

Regulating Psychologists and Psychological Associates

College Launches New Website

After many months of planning, discussion, organization and editing, the College of Psychologists is pleased to announce the launch of its newly redesigned website. The site has a whole new look! It contains all of the information from the old site plus new documents and information. Most importantly, the site is designed to be easy to navigate as you look for the various topics of interest to you. The website is divided into sections arranged according to the nature of the various users of the site; *Members of the Public, Members of the College and New Applicants*. We invite you to surf our website and investigate the various topics and materials available.

With the completion of this phase of the website redesign, the College is embarking on further enhancements which will include on-line membership renewal and member login to permit members to change their contact information on the member database. We anticipate these changes will go into effect over the next few months.

The College welcomes your comments and, should you run into any difficulties, please do not hesitate to contact us at webmaster@cpo.on.ca.

IMPORTANT NOTICE

15th Annual Barbara Wand Seminar
in Professional Ethics, Standards and Conduct

May 7, 2007

89 Chestnut – University of Toronto
89 Chestnut Street
Toronto, Ontario

CAROL A. FALENDER, PH.D

SUPERVISION: A Competency-Based Approach

Clinical Supervision of Registration Candidates, Students/ Interns and Non-Regulated Providers

At the time of publication, there were already over 100 registrants for the Symposium. We anticipate an overwhelming response to this very timely and relevant topic. If you have not yet registered, please do so promptly. Copies of the Barbara Wand Seminar flyer and registration form are available on the [College website](#) and, as well, in this issue of the [Bulletin](#).

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INSERTS

- Financial Statements 2005-2006
- Barbara Wand Seminar: Flyer and Registration Form



President's Message

Over the past six months, members of College committees have been working on a wide variety of issues. Implementation of the strategic plan is ongoing, with the focus for 2007-2008 being to strengthen support for members in supervised practice as well as for members providing supervision of psychological services. A task force is preparing our response to Bill 171, the *Health System Improvement Act, 2006*, including its provisions

for the regulation of psychotherapy and the proposed new College of Psychotherapists of Ontario. Individual members are encouraged make their own submissions to government as well.

Another task force has been organizing, reviewing and updating the College's policies, procedures and by-laws. This has been a major undertaking gathering and harmonizing documents from the various College committees to consolidate these into a comprehensive, consistent and easily accessible format.

I would draw your attention to the article by Dr. Rick Morris, Deputy Registrar, in this edition of the Bulletin. Building on his ever-popular "Tricky Issues" presentations, Dr. Morris has drawn together some information related to fee splitting, billing and supervised practice to illustrate some of the provisions of the Standards of Professional Conduct.

Finally, I would like to congratulate the new members of the College who successfully completed their orals in December and are now in autonomous practice as well as the new members joining the College in supervised practice. Welcome to the profession!

Clarissa Bush, Ph.D., C.Psych
President



Psychological Associates: Certifying Eligibility for Disability Tax Credits

The College received correspondence from a number of psychological associate members indicating that their clients' claims for Disability Tax Credits had been rejected. In response to this, the College contacted the Canada Revenue Agency (CRA) to provide information to CRA staff about regulated psychological practice in Ontario and the two titles of autonomous practitioners; psychologist and psychological associate.

In February 2007, a letter was received from the Hon. James M. Flaherty, MP, Minister of Finance regarding this matter. In his letter, Mr. Flaherty stated:

“The list of health practitioners who can certify eligibility for the DTC, based on the nature of the impairment, is specified in the *Income Tax Act* (the “Act”). The *Act* specifies that, where the reference is used in respect of a certificate issued for a taxpayer, a reference to a psychologist is a reference to a person authorized to practice as such pursuant to the laws of the jurisdiction in which the taxpayer resides or of another province or territory.

It is my understanding that the Ontario *Psychology Act* authorizes both Psychologists and Psychological Associates to practice psychology. Accordingly, holders of both titles are allowed to certify impairments with respect to an individual's ability in mental functions necessary for everyday life for purposes of eligibility for the DTC.

My officials have contacted their colleagues at the Canada Revenue Agency (CRA) to communicate this understanding. The appropriate changes have been made to CRA's administrative practices to ensure that Psychological Associates are allowed to certify impairments in mental functions necessary for everyday life.”

The College of Psychologists of Ontario would like to express its appreciation to the Hon. James Flaherty for his attention to this matter.



Payment for Services, Goods and Facilities: Fee Splitting Is Not an Option

Dear Dr. Morris,

I've recently been considering joining a group practice on a full-time basis where I have been working part-time for a number of months. The members of the College who established the practice have suggested an arrangement in which they would provide me with office space and some referrals in exchange for a percentage of my earnings. They have suggested a 50:50 split. Not only do I find this to be a bit excessive, I also find it difficult to differentiate this arrangement from fee splitting, which I understand is not allowed. Can you comment please?

Dear Dr. Morris,

I have recently begun my year of supervised practice and I am working with and being supervised by a member of the College in her private practice. During this time, I will be seeing her clients and she will provide me with supervision, office space and secretarial support. As required by the College standards, all fee setting, invoicing and receipt of payments will be in her name. She has suggested a payment arrangement in which she would turn over to me all of the payments received from the clients I see less 30% which would be her compensation for the supervision and administrative support provided. In studying for the Jurisprudence and Ethics Examination I remember seeing a prohibition regarding fee splitting. Would this arrangement be fee splitting? What advice do you have?

The above scenarios are typical of the kinds of questions received regarding payment arrangements for supervision, office space, secretarial support or other services within a private practice. Section 10, *Fees/Contract for Services* of the revised *Standards of Professional Conduct*, explicitly prohibits fee-splitting in stating that:

10.5 Fee Splitting

- (1) A member shall not enter into a contractual arrangement such as a lease for use of premises or equipment or administrative services which provides for fee or income splitting based on a percentage of fees invoiced or collected.
- (2) Any arrangement for payment for services shall be based on a fixed rate of remuneration and not on a percentage of fees invoiced or collected.

Fee splitting is a financial arrangement in which one pays or receives a percentage of fees billed or collected in payment for services, supervision, office space, administrative support or any other goods or services purchased. This method of payment is contrary to College Standards and, if such an arrangement is entered into, both parties of the arrangement would be acting outside of the standards of the profession.

The reasons for the concern about fee splitting are numerous and it may be helpful to discuss the two scenarios presented as illustrative examples. In reviewing the following analyses, it is important to keep in mind that in fulfilling its role of public protection, the College must consider areas that have serious potential for problems, while certainly not suggesting that inappropriate behaviour would be typical among members.

In the first scenario, a member is considering paying for office space and services on a percentage basis. In setting one's fees, it is important that a member be free to charge an appropriate amount taking into account the time to be spent, complexity of the work and a consideration of the welfare of the client. In this way, a member must be free to establish the fee for each client on a scale from full fee to offering the service pro bono. In the scenario presented, the member would not be fully free to make this determination as there would be outside

influences at work. The member would be in a relationship where he/she is dependent on another and, in paying them a percentage, the member loses some freedom to establish the fee as he/she determines appropriate. The members in the practice might well be concerned if the other member decided to charge \$10 per hour for sessions with some clients, based on their ability to pay, as the practice's share of 50% (\$5.00) would be far less than they might expect and want, if, for example, the usual fee was \$75 (providing them with \$45.00 per hour). In this situation, members of the practice would be in a position to put pressure upon the other member to charge more than the member might otherwise wish to, or feel is appropriate, for a particular client.

In the second scenario, the supervisor is both setting and collecting the fees, as is appropriate since this may only be done by an autonomous practitioner. In such a situation, the supervisee is totally dependent upon the supervisor for both livelihood and supervised practice experience. In a challenging supervisory relationship, there is the unfortunate potential that the supervisor could charge very low fees for a number of the supervisee's clients or only provide the supervisee with clients who are unable to pay the usual rates. In these cases, not only could there be a dramatic impact upon the supervisee's income without him/her having any control over this, but it could also leave the supervisee in the powerless position of being unable to say anything, given the dependence upon the supervisor at that point in the registration process. Such a situation could not only result in anger and frustration for the supervisee but could, directly or indirectly, translate into lessened quality of service provided to the clients.

The solution to both of the above scenarios, as noted in the Standards, is to only enter into payment arrangements that are based on a fixed rate of remuneration. In the first scenario, the member would agree to a fixed rate to cover the use of office space, administrative costs, etc. If the member then chose to see a client pro bono or at a reduced rate, this would be that member's own decision. Since his/her overhead would remain the same, this member is making the decision, without any outside influences, to subsidize the client. This is exactly the same situation as regularly occurs in a private practice if a member provides a pro bono or reduced rate service. The member's expenses remain the same but the income is lower; a decision being made in the best interests of the client.

Similarly, in the second scenario, the supervisor and supervisee could agree on a fixed rate of compensation for the supervisee taking into account the various services being offered by the supervisor. Since the supervisor has the responsibility to set and collect fees, he/she could do so in keeping with the norms of his/her practice without negatively affecting the dependent supervisee.

It is anticipated that in calculating the fixed rate of remuneration members could take into account all of the fixed costs as well as other factors, including potential for, or experiences with, reduced billing or collecting.

As a final comment, it is important to reiterate that the Standards apply to members on both sides of a remuneration agreement and there is no provision for the waiving of the Standards by mutual agreement of the members.

If you have any questions about this or other practice issues, please contact the College at practicequeries@cpo.on.ca.

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



Jurisprudence and Ethics Examination Practice Analysis Survey - Coming Soon

In a few weeks' time, active status members of the College will receive an electronic survey requesting your input regarding the jurisprudence and ethics knowledge required to practice psychology in Ontario.

The College is undertaking a practice analysis of its Jurisprudence and Ethics Examination (JEE) to ensure that the content of the examination is current, relevant and appropriate. Schroeder Management Technologies, Inc. (SMT), a company well-known in the field of test development, has been contracted to conduct the analysis.

The practice analysis is a structured process for determining what elements of psychological practice and knowledge are important to assess on the jurisprudence and ethics examination at the time of initial registration. The scores derived from the written examination should be content valid so that pass and fail inferences are appropriate.

A small group of members representing the various practice areas recently met with consultants from SMT to discuss the JEE content areas. The next step in the process is a membership survey. In a few weeks time, a questionnaire will be sent electronically to active members of the College. The questionnaire will request demographic information and will seek your views on the knowledge of jurisprudence and ethics required to practice psychology.

The more members that respond, the better the quality of the data and hence the better the content validity of our Jurisprudence and Ethics Examination. When the questionnaire arrives, please take a few minutes to complete it.

Your individual responses will go directly to the contractor Schroeder Management Technologies, Inc. who will then provide the College with a formal report containing only summary data.

Please watch your e-mail for this survey and thank you in advance for your assistance!

Investigations and Hearings

The Complaints Committee reported the following activity to date for the current fiscal year:

New Complaints Received

Current Year
to Feb. 28/07

Previous Year to
Feb. 28/06

1. By Nature of Complaint

Bias	7	5
Breach of Confidentiality	6	1
Complainant has yet to state nature of complaint	1	
Conduct Unbecoming of a Member of the College		2
Conflict of Interest	2	
Dual Relationship		1
Failure to Obtain Informed Consent		6
Failure to Provide Services Sought		2
Failing to Fulfill the Terms of the Agreement with User	1	
Failure to Render Services Appropriate to the Users Needs	5	2
Failure to Respond to a Request in a Timely Manner	5	2
False or Misleading Statements	1	1
Fees & Billing	2	2
Improper Supervision	3	2
Inaccurate Information	1	1
Inadequate Data to Support Conclusions	6	4
Inadequate Handling of Termination	3	
Incompetence	1	2
Insensitive Treatment of Clients	1	2
Quality of Services	2	3
Record Keeping Problems	1	
Sexual Abuse		1
Total:	48	39

2. By Nature of Service

Administration	2	1
Custody & Access/Child Welfare Assessment	11	6
Educational Assessment	4	2
Industrial/Occupational Assessment		1
Neuropsychological Assessment	5	
Not Related to Psychological Services	5	4
Other Psychological Assessment	5	6
Psychotherapy/Counselling	6	10
Rehabilitation/Insurance Assessment	9	8
Supervision	1	1
Teaching/Training		1
Total:	48	39

**Inquiries and Resolutions of Concerns, not
Resulting in Complaint**

153

162

<u>Decisions Released by Disposition</u>	<u>Current Year to Feb. 28/07</u>	<u>Previous Year to Feb. 28/06</u>
Advice	6	1
Caution (Oral)	1	1
Caution (Oral) with Undertakings	1	
Caution (Written)	5	3
Caution (Written) with Undertakings	1	4
Complaint Withdrawn	1	
Refer to Discipline Committee	2	1
Take No Further Action	21	14
Take No Further Action - Frivolous, Vexatious, Made in Bad Faith, Abuse of Process	6	4
Take No Further Action – No Jurisdiction		1
Withdrawn - Facilitated Resolution	2	1
Total:	46	30

Health Professions Appeal and Review Board

1. Reviews Requested 16 7

2. Decisions Received

Decision Confirmed	6	4
Decision Unreasonable		1
Investigation Inadequate		1
Notice not to Proceed		1
Withdrawn	1	
Total:	7	7

Discipline Proceedings

The Discipline Committee of the College holds hearings into allegations of professional misconduct and/ or incompetence. A summary of the disciplinary proceedings is provided for the information of the public, members of the College and other professionals.

Herbert Kaye, Ph.D. (Former Member)

A hearing was commenced on February 7, 2007 into allegations of Professional Misconduct including Sexual Abuse of a Patient, by Dr. Kaye.

On the basis of Dr. Kaye's resignation from the College, the panel accepted a joint request by the parties to adjourn the hearing *sine die* on the basis of undertakings made by Dr. Kaye to the College which included an agreement not to practice psychology at any time after he completed certain assessments, and not to reapply for membership in the College of Psychologists of Ontario or any other body regulating the practice of psychology in any other jurisdiction at any time.

The allegations, though serious, have not been proven. In accepting this agreement, the panel is satisfied that the primary consideration of public protection is fully addressed and assured.

Dr. Wayne Meadows, Ph.D. (Former Member)

A hearing was held on February 7, 2007, into allegations of Professional Misconduct against Dr. Meadows.

Established Facts

The parties submitted a Statement of Agreed Facts, summarized as follows:

- Dr. Meadows provided psychotherapy to Ms. X for a period of several years, first in hospital and later at his home office
- Dr. Meadows engaged in several serious boundary violations involving Ms. X, which included sexual intimacy with her
- There is a dispute between the parties as to whether Ms. X was Dr. M's patient at the time the sexual intimacy took place and no finding was sought or made on the point of whether the conduct constituted Sexual Abuse as defined in the *Regulated Health Professions Act*
- The sexual relationship continued for several years and sexual intimacy took place at both the hospital and at Dr. Meadows' home.
- Dr. Meadows exploited his knowledge of Ms. X's vulnerabilities, which he had gained during the provision of psychological services, to establish a close and intimate relationship with Ms. X

Decision:

The Panel found that Dr. Meadows had committed professional misconduct, in that he failed to maintain the standards of the profession and engaged in conduct and performed acts, in the course of practicing the profession, that, having regard to all of the circumstances would reasonably be regarded by members as disgraceful, dishonorable or unprofessional

Penalty:

The panel accepted the joint recommendation by the parties that Dr. Meadows be reprimanded and have his certificate of registration revoked, in consideration of the advice that Dr. Meadows had already

- Allowed his membership with the College to lapse in 2006
- Resigned his membership in the Canadian Register of Health Service Providers in Psychology
- Undertaken not to apply for membership in any body regulating the practice of psychology in any jurisdiction and any time and
- Consented to the College advising the Association of State and Provincial Psychology Board and the Canadian Register of Health Service Providers in Psychology of his resignation from the College of Psychologists of Ontario and of the Contents of the Notice of Hearing and the terms of the resolution agreement

Panel's Reasons:

- Dr. Meadows' conduct constitutes a fundamental breach of public trust and of the professional relationship a member has with a patient or client or former patient or former client
- The panel noted that Dr. Meadows offered his full cooperation to the College during the investigation of these matters and determined that it was appropriate to accept the joint proposal of the parties in respect of the penalty, in light of the very serious nature of the misconduct



NOTICES FROM THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO

Elena Faini AKA Alexis Daniels

On December 6, 2006 in the Ontario Court of Justice, Elena Faini, also known as Alexis Daniels, pleaded guilty to offences under the *Provincial Offences Act* and the *Psychology Act, 1991* that she had held herself out to be a psychologist, contrary to s. 10 of the *Psychology Act, 1991*. Ms Faini paid a fine, was placed on probation and other terms were imposed. Neither Alexis Daniels nor Elana Faini is a member of the College of Psychologists of Ontario and neither is qualified to practise psychology in Ontario.

Mario Caligiure Varano

On January 19, 2007 the Ontario Superior Court of Justice issued a declaration that Mario Caligiure Varano violated s. 33 of the *Regulated Health Professions Act* in that he used the title “Dr.” in the course of providing or offering to provide health care to individuals in Ontario without being a member of the College of Psychologists of Ontario or any other college listed in the *Act* and ordered that he immediately refrain from and cease and desist from doing so.

The Court also declared that Mario Caligiure Varano had performed the controlled act of communicating a diagnosis, contrary to s. 27 (2) of the *Regulated Health Professions Act* and ordered that he immediately refrain from and cease and desist from doing so.

Mario Caligiure Varano is not a member of the College of Psychologists of Ontario and is not authorized to practise psychology in Ontario.

Alexander Polgar, Ph.D., RSW

In 2006, the College of Psychologists of Ontario made application to the Ontario Superior Court of Justice for Declaratory and Mandatory Orders with respect to Alexander Polgar, Ph. D., a Registered Social Worker (“Polgar”). Polgar is not a member of the College of Psychologists of Ontario. The Application related to allegations that he held himself out as a person who is qualified to practise in Ontario as a psychologist or in a specialty of psychology. The Application also related to allegations that he performed the controlled act of communication of a diagnosis in the circumstances described in the *Regulated Health Professions Act*, without being a member authorized by a health profession act to perform the controlled act.

The College filed affidavit and expert evidence in support of its position. Polgar defended the Application and denied the College’s allegations. Polgar filed affidavit and expert evidence in support of his position. The Ontario College of Social Workers and Social Service Workers (“OCSWSSW”) was granted leave to intervene.

The matter was settled by way of Minutes of Settlement between Polgar, the College of Psychologists of Ontario and the OCSWSSW. These minutes provide, among other things, that:

- So long as he remains a member of the OCSWSSW, Polgar will continue to comply with the OCSWSSW’s standards, regulations, and by-laws with respect to identifying his regulatory status, education, experience, scope of practice, and professional affiliation, including ensuring that the initials “RSW” appear after his name and degree on his professional letterhead and business cards, as prescribed by the OCSWSSW Standards of Practice.

- So long as he remains a member of the OCSWSSW, Polgar shall list his membership with the OCSWSSW first, under the heading “Professional Affiliations” on his curriculum vitae and include the following description of his credentials in all reports:

Alex. T. Polgar, Ph.D., RSW, is a registered social worker with a doctorate degree. He has been qualified to give expert testimony in both Provincial and Superior Courts of Justice pertaining to: Parenting Capacity, Parenting Plan, and Forensic Assessments. The procedures, methods, and formulations used in this assessment comply with the Code of Ethics and Standards of Practice as set out by the Ontario College of Social Workers and Social Service Workers. This report may contain social work diagnoses, as that expression is defined by the Ontario College of Social Workers and Social Service Workers.

- Polgar shall add “Faculty of Social Work” below “University of Toronto” where it is identified in his curriculum vitae as the facility that granted his Ph.D. He shall also add “Faculty of Social Work” under Wilfrid Laurier University, and shall add “Department of Psychology” under University of Guelph.
- Without any admission that he has done so in the past, Polgar agrees that he will refrain from communicating in any report to any client or other person, any diagnosis, meaning any statement identifying, as the cause of a person’s symptoms, a neuropsychological disorder or a psychologically-based psychotic, neurotic, or personality disorder. It shall not be considered a violation of this agreement for Polgar to make and communicate social work diagnoses as that expression is defined by the OCSWSSW.
- The Application will be withdrawn without costs and without prejudice to the College of Psychologists of Ontario’s right to bring another Application for relief as it considers appropriate in the event that this Agreement is breached, including any relief relating to the breach.

This settlement was entered into on the basis that Polgar does not admit the accuracy of any of the allegations made by the College in the Application. In light of the settlement reached, no findings were made by the Court in respect of these allegations and the Application was abandoned.



Call for Participation in Statutory Committees

Under the Regulated Health Professions Act, 1991, the College is required to have seven Statutory Committees: Executive, Registration, Complaints, Discipline, Fitness to Practice, Quality Assurance, and Client Relations. The Executive Committee is elected from the members of the College Council who in turn appoint the members of the six other Committees. The Committee composition includes both members of the Council, and members of the College who are not members of the Council. Both titles, *Psychologist* and *Psychological Associate*, must be represented on every Committee.

Members who are interested in serving on a Committee are asked to provide their name, registration title, preferred Committee (1st and 2nd choice may be given) and a brief statement of background and interest, to the Registrar by Tuesday, May 1, 2007.

Registration

Meeting an average of one day per month, the Registration Committee reviews applications referred by the Registrar, to determine whether requirements for registration have been met, and to direct the Registrar respecting the issuance of certificates of registration and any terms, conditions or limitations to be imposed. The Committee also reviews and advises on policies and guidelines related to Registration. Two members of the College are required.

Complaints

Meeting an average of one to two days per month, the Complaints Committee investigates complaints regarding the conduct or actions of members and renders a written decision within 120 days of receipt of a complaint. The Committee also reviews and advises on policies and guidelines related to investigations and resolutions. At least two positions will be available for members of the College.

Discipline

Meeting as needed, for hearings ranging from one to five days, including resumptions, the Discipline Committee hears allegations of professional misconduct or incompetence against members, referred by the Complaints Committee. At least two members of the College are required.

Fitness to Practice

Meeting as needed, the Fitness to Practice Committee hears matters relating to fitness to practice referred by the Executive Committee, after receiving a report from the Registrar, regarding possible incapacity. Two members of the College are required.

Quality Assurance

Meeting three to four times per year the Quality Assurance Committee is responsible for the continued development and implementation of the Quality Assurance Program under the regulation developed by the College for such a program. The Committee administers the Quality Assurance Program including the Peer Assisted Review process and advises on policies and guidelines related to Quality Assurance. Two members of the College are required.

Client Relations

Meeting two to three times per year with development work between meetings, the Committee advises the Council on the College's client relations program that includes measures for preventing or dealing with the sexual abuse of clients by members. The program covers educational requirements for members, guidelines for the conduct of members with their clients, training for College staff and the provision of information to the public. Two member of the College is required. §



GST and Psychological Practice

The College of Psychologists does not provide advice regarding GST and how this may impact on professional practice. Rather, the College suggests that members with questions contact the Canada Revenue Agency (CRA) directly or one of the professional associations, OPA, OAPA, CPA or CRHSPP with whom they may be affiliated. When possible however, the College does strive to notify members of information that may be relevant to them and provide further contact information.

In keeping with this, the College wishes to inform members that effective September 2006, the Canada Revenue Agency (CRA) made some changes to the GST rules that may affect members who provide psychological services in the private sector. Some information regarding these changes was published by the Canadian Psychological Association and is available on their web site under “The GST and Psychology”. This information can be accessed at:

<http://www.cpa.ca/cpsite/userfiles/Documents/advocacy/Practice/GST%20and%20Psychology%20-%20September%202006.pdf>

Information From WSIB

In late December 2006, the Registrar of the College received a letter from Ms. Donna Bain, Executive Director, Health Services with the Workplace Safety & Insurance Board (WSIB). The letter discussed the WSIB’s obligation to release of psychological reports to employers “under certain legislative and WSIB policy requirements” and requested the College’s assistance in providing this information to members. In this letter, Ms. Bain stated:

“I am writing to bring to your attention some information that has relevance to your membership with respect to disclosure of reports submitted by Psychologists to WSIB.

When reports are being prepared for WSIB, health professionals must recognize that these reports may be released to the employer under certain legislative and WSIB policy requirements. The *Workplace Safety and Insurance Act*, Sections 57, 58, 59, 119 and 120 allow for this disclosure when there is an “issue in dispute” in the claim. An “issue in dispute” is where the worker or the employer or their representative formally objects to a decision that has been made by WSIB. There is a WSIB Operational Policy, # 21-02-02, that describes those circumstances in which a worker’s claim file inclusive of WSIB medical/health reports may have to be released to the employer or the employer’s representative.

It would be beneficial for your membership to appreciate that a psychologist cannot provide a guarantee to a worker that a report will not be released beyond WSIB without their consent since, in limited circumstances, this may not be true.

WSIB would be grateful for any assistance that the College of Psychologists of Ontario can provide to ensure psychologists fully understand the legislative context for report disclosure when treating workers.”

The College wishes to bring this information to the attention of all members providing reports to the Workplace Safety & Insurance Board and advises that members who have questions or concerns about this seek independent legal advice.



COLLEGE NOTICES

Quality Assurance Reminder and Membership Renewal Notice

The **Quality Assurance Self Assessment Guide and Professional Development Plan** must be completed by all members of the College, every other year. The notice regarding the 2007 **Quality Assurance Self Assessment Guide and Professional Development Plans** is being distributed to all members with odd registration numbers. The deadline for submission of the *Declaration of Completion* is May 4, 2007. The *Self Assessment Guide and Professional Development Plan* and the *Declaration* are available on the College website.

The **Annual Practice Update Form and fee renewal package** is being prepared for mailing. Members should receive the package by early May 2007. If you don't receive this mailing or have any questions regarding your renewal, please contact the College.





Changes to the Register

The College would like to congratulate and welcome the 57 new *Psychologist* members and the 8 new *Psychological Associate* members issued with Certificates Authorizing Autonomous Practice between August 1, 2006 and February 28, 2007.

PSYCHOLOGISTS

Saadia Ahmad
 Kristin Lisa Anglin-Bodrug
 Jason Bacchiochi
 Kelly Marie Benn
 Jennifer Anne-Marie Boyce
 Cheryl Lesley Bradbury
 Monica Lynn Brown
 Euling Chong
 Janine Cutler
 Douglas Martin Daher
 Lara Louise Davidson
 Sara Day
 Elizabeth Lynn Dettmer
 Hester Elizabeth Dunlap
 Gwendolyn Jean Dutrizac
 Norman Fazaa
 Josée Nadine Fleury
 David Christian Gingerich
 Jeremy Harrison
 Ainslie Erin Heasman
 Laura Dawn Hewett
 Shonna Claudelle Francis John
 Gillian Alanna Kirsh
 Cary Samuel Kogan
 Valerie Lynne Krysanski
 Judith Megan Laposa
 Catharine Helen Lee
 John W. Lee
 Marc Douglas Levi
 Heather Beth MacIntosh
 Shari Beth Mayman
 Stephanie McDermid Vaz
 Mary Helen Motz
 Caryn Elaine Moulton
 Thanh Thao Thi Nguyen
 Gregory Bernard O'Donohue
 Jennifer Wilhelmina Out
 Treva Lynn Penney
 James Giuseppe Perretta
 Paulo Rocha Pires
 Jason Andrew Plasky
 Vaishali Vidhatri Raval

David Lawrence Reist
 Danielle Alexandra Ruskin
 Marjan Saghatoleslami
 Douglas James Scoular
 Deborah Anne Sookman
 Tanya Dee Spencer
 Edouard Steven Louis St-Pierre
 Marlene Rochelle Taube-Schiff
 Line Guylaine Tremblay
 Ivan Andrey Valdivia
 Irina Valentin
 Natasha Samantha Williams
 Jan Marie Baker Wilson
 Karen Anne Wiseman
 Ching-See Connie Wong

PSYCHOLOGICAL ASSOCIATES

Frank Battaion
 Susan Vita Baxt
 Mariana Grinman
 Cynthia Mary April Hudson
 Michelle Louise Joly
 Louise Maughan
 Vera Maria Dias Roncon
 Kari Lee Squarzolo



Changes to the Register

The College would like to congratulate and welcome the 63 new *Psychologist* members and the 19 new *Psychological Associate* members issued with Certificates Authorizing Supervised Practice between August 1, 2006 and February 28, 2007.

PSYCHOLOGISTS

Rozen Mary Alex
Oren Aaron Amitay
Brendan Francis Andrade
Afroze Anjum
Nesrine Awad
Patricia Behnke
Kristine Boksmann
Dana Bova
Gani Biodun Braimoh
Nicola Brown
Karen Ann Susan Brozina-Hawley
Meghan Julia Campbell
Michelle Carroll
Michael Kin-Fun Cheng
Becky Lynn Churchill Keating
Jennifer Susanne Coelho
Nicole Lisa Cohen
Shannon Marie Costigan
André Cousineau
Chantel Katrina Coward
Janice Cripps Picheca
Lesley Anne Daniels
Amanda Theresa DeSouza-Hatch
Kristina Devoulyte
Lorraine Mary Dyni
Adele Ava Efendov
Nezihe Elik
Chandimaa Bhaagya Fernando
Nicola Elizabeth Fitzgerald
Karen Jean Francis
Abby Lauren Goldstein
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Pauline Mary Patricia Richards
Vicky Rivard
Natalie Rubin
Parmjit Sanghera
Naomi Danielle Slonim
Tara Leigh Smith
Patricia Lynn Steckley
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Vasanthi Valoo
Jennifer Theda Cecilia van de Ven
Delia Wallis
Tricia Samantha Williams
Richard Sari Zayed

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Ilya Gladshteyn
Colwyn Elizabeth Hainsworth
Rhonda Kokotailo
Christie Ann Little
Robin Patricia Marshment
Susan Kathleen Morcombe
Lauren Mount
Victoria Orekhovsky
Pushpinder Kaur Saini
Lynne Stewart
Joanne Taylor
Lise Elaine Trudeau
Carolyn Joy Wiens
Hanna Wilmer
Amy Sara Winter



Changes to the Register

The College would like to congratulate and welcome the 9 new *Psychologist* members and the 1 new *Psychological Associate* member issued with Certificates Authorizing Interim Autonomous Practice between August 1, 2006 and February 28, 2007.

PSYCHOLOGISTS

Jason Dean Brown
 Jean-Philippe Émile Daoust
 Olga Gale
 Suzanne Geishardt
 Peter A. Hall
 Helen Marie Lathrop
 Karyne Lavoie
 Darcy Allan Santor
 Daniel Sommer

PSYCHOLOGICAL ASSOCIATES

Michel Bastien

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

Retired

Irwin Cooper
 Peter Gamlin
 Cheryl Gibson

Resigned

Gale Bildfell
 Laurent Isabelle
 Roslyn Mendelson
 Fiore Mester
 Stephanie M. Ross
 Tom Tombaugh

Thank you Oral Examiners...

The College would like to thank the following individuals who assisted in conducting the oral examinations in December 2006.

Cheryl Alyman, Ph.D., C.Psych. Paediatric Oncology Service, McMaster Children's Hospital; Private practice: Hamilton

Edward Blackstock, Ph.D., C.Psych. Clinical Director, Wings Development Centre: Toronto

Thomas Boniferno, Ph.D., C.Psych. Coordinator of Psychological Services, Thames Valley District School Board: London

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

Clarissa Bush, Ph.D., C.Psych. Private Practice in clinical neuropsychology and capacity assessment: Ottawa

Janice Cohen, Ph.D., C.Psych. Director of Training, Psychology, Children's Hospital of Eastern Ontario: Ottawa

Jennifer Connolly, Ph.D., C.Psych. Professor, Department of Psychology; Director, LaMarsh Centre for Research on Violence and Conflict Resolution, York University: Toronto

Dorothy Cotton, Ph.D., C.Psych. Regional Treatment Centre (Ontario) of Correctional Services Canada: Kingston

Christine Courbasson, Ph.D., C.Psych. Clinic Head, Eating Disorders and Addiction Clinic, Concurrent Disorders Service; Director of Training, CAM-H, Psychology Clinical Practicum: Toronto

Ron Davis, Ph.D., C.Psych. Associate Professor, Department of Psychology Lakehead University; Consulting Psychologist, Mental Health Services, St. Joseph's Health Care Group: Thunder Bay

Christine DiZazzo, M.Ps., C.Psych.Assoc. Ottawa Carleton District School Board; Private Practice: Ottawa

Stephen Dukoff, Ph.D., C.Psych. Private Practice, Kingston West Psychological Services: Kingston

Diane Farr, Ph.D., C.Psych. Chief Psychologist; Vanier Centre for Women & Maplehurst Correctional Complex, Ministry of Community Safety & Correctional Services: Milton

Maggie Gibson, Ph.D., C.Psych. Veterans Care Program, Parkwood Hospital Site, St. Joseph's Health Care; Associate Scientist, Lawson Health Research Institute, London; Clinical Professor, Department of Psychology, University of Western Ontario: London

Allyson Harrison, Ph.D., C.Psych. Clinical Director, Regional Assessment & Resource Center; Adjunct Professor, Department of Psychology, Queen's University: Kingston

Tim Hill, M.A. C.Psych.Assoc. Private Practice: Owen Sound

John Hunsley, Ph.D., C.Psych. Professor, School of Psychology, University of Ottawa: Ottawa

Debra Lean, Ph.D., C.Psych. Chief Psychologist, Dufferin Peel Catholic District School Board: Mississauga

Bruno Losier, Ph.D., C.Psych. Service Leader, Centralized Neuropsychological Services, St. Joseph's Healthcare, private practice: Hamilton

Stefan Losztyn, M.Ed. C.Psych.Assoc. Warkworth Institution; Private Contractor, Central East Correctional Centre; Psychology Instructor, Sir Sandford Fleming College: Lindsay

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

Lise Mercier, Ph.D., C.Psych. Private Practice: Ottawa

Michael Minden, Ph.D., C.Psych. Private Practice: Toronto

Mary Ann Mountain, Ph.D., C.Psych. Program Manager, Community Mental Health Services, St. Joseph's Care Group; Private Practice: Thunder Bay

Ron Myhr, Ph.D., C.Psych. Managing Consultant, SHL Canada: Toronto

Susan Nicholson, Public Member of the College Council; General Manager, Downtown Collingwood Business Improvement Area: Collingwood

Monique Pressé, M.A. C.Psych.Assoc. Coordinator, Child and Adolescent Ambulatory Care and Community Linkages, Mental Health Care Program, London Health Sciences Centre: London



Cheryl Rampersad, Public Member of the College Council; President of Peel Law Chambers: Brampton
Philip Ricciardi, Ph.D., C.Psych. Supervisor of Psychological Services for the Greater Essex County District School Board; Adjunct Associate Professor, Department of Psychology, University of Windsor; Private Practice: Windsor
Ken Scapinello, Ph.D., C.Psych. Private Practice: Brampton
Dalia Slonim, Psy.D., C.Psych. Consultant for Bloorview Kids Rehab; Private Practice: Toronto
Isaac Smith, M.A., C.Psych.Assoc. Mental Health Service, Toronto East General Hospital: Toronto
Mary L. Stewart, Ph.D., C.Psych. Child Development Program and Psychology Professional Practice Leader, Bloorview Kids Rehab: Toronto
Claire Lowry Sullivan, Ph.D., C.Psych. Professional Leader, Grand River Hospital: Kitchener
Alexandra Urbanowicz, Ph.D., C.Psych. Private Practice: Oakville
Peter Voros, Ed.D., C.Psych. Clinical Coordinator, Psychology Community Mental Health Program, Thunder Bay Regional Health Sciences Centre; Adjunct Professor, Department of Psychology, Lakehead University: Thunder Bay
Judith Wykes, Dip.C.S., C.Psych.Assoc. Algonquin and Lakeshore Catholic District School Board (ALCDSB): Kingston

Deceased

The College has learned with regret of the deaths of **Dr. Ruth Borchiver, Dr. Barry Jackson, Dr. Dorothy Mandel** and **Dr. Gerlinde Roldych** and extends condolences to their families, friends and professional colleagues.



IMPORTANT REMINDER

Members are encouraged to visit the website of the Office of the Information and Privacy Commissioner of Ontario (IPC) (www.ipc.on.ca) on a regular basis. This website contains excellent resource materials related to the protection of privacy as well as up to date orders issued by the Commissioner, Dr. Ann Cavoukian.

One such order was issued on March 7, 2007 regarding the protection of information on portable laptop computers and other portable devices. This information is available on the IPC website and was immediately published as an **Urgent Notice** on the College website homepage.

To regulate the provision of psychological services in the public interest by setting the standards for competent and ethical practice.

The Bulletin is a publication of the College of Psychologists of Ontario

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The Bulletin is published quarterly. Subscriptions for members of the College are included in their registration fee. Others may subscribe at \$20 per year, or \$5.00 per single issue. The College will also try to fill requests for back issues of the Bulletin at the same price.

Please address all correspondence to:

The College of Psychologists of Ontario 110 Eglinton Avenue West, # 500, Toronto, Ontario M4R 1A3 tel: (416) 961-8817, 1-800-489-8388 fax: (416) 961-2635 e-mail cpo@cpo.on.ca web site: www.cpo.on.ca

Clarke
Henning
LLP

Chartered Accountants

10 Bay Street, Suite 801
Toronto, Ontario
Canada M5J 2R8
Tel: (416) 364-4421
Fax: (416) 367-8032
Email: ch@clarkhenning.com



**THE COLLEGE OF PSYCHOLOGISTS
OF ONTARIO**

**FINANCIAL STATEMENTS
YEAR ENDED MAY 31, 2006**

Auditors' Report

Statement of Financial Position
Statement of Operations
Statement of Changes in Net Assets
Statement of Cash Flows
Notes to the Financial Statements

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AUDITORS' REPORT

**TO THE MEMBERS OF COUNCIL
THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO**

We have audited the statement of financial position of The College of Psychologists of Ontario as at May 31, 2006 and the statements of operations, changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the College's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the College as at May 31, 2006 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles. In accordance with the Corporations Act (Ontario), we report that these principles have been applied on a basis consistent with that of the preceding year.

Clarke Henning LLP
CHARTERED ACCOUNTANTS

Toronto, Ontario
August 4, 2006

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THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF FINANCIAL POSITION


AS AT MAY 31, 2006

	2006	2005
ASSETS		
Current assets		
Cash and equivalents	\$ 3,068,678	\$ 2,700,934
Prepaid expenses and sundry assets	18,442	18,572
	<u>3,087,120</u>	<u>2,719,506</u>
Investments (note 3)	825,580	658,196
Property and equipment (note 4)	205,396	246,001
	<u>4,118,096</u>	<u>3,623,703</u>
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	126,076	190,456
Registration fees received in advance	1,424,848	1,030,103
Current portion of loan payable (note 5)	-	38,087
	<u>1,550,924</u>	<u>1,258,646</u>
Long term debt - loan payable (note 5)	-	212,652
	<u>1,550,924</u>	<u>1,471,298</u>

NET ASSETS

Internally restricted (note 6)		
Core reserve	-	691,725
Investigations and hearings reserve fund	350,000	-
Contingency reserve fund	575,000	-
Fee stabilization fund	575,000	-
	<u>1,500,000</u>	<u>691,725</u>
Invested in property and equipment	205,396	246,001
Unrestricted	861,776	1,214,679
	<u>2,567,172</u>	<u>2,152,405</u>
	<u>\$ 4,118,096</u>	<u>\$ 3,623,703</u>

Approved on behalf of the Council:

 President Member

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF OPERATIONS

YEAR ENDED MAY 31, 2006

	2006	2005
Revenues		
Registration fees	\$ 2,312,096	\$ 2,225,684
Examination fees	140,015	141,120
Interest	103,348	71,928
Miscellaneous income	16,453	29,464
	<u>2,571,912</u>	<u>2,468,196</u>
Expenses		
Administration (notes 4 and 5)	1,370,679	1,309,218
Professional services	116,041	121,403
Hearings	271,569	257,896
Examination and seminar costs	132,765	136,665
Governance	88,297	77,651
Investigations and resolutions	57,029	36,085
Registration	33,809	32,783
Professional organizations	25,433	31,611
Communication, education and training	43,078	33,884
Quality assurance	12,350	12,040
Government relations	6,095	3,909
	<u>2,157,145</u>	<u>2,053,145</u>
Excess of revenues over expenses for the year	\$ 414,767	\$ 415,051

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF CHANGES IN NET ASSETS
YEAR ENDED MAY 31, 2006

	2006			2005
	Internally Restricted	Invested in Property and Equipment	Unrestricted	Total
Balance - at beginning of year	\$ 691,725	\$ 246,001	\$ 1,214,679	\$ 2,152,405
Excess of revenues over expenses for the year	-	-	414,767	414,767
Inter-fund transfers representing:				
Purchase of property and equipment	-	16,778	(16,778)	-
Depreciation expense	-	(57,383)	57,383	-
Other transfers	808,275	-	(808,275)	-
Balance - at end of year	<u>\$ 1,500,000</u>	<u>\$ 205,396</u>	<u>\$ 861,776</u>	<u>\$ 2,567,172</u>
				<u>\$ 2,152,405</u>

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
STATEMENT OF CASH FLOWS
YEAR ENDED MAY 31, 2006

	2006	2005
Cash flows from operating activities		
Cash received from registration and application fees	\$ 2,850,902	\$ 2,370,729
Interest received	103,348	71,928
Miscellaneous income received	16,453	29,464
Cash paid to employees and suppliers	(2,158,501)	(1,922,032)
Interest paid	(9,557)	(11,161)
	<u>802,645</u>	<u>538,928</u>
Financing activities		
Bank loan repayments	(250,739)	(38,087)
Investing activities		
Purchase of property and equipment	(16,778)	(18,618)
Net purchases of investments	(167,384)	(245,102)
	<u>(184,162)</u>	<u>(263,720)</u>
Change in cash and equivalents during the year	<u>367,744</u>	<u>237,121</u>
Cash and equivalents - at beginning of year	2,700,934	2,463,813
Cash and equivalents - at end of year	<u>3,068,678</u>	<u>2,700,934</u>
Cash and equivalents consists of:		
Cash	281,850	169,010
Short term investment-pool	2,786,828	2,531,924
	<u>\$ 3,068,678</u>	<u>\$ 2,700,934</u>

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MAY 31, 2006

1. PURPOSE AND ORGANIZATION

The College of Psychologists of Ontario/L'Ordre Des Psychologues de L'Ontario ("College"), is the self-governing body established by the provincial government to regulate the practice of psychology in Ontario, under the terms of the Psychology Act (1991) and the Regulated Health Professions Act (1991). The College's mission is to regulate the provision of psychological services in the public interest by setting the standards for competent and ethical practice.

The College is a not-for-profit organization incorporated without share capital under the laws of Ontario and, as such, is exempt from income taxes.

2. SIGNIFICANT ACCOUNTING POLICIES

General

These financial statements have been prepared in accordance with Canadian generally accepted accounting principles using the accrual method of accounting. Under the accrual method of accounting, revenues are recorded when earned and expenses are recorded when incurred.

Cash and Equivalents

Cash and equivalents consists of cash at bank and short term investment pool with investment broker.

Investments

Investments are recorded at cost plus accrued interest which approximates its market value.

Property and Equipment

Furniture and equipment are recorded at cost. Depreciation is provided on a straight line basis over the estimated useful lives of the assets at the following annual rates:

- Furniture and equipment - 5 years
- Computer equipment - 3 years

Leasehold improvements are recorded at cost and are amortized over the term of the lease.

Revenue Recognition

Registration fees are billed on a fiscal year basis commencing June 1st of each year and recognized as income on a fiscal year basis.

All other fees and income are recognized as revenue when the services are provided or as earned.

Use of Estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MAY 31, 2006

3. INVESTMENTS

Details of investments are as follows:

	2006	2005
Cost plus accrued interest		
Provincial government bonds and commercial instruments at varying rates between 3.0% to 4.75%, maturing from 2008 to 2013	\$ 404,971	\$ 253,046
Guaranteed investment certificates at varying rates between 3.5% to 4.0%, maturing from 2006 to 2010	420,609	405,150
	<u>\$ 825,580</u>	<u>\$ 658,196</u>

Market value

	\$ 819,658	\$ 660,125
--	------------	------------

4. PROPERTY AND EQUIPMENT

Details of property and equipment are as follows:

	Cost	Accumulated Depreciation	Net Book Value
	2006	2005	2005
Furniture and equipment	\$ 43,003	\$ 34,552	\$ 8,451
Computer equipment	48,478	32,878	15,600
Leasehold improvements	315,164	133,819	181,345
	<u>\$ 406,645</u>	<u>\$ 201,249</u>	<u>\$ 205,396</u>

Administration expenses in the Statement of Operations includes depreciation expense of \$57,383 (\$52,700 - 2005).

5. LONG TERM DEBT - LOAN PAYABLE

Bank loan with interest at bank prime rate, repayable in monthly principal payments of \$3,174 plus interest, was secured by a hypothecation of investments in the amount of \$346,000, and a general security agreement over the assets of the College. The loan was repaid during the current fiscal year.

	2006	2005
Bank loan	\$ -	\$ 250,739
Less current portion	-	38,087
	<u>\$ -</u>	<u>\$ 212,652</u>

Administration expense in the Statement of Operations includes interest on bank loan of \$9,557 (\$11,161 - 2005).

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MAY 31, 2006

6. NET ASSETS - INTERNALLY RESTRICTED

The Council of the College has internally restricted net assets to be used for specific purposes. These funds are not available for unrestricted purposes without approval of the Council. The internally restricted net assets at May 31 are as follows:

	2006	2005
Investigations and Hearings reserve fund	\$ 350,000	-
Contingency reserve fund	575,000	-
Fee stabilization fund	575,000	-
Core reserve fund	-	691,725
	\$ 1,500,000	\$ 691,725

Investigations and Hearings Reserve Fund

The Investigation and Hearings Reserve fund is designated to cover costs including legal costs, for the conduct of inquiries, investigations, discipline hearings, fitness to practice hearings, appeals and payments under the program for funding for therapy and counselling which exceed annual budget provisions for those activities.

Contingency Reserve Fund

The Contingency Reserve Fund is designated to provide for extraordinary expenses that exceed or fall outside of the provisions of the College's operating budget and to fund the College's obligations in extreme circumstances as determined and approved by the Council.

Fee Stabilization Fund

The Fee Stabilization Fund is designated to minimize or delay the impact of year-over-year changes in revenues or expenses on membership renewal fees.

Core Reserve Fund

The core reserve fund is to be utilized in extreme circumstances as determined and approved by the Council.

7. FINANCIAL INSTRUMENTS

The College's financial instruments consist of cash and equivalents, investments, sundry assets and accounts payable. It is management's opinion that the College is not exposed to significant interest, credit or currency risk arising from these financial instruments.

The fair value of these financial instruments, except for investments, approximate their carrying value due to the short term nature of the instruments. The fair value of investments are disclosed in note 3.

THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED MAY 31, 2006

8. LEASE COMMITMENTS

The College is committed to annual rental payments under leases for office equipment and premises, expiring 2011 as follows:

	2007	2008	2009	2010	2011	Thereafter
	\$ 100,447	13,947	109,579	12,430	109,579	4,846
	-	-	-	-	116,101	4,038
	-	-	-	-	73,052	24,230
	\$ 618,337	\$ 74,857				

In addition, the College is responsible for its proportionate share of operating costs and realty taxes on premises which in 2006 amount to \$111,600 (2005 - \$117,200).

9. GUARANTEES AND INDEMNITIES

The College has indemnified its past, present and future directors, officers and volunteers against expenses (including legal expenses), judgments and any amount actually or reasonably incurred by them in connection with any action, suit or proceeding, subject to certain restrictions. The College has purchased directors' and officers' liability insurance to mitigate the cost of any potential future suits and actions, but there is no guarantee that the coverage will be sufficient should any action arise.

In the normal course of business, the College has entered into agreements that include indemnities in favour of third parties, either express or implied, such as in service contracts, lease agreements and purchase contracts. In these agreements, the College agrees to indemnify the counterparties in certain circumstances against losses or liabilities arising from the acts or omissions of the College. The maximum amount of any potential liability cannot be reasonably estimated.



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

THE FIFTEENTH ANNUAL

**Barbara Wand Seminar in
Professional Ethics, Standards and Conduct**

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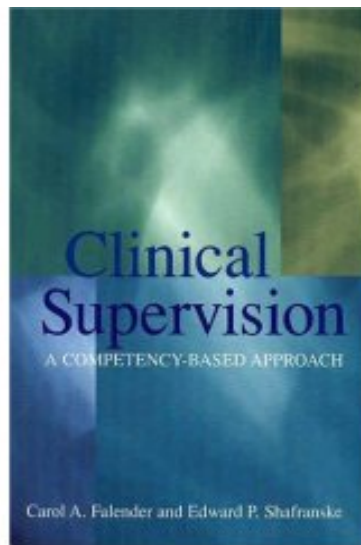
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SUPERVISION – A Competency-Based Approach

Dr. Carol A. Falender

Monday, May 7, 2007

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110 Eglinton Avenue West

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Toronto, Ontario, M4R 1A3

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