

2023

COLLEGE OF
PSYCHOLOGISTS OF BC
ANNUAL REPORT
& REFLECTIONS ON 25 YEARS

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2023

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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AGENDA FOR THE ANNUAL GENERAL MEETING

1. BRIEF WELCOME
2. AGM PROCEEDINGS
 - A. APPROVAL OF AGENDA
 - B. APPROVAL OF MINUTES
 - C. INTRODUCTIONS
3. CHAIR'S REPORT
4. REGISTRATION COMMITTEE REPORT
5. QUALITY ASSURANCE COMMITTEE REPORT
6. INQUIRY COMMITTEE REPORT
7. FINANCE REPORT
8. LEGAL COUNSEL, MR. JASON HERBERT, COMMENTS
9. DR. ERIKA HORWITZ, PRESIDENT OF BCPA, COMMENTS
10. DEPUTY REGISTRAR AND DIRECTOR OF REGISTRATION REPORT
11. DEPUTY REGISTRAR AND DIRECTOR OF QUALITY ASSURANCE AND PRACTICE SUPPORT REPORT
12. DEPUTY REGISTRAR AND DIRECTOR OF INQUIRY AND INVESTIGATIONS REPORT
13. REGISTRAR REPORT

A TRIBUTE TO THE WORK OF THE COLLEGE OVER 25 YEARS

Introduction

Over the past 25 years, the College's role has been to regulate the profession of psychology in the public interest in accordance with the Health Professions Act by setting the requirements for entry into the profession and the standards for competent and ethical practice, by promoting excellence, and by taking action when standards are not met. The College has remained steadfast in meeting its public protection mandate and service excellence with professionalism, objectivity, transparency, accountability, registrant involvement, and clear communication with stakeholders. From its earliest years, the College has epitomized right-touch regulation and consistently demonstrated a dynamic response to emergent trends in professional regulation of the practice of psychologists in British Columbia.

This legacy of success in the College upholding its regulatory responsibilities has involved dedicated people who have contributed immensely to advancing the highest standards and implementing best practices in the registration of qualified psychologists, ensuring the professional competency of registrants, and responding to complaints. In honour and celebration of the College's significant achievements, this section is a special recognition of and appreciation for the exceptional leadership and professionalism of the College's Registrar since 2000, Dr. Andrea Kowaz, the Board and committee members' wisdom and countless voluntary hours, the extraordinary dedication and expertise of the College staff, and the commitment of regulatory supervisors and oral examiners. All are to be commended for their distinguished contributions. We are delighted to honour all the people who have contributed to the many achievements of the College over the past 25 years (See Appendix A).

The College's outstanding contributions to professional regulation, to the public, and to the profession of psychology in British Columbia are many, but all have been relevant to advancing its public protection mandate. Initiatives of the College have led to: strategic leadership, a high level of registrant involvement, attention to Indigenous cultural safety, pandemic related activities, sound financial management, responsiveness to public policy trends, and successful execution of the three pillars of regulation – registering qualified psychologists, ensuring professional competency, and addressing complaint concerns.

Strategic Leadership

In January 2000, the College entered a new era with the appointment of Dr. Andrea Kowaz as the Registrar and CEO, a position in which she is now in her 25th year. Dr. Kowaz' vision for the College has reflected a strong commitment to undertaking the challenges and opportunities of professional regulation, with a particular focus on:

1. leadership and active participation with other health colleges in British Columbia and across the country, and
2. enhancing registrants' understanding of regulation and the changing world of psychology practice.

During the first year of Dr. Kowaz's leadership the College underwent significant organizational changes, including complaint tracking and complaint processing, an overhaul of the registration process, monitoring ethical consultations with registrants, and discussions with local health authorities, post-secondary education institutions, professional associations, and other professional regulatory organizations. Dr. Verna-Jean Amell, Chair of the Board in 2000, commented, "I have been most impressed with the innovation, vision, leadership, and skills of Dr. Andrea Kowaz" (CPBC, Annual Report, 2000). Over the years, Dr. Kowaz has garnered respect for her dedication and leadership of regulatory and professional colleagues both locally and across the continent. Dr. Kowaz has also been recognized for her regulatory excellence, her positive staff relations, her collaborative engagement with related boards and associations, and her commitment to overseeing the complex and evolving work of professional regulation. A leader who is admired by all of her colleagues, especially by the staff, Board, committee members, and College registrants, Dr. Kowaz is highly regarded for her regulatory leadership, professional practice expertise, collaborative relations, and respectful approach.

External Stakeholders

Collaborative relations and a high level of engagement with external stakeholders have been important contributors to the College's achievements in advancing professional regulation. As a reflection of Dr. Kowaz's leadership among external stakeholders, in October of 2011 Dr. Kowaz received the Association of State and Provincial Psychology Boards (ASPPB) State and Provincial Service Award in recognition of her many valuable contributions to the regulation of psychologists and the practice of the profession. During her tenure as Vice-Chair of the Association of Canadian Psychology Regulatory Organizations (ACPRO), in 2014 ACPRO adopted the National Standard for Registration as a Psychologist in Canada. The ACPRO statement endorsed the doctoral standard for full scope psychology practice in Canada, and this has since been formally endorsed by most Canadian psychology regulatory bodies, including those in British Columbia, Saskatchewan, Ontario, Quebec, Nova Scotia, New Brunswick, Prince Edward Island, and Newfoundland. At the local level, Dr. Kowaz served on the executive of the BC Health Regulators for many years, and has remained highly engaged in formal and informal discussions with national and provincial stakeholders related to professional regulation and the practice of psychology.

Registrant Involvement

Strong engagement and focused communication with registrants stand out as an important achievement. From early days, the College established regular open communication with Registrants by way of the newsletter, *The Chronicle*, the College website that created online accessibility for all registrants throughout the province, special and annual general meetings, and information meetings. All of these communication methods have included an open invitation to provide feedback and input regarding new and ongoing initiatives. Spring 2014 saw the first electronic version of *The Chronicle*, and the College continues via this newsletter to provide information to registrants regarding professional self-regulation, the registration renewal process, any changes to continuing competency requirements, workshop offerings, anticipated shifts in public policy, relevant legislative changes, and other issues specific to psychological services.

As a statistics-based example of registrant involvement in the College, over the years well over 10% of registrants have been actively involved in the College through serving on the Board or a committee, conducting oral examinations, or providing regulatory supervision. In the early years, monthly lunch meetings were held with supervisors and oral examiners to provide opportunities for discussions about topics of interest related to professional regulation. These meetings were only one of several initiatives the College implemented to encourage and support registrants' high engagement, to be responsive to registrants' emerging needs, and to ensure registrants are kept informed and have an opportunity to provide feedback on issues related to the profession and the important work of the College.

Indigenous Cultural Safety

The College's Indigenous Cultural Competency Task Force, established in 2016, has helped inform the College's commitment to Indigenous cultural safety, and has provided professional guidance through the Practice Support Indigenous Cultural Safety Checklist (updated in 2023) and relevant workshops, including a Cultural Safety Workshop that was recorded in 2018 and remains available to registrants on-line.

At the suggestion of the Task Force, in 2018 the Quality Assurance Committee (QAC) endorsed the San'yas Indigenous Cultural Safety Training Course as an eligible activity for the CPBC Continuing Competency Program (CCP), and the QAC has consistently encouraged Registrants to include learnings and activities related to Indigenous Cultural Safety in their annual CCP plans. Beginning in 2022, registrants have been required to ensure that they are engaging in regular consideration of Indigenous cultural safety and humility issues, and to document this by identifying which relevant learnings and activities they have undertaken in their annual CCP log.

On March 1, 2017, Dr. Andrea Kowaz joined the Registrars of the other BC Health Professions regulatory bodies in signing the Declaration of Commitment to the Cultural Safety and Humility in the Regulation of Health Professionals Serving First Nations and Aboriginal People in British Columbia. The Declaration reflects the high priority placed on advancing cultural safety and humility for Indigenous people among regulated health professionals by committing to actions and processes which will embed culturally safe practices within all levels of health professional regulation. The College's commitment to cultural safety and humility practices has been endorsed as an annual strategic priority.

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 Shannon Beauchamp, 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 attended this workshop. Following on the success of that workshop, the College was pleased to collaborate with members of ACPRO to sponsor a similar workshop made available to registered psychologists across Canada. That workshop was over-subscribed and very well received.

On June 7, 2021, the College Board and Registrar published an Apology to Indigenous Peoples and a Pledge to be Anti-Racist, with an apology to Indigenous Peoples (First Nations, Metis, and Inuit) and communities who have experienced racism while engaging with the College and with the psychology professionals the College regulates.

On September 30, 2022, the College joined ten other regulatory colleges in a ceremony marking the College's adoption of a joint Indigenous Cultural Safety and Humility and Anti-racism Standard.

Pandemic Related Activities

The College effectively and thoughtfully navigated numerous challenges during the COVID-19 global pandemic, both maintaining the highest standards of professional regulation and providing ongoing support to ensure registrants' professional competence in meeting pandemic-related challenges. The College addressed the latter by offering workshops on disaster response and self-care, sending frequent emails containing COVID-19 updates, and offering individual consultations to registrants through the Practice Support Service.

Specific pandemic related activities included the following:

1. Regular email blasts to registrants.
2. Continued improvements to online accessibility of the College's processes for applicants.
3. The creation of pre-recorded orientation workshop material for applicants.
4. Enhanced virtual delivery of oral examinations.
5. Implementation of policies related to interjurisdictional practice, which included engagement with ACPRO on a subgroup seeking national agreement on this issue.
6. The provision of five workshops, at no cost to Registrants, entitled Professional Practice in Disaster Response, Part 1 and Part 2, The Self-Care Necessity, Part 1 and Part 2, and Professional Self-Care During Pandemic Year 2.

Financial Management

The year 2023 marked the twenty-first year of no fee increase to registrants. The College's solid fiscal management and accountability related to statutory and administrative responsibilities has been a notable achievement given the financial challenges created by an increasing workload and the staffing resources needed, and especially in light of the increasing complexity of complaints and extraordinary registration issues requiring legal consultation, and the introduction of the Health Professions Review Board.

Public Policy Trends and Legislative Changes

Managing public policy trends have posed one of the many types of challenges, and been one of the many types of accomplishments, in the College's regulatory history, including dealing with the Mutual Recognition Agreement (MRA), an increased focus on collaborative care, and various government initiatives, including navigating requirements related to COVID and the government's desire to have school psychologists regulated by the College. Dr. Kowaz hired Mr. David Perry as full time Director of Policy and External Relations in 2016, to assist with the increasingly complex public policy landscape in which the College has been required to function, and he played a very significant role in navigating various issues before taking an extended leave for health reasons in late 2023. The College is greatly appreciative of, and indebted to, Mr. Perry for his important contributions during his tenure with the College.

In response to one public policy trend, in late 2023 the Board of the College directed staff to begin establishing a new optional core competency in psychology and primary care that is responsive to the government's strong interest in integrated care, and that reflects research that supports the vital role psychologists can play in improving health outcomes and reducing the financial costs of some health issues. In early 2024 the College participated in a series of introductory workshops, co-sponsored with the BC Psychological Association (BCPA), to familiarize registrants with the advocacy work that BCPA has undertaken regarding the positive impact psychologists are able to make in primary care settings. Later in 2024 a training opportunity focused on psychologists' role in integrated care, jointly sponsored by the College and BCPA, will be made available to registrants.

The government has initiated significant changes to the regulation of the health professions, and this will impact the College of Psychologists of BC in 2024. In recent years, reducing the number of regulatory colleges has been a Ministry of Health priority. In October of 2020 the three nursing colleges were amalgamated into one and then in September of 2021 the nursing college was amalgamated with the College of Midwives. At the same time, the College of Physicians and Surgeons was amalgamated with the College of Podiatrists. In September of 2022, the four oral health colleges, which together regulated dentists, dental assistants, dental therapists, denturists, dental hygienists, and dental technicians, were amalgamated into one college. These changes reduced the total number of health regulatory colleges from 22 to 15. Then, on July 7, 2023, the Health Professions Designation and Amalgamation Regulation was amended to further reduce the number of colleges through amalgamation, and 11 of the remaining 15 colleges were tasked with amalgamating into two colleges after a recommendation of the Steering Committee on Modernization of Health Professional Regulation. The College of Psychologists of BC was designated to amalgamate with the College of Dietitians of BC, the College of Occupational Therapists of BC, the College of Opticians of BC, the College of Optometrists of BC, the College of Physical Therapists of BC and the College of Speech and Hearing Health Professionals of BC (the latter of which regulates Audiologists, Hearing Instrument Practitioners, and Speech-Language Pathologists). LD1 (legal day one) for the amalgamated college is set for June 28, 2024, at which time the College of Psychologists of BC will cease to exist. The Ministry of Health announced in January of 2024 that the name of the new amalgamated College will be the College of Health and Care Professionals of BC.

Dr. Kowaz and senior staff, including Drs. Jesse Elterman, Amy Janeck, and Susan Turnbull, have dedicated considerable time and commitment to representing the College on multiple work streams to explain and emphasize the unique regulatory work of the College and the practice of psychology, and to make efforts to have the profession recognized and appropriately taken into account in discussions about the future of health professions regulation.

Another piece of legislation affecting health profession regulation, the Health Professions and Occupations Act (HPOA), received royal assent on November 24, 2022. The HPOA will replace the Health Professions Act (HPA) as the governing legislation for regulated health professionals and the health regulatory colleges in BC when it comes into force. The BC government has not yet released a date for when the HPOA will come into force and health professionals and their regulators remain under the HPA at this writing.

The Three Pillars of Regulation – Registration, Quality Assurance, and Responding to Complaints

One of the greatest achievements of the College has been the appropriate engagement across the three pillars of regulatory responsibility. Emerging issues noticed through the application process and frequent areas of complaints are appropriately communicated to quality assurance, and checklists or workshops on the topics have been the result. Among the senior staff, Dr. Susan Turnbull, Dr. Amy Janeck, Dr. Jesse Elterman, Mr. David Perry, and Dr. Andrea Kowaz, there is close to 100 years of active working together on regulation. The length of this collaboration is worthy of note, as this teamwork has provided the foundation for the College's successful functioning over the past quarter century. These relationships extend to the community of committee members, regulatory supervisors, oral examiners, and all engaged registrants who embrace the operating philosophy of respecting registrants and their training in the College's objective of maximizing public protection.

1. Registering Qualified Psychologists

The registration of qualified psychologists has seen a moderate increase in numbers year-by-year over the past 25 years. Compared to 1069 Registrants in 2000, the College Register listed a total of 1512 Registrants in 2023. Strong leadership in Registration by Deputy Registrar and Director of Registration Dr. Amy Janeck, who has been with the College since 2009, and the dedication of the Registration Committee, have played a vital role in meeting the College's responsibility to process and evaluate the many applications received each year. Dr. Janeck has also led the responses to registration-related queries and the management of complex registration issues, and she, Mr. Perry, and Dr. Kowaz represented the College together at important national and international regulatory tables.

Legislative changes and key policy trends have necessitated revisions to registration requirements and practices over the years. Ensuring an efficient, responsive, and fair registration process has always been top of mind for the College's Board and Registration Committee. Other registration related highlights over the past 25 years, include:

- Refinement of the College's registration process under the HPA, an extraordinary registration period that provided a pathway for groups of exempt practitioners in settings such as corrections and schools (2000);
- Collaboration with other psychology regulators in Canada to establish and sign a Mutual Recognition Agreement (2001), which was the first attempt to gather national consensus on core competencies for the practice of the profession and minimum entry to practice standards;
- Advancement of a national position statement that was endorsed by most of the Canadian regulatory bodies (2014), making a clear statement that the national standard for registration as a psychologist is graduation from a doctoral program in psychology accredited by the Canadian Psychological Association (CPA);
- Active and ongoing engagement with accredited doctoral programs and internship sites in BC;
- Proposing new classes of registration (2010) and implementation of these classes (2014); and
- Removal of the exemption in the Psychologists Regulation for non-registrant use of the title school psychologist and responding to Government's request to regulate all practicing school psychologists effective as of May 1, 2024.

2. Quality Assurance - Ensuring Professional Competency

The Quality Assurance Committee (QAC), currently supported by Deputy Registrar and Director of Quality Assurance and Practice Support Dr. Susan Turnbull, who has been with the College in various capacities since January of 2002, is tasked with ensuring registrants maintain their competency after registration. To that end, the Continuing Competency Program (CCP) was established in 2005, and has proven to be successful in ensuring registrants are fully engaged and maintain awareness of current issues, professional developments, and relevant legislation that relates to their areas of practice. The CCP has been modified a number of times since it was introduced, and currently includes annual requirements for registrants to engage in: (1) formal learning opportunities such as courses, workshops, and conferences; (2) self-study, such as journal reading and reflecting on their own practice; (3) regular consultation with other regulated professionals; (4) consideration of ethical issues; (5) self-monitoring and self-care to maintain wellness to practice; (6) activities to enhance awareness of issues related to Indigenous cultural safety; and (7) a self-review questionnaire and quiz component. The College has consistently been pleased with the generally high level of compliance registrants have demonstrated with the CCP and with the Quality Assurance Committee's annual random audit of registrant CCP activities.

As part of supporting professional competency, with QAC approval the College has sponsored numerous workshops and AGM-linked webcasts over the years, many at no charge, including several online workshops that have remained available to registrants after their original presentation date. Workshops and webcasts that have been offered in recent years and that remain available to registrants on the website include:

- Cultural Competency in Professional Practice (2015)
- Lessons from the Past and Prepping for the New Reality (2015)
- Safely Integrating Technology into Your Clinical Practice (2016)
- Typical Aging – Is It Working For You? (2017)
- Integrated Primary Care (2018)
- Indigenous Cultural Safety (2018)
- Psychologists in Integrated Primary Care (2019)
- Professional Practice in Disaster Response, Part 1 (Psychological First Aid) (2020)
- Professional Practice in Disaster Response, Part 2 (Skills for Psychological Recovery) (2020)
- The Self-Care Necessity, Part 1 (Understanding Self-Care: The Basics and Beyond) (2020)
- The Self-Care Necessity, Part 2 (Implementation Strategies for Optimal Functioning) (2020)
- Professional Self-Care During Pandemic Year 2 (2022)
- Trauma Informed Practice: Understanding the Neurological and Psychological Effects of Violence and Abuse, Part 1 (2022)
- Trauma Informed Practice: Understanding the Neurological and Psychological Effects of Violence and Abuse, Part 2 (2022)
- Clinical Supervision: Competence, Professional Standards, and Practice (2023)

The Practice Support Service (PSS) was established at the initiative of Dr. Kowaz and under the Directorship of Dr. Turnbull in January of 2010. The PSS offers registrants assistance in contemplating practice issues and ethical dilemmas through the lens of governing legislation, including the Code

of Conduct, in order to enhance ethical practice, consistent with the College's public protection mandate. The PSS also publishes checklists on topics of high relevance to registrants' ethical practice, and information of broad interest to registrants in Practice Support emails and the Practice Support Corner of the Chronicle. Registrants have responded positively to the Practice Support Service as indicated by high usage. As of December 31, 2023, the PSS had fielded 2663 inquiries since it began in 2010, and it has been provided to registrants free of charge since its inception.

The Quality Assurance Committee has been instrumental in supporting registrant competence through approving workshops and by recommending for Board approval updates to the CCP (including the addition of an Indigenous Cultural Safety component in 2021), revisions to the Code of Conduct (substantively revised in 2014 and updated again in 2021 to achieve gender neutrality), and Practice Support Checklists. At this writing the following checklists are available on the College website:

- Use of Email and Other Electronic Media to Communicate with Clients
- Considerations When Contemplating Releasing Information in Various Circumstances
- Informed Consent and Assent
- Issues in Advertising
- Responding to Requests for Release of Information
- Telepsychology Services
- Use of Social Media
- Planning for Retirement, Relocation, or Extended Absence from Practice
- Activities for Appointing and or serving as a Professional Executor
- Provision of Supervision
- Providing an Assessment Requested for MAiD
- Indigenous Cultural Safety Checklist
- Establishing or Working Within a Group Practice
- Considerations Before Offering a Novel or Alternative Type of Service
- Telepsychology Assessment
- Psychological Assessments
- Family Law Parenting Assessments
- Disaster Response Services
- Working with Gender Diverse Clients
- Informed Consent and Assent Checklist for Licensed School Psychologists
- Record Keeping Checklist

3. Responding to Complaints

Under the leadership of Dr. Kowaz and now Dr. Jesse Elterman, Deputy Registrar and Director of Inquiry and Investigations, the knowledge, acumen and full engagement of the Inquiry Committee has led to the accountability of registrants in the public interest. All complaints that are received are carefully reviewed through the lens of whether action is necessary to protect the public. In doing so, the College has applied right-touch regulation in its comprehensive complaint investigation process, timely legal consultation, and effective approach to complaint resolution that aims to build upon the key principles of good regulation. These principles include: a) Proportionate, b) Consistent, c) Transparent, d) Accountable, and e) Agile responses to complaints (Professional Standards Authority, 2018).

The year 2000 marked significant changes to the complaints process to address a backlog of complaints and overall lack of clarity in procedures, resulting in a key success of closing 42 complaints by year end. These transformational changes established strong accountability to the public, the government, and registrants during the first year the College was under by the Health Professions Act (2000), and that high level of accountability has been sustained. Continued monitoring and review of the complaint investigation process has resulted in the implementation of further changes to ensure consistency of process, response times, and appropriate outcomes.

The College has received increasingly complex complaints as a result of the progressively more complex nature of services provided by its registrants, and the various legal and procedural issues that arise in complaint investigations. Since the College came under the HPA in 2000, the College has investigated over 1100 complaints from members of the public, and the Inquiry Committee has initiated 122 of its own investigations. The nature and seriousness of the complaints has varied widely, and the Committee has carefully attended to the specific facts of each case to make decisions that are in the public interest. Each member of the Committee, including both the professional and public members, has contributed significant time to review materials, discuss issues, and reach decisions. Throughout the past 25 years, the members of the Committee have taken seriously their role to protect the public, with careful consideration given to the perspective of complainants, registrants, and the public at large. The important work of the College would not be possible without the vital contributions of the members of the Inquiry Committee.

The practice area drawing the most complaints over the years has been that involving assessment work, such as family law assessments, return-to-work assessments involving a disability, or delays in receiving assessment reports. Complaint resolution has consistently been approached in a timely and efficient manner with the active engagement of registrants to address any practice issues that arose in the investigation. Throughout the past 25 years, registrants have actively engaged in the complaints process, and when practice issues are identified, have been willing to address these issues to enhance their practice and ensure that the public is receiving professional services that are consistent with the standards established in the College's Code of Conduct.

When the outcome of a complaint investigation has resulted in limits or conditions on a registrant's practice, the College has posted this information on its website as required by the HPA. The College has demonstrated a strong history of effective problem-solving to address practice issues through consensual resolutions with the cooperation of its registrants, with the result that few citations having been issued. Resolution of the most serious matters has occurred through Undertaking and Consent Agreements with registrants, which fulfills the College's mandate to protect the public.

Examples of public notices posted on the College's website include the following complaint resolutions and public safety notices:

- a) Board Motion Regarding Public Safety to advise the Public that an individual has never been registered with the College and has never been registered to practice as a psychologist in British Columbia and has no other association with the College of Psychologists of B.C.

- b) Undertaking and Consent Agreements by Registrants whereby a Registrant voluntarily agrees to specific limitations on their practice of psychology. These limitations may include not providing supervision services, remedial education coursework, maintaining practice within areas of competence, or engaging in a program of supervision or consultation for a specified period to oversee their practice as a psychologist.
- c) Notice of Resignation During an Investigation whereby the Board advises the public of a Registrant who voluntarily cancelled their registration during an investigation, thereby issuing a public notice that the Registrant is no longer entitled to “work” or “practice” as a psychologist in the province of British Columbia.

Health Professions Review Board

The Health Professions Review Board (HPRB) was established in 2009, and is the body to which applicants to the College and those involved in complaint matters may appeal College decisions. The vast majority of complaint matter applications for a review of the decision of the Inquiry Committee (and/or the Registrar, with the Committee’s approval) were confirmed by the Review Board. Of the total of approximately 48 matters reviewed in full to date, there were several in which the Inquiry Committee itself requested to reopen the matter as new information became available at a later stage, and three complaints on which the review board wished an additional step or question to be asked. In each instance, when the application was again before the Review Board, the Inquiry Committee’s decision was confirmed. Here is a typical comment from an HPRB decision: “The report is responsive to the complaints. It is thorough, detailed and easy to understand. The Inquiry Committee determined that the Registrant carried out her Court requisitioned assessment in accordance with her professional views and did not find any basis upon which to be critical of the Respondent in her conduct of the assessment or her dealings with the Complainant. In considering the reasonableness of the Disposition, I find that the Inquiry Committee understood the issues, addressed those issues and made a decision that is transparent, intelligible and justified. I find that the Disposition is rationally supported by the evidence and that it is reasonable in the circumstances.”

Legal Consultation

It is important to acknowledge the importance of our legal counsel in the work of the College since the very first days of coming under the Health Professions Act. Mr. Anthony Tobin was instrumental in helping the College organize itself under the new legislation. Mr. Jeff Hayes assisted greatly over the years, across several legal domains, including Inquiry and Discipline. In particular, we wish to offer our deep appreciation and gratitude to Mr. Jason Herbert for his wisdom and integrity over the past 15 years. He has become a master at understanding the unique challenges and gifts of our profession.

Closing Comments:

Our sincerest gratitude is extended to everyone who has contributed to the important work of the College in meeting its regulatory responsibilities in the service of public protection, to advancing professional regulation and the ethical and competent practice of psychologists in the province of British Columbia. Dr. Andrea Kowaz is to be commended for her exemplary leadership and invaluable contributions to the College, to the regulation of the profession, and to the public. This is also an opportunity to recognize the Board, Committee members, staff, regulatory supervisors, and oral examiners for their dedication, high integrity, and competence, which have been foundational to the significant achievements of the last 25 years of the College, and to the College's registrants, who have demonstrated a high level of engagement with the College and responsiveness to regulation.

Words of Appreciation from Previous Board Chairs:

- The Board greatly appreciates your efforts, endeavors and professionalism in relationship to the business of the College of Psychologists of British Columbia. Your efforts in addressing the outstanding business, given the situation which you came to encounter upon assuming responsibilities, has been conducted with an extremely high degree of professionalism. (Robert L. Colby, Chair of the Board, 2001)
- I was very proud to be part of the College Board for the 2005 year as we navigated our way through challenges and accrued significant achievements. The generosity of my fellow Board members with regards to their time, their availability, their expertise, and their experiences were notable, and it was my privilege to serve as the Chair of the Board for 2005. (Michael Elterman, Chair of the Board, 2005)
- In closing, I would like to take this opportunity to commend our Registrar and her staff, along with Board and Committee members, for maintaining the highest standards as they manage a very high volume of work marked by professionalism, competence, and efficiency. It was a pleasure and privilege to serve as the Chair of the Board for 2012. (Henry Harder, Chair of the Board, 2012)
- The Committee discussed their overall high level of satisfaction with Andrea's performance noting that she met or exceeded expectations. They commend her diligence, attention to detail and commitment to the profession. They also acknowledge her dedication to her role, and recognize that 2014 marks her 15 year anniversary. Discussed as well is how committed the Board is in keeping Andrea as Registrar and CEO of the College. (Russell King, Chair of the Board, 2014)
- We encourage you to read the rest of this report, to learn about the profession of psychology and 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 the best practices are foremost in 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. (Dr. Philippa Lewington, Chair of the Board, 2018)
- 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. (Lisa Seed, Chair of the Board, 2022)

APPENDIX A

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA

TWENTY-FIVE YEARS OF BOARD AND COMMITTEE MEMBERS, ORAL EXAMINERS, REGULATORY SUPERVISORS,
AND THE INDIGENOUS CULTURAL COMPETENCY TASK FORCE

(Note: All people were listed with their R. Psych. designation if they were registered at the time of service. Apologies if there are any errors or any persons were missed in compiling this data.)

2024

BOARD

Lisa Seed, Public Member (Chair)
Rishi Bhalla, R. Psych. (Vice Chair)
Kenneth Cole, R. Psych.
Catherine Costigan, R. Psych.
Henry Harder, R. Psych.
Sandra James, Public Member
Amritpal Shergill, R. Psych.
Ingrid Söchting, R. Psych.
Alexis Thuillier, Public Member

REGISTRATION COMMITTEE

Catherine Costigan, R. Psych. (Chair)
Gregory Biniowsky, Public Member
Erika Forster, R. Psych.
Charlene Goldstein, R. Psych.
Robert Ley, R. Psych.
Sarah Macoun, R. Psych.
Bruce Preston, Public Member
Stephenie Majer, Public Member
Charles T. Wormeli, R. Psych.

QUALITY ASSURANCE COMMITTEE

Ingrid Söchting, R. Psych. (Chair)
Henry Harder, R. Psych.
Sandra James, Public Member
Brenda Kosaka, R. Psych.
Stephenie Majer, Public Member
Merren McRae, Public Member
Maureen Olley, R. Psych.
Nicole Ricci-Stiles, R. Psych.
Spencer Wade, R. Psych.

INQUIRY COMMITTEE

Amritpal Shergill, R. Psych. (Chair)
Rishi Bhalla, R. Psych.
Anthony Dugbartey, R. Psych.
Sandra James, Public Member
Rami Nader, R. Psych.
Lisa Seed, Public Member
Elizabeth Stanford, R. Psych.
Alexis Thuillier, Public Member
Amy Zwicker, R. Psych.

DISCIPLINE COMMITTEE

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Joyce Ternes, R. Psych.
Georgia Tiedemann, R. Psych.
Jean Toth, R. Psych.
Max Uhlemann, R. Psych.
Inna Vlashev, R. Psych.
Noelle Vogel, R. Psych.

Terrance Wapshall, R. Psych.
John Wagner, R. Psych.
Cheryl Washburn, R. Psych.
Larry Waterman, R. Psych.
Gayle Way, R. Psych.
Rene Weideman, R. Psych.
Malcolm Weinstein, R. Psych.
Cindy Weisbart, R. Psych.
Steve Welch, R. Psych.
Penelope Whillans, R. Psych.
Maureen Whittal, R. Psych.
Ursula Wild, R. Psych.
Marshall Wilensky, R. Psych.
Patricia Wilensky, R. Psych.
Rosemary Wilkinson, R. Psych.
Dana Witterberg, R. Psych.
Sheila Woody, R. Psych.
Sandra Yuk Shuen Wong, R. Psych.
Charles T. Wormeli, R. Psych.
Arianna Yakirov, R. Psych.

INDIVIDUALS WHO HAVE SERVED AS
REGULATORY SUPERVISORS SINCE 2000

Lynn Alden, R. Psych.
 Eva Allan, R. Psych.
 Victoria Alfonso, R. Psych.
 Nicole Aube, R. Psych.
 Mark Bailey, R. Psych.
 Elizabeth Bannerman, R. Psych.
 Patrick Bartel, R. Psych.
 Susan Baum, R. Psych.
 Michael Boissevain, R. Psych.
 Cheryl Bradley, R. Psych.
 Cinny Bubber, R. Psych.
 Robert Carey, R. Psych.
 Jeff Carr, R. Psych.
 John Carter, R. Psych.
 Sandra Clark, R. Psych.
 Sarah Cockell, R. Psych.
 Catherine Costigan, R. Psych.
 Kenneth Craig, R. Psych.
 Joanne Crandall, R. Psych.
 Patricia Crawford, R. Psych.
 Susan Cross, R. Psych.
 Anthony Dugbartey, R. Psych.
 Marion Ehrenberg, R. Psych.
 Paul Eirikson, R. Psych.
 Michael Elterman, R. Psych.
 David Erickson, R. Psych.
 Dolores Escudero, R. Psych.
 Terry Estrin, R. Psych.
 David Fairweather, R. Psych.
 Taryn Fay-McClymont, R. Psych.
 Ingrid Friesen, R. Psych.
 Adam Gambouras, R. Psych.
 Christopher Gibbens, R. Psych.
 Maureen Godfrey, R. Psych.
 Karen Grant, R. Psych.
 Lynda Grant, R. Psych.
 Joy Green, R. Psych.
 Heather Gretton, R. Psych.
 B. Lee Grimmer, R. Psych.
 Henry Harder, R. Psych.
 Bradley Hallam, R. Psych.
 Simon Hearn, R. Psych.
 Grace Iarocci, R. Psych.
 Lindsey Jack, R. Psych.
 Owen James, R. Psych.
 Michael Joschko, R. Psych.
 Mel Kaushansky, R. Psych.
 Barbara Kennedy, R. Psych.
 Russel King, R. Psych.
 Margaret Kendrick, R. Psych.
 Krystyna Kinowski, R. Psych.
 Rita Knodel, R. Psych.
 William Koch, R. Psych.
 Lorne Korman, R. Psych.
 Mary Korpach, R. Psych.
 Sarina Kot, R. Psych.
 Leora Kuttner, R. Psych.
 Esther Lau, R. Psych.
 Mark Lau, R. Psych.
 Philippa Lewington, R. Psych.
 Robert Ley, R. Psych.
 Stephen Lustig, R. Psych.
 Sarah Macoun, R. Psych.
 Barbara Madani, R. Psych.
 James Marcia, R. Psych.
 Todd Mason, R. Psych.
 Laurel Lee Mayo, R. Psych.
 Jennifer McIvor, R. Psych.
 Megan McLarnon, R. Psych.
 Deborah McTaggart, R. Psych.
 Alison Miller, R. Psych.
 Laura Mills, R. Psych.
 Bruce Monkhouse, R. Psych.
 Marlene Moretti, R. Psych.
 Jeffrey Morley, R. Psych.
 Tavi Nicholson, R. Psych.
 Maureen Olley, R. Psych.
 Donna Paproski, R. Psych.
 Martin Phillips-Hing, R. Psych.
 Lyne Piché, R. Psych.
 Ann Pirolli, R. Psych.
 Donald Read, R. Psych.
 Michal Regev, R. Psych.
 Anneliese Robens, R. Psych.
 James Roche, R. Psych.
 Adrienne Rombough, R. Psych.
 Marsha Runtz, R. Psych.
 Ronald Samuda, R. Psych.
 Susanne Schibler, R. Psych.
 James Schmidt, R. Psych.
 Noa Schwartz, R. Psych.
 Whitney Sedgwick, R. Psych.
 Edward Shen, R. Psych.
 Martin Shoemaker, R. Psych.
 Kamaljit Sidhu, R. Psych.
 Noah Silberberg, R. Psych.
 Kathy Simas, R. Psych.
 Claire Sira, R. Psych.
 Alan Smitton, R. Psych.
 Ingrid Söchting, R. Psych.
 John Spencer, R. Psych.
 Sujatha Srikameswaran, R. Psych.
 Eric Speth, R. Psych.
 Harilaos Stefanakis, R. Psych.
 Rhona Steinberg, R. Psych.
 Janet Strayer, R. Psych.
 Paul Sungaila, R. Psych.
 Lynn Superstein-Raber, R. Psych.
 Karen Tallman, R. Psych.
 Allan Thornton, R. Psych.
 Janice Thompson, R. Psych.
 Susan Turnbull, R. Psych.
 Hendre Viljoen, R. Psych.
 Rene Weideman, R. Psych.
 Cindy Weisbart, R. Psych.
 Colleen Wilkie, R. Psych.
 Sheila Woody, R. Psych.
 Ted Wormeli, R. Psych.
 Michelle Worth, R. Psych.

INDIVIDUALS WHO HAVE SERVED ON THE
INDIGENOUS CULTURAL COMPETENCY
TASK FORCE (2016-2024)

Yaya De Andrade, R. Psych.
Jeffrey Ansloos, R. Psych.
Sarah Coupland, R. Psych.
Shauna Eriksen, R. Psych.
Alanaise Ferguson, R. Psych.
Henry Harder, R. Psych.
D'Anne Howes, R. Psych.
Brenda Knight, R. Psych.
Peggy Koopman, R. Psych.
Sarina Kot, R. Psych.
Jo-Ann Majcher, R. Psych.
Chipo McNichols, R. Psych.
Jennifer Mervyn, R. Psych.
Marlene Moretti, R. Psych.
Maureen Olley, R. Psych.
Donna Paproski, R. Psych.
Kamaljit Sidhu, R. Psych.





WELCOME FROM THE CHAIR AND REGISTRAR

It is our pleasure to welcome readers to the 2023 College of Psychologists of BC (CPBC) 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 need for mental health services increased during COVID and has continued to present public health challenges since that time. Many psychologists stepped up to provide free mental health first aid services during the pandemic, and we continue to appreciate the important and competent assessment and treatment services that our registrants provide in a broad range of contexts.

The College, including staff and the volunteer members of the Board and its committees, are honoured to support those mental health services and regulate the psychologists who are providing them. 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 registrants remain current with the highest standards of practice throughout their careers. This report provides information regarding how the College has acted on those responsibilities, including data on our registration, quality assurance and complaints investigation processes.

The College continued to make preparations in 2023 for its upcoming expanded regulatory responsibilities when the school psychologists will be brought under the regulation of the College of Psychologists in 2024. The government made legislative changes that will require all school psychologists to be registrants of the CPBC as of May 1, 2024. As previously reported, the amendments to the Psychologists Regulation that will be enacted on that date also establish the restricted activities of psychology diagnosis and school psychology diagnosis for registered psychologists and school psychologists respectively. Only registrants of the College of Psychologists of British Columbia may make a psychology diagnosis or a school psychology diagnosis after May 1, 2024. Restricting the activity of diagnosis is a change the College has long been advocating for as an important measure to protect the public, and is a fulfillment of the recommendations of the Health Professions Council report of 2001.

The government's interest in integrated health care is an issue that has been on the College's radar for many years, and in 2023, the College Board approved the creation of a

new optional core competency for registrants in integrated care, "Psychology and Primary Care." Psychologists working in primary care settings are part of an integrated health team. They are expected to have competence in empirically supported brief assessment and intervention skills, highly effective communication and collaborative teamwork functioning, and the ability to provide real-time consultations to other health providers regarding patient care. Given the importance of this new area of practice, it is anticipated that over time, psychology graduate training programs will include requirements and opportunities for students to gain competence in integrated primary care. As this has not yet occurred, the College will be partnering with the BC Psychological Association in 2024 to create a program of training to assist registrants with an interest in this emerging practice area to obtain the requisite knowledge and experiences to achieve competence in integrated primary care.

2023 also saw the College of Psychologists required to prepare for the mandated amalgamation with the regulatory colleges of the Dietitians, Occupational Therapists, Opticians, Optometrists, Physical Therapists and Speech and Hearing Professionals, as well as beginning the work necessary to prepare for implementation of the new legislation called the *Health Professions and Occupations Act (HPOA)*. While the precise date on which the HPOA will come into force has not yet been established, the government set the date for the first day of the new amalgamated college as June 28, 2024. On that date the College of Psychologists and the



other legacy colleges will cease to exist, and psychologists in BC will be regulated by the amalgamated College, to be known as the College of Health and Care Professionals of BC. As such, this will be the last annual report for the College of Psychologists.

Audited financial statements for the 2023 year are found at the back of this Annual Report. The table below provides a comparison of College expenses over the past 5 years. 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 as well as the mounting workloads associated with the amalgamation of smaller colleges and implementation of the HPOA.

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.

Special Note: The 2023 year and pending amalgamation required an enormous amount of staff time and it is important to acknowledge the good work of our staff in meeting the time required while maintaining the quality of our regulatory process. As of May 2024 the workload remains high and we want to express our deep appreciation to CPBC staff for their ongoing devotion to excellence in regulation.

Respectfully submitted,

Lisa Seed, Chair of the Board 2023
Andrea Kowaz, Ph.D., R.Psych., Registrar

2023 Board Members

Lisa Seed, Public Member (Chair)
Rishi Bhalla, Ph.D., R.Psych. (Vice Chair)
Kenneth Cole, Ph.D., R. Psych.
Catherine Costigan, Ph.D., R.Psych. (from July 6, 2023)
Lindsey Jack, Ph.D., R.Psych.
Sandra James, Public Member
Marlene Moretti, Ph.D., R.Psych. (to July 6, 2023)
Marina Navin, Public Member
Amritpal Shergill, Ph.D., R. Psych.
Ingrid Sochting, Ph.D., R.Psych.

Table: Comparative Expenses

YEAR	WAGES AND BENEFITS		STATUTORY EXPENSES		GENERAL OPERATING EXPENSES		TOTAL EXPENSES	
	AMOUNT	%	AMOUNT	%	AMOUNT	%	AMOUNT	%
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
2022	1,489,942*	65	244,877	11	562,943	24	2,297,762	100
2023	1,549,864	66	185,971	8	601,263	26	2,337,098	100

* Includes unused vacation payout from 2021, new half time Deputy Registrar staff position and new administrative staff position,

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 84 new registrants and concluded 2023 with a total of fourteen hundred and ninety - three registrants. The College continues to track timelines of applications, and in 2023 the average length of time for first time applicants from receipt of application to placement on the Register, was approximately 14 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 6 months.

Preparation for the Regulation of School Psychologists

In September 2022, the Minister of Health signed an order which included the removal of the exemption for the use of the title “psychologist” in some settings, including schools, to come into effect on May 1, 2024. In response to the request from the Ministry of Health to regulate school psychologists, the Registration Committee provided advice to the CPBC Board regarding appropriate requirements for registration




<i>Applications Received</i>	2021	2022	2023
<i>Registered Psychologist</i>	39	31	47
<i>AIT / CFTA</i>	48	47	53
<i>Already Licensed in USA</i>	6	8	5
TOTAL	93	86	105

in this new class. That advice included an expedited pathway to registration for members in good standing of the British Columbia Association of School Psychologists. Applications for school psychologist registration opened in April 2023. College staff were very active collecting required documentation, holding workshops and exams and reviewing and approving applications through 2023. This work will continue into 2024 until the date the regulation comes into force.

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)		34
ALREADY REGISTERED IN CANADA (AIT / CFTA LABOUR MOBILITY)		44
ALREADY LICENSED IN USA (National Register / ASPPB CPQ)		6

Number of Examinations Written in 2023

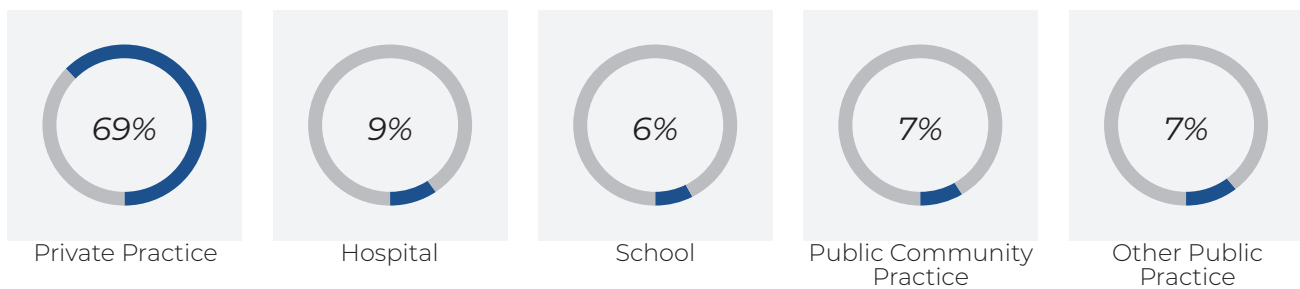
	2018	2019	2020	2021	2022	2023
EPPP Examinations	31	43	24	46	47	40
Written Jurisprudence Examinations	70	67	54	91	99	87
Oral Examinations	26	35	25	29	56	23

Register as of December 31, 2023

Registered Psychologists - No Limitations or Conditions	1381
Registered Psychologists - Limitations as per Inquiry Committee	10
Registered Psychologists - Limitations (Other)	2
Suspended	0
Limitations as per Class of Registration:	
Non-Practising (Out of Province)	40
Non-Practising (Medical, Parental or Other Leave)	19
Non-Practising (Retired)	39
Associate Psychologist (Corrections)	1
Temporary (Supervised)	0
Psychology Assistant	1
TOTAL	1493

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,

Kenneth Cole, Ph.D., R.Psych.,
Chair, Registration Committee 2023.

2023 Registration Committee Members

Kenneth Cole, Ph.D., R. Psych. (Chair)
Gregory Biniowsky, Public Member
Robert Ley, Ph.D., R. Psych.
Sarah Macoun, Ph.D., R.Psych.
Stephenie Majer Public Member
Bruce Preston, Public Member
Erika Forster, Ph.D., R.Psych.
Charles T. Wormeli, Ed.D., R. Psych.
Charlene Goldstein, M.A.R.Psych

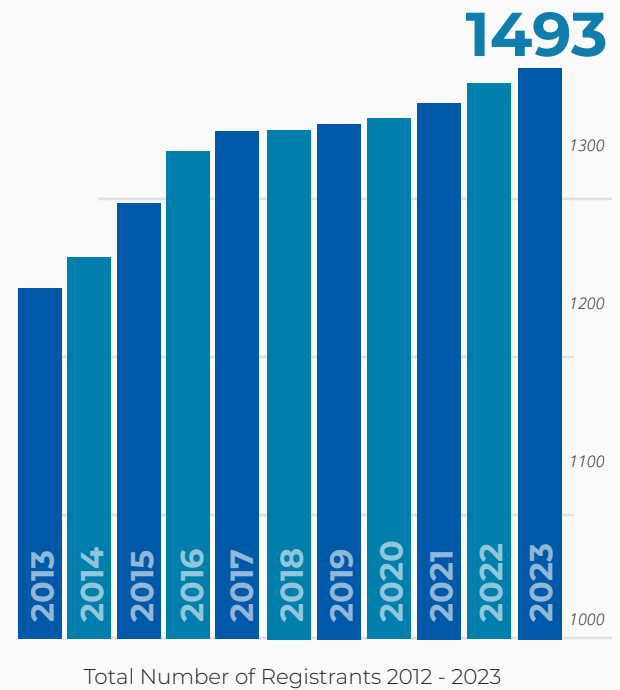
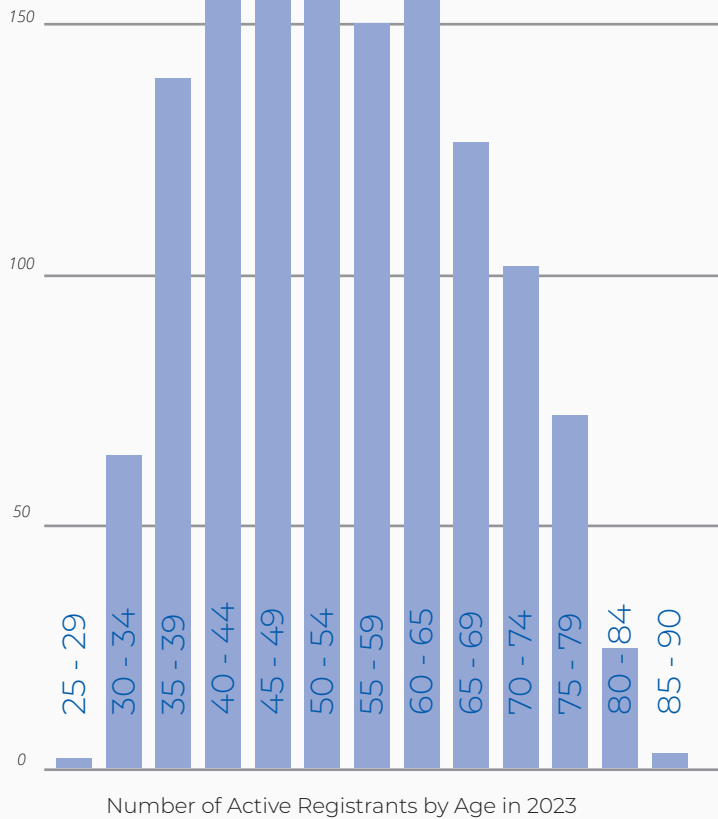
New 2023 Registrants

Acheson, Jennifer, Ph.D.
Ailon, Eileen, M.Ed.
Alvarez, Shanna, Ph.D.
Araujo, Andrea Jennifer, Ph.D.
Aujla-Sidhu, Parveen, Psy.D.
Barlow, Ashley Anne, Ph.D.
Barrack, Carmen Cindy, M.C.
Barva, Charlene J., Ph.D.
Bat El, Tamar, Ph.D.
Becker, Sarah, Ph.D.
Bihari, Joanne, D.Clin.Psych.
Bonin, Michel, Ph.D.
Boss-Bischoff, Shelly Ann Marie, M.Ed.
Buksh, Seema M., Psy.D.
Butler, Sean Michael, Ph.D.
Caines, Jana-Lynn, M.C.
Capyk, Stephanie, M.Ed.
Cellarius, Zander, M.Ed.
Chan, Sarah, Ph.D.
Christensen, Verlyne, M.Sc.
Clegg, Daniel John, Ph.D.
Cortes, Liliana, Ph.D.
Cruikshank, Leanna, M.Ed.
Dauphin, Melanie, Psy.D.
Dawson, Samantha Jane, Ph.D.
Drummond, Heather, Ph.D.
Duggan, Bryan, Psy.D.
Fay-McClymont, Taryn, Ph.D.
Forbes, Elizabeth Nell, M.C.

Fu, Angela, Psy.D.
Gierc, Madelaine, Ph.D.
Glazier, Bri, Ph.D.
Gustin, Kate, Ph.D.
Hall, Zoila Carolina, M.C.
Hannan-Leith, Madeline Naomi, Ph.D.
Hill, Rosalynde Shellie, M.Sc.
Ho, Hilda S.W., Ph.D.
Holland, Sarah, Ph.D.
Hou, Sharon Hsiao-Jung, Ph.D.
Huang, Sinica, Psy.D.
Hutchinson, James, Ph.D.
Jia, Mary Rui, Ph.D.
Jones, Hillary, Ph.D.
Karseboom, Shirley Ann, Ph.D.
Khan, Aamer A., Psy.D.
Korva, Natasha, Ph.D.
Lafleur, Louis-Philippe, Ph.D.
Laplante, Christian, Ph.D.
Law, Ada K., Ph.D.
Lewis, Mark Wade, Ph.D.
Lisaingo, Simon, Ph.D.
Macaulay, Helen Louise, Ph.D.
Makela, Kimberley Dawn, Ph.D.
Martinovich, Vincenza Virginia Alba, Ph.D.
Matos, Paulo Daniel, Ph.D.
McDaniel, Matthew Moses, Ph.D.
McGinnis, Charlotte, Ph.D.

Mintz, Carey Dawn, Ph.D.
Mullen, Dayna Valerie, M.Sc.
Muth, Carissa, Psy.D.
Ngo, Christine Lam, Ph.D.
Noble, Lisa, M.Ed.
Norum, Sara, Psy.D.
Oates, Jacqueline, Psy.D.
Qiu, Serene T., Ph.D.
Rempel, Jesse Paul, Psy.D.
Rnic, Katerina Natalie, Ph.D.
Rodd, Keara Louise, Ph.D.
Rozworska, Karolina Anna, Ph.D.
Schuberth, David Andrew, Ph.D.
Shay, Matthew, Ph.D.
Shields, Duncan M., Ph.D.
Shumlich, Erin Jelaine, Ph.D.
Silveira, Kristen Grace, Ph.D.
Stapleton, Jaclyn, Ph.D.
Tobin, Alice Victoria, Ph.D.
Torpey, Stephenie, M.C.
Turnbull, Laura, M.C.
Upshaw, Jennifer, Ph.D.
van der Tempel, Jan, Ph.D.
Van Domselaar, Theresa Anne, Ph.D.
Wakefield, Matthew, Ph.D.
Wilder, Lana Susskind, Psy.D.
Williams, Jaime Lynn, Ph.D.
Yablonski, Jaylene, M.Ed.

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.

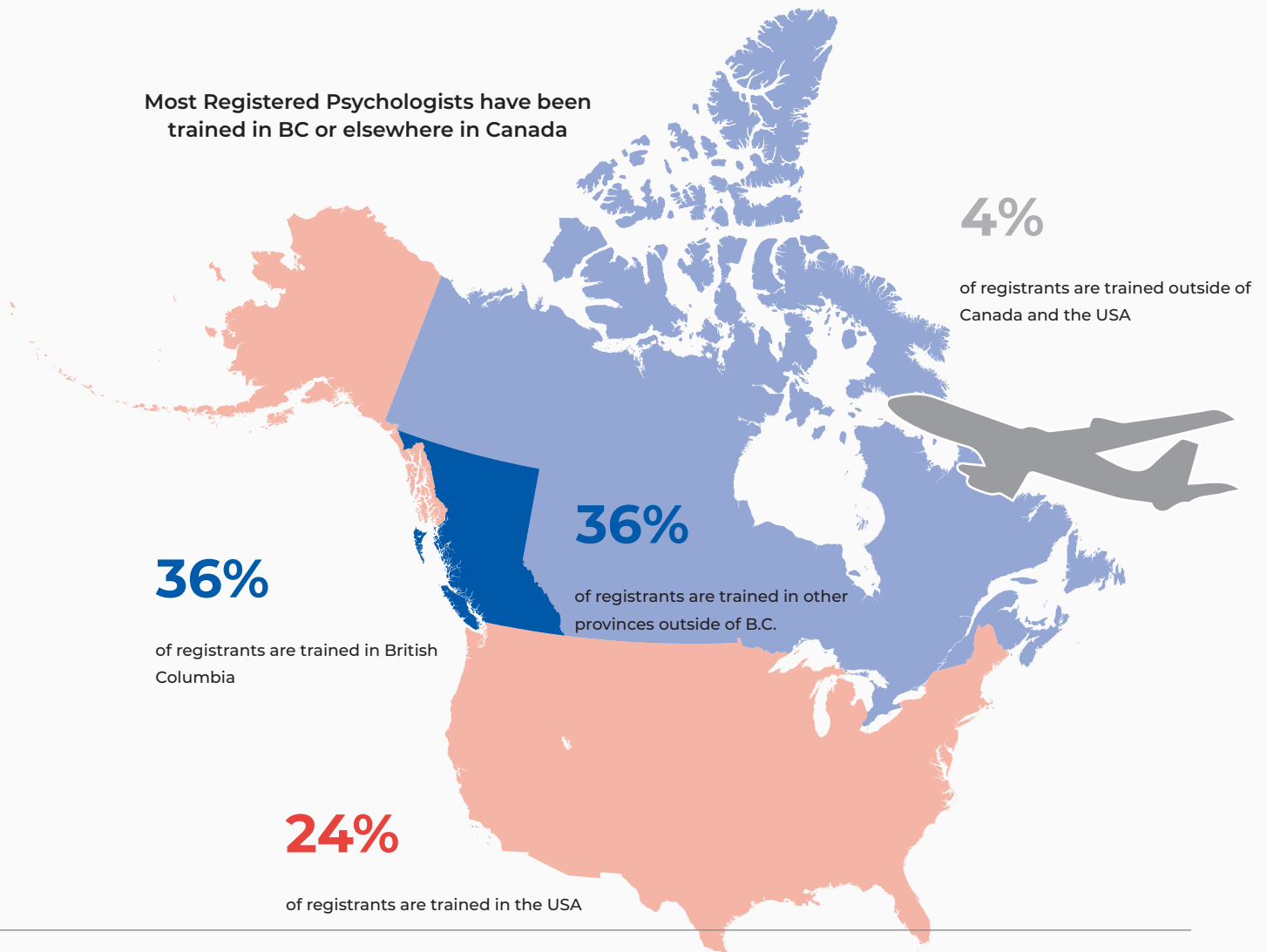
Counselling Psychology

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



36%

of registrants are trained in British Columbia

36%

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

24%

of registrants are trained in the USA

4%

of registrants are trained outside of Canada and the USA

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

Report of the Quality Assurance Committee

A key objective of a health professions regulatory 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.

Ongoing Commitment to Safer Health System for Indigenous People

As previously reported, the College, along with 10 other health profession regulators in BC, adopted the Indigenous Cultural Safety, Humility, and Anti-Racism Practice Standard in September of 2022. The Standard is informed by the recommendations in the *In Plain Sight* report and supports the College's commitment to strive to eliminate Indigenous-specific racism by requiring culturally safe practices in BC's health care system. The CPBC Indigenous Cultural Competency Task Force provided guidance through the process of our College's adoption of the Standard.

Also as previously reported, adoption of the Standard followed the June 7th, 2021 Apology to Indigenous Peoples and a Pledge to Be Anti-Racist, made by the College Board and the Registrar. 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.



The Indigenous Cultural Competency Task Force was established in 2016 and has informed much of the work of the College in providing professional guidance to registrants with regard to Indigenous cultural safety. This includes the Indigenous Cultural Safety Checklist, which was originally posted in 2018 and which underwent a revision in 2023. The Task Force made a significant effort in 2023 to update and revise the resource list that is appended to the checklist, and also vetted changes to the checklist itself to ensure it was appropriately aligned with the Indigenous Cultural Safety and Humility and Anti-racism Standard that was adopted in 2022. The new resource list attached to the checklist contains readings seen as foundational by the Task Force, as well as an extensive list of other readings that have been separated into categories for ease of reference. The suggested foundational readings are viewed as an important starting place for gaining an understanding of Indigenous issues. Through the full resource list, the Task Force has attempted to offer suggestions that provide some historical context, that address particular issues that may be a focus for registrants' practices, and that include Indigenous perspectives.

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, Indigenous cultural safety, and self-monitoring and self-care. In addition, registrants are required to complete an annual practice review and quiz.

Quality assurance programming amongst health regulators has been changing to meet public and government expectations about the continuing competence of health professionals and the quality of services they provide.

CPBC Indigenous Cultural Competency Task Force

Sarah Coupland, Ph.D., R.Psych.
 Shauna Eriksen, M.Sc., R.Psych.
 Alanaise Ferguson, Ph.D., R.Psych.
 Henry Harder, Ed.D., R.Psych.
 D'Anne Howes, Psy.D., R.Psych.
 Peggy Koopman, Ed.D., R.Psych.
 Chipso McNichols, Psy.D., R.Psych.
 Jennifer Mervyn, Ph.D., R.Psych.
 Maureen Olley, Ph.D., R.Psych.
 Donna Paproski, Ph.D., R.Psych.

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. As a reflection of this, the requirements for completion of the practice review and the quiz have been mandatory components of the College's Continuing Competency Program since 2022.

Every year, the Committee conducts an audit of a random sample of registrants, and in 2023 approximately 5% of all active registrants were audited. Registrants continue to be highly compliant with the program requirements and the auditing process.





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, 2663 contacts have been received by the PSS as of December 31, 2023. 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 in 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 plays an important role in the Quality Assurance Committee's decisions to develop practice support checklists and to provide other appropriate resources for registrants. 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. As of December 31, 2023, there were 19 finalized checklists available on the College website. Two additional draft checklists were under development in 2023, one on record keeping, and the other on informed consent and assent for Licensed School Psychologists in anticipation of these professionals coming under the regulatory authority of the College in 2024.

In 2023, two hundred and forty-four inquiries were made to the PSS. The data on those inquiries are provided in the accompanying chart (see next page). This year, inquiries related to practice issues were most frequent, followed by inquiries about release of information. Telepsychology issues were the third most frequent topic of inquiry.

The PSS also continued to distribute timely reminders and information to all registrants in 2023, including information regarding informed consent and assent, supervision services, the Indigenous Cultural Competency checklist, record keeping, and waitlists.

Issues Raised by Registrants with Practice Support

11 % - Competency/Continuing Competency

9 % - Other Professional Issues

6 % - Professional Executor / Wills

6 % - Retirement

6 % - Other Service Issues

5 % - Supervision

4 % - Record Keeping

2 % - Concern About Another Professional

15 % - Practice Issues

14 % - Release of Information

10 % - Telepsychology

6 % - Informed Consent

5 % - Reporting of Client or Other

4 % - Concern About Another Registrant/Applicant

Online Workshops

In June, the College co-sponsored with the BC Association of Clinical Counsellors a workshop entitled Clinical Supervision: Competence, Professional Standards, and Practice. The workshop was presented by expert Dr. Carol Falender and provided important information on competency-based supervision, ethics and regulatory issues in supervision, and the professional responsibilities that accrue when one undertakes a supervisory relationship.

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 2023 (From July 6)

2023 Quality Assurance Committee Members

Marlene Moretti, Ph.D., R.Psych. (Chair to July 6)

Catherine Costigan, Ph.D., R.Psych. (Chair from July 6)

Henry Harder, Ed.D., R.Psych.

Sandra James, Public Member

Brenda Kosaka, Ph.D., R.Psych.

Stephanie Majer, Public Member

Merren McRae, Public Member

Maureen Olley, Ph.D., R. Psych. (from July 6)

Nicole Ricci-Stiles, Ph.D., R.Psych.

Spencer Wade, Ph.D., R.Psych.

Addressing Client Concerns

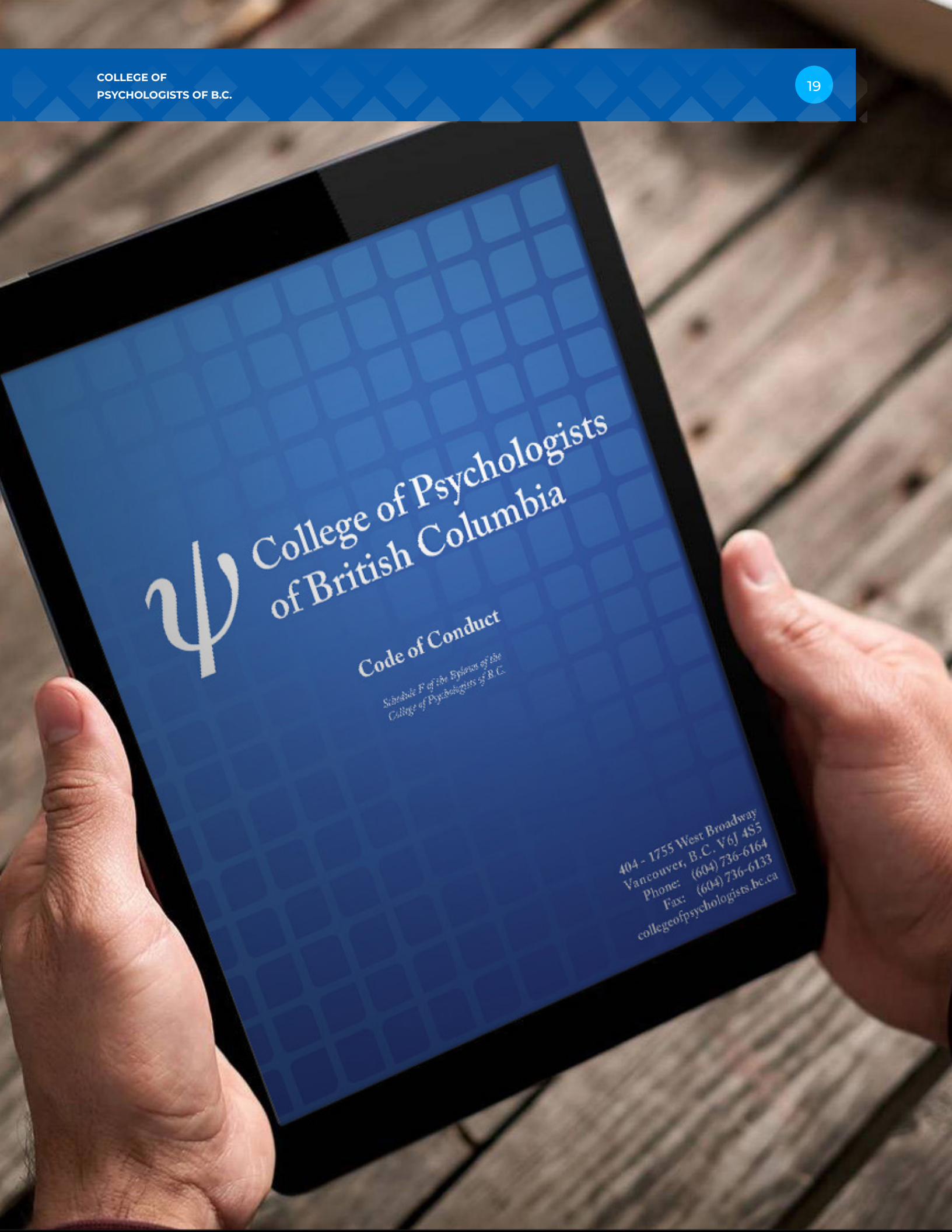
The Complaints Process

Services provided by 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 reflects the unique characteristics of the specific complaint, but common investigative steps 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.
- 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 is 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)).
- The College sends a letter to the registrant along with a copy of the letter of complaint, and requests their response to the allegations.
- 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 of the information and documentation considered in the investigation, and the Inquiry Committee or Registrar’s review and decision in response to the complaint.



 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

- 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 decision made by the CPBC about their complaint.

Report of the Inquiry Committee

In 2023, the College received 38 complaints and the Inquiry Committee opened 1 of its own investigations under section 33(4) of the Health Professions Act (HPA), totaling 39 new matters under review. Of the 38 complaints received, 36 were investigated by the Inquiry Committee under section 33 of the HPA and the remaining 2 were reviewed under the Registrar Stream (section 32(3) of the HPA). A total of 34 registrants were the subject of new investigations in 2023.

The Inquiry Committee closed 32 investigations in 2023 and 2 additional matters were closed by way of a Registrar Stream dismissal. There were 4 complaints closed in 2023 where the length of the investigation was greater than 24 months. In all four of these matters, there were ongoing and concurrent legal matters, which added complexity to the files, and in some, additional allegations were raised while the investigation was already underway, which led to delays in the Inquiry Committee completing its investigation.

A majority of the complaints in 2023 originated directly from clients (n = 18; 46%) and relatives of clients (n = 9; 26%), such as parents of children who were assessed or treated by a registrant. This was followed by complaints received from colleagues (n = 10; 21%). The remainder were from agencies who had contracted with a Registrant for services for a client. As in previous years, the majority of investigations related to assessments (n = 20; 51%) such as family law assessments, or a disability/ return to work assessment.

Regarding primary allegations, an approximately equal number related to Section 3 (Competency) (n = 10; 26%)

Context of Complaints Received

	2000 – 2022		2023	
	n	%	n	%
Assessment	619	53%	20	51%
Consultation	25	2%	2	5%
Intervention	324	28%	13	33%
Regulatory Compliance	44	4%	1	3%
Other	154	13%	3	8%
Total	1166	100%	39	100%

and Section 5 (Relationships) (n = 9; 23%) of the Code of Conduct. This was followed by primary allegations related to Section 11 (Assessment Procedures) (n=7; 18%).

Throughout 2023, the Provincial Government's order to suspend statutory timelines under the Emergency Program Act remained in effect. Nevertheless, the College's Inquiry Committee disposed of 62% of complaints within 12 months, and 85% within 18 months. The average amount of time required to resolve complaints in 2023 was 12.7 months, which was the same as the preceding year and consistent with the five-year average. The volume of complaint materials, complexity of complaints, and additional allegations raised in the context of an investigation were key factors in the length of time to complete investigations.

Of the 32 investigations closed by the Inquiry Committee in 2023, the Committee determined that 3 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 (note that one of the public notices was the result of two files that were closed together). There were 17 additional cases that were resolved by the registrant initiating or agreeing to take appropriate action to resolve the complaint. Most often this included reviewing a specific practice issue with a college appointed registrant, or the registrant taking corrective action once a concern was brought to their attention (e.g. improving a consent form, apologizing to a client for a minor error, issuing a report that was overdue).

In 2023, one complainant made application to the Health Professions Review Board for a review of a College decision. There were no applications for review of a delayed investigation as the statutory timelines for the investigation of complaints remained suspended while the declaration of the COVID-19 Public Health Emergency was in effect.

The Review Board issued three decisions in 2023 related to complaint decisions which included review applications from previous years. In two matters, the Review Board confirmed the decision of the Inquiry Committee. In the third, the Review Board denied the Complainant's application for a time extension to file a review application because there were no "special circumstances" that would warrant an extension and the application for review was "bound to fail."

The nature of complaints before the Inquiry Committee in 2023 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 2023, the Committee investigated all complaints that were received within the context of the College's public protection responsibilities. The members of the Committee took seriously this obligation and generously contributed 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,

Amritpal Singh Shergill, Ph.D., R.Psych.
Chair, Inquiry Committee 2023

Discipline Committee Report

There were no disciplinary hearings held in 2023

Respectfully submitted,

Marina Navin, Public Member
Chair, Discipline Committee 2023

2023 Inquiry Committee Members

Amritpal Shergill, Ph.D., R.Psych. (Chair)
Rishi Bhalla, Ph.D., R.Psych.
Anthony Dugbartey, Ph.D., R. Psych.
Sandra James, Public Member
Brian McLaughlin, Public Member (to October 20)
Rami Nader, Ph.D., R. Psych.
Lisa Seed, Public Member
Elizabeth Stanford, Ph.D., R.Psych.
Alexis Thuillier, Public Member (from March 9)
Amy Zwicker, Ph.D., R.Psych.

2023 Discipline Committee Members

Marina Navin, Public Member (Chair)
Gregory Biniowsky, Public Member
Catherine Costigan, Ph.D., R.Psych.
Darcy Cox, Psy.D., R.Psych.
Henry Harder, Ed.D., R.Psych.
Jenelle Hynes, Public Member
Philippa Lewington, Ph.D., R.Psych.
Marlene Moretti, Ph.D., R.Psych.
Sheila Woody, Ph.D., R. Psych.

Closing Reasons for Complaints Closed 2018 - 2023

Closing Reason	2018 – 2022		2023	
	n	%	n	%
Insufficient Evidence / Conduct was Satisfactory	95	35%	10	29%
Registrar Stream Dismissal	23	8%	2	6%
Decision not to Proceed	21	8%	2	6%
Resolved*	81	30%	17	50%
Undertaking Agreement	49	18%	3	9%
Resigned / Cancelled Registration**	4	1%	0	0%
Totals	273	100%	34	100%

* In these cases, the Registrant 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.

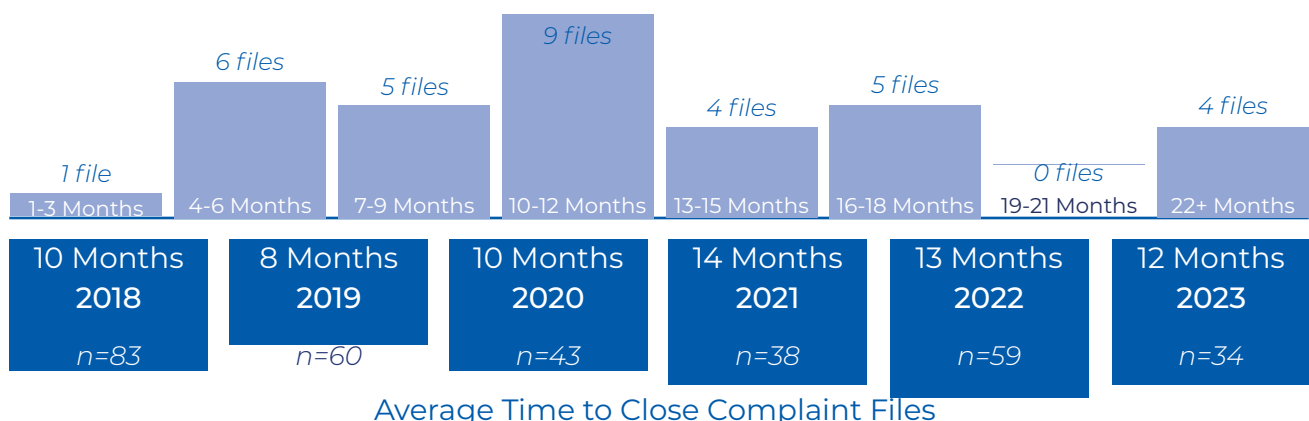
** In the event a Registrant resigns in the context of an ongoing complaint investigation, there is no pause in the complaint investigation which proceeds through to conclusion and a public notice is placed on the College website where the Board has determined, as per s. 53 of the Health Professions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

Primary Allegation in Complaints Received 2018-2023

Primary Allegation *	2018 - 2022		2023	
	#	%	#	%
General Standards for Competency (CC 3.0)	81	32%	10	26%
Informed Consent (CC 4.0)	16	6%	3	8%
Relationships (CC 5.0)	60	24%	9	23%
Confidentiality (CC 6.0)	11	4%	3	8%
Professionalism (CC 7.0)	13	5%	4	10%
Provision of Services (CC 8.0)	18	7%	2	5%
Rep. of Services/Credentials (CC 9.0)	1	0%	0	0%
Advertising/Public Statements (CC 10.0)	4	2%	0	0%
Assessment Procedures (CC 11.0)	41	16%	7	18%
Fees (CC 12.0)	2	1%	1	3%
Maintenance of Records (CC 13.0)	2	1%	0	0%
Security/Access to Record (CC 14.0)	0	0%	0	0%
Compliance with Law (CC 18.0)	5	2%	0	0%
Application (CC 2.0)	0	0%	0	0%
No Standard Applicable	1	0%	0	0%
Total	255	100%	39	100%

* Primary Allegation categories correspond to sections of the Code of Conduct. The most frequent primary allegations in 2023 related to Relationships (Section 5 of the Code), and Competency (Section 3 of the Code).

Number of Months to Close Complaints 2023



Average Time to Close Complaint Files

MINUTES OF THE ANNUAL GENERAL MEETING FOR THE 2022 YEAR:

Opening Remarks: Ms. Lisa Seed, Chair of the 2023 Board, welcomed everyone to the 2022 Annual General Meeting of the College of Psychologists of British Columbia. She acknowledged that she was participating virtually from her place as a visitor on the traditional and unceded territory of the Musqueam, Squamish and Tsleil-Waututh Nations, 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 fourth year that CPBC had offered the AGM virtually and expressed appreciation that over 260 registrants had confirmed for the webcast.

Agenda and Minutes: The Agenda of the meeting, which was the Table of Contents of the 2022 Annual Report, was approved. The Minutes of the previous AGM, on page 23 of the 2022 Annual Report, were also approved.

Introductions: Ms. Seed introduced the members of the current board and acknowledged the caliber and engagement of the members of CPBC Board and committees, emphasizing again the College's reliance on, and appreciation for, their generosity of time and experience.

As Chair of the 2022 Board, Ms. Seed also observed in her Chair's Report that the 2022 year held many challenges. She noted that even as British Columbians emerge from the urgent circumstance of the pandemic, there remained a continued and increasing demand for safe and effective mental health services in both public and private practice settings.

Among the major achievements of the 2022 year was the Minister of Health approving changes to the Psychologist's Regulation to bring School Psychologists under the regulation of the College of Psychologists of BC. These changes remove the exemption for non-registrant use of the title "school psychologist" and require all school psychologists to be registrants of the College after May 1, 2024. In addition, the Regulation will include the restricted activity of diagnosis such that only registrants of the College of Psychologists of BC may make a psychology diagnosis or a school psychology diagnosis after May 1, 2024. Ms. Seed noted that creation of these restricted activities fulfills the recommendations of the Health Professions Council Report of 2001, and she emphasized that they will be a powerful tool in the work of protecting the public from incompetently made diagnoses. She welcomed the opportunity to establish the new class of Licensed School Psychologist registration, and noted the hard work the College completed with the BC Association of School Psychologists to bring these changes forward, with the shared goal of ensuring continued competent and reliable service for all students in BC schools.

Ms. Seed reported that between January and September of 2022, the College of Psychologists and 10 other BC Health Profession Regulators met to follow up on their commitments to address Indigenous-specific racism in health care and to move forward with developing a standard of practice on Indigenous cultural safety, humility, and anti-racism to guide registrants of their colleges. This work followed closely upon the work of the BC College of Nurses and Midwives and the BC College of Physicians and Surgeons.

Ms. Seed noted that in the Fall Session the Legislature passed Bill 36, which significantly re-envisioned health profession regulation. The new legislation, the Health Professions and Occupations Act, will be brought into force at a future date yet to be announced. In October of 2022, the Minister confirmed that the 11 smaller health regulatory colleges will be amalgamated into two colleges, with the profession of psychology coming under the regulation of one amalgamated college along with the 8 other health professions currently being regulated by 6 of those smaller colleges. Ms. Seed recognized that the amalgamation will require significant commitments of board and staff time over the coming months.

Ms. Seed concluded her report by noting the audited financial statements at the back of the Annual Report and the satisfaction of the Board with the College's financial management in the context of the increasing volume and complexity of both complaints and applications, in addition to the mounting workloads of amalgamation tasks. She then introduced Dr. Kenneth Cole, the Chair of the 2022 Registration Committee for his report.

Dr. Cole summarized the key data from the written report included in the Annual Report and highlighted the depth of developed relationships with training and internship programs, especially during this time of transition. He emphasized appreciation to committee members as well as oral examiners and regulatory supervisors. He then introduced Dr. Cathy Costigan, the Chair of the 2022 Quality Assurance Committee.

Dr. Costigan addressed the continued commitment of the Committee to the Task Force on Indigenous Cultural Competency, especially through the process of adoption of the shared standard. She noted the establishment of this Task Force in 2016 and the guidance and work products generated since its establishment, including the Indigenous Cultural Safety Checklist in 2018 and a recorded workshop on the topic, both of which are available to College registrants online as well as having been made available to provincial training programs. 2022 was the first year of a specific continuing competency requirement for activities related to Indigenous cultural safety.

Also in 2022, the completion of an annual practice review and quiz became a requirement for all registrants. Dr. Costigan highlighted the continued success of the Practice Support Service with a total of 2154 contacts received by the end of 2022. It is a source of ongoing pride to the College that this service, offered free of charge, is so highly valued by its registrants.

In addition to the ongoing provision of the Practice Support Service to registrants, Dr. Costigan summarized the workshops provided to registrants in the 2022 year. The College provided at no cost to registrants a workshop in February on professional self-care during the pandemic, and a series of two workshops in July and November that provided registrants with access to expert-led learning on trauma informed practice. Dr. Costigan then introduced Dr. Amritpal Shergill to provide the report of the Inquiry Committee.

Dr. Shergill reported that in 2022, the College received 35 complaints and the Inquiry Committee opened 9 of its own investigations under section 33(4) of the Health Professions Act (HPA), totaling 44 matters under review. As in previous years, the majority of investigations related to assessments (n = 21; 47%) such as custody and access, or a disability/return to work assessment. Throughout 2022, the provincial government's order to suspend statutory timelines under the Emergency Program Act remained in effect. Of the 57 investigations closed by the Inquiry Committee in 2022, the Committee determined that 8 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. Interim measures included the registrant voluntarily agreeing to place their practice under regulatory supervision, or to restrict their practice in some way. In 2022, one complainant made application to the Health Professions Review Board for a review of a College decision. The review board issued four decisions in 2022 related to complaint decisions, which included review applications from previous years. In all four matters, the review board confirmed the disposition rendered by the College. The College was also a party to one judicial review application that was dismissed in 2022.

Dr. Shergill then introduced the Registrar, Dr. Andrea Kowaz, to provide the Financial Report. Noting the audited financial statements as well as the five-year expense comparison table in the Annual Report, the Registrar reported that 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 and meeting and exceeding the College's regulatory obligations.

Dr. Kowaz introduced the Deputy Registrar and Director of Registration, who gave a full summary of the many activities related to bringing the school psychologists on board as applicants for registration in 2022 and preparing for the application process to occur during the 2023 year. She also reviewed some of the work being done nationally on telepsychology with other jurisdictions. She then re-introduced the Registrar, Dr. Kowaz, to give her report.

Dr. Kowaz spoke about her honour in being the registrar of a profession characterized by thoughtful and considered evidence-based care. She noted that the knowledge and competencies which are the result of the profession's specialized training are absolutely necessary for safe and effective health services.

Dr. Kowaz reviewed what was known about the amalgamation of the College of Psychologists with six other colleges, as well as the introduction of new legislation, Bill 36. She noted that just this week, the Minister signed an order which makes it certain that the College of Psychologists will be amalgamated with the colleges of the dietitians, opticians, optometrists, occupational therapists, physical therapists and speech and hearing professionals. She noted the tight timeline, with the announced implementation date of June 28, 2024. She commented that as the amalgamation project progresses, the College remains committed to keeping registrants up to date and continues to welcome feedback and engagement. She closed by noting that this College – the registrants and members of the public who volunteer their time so generously, and the staff who support our many functions from registration to quality assurance to inquiry and discipline, all benefit from the engagement of registrants during these times of monumental change.

Financial Statements

**College of Psychologists of British
Columbia**

December 31, 2023

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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, 2023 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, 2023 and the results of its operations, its changes in net assets 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.

Other Matter

The financial statements as at and for the year ended December 31, 2022 were audited by another public accountant who issued an unqualified audit report dated April 26, 2022.

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 these financial statements, management is responsible for assessing the College's ability to continue as a going concern, disclosing, as applicable, matters related to a 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 to do so.

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

continued on next page

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 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.

Stolz CPA Inc.

Chartered Professional Accountants

Abbotsford, British Columbia

May 9, 2024

College of Psychologists of British Columbia

Statement of Financial Position

December 31, 2023

	2023	2022
Assets		
Current		
Cash	1,245,631	1,261,635
Short-term investments (Note 3)	600,175	892,600
Accounts receivable	251	-
Prepaid expenses and deposits	32,760	22,558
	1,878,817	2,176,793
Property and equipment (Note 4)	34,874	40,646
	1,913,691	2,217,439
Liabilities		
Current		
Accounts payable and accrued liabilities	55,777	113,511
Deferred revenue (Note 5)	1,418,100	1,447,315
	1,473,877	1,560,826
Net Assets		
Unrestricted	4,765	(276,633)
Restricted	400,175	892,600
Invested in capital assets	34,874	40,646
	439,814	656,613
	1,913,691	2,217,439

Contingencies (Note 6)

Commitments (Note 7)

Approved on behalf of the Board

Original signed by Lisa J. Seed

Board Member

Original signed by Rishi Bhalla

Board Member

The accompanying notes are an integral part of these financial statements

College of Psychologists of British Columbia

Statement of Operations

Year ended December 31, 2023

	2023	2022
Revenue		
Registration fees (Note 8)	1,688,855	1,611,865
Application and exam fees	237,102	126,159
Workshops	62,950	34,425
Supervision revenue	60,063	39,134
Investment	56,038	66,019
Other	15,291	15,538
	2,120,299	1,893,140
Expenses		
Administration	245,529	215,096
Board (Note 8)	58,910	47,346
Committees (meetings, travel and honoraria) (Note 8)	45,623	58,252
Hearings	11,121	-
Operations	146,709	148,653
Registrant / Applicant services	17,350	49,474
Statutory functions (FOI, investigations, routine legal consultation)	185,971	244,877
Supervision expense	76,021	44,122
Wages and compensation	1,549,864	1,489,942
	2,337,098	2,297,762
Deficiency of revenues over expenses	(216,799)	(404,622)

The accompanying notes are an integral part of these financial statements

College of Psychologists of British Columbia

Statement of Changes in Net Assets

Year ended December 31, 2023

	<i>General Contingency Fund</i>	<i>Capital Asset Fund</i>	<i>General Fund</i>	2023 Total	<i>2022 Total</i>
Net assets, beginning of year	892,600	40,646	(276,633)	656,613	1,061,235
Deficiency of revenues over expenses	48,012	(12,100)	(252,711)	(216,799)	(404,622)
Interfund transfers	(540,437)	-	540,437	-	-
Purchase of property and equipment	-	6,328	(6,328)	-	-
Net assets, end of year	400,175	34,874	4,765	439,814	656,613

The accompanying notes are an integral part of these financial statements

College of Psychologists of British Columbia

Statement of Cash Flows

Year ended December 31, 2023

	2023	2022
Cash provided by (used for) the following activities		
Operating activities		
Deficiency of revenues over expenses	(216,799)	(404,622)
Amortization	12,100	11,827
	(204,699)	(392,795)
Changes in working capital accounts		
Accounts receivable	(251)	-
Prepaid expenses and deposits	(10,202)	(11,659)
Accounts payable and accrued liabilities	(57,733)	34,285
Deferred revenue	(29,215)	4,265
	(302,100)	(365,904)
Investing activities		
Acquisition of property and equipment	(6,328)	(17,944)
Decrease in short-term investments - restricted	292,424	223,780
	286,096	205,836
Decrease in cash and cash equivalents	(16,004)	(160,068)
Cash, beginning of year	1,261,635	1,421,703
Cash, end of year	1,245,631	1,261,635

The accompanying notes are an integral part of these financial statements

College of Psychologists of British Columbia

Notes to the Financial Statements

Year ended December 31, 2023

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.

As part of the initiative by the Province of British Columbia to amalgamate the province's health profession regulatory network, it was formally confirmed in May 2023 that the College will be amalgamated with six other health regulatory colleges to become the College of Health and Care Professionals of British Columbia, effective July 28, 2024. The College will continue its current operations until the amalgamation. As a result, these financial statements have been prepared using the going concern basis.

2. 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).

Fund accounting

Revenues and expenses for general activities and administration are reported in the General Fund.

The General Contingency Fund was established to provide for a reserve in case of lawsuits, hearings and other matters that may require significant expenditure. 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.

Cash

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

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 (2023 - \$21,049; 2022 - \$(9,977)) are reported as investment income on the statement of operations.

College of Psychologists of British Columbia

Notes to the Financial Statements

Year ended December 31, 2023

2. Significant accounting policies (continued from previous page)

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 net 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.

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.

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.

Asset and service contributions

Due to the difficulty in determining their fair value, contributed services are not recognized in these financial statements. Contributions of assets, supplies and services that would otherwise have been purchased are recorded at fair value at the date of contribution, provided a fair value can be reasonably determined. During the year, the College received \$0 (2022 - \$0) of contributed assets and services.

College of Psychologists of British Columbia

Notes to the Financial Statements

Year ended December 31, 2023

3. Short-term investments

The College's short-term investments are held with National Bank and managed by Nicola Wealth Management. The investments are held to cover the General Contingency Fund balance of \$400,175 (2022 - \$892,600) with the remaining \$200,000 (2022 - \$0) held as unrestricted. The investments are recorded at fair market value and held in the following funds:

	2023	2022
Cash and cash equivalents	2,852	136,038
Fixed income	-	47,023
Equities and other assets	597,323	709,539
	600,175	892,600

4. Property and equipment

	<i>Cost</i>	<i>Accumulated amortization</i>	2023 Net book value	2022 Net book value
Computer equipment	224,547	198,014	26,533	30,220
Office furniture and equipment	152,559	144,218	8,341	10,426
Leasehold improvements	91,216	91,216	-	-
	468,322	433,448	34,874	40,646

5. 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 received membership fees in advance of their fiscal year-end which are designated for expenses with specific restrictions to be incurred during the forthcoming fiscal year.

The nature and amount of changes in deferred revenue balance for the year are as follows:

	2023	2022
Deferred revenue, beginning of year	1,447,315	1,443,050
Add: amounts received for future periods	1,418,100	1,447,315
Less: amounts recognized as revenue in the year	(1,447,315)	(1,443,050)
Deferred revenue, end of year	1,418,100	1,447,315

College of Psychologists of British Columbia

Notes to the Financial Statements

Year ended December 31, 2023

6. 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, 2023, 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.

7. Commitments

The College leases its premises at 404 - 1755 West Broadway, Vancouver with the current lease agreement expiring at the end of May 2026. The aggregate amounts of payments estimated to be required for this commitment over the next five years are as follows:

2024	123,599
2025	123,599
2026	51,500
	<hr/>
	298,698
	<hr/>

8. Related party transactions and board remuneration

The College collected renewal fees in the total amount of \$3,600 (2022 - \$7,200) from its Board members.

The College paid honoraria in the total amount of \$19,200 (2022 - \$17,300) to its Board members. Each Board and Committee member receives a biyearly 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 \$4,800 (2022 - \$8,000) due to related parties included in accounts payable.

College of Psychologists of British Columbia

Notes to the Financial Statements

Year ended December 31, 2023

9. Financial instruments

As part of its operations, the College carries a number of financial instruments. It is management's opinion that the College is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

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.



COLLEGE OF
PSYCHOLOGISTS OF BC
ANNUAL REPORT

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