

# 2018/2019

## ANNUAL REPORT

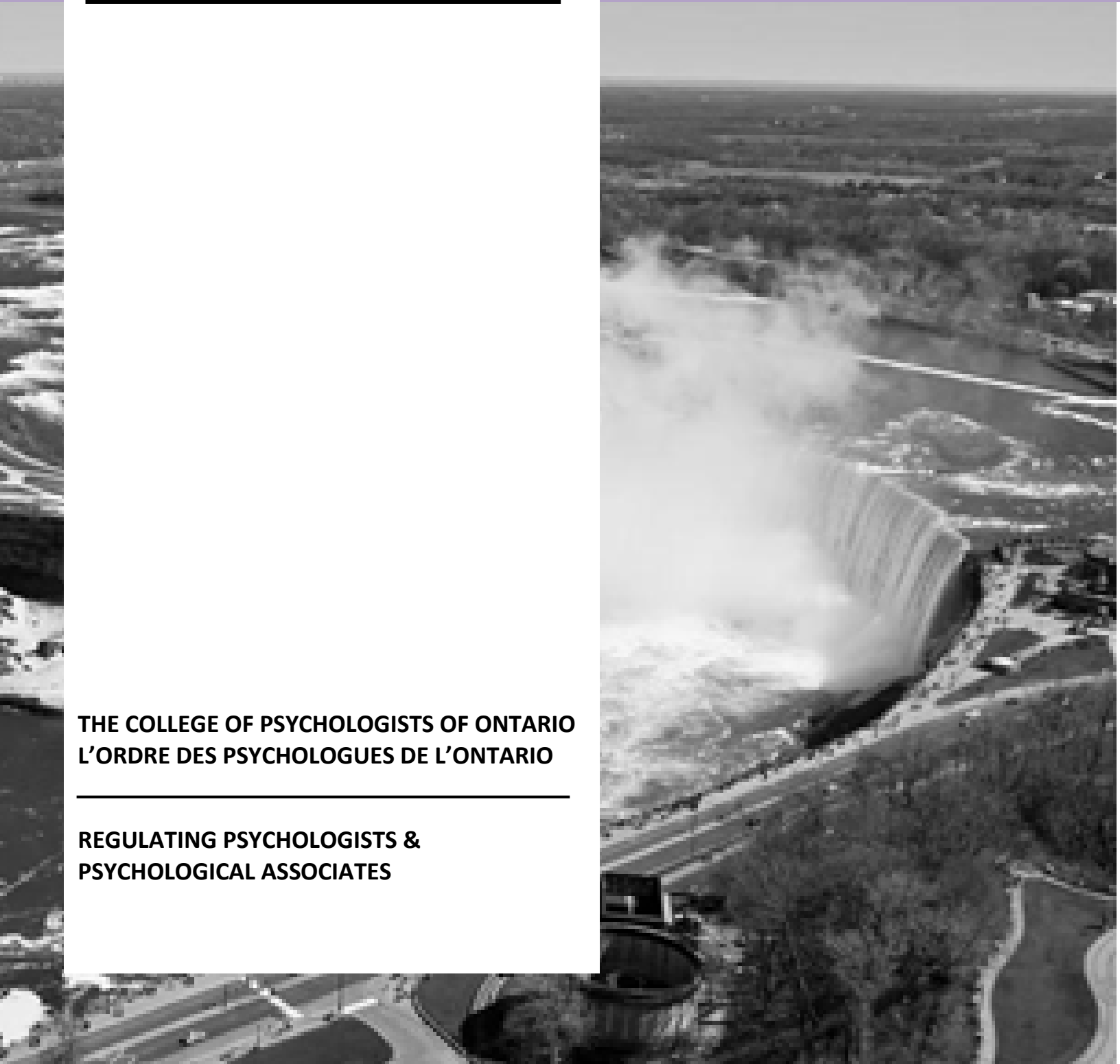
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THE COLLEGE OF PSYCHOLOGISTS OF ONTARIO  
L'ORDRE DES PSYCHOLOGUES DE L'ONTARIO

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REGULATING PSYCHOLOGISTS &  
PSYCHOLOGICAL ASSOCIATES





# TABLE OF CONTENTS

About the College	2
Council Members 2018-2019	3
Council Actions	4
Committee Reports	5
Executive Committee	6
Registration Committee	7
Inquiries, Complaints & Reports Committee	10
Discipline Committee	15
Quality Assurance Committee	17
Client Relations Committee	19
Fitness to Practice Committee	20
Member Dashboard	21
Financial Statements	22
Staff Directory	25



## ABOUT THE COLLEGE

The College of Psychologists of Ontario is the regulatory body governing the profession of psychology in Ontario. The College receives its authority from the *Psychology Act, 1991* and the *Regulated Health Professions Act, 1991*.

### STRATEGIC PLAN 2017-2022

#### **Vision** *[What we aspire to be]*

The College strives for excellence in self-regulation in service of the public interest.

#### **Mission** *[Why we exist]*

To regulate the practice of psychology in serving and protecting the public interest.

#### **Strategies** *[How we accomplish our Mission]*

In accomplishing our Mission, the College promotes excellence in the practice of psychology by:

- Enforcing standards fairly and effectively through:
  - Developing, establishing and maintaining standards of qualifications for individuals seeking registration,
  - Developing, establishing and maintaining standards of practice and professional ethics for all members,
  - Developing, establishing and maintaining standards of knowledge and skill and programs to promote continuing evaluation, competence and improvement among members;
- Communicating clearly and effectively with stakeholders, particularly applicants, members and the public;
- Supporting and assisting members to meet high standards;
- Responding to changing needs in new and emerging practice areas;
- Collaborating in shaping the regulatory environment;
- Acting in a responsibly transparent manner; and,
- Advancing the Council's governance practices.

#### **Values** *[What we uphold in all our activities]*

**F**airness      The College approaches decisions in a just, reasonable and impartial manner.

**A**ccountability      The College acts in an open, transparent and responsible manner and communicates about its processes.

**I**ntegrity      The College acts honestly, ethically, and responsibly.

**R**espect      The College treats members of the public, members of the College, prospective members and other stakeholders with respect.



# COUNCIL MEMBERS

## PRESIDENT

**Lynette Eulette, Ph.D., C.Psych.**

District 2: Southwest

## VICE-PRESIDENT

**Elizabeth Levin, Ph.D., C.Psych.**

District 1: North

## STAFF SUPPORT

**Rick Morris, Ph.D., C.Psych.**

Registrar & Executive Director

**Caitlin O’Kelly**

Administrative Assistant: Office of the Registrar

The Council is the Board of Directors of the College and is responsible for policy setting and oversight of the affairs of the College. In accordance with section 6 of the *Psychology Act, 1991*, the Council of the College is composed of up to eighteen individuals: eight members are elected by their peers; two academic members are appointed by the College Executive Committee and up to eight members of the public are appointed by the Lieutenant Governor-in-Council. The Council meets in open session four times a year. In addition, members of Council serve on at least two Committees.

## ELECTED MEMBERS

**Christine DiZazzo**

District 7: Psychological Associates

**Marilyn Keyes, Ph.D., C.Psych.**

District 4: East

**Dorothy Cotton, Ph.D., C.Psych.**

District 3: Central

**Denise Milovan, Ph.D., C.Psych.**

District 6: GTA West

**Janice Currie, Ph.D., C.Psych.**

GTA East

**Melanie Morrow, M.A., C.Psych.Assoc.**

Psychological Associate Non-Voting

## ACADEMIC MEMBERS

**Patricia Minnes, Ph.D., C.Psych.**

**Michael Grand, Ph.D., C.Psych.**

**Marjory Phillips, Ph.D., C.Psych.** (From March 11, 2019)

## PUBLIC MEMBERS

**Judy Cohen**

**D’Arcy Delamere** (Until October 20, 2018)

**Kristin Bisbee** (Until April 9, 2019)

**Jaffar Hayat**

**Donna McNicol** (Until October 20, 2018)

**Cory Richman**

**Emad Hussain**

**William Middleton** (From April 18, 2019)

**Graeme Goebelle** (From March 28, 2019)



## COUNCIL ACTIONS

### Bylaws

Council approved amendments to *By-Law 5: Selection of Committee Chairs and Committee Members*, and *By-Law 21: Committee Composition* and *By-Law 25: Register and Related Matters*.

### Policy Issues

Council approved amendments to the following policies:

- Policy I-1: *Policy Development and Maintenance*
- Policy I - 2: *Council & Committee Orientation and Training (Code of Conduct)*
- Policy I - 10: *Authority to Speak on Behalf of the College*
- Policy I - 12: *Registrar's Performance Review*
- Policy I - 15: *Confidentiality Obligations & Handling of Confidential Materials*
- Policy II - 5(ii): *Peer Assisted Review: Criteria for Exemption or Deferral*
- Policy II - 8(i): *Finance and Audit Committee: Terms of Reference/Role;*
- Policy II - 9(i): *Nominations and Leadership Development: Terms of Reference/Role*
- Policy III - F-5: *Expense Reimbursement*

In addition, Council approved 5 new policies:

- Policy II - 3(iv): *Responding to Requests for Extensions to Make Written Submissions*
- Policy II - 3(v): *Reporting to Police and Other Authorities*
- Policy II - 4(iv): *Recovery of Discipline Costs*
- Policy II - 5(ii): *Peer Assisted Review: Criteria for Exemption or Deferral*

Policy III - A-6: *Integrated Risk Management*

### Business

Council received quarterly reports and annual reports from the statutory committees. Council reviewed and approved changes to the definition of the Practice Area of School Psychology. A motion was passed by Council regarding the use of the title *Psychologist* by all members of the College. A consultation on this was undertaken with the membership and other relevant stakeholders in the late winter/spring. Discussions will continue into the 2019-2020 year.

### Financial

Council appointed signing officers for the year, received quarterly financial statements, approved the audited financial statements for the fiscal year ending May 31, 2018, and appointed the auditors for the upcoming year. In addition, Council approved the annual budget for 2019-2020.



# 2018- 2019

The College of Psychologists has seven Statutory Committees, as mandated by the *Regulated Health Professions Act, 1991*. These committees are:

Executive
Registration
Inquiries, Complaints and Reports
Discipline
Quality Assurance
Client Relations
Fitness to Practice



# EXECUTIVE COMMITTEE

## Introduction

The Executive Committee of the College of Psychologists of Ontario is elected from, and by, the members of the College Council. Its role is to monitor and coordinate the work of Committees and ensures that Council has all the pertinent information it requires for effective decision-making. The Executive Committee held five regular meetings during the year.

## Activities

Following their election at the Council meeting of June 22, 2018, the Executive Committee met to appoint members of Council and of the College to the six statutory committees as well as the three non-statutory committees; Jurisprudence and Ethics Examination, Finance and Audit, and Nominations and Leadership Development.

The Executive Committee reviewed implementation of the Strategic Direction 2017-2022, monitored the progress of various College initiatives and brought policy issues to the attention of Council for consideration. Among the variety of issues discussed by the Executive Committee were the Shaping the Future Implementation Plan (later to be referred to as “Use of Title”), consideration of the Examination for Professional Practice in Psychology (EPPP2), and the Registrar’s performance review process.

The Executive Committee brought forward new policies for Council consideration and approval regarding integrated risk management, as well as reporting to police and other authorities, recovery of discipline hearing costs and introduced a *Code of Conduct* for all Council and Committee Members. In addition, recommended amendments to *By-Law 5: Selection of Committee Chairs and Committee*

## **Committee Members**

Lynette Eulette (President)	Council
Elizabeth Levin (Vice-President from October 2018)	Council
D’Arcy Delamere (Vice-President to October 2018)	Public
Judy Cohen (from April 2019)	Public Member
Kristin Bisbee (to April 2019)	Public Member
Christine DiZazzo	Council
Michael Grand	Council

## **Staff Support**

Rick Morris  
Caitlin O’Kelly

*Members, By-Law 21: Committee Composition and By-Law 25: Register and Related Matters* were brought forward.

Following the review by the Finance and Audit Committee, the Executive Committee considered the draft 2019-2020 budget and recommended its approval to Council.

In conjunction with Executive Committee meetings held outside of Toronto, the Executive hosted two receptions for members. The first was held on November 1, 2019 in Windsor and the second on May 9, 2019 in Thunder Bay. Member response to these events was very positive.

The President, along with the Registrar & Executive Director, represented the College at meetings of the Association of State and Provincial Psychology Boards and of the Association of Canadian Psychology Regulatory Organizations.



# REGISTRATION COMMITTEE

## Introduction

The major roles of the Registration Committee are:

- (1) to review all applications for registration of psychologists and psychological associates referred by the Registrar, at all steps in the registration or appeals process, and to make individual registration decisions;
- (2) to review applications under Section 19. of the *Regulated Health Professions Act, 1991 (RHPA)* for removal or modification of a term, condition or limitation;
- (3) to review applications for change of area of practice or change of status for autonomous practice members; and
- (4) to recommend registration policy and procedures consistent with the *RHPA*, with Regulation 74/15, Registration, with applicable interprovincial legislation such as the amended Agreement on Internal Trade (AIT) and the Ontario Labour Mobility Act, or international agreements such as the Association of State and Provincial Psychology Board’s Reciprocity Agreement.

## Meetings

18	• Meetings Held
5	• Plenary Sessions

## Results of Plenary Deliberations

The Committee reviewed decisions and recommendations of the Health Professions Appeal and Review Board (HPARB) and one Divisional Court decision regarding academic credentials.

Reviews were completed on two College Registration policies: Language Fluency Policy and Examinations Accommodations Policy. The

## Committee Members

Michael Grand, Co-Chair	College
Patricia Minnes, Co-Chair	College
Dorothy Cotton	Council
Robert Gauthier	College
Jaffar Mohammad Hayat	Public Member
Jane Ledingham	College
Denise Milovan	Council
Philip Ricciardi	College
Cory Richman	Public Member
Wanda Towers	College

## Staff Support

Lesia Mackanyn  
 Myra Veluz  
 Shannon Elliott  
 Deneika Greco

Committee began work on revision of the Guidelines for Completing the Declaration of Competence and the Guidelines for Retraining for Supervised Practice members. Completion is expected in September 2019. Revisions to the templates for retraining plan proposal and retraining plan evaluation were completed.

## Panel Deliberations

All cases referred by the Registrar & Executive Director to the Registration Committee require thorough preliminary staff review with multiple interactions between the applicants and staff. Many cases require multiple reviews by a panel of the Registration Committee during the period of supervised practice and for approval to participate in the oral examination. In some instances, where the decision is not favorable to the applicant, appeals are made to the Health Professions Appeal and Review Board (HPARB). Decisions from the HPARB provided direction to the panels in rendering more detailed orders and in communicating with applicants in a manner consistent with the provisions of *RHPA*.

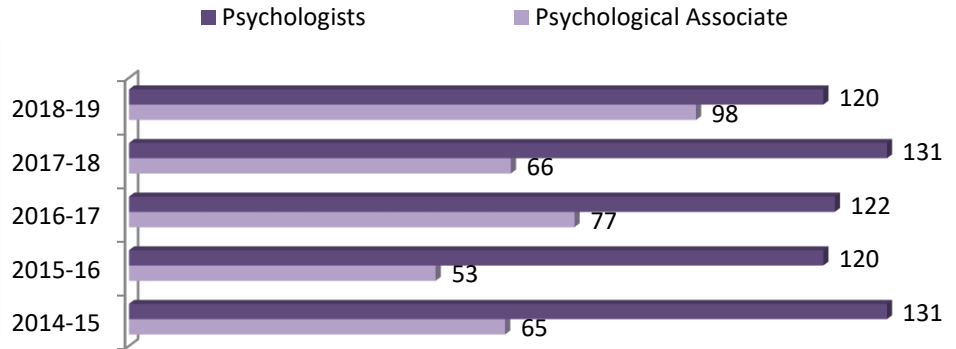




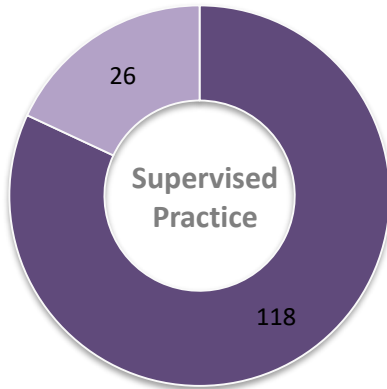
# REGISTRATION COMMITTEE

## Summary of Registration Activities for 2018-2019

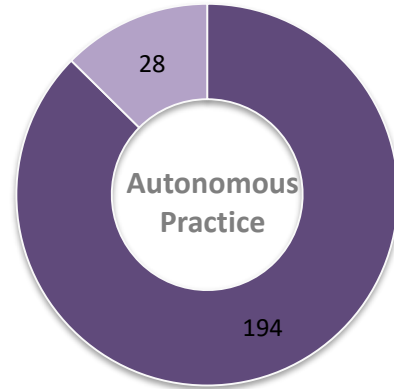
**Supervised Practice Applications: Comparisons by Year**



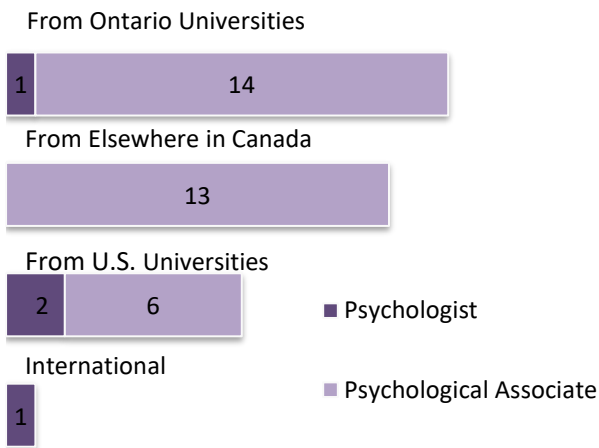
## Certificates of Registration Issued by the College



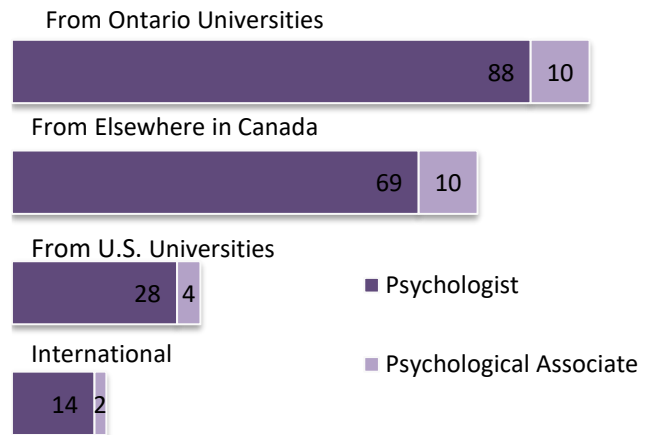
■ Psychologist  
■ Psychological Associate



## Applications Refused



## New Members: Place of Education





# INQUIRIES, COMPLAINTS & REPORTS COMMITTEE

## Introduction

The Inquiries, Complaints and Reports Committee (ICRC) is responsible for investigating matters regarding members' conduct and competence. It is also responsible for inquiries into whether a member may be incapacitated. As required by law, every matter is considered by a panel of the ICRC. A panel is composed of one public and two professional members. Public members are appointed to the College by the Lieutenant Governor in Council.

After a panel considers all of the relevant information in a matter, it decides how to proceed. This can range from taking no further action to referring the matter to the Discipline Committee. In some cases the panel may decide that remediation is appropriate. This can include advice or a program of continuing education. Every decision includes reasons, except if the decision is to refer the matter to the Fitness to Practice or Discipline Committees.

A party to a complaint may request a review of the ICRC decision by the Health Professions Appeal and Review Board (HPARB). HPARB will consider whether the Committee's investigation was adequate and the decision was reasonable.

Investigations staff also engages with matters that do not become formal complaints or reports. For example, the College investigates non-members who may be holding themselves out as Psychologists or misusing the titles "Psychologist" or "Doctor."

## Committee Members

Diane Addie	College
Ruth Berman	College
Kristin Bisbee	Public Member
Gilles Boulais	College
Jason Brown	College
Judy Cohen	Public Member
Dorothy Cotton	Council
D'Arcy Delamere	Public Member
Lynette Eulette	Council
Emad Hussain	Public Member
Sara Hagstrom	College
Elizabeth Levin	Council
Donna McNicol	Public Member
Melanie Morrow	College
Rana Pishva	College
Fred Schmidt	College
Laura Spiller	College

## Staff Support

Zimra Yetnikoff Amy Gates  
Annie Song  
Lee Ann Siu  
Nina Modi  
Mona McTague  
Hélène Théberge  
Jasilyn Beetham

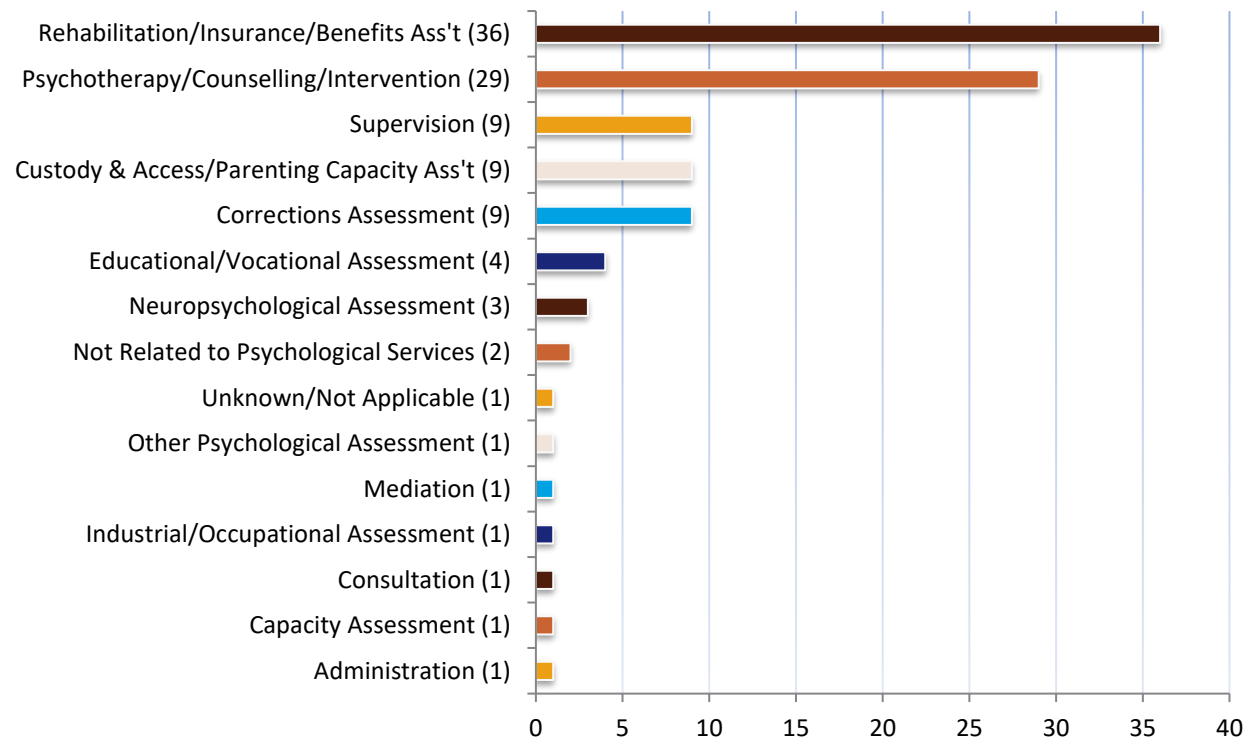


# INQUIRIES, COMPLAINTS & REPORTS COMMITTEE

## Activities

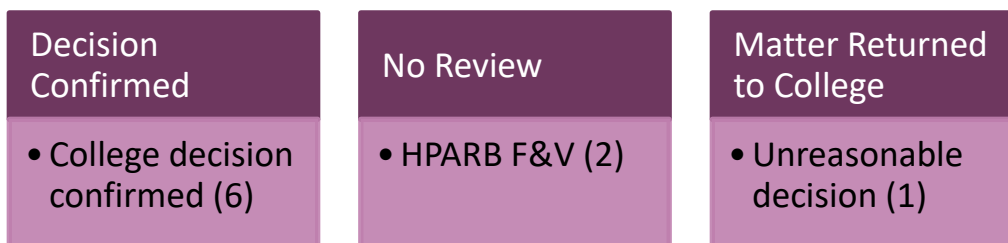
### New matters:

During the 2018-19 fiscal year the College initiated the investigation of 101 complaints, three Registrar's Investigations and four Health Inquiries, for a total of 108 new matters. These matters related to various areas of practice.



### Health Professions Appeal and Review Board (HPARB)

There were 9 requests by complainants and/or members to HPARB to review ICRC decisions in the 2018-19 fiscal year. HPARB issued 9 Decisions, including those for reviews requested in previous years.

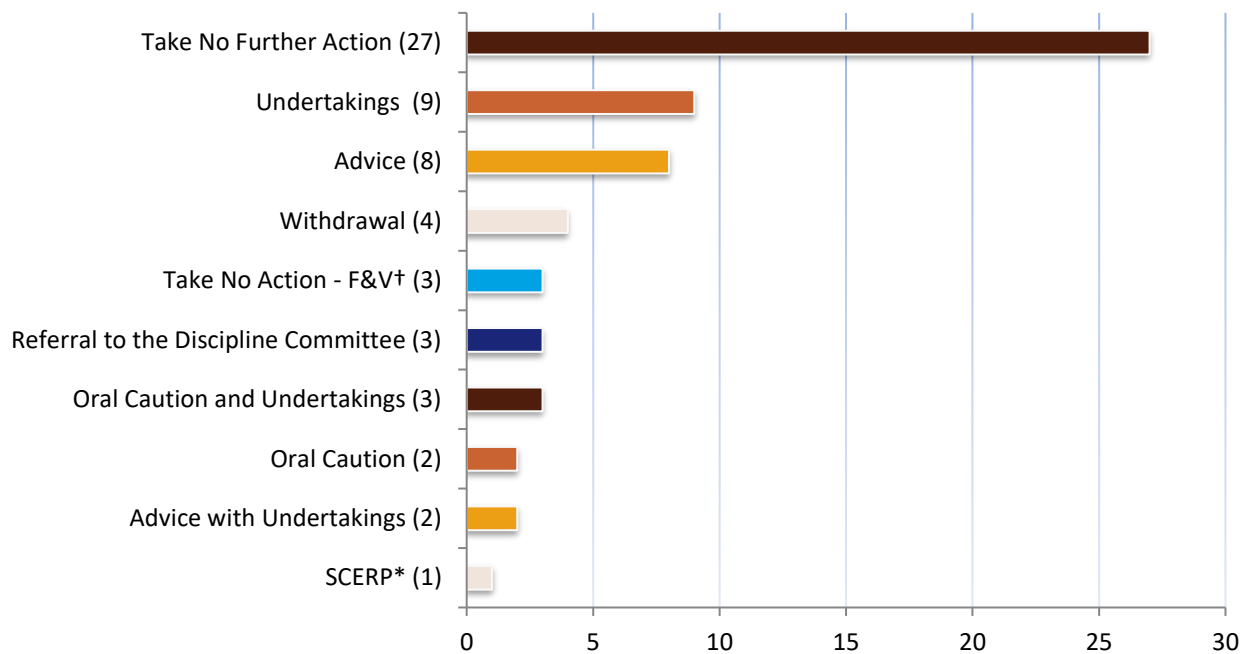




# INQUIRIES, COMPLAINTS & REPORTS COMMITTEE

## Dispositions:

The ICRC disposed of 62 cases in the 2018-2019 fiscal year. The ICRC took some action in 28 or 45% of these cases, ranging from providing Advice to referring matters to the Discipline Committee. While multiple dispositions may be reached in any given case, the most serious disposition(s) for each case are represented here.

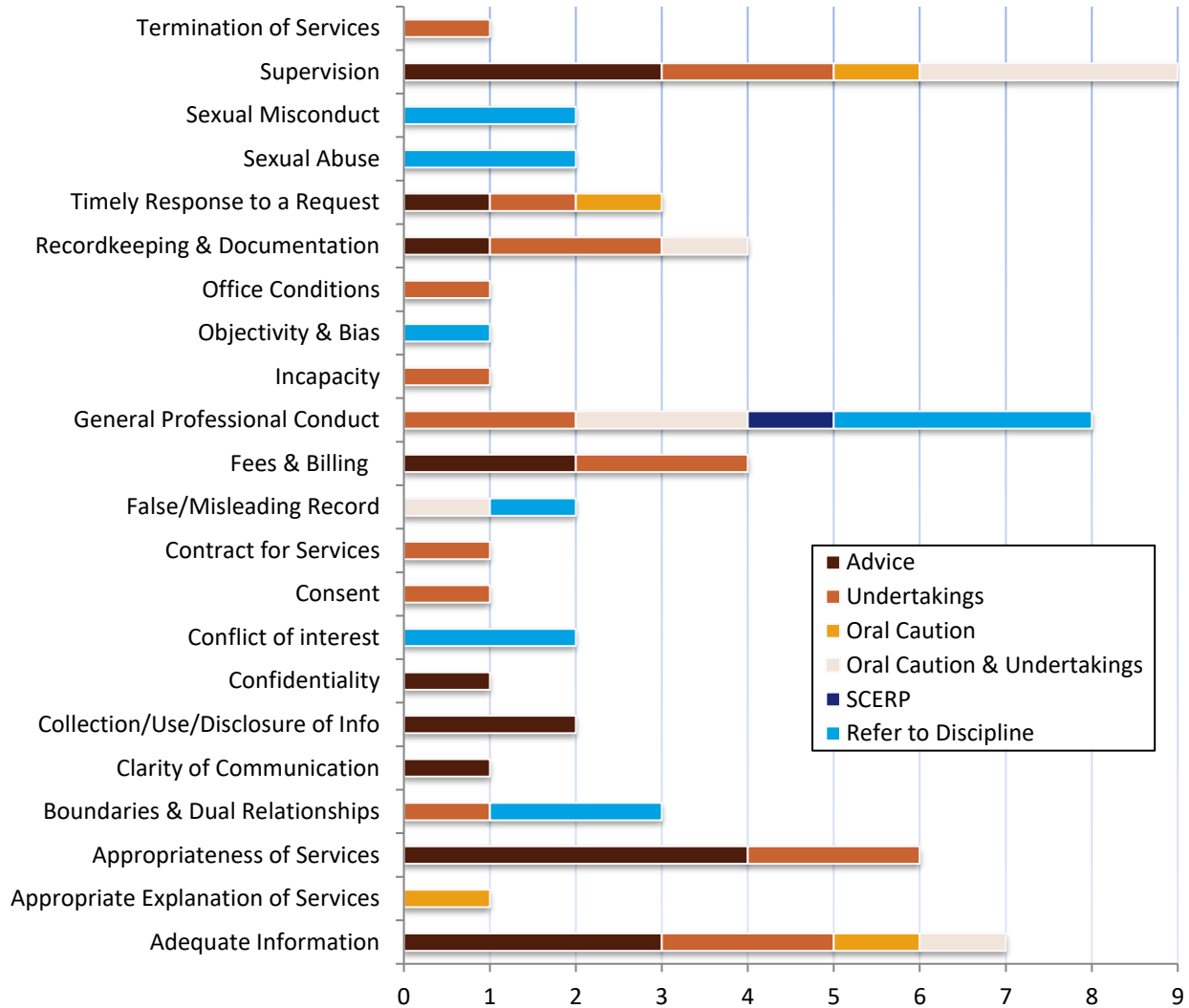


†F&V: Frivolous, vexatious, made in bad faith, moot or otherwise an abuse of process, pursuant to s.26(4) of the Health Professions Procedural Code  
\*SCERP: Specified Continuing Education or Remediation Program



# INQUIRIES, COMPLAINTS & REPORTS COMMITTEE

The disposition of these 62 cases involved the consideration of 164 allegations. The ICRC took some kind of action with respect to 63 or 38% of these allegations.



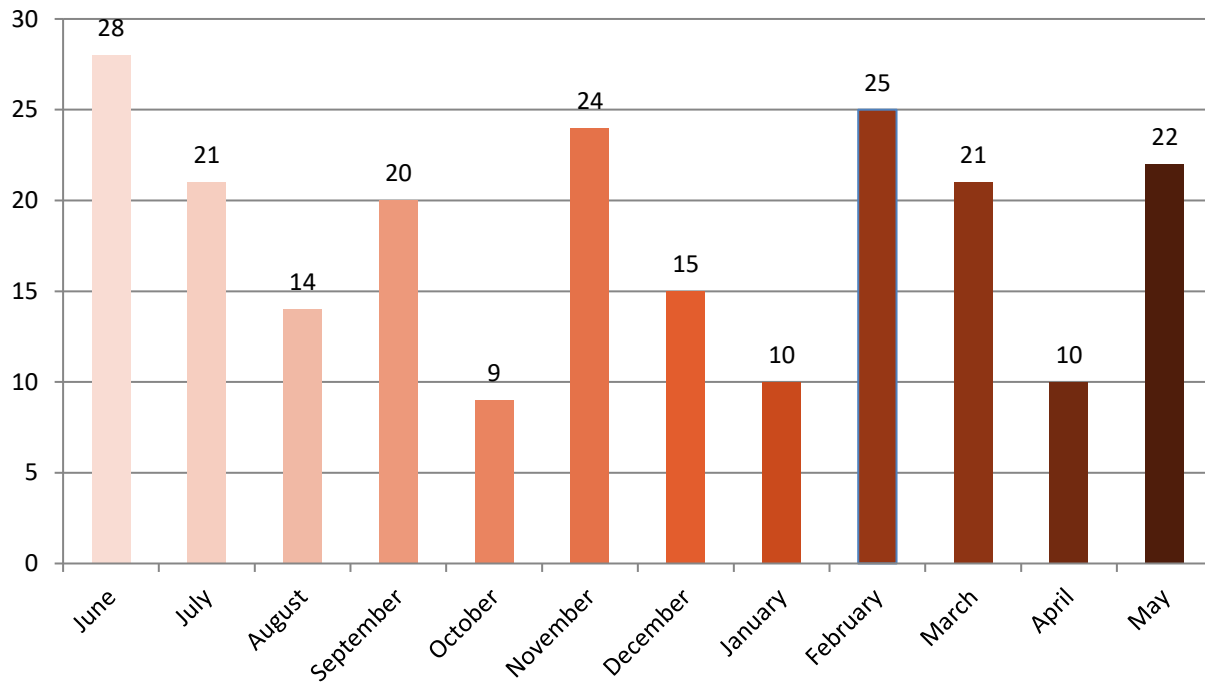
## Inquiries

Investigations and resolutions staff fielded 219 general inquiries in the 2018-19 fiscal year. These inquiries included questions about professional conduct and how to submit a complaint or report, issues regarding access to information, and information regarding people who may be inappropriately holding themselves out as authorized to practice psychology in Ontario.

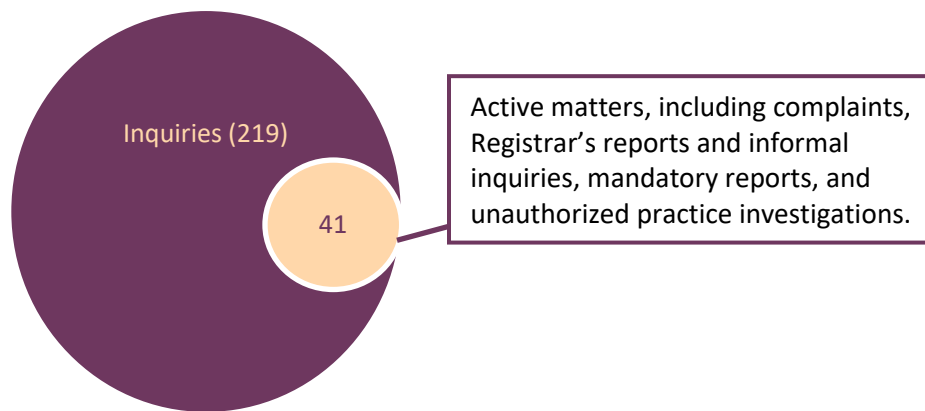


# INQUIRIES, COMPLAINTS & REPORTS COMMITTEE

The inquiries were distributed throughout the year as follows:



Of the 219 inquiries received, 41, or 19%, became some kind of investigation in the same fiscal year. An additional 32 current matters are related to inquiries made in previous fiscal years.



During the 2018-19 fiscal year the Registrar initiated informal inquiries into 34 new matters. These include matters referred to the Registrar for further inquiry by the ICRC, as well as mandatory reports to the College.



## **INQUIRIES, COMPLAINTS & REPORTS COMMITTEE**

In making informal inquiries, the Registrar considers whether he has reasonable and probable grounds to believe that a member has committed an act of professional misconduct or is incompetent. If so, the Registrar may appoint an investigator to investigate the matter on a formal basis. Three of these matters became formal Registrar’s investigations in the 2018-19 fiscal year.

The Registrar also closed 29 informal inquiries in the 2018-19 fiscal year without appointing an investigator. The Registrar may close an inquiry if he believes that further investigation is unnecessary. For example, the College may receive a mandatory report about a matter that is under investigation through the complaints process. In such a case, the mandatory report matter may be closed.

### **Unauthorized Practice Investigations**

In the 2018-19 fiscal year, the College opened 36 and closed 34 Unauthorized Practice cases. These cases relate to unregistered individuals who may be holding themselves out as authorized to practice psychology in Ontario. This includes inappropriate use of the titles “Doctor” and “Psychologist.” The College also investigates unauthorized performance of controlled acts, including the communication of a diagnosis.



# DISCIPLINE COMMITTEE

## Introduction

The Discipline Committee conducts hearings into allegations of misconduct and/or incompetence, referred by the Inquiries, Complaints and Reports Committee. The Committee is also responsible for holding hearings of applications for the reinstatement of a certificate of registration which has been revoked as a result of a disciplinary proceeding.

## Activities

### Hearings

Four hearings took place during the 2018-19 fiscal year:

**Mr. Mohammad Dehganpour.** A hearing was held in this matter on September 13, 2018: [https://members.cpo.on.ca/public\\_register/show/21494](https://members.cpo.on.ca/public_register/show/21494).

The Discipline Committee made findings of professional misconduct with respect to Mr. Dehganpour's custody and access recommendations regarding a child, which were not based upon current, reliable, adequate or appropriate information. The panel found that Mr. Dehganpour breached professional misconduct regulations 1.2, 1.9., 1.20 and 1.34, as well as Standards 2.1 (General Conduct), 14.3 (Rendering Opinions) and 14.5 (Freedom from Bias).

The panel imposed an Order, which included a Reprimand, and a term, condition or limitation on his certificate of registration that he complete a six-month period of education.

**Ms. Elena Baskakova.** A hearing was held in this matter on February 27, 2019: [https://members.cpo.on.ca/public\\_register/show/21556](https://members.cpo.on.ca/public_register/show/21556).

## **Committee Members**

Janice Currie (Chair)	Council
Kristin Bisbee	Public Member
Clarissa Bush	College
Judy Cohen	Public Member
Dorothy Cotton	Council
D'Arcy Delamere	Public Member
Christine DiZazzo	Council
Lynette Eulette	Council
Robert Gauthier	College
Michael Grand	Council
Allyson Harrison	College
Jaffar Mohammad Hayat	Public Member
Jan Heney	College
Tim Hill	College
Emad Hussain	Public Member
Marilyn Keyes	Council
Elizabeth Levin	Council
Maggie Mamen	College
Donna McNicol	Public Member
Denise Milovan	Council
Patricia Minnes	Council
Melanie Morrow	College
Mary Ann Mountain	College
Donna Reist	College
Cory Richman	Public Member
Glenn Webster	College
Pamela Wilansky	College

## **Staff Support**

Zimra Yetnikoff  
Hélène Théberge  
Jasilyn Beetham

The Discipline Committee panel made findings of professional misconduct with respect to Ms. Baskakova's failure to supervise adequately a person under her professional responsibility, and failure to keep appropriate records. The panel found that Ms. Baskakova breached professional misconduct regulations 1.2, 1.5, 1.19 and 1.34, as well as Standards 2.1 (General Conduct), 3.1.1 (Responsibility for Psychological





## DISCIPLINE COMMITTEE

Services), 4 (Supervision) and 9.2 and 9.5 (Records and Record Keeping.)

The panel imposed an Order, which included a Reprimand, and that Ms. Baskakova enter into an Undertaking with the College requiring her to complete a 12-month period of coaching.

**Dr. Reuben Schnayer.** A hearing was held in this matter on March 22, 2019:

[https://members.cpo.on.ca/public\\_register/show/328](https://members.cpo.on.ca/public_register/show/328).

The Discipline Committee panel made findings of professional misconduct with respect to Dr. Schnayer's failure to report a child in need of protection pursuant to the *Child and Family Services Act*, R.S.O. 1990, c. C.11. The panel found that Dr. Schnayer breached professional misconduct regulations 1.2 and 1.32, as well as Standard 2.1 (General Conduct).

The panel imposed an Order, which included a reprimand, a two-month suspension, and that Dr. Schnayer successfully complete the BOOST course provided by the Child & Youth Advocacy Centre and write a reflective paper subsequent to completing the BOOST course. This order is under appeal.

**Dr. Bonnie Seidman.** A hearing was held in this matter on May 28, 2019:

[https://members.cpo.on.ca/public\\_register/show/2652](https://members.cpo.on.ca/public_register/show/2652).

The Discipline Committee made findings of professional misconduct in that Dr. Seidman engaged in a personal and sexual relationship with an individual who was a client receiving psychological services at her clinic, and seen by Dr. Seidman's supervisee. The panel found that Dr. Seidman breached professional misconduct regulations 1.2, 1.10 and 1.34, as well as Standards 2.1 (General Conduct) and 12.5 (Relations with Current or Former Clients).

The panel imposed an Order, which included a reprimand and a 12-month suspension, with

five months of that suspension itself suspended on the condition that Dr. Seidman attend and complete the PROBE course, an ethics and boundaries program for healthcare professionals, with an unconditional pass.

### Referrals to the Committee

Three matters were referred to the Discipline Committee in the 2018-19 fiscal year, including the Seidman matter noted above. The other two matters referred are:

**Dr. Judith Pilowsky.** A hearing is scheduled for this matter on July 4, 2019:

[https://members.cpo.on.ca/public\\_register/show/2644](https://members.cpo.on.ca/public_register/show/2644).

A referral was made to the Discipline Committee on November 9, 2018. At issue are allegations of professional misconduct in that Dr. Pilowsky provided psychological services to an individual with whom she had previously been in a romantic and sexual relationship, and with whom she remained close friends.

**Dr. Ian Manion.** This matter is currently at the pre-hearing stage.:

[https://members.cpo.on.ca/public\\_register/show/1002](https://members.cpo.on.ca/public_register/show/1002).

A referral was made to the Discipline Committee on May 31, 2019. At issue are allegations of professional misconduct in that Dr. Manion breached professional boundaries and engaged in a personal and sexual relationship with an individual who was a client.



# QUALITY ASSURANCE COMMITTEE

## Introduction

The Health Professions Procedural Code, which is Schedule 2 of the *Regulated Health Professions Act, 1991 (RHPA)* requires that the College of Psychologists establish a Quality Assurance Program. A Quality Assurance Program is defined as “a program to assure the quality of the practice of the profession and to promote the continuing competence among the members”. The Quality Assurance Committee has the statutory responsibility for the development and implementation of the College’s Quality Assurance Program.

## Activities

### **Self-Assessment Guide and Continuing Professional Development Plan**

Every member of the College is required to undertake a self-review every other year, through the completion of the Self-Assessment Guide (SAG) and Continuing Professional Development (CPD) Plan. Members with even registration numbers complete the self-assessment process in the even numbered years and those with odd registration numbers do so in the odd numbered years. Members holding Certificates Authorizing Supervised Practice or Interim Autonomous Practice are required to complete the SAG Guide and CPD Plan each year. This requirement also applies to members who have chosen to move to Inactive status as it is anticipated that these members will be returning to Active status. These members are required to take steps to remain current in their areas of competence during their inactive period and to document this in SAG and CPD Plan.

- 2089 Declarations of Completion of the SAG and CPD plan were due in 2018
- 2077 (all but 12) Declarations were provided by the required date
- 9 members who did not provide a Declaration by the required date were

## **Committee Members**

Judy Cohen (Chair)	Public Member
Marilyn Keyes	Council
Patricia Minnes	Council
Cory Richman	Public Member
Maria Kostakos	College
Michael Minden	College

## **Staff Support**

Barry Gang  
Julie Hahn

required to submit a completed SAG to the Committee for review

- 3 members who did not provide a completed SAG, were required to participate in a Peer Assisted Review



# QUALITY ASSURANCE COMMITTEE

## Peer Assisted Reviews

The Peer Assisted Review (PAR) is an onsite review of a member's practice conducted by two other members of the College. Annually, the College selects members to participate in the PAR process. Members of the College may be selected for a Review as a result of their failure to comply with the requirement to complete the SAG as well as both random selection and stratified random selection. This year the stratified random selection pool was comprised of members in solo private practice. In total, 34 Peer Assisted Reviews were completed. An additional 28 Peer Assisted Reviews are either pending completion or have been deferred until a later date due to members' extenuating personal circumstances.

### Peer Assisted Reviews: June 1, 2018 - May 31, 2019

Carried forward from previous year	19
Failure to comply with SAG requirements 2018-2019	3
Random Selection -2018/19	5
Stratified Random selection (Solo Private Practitioners) 2018 - 2019	35
<b>Total Reviews Anticipated</b>	<b>62</b>
Reviews Completed	34
Exemptions/Deferrals Granted	20
<b>Total Reviews Carried Forward to 2019-2020</b>	<b>8</b>

## Mandatory Continuing Professional Development Program (CPD)

Every member of the College, except a member with a Retired Certificate of Registration, is required to satisfy the requirements of the Continuing Professional Development Program. The mandatory CPD Program is designed to:

- promote continuing competence and continuing quality improvement among members;
- remedy gaps in knowledge and skills identified in members' self-assessment;
- address changes in practice environments; and
- incorporate standards of practice and advances in technology

The Mandatory CPD Program permits members to undertake continuing professional development and continuing education in a variety of ways as best suits their learning styles and needs.

Members are required to satisfy the minimum requirements of the program every two years. The CPD program was implemented in June 2017 and this inaugural two-year cycle ended in June 2019. A random audit of member CPD compliance during this first cycle will begin in September 2019.



# CLIENT RELATIONS COMMITTEE

## Introduction

Section 84 of the Health Professions Procedural Code (Code), which is Schedule 2 of the *Regulated Health Professions Act, 1991*, requires the College to have a Patient Relations Committee whose mandate is to enhance relations between members and their clients. This Committee is referred to as the Client Relations Committee at the College of Psychologists of Ontario.

The Code outlines some specific responsibilities for the Committee with respect to sexual abuse prevention while allowing the Committee to address a broader spectrum of client-member relations topics.

## Activities

### Funding for Therapy and Counselling

The Client Relations Committee administers the Funding for Therapy and Counselling program under the Code. Three individuals, approved for funding in previous years, continued to receive funding for therapy under the program. One additional individual was approved for funding this year.

### Enhancement and Development of Current Sexual Abuse Prevention Documents

The Committee prepared a document entitled: *Discussion Guide: Prevention of Boundary Violations and Sexually Inappropriate Behaviours* as a resource for College members, as well as anyone else who may view it on the College website. The purpose of the document is to

## **Committee Members**

Christine DiZazzo (Chair)	Council
Kristin Bisbee (Vice-Chair)	Public Member
Janice Currie	Council
Emad Hussain	Public Member
Ester Cole	College
Maya Hammer	College
Kofi Belfon	College

## **Staff Support**

Barry Gang
Julie Hahn

facilitate reflection and discussion among professional peers about difficult situations involving professional boundaries. It is hoped that this will lead to reflection and discussion and consequently reduce barriers for those who may benefit from peer support and advice. The Discussion guide is available to the public on the College website and was provided to all members using the e-bulletin. Members may provide the College with answers to questions posed within the Guide using an anonymous survey which is available to them. At a future date these answers will be summarized and made available to members.

## Policy Development

The Committee reviewed the College policy on *Confidentiality Obligations and Handling of Confidential Materials*, for the purpose of making recommendations related to the handling of electronic information. Recommended changes were approved by Council in March 2019.



# FITNESS TO PRACTICE COMMITTEE

## Introduction

The role of the Fitness to Practice Committee is to conduct hearings in matters referred by the Inquiries, Complaints and Reports Committee concerning the alleged incapacity of a member. The Committee is also responsible for hearing applications for reinstatement by members whose certificate of registration was revoked following incapacity proceedings.

## Activities

The Committee did not receive any referrals or conduct any hearings this year.

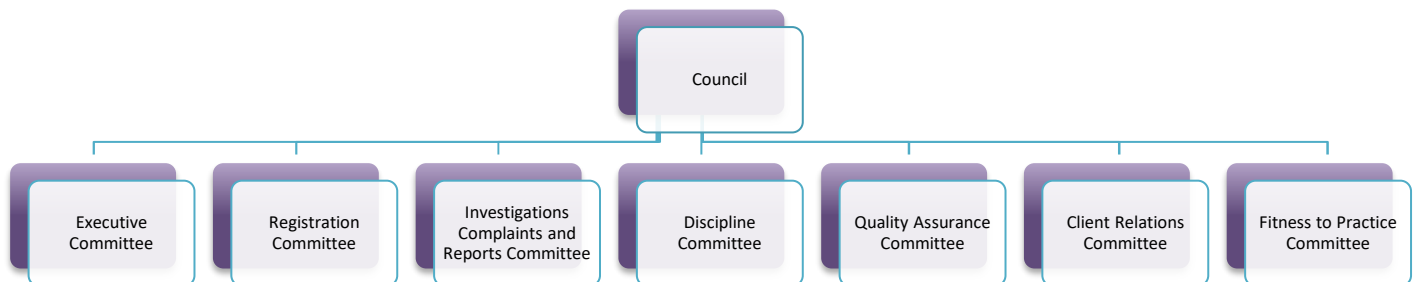
## **Committee Members**

Marilyn Keyes (Chair)	Council
Christine DiZazzo	Council
Jaffar Hayat	Public Member
Sandra Jackson	College
Duncan Day	College

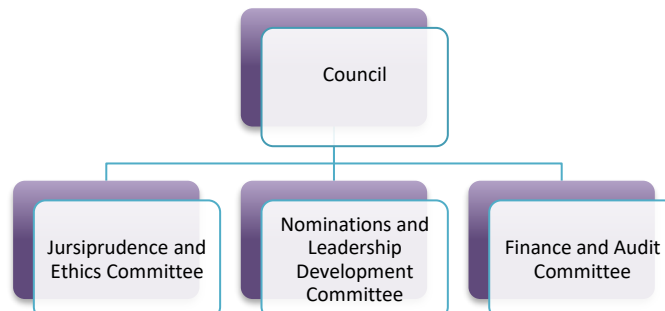
## **Staff Support**

Zimra Yetnikoff  
 Jasilyn Beetham

## Statutory Committees



## Non-Statutory Committees



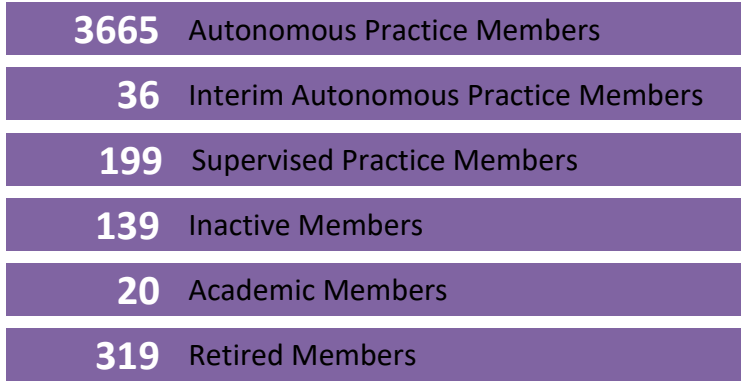


# MEMBER DASHBOARD

A snapshot of College membership as of May 31, 2019



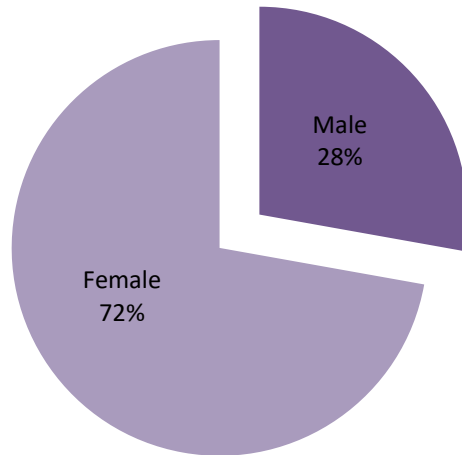
## Certificates



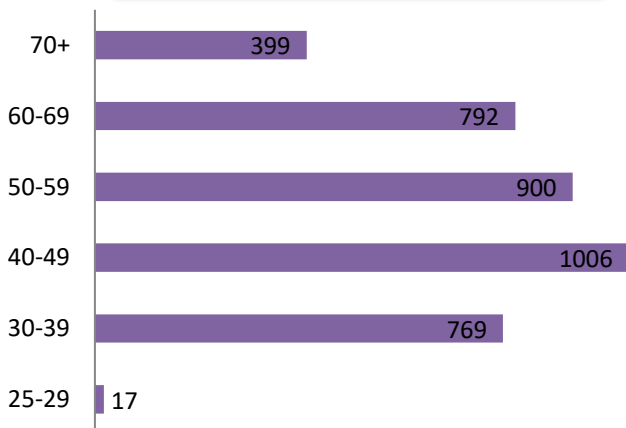
## Areas of Practice



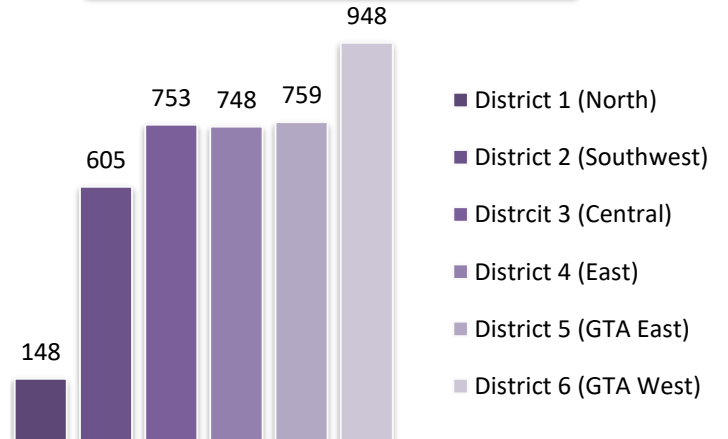
## Gender



## Age Distribution



## Location of Members



## Report of the Independent Auditor on the Summary Financial Statements

To the Members of Council of College of Psychologists of Ontario

### Opinion

The summary financial statements, which comprise the summary statement of financial position as at May 31, 2019, and the summary statement of operations for the year then ended, and related note, are derived from the audited financial statements of College of Psychologists of Ontario (the "College") for the year ended May 31, 2019.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, on the basis described in the note to the summary financial statements.

### Summary Financial Statements

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

### The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated September 27, 2019.

### Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements on the basis described in the note to the summary financial statements.

### Auditor's Responsibility

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



Toronto, Ontario  
September 27, 2019

Chartered Professional Accountants  
Licensed Public Accountants

**SUMMARY STATEMENT OF FINANCIAL POSITION****AS AT MAY 31, 2019**

	2019	2018
<b>ASSETS</b>		
Current assets		
Cash	\$ 1,708,910	\$ 5,528,519
Prepaid expenses and sundry receivables	54,684	59,000
Investments - short term	6,834,865	3,132,706
	<b>8,598,459</b>	8,720,225
Investments - long term	43,641	43,412
Property and equipment	70,237	77,350
Intangible assets	-	28,612
	<b>\$ 8,712,337</b>	<b>\$ 8,869,599</b>

**LIABILITIES**

Current liabilities		
Accounts payable and accrued liabilities	290,657	456,786
Registration fees received in advance	2,842,296	2,781,642
	<b>3,132,953</b>	3,238,428

**NET ASSETS**

Invested in property and equipment and intangible assets	70,237	105,962
Internally restricted	4,173,810	4,173,810
Unrestricted	1,335,337	1,351,399
	<b>5,579,384</b>	5,631,171
	<b>\$ 8,712,337</b>	<b>\$ 8,869,599</b>

**SUMMARY STATEMENT OF OPERATIONS****YEAR ENDED MAY 31, 2019**

Revenues		
Registration fees	\$ 3,258,082	\$ 3,205,619
Examination fees	137,800	118,214
Investment and miscellaneous income	124,697	93,651
	<b>3,520,579</b>	3,417,484
Expenses		
Administration	2,204,500	2,128,372
Professional services	236,504	236,216
Investigations, hearings and resolutions	463,293	620,184
Examination and seminar costs	299,907	299,095
Governance	99,680	91,659
Registration	87,096	84,544
Professional organizations	34,293	27,075
Communication, education and training	111,051	114,937
Quality assurance	36,042	44,929
	<b>3,572,366</b>	3,647,011
Deficiency of revenues over expenses for the year	<b>\$ (51,787)</b>	<b>\$ (229,527)</b>



## **COLLEGE OF PSYCHOLOGISTS OF ONTARIO**

### **NOTE TO SUMMARY FINANCIAL STATEMENTS**

**YEAR ENDED MAY 31, 2019**

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#### *Basis of presentation*

These summary financial statements have been prepared from the audited financial statements of College of Psychologists of Ontario (the "College") for the year ended May 31, 2019 on a basis that is consistent, in all material respects, with the audited financial statements of the College except that the information presented in respect of changes in net assets and cash flows has not been included and information disclosed in the notes to the financial statements has been reduced.

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



## STAFF DIRECTORY

### **Registrar & Executive Director**

Rick Morris, Ph.D., C.Psych.

### **Deputy Registrar/Director, Professional Affairs**

Barry Gang, MBA, Dip.C.S. C.Psych. Assoc.

### **Director, Investigations and Hearings**

Zimra Yetnikoff

### **Director, Registration**

Lesia Mackanyyn

### **Manager, Administration**

Stephanie Morton

### **Administrative Assistant, Office of the Registrar**

Caitlin O'Kelly

### **Senior Administrative Assistant, Investigations and Hearings**

Hélène Théberge

### **Administrative Assistant, Investigations and Hearings**

Jasilyn Beetham

### **Case Manager**

Amy Gates

Mona McTague

Nina Modi

Lee Ann Siu

Annie Song

### **Senior Administrative Assistant, Registration**

Myra Veluz

### **Administrative Assistant, Registration**

Shannon Elliott

Deneika Greco

### **Practice Advisor/Quality Assurance Coordinator**

Julie Hahn

### **Information Systems Administrator**

Gnana Fernando

### **Administrative Assistant: Member Services**

Jennifer Taylor



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