

Regulating Psychologists and Psychological Associates

**Increased Mobility for Psychologists
 Psychology Regulators Sign Mutual Recognition Agreement**

The following article was reproduced from the Summer 2001 issue of Psynopsis, the quarterly newspaper of the Canadian Psychological Association. The article was written by Dr. Lorraine Breault, Ph.D., Chair of the Psychology Sectoral Workgroup on the Agreement on Internal Trade (PSWAIT). The College would like to thank the Canadian Psychological Association and Dr. Breault for permission to reproduce this article.

“We, the undersigned, enter into this Mutual Recognition Agreement (MRA) in order to comply with obligations under the Agreement on Internal Trade (AIT), Chapter 7 (Labour Mobility). The purpose of this MRA is to establish the conditions under which a psychologist who is licensed/registered to practice without supervision in one Canadian jurisdiction will have his/her qualifications recognized in another jurisdiction that is a Party to this Agreement. . .”(Note 1)

Mutual Recognition Agreement June 2001

On June 24, 2001 the bells rang for the profession of psychology in Quebec City. After five years of discussion and negotiations, psychology regulators agreed on a Mutual Recognition Agreement (MRA) to facilitate the mobility of psychologists across Canadian provinces. The agreement was signed at a ceremony in a cathedral in old Quebec City by representatives of the eleven jurisdictions that currently regulate the profession of psychology in Canada. Participants then had the opportunity to ring the eight bells in the steeple of the Holy Trinity Cathedral to celebrate the occasion. This historical event marks the first time that regulators have agreed to use similar, explicitly defined methods to assess common core competencies.

Talks between psychology regulators began as far back as 1996 in anticipation of the Agreement on Internal Trade (AIT) that requires the reduction of barriers to mobility for all workers in Canada. In 1998, three national psychology organiza-

tions formed a steering committee called the Psychology Sectoral Workgroup on the Agreement on Internal Trade (PSWAIT) to manage the process of developing a MRA. The three organizations included the Council of Provincial Associations of Psychologists (CPAP), the Canadian Psychological Association (CPA), and the Canadian Register of

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Health Service Providers in Psychology (CRHSPP). Dr. Lorraine Breault of Alberta was appointed Chair of the PSWAIT steering committee and Dr. Joe Rallo of Manitoba, Secretary.

PSWAIT gathered information on licensing requirements for entry to the profession of psychology across Canada. Meetings were then organized with the regulators to examine in detail the methods used to assess competency to practice in each jurisdiction. Designates from the Labour Mobility Coordinators Group (LMCG) representing all governments in Canada also attended the meetings. Results of the data gathering revealed a high degree of commonality with regards to the competencies assessed but only a moderate degree of commonality of methods used to assess the competencies. The most significant difference was the degree required for entry to the profession where some jurisdictions required a doctoral degree while others required a master's degree. Major variations were also observed in the requirements for post degree supervised practice, the Examination for Professional Practice in Psychology (EPPP) and an oral exam. A very disturbing finding was the large number of psychologists that were exempt from licensure in several jurisdictions.

Regulators identified and defined five core competencies required by psychologists to be mobile in Canada. These included competency in interpersonal relationships, assessment and evaluation, intervention and consultation, research, and ethics and standards. It was agreed that by July 2003, jurisdictions would explicitly assess these competencies in individuals seeking entry to the profession. This date was selected to allow for regulatory and legislative changes required in many jurisdictions to comply with the agreement. The methods used to assess the competencies include the EPPP, an oral exam, and a minimum of one year of supervised practice in addition to local jurisprudence exams. Until an adequate French translation of the EPPP is developed, Quebec will not be requiring the exam for psychologists trained and licensed in Quebec. L'Ordre des psychologues du Quebec has the power to register only those individuals from designated programs in the province. This was determined to be equivalent to the EPPP as a measure of knowledge.

For psychologists already licensed to practice, a number of fast track mechanisms for mobility across jurisdictions were agreed upon. Licensed psychologists practicing continuously for five years prior to application to a new jurisdiction and having no disciplinary sanctions will be licensed following an interview and a local jurisprudence exam. Fast track mobility will also apply to those psychologists who have graduated from a CPA or APA accredited program, who are listees of CRHSPP or the National Register, or who possess

a Certificate of Professional Qualification (CPQ) from the Association of State and Provincial Psychology Boards (ASPPB). It is estimated that the fast track mechanisms will apply to at least 80% of licensed psychologists in Canada. Those psychologists who do not meet any of these criteria will be assessed on an individual basis. British Columbia, Saskatchewan, Manitoba, and Ontario will use two titles to identify psychologists as either masters or doctoral prepared practitioners. (Note 2)

Although not perfect, the MRA reflects considerable accommodation and compromise by all jurisdictions. It is also viewed as an evolving agreement that can be modified as needed by the signatories. The agreement has the potential to more clearly define the training and roles of professional psychologists in Canada. This would enhance the image of psychologists and be a great benefit to the public served by the profession. Kudos to all who contributed so much time and effort.

*Dr. Lorraine Breault
Chair, PSWAIT*

EDITOR'S NOTES:

1. The full text of the MRA as well as other information developed by the PSWAIT steering committee may be found on the CPA website, www.cpa.ca.
2. These jurisdictions have two titles of registration for psychological practitioners dependent upon whether the registration is based on a doctoral or masters degree. Individuals moving to one of these jurisdictions under the MRA would be registered with the title that the receiving jurisdiction provides for individuals with similar academic credentials.

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Mobility and Ontario's Psychological Associates

Concerns have been raised by Psychological Associate members of the College with respect to the Mutual Recognition Agreement (MRA) and its mobility provisions for Psychological Associates. The Council reviewed these concerns and considered them in their MRA deliberations.

The MRA negotiations were very challenging due to the differences across the country in entry level requirements to practice the profession and the differences in title. When negotiations began, both Manitoba and British Columbia had only doctoral level entry to practice. Quebec and New Brunswick had only masters level entry and some jurisdictions, like Ontario, had both. Currently, Quebec and New Brunswick are planning to move to doctoral level entry and at least two jurisdictions are considering developing a two-title model like that in Ontario.

In developing the MRA, the regulators focussed on facilitating mobility for the majority of regulated psychological services providers in Canada. While recognizing that some psychological practitioners would not be included in the agreement, the MRA signed in June did accomplish this goal.

Initially, some of the other jurisdictions were unwilling to consider mobility for Psychological Associates. After several formal and informal discussions and negotiating sessions, interspersed with consultations of negotiators with their home organizations, language was introduced which included Psychological Associates in the agreement. The agreement does not cover all Psychological Associates, nor does it cover all Psychologists however, the MRA does facilitate mobility for the majority of licensed psychology practitioners in Canada.

A Psychologist or Psychological Associate registered after July 2003 for the autonomous practice of psychology in a Canadian province or territory, will normally be recognized for licensure in the other jurisdictions subject to the provisions in Article 4.5 of the agreement. Section 4.5 delineates the requisites that may be required by the receiving jurisdiction. For example, a masters level registrant from Alberta would be recognized for registration under the title Psychological Associate in Ontario. Conversely, a Psychological Associate registered after 2003 in Ontario would be recognized in another jurisdiction that licenses at the masters level for the autonomous practice of psychology. This member

would practice under the title specified in the governing statute of the new jurisdiction. In some jurisdictions the title might be Psychologist; in others it might be Psychological Associate.

The recognition mechanisms described above are 'fast-track' mechanisms. This does not preclude Psychological Associates registered before July 2003 from becoming registered in another province or territory. It is likely that Psychological Associates who have met the regular entry requirements in Ontario (a masters degree in psychology, a score of 70% on the EPPP, five years of practice including three supervised years, and successful completion of the oral exam) would be successful in seeking registration in most provinces or territories that have masters level registration.

Psychological Associates and Psychologists who have questions regarding how the MRA specifically applies to them may contact the College for further information.

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Index to the Bulletin **An Insert**

An index of articles by subject and title is enclosed as an insert to this volume of the Bulletin. This index covers Volume 27. This is an update to the index published as an insert to the Bulletin in July 2000 covering Volume 21, No. 1, August 1993 to Volume 26, No. 3, April 2000. A copy of both index documents may be found on the College website in the Bulletin section.



President's Message

July 2001

Dear Colleagues:

It is a pleasure and an honour to serve as President of the College of Psychologists. This has been a very busy and productive time. The articles and information published in the Bulletin highlight some of the events and activities of the College over the past few months. I would particularly like to draw your attention to a relatively new feature, *Council Meeting Highlights*, a synopsis of the issues discussed at the recent Council meeting. If there are issues that are raised at Council that are of particular interest to you, please let us know.

Many members tell me they are hesitant to write to the College. Please do – your input is invaluable. If you address your letter to the Council, it will be copied and included in the materials sent to all Council members. When issues are discussed, Council members often refer to the letters we have received.

In the spring, I had the honour of representing the College of Psychologists at the *Organizing Psychology in Canada* meeting in Winnipeg. It was organized by the Canadian Psychological Association (CPA) and attended by a variety of CPA sections, representatives of provincial psychology regulatory bodies, provincial psychology associations and other psychology organizations. The mandate of the meeting was to develop an organizational structure that would enable psychology to become a stronger voice in the national and provincial arenas. There was a tremendous amount of energy at the meeting, and a strong consensus that our profession needed to look at how we can better organize in order to become a strong visible lobby group. A number of models were proposed. This will become an ongoing dialogue with members, as we need to look at how to effectively let other stakeholders know about our work and the value of what we do.

I want to wish everyone a sunny, healthy summer – with hopefully some vacation time. Please feel free to contact either me or the Council member from your District if you have any comments or concerns about any of the issues raised in this Bulletin, or other issues before the College.

Sincerely,

Nina Josefowitz, Ph.D., C.Psych.

College Attends CPAP Meeting in Quebec City

The College of Psychologists of Ontario is a member of the Council of Provincial Associations of Psychologists (CPAP). CPAP is an organization of regulatory bodies and provincial associations of psychology with each province or territory represented by one provincial association and the provincial licensing or regulatory body. In jurisdictions with more than one association, as is the case in Ontario, the representative is the association that represents at least one third (1/3) of the psychological practitioners in the jurisdiction. The College of Psychologists and the Ontario Psychological Association are the CPAP member organizations from Ontario.

The Canadian Psychological Association (CPA) is also a voting member of CPAP while liaison status has been extended to the Canadian Register of Health Service Providers in Psychology (CRHSPP), the Association of State and Provincial Psychology Boards (ASPPB), and the National Register of Health Service Providers in Psychology (NRHSPP).

CPAP meetings are held twice a year, in January and June. These meetings provide a forum for discussion among the regulators and associations on a wide range of national issues and areas of common interest pertaining to the practice of psychology. It is an opportunity for information sharing among the various provincial associations and regulatory bodies and the chance to define national issues with respect to the profession of psychology.

The two-day June meeting of CPAP was held in Quebec City following the CPA convention. Dr. Mary Ann Mountain represented the College as delegate and Dr. Catherine Yarrow and Dr. Rick Morris were observers.

The highlight of the Quebec City meeting was the signing of the Mutual Recognition Agreement (MRA) by all of the regulatory jurisdictions in Canada. While no representative from the Northwest Territories was able to attend the signing, arrangements were made to have the MRA signed by a representative of the Northwest Territories subsequent to the meeting. In signing this agreement, the psychology regulators have agreed to register members from other jurisdictions who meet certain criteria in training and experience, without requiring these members to go through the full registration process. The full text of the MRA is available on the CPA website, www.cpa.ca.

The meeting agenda was very extensive covering a wide range of topics including:

Health Care Commissions - This included a review of the work of a number of recent provincial and national Health Care Commissions, including a report on the representations made by psychology to these commissions, and a discussion of the outcomes from the findings of those commissions that have completed their work. Considerable time was spent discussing the newly formed federal Romanow Commission. Members agreed on the need for the profession to make representation to this Commission and present a cohesive, united voice regarding the practice of psychology in Canada.

Mutual Recognition Agreement - Plans were made for the regulators to meet to continue the work needed in implementing the MRA including developing methods to assess the agreed upon core competencies for psychological practice. In addition, regulators discussed the need to develop consistency in the wording of any provincial registration regulation changes that may be required to implement the MRA, as well as consistency in the terminology used in disciplinary proceedings.

Promotion of Psychology - A decision was taken that CPAP would fund the purchase, by each province, of television commercials developed by the College of Psychologists of New Brunswick. The funding would include costs associated with changes required by each province.

Other - There was discussion of the need to develop a process to facilitate registration of federal employees in organizations, such as Corrections Services Canada or the RCMP, who move from one jurisdiction to the next with some frequency.

The results of the National Working Conditions Survey conducted by CPA were reviewed.

Reports were tabled describing the activities of the provincial professional associations and regulatory bodies as well as CPA, CRHSPP and ASPPB.

The next meeting of CPAP is scheduled for January 2002 in Ottawa.

*Mary Ann Mountain, Ph.D., C.Psych.
Member of the Executive Committee of the College*



Irregularity in Council Election Requires New Elections Be Held

In March 2001, the College held elections to fill Council positions in Electoral Districts 1, 2 and 3. Due to a database problem, a number of members were excluded from the voters' list. While these members would have received the general call for nominations published in the *Bulletin* in December 2000, they would not have received either the second call for nominations or a ballot to vote.

In reviewing the Elections By-law and in consultation with legal counsel, the Council of the College determined that, due to this irregularity, it was necessary to rule the March 2001 elections to be null and void, and to rerun these elections in their entirety. This would afford every eligible voter the opportunity to participate in the elections to Council. The new election will take place on September 11, 2001.

In order to maintain stability and to ensure the continued effective operation of the Council and Committees in conducting College business, a number of one-time amendments to the by-laws were passed at the Council meeting of June 1 - 2, 2001. The result of these amendments was: 1) to authorize an election be conducted in September 2001 to fill those Council positions that became vacant at the end of May 2001; and, 2) to continue the current College Committees, including the Executive Committee, until the Council meeting following the new elections.

The process for conducting new elections has been initiated and eligible voters in Electoral Districts 1, 2 and 3 have been sent a revised *Notice of Election To Council, September 2001* and *Election Nomination Form* outlining the steps in nominating a candidate.

As the term of office of the President, Dr. Judith Van Evra concluded in May 2001, and according to the Regulated Health Professions Act this term cannot be extended, the Vice-President, Dr. Nina Josefowitz assumed the office of President until the Council meeting following the new elections. At that time, elections for the new College Executive and the appointment of new Committee members will take place as per the by-laws.

While the problem encountered has resulted in some irregularity in the elections to Council for the 2001-2004 term, the steps taken to address this situation will permit the College

to continue to meet its obligations and conduct its business without undue interruption or difficulty while new elections are conducted.

The College deeply regrets any inconvenience to candidates and eligible voters as a result of the procedural error in the conduct of the March elections.

*Rick Morris, Ph.D., C.Psych.
Deputy Registrar/Director, Professional Affairs*

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OBITUARY

DR. ELSPETH BAUGH

The College regrets to announce that Dr. Elspeth Baugh passed away on July 6, 2001 at Kingston General Hospital, after a brief illness. In addition to her work as a psychologist, Dr. Baugh was Dean of Women from 1980 until her retirement in 1993 and an Adjunct Assistant Professor in the Department of Psychology from 1987 to 1993 at Queen's University. Dr. Baugh served on the Ontario Board of Examiners in Psychology (OBEP) from 1986 to 1991 and frequently served as an oral examiner for the Board. Dr. Baugh's tireless efforts in support of the role of women in society and her commitment to education for women together with her integrity, common sense, and sense of humour will long be remembered by her colleagues and students.

COUNCIL MEETING HIGHLIGHTS

June 1 - 2, 2001

Council Election Nullified: New Elections called for the Fall

An unfortunate procedural error in the March elections resulted in 117 individuals from three Electoral Districts being excluded from the election process. Following careful deliberation on the matter, Council voted to consider the March elections invalid and to rerun the elections in the three Districts. The new election will be held on September 11, 2001. To facilitate the stable functioning of the College Council and maintain existing membership on Committees, a number of one-time amendments were made to the by-laws.

Mobility! MRA to be Approved by all Jurisdictions

The Mutual Recognition Agreement (MRA) that was approved by Council in March has received the same positive response from other regulatory bodies across the country. The agreement will facilitate mobility among psychological service providers to other jurisdictions in Canada. It was expected that the MRA would be signed on June 24, 2001 by representatives of the eleven jurisdictions that currently regulate the profession of psychology in Canada.

Although the MRA brings positive opportunities for psychologists across the country, psychological associates are not so pleased with the agreement. Members from the Ontario Association of Psychological Associates (OAPA) have asked for clarification on several issues and the Registrar has offered to meet with OAPA to discuss the MRA.

Organizing Psychology in Canada

Organizing Psychology in Canada, a conference on the state of the profession of psychology in Canada was held in Winnipeg May 10-13, 2001. Representatives were invited from all of the major stakeholders in psychology across the country including regulatory bodies, associations, councils and other organized psychology groups. The College was represented by Council Vice-President, Dr. Nina Josefowitz. A major focus of the Conference was the need to develop strategies for better integration of the three branches of psychology: science, training, and practice. The conference recognized the need for a more unified voice for psychology in Canada and discussed a number of models through which this could be accomplished. The conference was viewed as an initial step in efforts to unify psychology at the national level.

Jurisprudence and Ethics Exam Committee (JEEC)

The JEEC developed Terms of Reference describing the roles and responsibilities of the Committee and presented these to Council. In addition, the Committee is currently recruiting members to help with a variety of tasks including the item writing for the exam. In particular, the JEEC is in need of bilingual members for assistance in translating exam items.

The College is Moving!

The lease of the current office space at 1246 Yonge Street ends in February 2002. The ad hoc Office Planning Committee has been busy evaluating potential sites for the College offices taking into consideration a multitude of factors including lease costs, space needs, location and accessibility. Presented with the results of the work of the Committee, Council approved the decision to begin negotiations on property in North Toronto.

Quality Assurance Committee is working hard to ensure quality!

The Quality Assurance Committee now has a well-delineated process for sending out the *Self Assessment Guide and Professional Development Plan* to members in alternate years and for checking the return of the required *Declaration Of*

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Student Provides Council Meeting Highlights

In order to provide members with a broader insight into the issues discussed at Council meetings and foster linkages with the psychology student body, Council invites a psychology graduate student to attend and prepare a draft summary of the proceedings for publication in the *Bulletin*. The College would like to extend our thanks to Heather Wheeler, a Ph.D. student at the University of Toronto for her excellent work on this challenging task. This summary highlights some of the topics discussed and the debates that arose during the June Council meeting.



Completion. Council was informed that as of the date of the meeting, over 80% of the members had returned this form. Members who do not respond to the letters asking for their *Declarations*, may be required to submit their entire *Self Assessment Guide and Professional Development Plan* for review. Continued non-compliance could result in a referral to the Executive Committee for further action. The Quality Assurance Committee plans to survey a random sample of members regarding the value and usefulness of the current *Self Assessment Guide and Professional Development Plan*.

The Quality Assurance Committee is also working on the development of a broader based program of continuing education activities in three areas of practice: ethics; standards of practice/legislation; and, knowledge & skills.

OTHER NEWS:

- Council approved a proposal to deliver a mini version of the recent Barbara Wand Symposium to a community outside of Toronto. This pilot project will occur in the fall and is tentatively planned for the Kingston area.
- Council approved the Strategic Plan as presented by the Strategic Planning Committee. This document outlines the College's vision, values, and mission statement and will inform key decisions regarding College activities. The Council directed that the Strategic Plan be published on the College website and in the Bulletin.
- Council was informed of the status of incorporation of health care providers. Regulations are being drafted by the Ministry of Health and Long-Term Care to permit incorporation and these are expected to be passed within the next few months. Council directed that members be kept informed of the status of the professional incorporation legislation through the Bulletin and other communication vehicles.
- In order to enable the members elected to Council in the delayed elections to sit at the next meeting, the meeting usually scheduled for September has been postponed until October 26 - 27, 2001.

Heather A. Wheeler
University of Toronto

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Professional Incorporation Soon to be Permitted in Ontario

On December 20, 2000 the Ontario government passed Bill 152, the Balanced Budgets for Brighter Futures Act, and it received Royal assent the next day. This law incorporated a schedule that ultimately will fulfil the government's promise to permit professionals to incorporate for the purpose of professional practice.

The Bill amends the *Business Corporations Act*, which previously prohibited professional corporations. Under the amendments, professional corporations will be permitted with a number of conditions and restrictions.

The professional incorporation provisions will not come into force until the Act is proclaimed. The regulations that will define how corporations will be regulated have not been developed yet, and proclamation cannot happen until the regulations are established.

The sections of the legislation that permit professional incorporation include provisions to ensure that members retain their personal accountability to their clients/patients and to the College for their conduct. Practitioners who choose to incorporate their practices cannot avoid professional liability through the corporate structure.

One of the key features is that professional corporations will have to obtain a "Certificate of Authorization (COA)", similar to a certificate of registration for individual members. The model developed by the government also imposes a number of restrictions on the way a professional corporation can be set up. Among the many rules are:

- All shareholders, officers, and directors must be regulated providers and members of the same profession;
- The officers and directors must be shareholders;
- The corporation can only practise the profession or ancillary services;
- Voting agreements and unanimous shareholder agreements cannot include non-shareholders.

Members should note that while these legislative changes have been made, they are not in effect until the regulations are passed and the law is proclaimed. The College will provide more information as it becomes available.

From the Complaints Committee...

Since January 2001, the Committee has considered 35 new complaints. Of these, 11 were 'Dismissed', five were 'Dismissed with Advice', eight resulted in a 'Caution' to the member and there was one referral to Discipline. The Committee decided to attempt to resolve two complaints by proposing Undertakings to the members. Consideration of the remaining cases was deferred pending further investigation.

"Advice" from the Complaints Committee:

In two recent cases, the Committee considered the question of communication toward clients. A number of issues were highlighted in the Committee's deliberations and the Committee wishes to provide members with the following educational information.

The allegations in these cases pertained to the manner in which communications were made towards clients. In one case, the complainant alleged that inappropriate remarks were made about her during the course of an interview by a member, in the course of assessing the perpetrator of an assault against her. These remarks concerned the timing of her pregnancy and what the member referred to as the 'unfortunate' fact of this pregnancy. The member also made remarks about the complainant's age, apparent naiveté, inadequate problem solving skills, as well as social and psychological functioning.

In the other case, the member is alleged to have engaged in aggressive name calling towards a client, particularly a client with a history of self hurtful behaviour. It was also alleged that the member used profanity and permitted group therapy participants to threaten one another.

While the specific details of all complaint cases are confidential, in arriving at its Decision, the Committee's deliberations in these matters focussed on the following questions:

- Was there evidence that the *tone* of the member's remarks was angry, condescending, blaming, disrespectful or judgmental?
- Was there an apparent lack of empathy?
- Was there a lack of sensitivity to the reaction of the individual(s) involved?
- Was there a sound therapeutic rationale for the member's conduct?

- Were the comments, and/or the service in which the comments were made, appropriate to the client's need, and was this carefully assessed?
- If the service was not appropriate to the client's needs, what attempts did the member make to facilitate more appropriate service?
- Did the member obtain the client's informed consent to become involved in a service in which potentially offensive language would be used?
- Was there any evidence to the member that the client was experiencing harassment or threats by others?

These questions arose from the particular circumstances of the cases considered and are provided in an effort to better inform members of the Committee's decision making process.

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HELP WANTED

The College of Psychologists requires

VOLUNTEERS: ORAL EXAMINERS

to participate in the Oral Examination of Candidates seeking Registration.

The College of Psychologists of Ontario conducts oral examinations of candidates for registration, in Toronto, twice a year, in December and June. Each candidate is interviewed by a team of three members who question the candidate in areas of general practice and in the application of ethical and jurisprudence knowledge. To offer each candidate, who is ready to undergo this final step in the registration process, the opportunity for this interview, the College requires a number of oral examiners for each session. At the recent orals conducted in June 2001, a total of 28 examiners were involved.

Qualifications

Psychologist: Five or more years of practice since registration

Psychological Associate: Two or more years of practice since registration

No current disciplinary action pending.

Availability

Examinations take place over a three-day period and examiners should be available for the entire examination schedule. The next exams will take place on December 12, 13, 14, 2001; June 12, 13, 14, 2002; and, following this on December 11, 12, 13, 2002.

Compensation

Each examiner is paid a daily honorarium and as well, travel and accommodation expenses are covered.

Application Process

The selection of members to assist with a particular set of oral exams, from among those who are interested, is made based on a number of criteria. These include the necessity to match examiners' area of practice with that of the candidates, the need to provide bilingual examiners for Francophone candidates, and the desirability of having both new and experienced examiners on the teams. In addition, the College strives to ensure the examination teams are made up of members from across the province and represent both male and female practitioners. Due to the need to match examination teams with candidates, it is not always possible to involve all interested members as examiners.

If you are interested in being on the roster of oral examiners please send a letter of interest to the College, to the attention of the Ms. Connie Learn, Director, Registration and Administration. Please indicate your area of practice, as well as your availability for the upcoming December 2001, June 2002 and December 2002 dates or your interest in being considered at some future time.

Council approves a new Strategic Plan for the College...

The proposed Strategic Plan, developed by the Strategic Plan Steering Committee, was published as an insert to the previous issue of the Bulletin in March 2001. Members were encouraged to review this material and provide feedback for the Committee's consideration. With this member input, a final draft was prepared. The final version of the Strategic Plan, approved at the June 1 – 2, 2001 Council meeting is presented below.

VISION

The College strives for excellence in the profession of psychology and for recognition of the role of the profession in Ontario. This is achieved through the collaboration of a strong and innovative community of capable professionals working to support and regulate practitioners in the public interest. Though a regulatory body, the College respects individuality and diversity, and is committed to respect, flexibility, and sensitivity, even in the face of adversity and conflict.

MISSION

To serve and protect the public interest: by promoting excellence in the profession, by ensuring that psychological services are safe and effective, and by advocating for accessibility to psychological services.

The College accomplishes its mission by:

Fostering the development of the profession and of individual members of the profession; regulating the profession; educating and informing the public; and intervening with government and other public and private stakeholders.

Fostering the Development of the Profession and of Individual Members of the Profession

- ◆ Working with relevant stakeholders in the continuing evolution of educational standards of future members of the profession to reflect developments in the profession and in the changing work environment.
- ◆ Establishing and maintaining a process which allows members of the profession to assess and improve the quality of their professional practice
- ◆ Fostering respect, flexibility and sensitivity in the professional community

- ◆ Fostering communication within the College community
- ◆ Facilitating the mobility of qualified professionals
- ◆ Educating psychological practitioners about professional ethics and standards of practice, the expectations of the public and government, and the nature and implications of legislation affecting the practice of psychology
- ◆ Working with relevant stakeholders to promoting continuing professional development and knowledge of current and changing practices

Regulating the Profession

- ◆ Establishing conditions for entry to practice
- ◆ Fostering high standards of supervision for professional registration
- ◆ Establishing criteria for continuing competence for the profession of psychology
- ◆ Setting, monitoring, and enforcing ethical standards and standards of professional practice
- ◆ Establishing criteria for recognition of the qualifications of psychology professionals from other jurisdictions

Educating and Informing the Public

- ◆ Ensuring that members of the public are aware of their right to competent and safe psychological services
- ◆ Ensuring that members of the public are aware of the benefits of consulting regulated health professionals
- ◆ Increasing public awareness of the benefits and availability of psychological services

Intervening with Government and other Public and Private Stakeholders

- ◆ Intervening with government and other public and private sector groups regarding the unique contribution of



psychology to public well-being and the need for access to psychological services

- ◆ Consulting with policy makers regarding proposed legislation and policy development and the potential impact on the practice of psychology in the public interest

VALUES

Standards of Practice Values

- ◆ High standards for the profession
- ◆ Objectivity/fairness
- ◆ Respect
- ◆ Ethical conduct
- ◆ Enhancement – continuous improvement
- ◆ Demonstrated professionalism in all College activities

Relationship Values

- ◆ Positive relationships within the profession
- ◆ Clear, direct communication – user friendly
- ◆ Accessible to public and members
- ◆ Sensitive to diversity
- ◆ Transparency/openness
- ◆ Member participation

Management/Administration Values

- ◆ Efficiency/Cost Effectiveness
- ◆ Financial Stability and Prudence
- ◆ Demonstrated Professionalism in all College activities

Key Success Factors

- ◆ **Forging links at the local, provincial and national level that promote regular dialogue with training programs (academic, internship, supervision settings) on current and emerging issues**
 - Review and refine, as appropriate, standards of training for members
 - Ensure knowledge of significant developments in the field
 - Prepare members for professional practice in changing work environments
 - Prepare members for professional and collegial interactions
- ◆ **Ensuring effective decision-making**
 - Develop an archival system for information recording and retrieval

- Develop a mechanism for communication and collaboration among the various interest groups in the College

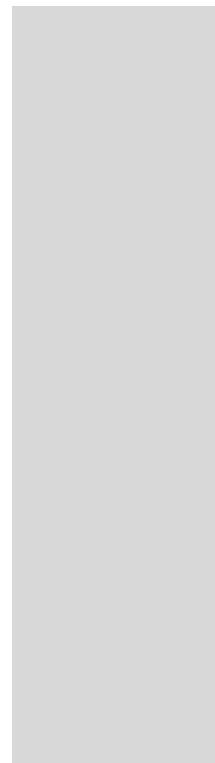
- ◆ **Ensuring effective use of resources**

- Staff and members
- Technology
- Finances
- Facilities

- ◆ **Developing an effective information delivery system**

- Use media effectively to communicate with target groups including the public, government and members
- Develop mechanisms to evaluate the effectiveness of the information delivery system

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COLLEGE NOTICES

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

Changes to the Register

The College would like to congratulate and welcome the **38 new *Psychologist* members** issued with Certificates Authorizing Autonomous Practice since April 1, 2001.

PSYCHOLOGISTS

Rodney Velmore Balsom
 Yvonne Bohr
 Ian Francis Bradley
 Jessica Ann Brian
 Jacqueline Ann Cimbura
 Jennifer Lynn Coolbear
 Rodney John Day
 Eilenna Denisoff
 David John Andrew Dozois
 Jonathan Oren Golden
 Rose Grifone
 Sharon Leigh Guger
 Janine Frances Hay
 Gisèle Heroux
 Christine Louise Isotupa
 Lindy Anne Kilik
 Bethany Lisa King
 Martha Ann Lacasse
 Earnest Light
 Peter Ming Liu
 Jan Looman
 William Maniago
 Elaine Eva McKinnon
 Heather Eva McNeely
 Maria Inge Medved
 Lisa Elaine Mulvihill
 Virginia May Nusca
 Jo-Ann Marion Reitzel
 Brenda Marilyn Marie Restoule
 Lucie Chantal Roberge
 Patricia Grace Ross
 Rebecca Lynn Schalm
 Belinda Soldin
 Kimberley Anne Sunseth
 Henny Alice Westra

Susan Williams
 Kathy Ann Winter
 Konstantine K. Zakzanis

The College would like to congratulate and welcome the **24 new *Psychologist* members** and the **4 new *Psychological Associate* members** issued with Certificates Authorizing Supervised Practice since April 1, 2001.

PSYCHOLOGISTS

Özge Fatma Akçali
 Elizabeth-Anne Agnes Benedetto-Nasho
 Marla G. Bigel
 James Cantor
 Mary Ann Lorraine Collins-Williams
 Franca Anna Cortoni
 Bonnie Fitzerman
 Evelyne Fleurette Girard
 Jane Elizabeth Heintz Grove
 Kimberley Ann Kane
 Lada Anastasia Kemenoff
 Mustaq Khan
 Shing Fu Li
 Bruno Joseph Losier
 Jamie Lynn Metsala
 Fiona Kathryn Miller
 Estes Moustacalis
 Louise Anne Scott
 James Alexander Seager
 Maggie Ethel Toplak
 Christiane Tousignant
 Irina Nicolaevna Trofimova
 Marlène Voyer
 Leigh Ann Louise Wayland

PSYCHOLOGICAL ASSOCIATES

Diana Binck
 Marci Lyn Buhagiar
 Elizabeth Caroline Drechsler
 Cauhalagala Lakshmanasetty Natarajan



Thank You Oral Examiners...

The College would like to thank the following individuals who assisted in conducting the oral examinations in June 2001.

Carla Baetz, Dip.C.S., C.Psych.Assoc., Hincks-Dellcrest Treatment Centre: Toronto

Ruth Baumal, Ph.D., C.Psych., Coordinator of Psychology, North, Toronto District School Board: Toronto

Lynne Beal, Ph.D., C.Psych., Coordinator of Psychology, South, Toronto District School Board: Toronto

Jean-Martin Bouchard, M.Ps., C.Psych.Assoc., Algoma Child and Youth Services & Private Practice: Elliot Lake

Harvey Brooker, Ph.D., C.Psych., Private Practice & Associate Professor, York University: Toronto

Ian D. R. Brown, Ph.D., C.Psych., Co-ordinator of Psychological Services, Durham Catholic District School Board: Oshawa

Raymond Brunette, Ph.D., C.Psych., Private Practice: Orleans

Ester Cole, Ph.D., C.Psych., Private Practice: Toronto

Jennifer Connolly, Ph.D., C.Psych., Associate Professor, Department of Psychology, York University: Toronto

Clinton Davis, Ph.D., C.Psych., Chief Psychologist, Hamilton-Wentworth Catholic District School Board: Hamilton

Paul Derry, Ph.D., C.Psych., London Health Sciences Centre, University Campus: London

Stephen Dukoff, Ph.D., C.Psych., Algonquin and Lakeshore Catholic District School Board: Napanee

Jack Ferrari, Ph.D., C.Psych., Professional Practice Leader, St. Joseph's Regional Mental Health Centre: London

Lawrence Freedman, Ph.D., C.Psych., Neuropsychology Consultant, Staff Psychologist, Trillium Health Centre: Mississauga

G. Ron Frisch, Ph.D., C.Psych., Professor, University of Windsor & Private Practice: Windsor

Barbara Gray, Public Member of the College Council, Owner, Locust Cottage Farms: Port Hope

Hugh Haley, Ph.D., C.Psych., Private Practice: Toronto

Monita Ho, M.Soc.Sc., C.Psych.Assoc., Psychoeducational Consultant, Toronto District School Board & Private Practice: York Region

Josée Jarry, Ph.D., C.Psych., Assistant Professor, University of Windsor: Windsor

Connie Kushnir, Ph.D., C.Psych., Child Development and Counselling Service, North York General Hospital & Private Practice: Toronto

Louise LaRose, Ph.D., C.Psych., Supervising Psychologist, London District Catholic School Board & Private Practice: London

Keith LeFave, Ph.D., C.Psych., Director of Clinical Services, Algoma Family Services & Private Practice: Sault Ste Marie

Maggie Mamen, Ph.D., C.Psych., Private Practice: Ottawa

Jane Mortson, Public Member of the College Council, Retired Teacher: North Bay

Mary Ann Mountain, Ph.D., C.Psych., St. Joseph's Hospital: Thunder Bay

Ron Myhr, Ph.D., C.Psych., Saville & Holdsworth Ltd.: Toronto

Schrine Persad, Ph.D., C.Psych., Toronto District School Board & Private Practice: Toronto

Joseph Regan, Ph.D., C.Psych., St. Michael's Hospital & Private Practice: Toronto

David Rennie, Ph.D., C.Psych., Professor, Department of Psychology, York University: Toronto

Jean S. Newton Ridgley, Ph.D., C.Psych., Toronto Western Hospital & Private Practice: Toronto

Brian Ridgley, Ph.D., C.Psych., Independent Practice, Ridgley, Thomas and Notarfonzo: Toronto.

Lynda Sayer, Ph.D., C.Psych., Private Practice, Sayer & Associates: Toronto

Ken Scapinello, Ph.D., C.Psych., Chief Psychologist, Ontario Correctional Institute: Brampton

Karen Shue, Ph.D., C.Psych., President/Chief Operating Officer, ABI Possibilities Inc.: Toronto

Jean Szkiba-Day, Ph.D., C.Psych., Private Practice, Oakville & Part-time Professor, University of Toronto, Scarborough Campus

Lynn Wells, Ph.D., C.Psych., Private Practice: Toronto

Erratum

The following names were inadvertently omitted from or incorrectly listed in the announcement of new members issued with Certificates of Registration in the previous issue of the Bulletin. The College wishes to congratulate and welcome the following new members:

Certificates Authorizing Autonomous Practice: Psychological Associates

Lisbeth Ann DiPasquale
Jane Marie James
Robert James Little
Nadine Mary MacDonald
Linda Ann Stewart
Rosa Villani

Certificates Authorizing Supervised Practice: Psychologists

Margaret Lloy Cook
Patricia May Nugent

Certificates Authorizing Supervised Practice: Psychological Associates

Marie Christine Heger
Ann Marie Klinck

We apologize for these omissions and regret any inconvenience this may have caused.

Deceased

The College has learned with regret of the deaths of **Dr. Elspeth Baugh, Dr. Catherine Thompson Nelson, and Dr. Bishan M. Saxena** and extends condolences to their family, friends and professional colleagues.

Thank you

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

Membership Renewal 2001-2002

Members whose renewal information and payment were complete have now received their 2001/2002 membership card and tax receipt. In processing the renewals, some Practice Update Forms were found to be missing professional liability insurance information or were not signed. If your form was incomplete, you will be receiving a letter shortly indicating the missing information. We would ask that you respond promptly to this notice in order to complete the renewal process and have your membership card and tax receipt issued. If you have any questions about the renewal process, please contact the College.



The College of Psychologists Of Ontario

~ presents ~

THE ELEVENTH ANNUAL

Barbara Wand Symposium on Professional Practice

Wednesday, February 13, 2002

**MARK YOUR CALENDAR
AND
PLAN TO ATTEND!**

Planning for this year's Symposium is about to begin. If you have any suggestions for topics and speakers, please submit these to Dr. Rick Morris at the College.



Mission

**To serve and protect the public interest:
by promoting excellence in the profession,
by ensuring that psychological services
are safe and effective, and by advocating
for accessibility to psychological services.**

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