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## PRESIDENT'S MESSAGE

**January presents a new year, a new page, or perhaps even a new chapter in our lives. For many, its arrival prompts the practice of taking pause and reflecting. It is an opportunity to intentionally integrate recent experiences into our life story while pondering what may come next. An expert on personal narratives and identity, Dan McAdams theorizes about the ways we make meaning out of our past and present, editing and revising our stories at different points in time, with a more defined sense of who we are resulting from our efforts. In our life story or narrative, we can look back at past accomplishments and experiences, pause to consider the present moment, and vision a future both near and distant. Each of us, as psychologists and psychological associates, has this opportunity to pause, reflect and build the personal narrative that we come to rely on as professionals.**

Today, as President of Council, I feel like a highly invested audience member who has the privilege of a front row seat to the developing life narrative of two notable psychology professionals.

First, I observe Dr. Rick Morris, the College Registrar & Executive Director as he looks toward retirement at the end of February. I anticipate that this event will present him with the opportunity to review his contributions to the College and build possible futures based on his life story to date. In Dr. Morris' case, what he has done or accomplished is too extensive to list here. Yet, a highly edited overview might read something like this:

The professional story of Dr. Morris includes his beginnings as a Clinical Psychologist who registered with the College of Psychologists of Ontario in 1980. His early clinical practice with children, adolescents and families at Kinark Child and Family Services expanded to include the role and responsibilities of their Director of Clinical and Service Quality between 1989 and 1996. This role prepared Dr. Morris for his next position as Director of Professional



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Affairs and soon after, also Deputy Registrar, at the College of Psychologists of Ontario. By June 2015, Dr. Morris took on the role and responsibilities of Registrar & Executive Director at the College. While employed with the College, Dr. Morris gave many ethics-focused talks, and was also a graduate program Lecturer for Ethics in Applied Psychology at OISE/UT and more recently for Ethical Issues in Professional Practice at York University. It is not surprising that he received the Ontario Psychological Association *Barbara Wand Award for Excellence in the Area of Professional Ethics and Standards* in 2007 for his contributions to the profession in this manner.

Dr. Morris’ story includes what he did in his career, and equally important, who he was as he accomplished the work. As Dr. Morris became the “tricky issues” expert for the membership, he became known for the generous gift

of his time and the authenticity of his connections with anyone who sought to access his expertise. He has been an approachable professional, with many of the thousands of psychologists and psychological associates in Ontario able to share individual stories about their interactions with him over time. His openness in sharing from his breadth of knowledge and wisdom increased the comfort of Council members and staff as they sought him out for advice and feedback. Additionally, Dr. Morris’ willingness to develop collaborative relationships with the full range of possible College stakeholders has been commendable. Stakeholder organizations gained from his contributions, as Dr. Morris was the founding Chair of the national association of regulators of psychology in Canada, the Association of Canadian Psychology Regulatory Organizations (ACPRO) from 2008 to 2016. As well, he was named a Fellow for his extensive and valued contributions to the international Association of State and Provincial Psychology Boards (ASPPB).

Dr. Morris can now pause and consider his professional story as a recipient of the *Award of Merit* from the Ontario Psychological Association. He can also weave in Council’s, and my own best wishes for many more years of success, and our gratitude for his excellent and valued service to the College.

As I wish Dr. Rick Morris farewell on behalf of Council, I am also now welcoming Dr. Tony DeBono, MBA, C.Psych. as the College’s new Registrar & Executive Director. He too is pausing to reflect and beginning to write a new life chapter at the College.

Dr. DeBono identifies his professional story starting with registration in 2014 as a Clinical Psychologist working with children, adolescents and families, following completion of his doctoral degree in Clinical-Developmental Psychology at York University. He also earned dual MBAs from Queen’s University and Cornell University. This combination of education and experience has positioned Dr. DeBono to succeed in various clinical and leadership roles in academic health science, including Chief of Interprofessional Practice at Hamilton Health Sciences (HHS) and more recently, as a Lead on The Royal Ottawa Mental Health Centre’s Transformation Team.

As Dr. DeBono begins this next chapter, College stakeholders will have the opportunity to get to know who he is beyond what he has accomplished. Dr. DeBono has already been building his reputation as an effective and valued leader within his workplace settings and the profession at large. In this regard, he received the Ontario

Psychological Association's *Dr. Ruth Berman Award for Leadership as an Early Career Psychologist* in 2018. He describes an affinity for work in the field of professional ethics and has willingly contributed as a workplace ethics consultant and member, or co-chair on clinical and integrated ethics- focused committees. Dr. DeBono presented as a knowledgeable and personable professional across an extensive College Registrar & Executive Director search process.

I look forward to working with Dr. DeBono as he joins the College as Registrar & Executive Director on February

27, 2023. The hardworking College staff, as well as the professional and public members of Council and Committees are pleased to welcome Dr. DeBono. We will all have the opportunity to observe and participate in his professional life story and I anticipate that this chapter will include a satisfying narrative.

With best wishes,

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

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## THOUGHTS AND THANKS AS I RETIRE AS REGISTRAR & EXECUTIVE DIRECTOR

Dear Colleagues and Friends,

It's hard for me to believe that after so many years with the College I'm now writing my last newsletter article. I want to take this opportunity to express my thanks and appreciation to all of you who have made this journey so positive and memorable.

When I joined the College of Psychologists as Director of Professional Affairs, I never could have predicted that my career path would lead me to remain at the College for over 26 years; culminating with the privilege of being Registrar & Executive Director of this very important and critical organization. Over the years, my activities have encompassed almost all aspects of College work; certainly a highlight of which has been my Tricky Issues presentations. Beginning as an experiment at a very early Barbara Wand Seminar, I had no idea Tricky Issues would catch on the way it did, or that it would become my signature piece of professional work. These presentations offered me the opportunity to meet with so many members and graduate students preparing to become members, and engage in discussions of ethics, jurisprudence and complex issues encountered in professional practice, in an interesting, and hopefully, enjoyable way.

Of all the opportunities my work at the College afforded me, I know that I will miss most the privilege of meeting so many of you. In addition to getting to know so many members of the College in Ontario, I also had the opportunity to work with psychology regulators from across Canada and the United States, sharing ideas about how regulatory bodies could work with and assist

members as they strive to provide excellence of service. I have also been fortunate to work with many highly committed individuals from other Ontario health Colleges as well as the Ministry of Health and the Ministry of Children, Youth and Community Services. All of these relationships mean so much to me and will not be forgotten.

It has been a great pleasure to work with so many professional and public members who have generously volunteered their time, over the years, to serve as Council and Committee members, Oral Examiners, Peer Assisted Reviewers and more, to assist the College in fulfilling its mandate to serve and protect the public interest. I especially want to thank the many College Presidents with whom I had the honour to work most closely. Together, we have guided the College as it addressed a variety of issues; some much more difficult than others.

The responsibility of leading the College certainly is not a one-person job and I have been so fortunate to have had the support of excellent and dedicated staff. Over the years, the College has been able to attract very talented and conscientious individuals with whom I've had the privilege to work, and from whom, the privilege to learn. Without these people it would have been very difficult for me to fulfill my role as Registrar. I especially must acknowledge my appreciation to my Senior Management Team which continues to provide strong and steady leadership. Thank you to Barry Gang, Caitlin O'Kelly, Lesia Mackanyn, Stephanie Morton and Zimra Yetnikoff who have been with me for much of this journey and are deserving of credit for many of my successes.

As I leave this position, I envision a future for the College full of innovation and new opportunities. I look forward to hearing about the growth and promise which will come as Behaviour Analysts join Psychologists and Psychological Associates under the College's umbrella. I wish my successor Dr. Tony DeBono much success as he takes on this challenging role and I anticipate, that with the assistance of Dr. Wanda Towers, the current President, the transition will be smooth and productive.

Lastly, I'd be remiss if I didn't express my sincere appreciation to all of you, the members, for all the work

you do in providing the necessary, safe and effective services you offer to so many people in Ontario. Thank you, as well, for the many very kind and generous words I have received in emails and cards and for your support and collegiality over the years.

My very best wishes to all of you,  
Rick Morris, Ph.D., C.Psych.

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## APPOINTMENT OF DR. TONY DEBONO AS REGISTRAR & EXECUTIVE DIRECTOR



The Council of the College of Psychologists of Ontario is pleased to announce the appointment of Dr. Tony DeBono, MBA, C.Psych. as Registrar & Executive Director of the College effective February 27, 2023.

Dr. DeBono received his doctoral degree in Clinical-Developmental Psychology from York University after completing his pre-doctoral internship at the Hospital for Sick Children. Tony earned dual MBAs from Queen's University and Cornell University, graduating with distinction. He has held a variety of clinical and leadership roles in academic health science. As Chief of Interprofessional Practice at Hamilton Health Sciences (HHS), he performed investigations of professional practice matters and has significant experience in applying the *Regulated Health Professions Act, 1991*, particularly

with respect to mandatory reports to regulatory bodies. Tony has served as a bioethics ethics consultant at HHS and on hospital ethics committees. Most recently, he was working on transformational initiatives at The Royal Ottawa Mental Health Centre, with an interdisciplinary team developing strategic metrics and modernizing the process of obtaining client experience feedback.

Dr. DeBono served on the Board of Directors of the Ontario Psychological Association in 2022 and was the recipient of the Association's *Dr. Ruth Berman Award for Leadership as an Early Career Psychologist* in 2018.

We are pleased to welcome Dr. DeBono to the position of Registrar & Executive Director.

## ELECTIONS TO COUNCIL 2023

The College of Psychologists of Ontario is the governing body for Psychologists and Psychological Associates in Ontario. The College's mandate is to protect the public interest by regulating the practice of psychology in Ontario. The College is governed by a Council comprised of seven elected professional members, two to three appointed academic members or the profession, and five to eight public members appointed by the Lieutenant Governor in Council. In addition, there is one elected, non-voting Psychological Associate member. All members of the College Council, whether elected or appointed, represent the public and not the constituency of the district or university from which they were elected or appointed.

Nominations are now being accepted for the Council elections being held on Friday, March 31, 2023. The three-year term of the newly elected Council members will begin on June 16, 2023; the first scheduled Council meeting following the election. The College encourages and welcomes all members from the eligible districts to consider this opportunity to serve the public interest and contribute to the profession. The deadline for nominations is March 1, 2023.

Elections will be held for the following districts:

- **Electoral District 4 (East):** composed of the districts of the counties of Lanark, Renfrew, Leeds and Grenville, Prescott and Russell, Stormont, Dundas and Glengarry, and the City of Ottawa.
- **Electoral District 7 (Psychological Associates):** composed of the constituency of Psychological Associates

**The deadline for nominations is  
March 1, 2023**

To check your voting district, log into your [account](#) and view the “My Profile” section

Please visit the [College website](#) for more information



# PREPARING FOR REGULATION OF APPLIED BEHAVIOUR ANALYSIS (ABA) UPDATE



The College has reached another milestone as it prepares to bring the profession of Applied Behaviour Analysis into regulation as a health profession in Ontario. On December 16, 2022, the Council approved the amendments to the Registration Regulation (O. Reg. 74/15), General Regulation (O. Reg. 209/94) and Professional Misconduct Regulation (O. Reg. 801/93) for submission to the Ministry of Health. The formal submission package was submitted to the Ministry on January 18, 2023.

Consultation is an important principle in professional self-regulation, as it ensures that everyone, members of the College, other professionals, and the general public have an opportunity to comment on regulation proposals. During the 60-day consultation period, which was held between October 3 and December 2, 2022, the College received over 300 responses. Over 100 members of the College provided feedback as did other stakeholders, including members of the public, individuals working in the field of ABA, clients of Behaviour Analysts, and organizations interested in the regulation of the ABA profession.

A sincere thank you to everyone who took the time to provide us with their feedback. All comments received were carefully reviewed and a summary was provided to Council in advance of its December 16, 2022 meeting. This may be found in the [Council materials package](#)

beginning on page 31. Based on feedback received, the Council approved five non-substantive changes to the draft Registration Regulation, as described in the Council materials, and no changes to the General or Professional Misconduct Regulations as circulated. The feedback noted the need for more clarity and elaboration on the requirements for registration for individuals applying through the transitional registration routes. This work has begun.

While the College awaits approval of the regulations, the ABA Working Group continues to draft the Standards of Practice and the many policies that will inform implementation of the regulations, once they are in effect. The College is working with an organization to assist in the development, implementation, and administration of an examination of knowledge or competence to be used for registration purposes. The ABA profession has been invited to participate in this endeavour as subject matter experts to ensure the exam assesses the entry-level competencies necessary to provide safe, quality practice of the profession in Ontario.

You are invited to visit the College's [ABA portal](#) for new updates and [FAQs](#) as they become available.

# 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.**

## SELF-ASSESSMENTS

The Quality Assurance Committee reviews the fully completed *Self-Assessment Guide (SAG)* submitted by members who did not make their Declaration of Completion by the required date. At the beginning of the second quarter (September 1, 2022), there were 13 outstanding SAG declarations. During the second quarter, the Committee addressed six of these matters.

- In two cases, the members have resigned their membership;
- In one case, the member is deceased;
- In two cases, the members held Certificates of Registration for Interim Autonomous Practice and were reminded that, since their home jurisdictions have mandatory Self-Assessment requirements, they needed only to confirm that they were compliant with the Self-Assessment requirements in those jurisdictions;
- In one case, the member was granted a deferral of the requirement because of serious illness, currently holds an Inactive Certificate of Registration and has undertaken to notify the Committee when they resume professional practice, at which time they will be required to participate in a Peer Assisted Review.

The Committee is currently addressing the remaining seven outstanding matters.

## PEER-ASSISTED REVIEWS (PAR)

Members are selected to participate in a Peer Assisted Review via either random and/or stratified random selection. A member is also required to participate in a PAR if they have not submitted their *Self-Assessment Guide* Declaration of Completion and have also not submitted their fully completed *Self-Assessment Guide* after it had been requested.

At the beginning of the second quarter there were 61 PARs

outstanding. These reviews had all been initiated before the onset of the COVID-19 pandemic and postponed until in-person contact was deemed safer. As reported in earlier editions of *HeadLines*, the Committee decided to require all members selected for a PAR to participate either virtually or in-person, without further delay. All outstanding cases are at various stages of the process.

The Committee completed reviews of the reports of six, recently conducted, Peer Assisted Reviews. In all six cases, the members were reported to have met the Standards of the profession.

We are currently seeking additional Peer Assisted Review Assessors. Members who have been practicing with a Certificate of Registration for Autonomous Practice for at least five years, and who have an interest in helping fellow members enhance the quality of their services and learning from their peers, are encouraged to contact the Quality Assurance Coordinator at [qualityassurance@cpo.on.ca](mailto:qualityassurance@cpo.on.ca). Training and ongoing support for Assessors will be provided by the College and. Members may also earn CPD credits for their involvement as Assessors.

## CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

Members who did not submit their Declaration of Completion of the minimum requirements of the mandatory Continuing Professional Development program by the required date are required to submit all CPD documentation for audit by the Quality Assurance Committee. Six members were required to provide their documentation for this reason. An additional six members were granted deferrals of the requirement to complete the CPD declarations, as they have been prevented from compiling their documentation due to exceptionally difficult personal circumstances. The Committee also conducts audits of members who have been randomly

selected. So far, 38 members were selected at random for review. The Committee anticipates conducting a total of 50 audits this year.

During the second quarter, 12 CPD matters were reviewed by the Committee.

- In 10 cases, the members had been observed to have met the requirements of the program;
- In two cases, the Committee identified the lack of sufficient detail in the member's submissions as a concern and provided remedial feedback.

It was hoped that revisions to the online CPD credit tracking system would be completed before the current CPD cycle for members with even-numbered Certificates of Registration began on July 1, 2022. Due to changes being made to the College's IT systems, the tracking system unfortunately was not available at the start of the 2022-2024 cycle. A simple tracking sheet for members to use on their own devices until a new online tracking system is operational is available [here](#).

## 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 second quarter of this year (September 1, 2022 – December 31, 2022), the College's Practice Advice Service addressed 448 queries. 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. Fees and Billing, the most common queries related to the setting of fees;
3. Records, focussing primarily on Health Information Custodian Successors, File Contents and File Retention;
4. Supervision, primarily concerning the supervision of non-members; and
5. Release of and Access to Information, related mostly to the client's right of access and substitute decision-making, particularly with respect to children's records.

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.



### SUPERVISOR'S DUTY TO SCREEN REFERRALS BEFORE ASSIGNING CASE TO SUPERVISEE

**Q: I have learned about a situation in which a person is providing services to an individual who belongs to a population group with which the supervisor is not authorized to work. When I spoke to the supervisor about this, they explained that they had not realized that the client being seen under their supervision was not within their authorized populations. How can this sort of thing be prevented?**

**A:** The [Standards of Professional Conduct, 2017](#) require that supervising members must be authorized to autonomously provide services to the specific populations before supervising others in that work. Furthermore, the Standards also requires that

*Supervising members must assess the knowledge, skills and competence of their supervisee and provide supervision as appropriate to the supervisee's knowledge, skills, and competence, based on this assessment;*

Unless a supervisor has sufficient information about a client and the client's difficulties, they would not be able to provide adequate supervision appropriate to the supervisee's knowledge, skills and competence.

It is the responsibility of a supervisor to be sufficiently familiar with the client's demographics and needs before permitting their supervisee to commit to provide services. The adequacy of the supervision could be in question if a supervisor reviews and signs off on reports without having been involved in a direct or supervised intake process, or does not actively supervise the work leading up to any final reports.

Even though the *Standards* do not require supervisors to meet and interact with clients receiving services under their supervision, a supervisor should only permit a supervisee to work with a client after they have satisfied themselves that the client is within their authorized areas of practice and belongs to a population with whom they are authorized to work.

## AREA OF PRACTICE AND CLIENT GROUPS

**Q:** **Would it be appropriate for a practitioner authorized in Counselling Psychology to work with, or to conduct an assessment, including the formulation of a differential diagnosis, of a person presenting with symptoms of a psychological disorder? At what point would a client's presenting problems no longer be considered to fall within the area of Counselling Psychology and indicating a need for a referral to a member authorized in Clinical Psychology?**

**A:** The [Definition of Practice Areas](#) are published as part of the Registration Guidelines. Within the Guidelines, the definition of Counselling Psychology stresses fostering and improving human functioning by helping individuals solve problems, make decisions and cope with stresses of *everyday life*. These can include work/career/education, family and social relationships, and mental health and physical health concerns. In other words, these are the types of difficulties which may cause distress to an

otherwise well-functioning or psychologically healthy individual. Some common examples of such problems are bereavement, unemployment, marital separation, or bankruptcy, etc. Generally, an individual presenting as having a disorder of behaviour, emotion or thought, should be assessed and treated by a member authorized in Clinical Psychology.

As described in the *Definition of Practice Areas*, members who practice Counselling Psychology, at a minimum, are expected to have "the ability to formulate and communicate a differential diagnosis in order to develop an appropriate counselling intervention and to identify clients who must be referred elsewhere".

In contrast to that of Counselling Psychology, the definition of Clinical Psychology, as described in the *Definition of Practice Areas*, is "the application of knowledge about human behaviour to the assessment, diagnosis and/or treatment of individuals with *disorders* of behaviour, emotions and thought".

It is sometimes unclear at the initial stages of involvement whether a client has a "disorder", and this is an important reason that those authorized in Counselling Psychology be able to perform a differential diagnosis. When a client presents with indicators of a disorder of behaviour, emotion or thought, a member who is not authorized in Clinical Psychology should refer them to a member authorized in this area.

If, at the time of referral, an individual presents with indicators that suggest they may have a diagnosable disorder, it would be most appropriate for an assessment to be conducted by someone qualified to work with those with clinical disorders. One should carefully consider the implications of beginning to work with someone that is likely to need to be transferred to someone else's care. This could be quite disruptive to the client and the clinical relationship, and may even be damaging to their well-being and/or treatment.

At times, the extent of a client's difficulties may not be apparent at the initiation of services, and it may later become evident that the client is suffering from a clinical disorder. If a member, authorized in Clinical Psychology, is not available to accept a referral, it would be permissible to obtain supervision from someone so authorized. This should be considered a "last resort" however, and not a "workaround" for appropriate authorization.

# COUNCIL HIGHLIGHTS – DECEMBER 16, 2022



The College Council met virtually on December 16, 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.

## POLICY ISSUES

### ABA Regulations Approved for Submission

The College has been working towards welcoming Behaviour Analysts into what will be the new College of Psychologists and Behaviour Analysts of Ontario to be established under the yet to be proclaimed Psychology and Applied Behaviour Analysis Act, 2021. To prepare for proclamation, the College developed Regulations necessary for the regulation of Behaviour Analysts. At its September 23, 2022 meeting, Council passed a motion to circulate the draft Regulation amendments to obtain feedback and comment from members and stakeholders. The consultation materials distributed are available on the [College website](#). In response to the consultation, the College received a total of 301 responses: 294 from individuals (278 using the survey provided and 16 by e-mail); and 7 from organizations.

Following the closing of the consultation, the College's ABA Working Group reviewed all the responses and made a recommendation to Council to approve the regulation for submission to the Ministry of Health, with five additional minor changes to the amendments to O.Reg. 74/15 Registration circulated.

Council discussed the Regulation amendments, the consultation feedback and the recommendation of the ABA Working Group and approved the following final draft Regulation amendments for submission to the Ministry of Health:

- O.Reg. 74/15 Registration
- O.Reg. 801/93 Professional Misconduct
- O.Reg. 209/94 General (Quality Assurance and Advertising)

A submission with these amendments has been made to the Ministry of Health.

## BUSINESS ISSUES

### Appointment of Dr. Tony DeBono as Registrar & Executive Director

The Council of the College of Psychologists of Ontario appointed Dr. Tony DeBono, MBA, C.Psych. as Registrar & Executive Director of the College effective February 27, 2023.

## OTHER BUSINESS

The next meeting of Council will be held virtually on March 24, 2023.

# ORAL EXAMINER THANK YOU

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



Carolyn Abramowitz, Ph.D., C.Psych.  
Cheryl Alyman, Ph.D., C.Psych.  
Patricia Behnke, Ph.D., C.Psych.  
Jared Berger, Psy. D., C.Psych.  
Linda Bream, Ph.D., C.Psych.  
Ian D.R. Brown, Ph.D., C.Psych.  
Mary Caravias, Ph.D., C.Psych.  
Angela Carter, Ph.D., C.Psych.  
Larry Cebulski, 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.  
Elizabeth Dettmer, 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.  
Sara Hagstrom, Ph.D., C.Psych.  
Tae Hart, 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.  
Maria Kostakos, M.A., C.Psych.Assoc.  
Jane Ledingham, Ph.D., C.Psych.  
Bruno Losier, Ph.D., C.Psych.  
Maggie Mamen, Ph.D., C.Psych.

Matias Mariani, Ph.D., C.Psych.  
Marnee Maroes, Ph.D., C.Psych.  
Lise Mercier, Ph.D., C.Psych.  
Karin Mertins, M.A., C.Psych.Assoc.  
Samuel Mikail, Ph.D., C.Psych.  
Denise-Lotte Milovan, Ph.D., C.Psych.  
Michelle Moretti, Ph.D., C.Psych.  
Mary Ann Mountain, Ph.D., C.Psych.  
Elissa Newby-Clark, Ph.D., C.Psych.  
Hien Nguyen, Ph.D., C.Psych.  
Ian Nicholson, Ph.D., C.Psych.  
Sarah Jane Norwood, Ph.D., C.Psych.  
Marjory Phillips, Ph.D., C.Psych.  
Erin Picard, Ph.D., C.Psych.  
Michelle Picard-Lessard, Ph.D., C.Psych.  
Paulo Pires, Ph.D., C.Psych.  
Linda Reinstein, Ph.D., C.Psych.  
Philip Ricciardi, Ph.D., C.Psych.  
Eduardo Roldan, Ph.D., C.Psych.  
Michelle Sala, Ph.D., C.Psych.  
Frederick Schmidt, Ph.D., C.Psych.  
Karen Shue, Ph.D., C.Psych.  
Mary L. Stewart, Ph.D., C.Psych.  
Sheila Tervit, Ph.D., C.Psych.  
Peter Voros, Ed.D., C.Psych.  
Mark Watson, Ph.D., C.Psych.  
Tammy Whitlock, Ph.D., C.Psych.  
Pamela Wilansky, Ph.D., C.Psych.  
Leah Zalan, Ph.D., C.Psych.

## Public Members

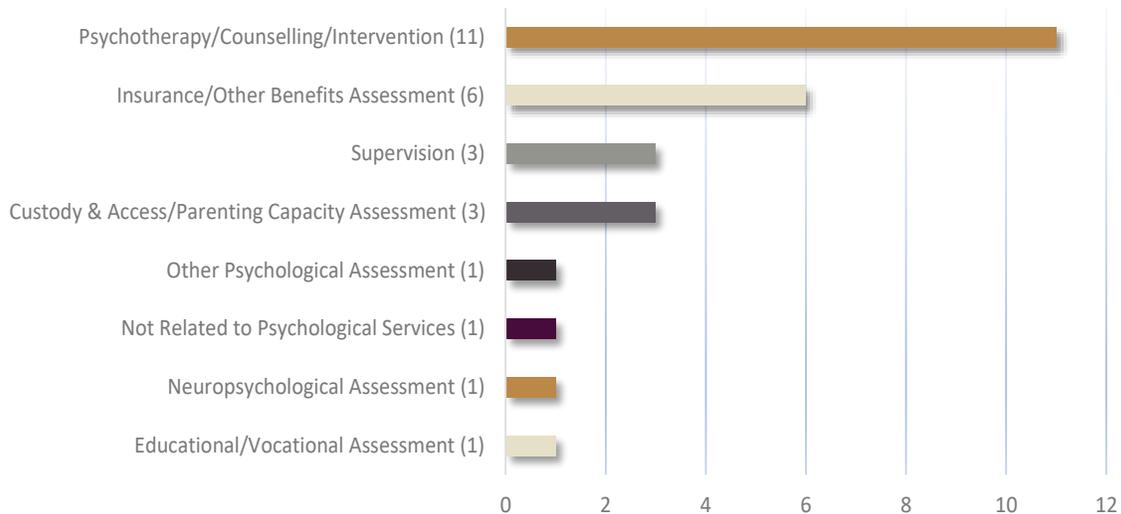
Carolyn Kolers  
Paul Stopciati

# INQUIRIES, COMPLAINTS & REPORTS COMMITTEE (ICRC)

SECOND QUARTER, SEPTEMBER 1, 2022 – NOVEMBER 30, 2022

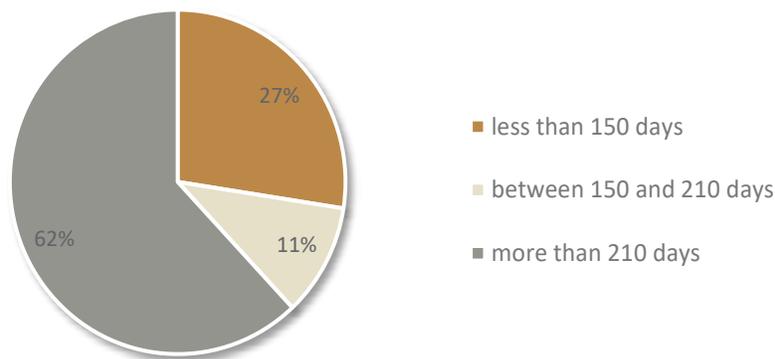
## NEW COMPLAINTS AND REPORTS

In the second quarter, the College received 26 new complaints and opened one Health Inquiry, for a total of 27 new matters. The nature of service in relation to these matters is as follows:



## TIMELINE SNAPSHOT

There are currently 142 open Complaints and Registrar’s Investigations that are being actively investigated.

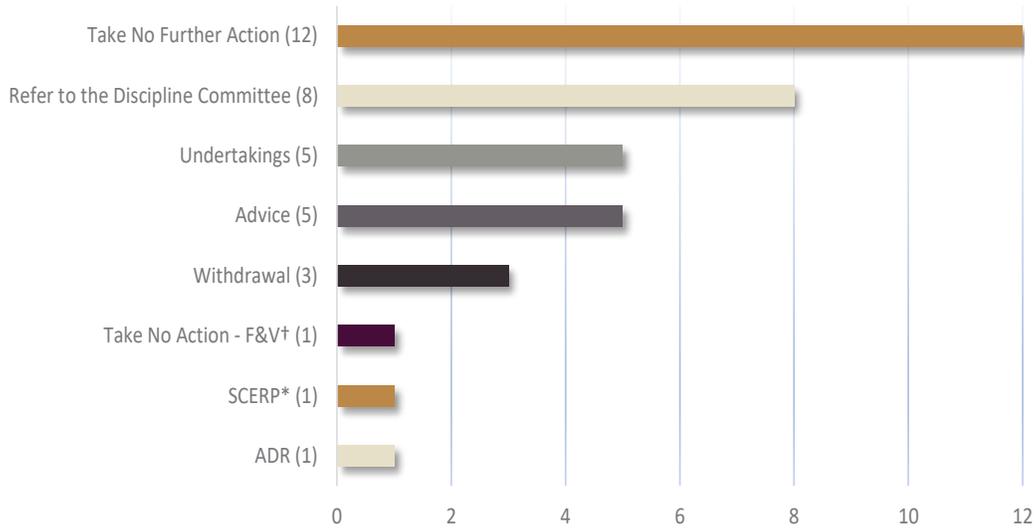


## ICRC MEETINGS

The ICRC met three times, to consider a total of 27 cases. In addition, 18 teleconferences were held to consider 27 cases. The Committee held one plenary meeting.

## ICRC DISPOSITIONS

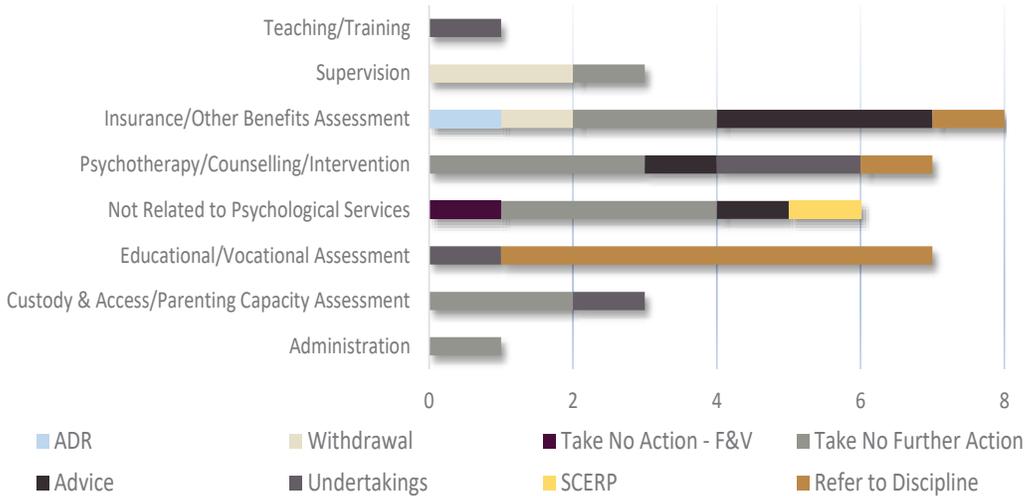
The ICRC disposed of 36 cases during the second quarter. The ICRC took some remedial action, ranging from providing advice to a referral to the Discipline Committee, in 19 (53%) of these cases as follows:



\*SCERP: Specified Continuing Education or Remedial Program

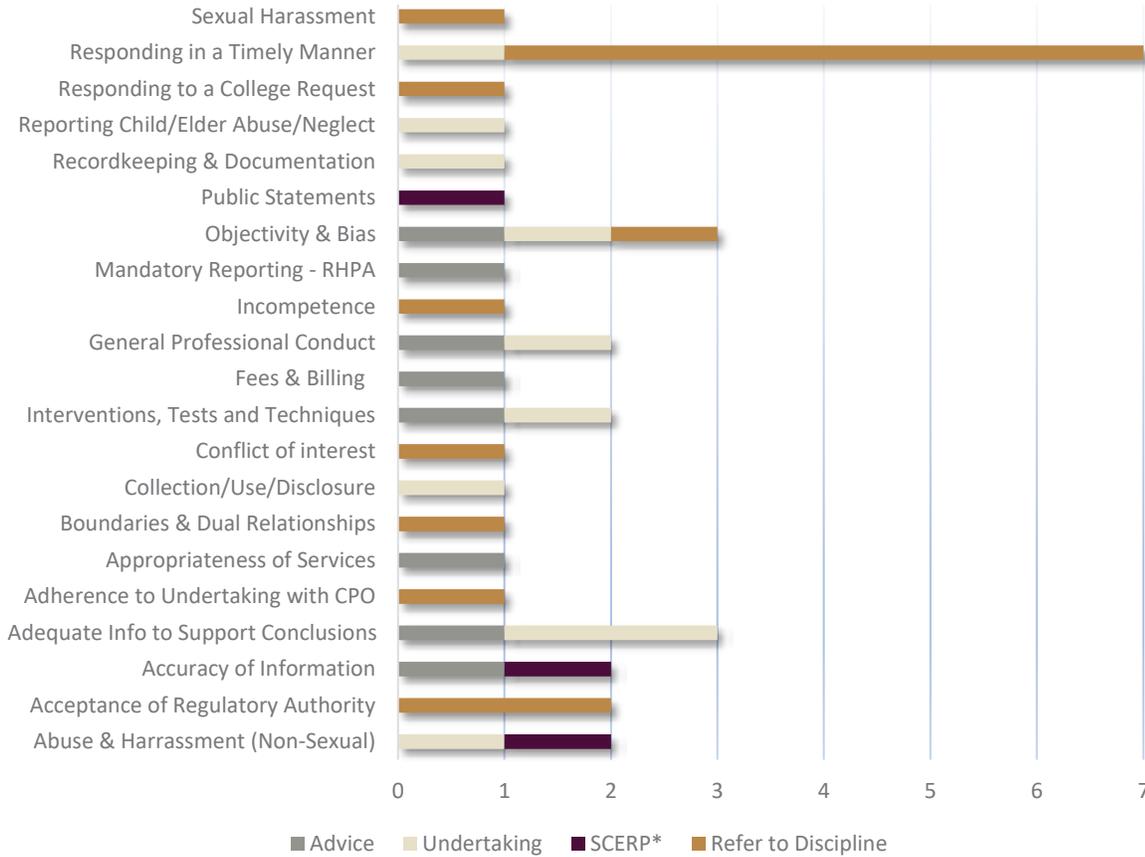
\*\*F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code.

The dispositions of these 36 cases, as they relate to nature of service, are as follows:



## DISPOSITION OF ALLEGATIONS

The 36 cases disposed of included the consideration of 79 allegations. The ICRC took some remedial action with respect to 36, or 46%, of these allegations.



## HEALTH PROFESSIONS APPEAL AND REVIEW BOARD (HPARB)

In the second quarter, two HPARB reviews of ICRC decisions were requested. The College received two HPARB decision from previously appealed matters both confirming ICRC decisions.

# 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.

## ADEQUACY OF FILE REVIEW: DECISION – TAKE NO FURTHER ACTION

The member was asked by a private insurer to review the complainant's file and to provide comment on the treatment plan. The review did not include an interview or assessment of the complainant. The complainant alleged that it was inappropriate for the member to have relied on third-party information without having met with them.

The panel of the ICRC considering this matter noted that the member appeared comprehensive in their review of both the file and other health professionals' recommendations. The member offered comments that were reasonable and based upon the information available. The panel therefore decided to *Take No Further Action* with respect to the complaint.

## DIFFERING OPINIONS: DECISION: ADVICE

The complainant alleged that a member made unsubstantiated findings with respect to their diagnoses, and that these findings were inconsistent with the findings of another psychologist. In addition, the complainant indicated that the member inappropriately undermined the other psychologist's opinion by writing in the report that the other psychologist's work was misguided and erroneous, and that the other psychologist was not qualified to conduct the assessment.

The panel of the ICRC considering this matter noted that it is not uncommon for professionals to disagree about diagnoses. The panel however, decided it would be appropriate and in the public interest to provide the member with *Advice* regarding the importance of being

respectful when commenting upon an opinion that might differ from one's own. In particular, the panel noted that it may have been more prudent and professional to indicate, in an objective and neutral manner, the data-based reasons for any difference of opinion rather than dismissing another psychologist's qualifications. The panel also emphasized the importance of being cognizant of how such comments could be perceived by the client and others reading a report.

## TIMELINESS OF REPORT: DECISION: UNDERTAKING

The member assessed an adolescent over a period of three weeks. The adolescent's parents and a number of other health practitioners requested a copy of the assessment report several times over the next twelve months, but the assessment was not forthcoming. The member provided the family with the report after a complaint had been filed with the College.

The panel of the ICRC considering this matter had concerns about the risks such a delay can create for the adolescent seeking services, as well as how it may impact the view the public may form of the profession. The panel was also concerned that there did not appear to be any reason documented, or provided to the ICRC, for this delay. The panel therefore decided it would be appropriate and in the public interest for the member to enter into an *Undertaking* with the College to assist the member in identifying practice issues causing delay, and to implement procedures to address those issues.

# DISCIPLINE COMMITTEE REPORT



## SECOND QUARTER, SEPTEMBER 1, 2022 – NOVEMBER 30, 2022

### GENERAL

One Plenary session for the Discipline Committee was held in this quarter.

### REFERRALS TO DISCIPLINE

Eight matters were referred to the Discipline Committee in the second quarter:

#### [Dr. Romeo Vitelli:](#)

A referral was made to the Discipline Committee on October 21, 2022 and the ICRC Decision was sent to Dr. Vitelli on October 25, 2022. This matter is currently at the Pre-Hearing Conference stage.

#### [Dr. Douglas Misener:](#)

A referral was made to the Discipline Committee on September 1, 2022 and the ICRC Decision was sent to Dr. Misener on October 27, 2022. This matter is currently at the Pre-Hearing Conference stage.

#### [Dr. Owen Helmky:](#)

Referrals regarding six different matters were made to the Discipline Committee on November 9, 2022, and the ICRC Decisions were sent to Dr. Helmky on November 25, 2022. These matters are currently at the Pre-Hearing Conference stage.

### PRE-HEARINGS

#### [Dr. Romeo Vitelli:](#)

A Pre-Hearing Conference was held on September 16, 2022. The Hearing has not yet been scheduled.

### MOTIONS OR HEARINGS

Motions or Hearings were held for the following matters in the 2nd quarter:

#### [Dr. André Dessaulles:](#)

The Motion for this matter continued on November 7 and 8, 2022. The Hearing has not yet been scheduled.

#### [Dr. Darren Schmidt:](#)

The Hearing was held on October 4, 2022. The Discipline panel's Decision with respect to this matter has not been released.

### ONGOING MATTERS

#### [Dr. Ian Shields:](#)

This matter was referred to the Discipline Committee on August 3, 2022. It is currently at the Pre-Hearing Conference stage.

# 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 October 2022.

### Psychologists - Certificate of Registration Authorizing Autonomous Practice

Jordan Isaac Ali	Sandra Rose Erb	Melissa Milanovic
Angela Allan	Jennifer Susan Fernie	Kojo Mintah
Scott Henley Anderson	Keera Nicole Fishman	Geoffrey Mok
Adi Aviram	Brooke Alida Fletcher	Nicolás Francisco Narvaez Linares
Muhammad Abid Azam	Jean-Philippe Gagné	Kendra Alyssa Nespoli
Nancy Bahl	Ayala Gorodzinsky	Theresa Nicassio
Marcie Balch	Paul Grunberg	Megan Barbara O'Connor
Katie Alexandra Bartley	Kayla Hamel	Erin Alexandra Orr
Chloe Beaudin	Crystal Johanna Hare	Cecilia Oscarson
Marc Andre Bedard	Sally Ho	Sarah Elizabeth Peverill
Kerry Bernes	Laurie Hollis-Walker	Nicole Marie Claire Racine
Ashley Adeline Bildfell	Sarah Houazene	Michelle Rodrigues
Cherrilyn Birchwood	Santiago Alejandro Hoyos	Brittany Nicole Rosenbloom
Caitlin Elizabeth Blaney	Si Qi Huang	Carolyn Roy
Sheryl Lynne Blum	Nicholas Jackson	Rosalie Saindon
Mélodie Brown	Brittany Kathleen Jamieson	Chantal Louise Schafers
Michelle J Buckle	Leyla Javam	Sabrina Schmiedel
Samantha Burns	Nicholas Northey Dixon Kerman	Kassandra Fiorentina Scioli
Jessica Campoli	Janell Aleah Klassen	Komal Tariq Shaikh
Sharon Chan	Danielle Bat Zvi Kofler	Brittany Shields
Samantha Yue-Shen Chen	Behnam Kohandel Ghahnaviehei	Rebecca Nicole Shine
Ching Kong Cheung	Clare Maguire Kordyback	Rachel Laura Siegal
Samantha Marie Chong	Angelina Sookjung Lee	Jesse Yair Silberstein
Nicole Susann Cormier	Pauline Leung	Jessica Spape
Arden Lee Corter	Chantelle S.A. Lloyd	Victoria Emily Stead
Ashley Coveney	Carolyn Lutcher	Michael Arend Strating
Melissa Louise Coyne-Foresi	Heather Johanne Macdonald	Aparna Sureshkumar Menon
Simone Christine Cunningham	James MacKillop	Kirsti Ilona Toivonen
Jessica Dalley	Kimberly Maich	Rachel Toledano
Samantha Daniel	Simritpal Kaur Malhi	Andrea Lauren Too
Sonya Dhillon	Fanny Malingrey	Kiruthiha Vimalakanthan
Kristyn Drover	Julia Marinos	Elif Wonders
Patricia Ebert	Tessa Anne Martin	Serena Wong
Peter Egeto	Angela Michelle Massey-Garrison	Jane Woo
Yaniv Elharrar	Caroline Maykut	Busisiwe Zapparoli
Naomi Ennis	Tamara Lynn Meixner	

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## Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

Tessa Isabell Alexander  
Charity Kathleen Barfoot  
Alyssa Lyla Baxter  
Trevor Raymond Chiasson  
Erica Stephanie Chu  
Angela Diane Cole  
Mary Friesen-Walton

Mandy Gunby  
Nicollette Christine Indzevski  
Monique Lynn Francine Janssen  
Brittany Nicole Welton Mamone  
Laura Margaret McCarthy  
Sasa Mudrinic

Abana Milcah Nathaniel-Deb  
Colleen Marie O'Brien  
Chantal Marie Pomerleau  
Lorena Ruci  
Kayla Christine Sapardanis  
Melissa Tawadros

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## Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Zinah Al-Saffar  
Sevan Amirkhanian  
Tamara Helen Austin  
Dionna Begg  
Cynthia Bilodeau  
Jeremy Buhler  
Judy-Anne Craig  
Valérie D'Amour-Horvat  
Jaspreet Kaur Deo

Cody Eriksen  
Janice Goguen-LeBlanc  
Marie Antoinette Ingrid Audrey Kodye  
Konstantina Elena Kreis  
Stéphanie Lalande Charlebois  
Erica Lundberg  
Leslie MacIntyre  
Bryanne Manveiler  
Laura McGeown

Beverly McLean  
Anya Elizabeth Moon  
Sarah Mordell  
James Murch  
Monica Orendain  
Ashley Pettigrew  
Kayla Truswell  
Muhammad Umar

*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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## Psychologists - Certificate of Registration Authorizing Supervised Practice

Sameera Ayob  
Sarah Allisa Bacso  
Brian Bird  
Ashley Brunsek  
Brittany Burek  
Simon Chung  
Stefanie Jane Ciszewski  
Jenna Cripps  
Miranda Gabrielle Di Lorenzo-Klas  
Addy Jean Dunkley-Smith  
Michelle Jacqueline Flynn  
Marina Fodor  
Mikaela Daria Gabriel

Healey Malvina Gardiner  
Hannah Gabrielle Gennis  
Jennifer Gomez  
Andrew Grant Hunter  
Alexandra Irwin  
Leanne Kane  
Allison Kirschbaum  
Justine Maya Ledochowski  
Ilana Emilia Lockwood  
Tara Masseratagah  
Tara Lynn McAuley  
Matthew McPhee  
Christina Lynne Mutschler

Angela Zahra Palangi  
Lian Vanessa Parry  
Chandan Preet  
Victoria Lindsey Purcell Evens  
Andrea Rocha  
Sophia Lynn Roth  
Antonette Scavone  
Lindsay Alexandra Starosta  
Sabrina Kaur Syan  
Annabelle Simone Torsein  
Mareena Wesley  
Elise Arianna Wouterloot

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

Jordan Adam Benrubi  
Or Fridenberg Harshalom  
David Arthur Hurst

Megan Laura Maddison  
Sanaz Mehranvar  
Christine Moser

Gadija Bibi Roshan  
Sriya Yulissa Smalling

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**Retired**

Marilen J. Gerber

Sally Marie Kuehn

Marie-Sylvie Roy

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**Resigned**

Susan Berry  
Genevieve Claudette Bouchard  
Lorna Jean Graham

Samantha Jean-Marie Helmeczi  
Gerald Thomas McFadden  
Sara Kristin Quirke

John Frank Sullivan  
Henry Joseph Svec