

FAIR REGISTRATION PRACTICES REPORT

2009



**THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO**

Regulating Psychologists and Psychological Associates

The Office of the Fairness Commissioner (OFC) requires the regulated professions to submit reports about their registration practices and their compliance with the Fair Access to Regulated Professions Act, 2006 (FARPA) or the Health Professions Procedural Code set out in Schedule 2 of the Regulated Health Professions Act, 1991 (RHPA).

The OFC will use the information provided in the reports to assess the registration practices of each regulatory body on the basis of its obligations under FARPA or RHPA.

The Fairness Commissioner is required to specify the form, content and timing of Fair Registration Practices Reports. Below you will find the report of the College of Psychologists of Ontario set out in the form and with the content specified by the Fairness Commissioner. The categories and questions posed by the Fairness Commissioner are presented in bold type and the College's responses appear below in regular font.

* * * * *

1). Provision of Information About Registration Practices

Describe how you make information about registration practices available to individuals applying or intending to apply for registration. Specify the tools used to provide information, and the manner in which you make that information available, current, accurate and user friendly in each of these subcategories:

a) steps to initiate the registration process

Of particular assistance to internationally educated individuals is a specific page on the College's web site at the following link: http://www.cpo.on.ca/new-applicants/supervised-practice/index.aspx?id=356&ekmense=14_submenu_28_link_4
At this site, the potential applicant will find an on-line questionnaire to enable the applicant to select the appropriate application form.

The certificate for supervised practice is the usual first step for applicants. Information for individuals intending to apply for a certificate authorizing supervised practice as psychologists or psychological associates is available on the College web site through the following links: http://www.cpo.on.ca/new-applicants/supervised-practice/index.aspx?id=302&ekmense=14_submenu_28_link_2 and http://www.cpo.on.ca/new-applicants/supervised-practice/index.aspx?id=356&ekmense=14_submenu_28_link_4. These sites

also have all the required forms which can be filled out on-line and printed, or printed for completion at a later date.

The College publishes on its web site comprehensive Registration Guidelines describing the registration process. These Registration Guidelines are found at the following links: <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=1442> and <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=1436> .

College Registration staff members are available by e-mail, telephone, or in-person at the College office to assist applicants to obtain the appropriate information. The required applications forms and Registration Guidelines are available by mail if requested but most applicants prefer to acquire them through the College web site.

b) requirements for registration

A complete description of the registration requirements is found in the Registration Guidelines which are found at the following links: <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=1442> and <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=1436> . As part of the regular review of the Registration Guidelines, the "overview" section of these Guidelines is being revised to provide a clearer summary of the process.

Also, the College's web site provides a link to the Ministry of Citizenship and Immigration, <http://www.citizenship.gov.on.ca/english/working/> where there is a "career map" or diagram illustrating the registration process.

College Registration staff members are available by e-mail, telephone, or in-person at the College office to assist applicants to understand the requirements for registration.

c) explanation of how the requirements for registration are to be met, such as the number of years of schooling required for a degree to be deemed equivalent to an Ontario undergraduate degree, length and type of work experience, credit hours or program content

Applicants for the title psychological associate must present a masters degree in psychology and applicants for the title psychologist must present a doctoral degree in psychology. The Registration Guidelines for Academic Credentials describe the 12 criteria that the masters degree, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2698> , or the doctoral degree, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2682> , must meet.

The work experience requirement for psychological associate applicants is outlined in the Registration Guidelines found at <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2700> .

There are Registration Guidelines for the required supervised practice, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2684>, and for the required examinations, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2664> .

In addition to the more general information on the web site, once applicants are approved to proceed with the registration process, specific information about supervised practice arrangements and upcoming examinations are mailed to the individual.

College Registration staff members available by e-mail, telephone, or in-person at the College office to assist individuals.

d) any education or practical experience required for registration that must be completed in Ontario or practice that must be supervised by a member of the profession who is registered in Ontario

Both psychologists and psychological associates are required to practise psychology under supervision in Ontario for a period of up to two years while holding a certificate authorizing supervised practice.

On the main page of the College's web site, www.cpo.on.ca , is a Member Search tool to assist applicants in locating appropriate supervisors. Searches may be made according to geographical location, practice area(s) and language if desired.

Supervisors' Agreement forms are found at the following location on the web site, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=1284> , so as to be readily available. There are Registration Guidelines describing the process for the required supervised practice, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2684> .

If review has shown that a supervised member requires knowledge augmentation, i.e. additional education, the Guidelines for Retraining for Supervised Practice Members, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2668> describe how this can be accomplished through either formal graduate courses, or a coursework equivalent of directed readings.

e) requirements that may be satisfied through acceptable alternatives

Regulation 533/98, Registration specifies as a non-exemptible registration requirement that applicants must present either a masters degree in psychology or a doctoral degree in psychology, as outlined in the Registration Guidelines published by the College. It is therefore not possible, for example, for the College to accept an alternative to a masters degree or a doctoral degree which meets the criteria described in the Registration Guidelines for Academic Credentials.

The audit of registration practices recommended that the College make an explicit statement about this and that it be posted on the web site. This statement will be drafted and approved for publication within the coming year.

f) the steps in the assessment process

The registration process begins with submitting an application and having the academic credentials reviewed. In the section of the College's web site designed for internationally educated applicants, http://www.cpo.on.ca/new-applicants/index.aspx?id=94&ekmense=14_submenu_0_link_2, applicants with degrees granted by universities outside of Canada or the U.S. are directed to an academic credential evaluation service in order to have a determination about the academic level of the degree in comparison to a Canadian degree. This evaluation must accompany the application and the academic transcripts.

College Registration staff then review the application and academic credentials to determine whether they meet the published Registration Guidelines for Academic Credentials. If acceptable, and supervision has been arranged, a certificate for supervised practice is issued. If the academic credentials may not be acceptable, the application is referred to the Registration Committee for further review. This process is described in the Registration Guidelines at the following link: <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2680>.

College Registration staff members are available by e-mail, telephone, or in-person at the College office to assist applicants where further information is needed, or to advise of the status of the application.

g) the documentation of qualifications that must accompany each application; indicate which documents, if any, are required only from internationally trained applicants

The Registration Process section of the Registration Guidelines, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2680>, advises all

applicants to request a transcript from each degree they have received to be sent directly to the College by the university.

However, only applicants with degrees granted by universities outside Canada or the U.S. are required to have the degrees evaluated by an academic credential evaluation service. Also, if the transcript and official university documents are in a language other than English or French, the applicant must arrange to have these documents translated by an official translator.

h) alternatives to the documentation if applicants cannot obtain the required documentation for reasons beyond their control

According to the Registration Process section of the Registration Guidelines, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2680> , if a university outside Canada or the U.S. is unable to send a transcript directly to the College, the College may accept a certified copy of the transcript the university issued to the applicant.

College Registration staff is available to clarify this point for an applicant.

i) how applicants can contact your organization

The College's web site has a "contact us" page, <http://www.cpo.on.ca/about-the-college/index.aspx?id=38> , and the Registration Guidelines and all application forms, <http://www.cpo.on.ca/new-applicants/supervised-practice/index.aspx?id=636> contain the College's contact information.

j) how, why and how often your organization initiates communication

College Registration staff monitors the progress of applications and contacts applicants who are missing parts of the required documentation. During this contact, Registration staff estimates for the applicant when the initial review will be completed and an acknowledgement letter sent. When an application is referred to the Registration Committee for review, the referral notice letter includes the date upon which the Registration Committee review will take place and the date by which the applicant may make submissions.

An on-line registration module is being constructed to enable applicants to log in and discover which of the required application components (application form, reference forms, transcripts, academic credential evaluation when necessary, and supervisors' agreement forms) have been received by the College.

k) the process for dealing with documents provided in languages other than English or French

If the transcript and official university documents are in a language other than English or French, the applicant must arrange to have these documents translated by an official translator. This is described in the Prospective Members section of the College's web site, http://www.cpo.on.ca/new-applicants/index.aspx?id=94&ekmense1=14_submenu_0_link_2 , and in the Registration Guidelines, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2680> .

College Registration staff is available to clarify this point for an applicant.

l) the role of third-party organizations, such as qualification assessment agencies, organizations that conduct examinations or institutions that provide bridging programs, that applicants may come into contact with during the registration process

On the College's web site, the Prospective Members section for internationally educated applicants, http://www.cpo.on.ca/new-applicants/index.aspx?id=94&ekmense1=14_submenu_0_link_2 , provides contact information for both of the credential evaluation services used by the College.

The Registration Guidelines provide contact information for both of the credential evaluation services used by the College, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2680> .

Only one of the three examinations required by the College, the Examination for Professional Practice in Psychology (EPPP), is administered by a third party, the Association of State and Provincial Psychology Boards (ASPPB). The Registration Guidelines give a description of the process for taking this examination, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2664> . Extensive information about the EPPP is available for applicants on the ASPPB web site as well, <http://www.asppb.net/i4a/pages/index.cfm?pageid=3279> .

College Registration staff are knowledgeable both about the credential evaluation services and the examination process and can provide guidance to applicants.

m) any timelines, deadlines or time limits that applicant will be subject to during the registration process

Supervised practice members must take each required written examination, the EPPP and the Jurisprudence & Ethics Examination (JEE) within one year of issuance of the certificate for supervised practice. This is described in the Registration Guidelines, <http://www.asppb.net/i4a/pages/index.cfm?pageid=3279>

. Examination dates are posted on the web site, http://www.cpo.on.ca/members-of-the-college/supervised-practices/index.aspx?id=74&ekmense1=12_submenu_20_link_1 . In addition, specific individual timelines are sent in a personal letter to the supervised member, which includes the application materials needed to sign up to take the EPPP. Two months in advance of each administration of the JEE, examination application materials are mailed to the supervised member.

College Registration staff track the progress of supervised members in taking the required written examinations and mail advisory memos about approaching deadlines.

n) the amount of time that the registration process usually takes

For psychologists, supervised practice takes place over not less than one year or more than two years, as outlined in the Registration Guidelines, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2684> .

For psychological associates, four years (6000 hours) of post masters work experience is required, following which the supervised practice takes place over not less than one year or more than two years. The Registration Guidelines outline this.

The audit of registration practices recommended that the College make an additional appendix to the Registration Guidelines in which there is a summary of the various timelines within the registration process. Work on the production of such a summary is in progress now.

o) information about all fees associated with registration, such as fees for initial application, exams and exam rewrites, course enrolment or issuance of licence

All fees associated with registration are found in a specific appendix of the Registration Guidelines, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2672> . As noted above, the Registration Guidelines are available both on the College's web site and in a paper version which is mailed to supervised members.

p) accommodation of applicants with special needs, such as visual impairment

Each application form has a specific section which describes the available accommodations, enables the applicant to select what is needed, and describes the required supporting documentation, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=608> .

College Registration staff is available to provide further information about accommodation to applicants by e-mail, telephone, or in person at the College which is accessible.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

The audit of registration practices recommended that the College 1) make a more explicit statement that there are no acceptable alternatives to presenting either a masters degree or a doctoral degree in psychology, and 2) create an appendix to the Registration Guidelines which summarizes all fees associated with the registration process.

2. Amount of Fees

Are any of the fees different for internationally trained applicants? If yes, please explain.

Applicants who present degrees obtained through universities outside Canada or the U.S. must have these degrees evaluated by a credential evaluation service and pay the associated fee.

If the transcript and official university documents are in a language other than English or French, the applicant must arrange to have the documents translated by an official translator and pay the associated fee.

Any of the fees the College charges are the same for all applicants.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

There were no changes in the registration practices respecting fees in this reporting year.

3. Provision of Timely Decisions, Responses and Reasons

a) What are your timelines for making registration decisions?

Initial review of applications by College Registration staff takes place within 4 to 6 weeks after the receipt of all required documents.

If the application is referred to the Registration Committee for further review, the Registration Committee meets every 6 to 8 weeks. This is described in the Registration Process section of the Registration Guidelines, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2680> .

The audit of registration practices recommended that the College make an additional appendix to the Registration Guidelines in which there is a summary of the various timelines within the registration process. Work on the production of such a summary is in progress now. The summary would include the timelines for making registration decisions.

b) What are your timelines for responding to applicants in writing?

Within 1 to 2 weeks following the initial review, a written response and supporting documents are mailed to applicants.

If the application has been referred to the Registration Committee for further review, a written response is mailed to the applicant 4 to 6 weeks after the Committee's review.

c) What are your timelines for providing written reasons to applicants about all registration decisions, internal reviews and appeal decisions?

Within 1 to 2 weeks following the initial review, a written response, including reasons and supporting documents, is mailed to applicants.

If the application has been referred to the Registration Committee for further review, the applicant is advised in writing of the reasons for the referral and given a period of 30 days in which to make a written submission.

Once the Registration Committee has carried out its review, a written response with reasons is mailed to the applicant 4 to 6 weeks after the Committee's review.

If a Registration Committee decision is appealed to the Health Professions Appeal and Review Board (HPARB), an external appeal body, the College is unable to set timelines for the HPARB written response and reasons.

d) Explain how your organization ensures that it adheres to these timelines.

College Registration staff uses a database to track the progress of application reviews and referrals to the Registration Committee. The registration database is currently under renovation to create features enabling more extensive tracking and notification systems.

Application files, which are not electronic at this time, are centrally stored within the Registration Staff area and can be readily monitored.

Files referred to the Registration Committee are charted to enable tracking of referral dates and meeting dates until such time as increased functionality is built into the database.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

The extensive analysis and planning to form the basis for building the new registration database was carried out during the reporting year.

The transition from one database to another required data entry in both places, with a resultant increase in the time to mail a written response to applicants.

At the Registration Committee level, the volume of referrals has increased, in part due to the previously announced change in Registration Guidelines for academic credentials coming into effect during the reporting year. The written responses to applicants must, for transparency, contain detailed reasons. The timelines for creating the written responses have increased correspondingly.

4. Access to Records

a) Describe how you give applicants access to their own records related to their applications for registration.

Section 16.(1) of the Regulated Health Professions Act Procedural Code specifies "The Registrar shall give an applicant for registration, at his or her request, all the information and a copy of each document the College has that is relevant to the application." Applicants may make a request for this information by mail, e-mail, telephone, or in person at the College office.

b) Explain why access to applicants' own records would be limited or refused.

Section 16.(2) of the Regulated Health Professions Act Procedural Code specifies "The Registrar may refuse to give an applicant anything that may, in the Registrar's opinion, jeopardize the safety of any person." Other than this, the applicants' requests for their own records are not limited or refused.

c) State how and when you give applicants estimates of the fees for making records available.

Upon the applicant's request by mail, e-mail, telephone, or in person at the College office, Registration staff will determine how many pages are in the record that is being requested and give the fee per page for copying.

d) List the fees for making records available.

There is a charge of .20 cents per page for the copies of the information.

e) Describe the circumstances under which payment of the fees for making records available would be waived or would have been waived.

For 10 pages or less, there is no charge.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

There was no change in this reporting year.

5. Resources for Applicants

a) List and describe any resources that are available to applicants, such as application guides, exam blueprints or programs for orientation to the profession.

1) The web site of the Association of State and Provincial Psychology Boards (ASPPB), <http://www.asppb.net/i4a/pages/index.cfm?pageid=3279> ,provides information about the Examination for Professional Practice in Psychology, including preparatory materials, subject content areas, examination format, accommodation, and procedure for applying to take the examination.

2) The Registration Guidelines, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2664> , provide information about the College's Jurisprudence & Ethics Examination, including the examination blue print, the pass point, accommodation, sample questions, and number of attempts.

3) The Registration Guidelines, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2664> , provide information about the College's Oral Examination, including the purpose, content, format, possible outcomes, and number of attempts.

b) Describe how your organization provides information to applicants about these resources.

1) The Registration Guidelines, available on the College's web site as provided above, describe this examination. Applicants are mailed information about how to enrol. The link to ASPPB is available both on the College's web site and in the Registration Guidelines.

2) and 3) The Registration Guidelines are available on the College's web site as noted above. The Registration Guidelines are mailed to applicants at the time the application is accepted. Approved applicants receive an information memo sent by mail 60 days in advance of an examination administration date.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

There were no changes in the registration practices relevant to this section that occurred during this reporting year.

6. Internal Review or Appeal Processes

In this section, describe your internal review or appeal process. Some regulatory bodies use these two terms (*internal review and appeal*) for two different processes, some use only one of these terms, and some use them interchangeably. Please use the term that applies to your profession. If you use both terms (for two different purposes), please address both.

a) List your timelines for completing internal reviews or appeals of registration decisions.

For internal review by the Registration Committee, according to Section 18.(1) of RHPA "An applicant may make written submissions to the panel within thirty days after receiving notice under subsection 15(3) or within any longer period the Registrar may specify in the notice". The application is reviewed by the Registration Committee at the first available meeting after the 30 day notice period and a decision is rendered. The Registration Committee meets every 6 to 8 weeks. Once the Registration Committee has reached a decision to refuse to register an applicant, written notice of the right to appeal is given to the applicant within 4 to 6 weeks of the Committee's meeting. The applicant then has 30 days in which to seek a review or a hearing by the Health Professions Appeal and Review Board. The College is unable to set timelines for completion of HPARB reviews or appeals.

i. State the number of internal reviews or appeals of registration decisions that exceeded your timelines.

No internal review by the Registration Committee exceeded the timeline.

ii. Among internal reviews or appeals that exceeded your timelines, state the number that were from internationally trained applicants.

No internal review by the Registration Committee exceeded the timeline therefore no internal review involving an internationally educated applicant exceeded the timeline.

b) Specify the opportunities you provide for applicants to make submissions regarding internal reviews or appeals.

For internal review by the Registration Committee, according to Section 18.(1) of RHPA "An applicant may make written submissions to the panel within 30 days after receiving notice under subsection 15(3) or within any longer period the Registrar may specify in the notice". If the applicant is unable to make submissions within this time period, any longer period of time that is necessary may be requested. For reviews or appeals before the Health Professions Appeal and Review Board, the published HPARB Rules of Practice, http://www.hparb.on.ca/english/rules/RULES%20OF%20PRACTICE_2007.pdf contain rules about submissions. Applicants are provided with HPARB contact information.

c) Explain how you inform applicants about the form in which they must make their submissions (i.e. orally, in writing or by electronic means) for internal reviews or appeals.

Section 15.(3) of the RHPA Procedural Code indicates "If the Registrar refers an application to the Registration Committee, he or she shall give the applicant notice of the statutory grounds for the referral and of the applicant's right to make written submissions under subsection 18(1)". Applicants may therefore only make written submissions which can be sent by mail or fax, or brought in person to the College office.

For appeals to HPARB, applicants are provided with a written notice letter which includes HPARB contact information so they may receive guidance directly from HPARB.

d) State how you ensure that no one who acted as a decision-maker in a registration decision acts as a decision-maker in an internal review or appeal of the same registration decision.

Initial review of applications is carried out by the College registration staff. The application may be referred for further review by the Registration Committee who are members of the profession and public members of the Council. Registration staff may not be appointed to the Registration Committee. An applicant may appeal a Registration Committee decision to the Health Professions Appeal and Review Board (HPARB). Members of an HPARB panel must not ever have been a member of a health care profession or College.

e) Describe your internal review or appeal process.

Initial review of applications is carried out by the College registration staff. The application may be referred for further review by the Registration Committee who are members of the profession and public members of the Council. Registration staff may not be appointed to the Registration Committee. An applicant may appeal a Registration Committee decision to the Health Professions Appeal and Review Board (HPARB). Members of an HPARB panel must not ever have been a member of a health care profession or College.

f) State the composition of the committee that makes decisions about registration, which may be called a Registration Committee or Appeals Committee: how many members does the committee have; how many committee members are members of the profession in Ontario; and how many committee members are internationally trained members of the profession in Ontario.

The College's By-Law 21: Committee Composition indicates " the Registration Committee shall be composed of, (a) at least three members of the Council who are members of the College, (b) at least two members of the Council appointed to the Council by the Lieutenant Governor in Council; and (c) at least two members of the College who are not members of Council."

Section 17. of RHPA indicates "(1) An application for registration referred to the Registration Committee or an application referred back to the Registration Committee by the Board shall be considered by a panel selected by the chair from among the members of the Committee; (2) A panel shall be composed of at least three persons, at least one of whom shall be a person appointed to the Council by the Lieutenant Governor in Council."

In the reporting period, Council increased the number of Registration Committee members who are members of the College but not members of Council from 3 to 5. One Registration Committee member is an internationally educated member of the profession in Ontario.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

In the previous reporting year there were no Registration Committee members who were internationally educated members of the profession in Ontario, and in this reporting year one Registration Committee member is internationally educated.

7. Information on Appeal Rights

This section refers to review or appeals that are available after an internal review or appeal. Describe how you inform applicant of any rights they have to request a further review or appeal from a decision.

After an internal review of an application by the Registration Committee, the applicant is advised in writing of the decision and the reasons. This letter also provides notice of the 30 day period in which the applicant may seek a review or hearing by the Health Professions Appeal and Review Board.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

There were no changes in informing applicants of the right to request a further review or appeal in this reporting year.

8. Assessment of Qualifications

This category covers your processes for assessing all qualifications, such as academic credentials, competencies, language ability or practical experience.

a) List the criteria that must be met in order for an applicant's qualifications to satisfy the entry-to-practice requirements for your profession.

Regulation 533/98, Registration indicates that for the title psychologist, an applicant must "i. have obtained a doctoral degree from a program of study with content that is primarily psychological in nature as required in the guidelines published by the College, ii. have completed a period of post-doctoral supervised practice as required in the guidelines published by the College, iii. have passed the written and oral examinations that the College requires, and iv. have completed all further professional training or experience that the College requires if the College is of the opinion that the applicant's training and experience are insufficient to qualify the applicant for autonomous practice as a psychologist." <http://www.search.e-laws.gov.on.ca/en/isysquery/2aa5b85d-4b53-43b5-a6b2-a9bfca65676b/1/frame/?search=browseStatutes&context=>

The criteria for acceptable doctoral degrees are listed in the Registration Guidelines for Academic Credentials, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2682> .

The criteria for postdoctoral supervised practice are listed in the Registration Guidelines for Supervised Practice, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2684> .

The criteria for required examinations are listed in the Registration Guidelines for Examinations, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2664> .

The criteria for additional training or experience are listed in the Registration Guidelines for Retraining for Supervised Practice Members, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2664> .

Regulation 533/98, Registration indicates that for the title psychological associate, an applicant "must i. have obtained a master's degree from a program of study with content that is primarily psychological in nature as required in the guidelines published by the College, ii. have completed four or more years of experience as required in the guidelines published by the College, iii. have completed a period of supervised practice as required in the guidelines published by the College, iv. have passed the written and oral examinations that the College requires, and v. have completed all further professional training or experience that the College requires if the College is of the opinion that the applicant's training and experience are insufficient to qualify the applicant for autonomous practice as a psychological associate." <http://www.search.e-laws.gov.on.ca/en/isysquery/2aa5b85d-4b53-43b5-a6b2-a9bfca65676b/1/frame/?search=browseStatutes&context=> .

The criteria for acceptable masters degrees are listed in the Registration Guidelines for Academic Credentials, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2698> .

The criteria for acceptable work experience are listed in the Registration Guidelines for Acceptable Experience, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2698> .

The criteria for supervised practice are listed in the Registration Guidelines for Supervised Practice, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2702> .

The criteria for required examinations are listed in the Registration Guidelines for Examinations, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2704> .

The criteria for additional training and experience are listed in the Registration Guidelines for Retraining for Supervised Practice Members, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2704> .

b) Describe the methodology used to determine whether a program completed outside of Canada satisfies the requirements for registration.

For any academic degree completed outside Canada or the U.S., the applicant is required to have the degree evaluated by a credential evaluation service (WES,

CES). This evaluation indicates the academic level of the degree, e.g. masters level, doctoral level.

The College's registration staff, using the transcripts and documentation from the university as well as the information in the application form, carries out a comparison of the degree with the 12 criteria published in the Registration Guidelines: Academic Credentials, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2682> , in order to determine whether the degree is a psychology degree.

If there are doubts whether the degree meets the published criteria, the application is referred to the Registration Committee for further review. The Registration Committee panel that conducts the review has at least one member who is a member of Council appointed by the psychology training programs of Ontario universities.

The applicant is given notice of the referral to the Committee, and the reasons. The applicant then has a period of 30 days in which to make a written submission with any further information about the academic degree.

Using all available information, the Registration Committee panel carries out a comparison of the degree with the 12 criteria published in the Registration Guidelines: Academic Credentials in order to determine whether the degree is a psychology degree, and whether it is at the required academic level.

c) Explain how work experience in the profession is assessed.

Psychological associate applicants require four or more years (6000 hours) of post masters degree work experience in providing psychological services, two years of which must be completed under the supervision of a regulated member of the profession of psychology. This work experience does not need to take place in Ontario. The Registration Guidelines for Acceptable Experience outline the work experience requirements, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2700> . The registration staff compares the work experience with what is described in the Guidelines.

Psychologist applicants do not require work experience.

Both psychological associates and psychologists require a minimum of one year (1500 hours) of supervised practice which must take place in Ontario while holding a certificate authorizing supervised practice. The Registration Guidelines for Supervised Practice describe the requirements for supervised practice in detail, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2702> and <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2684> . The registration staff compares the proposed supervised practice arrangements with what is described in the Guidelines.

d) Describe how your organization ensures that information used in the assessment about educational systems and credentials of applicants from outside Canada is current and accurate.

The College uses reputable, approved credential evaluation services such as World Educational Services or Comparative Educational Service of the University of Toronto, which adhere to the General Guiding Principles for Good Practice in the Assessment of Foreign Credentials and the Recommendation on Criteria and Procedures for the Assessment of Foreign Qualifications adopted under the 1997 Lisbon Recognition Convention, <http://www.cicic.ca/413/assessment-of-credentials-for-employment-in-canada.canada>

e) Describe how previous assessment decisions are used to assist in maintaining consistency when assessing credentials of applicants from the same jurisdictions or institutions.

Database tracking enables registration staff to identify applications where there are academic credentials from the same university or jurisdiction so that applications can be compared. Using the same tracking, decisions of the Registration Committee can also be compared.

f) Explain how the status of an institution in its home country affects recognition of the credentials of applicants by your organization.

The evaluation from the credential evaluation service confirms whether the degree has been issued by a recognized university in a foreign country. If the degree has not been issued by a recognized university, it will not be accepted. The Registration Guidelines for Academic Credentials specify that "the degree must be issued through a program of studies at a recognized degree-granting institution in Canada, or a recognized university in a foreign country."

g) Describe how your organization accommodates applicants with special needs, such as visual impairment.

Accommodations for writing the College's Jurisprudence & Ethics Examination include the use of additional time to write the examination, a large print examination, the use of an approved scribe during the examination, or the use of an approved reader and scribe during the examination. Documentation from a regulated health care professional must be submitted in support of the accommodation requested.

The College office is an accessible site and examinations are administered in accessible sites.

h) State the average length of time required to complete the entire registration process, from when the process is initiated to when a registration decision is issued.

The average length of time for a psychologist to complete the entire registration process once a certificate for supervised practice has been issued is one to two years.

The average length of time for a psychological associate to complete the entire registration process, including the four years of work experience, is five to six years.

i. State whether the average time differs for internationally trained individuals.

There is no evidence to suggest the average time differs for internationally trained individuals.

ii If the average time differs for internationally trained individuals, state whether it is greater or less than the average for all applicants, and the reasons for the difference.

Not applicable because there is no evidence to suggest the average time differs for internationally trained individuals.

i) If your organization conducts credential assessments:

i. Explain how you determine the level (e.g. baccalaureate, master's, Ph.D.) of the credential presented for assessment.

The College uses reputable, approved credential evaluation services such as World Educational Services or Comparative Educational Service of the University of Toronto to determine the academic level of all degrees obtained outside Canada or the U.S.

ii. Describe the criteria that are applied to determine equivalency.

The College's Registration Guidelines for Academic Credentials, <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2682> and <http://www.cpo.on.ca/WorkArea/showcontent.aspx?id=2698>, contain the 12 criteria used to determine if a degree is a psychology degree. Presenting a doctoral degree or a masters degree which meets the Registration Guidelines published by the College is a non-exemptible registration requirement. Degrees which do not meet these criteria are therefore not accepted.

iii. Explain how work experience is taken into account.

Work experience cannot be substituted for a masters degree in psychology or a doctoral degree in psychology which meets the Registration Guidelines published by the College. However, work experience for psychological associate applicants is a requirement separate from the academic degree requirement.

j) If your organization conducts competency assessments:

i. Describe the methodology used to evaluate competency.

Not applicable because the College does not conduct competency assessments.

- ii. **Explain how the methodology used to evaluate competency is validated, and how often it is validated.**

Not applicable because the College does not conduct competency assessments.

- iii. **Explain how work experience is used in the assessment of competency.**

Not applicable because the College does not conduct competency assessments.

k) If your organization conducts prior learning assessments:

- i. **Describe the methodology used to evaluate prior learning.**

Not applicable because the College does not conduct prior learning assessments.

- ii. **Explain how the methodology used to evaluate prior learning is validated, and how often it is validated.**

Not applicable because the College does not conduct prior learning assessments.

- iii. **Explain how work experience is used in the assessment of prior learning.**

Not applicable because the College does not conduct prior learning assessments.

l) If your organization administers examinations:

- i. **Describe the exam format, scoring method and number of rewrites permitted.**

1) The Examination for Professional Practice in Psychology (EPPP) is owned and administered by the Association of State and Provincial Psychology Boards (ASPPB) for psychology regulators throughout Canada and the U.S. The EPPP consists of 225 multiple choice questions which are computer administered. The score is presented as a scaled score which is an arithmetic conversion of the raw score to a scale that ranges from 200 to 800. To ensure that scores on different forms of the

examination have the same meaning, raw scores on different forms are equated and then converted to scaled scores that represent equivalent levels of achievement regardless of the exam form taken. The passing score is 500, which is the recommended minimum standard for the independent practice of psychology. The College will permit a maximum of four attempts of this examination.

2) The Jurisprudence & Ethics Examination (JEE) is a 60 question, pencil and paper, multiple choice examination. The JEE is a criterion-referenced examination. The pass point is established as the Angoff score plus one Standard Error of Measurement, and is set for each administration of the examination. The College will permit a maximum of four attempts of this examination.

3) The Oral Examination, the final step of the registration process, is a spoken examination conducted by a team of three members of the profession. The possible outcomes are pass, pass with a term, condition or limitation, or fail. The College will permit a maximum of three attempts of this examination.

ii. Describe how the exam is tested for validity and reliability. If results are below desired levels, describe how you correct the deficiencies.

1) Although the College is involved with the administration of the EPPP for Ontario applicants, the exam is constructed by a third party - ASPPB. As will be reported in Section 9 of this report, ASPPB has conducted four sets of investigations that form the basis of the content validity of the EPPP, and a fifth study is underway. The investigations included a content validation study, a job analysis, a practice analysis, and a targeted update practice analysis. The current 24 month study, An Analysis of Professional Practice with a Focus on the Validation and Assessment of Competencies is scheduled for completion in 2010. The item development and test construction methodology is found in the following report, http://www.asppb.net/files/public/2006_EPPP_Performance_complete.pdf. The psychometric methodology ensures validity and reliability of the EPPP.

2) A practice analysis of the JEE was completed in 2007 - 2008. A new blueprint was created based on the analysis results. For each administration of the exam a Key Validation Committee reviews the results and considers the Hofstee parameters as well as the reliability at the cut score.

3) The Oral Examination uses a semi-structured format. Examiners are currently practising members of the profession who receive training in conducting the examination. In addition, the chairs of the examining teams receive further training in the standard examining procedure. For quality

assurance, public members of Council serve as observers at the Oral Examinations.

iii. State how often exam questions are updated and the process for doing so.

1) Although the College is involved with the administration of the EPPP for Ontario applicants, the exam is constructed by a third party - ASPPB. As will be reported in Section 9 of this report, ASPPB has established both Examination Committee and an Item Development Committee. Both groups are involved in the continual development of exam questions and construction of new forms of the exam so that four versions on the exam are on-line at all times. The item development and test construction methodology is described in their published reports,

http://www.asppb.net/files/public/2006_EPPP_Performance_complete.pdf

. Exam items are created by Item Development Workshops held throughout the U.S. and Canada and are attended by subject-matter experts. Professional Examination Service staff with expertise in item development provides training and guides the development and validation of new items. A draft examination is constructed on the basis of the content outline derived from the job analysis and role delineation study. This is supplemented with 25 randomly distributed items for pre-testing.

2) The College's Jurisprudence Exam Development Committee is responsible for creating and maintaining the examination items. Creation of new items and review of existing items is carried out through annual item-writing workshops with Committee members and other subject-matter experts. The workshops are led by an examination contractor with expertise in item development. A new form of the examination is constructed according to the examination blueprint for each administration of the examination.

3) The questions posed during an Oral Examination are generated by oral examiners and are tailored to match the practice areas and client groups of each candidate.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

In this reporting year, there were no changes in registration practices relevant to this section.

9. Third-Party Organizations

a) List any third-party organizations (such as language testers, credential assessors or examiners) relied upon by your organization to make assessment decisions.

- 1) World Education Services
- 2) Comparative Education Service, University of Toronto
- 3) Association of State and Provincial Psychology Boards (ASPPB)/Professional Examination Service (PES)

b) Explain what measures your organization takes to ensure that any third-party organization that it relies upon to make an assessment:

i. provides information about assessment practices to applicants

1) The web site information of World Education Services, <http://www.wes.org/ca/> , provides a clear description about its assessment services for applicants. World Education Services is responsive to requests from the College for information about any of its practices.

2) The web site information of the Comparative Education Service of the University of Toronto, <http://learn.utoronto.ca/ces.htm> , provides a clear description about its assessment services for applicants. The Comparative Education Services is responsive to requests from the College for information about any of its practices.

3) The Ontario College (Board) is a founding member of ASPPB (1960) which has a long-standing, collaborative relationship with PES. Members of the College serve on various ASPPB committees involved with the creation, maintenance and information provision for the Examination for Professional Practice in Psychology (EPPP). Extensive information about the EPPP is available for applicants through the ASPPB web site, <http://www.asppb.net/i4a/pages/index.cfm?pageid=3490> .

ii. utilizes current and accurate information about qualifications from outside Canada

1) & 2) Both these credential evaluation services in meetings with College representatives demonstrated they have extensive resource materials, including access to professional on-line databases, and consult educational experts, ministries of education of various countries, other government agencies, and embassies and consulates world-wide. They conduct research and make every effort to keep abreast of changes to educational systems within Canada and the rest of the world.

iii. provides timely decision, responses and reasons to applicants

1) A section of the World Education Services web site, <http://www.wes.org/ca/immigrants/faq.asp> , advises applicants about evaluation types, costs and timing. Evaluation reports received from applicants provide detailed analysis. World Education Services is responsive to requests from the College for information about any of its practices.

2) A section of the Comparative Education Service of the University of Toronto web site, <http://learn.utoronto.ca/ces/cesfaq.htm> , advises applicants about evaluations, costs and timing. Evaluation reports received from applicants provide detailed analysis. The Comparative Education Services of the University of Toronto in meeting with College representatives described timelines and services.

3) Registration staff worked with ASPPB/PES in the development of an on-line enrolment system for the EPPP. Registration staff, in conjunction with PES systems, create reliable, timely reports of EPPP scores for candidates; scores are mailed, by the College not by PES, to candidates twice per month; a candidate receives the examination score within three weeks of the date of writing.

iv. provides training to individuals assessing qualifications

1) & 2) Credential assessment agencies abiding by the General Guiding Principles for Good Practice in the Assessment of Foreign Credentials, <http://www.cicic.ca/502/good-practice.canada> , such as World Education Services and the Comparative Education Service of the University of Toronto rely heavily upon staff training in support of good practice. Meetings with these credential assessment agencies confirmed that there is progressive, continued on-site mentoring of assessors, the resources of the university in one case, and external specialty training seminars.

3) ASPPB/PES administers examinations rather than assesses qualifications.

v. provides access to records related to the assessment to applicants

1) A section of the World Education Services web site, <http://www.wes.org/ca/application/faq.asp> , advises that transcripts in any form are not released to applicants but that completed evaluations are archived and kept indefinitely. Applicants can view on-line the documents they submitted.

2) A section of the Comparative Education Service of the University of Toronto web site, <http://learn.utoronto.ca/ces/cesfaq.htm> , indicates that an assessor will review the evaluation report in person with the applicant.

All documents required for the evaluation are submitted by the applicant originally.

3) It is a long-standing practice that role feedback on examination performance is available to candidates through the Association of State and Provincial Psychology Boards/Professional Examination Service, <https://www2.proexam.org/asppb/Candidate/Emails/ScoringRFeedback.pdf> . Detailed information is readily available to examination candidates through the comprehensive ASPPB web site, <http://www.asppb.net/i4a/pages/index.cfm?pageid=3433> .

vi. accommodates applicants with special needs, such as visual impairment

1) It is not known what accommodations are available from World Education Services at this time but a meeting has been set up to explore this question.

2) The College is advised that the Comparative Education Service of the University of Toronto has resources available through the University of Toronto's Office of Accessibility Services.

3) For examination takers, ASPPB/PES has extensive accommodations for a variety of special needs, consistent with U.S. legislation and Canadian requirements. Accommodations include additional time, separate testing room, reader, sign language interpreter, large-type exam, and Braille version of the exam. The Prometric Testing Centres are accessible.

c) If your organization relies on a third party to conduct credential assessments:

i. Explain how the third party determines the level (e.g. baccalaureate, master's, Ph.D.) of the credential presented for assessment.

Both World Education Services and the Comparative Education Service of the University of Toronto follow the assessment criteria set down in the General Guiding Principles for Good Practice in the Assessment of Foreign Credentials, <http://www.cicic.ca/502/good-practice.canada> , which take into consideration entrance requirements, full-time duration of the study program, structure of the program, contents of the program and purpose of the degree.

ii. Describe the criteria that are applied to determine equivalency.

The Canadian Information Centre for International Credentials publishes the General Guiding Principles for Good Practice in the Assessment of

Foreign Credentials followed by the credential assessment agencies the College uses. The criteria contained within these principles include documentation, status of institutions and programs, purpose/outcome of the assessment, level of study, and duration of study program <http://www.cicic.ca/502/good-practice.canada> .

iii. Explain how work experience is taken into account.

According to the General Guiding Principles for Good Practice in the Assessment of Foreign Credentials, work experience is not taken into consideration in evaluating academic credentials.

d) If your organization relies on a third party to conduct competency assessments:

i. Describe the methodology used to evaluate competency.

Not applicable because the College does not utilize competency assessments.

ii. Explain how the methodology is used to evaluate competence is validated, and how often it is validated.

Not applicable because the College does not utilize competency assessments.

iii. Explain how work experience is used in the assessment of competency.

Not applicable because the College does not utilize competency assessments.

e) If your organization relies on a third party to conduct prior learning assessments:

i. Describe the methodology used to evaluate prior learning

Not applicable because the College does not utilize prior learning assessment.

ii. Explain how the methodology used to evaluate prior learning is validated, and how often it is validated.

Not applicable because the College does not utilize prior learning assessment.

iii. Explain how work experience is used in the assessment of prior learning.

Not applicable because the College does not utilize prior learning assessment.

f) If your organization relies on a third party to administer examinations:

i. Describe the exam format, scoring method and number of rewrites permitted.

The Examination for Professional Practice in Psychology (EPPP) consists of 225 multiple choice questions which are computer administered. The score is presented as a scaled score which is an arithmetic conversion of the raw score to a scale score that ranges from 200 to 800. To ensure that scores on different forms of the examination have the same meaning, raw scores on different forms are equated and then converted to scaled scores that represent equivalent levels of achievement regardless of the exam form taken. The passing score is 500, which is the recommended minimum standard for the independent practice of psychology. The College will permit a maximum of four attempts of this examination.

ii. Describe how the exam is tested for validity and reliability. If results are below desired levels, describe how you correct the deficiencies.

ASPPB has conducted four sets of investigations that form the basis of the content validity of the EPPP, and a fifth study is underway. The investigations included a content validation study, a job analysis, a practice analysis, and a targeted update practice analysis. The current 24 month study, An Analysis of Professional Practice with a Focus on the Validation and Assessment of Competencies is scheduled for completion in 2010. The item development and test construction methodology is found in the following report, http://www.asppb.net/files/public/2006_EPPP_Performance_complete.pdf . The psychometric methodology ensures validity and reliability of the EPPP.

iii. State how often exam questions are updated and the process for doing so.

ASPPB has established both Examination Committee and an Item Development Committee. Both groups are involved in the continual development of exam questions and construction of new forms of the exam so that four versions on the exam are on-line at all times. The item development and test construction methodology is described in their published reports, http://www.asppb.net/files/public/2006_EPPP_Performance_complete.pdf . Exam items are created by Item Development Workshops held throughout the U.S. and Canada and are attended by subject-matter experts. Professional Examination Service staff with expertise in item development provides training and guides the development and validation of new items. A draft examination is constructed on the basis of the content outline derived from the job analysis and role delineation study. This is supplemented with 25 randomly distributed items for pre-testing.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

In this reporting year there were no changes in registration practices relevant to this section.

10. Training

a) Describe the training that your organization provides to:

i. individuals who assess qualifications

Registration staff members who review academic credentials receive training from senior staff members, attend workshops presented by credential evaluation organizations, attend workshops on fair registration practices and procedures offered by a legal firm, attend workshops on managing cultural differences, and attend meetings of the Registration Committee where reviews are carried out.

The Registration Committee members receive an orientation session at the beginning of each term of office, attend workshops on fair registration practices and procedures offered by a legal firm, and attend workshops on managing cultural differences. Each panel of the Registration Committee that assesses academic credentials has an Academic Member of Council who has been appointed by the representatives of graduate psychology programs of Ontario universities.

ii. individuals who make registration decisions

Registration staff members who review academic credentials receive training from senior staff members, attend workshops presented by credential evaluation organizations, attend workshops on fair registration practices and procedures offered by a legal firm, attend workshops on managing cultural differences, and attend meetings of the Registration Committee where reviews are carried out.

The Registration Committee members receive an orientation session at the beginning of each term of office, attend workshops on fair registration practices and procedures offered by a legal firm, and attend workshops on managing cultural differences. Each panel of the Registration Committee that assesses academic credentials has an Academic Member of Council who has been appointed by the representatives of graduate psychology programs of Ontario universities.

iii. individuals who make internal review or appeal decisions

It is the Registration Committee members who conduct the internal reviews. Their training is described above. Appeal decisions are made by the Health Professions Appeal and Review Board (HPARB). At the annual HPARB

stakeholders meeting, the Colleges were advised that some HPARB panels are designated to review or hear registration appeals. Also, to develop familiarity with specific Colleges' requirements and procedures, these HPARB panels are assigned to registration appeals from Colleges with whom they have had previous experience.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

In this reporting year there were no changes in registration practices relevant to this section.

11. Agreements on the Recognition of Qualifications

Examples of agreements on the recognition of professional qualifications include mutual recognition, reciprocity and labour mobility agreements. Such agreements may be national or international, between regulatory bodies, associations or jurisdictions.

a) List any agreements on the recognition of qualifications that were in place during the reporting period

1) The Mutual Recognition Agreement (MRA) signed by all the provinces and territories of Canada through the Agreement on Internal Trade (AIT). Chapter 7 of the AIT was amended and in December, 2009 the Ontario Labour Mobility Act came into force, along with the amendments to RHPA found in Sections 22.15 to 22.23. In view of these changes, the Association of Canadian Psychology Regulatory Organizations (ACPRO), <http://www.acpro-aocrp.ca/>, has agreed to address any emerging issues and to review the existing MRA framework to identify further enhancements.

2) the Association of State and Provincial Psychology Boards (ASPPB) Agreement of Reciprocity.

b) Explain the impact of these agreements on the registration process or on applicants for registration.

1) The purpose of the Mutual Recognition Agreement was to establish the conditions under which a psychologist who is licensed/registered to practise without supervision in one Canadian jurisdiction will have his/her qualifications recognized in another jurisdiction that is a Party to the Agreement. Applicants licensed in a participating jurisdiction may receive an Ontario certificate authorizing interim autonomous practice and qualify for full autonomous practice through a much shorter process. With the recent changes, applicants may move through this process more quickly.

2) ASPPB Agreement of Reciprocity is a co-operative agreement between ASPPB member states and provinces whereby any individual holding a license in one ASPPB Agreement of Reciprocity member jurisdiction may obtain a license in another ASPPB Agreement of Reciprocity member jurisdiction. Entrance into the Agreement of

Reciprocity is dependent on a state or province demonstrating that their requirements for licensure meet the standards required by other participating jurisdictions. Applicants licensed in a participating jurisdiction may receive an Ontario certificate authorizing interim autonomous practice and qualify for full autonomous practice through a shortened process.

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

Chapter 7 of the AIT was amended and in December, 2009 the Ontario Labour Mobility Act came into force, along with the amendments to RHPA found in Sections 22.15 to 22.23. Consultation around required amendments to Regulation 533/98, Registration began in the reporting year and continue.

12. Data Collection

Languages in which application information materials are available

a) **Indicate the languages in which application information materials are available.**

Language	Yes/No
English	Yes
French	No
Other (please specify)	None.

b) **Paid staff employed by your organization**

In the table below, enter the number of paid staff employed by your organization in the categories shown, on December 31 of the reporting year.

When providing information for each of the categories in this section, you may want to use decimals if you count your staff using half units. For example, 1 full-time employer and 1 part-time employee might be equivalent to 1.5 employees.

You can enter decimals to the tenths position only. For example, you can enter 1.5 or 7.5 but not 1.55 or 7.52.

Category	Staff
Total staff employed by the regulatory body	16.5
Staff involved in appeals process	2
Staff involved in registration process	4

c) Countries where internationally educated applicants were initially trained

In the following table, enter the top source countries where your applicants* were originally trained in the profession (excluding Canada), along with the number of applicants from each of these source countries.

Enter the country names in descending order. (That is, enter the source country for the greatest number of your applicants in the top row, the source country for the second greatest number in the second row, etc.)

Note that only one country can be reported in each row. If two or more countries are tied, enter the information for these tied countries in separate rows.

Country of training (Canada excluded)	Number of applicants
U.S.	37
India	4
U. K.	3
Jamaica	2
Iran	2
Russia	2
S. Africa	2
Azerbaijan	1
Netherlands	1
Pakistan	1

****Persons who have applied to start the process for entry to the profession.***

Select “n/a” from the drop-down list if you do not track this information. Enter “0” in a “Number of applicants” field if you track the information, but the correct value is zero.

Jurisdiction where members were initially trained

d) Indicate where your members* were initially trained in the profession (use only whole numbers; do not enter commas or decimals).

The numbers to be reported in the Members row are the numbers on December 31st of the reporting years. For example, if you are reporting registration practices

for the calendar year 2009, you should report the number of members in the different categories on December 31st of 2009.

	Jurisdiction where members were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)					
	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Members on Dec. 31st of the reporting year	2331	418	504	142	0	3395

**Persons who are currently able to use the protected title or professional designation of your profession.*

Enter “n/a” if you do not track this information. Enter “0” if you track the information, but the correct value is zero.

Additional comments:

Applications your organization processed in the past year

e) State the number of applications your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

	Jurisdiction where members were initially trained in the profession (before they were granted use of the protected title or professional designation in Ontario)					
	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Jan. 1 to Dec. 31 of the reporting year						
New Applications received	78	28	37	21	0	164

Applicants actively pursuing licensing (applicants who had some contact with your organization in the reporting year)	n/a	n/a	n/a	n/a	n/a	0
Inactive applicants (applicants who had no contact with your organization in the reporting year)	n/a	n/a	n/a	n/a	n/a	0
Applicants who met all requirements and were authorized to become members but did not become members	n/a	n/a	n/a	n/a	n/a	0
Applicants who became members	75	21	32	10	0	38
Applicants who were authorized to receive an alternative class of licence* but were not issued a licence	n/a	n/a	n/a	n/a	n/a	0
Applicants who were issued an alternative class of licence*	59	21	21	10	0	111

Enter “n/a” if you do not track this information. Enter “0” if you track the information but the correct value is zero.

Additional Comments:

	Class of licence	Description
a)	Certificate for Supervised Practice	Enables the holder to provide psychological services under supervision for a period of up to two years
b)	Certificate for Interim Autonomous Practice	Enables the holder to provide psychological services without supervision for a six month period

Reviews and appeals your organization processed in the past year

f) State the number of reviews and appeals your organization processed in the reporting year (use only whole numbers; do not enter commas or decimals).

Jan. 1 to Dec. 31 of the reporting year	Jurisdiction where members were initially trained in the profession (before they were granted use of the protected title of professional designation in Ontario)					
	Ontario	Other Canadian Provinces	USA	Other International	Unknown	Total
Applications that were subject to an internal review or that were referred to a statutory committee of your governing council, such	12	1	3	4	0	20

as a Registration Committee						
Applicants who initiated an appeal of a registration decision	3	0	0	0	0	3
Appeals heard	2	0	0	0	0	2
Registration decisions changed following an appeal	0	0	0	0	0	0

Enter “n/a” if you do not track this information. Enter “0” if you track the information, but the correct value is zero.

Additional comments:

Please identify and explain the changes in your registration practices relevant to this section that occurred during the reporting year.

1. The revised Registration Guidelines for Academic Credentials came into effect in January, 2009.
2. With the proclamation of the Ontario Labour Mobility Act in December, 2009, and the resultant amendments to the Regulated Health Professions Act, the process for applicants moving to Ontario from other Canadian provinces and territories no longer included attendance at an interview.

13. Certification

I hereby certify that:

- **I have reviewed the information submitted in this Fair Registration Practices Report (the “Report”).**
- **All information required to be provided in the Report is included.**
- **The information contained in the Report is accurate.**

Name of individual with authority to sign on

behalf of the organization: Connie Learn

Title: Director: Registration & Administration

Date: February 23, 2010