

# 2021

COLLEGE OF  
PSYCHOLOGISTS OF BC  
**ANNUAL REPORT**

**ADDRESS**

404 - 1755 West Broadway  
Vancouver, BC  
V6J 4S5

**PHONE**

(604) 736-6164

**FAX**

(604) 736-6133

**TOLL-FREE**

1-800-665-0979



# 2021

## COLLEGE OF PSYCHOLOGISTS **MANDATE**

The College's role is to regulate the profession of psychology in the public interest in accordance with the *Health Professions Act* by setting the standards for competent and ethical practice, promoting excellence, and taking action when standards are not met.

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# WELCOME FROM THE CHAIR AND REGISTRAR

It is our pleasure to welcome readers to the 2021 College of Psychologists Annual Report. The College regulates the profession of psychology in British Columbia in the public interest, and this report is one way that the College reports out to registrants and the public on its performance across its activities.

The ongoing pandemic in 2021 required all British Columbians to take extraordinary measures to protect themselves and their communities. We appreciate that psychologists were an important support to British Columbians at this time, continuing to provide safe and effective mental health services in both public and private practice settings even as demands for their services grew at an overwhelming pace. The College, both staff and volunteer members of the Board and its committees, worked hard to continue the appropriate and effective regulation of the profession in this context.

Like all health professions regulators in British Columbia, the College of Psychologists is governed by a board comprised of both professionals and public representatives. Together, they govern the operations of the College, establish professional standards of conduct and ethics, and provide oversight of standing committees which ensure fully qualified psychologists

are registered, complaints are investigated and adjudicated, and that registrants are up-to-date with the highest standards of practice throughout their careers. This report provides information as to how the College has acted on those responsibilities, including data on our registration, quality assurance and complaints investigation processes.

This year, the College continued its commitment to Truth and Reconciliation and to promoting Indigenous Cultural Safety and Humility within the profession. The Board and Registrar published an apology to Indigenous Peoples (First Nations, Métis and Inuit) and communities who have experienced racism while engaging with the College and with the psychology professionals the College regulates. This included An Apology to Indigenous Peoples and a Pledge to Be Anti-Racist. The College also took further action to integrate Indigenous Cultural Safety and Humility as a core competency for the profession, including Continuing Competency Program requirements and sponsored workshops. More information about these initiatives is included in the Quality Assurance section of this report.

The College also added to the general Continuing Competency Program requirements for an Annual Practice Review Questionnaire and Practice Quiz designed to encourage registrants to reflect on their own known risks to competence as well as known protective and supportive factors that have been identified in the emerging scientific literature. Four new Practice Support checklists were

finalized and made available on the CPBC website and the Code of Conduct was revised to replace gendered language with non-gendered language.

While virtual psychological services existed prior to the pandemic, the use of virtual services increased dramatically in the past year and a half. We continued to hear from registrants who appreciated the Practice Support checklists for this mode of service delivery. As this mode of service delivery becomes more common, the provision of virtual psychological services across provincial boundaries has emerged as an issue of importance, and CPBC has taken a prominent role in discussions at the national level with the Association of Canadian Psychology Regulatory Organizations (ACPRO) regarding how best to protect the public and ensure safe and effective services in this context. CPBC registrants continue to be required to be informed of and in compliance with the requirements of any jurisdiction in which they intend to provide virtual services. ACPRO discussions have included harmonizing some of these requirements and reducing complexity.

While the legislation implementing the Steering Committee on Health Professions Modernization recommendations was not introduced in 2021 (as the Ministry of Health had proposed in late 2020), it is understood that this continues to be a government priority. CPBC has continued to work with other health professions regulators and the Ministry in analyzing those recommendations and preparing



for their implementation. Some of the work, including the amalgamation of the oral health colleges, was fully underway in 2021, and we anticipate that implementation of the Modernization proposals remains a top priority that will require the dedication of substantial CPBC resources.

In late summer, the College staff returned to work at the offices under comprehensive protocols to protect their health and safety, and access to the office was restored for both the public and registrants. Returning to in-person service helps the College to be more efficient in managing the complex services it provides, including registration and complaints matters. At the same time, the College accelerated its work on moving the application process online, which we anticipate to be completed by mid 2022. Audited financial statements for the 2021 year are found at the back of this Annual Report. The table below provides a comparison of College expenses over the past 5 years. Overall, the Board remains very satisfied with the College's financial management in the context of managing the increase in the volume and complexity of both application and complaint matters.

We encourage you to read the rest of this report, to learn about the work the psychologists and public members have done to ensure the profession is practiced at the highest possible standard in British Columbia and that best practices are foremost in the minds of our registrants. Throughout this report you will find the names of the many

registrants and public members who have contributed many hours toward that goal, and we wish to thank all of them for bringing their talents and passion to our collective task. We also take the opportunity to recognize College staff for their hard work, high integrity and competence which is foundational to the College meeting its regulatory responsibilities.

Respectfully submitted,

Catherine Costigan, Chair of the Board 2021  
Andrea Kowaz, Ph.D., R.Psych., Registrar

### 2021 Board Members

Catherine Costigan, Ph.D., R.Psych. (Chair)  
Lisa Seed, Public Member (Vice Chair)  
Rishi Bhalla, Ph.D., R.Psych.  
Lindsey Jack, Ph.D., R.Psych.  
Sandra James, Public Member  
Marlene Moretti, Ph.D., R.Psych.  
Marina Navin, Public Member  
Ingrid Sochting, Ph.D., R.Psych.  
Charles T. Wormeli, Ed.D., R.Psych.

Table: Comparative Expenses

YEAR	WAGES AND BENEFITS		STATUTORY EXPENSES		GENERAL OPERATING EXPENSES		TOTAL EXPENSES	
	AMOUNT	%	AMOUNT	%	AMOUNT	%	AMOUNT	%
2017	942,443	56	263,580	16	475,374	28	1,681,397	100
2018	991,809	56	301,200	16	703,437 *	28	1,996,446	100
2019	980,162	46	340,604	16	820,439 **	38	2,141,205	100
2020	1,057,734***	53	233,129	12	706,314****	35	1,997,177	100
2021	1,212,645	61	249,650	13	524,287	26	1,986,582	100

\* Includes \$76,872 in hearing expenses, \$35,000 in unrecoverable supervision expenses, and \$95,742 in ACPRO FQR project spending fully funded by ESDC grant.  
 \*\* \$247,183 in ACPRO FQR project spending fully funded by ESDC grant, \$35,520 in unrecoverable supervision costs  
 \*\*\* Includes hiring and training staff for maternity leave  
 \*\*\*\* \$164,161 in ACPRO FQR project spending fully funded by ESDC grant,



# Registering Qualified Psychologists

The Registration Committee is established under the authority of and guided by the *Health Professions Act*, *Psychologists Regulation*, and *CPBC bylaws* in conducting its work in registering qualified professionals and overseeing the annual renewal process. In addition, the College and the Committee engages with various national professional associations and organizations on entry to practice standards and evaluation.

The standard for entry to practice as a Registered Psychologist in British Columbia is completion of a Canadian Psychological Association (CPA) or American Psychological Association (APA) accredited doctoral degree in psychology completed in residence and a CPA or APA accredited 12-month pre-doctoral internship, or the equivalent.

The College confirms whether an applicant for first time registration meets these standards through a careful review and validation of an applicant's education, training and practice experience as well as requiring completion of an oral exam and two written exams. All applicants are required to provide professional references as well as a criminal records and national police records check before being approved to take the EPPP, the WJE, and the oral examination.





## Registration Committee Report

This year the College welcomed 77 new registrants and concluded 2021 with a total of fourteen hundred and two registrants. The College continues to track timelines of applications, and in 2021 the average length of time for first time applicants from receipt of application to placement on the Register, was approximately 15 months. As in previous years, an individual applicant's experience is dependent upon timeliness in studying for and completing examinations, success on examinations, and timeliness in obtaining the many documents required from different sources. If motivated to do so, first time applicants with accredited training can achieve registration within a year.

Applicants applying under the terms of the Canadian Free Trade Agreement labour mobility provisions or the National Register/ASPPB CPQ labour mobility (USA) provisions obtained placement on the Register within an average of 7.7 months.

### Moving CPBC Registration Requirements Online

In response to the COVID-19 pandemic, in 2020 the College acted quickly to ensure that applicants were able to complete registration requirements online which had previously required in-person participation, including


<i>Applications Received</i>	2019	2020	2021
<i>Registered Psychologist</i>	45	49	<b>39</b>
<i>AIT / CFTA</i>	34	47	<b>48</b>
<i>Already Licensed in USA</i>	8	18	<b>6</b>
<b>TOTAL</b>	<b>87</b>	<b>114</b>	<b>93</b>

the requirement for attending an orientation workshop and completing both the oral exam and the written jurisprudence exam (WJE). In 2021 the College furthered its objective to move all registration requirements online by initiating development of a secure online portal where applicants will be able to complete application forms and submit required documentation. Implementation of this online system is anticipated in 2022.

### Connecting with Training Programs

The College values the opportunity to connect with CPA accredited doctoral training programs and internships. At the direction of the Registration Committee, College staff has active and ongoing engagement with training programs and internships, ensuring students and faculty stay informed of relevant regulatory issues and current registration requirements.

### New Registrants by Type of Application

FIRST TIME APPLICANT (INCLUDING FOREIGN TRAINED)		28
ALREADY REGISTERED IN CANADA (AIT / CFTA LABOUR MOBILITY)		39
ALREADY LICENSED IN USA (National Register / ASPPB CPQ)		10

### Number of Examinations Written in 2021

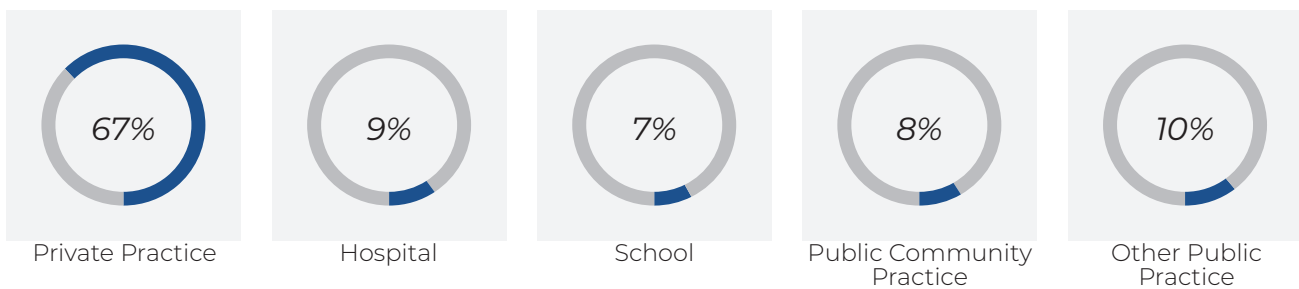
	2016	2017	2018	2019	2020	2021
EPPP Examinations	29	37	31	43	24	46
Written Jurisprudence Examinations	61	54	70	67	54	91
Oral Examinations	35	26	26	35	25	29

### Register as of December 31, 2021

Registered Psychologists - No Limitations or Conditions	1290
Registered Psychologists - Limitations as per Inquiry Committee	12
Registered Psychologists - Limitations (Other)	1
Suspended	0
<b>Limitations as per Class of Registration:</b>	
Non-Practising (Out of Province)	38
Non-Practising (Medical, Parental or Other Leave)	22
Non-Practising (Retired)	37
Associate Psychologist (Corrections)	1
Temporary (Supervised)	0
Psychology Assistant	1
<b>TOTAL</b>	<b>1402</b>

Information about various classes of registration is available at the College of Psychologists of British Columbia website

### Primary Work Setting of Active Psychologist Registrants



Based on responses from 99% of active registrants

I sincerely wish to thank the professional and public members who generously give their time for service on the Committee. The Committee members, along with the oral examiners and regulatory supervisors are vital to the fair and efficient processing of the many applications the College receives each year. I would also like to acknowledge the College staff for their hard work and diligence in handling each application for registration and their diligence in all registration regulatory matters.

Respectfully submitted,

Charles T. Wormeli, Ed.D., R.Psych.,  
Chair, Registration Committee 2021.

#### 2021 Registration Committee Members

Charles T. Wormeli, Ed.D., R.Psych. (Chair)  
Gregory Biniowsky, Public Member  
Kenneth Cole, Ph.D., R.Psych.  
Robert Ley, Ph.D., R. Psych.  
Sarah Macoun, Ph.D., R.Psych.  
Marina Navin, Public Member  
Bruce Preston, Public Member  
Lindsey Thomas, Ph.D., R.Psych.  
Richard White, Public Member  
Richard Young, Ph.D., R.Psych.

#### 2021 Oral Examiners

Victoria Alfonso, Ph.D., R. Psych.  
Mark Bailey, Ph.D., R. Psych.  
Barbara Beach, Ph.D., R. Psych.  
Deborah Bell, Ph.D., R. Psych.  
Ekin Blackwell, Ph.D., R. Psych.  
John Carter, Ed.D., R. Psych.  
Lee Cohene, Ph.D., R. Psych.  
Robert Colby, M.S., R. Psych.

Susan Cross, Ph.D., R. Psych.  
Amrit Dhariwal, Ph.D., R. Psych.  
Terence Estrin, Ph.D., R. Psych.  
Sarah Greer, D.Clin.Psy., R. Psych.  
Susan Hackett, Ph.D., R. Psych.  
Mel Kaushansky, Ph.D., R. Psych.  
Margaret Kendrick, Ph.D., R. Psych.  
Brenda Kosaka, Ph.D., R. Psych.

Amanda LaMarre, Ph.D., R. Psych.  
Ronald Laye, Ph.D., R. Psych.  
Anne MacGregor, Ed.D., R. Psych.  
Brandy McGee, Ph.D., R. Psych.  
Megan McLarnon, Ph.D., R. Psych.  
Martin Phillips-Hing, Ph.D., R. Psych.  
Kelly Price, Ph.D., R. Psych.  
Susanne Schibler, Ph.D., R. Psych.

Whitney Sedgwick, Ph.D., R. Psych.  
Claire Sira, Ph.D., R. Psych.  
Harilaos Stefanakis, Ph.D., R. Psych.  
Rene Weideman, Ph.D., R. Psych.  
Cindy Weisbart, Psy.D., R. Psych.  
Maureen Whittal, Ph.D., R. Psych.

#### New 2021 Registrants

Arpink, Jennifer Ph.D.  
Aujla, Karendeep M.A.  
Baerg, Susan Ph.D.  
Bailly, Matthew Douglas Ph.D.  
Bloski, Krista Ann Psy.D.  
Blott, Sharon H. M.Ed.  
Boothby, Tara M.A.  
Browne, (Margaret) Erin Peters MSc  
Bucarelli, Bianca Roseina Ph.D.  
Burbidge, Julia Ph.D.  
Charest, Carolyn Jean M.C.  
Church, Michelle Ph.D.  
Donegan, Eleanor Ph.D.  
Doucet, Daniele Dawn M.A.  
Dunlap, Hester Ph.D.  
Eleftheriou, Silvia Meneses M.Ed.  
Elterman, Jesse Ph.D.  
Elterman, Simon Garrett Psy.D.  
Emery, Angelika Monika MPP  
Epping-Jordan, JoAnne Ph.D.  
Finseth, Sonia Madelene Littler Ph.D.  
Gaitonde, Sana Psy.D.  
Gatner, Dylan Thomas Ph.D.  
Giannone, Zarina Alexandra Ph.D.  
Golden, Ashleigh Sarah Psy.D.  
Graham, Raquel Ph.D.

Greif, Jason Psy.D.  
Greig, Duncan Gordon Sarkissian M.A.  
Halliday, Drew William Robert Ph.D.  
Hazzell, Vanessa Psy.D.  
Henning, Adri M.Ed.  
Hills, Amber Ph.D.  
Hogarth, Brent Thomas Psy.D.  
Holloway, Robert Reid Psy.D.  
Ivity, Ellen Ph.D.  
Jackson, David Andrew DCLinPsychol  
Kappler, Stephan Psy.D.  
Keates, Jean Ph.D.  
Kim, Julie M.A.  
Lalonde, Rebecca Mary M.Ed.  
Le, Marina Ph.D.  
Leavitt-McDonald, Rachael Rose Ph.D.  
Lee-Baggley, Dayna PhD  
Liu, Sarah Ph.D.  
Long, Denise Jennifer Ph.D.  
Ma, Ronald Psy.D.  
Magee, Erin M.Ed.  
Mansell, Sheila Lane Ph.D.  
McBride, Hillary Lianna Ph.D.  
Mullings, Erin Kimberley M.A.  
Nelson, Janine A. Psy.D.  
Paperny, Raechelle Dyan Ph.D.

Patrick, Sarah Colleen Psy.D  
Platts, Evelyn Jane Ph.D.  
Pritchard, Terra I. Psy.D.  
Pungur-Farrell, Maria Catherine M.C.  
Quesnel, Leigh J. Ph.D.  
Record-Lemon, Rosalynn Ph.D.  
Reynolds, Meredith Kathleen Ph.D.  
Reynolds, Nicole Psy.D.  
Roemer, Audra Lee Ph.D.  
Sandhu, Jasper (Jessie) Psy.D.  
Sawatsky, Megan Leona Ph.D.  
Seal, Brooke Ph.D.  
Semchuk, Jaime Ph.D.  
Skar, Sabrina Noelle M.C.  
Tailor, Ketan Ph.D.  
Taube-Schiff, Marlene Ph.D.  
Thomson, Katharine Anne Ph.D.  
Toma, John J. Ph.D.  
Turri, Mary Gwendolyn Ph.D.  
Ubogy, Seth Psy.D.  
Vallentgoed, Kristy Lee Eleanor M.A.  
Vink, Katherine Ph.D.  
Walker, Hope Alayne Ph.D.  
Welch, Patrick Ph.D.  
Wong, Jen-Mai Psy.D.

# Registrant Profile



## Active Registrants Main Area of Practice:

### Clinical Psychology

The application of psychological knowledge to the assessment, diagnosis, prevention, and/or treatment of individuals with disorders of behaviour, emotions and/or thought, to counselling and consultation with couples, families, and groups, and to the enhancement of psychological and physical well-being.

### Counselling Psychology

The application of psychological knowledge to the evaluation and counselling of reasonably well adjusted individuals, couples, families, and groups in order to help people adjust to problematic events and accomplish life tasks within the major spheres of work, education, relationships, and family during the lifespan developmental process.

### School Psychology

The application of psychological knowledge about human behaviour and development to the understanding and assessment of the developmental, social, emotional and learning needs of children, adolescents, and adults; to the protection, promotion, and creation of learning environments that facilitate learning and mental health.

Most Registered Psychologists  
have been trained in BC or  
elsewhere in Canada

5%

of registrants are trained  
outside of Canada and the USA

39%

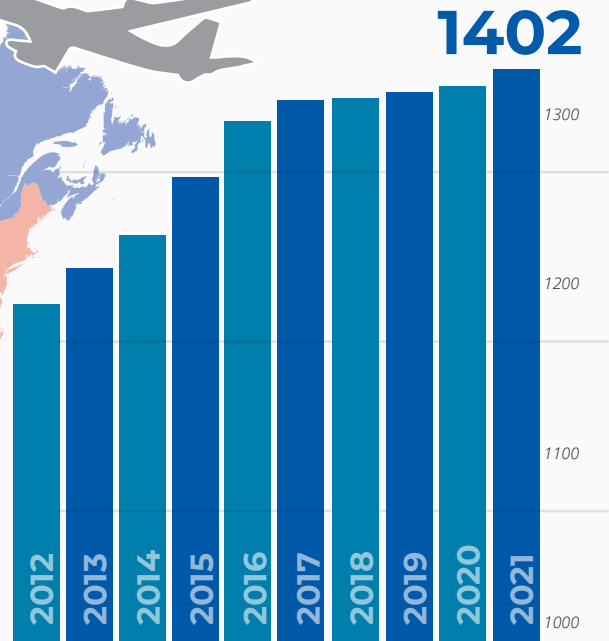
of registrants are trained in  
British Columbia

33%

of registrants are trained in  
other provinces outside of B.C.

23%

of registrants are trained in  
the USA



Total Number of Registrants 2012 - 2021

### Clinical Neuropsychology

The application of psychological knowledge about brain-behaviour relationships to the assessment, diagnosis, treatment and rehabilitation of individuals with known or suspected central nervous system dysfunction, neurological disorders, traumatic brain injury, and learning difficulties.

### Forensic Psychology

The application of psychological knowledge about human behaviour to the understanding, assessment, diagnosis and/or treatment of individuals within the context of criminal and/or legal matters.

### Other

Including industrial/organizational psychology, rehabilitation psychology, behaviour analysis, health psychology and academic psychology. Definitions of these terms are available in the CPBC bylaws, Schedule H.1.

# Ensuring Professional Competency

## Ongoing Commitment to Safer Health System for Indigenous People

On June 7th, 2021, the College of Psychologists Board and Registrar published *An Apology to Indigenous Peoples and a Pledge to Be Anti-Racist*, with an apology to Indigenous Peoples (First Nations, Métis and Inuit) and communities who have experienced racism while engaging with the College and with the psychology professionals the College regulates. The apology acknowledges that Indigenous Peoples have waited far too long for their legal rights to be recognized, and they have waited too long for health-system leaders to dismantle the racism that was built into our colonial health-care system - racism that continues to cause harm to this day.

In 2016, the CPBC established the Indigenous Cultural Competency Task Force and has relied upon them for professional guidance to registrants. This guidance has resulted in the Indigenous Cultural Safety Checklist (2018) and a recorded Cultural Safety Workshop, both of which are available to College registrants online. These resources have also been made available to psychology training programs across the province. College registrants are also able to claim professional continuing competency hours for participation in San'Yas training and other relevant training and workshops.

In 2021, the College provided additional workshops and initiated a policy in the continuing competency program which further integrates Indigenous Cultural Safety and Humility as a core feature of professional competency.



## Report of the Quality Assurance Committee

A key objective of a college is to establish, monitor and enforce standards of practice to enhance the quality of practice, and to establish and maintain a continuing competency program to promote high practice standards.

### Continuing Competency Program

The Continuing Competency Program (CPP) promotes high practice standards among registrants by ensuring they continue to engage in the acquisition of new knowledge relevant to their practice. Registrants are required to complete a minimum number of hours of activity annually in formal development programs, self-study, structured consultations with other licensed professionals, ethics and self-care. Every year, the Committee conducts an audit of a random sample of registrants, and in 2021 a total of 26 registrants were audited. Registrants continue to be highly compliant with the program requirements and the auditing process.

In 2021, the College announced that beginning in 2022, registrants are required to ensure that they are engaging in regular consideration of Indigenous Cultural Safety and Humility issues, and to identify in their annual CCP documentation which learnings and activities they have undertaken that meet this requirement.

Quality assurance programming amongst health regulators is changing to meet public and government expectations about the continuing competence of health professionals and the quality of services they provide. Continuing education (or “competence maintenance”) is recognized

as an ongoing process necessary to maintain and/or enhance competence but is no longer viewed as sufficient as a single quality assurance measure. Government expects regulators to move beyond reliance on continuing education requirements with a shift to programming that incorporates competency-based assessment.

In 2020, the Committee piloted two options for competency-based assessment, including an annual practice review and a quiz on aspects of ethical practice. Registrant participation and feedback was very useful in guiding revisions to the practice review section and in identifying ethical practice issues and questions for the quiz.

In 2021, the QAC recommended and the Board approved the annual practice review and quiz as new CCP requirements starting in the 2022 practice year.







## Practice Support Services

Since 2010, the College has provided a Practice Support Service (PSS) to assist registrants in considering how best to handle ethical dilemmas and practice decisions, and to enhance clinical practice. This service has been provided without charge to registrants. In total, 2154 contacts have been received by the PSS as of December 31, 2021. All responses are provided via telephone, regardless of how an inquiry is submitted, in order to facilitate discussion of the issues. The service is intended to provide general guidance to assist registrants in identifying issues and options that should be considered, and implementing strategies to address issues, resolve problems, and improve practice with respect to a particular aspect of psychology practice. The data obtained through this program play an important role in the Quality Assurance Committee's decisions to develop practice support checklists and to provide other appropriate resources for registrants.

In 2021, two hundred and four enquiries were made to the PSS. The data on those enquiries are provided in the accompanying chart (see next page). This year, enquiries related to telepsychology were most frequent, followed by various practice issues such as difficult or threatening clients, dealing with institutions, and jurisdictional issues.

The PSS also distributed timely reminders and information to all registrants, including important information regarding the management of emergent practice issues during the COVID-19 pandemic.

## Practice Support Checklists

The Committee has developed a series of Practice Support checklists that are intended to assist registrants in considering relevant Code of Conduct standards as they contemplate issues. There are currently 19 checklists for registrants, all of which are available on the College website.

This was a very productive year. The Committee consulted, reviewed feedback, and finalized checklists for working with gender diverse clients, providing disaster response services, conducting general psychological assessments, and conducting Family Law parenting assessments.

## Online Workshops

In April of 2021, the College provided free of charge to registrants a workshop entitled "Cultural Safety and Humility – It Starts With Me". Led by an Indigenous expert, the workshop covered Cultural Safety concepts, the history of colonization, and concluded with a call to action on how registrants could put Cultural Safety into practice. More than 25% of CPBC registrants participated. Following on the success of that workshop, CPBC was pleased to work with members of the Association of Canadian Psychology Regulating Organizations (ACPRO) to sponsor a similar workshop that was made available to registered psychologists across Canada. That workshop was over-subscribed and well received.

## Issues Raised by Registrants with Practice Support

27 % - Telepsychology

15 % - Various Practice Issues (difficult/  
threatening client or other, jurisdiction, etc.)

8 % - Release of Information

8 % - Supervision

8 % - Other Service-Related Issues (dual  
relationships, termination of services, etc.)

5 % - Other Professional Issues (advertising, social media, etc.)

3.5 % - Competency/Continuing Competency

4 % - Record Keeping

3.5 % - Incorporation

3.5 % - Informed Consent

3 % - Professional Executor / Wills

4 % - Concern About Another Registrant/Applicant

3 % - Billing / Fees

2 % - Concern About Another Professional

3 % - Retirement

The College also sponsored, in collaboration with the BC Psychological Association, a workshop on parenting assessments in the context of domestic violence allegations presented by Dr. Peter Jaffe, Professor of Education and Academic Director of the Centre for Research and Education on Violence Against Women & Children at the University of Western Ontario and Director Emeritus for the London Family Court Clinic.

I'd like to take the opportunity to thank the professional and public members of the Committee for their time, careful attention and thoughtful decision making on all matters that come before them.

Respectfully submitted,

Cathy Costigan, Ph.D., R.Psych.  
Chair, Quality Assurance Committee 2021

## Patient Relations Committee Report

There was no meeting of the Patient Relations Committee in 2021, as the Board took direct interest in the ongoing maintenance of the program described on the website.

Respectfully submitted,

Marlene Moretti, Ph.D., R.Psych.  
Chair, Patient Relations Committee 2021

### 2021 Quality Assurance Committee Members

Catherine Costigan, Ph.D., R.Psych. (Chair)  
Henry Harder, Ed.D., R.Psych.  
Sandra James, Public Member  
Brenda Kosaka, Ph.D., R.Psych.  
Stephenie Lewis, Public Member

Merren McRae, Public Member  
Donna Paproski, Ph.D., R.Psych.  
Joan Perry, Public Member  
Spencer Wade, Ph.D., R.Psych.  
Nicole Ricci-Stiles, Ph.D., R.Psych.

### 2021 Patient Relations Committee Members

Marlene Moretti, Ph.D., R.Psych. (Chair)  
Kenneth Cole, Ph.D., R.Psych.  
Marina Navin, Public Member

# Addressing Client Concerns

## The Complaints Process

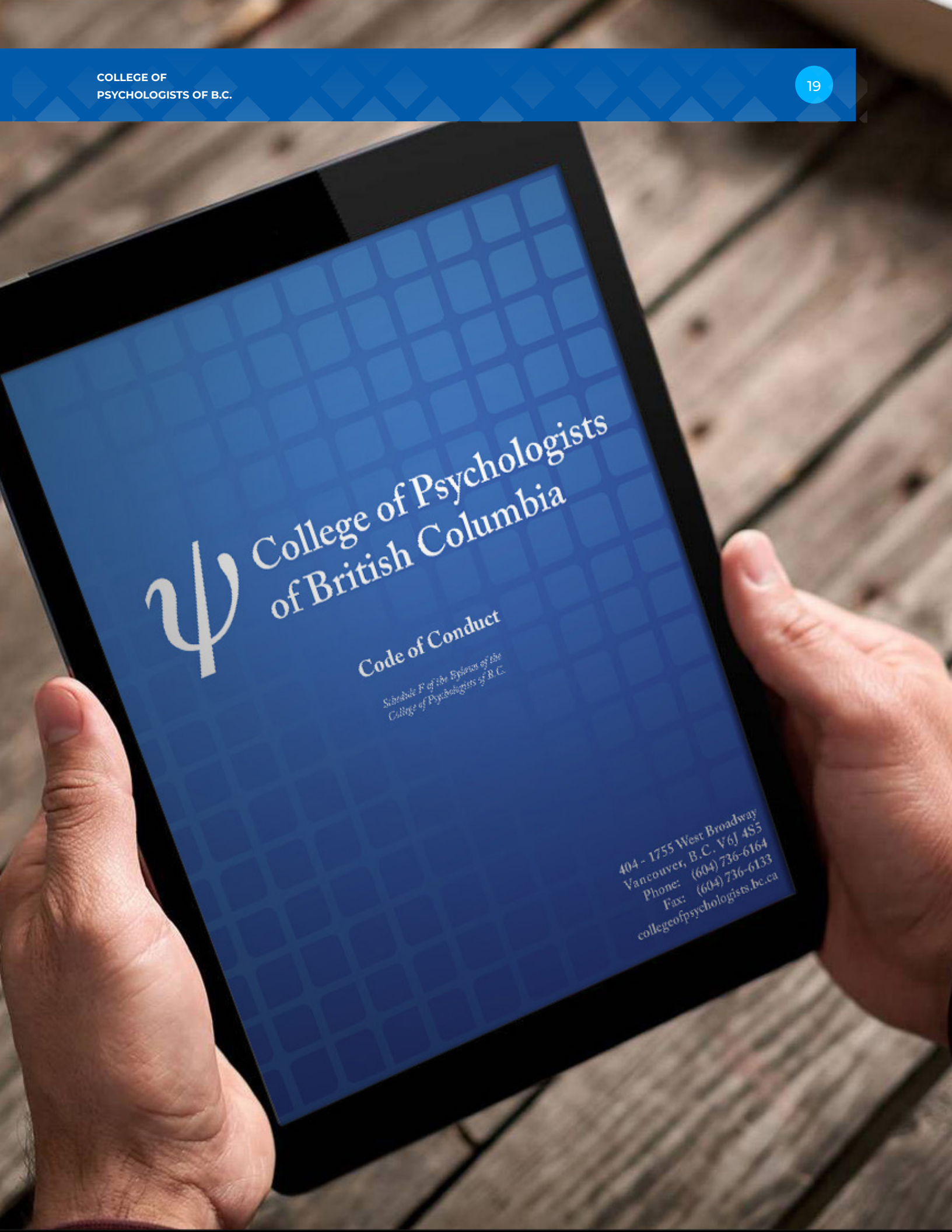
Services provided from CPBC registrants should meet competency and professional standards. In the few circumstances when those standards are not met, it is a core responsibility of the College to investigate and take action that is in the public interest.

The College reviews every complaint submitted in writing. An investigation may include a review of written statements, records and interviews where required. Each investigation will reflect the unique characteristics of the specific complaint, but common investigative steps will include:

- The College confirms receipt of the complaint by letter to the complainant and notifies the registrant that a complaint has been received.
- The College reviews the complaint and requests any clarification or further information from the complainant.
- The College sends a letter to the registrant along with a copy of the letter of complaint, and requests a response to the allegations.
- If the complaint is a “serious matter” (defined in the *Health Professions Act* as a matter that, if proven, would result in limitations or conditions on the registrant’s practice, or a suspension or cancellation of registration), the complaint will be taken to the Inquiry Committee.
- If the allegations, even if admitted or proven, would result in no more than a reprimand, it may be reviewed under the registrar stream (s.32(3))
- Once the investigation is concluded and a decision has been made about the complaint, the complainant and the registrant will receive a decision report. The report typically includes a summary of the allegations, the registrant’s response to the allegations, a description







Ψ College of Psychologists  
of British Columbia

Code of Conduct

*Schedule F of the System of the  
College of Psychologists of B.C.*

404 - 1755 West Broadway  
Vancouver, B.C. V6J 4S5  
Phone: (604) 736-6164  
Fax: (604) 736-6133  
[collegeofpsychologists.bc.ca](http://collegeofpsychologists.bc.ca)

of the information and documentation considered in the investigation, and the Inquiry Committee or Registrar's review and opinion in response to the complaint. If corrective action is required of the registrant, the College may:

- require the registrant to undertake remedial action, including the requirement to have consultation, supervision or take educational courses;
- reprimand the registrant about their conduct;
- order a review of the registrant's practice; and/or
- issue a citation for a hearing by the Discipline Committee if remediation is not appropriate or sufficient to address the concerns.

The College posts public notifications on its website of investigation outcomes which impose limits or conditions on the practice of a registrant or where a registrant has agreed via consent or undertaking to terms when in relation to a serious matter. Complainants may apply to the Health Professions Review Board for a review of any decisions made by the CPBC about their complaint.

## Report of the Inquiry Committee

In 2021, the College received 51 complaints and the Inquiry Committee opened 2 of its own investigations under s.33(4) of the *Health Professions Act (HPA)*, totaling 53 complaint matters. Of the 51 complaints received, 47 were investigated by the Inquiry Committee under section 33 of the *HPA* and the remaining 4 were reviewed under the Registrar Stream (section 32(3) of the *HPA*). A total of 43 registrants were the subject of investigations in 2021. The College closed 38 complaint files in 2021, including 8 received the same year, 20 received in 2020, and 8 from 2019. There were two additional Inquiry Committee own motion investigations from 2018 that were closed in 2021.

A majority of the complaints in 2021 originated directly from clients ( $n = 31$ ; 58%), which included complaints that were lodged with the assistance of a third party, such as an advocate to a worker's disability claim. The remainder of the complaints originated from other registrants ( $n = 11$ ; 21%), relatives of clients ( $n = 7$ ; 13%), and others ( $n = 4$ ; 8%). As in previous years, the majority of complaints occurred in the context of assessments ( $n = 25$ ; 47%) such as custody and access, or a disability/return to work assessment.

In terms of the primary allegation, the majority related to Section 5 of the Code of Conduct (Relationships), in particular that the Registrant did not act in accordance with the client's welfare ( $n = 16$ ; 30%), followed by concerns related to Competency ( $n = 13$ ; 25%; Section 3) and Assessment Procedures ( $n = 10$ ; 19%; Section 11).

## Context of Complaints Received

	2000 – 2020		2021	
	<i>n</i>	%	<i>n</i>	%
<i>Assessment</i>	573	54%	25	47%
<i>Consultation</i>	21	2%	2	4%
<i>Intervention</i>	285	27%	22	42%
<i>Regulatory Compliance</i>	43	4%	0	0%
<i>Other</i>	147	14%	4	9%
<i>Total</i>	1069	100%	53	100%

Throughout 2021, the Provincial Government's order to suspend statutory timelines under the *Emergency Program Act* given the pandemic remained in effect. Despite the challenges of completing investigations in this context, the College's Inquiry Committee disposed of 32% of complaints within 10 months and the remainder within 24 months. The average amount of time required to resolve complaints in 2021 was 14.39 months, which was approximately four months longer than the preceding five-year average. In addition to the pandemic, the volume of complaint materials and the complexity of complaints were also key factors in the length of time to complete investigations.

Of the 38 cases closed in 2021, the Committee determined that three related to "serious matters" as defined by the *HPA*, and were resolved by way of Undertaking Agreements for which a public notification was issued on the College website. There were 12 additional cases that were resolved by the registrant initiating or agreeing to take appropriate action to resolve the complaint, most often reviewing a specific practice issue with a senior registrant, selected and appointed by the College, to enhance the registrant's practice of psychology.

Four registrants agreed to Interim Undertaking Agreements while the Committee investigated a complaint against them as the allegations on their face related to "serious matters". The interim measures included the registrant voluntarily agreeing to place their practise under regulatory supervision, or to restrict their practice in some way. In all instances, this was reflected in a change to the registrant's registration status that was publicly available on the College's online registrant directory.

Four complainants made application to the Health Professions Review Board for a review of a College decision. The Review Board issued eight decisions in 2021 related to complaint decisions which included review applications from previous years. In seven of those matters, the Review Board

confirmed the disposition. In one matter, the Review Board confirmed some of the decisions related to a complaint but remitted the matter back to the College to confirm a jurisdictional issue related to whether the complaint could be reviewed by the Registrar or needed to be referred to the Inquiry Committee for investigation. The College was also a party to one judicial review application in 2021 which remained ongoing at the end of the calendar year.

The nature of complaints before the Inquiry Committee in 2021 was similar to previous years and is summarized in the tables which accompany this report. The investigation of many complaints required the review of thousands of pages of documents to evaluate the relevance of the documentation provided and whether the information as a whole supported a breach of professional standards.

Throughout 2021, the Committee investigated all complaints that were received within the context of the College's public protection responsibilities. The Committee took seriously this obligation and generously volunteered their time to ensure fairness, transparency, and public trust in the practice of psychology in BC. I take this opportunity to convey deep appreciation for the generosity of time and wisdom of our professional and public committee members and College staff.

Respectfully submitted,

Lindsey Jack, Ph.D., R.Psych.  
Chair, Inquiry Committee 2021

## Discipline Committee Report

There were no disciplinary hearings held in 2021

Respectfully submitted,

Marina Navin, Public Member  
Chair, Discipline Committee 2021

### 2021 Inquiry Committee Members

Lindsey Jack, Ph.D., R.Psych. (Chair)  
Rishi Bhalla, Ph.D., R.Psych.  
Sandra James, Public Member  
Sarina Kot, Ph.D., R.Psych.  
Mary Beth Rondeau, Public Member  
Lisa Seed, Public Member  
Amritpal Shergill, Ph.D., R.Psych.  
Elizabeth Stanford, Ph.D., R.Psych.  
Amy Zwicker, Ph.D., R.Psych.

### 2021 Discipline Committee Members

Marina Navin, Public Member (Chair)  
Darcy Cox, Psy.D., R.Psych.  
Jenelle Hynes, Public Member  
Philippa Lewington, Ph.D., R.Psych.  
Marlene Moretti, Ph.D., R.Psych.  
J. Dean Readman, Public Member  
Ingrid Sochting, Ph.D., R.Psych.  
Hendre Viljoen, Ph.D., R.Psych.  
Charles T. Wormeli, Ed.D., R.Psych.

### Closing Reasons for Complaints Closed 2016 - 2021

Closing Reason	2016 – 2020		2021	
	n	%	n	%
Insufficient Evidence / Conduct was Satisfactory	116	42%	18	47%
Decision not to Proceed	20	7%	4	11%
Resolved*	58	21%	12	32%
Undertaking Agreement	76	28%	4	11%
Resigned / Cancelled Registration**	5	2%	0	0%
Totals	275	100%	38	100%

\* In these cases, the Respondent had already addressed the Complainant's concern (e.g. providing a report that was late, amending language in a report for clarity, or obtaining consultation with a senior registrant appointed or approved by the College) and there was no need to take the complaint further as there were no public protection concerns.

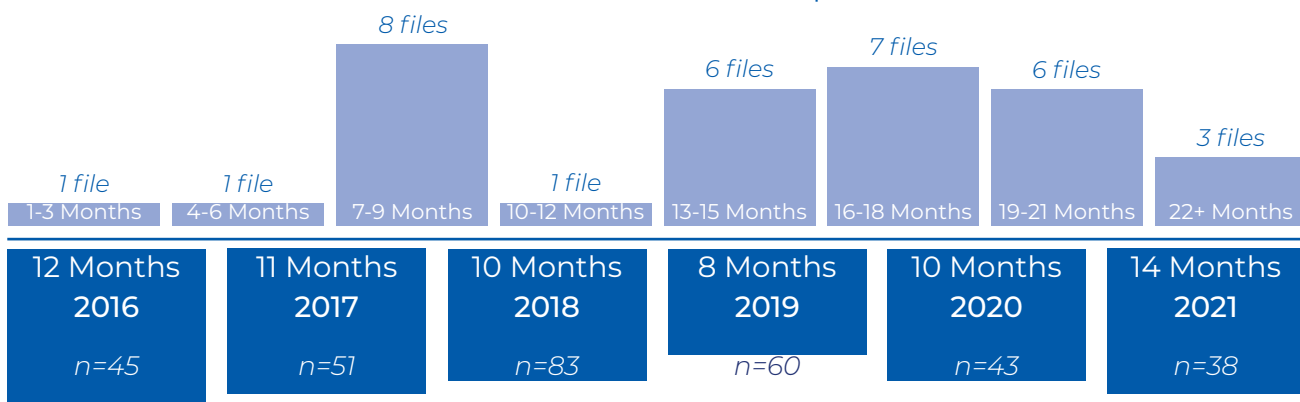
\*\* In the event a Respondent resigns in the context of an ongoing complaint investigation, there is no pause in the complaint investigation which proceeds through to conclusion and a public notice is placed on the College website where the Board has determined, as per s. 53 of the Health Professions Act, that it is in the public interest to do so. In some cases, the investigation may not proceed to conclusion if the Respondent is deceased or has a health issue that prevents them from ever returning to the practice of psychology.

### Primary Allegation in Complaints Received 2000-2021

Primary Allegation *	2000 - 2020		2021	
	#	%	#	%
General Standards for Competency (CC 3.0)	221	20%	13	25%
Informed Consent (CC 4.0)	51	5%	3	6%
Relationships (CC 5.0)	185	17%	16	30%
Confidentiality (CC 6.0)	57	5%	3	6%
Professionalism (CC 7.0)	143	13%	1	2%
Provision of Services (CC 8.0)	28	3%	6	11%
Rep. of Services/Credentials (CC 9.0)	4	0%	0	0%
Advertising/Public Statements (CC 10.0)	24	2%	1	2%
Assessment Procedures (CC 11.0)	301	28%	10	19%
Fees (CC 12.0)	15	1%	0	0%
Maintenance of Records (CC 13.0)	3	0%	0	0%
Security/Access to Record (CC 14.0)	12	1%	0	0%
Compliance with Law (CC 18.0)	12	1%	0	0%
Application (CC 2.0)	2	0%	0	0%
No Standard Applicable	11	1%	0	0%
<b>Total</b>	<b>1084</b>	<b>100%</b>	<b>53</b>	<b>100%</b>

\* Primary Allegation categories correspond to sections of the Code of Conduct. The most frequent primary allegations in 2021 related to Relationships (Section 5 of the Code), Competency (Section 3 of the Code) and Assessment Procedures (Section 11 of the Code).

### Number of Months to Close Complaints 2021



12 Months  
2016  
n=45

11 Months  
2017  
n=51

10 Months  
2018  
n=83

8 Months  
2019  
n=60

10 Months  
2020  
n=43

14 Months  
2021  
n=38

Average Time to Close Complaint Files



## MINUTES OF THE ANNUAL GENERAL MEETING FOR THE 2020 YEAR - NOVEMBER 9, 2021

Welcoming Remarks: On behalf of Ms. Lisa Seed, Chair of the 2020 Board, Dr. Catharine Costigan, Chair of the 2021 Board, welcomed everyone to the 2020 annual general meeting of the College of Psychologists of British Columbia. She acknowledged that she was participating virtually from her place on the traditional territory of the WSÁNEĆ (Saanich), lək̓ʷəŋən (Songhees), Wyomilth (Esquimalt) peoples whose historical relationships with the land continue to this day, and expressed her gratitude for the opportunity to live and work in that territory and to speak to the Annual General Meeting from there. She observed this was the second year that CPBC had offered the AGM virtually and expressed appreciation that 365 registrants had confirmed for the webcast, close to 30% of total registrants.

Agenda and Minutes: The Agenda of the meeting, which was the Table of Contents of the 2020 Annual Report, was approved. The Minutes of the previous AGM, on page 24 of the 2020 Annual Report, were also approved.

Introductions: Dr. Costigan introduced the members of the current board and acknowledged the caliber and engagement of the members of CPBC Board and committees, noting the College could not function without their generosity of time and experience. She also asked that the AGM express special appreciation to Dr. Philippa Lewington who completed 6 years of service on the College Board.

2020 Board Chair's Report: Dr. Costigan observed that 2020 was a year of great challenge. She said the College responded immediately when approached by Dr. Mary Ellen Turpel-Lafond, appointed by Minister Dix as the lead investigator into the allegations of racism in the health system. The College provided all requested data and briefings which helped her team to understand the role of psychologists in the care received by Indigenous people in BC and the regulation of their work by the College. She advised that registrants can expect to see the College building on the work already done by the Indigenous Cultural Competency Task Force and the Quality Assurance Committee and further guidance and continuing competency opportunities as it responds to Dr. Turpel-Lafond's recommendations. She expressed appreciation to CPBC registrants for their response to the pandemic, including providing psychological first aid to front line workers on a voluntary basis, and expanding their schedules and workloads to respond to the mounting demand for mental health services. Dr. Costigan also thanked all College staff for their ongoing efforts to communicate with registrants and the public as the pandemic evolved and PHO orders and directives were issued. She also noted the importance and relevance of work done by CPBC before 2020 providing registrants with guidance for telepsychology services and assessments.

Registration, Quality Assurance, Inquiry, Patient Relations, and Discipline Committee Reports were provided based on the written reports in the 2020 Annual Report. Each Committee Chair recognized the members of their respective committees (see the full listing in the 2020 Annual Report) and acknowledged their contributions. Highlights of the reports included the substantial efforts to move the application for registration process online, including the requirement for attending an information session and completing both the oral exam and the written jurisprudence exam, the piloting of two options for competency-based assessment, including an annual practice review and a quiz on aspects of clinical practice and the drafting of checklists for working with gender diverse clients and providing disaster response services, and a specific checklist for Family Law parenting assessments. Notable as well was the increasing complexity of complaint matters.

Finance Report: The Registrar provided a review of the Board's Finance Report based on the written report in the 2020 Annual Report and referred registrants to the audited financial statements included in the Report as well, noting that once again the College had concluded another year without necessitating any increase in fees. The AGM for the 2020 year marked the 18th year of no fee increase.

Deputy Registrar's Report: Dr. Amy Janeck stated that moving applications online will result in faster registration for many, outlined temporary registration classes developed in direct response to the pandemic, reminded registrants of professional executor requirements and availability of online learning resources provided by the College, including Indigenous Cultural Safety and Humility and Self-Care workshops as well as practice support checklists. Changes to Continuing Competency Program requirements were also outlined.

Registrar's Report: Dr. Kowaz's remarks reflected on work done in 2020 and the work ahead in the coming year, including anticipated public health initiatives in response to the pandemic. She expressed gratitude to Board and committee members, examiners, supervisors, to the dedicated and highly-skilled College staff, and the many others who contribute their time, experience and wisdom to the regulation of the profession.



## Financial Statements

College of Psychologists of British Columbia

December 31, 2021

College of Psychologists of British Columbia

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## Independent Auditor's Report

To the Members of  
College of Psychologists of British Columbia

### Opinion

We have audited the financial statements of College of Psychologists of British Columbia (the "College"), which comprise the statement of financial position as at December 31, 2021, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of College of Psychologists of British Columbia as at December 31, 2021, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the College in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the College or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the College's financial reporting process.

### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that

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Grant Thornton LLP  
Suite 1600  
333 Seymour Street  
Vancouver, BC  
V6B 0A4  
T +1 604 687 2711  
F +1 604 685 6569

includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the College's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the College's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the College to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Vancouver, Canada

April 26, 2022

Chartered Professional Accountants

**College of Psychologists of British Columbia**  
**Statement of Financial Position**

December 31	2021	2020
<b>Assets</b>		
Current		
Cash	\$ 1,421,703	\$ 1,446,273
Short term investments - restricted (Note 2(b))	1,116,379	1,140,267
Prepaid expenses	10,899	11,300
	<u>2,548,981</u>	<u>2,597,840</u>
Property and equipment (Note 3)	34,529	31,354
	<u>\$ 2,583,510</u>	<u>\$ 2,629,194</u>
<b>Liabilities</b>		
Current		
Accounts payable and accrued liabilities	\$ 79,225	27,001
Deferred revenue (Note 7)	1,443,050	1,387,210
	<u>1,522,275</u>	<u>1,414,211</u>
<b>Net Assets</b>		
Internally Restricted		
General Contingency Fund	1,116,379	1,140,267
Capital Asset Fund	34,529	31,354
General fund	(89,673)	43,362
	<u>1,061,235</u>	<u>1,214,983</u>
	<u>\$ 2,583,510</u>	<u>\$ 2,629,194</u>

Contingencies (Note 4)  
 Commitments (Note 5)

On behalf of the Board

"Signed" Board member "Signed" Board member

See accompanying notes to the financial statements.

**College of Psychologists of British Columbia**  
**Statement of Changes in Net Assets**

Year ended December 31, 2021

	General Contingency Fund	Capital Asset Fund	General Fund	2021 Total	2020 Total
<b>Net assets, beginning of year</b>	\$ 1,140,267	\$ 31,354	\$ 43,362	\$ 1,214,983	\$ 1,281,984
Deficiency of revenue over expenses	76,112	(9,859)	(220,001)	(153,748)	(67,001)
Interfund transfers	(100,000)	-	100,000	-	-
Purchase of capital assets	-	13,034	(13,034)	-	-
	<u>\$ 1,116,379</u>	<u>\$ 34,529</u>	<u>\$ (89,673)</u>	<u>\$ 1,061,235</u>	<u>\$ 1,214,983</u>

See accompanying notes to the financial statements.

**College of Psychologists of British Columbia**  
**Statement of Operations**

Year ended December 31, 2021	2021	2020
<b>Revenues</b>		
Application and exam fees	\$ 124,525	\$ 117,525
Investment	89,272	88,401
Other	9,590	12,070
Registration fees (Note 6)	1,552,110	1,513,645
Special projects (Note 8)	20,000	164,579
Supervision revenue	33,287	33,031
Workshops (Note 6)	4,050	925
	<u>1,832,834</u>	<u>1,930,176</u>
<b>Expenses</b>		
Administration	202,830	175,996
Board (Note 6)	15,474	92,437
Committees (meetings, travel and honoraria) (Note 6)	60,994	42,507
Hearings	29,132	7,358
Operations	141,909	156,341
Registrant / Applicant services	23,524	18,601
Special project expenses (Note 8)	-	164,161
Statutory functions		
(FOI, investigations, routine legal consultation)	249,650	233,129
Supervision expense	50,424	48,913
Wages and compensation	1,212,645	1,057,734
	<u>1,986,582</u>	<u>1,997,177</u>
Deficiency of revenue over expenses	\$ (153,748)	\$ (67,001)

See accompanying notes to the financial statements.

**College of Psychologists of British Columbia**  
**Statement of Cash Flows**

Year ended December 31, 2021	2021	2020
<b>Operating Activities</b>		
Deficiency of revenue over expenses	\$ (153,748)	\$ (67,001)
Items not involving cash		
Amortization	9,859	9,251
Adjustments for changes in:		
Accounts receivable	-	3,075
Prepaid expenses	401	(3,249)
Accounts payable and accrued liabilities	52,224	(61,929)
Payroll liabilities payable	-	(41,391)
Deferred revenue	55,840	321
Cash used in operating activities	<u>(35,424)</u>	<u>(160,923)</u>
<b>Investing Activities</b>		
Purchase of capital assets	(13,034)	(6,344)
Decrease in investments - internally restricted	23,888	127,104
Cash provided by investing activities	<u>10,854</u>	<u>120,760</u>
Net decrease in cash	(24,570)	(40,163)
Cash, beginning of year	1,446,273	1,486,436
Cash, end of year	\$ <u>1,421,703</u>	\$ <u>1,446,273</u>

See accompanying notes to the financial statements.

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**College of Psychologists of British Columbia**  
**Notes to the Financial Statements**December 31, 2021

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**1. Nature of operations**

The College of Psychologists of British Columbia ("the College") is the regulatory body for the profession of psychology in British Columbia. The College's role is to protect the public's interest by regulating and setting standards for the practice of psychology and monitoring the practice of psychology practitioners. The practice of psychology in British Columbia is regulated under the *Health Professions Act (HPA)*, the *Psychologists Regulation*, the *Bylaws* and the *Code of Conduct*. The College was incorporated by statute in January 2000.

The College is a not-for-profit organization under the Income Tax Act, and as such is exempt from income taxes.

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**2. Summary of significant accounting policies****Basis of presentation**

The financial statements have been prepared by management in accordance with Canadian Accounting Standards for Not-for-Profit Organizations (ASNPO).

**(a) Cash**

The College's policy is to present under cash unrestricted bank account balances.

**(b) Short-term Investments**

The College's investments portfolio consists of fixed income and equity market securities, which are traded on active markets and are recorded at fair value as determined on the last business day of the fiscal year. Annual distributions, as well as changes in fair value (2021 - \$25,316; 2020 - \$28,172) are reported as investment income on the statement of operations.

**(c) Fund accounting**

Revenues and expenses for general activities and administration are reported in the General Fund. The General Fund was established in 2006.

The General Contingency Fund was established to provide for a reserve in case of lawsuits, hearings and other matters that may require significant expenditure. Based on financial guidelines and management, the Board resolved to endorse the equivalence of a one year operating amount for the General Contingency Fund.

Expenditures from the General Contingency Fund are subject to approval by the College of Psychologists of British Columbia Board.

The Capital Asset Fund was established to provide a reserve for property and equipment purchases. It is the intention of the College to maintain this fund at the current year carrying value of the capital assets.

Major asset purchases are subject to approval by the College's Board.

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**College of Psychologists of British Columbia**  
**Notes to the Financial Statements**December 31, 2021

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**2. Summary of significant accounting policies (continued)****(d) Revenue recognition**

The College accounts for revenues using the deferral method.

Registration, application and exam fees received during the year are recorded as revenue in the period to which they relate and in which the related expenses are incurred. Where a portion of a fee or other contribution relates to a future period, it is deferred and recognized in that subsequent period.

Investment income is recorded when received or receivable and when collection is reasonably assured. Fair value adjustments, which are reported as part of investment income in the statement of operations, are calculated as a difference between estimated market value of the short term investments and their adjusted cost base on the last business day of the fiscal period.

Government grants received during the year are recorded as revenue in the period to which they relate and in which the related expenses are incurred. Government grants are recorded on a fee basis when the College acts as an agent on behalf of the grantor. Government grants are otherwise recorded on a gross basis when the College is acting as a principal in the transactions.

Supervision, workshop and other revenues are recorded when received or receivable and when collection is reasonably assured.

**(e) Property and equipment**

Purchased property and equipment are recorded at cost. Amortization is recorded over the estimated useful life of the assets using either a straight-line or declining balance method, as follows:

Computer equipment and software	30% declining balance
Leasehold improvements	5 years straight line
Office furniture and equipment	20% declining balance

In the year of acquisition, only one-half of the normal amortization is recorded. Amortization expense is reported in the Capital Asset Fund.

**(f) Use of estimates**

The preparation of financial statements in accordance with ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Management reviews all significant estimates affecting its financial statements on a recurring basis and records the effect of any necessary adjustments. Management believes that the estimates used in preparing its financial statements are reasonable and prudent; however, actual results could differ from these estimates.

**College of Psychologists of British Columbia**  
**Notes to the Financial Statements**

December 31, 2021

**3. Property and equipment**

			2021	2020
	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Computer equipment and software	\$ 200,276	\$ 178,895	\$ 21,381	\$ 14,717
Leasehold improvements	91,216	91,101	115	346
Office furniture and equipment	152,559	139,526	13,033	16,291
	<u>\$ 444,051</u>	<u>\$ 409,522</u>	<u>\$ 34,529</u>	<u>\$ 31,354</u>

**4. Contingencies**

The nature of the College's activities is such that there may be litigation pending or in progress at any time. With respect to claims at December 31, 2021, management is of the opinion that it has valid defenses and appropriate insurance coverage in place, or if there is unfunded risk, such claims are not expected to have a material effect on the College's financial position.

Outstanding contingencies are reviewed on an ongoing basis and are provided for based on management's best estimate of the ultimate settlement.

**5. Commitments**

The College has entered into lease agreements for photocopying and postage equipment. Furthermore, the College leases its premises, with the current lease agreement expiring at the end of May 2026. The aggregate amounts of payments estimated to be required for these commitments over the next five years are as follows:

2022	\$ 141,455
2023	141,455
2024	141,455
2025	141,455
2026	141,455
	<u>\$ 707,275</u>

**College of Psychologists of British Columbia**  
**Notes to the Financial Statements**

December 31, 2021

**6. Related party transactions and board remuneration**

The College collected renewal fees in the total amount of \$4,800 (2020 - \$6,000) and workshop fees in the total amount of \$50 (2020 - \$Nil) from its Board members.

The College paid honoraria in the total amount of \$16,500 (2020 - \$18,500) and supervisory fees of \$Nil (2020 - \$2,348) to its Board members. Each Board and Committee member receives a bi-yearly stipend in the months of July and December. For the Board, Registration and Quality Assurance Committee, each public and professional committee member receives a \$100 stipend per meeting date. For the Inquiry Committee, each public and professional committee member receives \$200 per month.

All these transactions were carried out in the normal course of operations and are recorded at the exchange value. This value corresponds to the consideration agreed upon by the parties and is determined based on the costs incurred. At year end, there was \$7,800 (2020 - \$Nil) due to related parties included in accounts payable.

**7. Deferred revenue**

Under the deferral method of accounting for contributions, restricted contributions related to expenses of future periods are deferred and recognized as revenue in the period in which the related expenses are incurred.

The College has received funds in advance of their fiscal year-end which are designated for expenses with specific restrictions to be incurred during the forthcoming fiscal year, as follows:

	2021	2020
Membership fees received in advance for the following fiscal year	<u>\$ 1,443,050</u>	<u>\$ 1,387,210</u>
Deferred revenue	<u>\$ 1,443,050</u>	<u>\$ 1,387,210</u>
The nature and amount of changes in deferred revenue balance for the year are as follows:		
Deferred revenue, beginning of year	\$ 1,387,210	\$ 1,386,889
Add: amount received for future periods	1,443,050	1,387,210
Less: amount recognized as revenue in the year	<u>(1,387,210)</u>	<u>(1,386,889)</u>
Deferred revenue, end of year	<u>\$ 1,443,050</u>	<u>\$ 1,387,210</u>



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## College of Psychologists of British Columbia

### Notes to the Financial Statements

December 31, 2021

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#### 8. Special projects

During 2018, the College, on behalf of Association of Canadian Psychology Regulatory Organizations (ACPRO), entered into a partnership with Human Resources and Skills Development Canada (HRSDC) to develop a website and software system to facilitate the integration of foreign-trained psychologists into the Canadian workforce. The grant pays for the direct expenses of the project, which are reviewed by HRSDC on a periodic basis. Expenses of the project in 2021 totaled \$Nil (2020 - \$164,161). Project grant revenues of \$Nil have been recognized during 2021 (2020 - \$164,579).

During 2020, the College entered into an agreement with Her Majesty the Queen in Right of the Province of British Columbia (the "Province"), to build upon the expedited process established through the national portal under ACPRO to enhance the experience of internationally trained applicants specifically related to the British Columbia requirements for psychologist applicants. The College successfully completed the requirements set fourth in the agreement and received \$20,000 in project grant revenues during the year (2020 - \$Nil)

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#### 9. Financial risks and concentration of risk

##### *(a) Credit risk*

Credit risk refers to the risk that a counterparty may default on its contractual obligations resulting in a financial loss. Financial instruments that potentially subject the College to significant concentrations of credit risk consist primarily of cash and accounts receivable. The College limits its exposure to credit risk by placing its cash in high credit quality instruments. The College extends credit to psychologists who are members, as well as to entities that are believed to be creditworthy.

The college has determined that there is no requirement for Allowance for doubtful accounts as at December 31, 2021 (December 31, 2020 – \$Nil).

##### *(b) Liquidity risk*

Liquidity risk is the risk that the College will be unable to fulfill its obligations on a timely basis or at a reasonable cost.

The College's exposure to liquidity risk is dependent on the collection of membership and other revenues and accounts receivable to sustain operations. Cash flow from operations provides the vast majority the College's cash requirements. Liquidity risk is mitigated by the contingency fund that has been established by the College.

##### *(c) Other price risk*

Other price risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices, whether caused by factors specific to the financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market.

The College's investment portfolio is comprised of a mix of investments in fixed income and equity market securities. A decline in equity markets will result in a decrease to the fair values of some of the College's marketable securities. This risk is mitigated by the portfolio being professionally managed. Furthermore, the College strives to maintain a mix of 75% in fixed income investments, and 25% in other assets including equities.



COLLEGE OF  
PSYCHOLOGISTS OF BC  
**ANNUAL REPORT**

**ADDRESS**

1755 - 404 West Broadway  
Vancouver, BC  
V6J 4S5