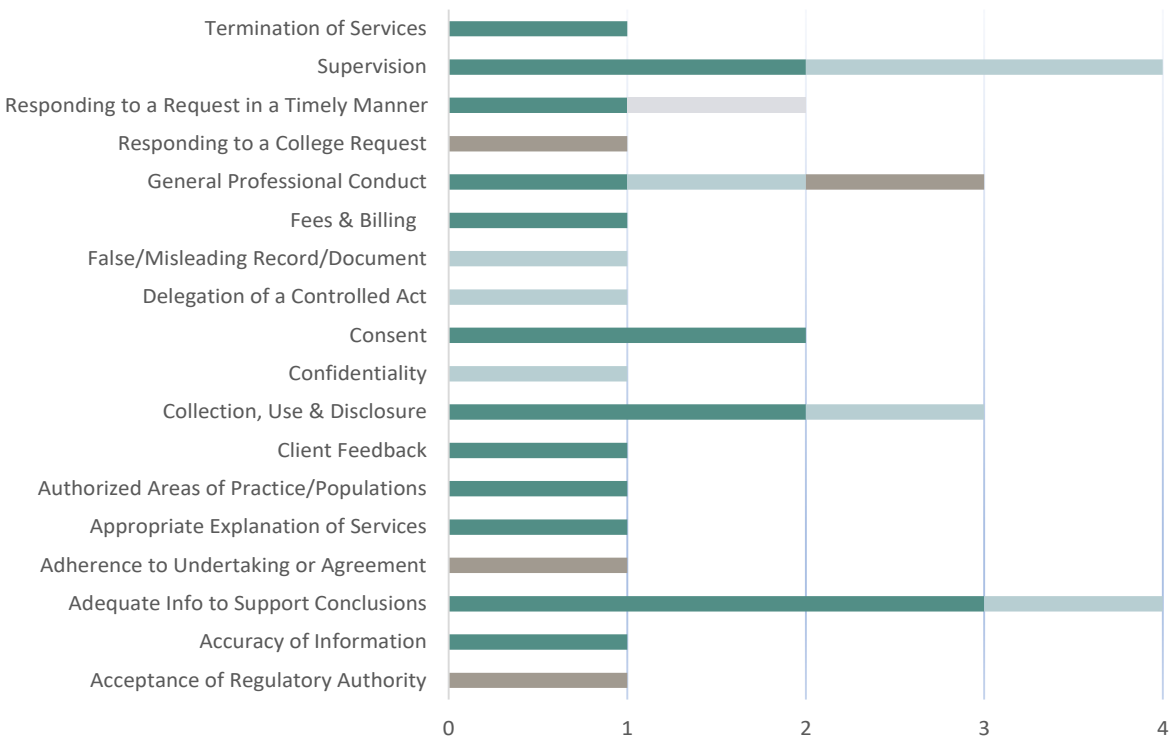
The ICRC disposed of 33 cases during the 4th Quarter, as follows:



\*SCERP: Specified Continuing Education or Remedial Program

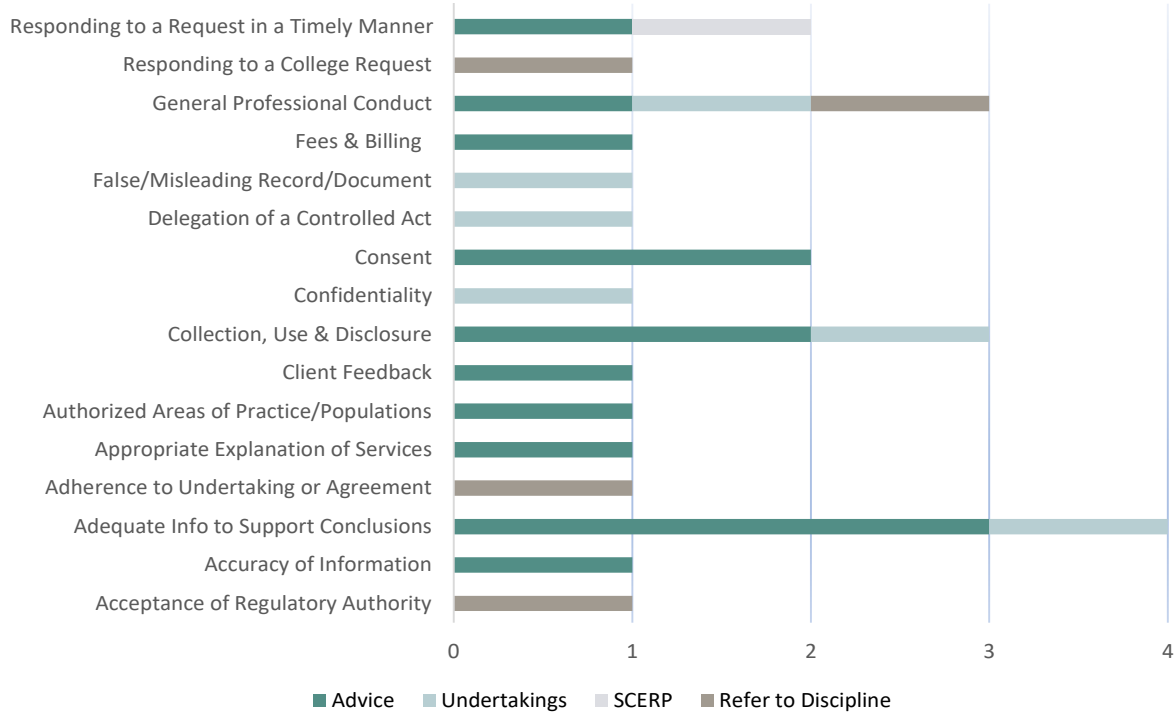
\*\*F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code.

The dispositions of these 33 cases, as they relate to nature of service, are as follows:



## DISPOSITION OF ALLEGATIONS

The 33 cases disposed of included the consideration of 89 allegations. The ICRC took some remedial action with respect to 30, or 34%, of these allegations.



## HEALTH PROFESSIONS APPEAL AND REVIEW BOARD (HPARB)

In the 4th quarter, five HPARB reviews of ICRC decisions were requested. The College received four HPARB decisions. Two ICRC decisions were confirmed, one review request was dismissed as frivolous, vexatious, made in bad faith, moot, or an abuse of process, and one matter was returned to the ICRC for additional investigation.

# 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.

## **Private Donation: Decision: *Not to Investigate the Allegations (F&V)***

An individual who was not a client complained about a member's financial donation to the "Freedom Convoy." The donation was made public because of a leak by a third party.

The panel of the ICRC considering this matter noted that the donation had been made privately, without any identification of the member as a psychologist. The panel also noted that when the donation was made, doing so was not illegal. The panel therefore believed that the conduct was not sufficiently related to the member's practice of psychology, and it did not have the authority to investigate the complaint.

## **Supervision in a Clinic Setting: Decision: *Advice***

A complainant alleged that the services they received at a university clinic were not appropriately supervised. In particular, the therapist initiated a psychiatric consultation, which resulted in the psychiatrist signing a *Form 1, Application by Physician for Psychiatric Assessment* under the *Mental Health Act, 1990*, and the client being escorted to the hospital by police. The complainant alleged that he had never met the supervising psychologist, and the therapist did not communicate with the supervising psychologist before consulting with the psychiatrist.

The panel of the ICRC considering this matter believed that the therapist's consultation with the psychiatrist was appropriate under the circumstances. Given the supervisor's professional responsibility for the client however, the panel believed the supervisor should have

been notified of the situation, and should have followed up with the client, in a timelier manner. The panel noted that the member appeared to take the matter seriously and had already implemented some changes in his practice to address the allegations. The panel therefore decided it would be appropriate and in the public interest to provide the member with *Advice* to expand on these changes.

## **Duties and Responsibility of Supervision: Decision – *Undertakings***

A complainant alleged that she did not know her therapy was being supervised by a registered psychologist. She had concerns about the nature of the therapy provided.

The panel of the ICRC considering this matter noted that the client signed a consent form which indicated that the therapist was under the member's supervision. The panel was concerned however, that the nature of the supervision did not appear sufficient. In particular, the panel did not see any supervision notes regarding the complainant. The member explained that any discussion regarding the client would only have occurred if the therapist had raised any issues. The panel believed that this approach reflected a fundamental misunderstanding of the duties and responsibilities of the member, as supervisor. They suggested it is up to the supervisor to proactively address each client's needs with the therapist, as opposed to delegating that responsibility to the therapist. The panel therefore believed it was appropriate and in the public interest to ask the member to enter into an *Undertaking*, comprised of a coaching program, to address these concerns.

# DISCIPLINE COMMITTEE REPORT



**FOURTH QUARTER, MARCH 1, 2022 - MAY 31, 2022**

## REFERRALS TO DISCIPLINE

There was one referral to the Discipline Committee in the 4th quarter:

**Dr. Romeo Vitelli:**

[https://members.cpo.on.ca/public\\_register/show/1461](https://members.cpo.on.ca/public_register/show/1461)

A referral was made to the Discipline Committee with the ICRC Decision sent to the parties on March 24, 2022. This matter is currently at the Pre-Hearing Conference stage.

## HEARINGS

**Dr. André Dessaulles:**

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

A Motion was heard on June 20 and 23, 2022. The Motion is scheduled to be continued on November 7 and 8, 2022. The Hearing has not yet been scheduled.

**Dr. Darren Schmidt:**

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

Pre-Hearing Conference meetings were held on April 11, 2022 and May 17, 2022. The Hearing is scheduled for October 3, 4, 6 and 7, 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 April 2022

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### Psychologists - Certificate of Registration Authorizing Autonomous Practice

Neda Safvati Agius	Kimberley Michelle Hara	Dana Sheshko
Jeanelle Sonya Ali	Samantha Jean-Marie Helmeczi	Fariba Touyeh
Karin Almuhtadi	Irene Kayoung Hong	Molly Clare McCarthy
Elizabeth Aram	Iana Roumenova Ianakieva	Orrin-Porter Morrison
Matthew Bernstein	Linda Iwenofu	Seamus Nicholas O'Byrne
Willy Birman	Heather Jaksic	Staci Margaret Person
Sarah Jessie Blakely-McClure	Tahira Jibeen	Charles Pierson
Alexander Oldham Crenshaw	Stacey Jane Kosmerly	Hugo Josef Schielke
Tanya Anne Danyliuk	Kathleen Sarah Larion	Ellen Marie Shumka
Katherine Leigh Davidson	Kathryn Elizabeth Lemieux	Laura Joanne Stevens
Devina Daya	Joshua Levy	Asma Tabbasum
Sarah Dermody	Wing Yee Li	Elaine Catherine Toombs
Laura Holly Devlin	Joyce Yan Lok Mak	Anusha Bhavani Venugopal
Sophia Durisko	Wai-Meng Florence Mak	Elena Paula Viola
Johanna Maria Every	Teresa Johanne Marin	Kathleen Erin Watson MacDonell
Jennifer Patricia Falcioni	Julia Kathryn McArthur	Gillian Audrey Wilson
Jessica Jane Flynn	Elizabeth Anne McCague	Shawn Alexander Kaye Wilson
Aliza Friedman	Gary Saulnier	Christopher Ryan Wright
Niyati Anis Gandhi	Maria Schmid	

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

Patricia Aria Bellantone	Gagan Kaur	Olivia Dawn Radocchia
Sara Bringas Garcia	Nicole Ford Knon	Banupriya Shimoga Balachandra
Michal Gilboa-Hermel	Kimberley Beth Lynn	Karl Roy Christian Storbeck
Armita Hosseini	Sarah Joan Ouellette	



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

Takia Angus	Behnam Kohandel Ghahnaviehei	Élie Rizkallah
Kerry Bernes	Carolyn Lutcher	Elisabeth Saxton
Cherrilyn Birchwood	James MacKillop	Sabrina Schmiedel
Wanda Chevrette	Angelina MacLellan-Muise	Lana Shimp
Ashley Coveney	Fanny Malingrey	Colette Smart
Courtney Dookie	Janet Miller	Rachel Toledano
Carol Fredrek	Ramandeep Nijjar	Andrea Lauren Too
Ayala Gorodzinsky	Lening Alexis Olivera Figueroa	Marie-Eve Turpin
Isabelle Guertin	Cecilia Oscarson	Lauren A. Wiles
Brian Gunther	Alissa Pencer	

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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**

Kyla Baird	Robert Hill	Marissa Peressotti
Emily Marguerite Barlow-Krelina	Kristen Keane	Sneha Jayant Pitre
Melissa Ernestine Mary Card	Ammaar Kidwai	Achala Rodrigo
Kaki Jacky Chan	Takuya Kobayashi	Timothy Vaughn Salomons
Angela Deotto	Sean Lafontaine	Juwairia Sohail
Philip Desormeau	Nicolás Francisco Narvaez Linares	Jennifer Sorochan
Elissa Golden	Sandra Newton	
Alisha Marie Henson	Innocent F. Okozi	

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### **Psychological Associates - Certificate of Registration Authorizing Supervised Practice**

Nadia Barakeh	Sara Kimberly Greflund	Cristina Rapuano
Marc Berube	Helen Ilios	Elisa Richer
Jennifer Denney	Stefanie Mathes	Susan Julia Schafer
Frances Gesquière	Bahareh Mohebbi	Nikoo Shirazi
Anjani Goral	Shabnam Paiwand	Nida Yousuf

*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**

Gillian Anchel	Marjorie Joanne Hogan	Evangeline Frances Munns
John Armenia	Susan Maureen Hughes	James Murray
Kerry Ann Charuk	Amy Caroline Hurley	Gail Alison Niccols
Michel L.J. Dandeneau	Jack Kamrad	Carolee Mae Orme
John Raymond Davis	Gillian Paula Kerr	Christina Papadopoulos
Christine Marie DiZazzo	Janet Killey	Anne Elizabeth Pawlak
Ruth Elisabeth Donnelly	Solveig Birgitta Lalla	Guy Bernard Proulx
David Kenneth Duncan	Denis Achille Lapalme	Susana Irene Ratowiecki
Pamela Ann Golda Ennis	Louise LaPlante	Marcel Roy
Kristine Ida Ericson	Dianne Marie Lawless	Patricia Mary Sasse
Brenda Leigh Ferguson	Brian Lazowski	Harvey Paul Richard Smith
Laurie Anne Ferguson	Alan D.W Leschied	David Lloyd Streiner
Eva Fisher	Sarah Maddocks	Gail Barbara Sweeney
Helene Lorraine Gauthier	Nancy Mae Malloy	Patricia Geraldine Tobin
Paul Edouard Gendreau	Joan Kathleen McAndrew	Carlo Mario Vigna
Patricia Gervaise	Victoria Anne Metzger	Evelyn R Vingilis
Jeffrey Ian Goodman	Sam Minsky	Carol Marie Vipari
Ross Eric Gray	Walter Henry Mittelstaedt	Mordechai Yaffe
Eileen M. Gross	Pamela Morel	Arlene Ruth Young

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**Resigned**

James Edward Alcock	Monica Gemeinhardt	Janice Lee Monaghan
Barbara Armstrong	Margaret Christine Gibson	Christopher Newton
Julie Ayotte	Evelyne Fleurette Girard	Mary Janet Orchard
Carla Patricia Baetz	Eric Donald (Rick) Gordon	Nitza Perlman
James Robert Bambrick	Claire Elaine Griffin	Witold Poplawski
Marc Francois Beaudin	William Bruce Handley	Margaret Elaine Porter
Sophie Benoit	Beth Ann Hayes	Sheila Diane Purcell
Edward G Blackstock	Karl Heinz Hennig	Franceline Quintal
Jayni Bloch	Joel Herscovitch	David Winston Reid
Anstice Louise Blom	John Hunsley	Martin Neal Resnick
Albert Bosma	Judith Maria Johnson	Reginald Melville Reynolds
Joan Sonja Brodati	Sophia Kahill	Eric Alexander Roy
Brandy Lee Callahan	Frank Mark Kane	Margaret Shari Schneider
Glenys June Caseley-Rondi	Janice King	Donald Ralph Scott

Tom Tavares  
Cheryl D. Thomas  
Vira Voroskolevska  
Ellen Ramona Vriezen

Ronald Earl Warner  
Sue Weinstein  
Fredric Weizmann  
Heather Ann White

Marielle Chantal Young-Bernier  
Katherine Yurchesyn

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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:

Nehama Tchia Baum  
John T Kell

James Alan Long  
Carolle Trembley