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PRESIDENT'S MESSAGE

Chaucer's famous phrase that time and tide wait for no (one) is often used to motivate us to action; reminding us that we need to engage rather than wait. However, one of our most common, shared human experiences is being in a position where we must wait. Everyone can readily think of a range of life circumstances that required them to wait, and sit with the uncertainty of doing so. Sometimes, we wait for news that could be undesired, while other times we may be waiting for opportunities.

I can't recall all I thought about during the hotel hallway wait at the end of my oral examination for registration with the College of Psychologists of Ontario. Yet, I can still muster good recall of the tension I felt as I waited to hear if this professional opportunity would be mine. Minutes felt like hours until I received the feedback that I had passed. I can confirm that waiting with uncertainty for a desired opportunity for even a short time can be tense.

As I write this, the countdown clock is ticking toward the proclamation of the new College of Psychologists and Behaviour Analysts of Ontario on July 1, 2024. That's about 250 days away. That's 250 days to wait for an opportunity.

I anticipate that those who work in the field of applied behaviour analysis have questions about the impact

that regulatory oversight will have on their professional lives. Like I did many years ago when I registered as a psychologist, you will complete your application and wait for the final feedback from the College confirming if you are now a registered behaviour analyst. Members of the public and employers also find themselves seeking information that will help them understand the impact of a profession's self-regulation for the public's protection



“Chaucer’s famous phrase that time and tide wait for no (one) is often used to motivate us to action...”

on their interactions with behaviour analysts. I trust that all of the materials available on the College website and presented during past and future town hall meetings will be helpful in the months ahead.

I appreciate that some of our current psychologist and psychological associate members who engage in the practice of applied behaviour analysis also have questions about how they will define themselves and their professional roles following the proclamation of the new College. If you fall into this group, your questions are helpful as College staff and the Applied Behaviour Analysis Working Group formulate specific responses to each new scenario that arises.

Council members, with the support of College staff and Working Groups are also moving forward to systematically make necessary amendments to our By-laws in advance of the proclamation of the new College of Psychology and Applied Behaviour Analysis. We are currently waiting for our next scheduled Council meeting where this will be a priority on our agenda. Council members’ necessary process of governance review takes time and will include membership consultation. So, you as members of the College, are also waiting for this opportunity to consider and provide feedback on proposed By-law amendments in the months ahead.

I anticipate that we can benefit from recognizing this common, shared experience of actively waiting for this new, desired governance opportunity to become a reality.

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

REGISTRAR’S MESSAGE



Dear Registrants,

For this edition of my Registrar’s message, I begin by referencing preeminent psychologist, Dr. Marsha Linehan, “change is a natural life occurrence.” We can

attempt to hold onto the present moment, and yet we inevitably come to learn that the present has become the past. Time is absolute. There are many changes in

the health regulatory space, and the College will either modernize with the times, or risk becoming a relic of the past. Our psychology colleagues in British Columbia (BC) are facing a major change to regulation, such that psychology will be one profession within a [multi-profession College](#) which includes: dietitians, occupational therapists, opticians, optometrists, physical therapists, and speech and hearing professionals. The impetus for the consolidation of Colleges was the “[Cayton report](#)”, which I highly recommend all registrants read, as what becomes clear is that a regulatory College has a fiduciary

duty to the public, even when decisions may be unpopular to their registrants. Self-regulation is a privilege and can be removed or modified if a regulator demonstrates professional self-interest over the public interest. We cannot take this social contract lightly; Ontarians deserve the safest, highest-quality psychological services through effective regulation of the profession.

Change is also potentially brewing with our psychology colleagues in the United States, as they are managing advocacy efforts that are “anti-regulation.” Take a moment to imagine what that would mean for the public if psychology was unregulated...the potential harms are unimaginable. What can we do at the College? We need to demonstrate that we are responsible stewards of resources and that our steadfast focus is on the public interest over that of our profession. To that end, if folks are interested in reviewing the complete financial analysis that led to the Council’s decision to amend By-law 18: Fees, please click here ([pgs.218-240](#)) for the briefing note as well as a [video version](#) where I walk the Council through the financial status of the College and the need for decisive action to course-correct into the future.

As I write this message, I do so with a heavy heart due to the tragic amount of suffering in the world right now; for us here in Ontario, and throughout the globe. We are witnessing some of the darkest depths of human behaviour, and the devastation that human beings can cause to each other. I am a firm believer that psychology professionals are an antidote to human suffering; you are healers. At the same time, many of you are also going through your own experiences of pain and trauma. We

are not immune to the psychological injuries that afflict our clients, and it is my hope that our registrants can find some level of healing amidst this horrific time. The people of Ontario need psychological services more now than ever, and I know that you will rise to the occasion.

You are likely aware that the Courts have rendered their decision on the recent College case that has received global attention. The [College’s decision was upheld by the Courts](#). We are witnessing emerging case law, which is an opportunity for us to reflect and to learn from these legal decisions with humility and curiosity. A fallout of the Court’s decision is that the College has received numerous death threats directed towards us as staff and our families. Despite the threats, the College remains committed to our mandate and following the rule of law. We will not be intimidated by nefarious players, and we will continue to move the College forward into the future.

I end my message by quoting the great Dr. Frankl and by encouraging us all to be kind to each other; life and work are hard enough as it is, let’s ensure that psychology is a remedy to human suffering and not a catalyst.

“The one thing you can’t take away from me is the way I choose to respond to what you do to me. The last of one’s freedoms is to choose one’s attitude in any given circumstance.”

— Viktor E. Frankl

Tony DeBono, MBA, Ph.D., C.Psych.
Registrar & Executive Director

TEMPORARY EMERGENCY CLASS OF REGISTRATION

The College has established a temporary emergency class of registration as per the requirement of the Ministry of Health. Of note, all health professional Colleges in Ontario were required to create a temporary emergency class of registration, as reflected in amendments to the [Health Professions Procedural Code](#) of the *Regulated Health Professions Act, 1991*. [The Registration Regulation](#)

[of the Psychology Act \(1991\)](#) was amended to reflect the profession-specific temporary emergency class of registration. The decision to activate temporary emergency registration would be based on the Minister’s request (or Council’s determination) due to emergency circumstances that doing so would be in the public interest.

Dear Registrants,

I am excited to be introducing the inaugural “member series” article of HeadLines, Zeitgeist, the first of its kind for the College. A strong College requires engagement from its membership in order to achieve its public protection mandate, and this is reflected in our new Strategic Plan. Psychology professionals possess an incredible amount of intellectual capital to share that can improve our service to the public. High quality psychological services are provided by our membership, and the College is honoured to take this next step in

collaborating with our registrants to impart knowledge, to stimulate curiosity, and to strengthen the psychology community. Simply stated, we serve the public more effectively when we leverage the collective wisdom and expertise of our membership. Without further ado, I hope you enjoy our first edition which is authored by Drs. Bieling and Antony.

Sincerely,

Tony DeBono, MBA, Ph.D., C.Psych.
Registrar and Executive Director

MUSINGS ABOUT THE FUTURE OF PSYCHOLOGY PRACTICE IN ONTARIO

Peter J. Bieling, Ph.D., C.Psych.

Martin M. Antony, Ph.D., C.Psych.



Has this ever happened to you? You’re leaving the office after a longish day, and think to yourself, “there’s not enough of us; there never will be enough of us.” You know in your bones that these statements are true; waitlists are uncomfortably long and psychology positions often go unfilled. Furthermore, incremental improvements in the supply of new psychology professionals won’t make a difference, because we’re off by such an order of magnitude. The shortage of psychologists and psychological associates (and other mental health professionals) was already a problem pre-COVID, and now the problem is many times greater. After mulling over the shortage with no solution, you blessedly arrive at home, and some of those comforts and habits allow you to slip back into blissful denial, until of course the next workday arrives and the facts remain about as stubborn

as they were yesterday. What can we do, knowing that our profession exists to serve the public good when at the same time what we do cannot possibly meet the demand, at least not without a huge investment in recruitment and training?

We don’t have all the answers, but mulling the possibilities seems worthwhile, at least at the level of a thought experiment – starting with the practical to fanciful. The low hanging and yet still challenging answer may be to double down on our contributions to training. While many College registrants are already feeling the strain of much too much to do, we may want to look at what contributions we can make to enhance training of the next generation(s). Not that finding more time for consultation and supervision is going to be a cake walk, but we all know those parables about how much more work can be done when our expertise and accumulated wisdom is leveraged through learners; indeed it may be worthwhile to cut back on other things to achieve this future gain. Erickson talked about the mental health benefits of “generativity,” a later developmental stage in which we rise above our personal interests to focus on guiding the next generation.

Second, and professionally dear to the two of us, are programs like the Ontario Structured Psychotherapy

(OSP) program. Discussing OSP in detail would be a bit beyond the scope here, but in a nutshell it's a short-term, publicly funded, stepped-care program that provides cognitive-behavioural therapy (CBT) for anxiety-related problems and depression to individuals across the province of Ontario. And, unlike past programs and funding announcements that give money for some set purpose, but lack a feedback loop to check whether that program is making a difference (or even implemented at all), OSP comes with detailed guidelines that outline how the program is to be implemented, and weekly outcome assessments to measure both symptom reduction and functional improvements. OSP really is different than



“...is it possible to make responsible, helpful, and impactful psychological content for social media?”

previous programs in the province; every aspect of OSP is carefully and consistently applied based on evidence-based principles and measurement-based care. Indeed, for the first time we can remember there is a built-in, “on the job” training component for therapists to become competent in CBT. OSP treatment providers come from a number of professions (e.g., social workers, registered psychotherapists, nurses, occupational therapists, psychology professionals) but psychological science plays a central role in the training and oversight of the work.

The province is contemplating following a similar model for funding additional new services in the mental health and addiction area. It's less clear that there would be

a way to apply this approach after the fact to existing programs, but we would suggest that it should at least be considered. Because OSP is evenly applied across regions of Ontario, it sheds light on what residents in those regions do not always have access to. One example is Dialectical Behaviour Therapy (DBT) – an important, evidence-based treatment for borderline personality disorder and other chronic and debilitating conditions characterized by severe emotion dysregulation. Yet, a satellite image for DBT offerings in the province would show these services huddled mostly around our largest urban centres. In addition, DBT requires model fidelity to be effective, and under current arrangements, “DBT” seems to mean different things, depending on the provider, the agency, or the client population. The lack of access to DBT across Ontario seems like a missed opportunity, and being more systematic around this intervention dovetails nicely with the value of public protection and making the most of public health spending.

As innovative as OSP may seem, there's also something about it that is decidedly not revolutionary. Indeed, a program like OSP should probably have been around all along. Who can argue with offering the right treatment to match a client's needs, making sure that the people delivering the care are equipped to do so, and measuring the results. Seems like common sense in the scientist-practitioner model many of us grew up in. What can we do to move the needle forward? The answer isn't clear just yet, and requires a speculative kind of futurism. But surely, expanding our necessary reach will be, in part, rooted in technology. Indeed, that is already happening.

Next, we pose questions, more than answer them. However, we feel optimistic that despite the challenges, there are significant opportunities around the corner that would make initiatives like OSP seem like the equivalent of a rotary land line.

First, we ask what role can social media play? Despite the frustration, division, and misinformation these platforms sow, we also have to acknowledge that they reach billions of people. And it's not all bad. From these same apps – one swipe away – we learn about recipes, travel destinations, and cool skateboard tricks. Even the

smallest dive into these apps will show that messages about mental health topics occur all the time. Many of them we'd surely question, but the "top 5" signs of "whatever" are enormously popular and impactful. So, we ask, is it possible to make responsible, helpful, and impactful psychological content for social media? If the answer is no, we have to acknowledge that we are leaving this domain of influence to others. And if we don't like the mental health Tik-Tok feed, isn't there some imperative to add to or counter it? Could there not be a world in which, thanks to that magic algorithm, a user sees a sensitive and sensible message about their mental health that gives them reflection and food for thought, and starts them on a road to self-discovery that leads to pursuing needed treatment? Or, perhaps there is a way to reach them with a simple message, a parenting hack, or a message about assertive communication that could make a difference right now. We are of course not advocating for psychotherapy by social media (though keep reading; that's sort of coming next), but perhaps there can be a social media world in which the collected body of psychological science and knowledge actually plays a helpful role.

Finally, we turn our attention to the much bigger and murkier topic of artificial intelligence, particularly large language models. We invite the reader who hasn't tried it yet to check out ChatGPT, and ask it a question related to a psychotherapy topic of their choice – perhaps, how do I deal with an irrational fear, or what are the different types of trust that are important in relationships? You will likely find that the response is not too bad. And yes, under certain circumstances these Chatbots get things wrong and "hallucinate." But we can expect these problems to be solved over time by companies that have billions of dollars at stake. Alongside this text output, the ability of computers to learn to speak aloud exactly like us off a very small training set is advancing too. It's already available on your phone.

Now imagine having a large language model train off your own written works, and better yet, off your therapy recordings. Could that piece of tech do a credible imitation

or impression of you with a new case? This is something of an empirical question, of course, but we suspect this possibility to be not too far off. And it wouldn't stop there. An "avatar" could be created that would be the sum of not just your abilities and experience, but those of many psychology service providers, accumulating knowledge and skills that any one of us humans would not be capable of.

Will psychology of the future find itself in a space that looks more like an air traffic control centre, watching over many, many courses of therapy and intervening only when the system signals something that's unexpected? Dystopian? Maybe, but remember the option of having enough of us to do this work is not on the table, and there's no reason to think those of us happy in the work



we already do couldn't continue on as we wish.

The world of a virtual therapist could be great for public access. There would be very few incremental costs for copies of the therapist avatar. Such a service would be convenient for clients to use at any time of day or night; no more driving; no parking costs. Therapy could take as long as it needs to, with no need to find mutually agreeable appointment times. Moreover, a virtual therapist would have none of the very human frailties and proclivities that underlie the most vexing cases of unprofessional behaviour. Not that they'd be perfect of course; but their weaknesses would not come in those kinds of lapses.

No doubt, questions will swirl in the mind, including musings about regulations, human connection, protected acts, and many an ethical dilemma that would need to be weighed. Meanwhile tech/health companies are already

working on this-- they've sized up this market, they'll carefully maneuver around regulations and regional constraints, and they'll work anything else out in court rooms. The market is just too big not to try, and we acknowledge that market forces are not always benign.

We know this is a conversation just getting started and the range of possibilities remains very large. But we are certain that College members need to be engaged in these efforts to shape this coming revolution.

Peter J. Bieling is a psychologist at St. Joseph's Healthcare Hamilton, a professor in the Department of Psychiatry and Behavioural Neurosciences at McMaster University, and a clinical consultant in the Ontario Structured Psychotherapy Program.

Martin M. Antony is professor and chair of the Department of Psychology at Toronto Metropolitan University, and provincial clinical and training lead in the Ontario Structured Psychotherapy Program.

EQUITY, DIVERSITY, AND INCLUSION (EDI) UPDATE



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. The College has created an [EDI page](#) on which information and resources are 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 meetings with the Committee Chairs to discuss their Committees' EDI initiatives and to provide support as needed. Representatives of the Working Group have continued to support the Jurisprudence and Ethics Examination (JEE) Committee in their efforts to guide the JEE exam item writing process and to assist with incorporating EDI content and principles into the exam. More recently,

the EDI Chair met with the Chairs of the Registration committee to discuss their various committee projects including those related to supervised practice members, and the examination process with an EDI lens. The EDI Working Group has also been in joint efforts with the Standard of Conduct Working Group and assisting with fine tuning the Standards of Conduct from an EDI lens.

Presently, the EDI Working Group has continued to review and prioritize EDI initiatives and goals. We are now developing an EDI plan, which will be connected to the College's [Strategic Directions](#). We look forward to continuing to keep you all updated on our EDI journey.

The next meeting of the EDI Working Group is scheduled for the beginning of November 2023.

PREPARING FOR APPLIED BEHAVIOUR ANALYSTS (ABA) REGULATION UPDATE



The College continues its work to welcome behaviour analysts into what will be the new College of Psychologists and Behaviour Analysts of Ontario. This work must be completed by July 1, 2024, when the [*Psychology and Applied Behaviour Analysis Act, 2021*](#) is proclaimed into law.

Pre-registration is expected to open in the Winter 2023. The College has designed a [Self-Screening Tool](#) for practitioners of behaviour analysis, therapy, or intervention to assist them in determining whether they will need to apply to the College once preregistration opens. The College has also updated the ABA [Flowcharts](#) which illustrate the registration pathways for Transitional Route and Entry Level Route applicants.

The College has now struck an ABA sub-working group tasked with developing the College's Jurisprudence and Ethics Course and Assessment in Applied Behaviour Analysis (JECAABA). The JECAABA, along with the Ontario

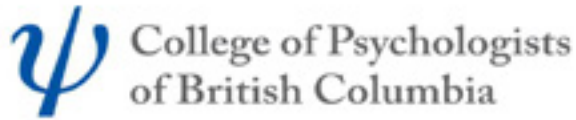
Examination for Professional Practice in Applied Behaviour Analysis (OEPPABA), will be administered at least once prior to proclamation on July 1, 2024. Additional details about the JECAABA and OEPPABA, including how to register, will be provided closer to the date of administration.

The College is also excited to announce the release of its first [webinar for Applied Behaviour Analysis](#). In this webinar, the College's Registrar and Executive Director, Dr. Tony DeBono, introduces the background to ABA regulation in Ontario, addresses commonly asked questions and concerns regarding ABA regulation, and guides viewers through the next steps in the registration process.

The College welcomes feedback and questions from the public and behaviour analysts. You can contact the College at aba@cpo.on.ca.

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA

CLINICAL SUPERVISION WORKSHOP RECORDING



#404, 1755 West Broadway
Vancouver, B.C. V6J 4S5
T: 604 736 6164
F: 604 736 6133

CPBC Clinical Supervision Workshop Recording Now Available Online

In response to requests from registered psychologists who were unable to attend the full day, June 15th workshop **Clinical Supervision: Competence, Professional Standards, and Practice**, sponsored by the College of Psychologists of BC and offered by Dr. Carol Falender, a recording of the workshop is now available online for registered psychologists from all regulated Canadian jurisdictions.

Interested registered psychologists may access the recording by using this [LINK](#) to register. The fee is \$250 and instructions for how to make payment are located on the registration page.

Please note that the College does not provide certificates of attendance. Please also note that this is a workshop and not a course, attendance is not monitored, and completion of a workshop is not considered sufficient to declare mastery of the topic.

Workshop Description:

In this program, multiple aspects of the practice of competency-based clinical supervision will be described through the lens of the supervisor's responsibilities and adherence to professional standards. A framework for systematic and intentional supervision with specific components will provide a structure for adherence to the highest duties of the supervisor: protecting the client, the supervisee, and the public, framing supervision multiculturally with cultural humility and respectful process, and systematically addressing and enhancing the competence of the supervisee. Emphasis will be on assessing readiness and current competencies, structuring the relationship, addressing strains and ruptures, providing ongoing directive feedback and support, targeted feedback and evaluation, gate-keeping and monitoring of competence to ensure protection of the public, and understanding and adhering to the *Code of Conduct* and the ethics of the profession in clinical supervision and practice.

The Presenter:

Carol Falender, Ph.D. is co-author/editor of seven books on clinical supervision and consultation and has presented workshops on clinical supervision, the competency-based model, consultation, multicultural supervision, and ethics and regulatory issues in supervision in the U.S., Canada, and internationally. She directed APA accredited internship programs for over 20 years and was Chair of the Supervision Guidelines Task Force of the American Psychological Association (APA). She was the recipient of a Presidential Citation from APA for innovative contributions to the theory and practice of clinical supervision, nationally and internationally and recipient of the 2018 Distinguished Career Contributions to Education and Training in Psychology Award from APA, and in 2023, the Division 29, APA's Society for the Advancement of Psychotherapy, the Distinguished Award for the International Advancement of Psychotherapy. Dr. Falender is an Adjunct Professor, Pepperdine University, Clinical Professor, University of California Los Angeles, Psychology Department.

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 registrants in maintaining their knowledge and skills throughout their careers. While adhering to the rigorous legislative requirements, the components of the College's Quality Assurance Program 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 registrant-specific information about Quality Assurance involvement is not publicly available.

CONTINUING PROFESSIONAL DEVELOPMENT PROGRAM (CPD)

New downloadable templates have been posted to the QA section of the [College website](#) to assist registrants in tracking their CPD credits throughout their two-year cycles. These templates should be saved directly to personal devices and completed electronically or printed for hard copy use. Registrants are reminded to store their supporting documentation, along with their completed tracking sheets for a minimum of five years (O. Reg. 73/15: General).

College templates now include spaces to record completion of continuing education and professional development activities which include content pertaining to Equity, Diversity, and Inclusion (EDI). All registrants must ensure at least 5 of their overall credits completed within a two-year cycle contain such content to avoid practices that may unfairly discriminate against, or would be experienced as oppressive by, some individuals or groups. EDI credits may be fulfilled through the completion of activities from any of the CPD categories.

The College continues to work towards the launch of a new online CPD tracking tool to assist those registrants who prefer to store their records digitally. More information will be provided in the coming months.

CPD Audits

Each year, the Quality Assurance Committee conducts random audits to verify registrant completion of the mandatory Continuing Professional Development

program requirements. The Committee has begun auditing registrant completion for the July 1, 2021 – June 30, 2023 cycle. In addition to those randomly selected, four registrants who did not make their required CPD Declaration of Completion by the assigned deadline are also pending Committee review.

SELF-ASSESSMENT GUIDE AND CONTINUING PROFESSIONAL DEVELOPMENT PLAN (SAG/PDP)

SAG Review Status Update

There are two matters pending Committee review regarding registrants who did not make their required SAG Declaration of Completion by the required deadline.

PEER ASSISTED REVIEWS (PAR)

PAR Status Update

The College continues to address a backlog of ongoing Peer Assisted Reviews created by restrictions associated with the COVID-19 pandemic. Most reviews continue to be conducted virtually through secure videoconferencing, although the College has also permitted the resumption of in-person meetings, when requested.

During the last quarter, three Peer Assisted Reviews were completed, with Assessor reports considered by a Panel of the Committee. In all cases, the Panel believed, based upon information detailed in reports, that the registrants demonstrated adherence to the Standards of the profession within their practices.

There are 22 remaining reviews to be scheduled or resumed following a previous deferral. The majority of these reviews remain pending due to the availability of suitable College Assessors. It is anticipated that the selection of additional PAR participants will be made for the 2023-2024 period shortly, pending Committee considerations.

Call for PAR Assessors

To conduct Peer Assisted Reviews, the College requires the assistance of registrants with a desire to take an active role in public protection by assisting their peers. Those interested in becoming College Assessors are encouraged to contact the Quality Assurance Coordinator for additional information (qualityassurance@cpo.on.ca).

Interested registrants will be asked to undertake the following in order to assist in the PAR program:

- Participate in the College's Peer Assisted Review Assessor and Reviewer training session before conducting the review, if they have not already done so within one year prior to the date of the review (training provided upon appointment as a College Assessor)
- Maintain confidentiality, as required by s.36 of the *Regulated Health Professions Act, 1991, S.O. 1991, c. 18*

- Familiarize themselves with the Legislation, Regulations and the *Standards of Professional Conduct* relevant to the practice they will be reviewing
- Assessors must also attest that:
 - They have held a certificate of Registration for Autonomous Practice with the College of Psychologists of Ontario for at least five years
 - They are currently in active practice as a psychologist or psychological associate
 - They are free of any conflict of interest or bias, or any appearance of either, with respect to any review they conduct
 - Neither themselves, nor the individual they will be reviewing is in a position of power with respect to the other in any review conducted

The Committee is currently requesting the assistance of those who are Authorized in the following areas:

- Rehabilitation Psychology
- Health Psychology
- Neuropsychology
- Clinical Psychology (private practitioners, fluency in English & French an asset)

COMMUNICATION REMINDER

The College uses e-mail to communicate as this is a quick and efficient method to bring important information to registrant's attention. Registrants are reminded that it is important to keep their College contact email address up to date and ensure that the College is included in the list of safe senders. Protocols are often updated, and this can result in College emails being directed away from your

inbox. Please forward cpo@cpo.ccsend.com to your IT department to ensure it is included on the safe sender list.

If you unsubscribe you will not receive these important, often time-sensitive, notices as the College does not distribute similar information by regular mail. If you have any questions, please contact the College

COUNCIL HIGHLIGHTS - SEPTEMBER 22, 2023



The College Council met virtually on September 22, 2023. Information provided to members of Council for their review prior to their deliberations and decision-making was posted on the homepage of the College website a week in advance of the meeting. Following the meeting, this information was archived and is available on the website in the [Council Meeting Materials](#) Reference Library.

BUSINESS ISSUES

Transfer of Funds

The financial statements for the year ending May 31, 2023 indicated an operating deficit for the 2022-2023 year of \$879,704.36. The College maintains a Fee Stabilization Fund which “is designated to minimize or delay the impact of year-over-year changes in revenues or expenses on membership renewal fees”. The Council approved the use of the Fee Stabilization Fund and the Investigations and Hearings Reserve Fund to cover the operating deficit.

Membership Fees

The College has not raised membership fees since 2002. At its June 16, 2023 meeting, Council passed a motion to circulate amendments to By-law 18: Fees to obtain feedback and comments from members. The consultation materials are available on the [College website](#). In response to the consultation the College received a total of 617 responses.

Following the closing of the consultation, the College’s Executive Committee reviewed all the responses and made a recommendation to Council. The Council approved amendments to By-law 18: Fees. The full Briefing Note provided to Council can be found on page 218 of the [Materials](#). The changes to membership fees will come into effect June 1, 2024. The new fees will be as follows:

Certificate	Current Fee	Fee as of June 2024
Autonomous Practice Certificate	\$795	\$1,200
Interim Autonomous Practice Certificate	\$795	\$1,200
Supervised Practice Certificate	\$550	\$600
Academic Certificate	\$397.50	\$600
Inactive Certificate	\$238.50	\$298
Retired Certificate	\$50	\$62.50
Limited Interim Autonomous Practice Certificate	\$240	\$300

In addition, the penalty for any member who fails to pay their annual fee on or before the day on which it is due will increase to 20% of the annual fee.

Annual Financial Audit

Council received and approved the annual Audited Financial Statements for the fiscal year ending May 31, 2023. A Summary of the Audited Financial Statements can be found in this volume of *HeadLines* and the full Audited Financial Statements will be included in the 2022-2023 Annual Report.

OTHER BUSINESS

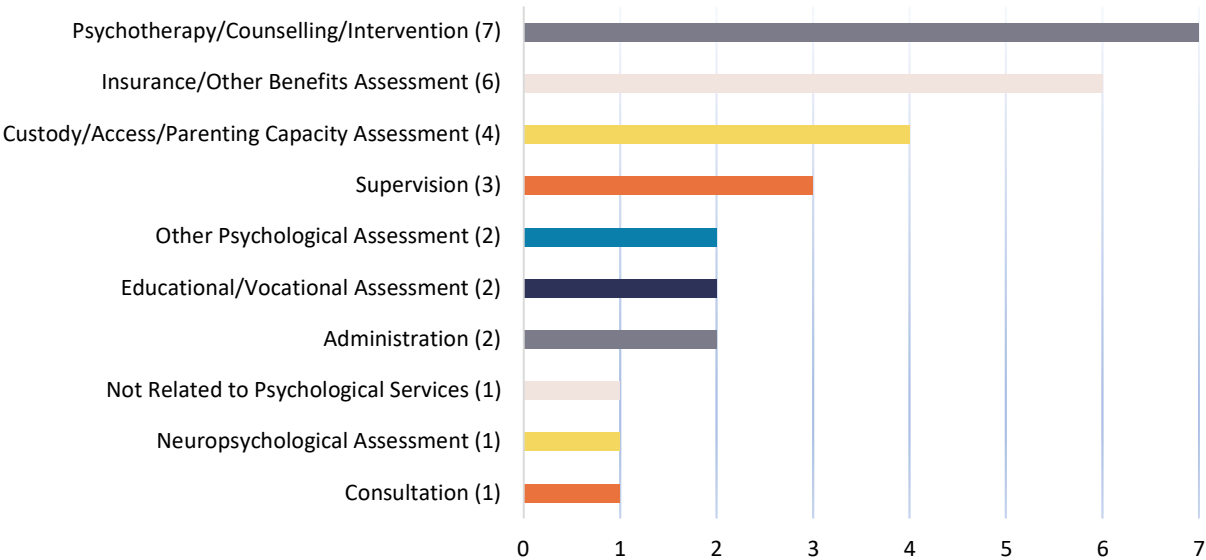
The next meeting of Council will be held virtually on December 15, 2023.

INQUIRIES, COMPLAINTS & REPORTS COMMITTEE (ICRC)

JUNE 1, 2023 – AUGUST 31, 2023

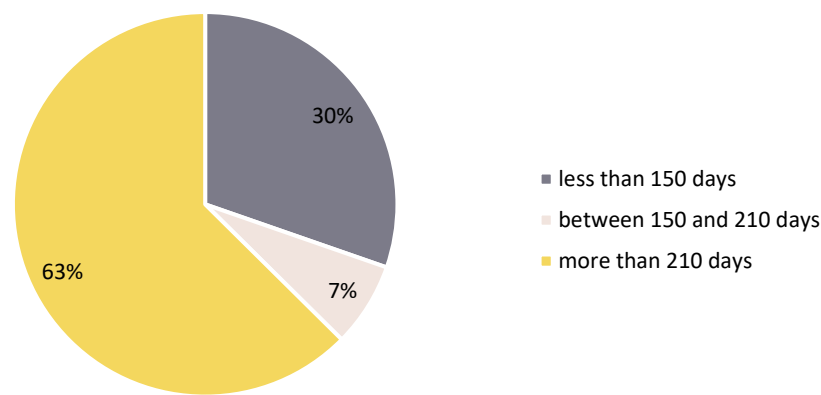
NEW COMPLAINTS AND REPORTS

In the 1st Quarter, the College received 29 new complaints. The nature of service in relation to these matters is as follows:



TIMELINE SNAPSHOT

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

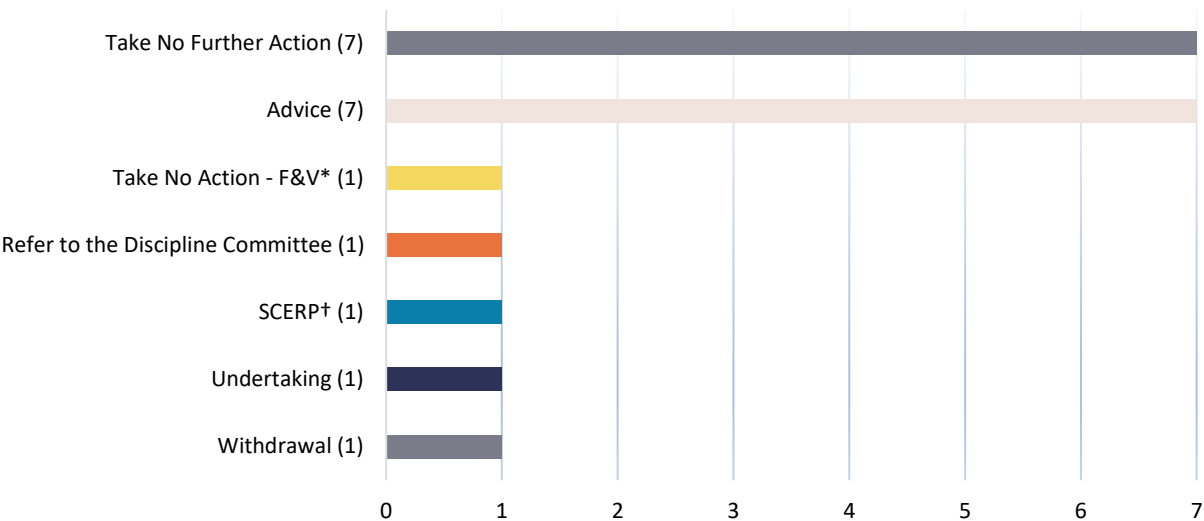


ICRC MEETINGS

The ICRC met twice in this quarter to consider a total of 18 cases. In addition, the ICRC held 17 teleconferences to consider 25 cases.

ICRC DISPOSITIONS

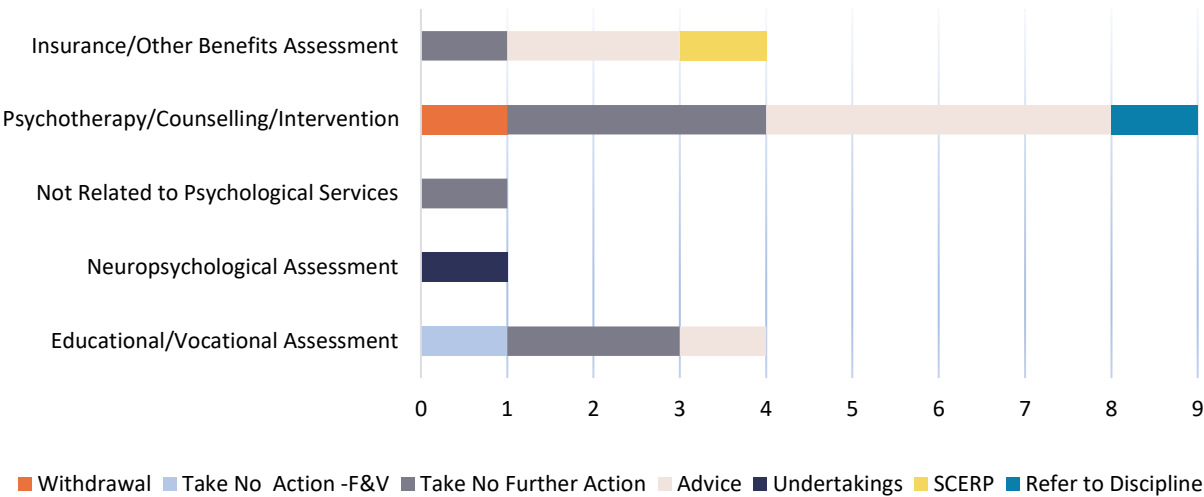
The ICRC disposed of 19 cases during the 1st quarter, as follows. The ICRC took some action, ranging from providing advice to a referral to the Discipline Committee, in 10, or 53%, of these cases:



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

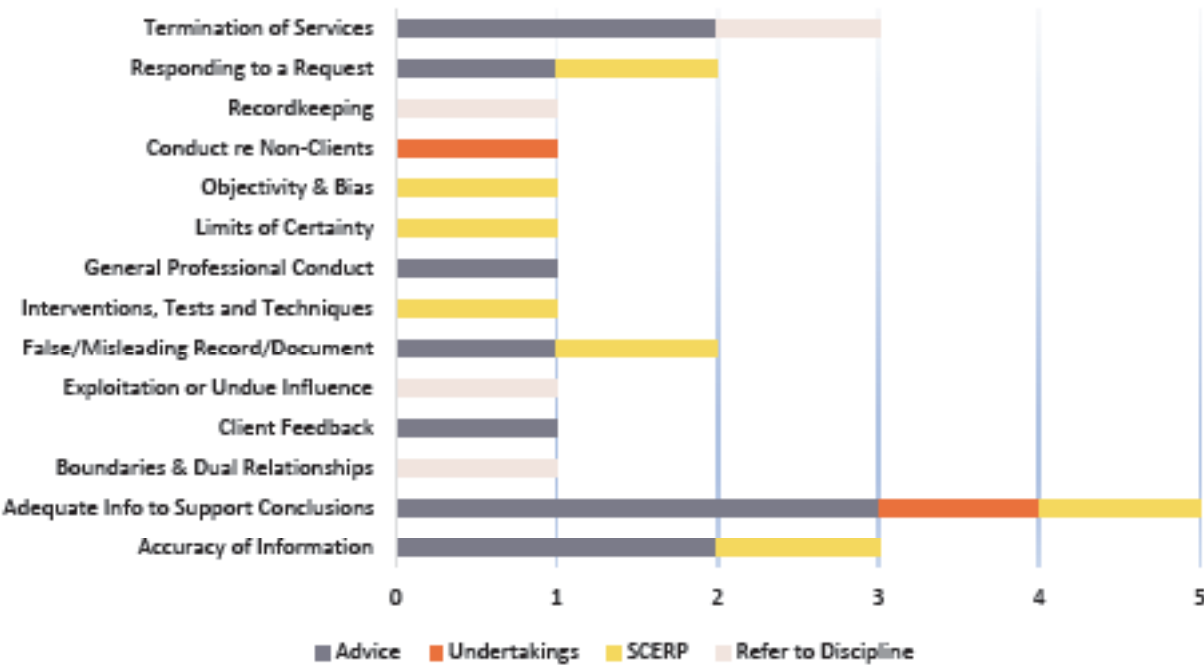
†SCERP: Specified Continuing Education or Remedial Program

The dispositions of the 19 cases, as they relate to nature of service, are as follows:



DISPOSITION OF ALLEGATIONS

The 19 cases disposed of included the consideration of 54 allegations. The ICRC took some action with respect to 24, or 44%, of these allegations.



HEALTH PROFESSIONS APPEAL AND REVIEW BOARD (HPARB)

In the 1st Quarter, three HPARB reviews of ICRC decisions were requested. The College received four HPARB decisions, all 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.

NOT PROCEEDING WITH AN ASSESSMENT: DECISION: TAKE NO FURTHER ACTION

A complainant was referred to a member for a psychological assessment in the context of an insurance claim. The complainant alleged that at their initial meeting, she said she would file a complaint with the College if the assessment was not conducted professionally and impartially. In response, the member inappropriately refused to conduct the assessment.

The panel of the ICRC considering this matter believed that on the record, it appeared that the complainant was not comfortable with the assessment process. The panel believed that the member took appropriate steps to explain the process and to obtain informed consent. However, it did not appear that the complainant was prepared to proceed with the assessment. The panel therefore decided to *Take No Further Action* with respect to the complaint.

APPROPRIATENESS OF FEEDBACK SESSION: DECISION: ADVICE

The complainant alleged that a member provided diagnoses of two personality disorders in the last ten minutes of a virtual feedback session in relation to a psychoeducational assessment. The complainant believed that it was inappropriate to provide these diagnoses without also providing him with a copy of the report, and sufficient time to ask questions and understand what these diagnoses meant.

The panel of the ICRC considering this matter did believe that it may have been prudent to consider the timing and method of communicating the assessment results to the complainant. This was especially the case where it appeared that complex information needed to be reviewed and the information might have been difficult to receive. The panel therefore decided that it would be appropriate and in the public interest to provide the member with *Advice* in this regard.

PROFESSIONALISM: DECISION: UNDERTAKING

A registered psychologist complained that another member made disparaging comments about her work in a number of assessment reports. These disparaging comments included that she was not competent to conduct these assessments, challenged her conclusions, and questioned her professional ethics.

The panel of the ICRC considering this matter had concerns about the member's conduct in making these kinds of comments within assessment reports. The panel recognized that psychologists may disagree with and challenge the opinions of their colleagues. However, it is important that they do so in a respectful manner and refrain from personal attacks on character and competence. The panel noted that these kinds of comments may also negatively affect clients' trust in their treating professionals and in the profession of psychology as a whole, and could potentially affect clients' entitlement to appropriate interventions. The panel

therefore believed that it would be that appropriate and in the public interest to ask the member to enter into an

Undertaking with the College to address professionalism and collegial communications.

Term	Definition
No further action:	A panel may take no further action if it believes there is no risk to the public.
Advice	A panel may give advice if it identifies low risks. Advice is meant to help the member avoid future risks.
Undertaking	An undertaking is a binding and enforceable agreement made by a member with the College that sets out one or more obligations or restrictions on the member. A member may enter into an undertaking with the ICRC or Registration Committee. Entering into an undertaking is not an admission of misconduct or incompetence. The public register must contain a notation and summary of any undertaking, while that undertaking is in effect. Once the undertaking is completed, the notation is removed from the public register.

DISCIPLINE COMMITTEE REPORT



JUNE 1, 2023 – AUGUST 31, 2023

REFERRALS TO DISCIPLINE

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

[Dr. Laura Brown](#): A referral was made to the Discipline Committee on June 30, 2023. This matter is currently at the Pre-Hearing Conference stage.

PRE-HEARINGS

There were no Pre-Hearings held in the first quarter.

HEARINGS

There were no Hearings in the first quarter.

ONGOING MATTERS

[Dr. André Dessaulles](#): Dr. Dessaulles did not attend the scheduled reprimand.

[Dr. Douglas Misener](#): This matter is at the pre-hearing conference stage.

[Dr. Darren Schmidt](#): The Hearing for this matter is currently being scheduled.

[Dr. Ian Shields](#): The Discipline Panel's Decision with respect to this matter has not yet been released.

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 July 2023

Psychologists - Certificate of Registration Authorizing Autonomous Practice

Tessa Colthoff
Gitty Dashtban
Mary Friesen-Walton

Heather Kathleen Hargraves
Monique Lynn Francine Janssen
Anya Elizabeth Moon

Shabnam Paiwand
Bryan Charles Jameson Salmon

Psychological Associates - Certificate of Registration Authorizing Autonomous Practice

Jodi Michelle Benkovic

Psychologists - Certificate of Registration Authorizing Interim Autonomous Practice

Stéphanie Azzi
Mireille Babineau
Tamar Bat El
Barbara Beach
Megan Carol Collins
Theo Elfers
Frank Fedde
Corinne Frechette
Ricki-Lee Gillespie
Stephanie Jolin

Hillary Jones
Renee Joslin
Serge Matt Lacoste
Aaron Lynn Lautzenhiser
Orianna Ledoux
Andrew Luceno
Sarah MacAulay
Chantal MacDonald
Danijela Maras
Jonah Nadler

Evelyn Platts
Katherine Rolfe
Dominique Roumieh
Vanessa Rowe
Diana Lynn Smith
Sophie St-Pierre
Lauren A. Wiles
Leah Wilson

Psychological Associates - Certificate of Registration Authorizing Interim Autonomous Practice

No Certificates were issued in this period.

Psychologists - Certificate of Registration Authorizing Supervised Practice

Carly Sarah Albaum
Julie Ayad
Iulia Banica
Gabriela Fabienne Baumann
Arthur Thorleif Braaten
Jennifer Bradley
Shaofan Bu

David Chafe
Claire Champigny
Marlena Colasanto
Eamon Colvin
Matt Costaris
Kiefer Cowie
Hadas Dahary

Bradley Daly
Megan Dann
Justin Dubé
Victoria Edwards
Amirnikan Eghbali Tehrani
Alyssa Forman
Rivka Green

Raha Hassan	Annamaria Janice	Lauren Poulin
Shanelle Henry	McAndrew	Tamara Leigh Powell
Jinny Hong	Olivia Merritt	Emily Saunders
Zahra Khalesi	Joanna Messenger	Maryam Sharif-Razi
Bronwyn Lamond	Jenkin Ngo Yin Mok	Ariana Christina Simone
Soeun Lee	Khadeeja Munawar	Harold Wolf Steger
Isha Mahajan	Alexandra Nadalin	Kathleen Wilson
Brittany Mascioli	Nikoo Norouzian	Sadet Yilmaz
Tessie Louisa Mastorakos	Mélise Ouellette	Shira Joy Yufe
Larah Maunder	Melina Ovanessian	Joyce Zhu

Psychological Associates - Certificate of Registration Authorizing Supervised Practice

Saima Akram	Samantha Levin	Breeanna Streich
Sharon Anisman	Sarvenaz Ostadghafour	Alec Toller
Carolina Cavaliere	Sabrina Michelle Simmons	

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.

Retired

Ross Eric Gray	Linda Debra Hazzard Lee
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Resigned

Lea Malka Acker	Bertrand L. Guindon	Asta Marion Polcz
David Karl Bernhardt	Margaret Therese Hearn	Terryl Leslie Portigal
Michel Bernier	Frederick Richard Horsley	Joanne Frances Rovet
Mary Diane Bradley	Susan Maureen Hughes	Patricia Mary Sasse
Cindy Jane Chiasson	Gillian Paula Kerr	Isabel Joan Shessel
Bruce Robert David Cook	Barbara Lorraine Landau	Marcella Anne Shields
Lesley Covington	Hargulshan Singh Malik	Michael Patrick Teehan
Joseph Michael Ducharme	Janie Martini-Bowers	Annie Truchon
Mario Rinaldo Faveri	Donald Herbert Meichenbaum	Judith Tudiver
Laurie Anne Ferguson	Evangeline Frances Munns	Robert S Unger
William George Ford	Christina Papadopoulos	Marcel Viens
Mark Frankel	Rowena Pasternak	Margaret Jean Webb
Peter James Gamlin		

Deceased

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

Albert Patrick Gouge	Brenda Joyce Saxe	John Peter VanDeursen
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FINANCIAL AUDIT SUMMARY 2023-2024

COLLEGE OF PSYCHOLOGISTS OF ONTARIO

SUMMARY FINANCIAL STATEMENTS

MAY 31, 2023

HILBORN_{LLP}

Report of the Independent Auditor on the Summary Financial Statements

To the Members of Council of the College of Psychologists of Ontario

Opinion

The summary financial statements, which comprise the summary statement of financial position as at May 31, 2023, and the summary statement of operations for the year then ended, and related note, are derived from the audited financial statements of the College of Psychologists of Ontario (the "College") for the year ended May 31, 2023.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria described in the note to the summary financial statements.

Summary Financial Statements

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

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated October 26, 2023.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria described in the note to the summary financial statements.

Auditor's Responsibility

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



Toronto, Ontario
October 26, 2023

Chartered Professional Accountants
Licensed Public Accountants

Summary Statement of Financial Position

May 31

	2023 \$	2022 \$
ASSETS		
Current assets		
Cash and cash equivalents	1,916,232	7,472,927
Prepaid expenses and sundry receivables	52,515	95,889
Investments - short term	5,265,216	-
	7,233,963	7,568,816
Investments - long term	-	35,382
Property and equipment	951,736	1,076,339
	8,185,699	8,680,537
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	756,922	440,298
Registration fees received in advance	3,092,348	2,999,146
Current portion of lease inducements	25,462	25,462
	3,874,732	3,464,906
Lease inducements	193,084	218,546
	4,067,816	3,683,452
NET ASSETS		
Invested in property and equipment	733,190	832,331
Internally restricted	2,769,149	3,143,614
Unrestricted	615,544	1,021,140
	4,117,883	4,997,085
	8,185,699	8,680,537

The accompanying note is an integral part of these summary financial statements

Summary Statement of Operations

Year ended May 31	2023 \$	2022 \$
Revenues		
Registration fees	3,580,529	3,533,364
Examination fees	137,800	137,550
Investment and miscellaneous income	231,761	51,027
Ministry of Children, Community and Social Services grant	130,238	75,018
	4,080,328	3,796,959
Expenses		
Administration	2,959,423	2,758,123
Professional services	266,803	250,955
Investigations, hearings and resolutions	966,852	497,334
Examination and seminar costs	235,780	257,741
Governance	113,215	60,819
Registration	56,839	95,501
Professional organizations	27,591	24,117
Communication, education and training	163,757	134,521
Quality assurance	39,034	17,296
Ministry of Children, Community and Social Services grant	130,238	75,018
	4,959,532	4,171,425
Deficiency of revenues over expenses for the year	(879,204)	(374,466)

The accompanying note is an integral part of these summary financial statements

Note to Summary Financial Statements

May 31, 2023

1. **Basis of Presentation**

These summary financial statements have been prepared from the audited financial statements of College of Psychologists of Ontario (the "College") for the year ended May 31, 2023 on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information presented in respect of changes in net assets and cash flows has not been included and information disclosed in the notes to the financial statements has been reduced.

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