



College of Psychologists of British Columbia

Annual Report 2015

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TABLE OF CONTENTS

<i>2015 BOARD, COMMITTEE MEMBERS, REGULATORY SUPERVISORS, ORAL EXAMINERS, AND NEW REGISTRANTS</i>	2
INTRODUCTION TO THE COLLEGE OF PSYCHOLOGISTS OF BC 2015 ANNUAL REPORT	4
<i>REPORT FROM THE CHAIR</i>	5
<i>COMMITTEE REPORTS</i>	6
DISCIPLINE COMMITTEE REPORT	6
PATIENT RELATIONS COMMITTEE REPORT	6
INQUIRY COMMITTEE REPORT	7
REGISTRATION COMMITTEE REPORT	8
QUALITY ASSURANCE COMMITTEE REPORT.....	9
FINANCE REPORT FROM THE BOARD	10
<i>REGISTRAR'S REPORT</i>	11
I. REGISTRATION/APPLICATION MATTERS.....	11
II. COMPLAINT AND INVESTIGATIVE MATTERS	16
III. ADMINISTRATIVE MATTERS.....	21
MINUTES OF THE ANNUAL GENERAL MEETING FOR THE 2014 YEAR - MAY 28, 2015	23
AUDITED FINANCIAL STATEMENTS.....	24

2015 BOARD, COMMITTEE MEMBERS, REGULATORY SUPERVISORS, ORAL EXAMINERS, AND NEW REGISTRANTS

BOARD

Kenneth Cole, Ph.D., R.Psych.
Michael Elterman, M.B.A., Ph.D., R.Psych.
Henry Harder, Ed.D., R.Psych.
Jenelle Hynes, Public Member, (Vice-Chair)
Pippa Lewington, Ph.D., R.Psych.

Marlene Moretti, Ph.D., R.Psych., (Chair)
Lisa J. Seed, Public Member
J. Dean Readman, Public Member
Hendre Viljoen, Ph.D., R.Psych.

DISCIPLINE COMMITTEE

Santa Aloj, Public Member
John Carter, Ed.D., R.Psych.,
Jenelle Hynes, Public Member
Brenda Kosaka, Ph.D., R.Psych.
Michael Joschko, Ph.D., R.Psych.

Pippa Lewington, Ph.D., R.Psych.
J. Dean Readman, Public Member, (Chair)
Ingrid Söchting, Ph.D., R.Psych.
Janet Strayer, Ph.D., R.Psych.

INQUIRY COMMITTEE

Emily Chu, Public Member (to 9/15)
Kenneth Cole, Ph.D., R.Psych.
Timothy Crowell, Ph.D., R.Psych.
Christopher Gibbins, Ph.D., R.Psych.
B. Lee Grimmer, Ph.D., R.Psych.
Sandy James, Public Member

Sarina Kot, Ph.D., R.Psych.
Mary Beth Rondeau, Public Member (from 9/15)
Lisa Seed, Public Member
Hendre Viljoen, Ph.D., R.Psych., (Chair)

PATIENT RELATIONS COMMITTEE

Michael Elterman, M.B.A., Ph.D., R.Psych.
Lisa J. Seed, Public Member, (Chair)

Jenelle Hynes, Public Member

QUALITY ASSURANCE COMMITTEE

Kirk Beck, Ph.D., R.Psych.
Sandra Clark, Ph.D., R.Psych.
Cathy Costigan, Ph.D., R.Psych.
Henry Harder, Ed.D., R.Psych., (Chair)
Henry Hightower, Public Member

Joan Perry, Public Member
Lois Toms, Public Member
Spencer Wade, Ph.D., R.Psych.
Cindy Weisbart, Psy.D., R.Psych.

REGISTRATION COMMITTEE

Michael Elterman, M.B.A., Ph.D., R.Psych. (Chair)
Darcy Cox, Psy.D., R.Psych.
Marguerite Ford, Public Member
Jenelle Hynes, Public Member
Marina Navin, Public Member

Donna Paproski, Ph.D., R.Psych.
Lindsey Thomas, Ph.D., R.Psych.
Sheila Woody, Ph.D., R.Psych.
Charles T. Wormeli, Ed.D., R.Psych.

REGULATORY SUPERVISORS 2015

Victoria Alfonso, Ph.D., R.Psych.
Cheryl Bradley, Ph.D., R.Psych.
Sandra Clark, Ph.D., R. Psych.
Catherine Costigan, Ph.D., R.Psych.
David Erickson, Ph.D., R.Psych.
David Fairweather, Ph.D., R.Psych.
Heather Gretton, Ph.D., R.Psych.
Rita Knodel, Ph.D., R.Psych.

William Koch, Ph.D., R.Psych.
Mary Korpach, Ph.D., R.Psych.
Mark Lau, Ph.D., R.Psych.
Robert Ley, Ph.D., R.Psych.
Kamaljit Sidhu, Ph.D., R.Psych.
James Schmidt, Ph.D., R.Psych.
Karen Tallman, Ph.D., R.Psych.
Susan Turnbull, Ph.D., R.Psych.

ORAL EXAMINERS 2015

Victoria Alfonso, Ph.D., R.Psych.
Nicole Aubé, Ph.D., R.Psych.
Mark Bailey, Ph.D., R.Psych.
Jeffrey Ballou, M.Ed., R.Psych.
Barbara Beach, Ph.D., R.Psych.
Deborah Bell, Ph.D., R.Psych.
Rishi Bhalla, Ph.D., R.Psych.
John Carter, Ph.D., R.Psych.
Lee Cohene, Ph.D., R.Psych.
Robert Colby, M.S., R.Psych.
Susan Cross, Ph.D., R.Psych.
Timothy Crowell, Psy.D., R.Psych.
Maureen Godfrey, Ph.D., R.Psych.
Susan Hackett, Ph.D., R.Psych.
Grace Hopp, Ph.D., R.Psych.

Mel Kaushansky, Ph.D., R.Psych.
Margaret Kendrick, Ph.D., R.Psych.
Brenda Kosaka, Ph.D., R.Psych.
Ronald Laye, Ph.D., R.Psych.
Anne MacGregor, Ph.D., R.Psych.
Jane McEwan, Ph.D., R.Psych.
Martin Phillips-Hing, Ph.D., R.Psych.
Kelly Price, Ph.D., R.Psych.
Anneliese Robens, Ed.D., R.Psych.
Barbara Rosen, Ph.D., R.Psych.
Whitney Sedgwick, Ph.D., R.Psych.
Meagan Smith, Ph.D., R.Psych.
Harry Stefanakis, Ph.D., R.Psych.
Maureen Whittall, Ph.D., R.Psych.
Ariana Yakirov, Ph.D., R.Psych.

NEW REGISTRANTS 2015

Kate Aubrey, Ph.D., R.Psych.
Kirk Owen Béasse, Master of Counselling, R.Psych.
Kallista Bell, Ph.D., R.Psych.
Isabelle Boisclair, Psy.D., R.Psych.
Jane E. Brindley Ph.D., R.Psych.
Susan Robin Brock, Ph.D., R.Psych.
Carolyn M. Burns, Ph.D., R.Psych.
Theodore Arthur Burrows, Ph.D., R.Psych.
Jacqueline Elaine Bush, Ph.D., R.Psych.
Megan Caines, Ph.D., R.Psych.
Valerie Caldeira, Ph.D., R.Psych.
Kim Ceurstemont, Ph.D., R.Psych.
Alana Nicole Cook, Ph.D., R.Psych.
Kiersten Ellen Côté, M.Ed., R.Psych.
Melina Anne Dayne, M.Sc., R.Psych.
Loise C.P. Fennell, Ph.D., R.Psych.
Megan Ferronato, Ph.D., R.Psych.
Karen J. Francis, Ph.D., R.Psych.
Mauricio Alejandro Garcia-Barrera, Ph.D., R.Psych.
Kathleen Gingras, M.Sc., R.Psych.
Jessica Vita Ginting, Ph.D., R.Psych.
Lucy Gofton, Ph.D., R.Psych.
Jennifer Grace, M.Sc.,
Associate Psychologist (Corrections)
Sarah Greer, D.Clin.Psy., R.Psych.
Laura S. Guy, Ph.D., R.Psych.
Jillian Haydicky, Ph.D., R.Psych.
Katrina Hodgson, Psy.D., R.Psych.
Timothy Compton Johnston, Ph.D.,
Registered Supervised Psychologist
Tara Elise Jukes, Ph.D., R.Psych.
Gelareh Karimiha, Ph.D., R.Psych.
Kathy Eileen Keating, Psy.D., R.Psych.
Barbara S. Kennedy, Ph.D., R.Psych.

Sofia Khouw, Master of Health Psych., R.Psych.
Laura M. Klubben, Ph.D., R.Psych.
Emily Koert, Ph.D., R.Psych.
Maya Libben, Ph.D., R.Psych.
Lesley D. Lutes, Ph.D., R.Psych.
Terri-Lynn MacKay, Ph.D., R.Psych.
Georgina Elizabeth Maltby, Ph.D., R.Psych.
Brooke Mandseth, M.Ed., R.Psych.
Stephanie L. Martin, Ph.D., R.Psych.
Lindsay McBride, Ph.D., R.Psych.
Megan McLarnon, Ph.D., R.Psych.
Sarah Mordell, Ph.D., R.Psych.
Lisa Marion Muhler, M.Sc., R.Psych.
Shaun David Murphy, M.A., R.Psych.
Rami Nijjar, Ph.D., R.Psych.
Brooke Elizabeth Owen, M.A., R.Psych.
Douglas Philip Ozier, Ph.D., R.Psych.
Sonia Packwood, Ph.D., R.Psych.
Laurel Paterson, Ph.D., R.Psych.
Patrick William Poyner-Del Vento, Ph.D., R.Psych.
Nicole Pugh, Ph.D., R.Psych.
Nicole Giovanna Ricci-Stiles, Ph.D., R.Psych.
Angela Roth-Peters, M.Ed., R.Psych.
Lesley A. Ruttan, Ph.D., R.Psych.
Donald R. Scott, M.A., R.Psych.
Joanne Seitz, Ph.D., R.Psych.
Garrett Wilson Stetson, Psy.D., R.Psych.
Suretha Swart, Ph.D., R.Psych.
Jennifer L. Trew, Ph.D., R.Psych.
Rachel Vella-Zarb, Ph.D., R.Psych.
Kathleen Carol Walls, M.Ed., R.Psych.
Meris Williams, Ph.D., R.Psych.
Tamara Lynn Williams, Ph.D., R.Psych.
Jane Woo, Ph.D., R.Psych.

INTRODUCTION TO THE COLLEGE OF PSYCHOLOGISTS OF BC 2015 ANNUAL REPORT

MANDATE

To regulate the profession of psychology in the public interest in accordance with the *Health Professions Act* of British Columbia by setting the standards for competent and ethical practice, promoting excellence, and taking action when standards are not met.

This 2015 Annual Report provides a summary of the College's regulatory activities for the 2015 year, including reports on the processing of applications for registration from Canadian and international applicants, the investigation of complaints about psychological services provided by a registrant of the College, and activities to enhance the competency and level of practice of psychologists, and engagement with other Canadian psychology regulators across the country and with other health regulators within British Columbia.

Readers of this report are also encouraged to visit the College's website for copies of the Annual Reports of previous years, the *Chronicle* publication, and other information and resources about the regulation of the profession of psychology in British Columbia:
<http://www.collegeofpsychologists.bc.ca>.

The College is committed to meeting its public protection mandate with professionalism, objectivity, transparency, accountability, stakeholder involvement/participation, and clear communication.

Questions about this report or other College publications or activities are invited in writing to the College.

REPORT FROM THE CHAIR

I was pleased to serve as Chair of the Board of the College of Psychologists of British Columbia for the 2015 year. It was an honour to be associated with the members of our Board, Staff and Committees who bring integrity and engagement to meeting the regulatory challenges of the College.

Information Meetings There were several Information Meetings held in 2015 by request. The College's policy of providing an "information meeting by request" to ten or more registrants continues and reflects the Board's commitment to providing registrants a direct opportunity to be informed and to participate in discussions regarding the regulation of the profession in British Columbia. The College did not hold large general information meetings in 2015 as there were four registrant workshops provided during the year (three in Vancouver and one in Victoria) allowing for significant engagement with a large number of registrants.

Annual General Meeting The Annual General Meeting for the 2014 year was held in Vancouver on May 28, 2015 at SFU Downtown. The continuing competency presentation was on Collaborative Care and was provided by Registrants Drs. Theo DeGagne and Joachim Sehrbrock, in addition to family physician Dr. Angela Ngan of Vancouver Coastal Health Authority. Drs. DeGagne and Sehrbrock spoke about their involvement in collaborative care initiatives and projects at Vancouver Coastal and Dr. Ngan gave her perspectives on the important role of psychologists in collaborative care, particularly, primary care.

College Workshops The College offered the 2015 Continuing Competency workshop, "Lessons from the Past and Prepping for the New Reality", four times in 2015 to a total of 284 registrants. This represents approximately 25% of all registrants actively practicing in BC. Almost all of the attendees have taken and passed the post workshop quiz. Feedback from registrants who attended the workshop has been overwhelmingly positive and many noted it exceeded their expectations. Helpful comments were reviewed and integrated into later workshops. Successful completion of the post-workshop quiz fulfils the regular continuing competency requirements for 2015 or for 2016 if they chose to bank it. [Note: The Quality Assurance Committee randomly audited 6% of eligible registrants for the 2015 audit. Of the randomly selected registrants, 30% had completed the 2015 Workshop in which case they were deemed to have met the continuing competency requirements for the year]. An online version of the workshop is under preparation.

Strategic Planning The five practice issues highlighted as either high or medium risk for the College at the 2014 Strategic Planning meeting of the Board continued to be the primary focus of the Board during 2015: litigation and legal processes, collaborative care and overlapping scopes of practice, unregulated healthcare services, foreign trained applicants and AIT issues, and financial challenges.

Participation with Local, National, and International Organizations The College is an active participant in various regulatory organizations including the newly re-named BC Health Regulators (BCHR) (formerly called the Health Profession Regulators of British Columbia (HPRBC) and formerly called the Health Regulatory Organizations (HRO). The Registrar continued to serve on the Executive Committee of BCHR, and the Deputy Registrar continues as the Co-Chair of the subcommittee on Quality Assurance. The College also plays a very active role in the Association of Canadian Psychology Regulatory Organizations (ACPRO) with the Registrar as Vice-Chair. The College also continues to be an active member of the Association of State and Provincial Psychology Boards (ASPPB) and participated in ASPPB meetings in April in Montreal and in October in Phoenix. The College also remains affiliated with the Association of Executive Directors and Registrars of BC.

Practice Support The Practice Support Service continues to be most ably staffed by Susan Turnbull, Ph.D., R.Psych., and the continued positive feedback and high usage of this service is a source of satisfaction to the Board and the Quality Assurance Committee. This service is seen by the Board as enhancing the College's ability to meet its mandate of public protection by offering registrants assistance in contemplating novel practice issues and ethical dilemmas through the lens of governing legislation, including the *Code of Conduct*. This Service continues to be offered free of charge to registrants. The objectives and parameters of this Service are delineated on the College website. Please review the summary information on this Service which is included in the Registrar's Report in this Annual Report.

Government Relations The College had active engagement with government in 2015, continuing important discussions related to the Safe Choices (2001) recommendation of removal of all exemptions. These discussions have been ongoing for many years and the College appreciates the Ministry of Health's confirmation of prioritizing the implementation of discussed changes in the near future. In particular, discussions continue with the long-discussed regulation of school psychology practitioners in addition to discussion of the proposed new class of Behaviour Analyst. The Ministry of Health also circulated several key policy documents during 2015, links to which were provided to registrants as well as being posted on the College's website.

In closing, 2015 was a very busy and productive year, and it was my pleasure and privilege to serve as the 2015 Board Chair.

Respectfully submitted,
Marlene Moretti, Ph.D., R.Psych.,
Chair of the Board 2015

COMMITTEE REPORTS

DISCIPLINE COMMITTEE REPORT

There were no hearings of the Discipline Committee and no citations issued for hearings in 2015.

Respectfully submitted,
J. Dean Readman, Chair,
Discipline Committee 2015

PATIENT RELATIONS COMMITTEE REPORT

As per the *Health Professions Act*, the objectives of this Committee include: recommending to the Board specific procedures for handling complaints of professional misconduct of a sexual nature; informing the public about the process of bringing their concerns to the College; monitoring and periodically evaluating the operation of procedures established; developing and coordinating educational programs dealing with professional misconduct of a sexual nature for registrants and the public as required; establishing a patient relations program to prevent professional misconduct of a sexual nature; and recommending to the Board standards and guidelines for the conduct of registrants and their patients.

The Committee acknowledges the work of the BCHR during 2015 on working towards enhancing common understandings and shared objectives among the health Colleges with regard to Patient Relations.

Respectfully submitted,
Lisa Seed, Chair, Patient Relations Committee 2015

INQUIRY COMMITTEE REPORT

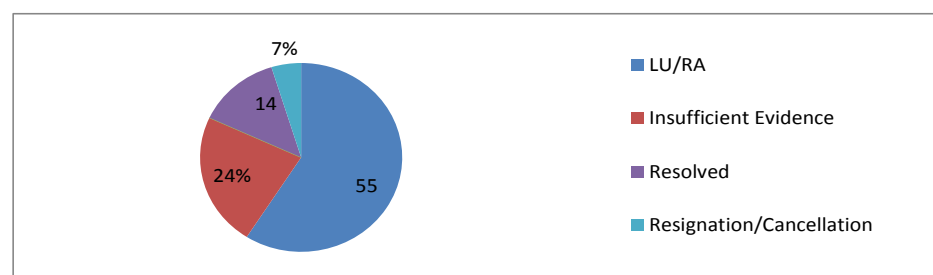
The Inquiry Committee (IC) received 36 new complaints in 2015. In addition to the new complaints, the Committee disposed of 29 complaints from previous years, and had 70 complaints open at some point during the 2015 year. The number of complaints received was marginally higher than last year (32), but generally lower than the preceding years. Although the number of complaints last year and this year are lower than previous years, the Committee noted the increase in complexity of the complaints before them. Among the complex issues noted were those relating to implied undertakings and third parties making complaints about services received by others. In addition, several of the complaint files contained extensive material to consider and review before deciding what action to take in their investigation or how to dispose of a complaint. Of the files closed under “Resigned/Cancelled”, please note that if a registrant resigns during a complaint investigation, the investigation continues as appropriate, a decision report is finalized and, if determined to be in the public interest, a public notice is directed by the Board under s. 53 of the *Health Professions Act*.

The closing reasons for the 29 files closed in 2015 are summarized in Table 1 below.

Table 1: Files Closed During 2015 (N=29)

Closing Reason	Number
Letter of Undertaking or Resolution Agreement (LU/RA)	16
Resolved	4
Insufficient Evidence	7
Decision Not to Proceed (no jurisdiction, withdrawn, vexatious or frivolous)	0
Resigned/Cancelled*	2
Administrative Closure	0
Total	29

Figure 1: Closing Reason by Percentage



Respectfully submitted,
Hendre Viljoen, Ph.D., R.Psych.,
Chair, Inquiry Committee 2015

REGISTRATION COMMITTEE REPORT

New Classes of Registration: Behaviour Analysts and School Psychologists

On September 1, 2014, by Order of the Minister of Health, the College's new bylaws were brought into force. The amendments updated and modernized the College's bylaws. In particular, the amendments to Part 4 clarified the requirements for registration as a registered psychologist in British Columbia, and introduced new classes of associate psychologist (corrections) registration (for those working in the prison correctional system) and psychology assistant registration.

In 2015, the College continued discussions with regard to other possible limited classes including classes specifically designed for school psychologists and behaviour analysts. In Spring 2015, the College released a draft proposal (circulated to all registrants) on the regulation of behaviour analysts representing the result of consultations between the College, the BC Association of Behaviour Analysis, Autism Community Training and the Ministries of Children and Families and Health. A series of information meetings have been held for potential registrants in this new class and it is expected that draft bylaws and regulation changes, which will establish this class, will be publically posted in 2016.

Discussions also continued with the Ministry of Education and the BC Association of School Psychologists regarding the regulation of school psychologists by the College and this is expected to move forward. As registrants, school psychologists will be entitled to the continued use of the title "school psychologist". The revised regulation, as drafted, includes this new title. The new class of registration has been developed with the specific and important objective of ensuring continuity of school psychology services for BC students in the context of government's plans to remove the title exemption for this group in the *Psychologists Regulation*. The scope of their practice, as it is now, will remain supporting students in the school setting, and assessing issues related to school performance by virtue of employment or contract with a school or school district. The requirements for full scope practice remain meeting the requirements for registered psychologist registration.

Mobility and Access to the Profession

Agreement on Internal Trade (AIT) As in previous years, and in accordance with the *Labor Mobility Act*, AIT applications from psychologists registered elsewhere in Canada were received and processed. Approximately a third of all applications are from AIT applicants. This percentage has remained stable over the last three years. The Registration Committee remains committed to processing these applications in a timely fashion and is pleased to report that it is typical for reciprocal applicants who have submitted a complete application file to be reviewed and ready to take the Written Jurisprudence Examination (WJE) within 3 months of applying. Consideration is being given to an online delivery of the WJE in an effort to further expedite these and other applications for registration. Greater detail regarding this particular subset of applicants and timelines is provided in later sections of this Report.

Foreign Qualifications Recognition (FQR) Since the approval of the National Standard for Entry to Practice, the Association of Canadian Psychology Regulatory Organizations' (ACPRO) attention has turned to working with Human Resources Skills Development Canada (HRSDC)/Foreign Qualifications Recognition (FQR) officials on a Draft Action Plan for Internationally Trained Professionals (ITPS). ACPRO approval of the plan will clear the way for a discussion with HRSDC about a partnership in achieving the objectives of the plan, including the potential for funding provided the objectives will substantially

improve timeliness, transparency and other access issues for ITPs considering licensure in Canada. In addition, HRSDC requested approval in principle of a “commitment to the expectation of providing applicants with a decision on their application eligibility within one year of receipt of all documentation: Our goal is that, within one year, an individual will know whether their qualifications will be recognized, or be informed of the additional requirements necessary for registration, or be directed toward related occupations that commensurate with their skills and experience.” This is consistent with current practice at the College. More information regarding this group of applicants can be found in later sections of this Annual Report.

I would like to thank the psychologists and public members who kindly volunteer their time in order to serve on the Committee. Thanks also goes to oral examiners and regulatory supervisors who play an indispensable role in the registration of first time applicants. Finally, I would like to acknowledge the College staff whom I thank on behalf of the Committee for their hard work and careful attention to the many details involved in the thorough review and processing of applications for registration.

Respectfully submitted,
Michael Elterman, M.B.A., Ph.D., R.Psych.,
Chair, Registration Committee 2015

QUALITY ASSURANCE COMMITTEE REPORT

Continuing Competency Program Audit As in previous years, the audit for the 2014 year was initiated in February 2015 and was completed by Spring. Overall, the Committee was pleased to see the high level of compliance with the program and audit itself.

Professional Executor Requirement Per bylaw section 51 (2)(d), beginning with renewal for the 2015 year, registrants were required to provide a declaration that they had appointed and so informed the College of the name of a professional executor for practice records under their primary control and/or the name of an institutional contact for practice records located in an institution. As the College had been highlighting the topic to registrants and collecting this information from registrants for years, the transition to this new renewal requirement was smooth.

Competency Based Assessment of Practice

Quality assurance programming amongst health regulators is changing to meet public and government expectations about competence of health professionals and the quality of the services they provide. Continuing education (or “competence maintenance”) is recognized as a necessary ongoing process to maintain and/or enhance competence but is no longer viewed as sufficient as a quality assurance measure. Government expects that regulators will move beyond quality assurance models that rely mainly on CE requirements and shift to programming that incorporates competency based assessment, such as examinations. See CPBC Bylaw 55.5 “Practice Assessments”. In April 2015, the Quality Assurance Committee requested registrant feedback regarding competency-based assessment of practice. Registrants were provided an opportunity to share their thoughts anonymously and a small percentage elected to complete an online survey. Those who responded appeared to appreciate the challenges of competency based assessment in the context of wide variation in practice areas and validity of potential measures. Relevance to practice was a common theme in many responses as was administrative burden, including costs. The Committee will continue to inform registrants of contemplated changes to the program and thanks those who took the time to respond to the survey.

Workshops The College offered the 2015 Continuing Competency workshop, “Lessons from the Past and Prepping for the New Reality”, four times in 2015 to a total of 284 registrants. This represents approximately 25% of all registrants actively practicing in BC. Key objectives of the workshop were: (1) Ensuring registrants are aware of regulatory documents and obligations. (2) Enhancing registrant understanding of changes in clinical practice in the context of collaborative care and the current healthcare climate. (3) Sharing the cumulative wisdom of the Inquiry Committee and translating that wisdom into best practice. Given the positive reception the workshop received, the College is working on packaging the workshop for an online delivery format.

Practice Support Service The Practice Support Service has been in place since March of 2010 and has been well utilized by registrants. In 2015, a total of 151 contacts were made with the Service, bringing the grand total of queries received and responded to since its inception, to 1035. The Registrar’s report contains additional data with regard to utilization and kinds of practice issues addressed through the Service during the year.

Use of Social Media The Quality Assurance Committee has endorsed drafts of a number of checklists, intended to support the practice of registrants. The checklists have been developed in order to: address common practice issues seen through Practice Support service and/or the Inquiry Committee; assist registrants in dealing with evolving areas or new aspects to practice (e.g., telepsychology); function as a guide for thoughtful practical application of the *Code* and/or other legislation relevant to the practice of psychology; and to reflect what would be generally accepted as normative practice by the majority of the profession. In light of the heavy use of social media in both personal and professional contexts, the Committee initiated a review of existing guidelines and publications pertaining to the use of social media and online networking forums by health professionals. This work began in 2015 and a draft checklist will be circulated to registrants for feedback in 2016.

I’d like to take the opportunity to thank the professional and public members of the Committee for their excellent work and thoughtful contributions. I’d also like to acknowledge the College staff and thank them for ensuring the Committee is always well informed and kept current especially with regard to public policy and Quality Assurance (QA) practices in professional regulation.

Respectfully Submitted,
Henry Harder, Ed.D., R.Psych.,
Chair, Quality Assurance Committee 2015

FINANCE REPORT FROM THE BOARD

As noted in last year’s Annual Report, with the implementation of the 2014 Bylaws, the Board is now the Finance Committee, as it was the decision of the 2014 Board to formalize the process of having the entire Board involved in College finances. Audited financial statements for the 2015 year are found at the back of this Annual Report. Table 2 provides a comparison of College expenses over the past 5 years.

Table 2: Comparative Expenses

YEAR	WAGES AND BENEFITS		STATUTORY EXPENSES		GENERAL OPERATING EXPENSES		TOTAL EXPENSES	
	Amount	%	Amount	%	Amount	%	Amount	%
2011	679,369	47	293,899	20	484,013	33	1,457,281	100
2012	637,044	41	392,154	25	519,148	34	1,548,346	100
2013	642,732	44	336,501	23	453,613	32	1,438,846	100
2014	717,825	45	322,331	20	556,241	35	1,596,878	100
2015	738,543	49	264,940	17	520,356	34	1,523,839	100

The Board notes a moderate decrease in total expenses for 2015.

Respectfully Submitted,

Marlene Moretti. Ph.D., R.Psych. ,

Board Chair, 2015

REGISTRAR'S REPORT

Below is the Registrar's Report on the activities of the College for the year 2015. This report is divided into three main sections:

- I. **Registration/Application Matters** This section provides a description of the College Register for 2015, a summary of application activity, and a report on examinations.
- II. **Complaint and Investigative Matters** The second section provides a descriptive and statistical analysis of complaint and HPRB matters.
- III. **Administrative Matters** The third section summarizes activities of the Practice Support Service, administrative activities related to external relationships, and our obligations under the *Ombudsperson and Freedom of Information and Protection of Privacy Acts*.

I. REGISTRATION/APPLICATION MATTERS

This section is divided into 2 sections as follows:

- 1) The College Register 2015 and
- 2) Summary of Application Activity

1. The College Register 2015 As of December 31, 2015, the College Register listed a total of 1283 registrants in the various classes of registration, some with limitations per their class of registration and/or limitations as per the College's Inquiry Committee.

Classes of Registration The vast majority of registrants remain in the first class of "registered psychologist registration". This class reflects training at the doctoral level and full scope practice except as otherwise imposed by the Inquiry or Discipline Committees after a complaint investigation. With approval of the new bylaws in 2014, there are several new classes of registration. One class was created for individuals working exclusively in the (currently exempted) correctional setting, called "associate psychologist (corrections)". A second class called "grandparented registration" was created to provide a place for the small handful of registrants holding a continuing limitation, restriction or condition on their practice of psychology from prior to September 1, 2014. Another class was created for individuals providing specific psychological services under the complete supervision of registrant approved by the College, called "psychology assistant".

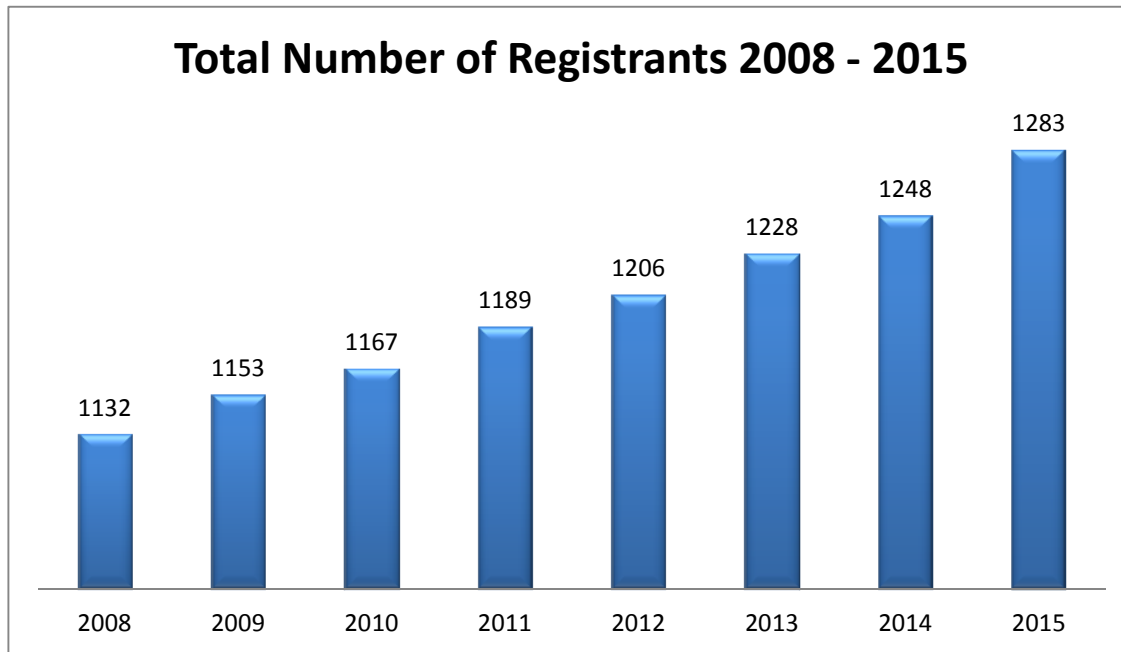
In addition to these small additional classes, there are two classes related to “temporary” registration. The first, called “temporary (supervised)”, is for individuals granted registration by a decision of the Registration Committee who meet the criteria for Registered Psychologist registration but have not completed the required registration examinations or other required continuing competency and quality assurance requirements necessary for reinstatement. These registrants provide services under the supervision of an approved registrant of the College. The second temporary class, “temporary (visitor)”, is for individuals fully registered for the practice of psychology in another jurisdiction who come to British Columbia to provide psychological services for a very short (typically two weeks or less) period and for a specific purpose (such as providing expert witness testimony). A final class established in the new bylaws is “non-practising” which is for individuals currently not practicing in British Columbia as they are: on medical or parental leave, live out of province and are registered elsewhere for active practice, or are completely retired from psychology practice.

Table 3: The College Register as of December 31, 2015

Register Status on December 31, 2015	Total
Registered Psychologists – No Limitations or Conditions	1170
Registered Psychologists -- Limitations as per Inquiry Committee	9
Limitations as per Class of Registration:	
Non-Practising (Out of Province)	30
Non-Practising (Medical, Parental or Other Leave)	22
Non-Practising (Retired)	37
Grandparented Registration	6
Associate Psychologist (Corrections)	3
Temporary (Supervised)	1
Temporary (Visitor)	2
Limitations as per Inquiry Committee (IC) and per Class of Registration	3
Total	1283

The College has maintained a relatively stable number of registrants with a steady, but modest, increase over the years. This increase is illustrated in Figure 2, depicting the total number of registrants over the years 2008-2015.

Figure 2: Total Number of Registrants 2008 – 2015



As shown in Table 4 below, a total of 66 new registrants were added to the Register in 2015, most of whom were seeking registration as first time registrants in the class of Registered Psychologist. AIT (Agreement on Internal Trade) applicants are those applicants holding full registration as a psychologist in another Canadian jurisdiction and Mobility applicants hold a license to practice psychology in a US jurisdiction.

Table 4: New Registrants by Application Category

2014				2015			
First Time Applicants	AIT	Mobility	Total	First Time Applicants	AIT	Mobility	Total
30	18	4	52	32 R.Psych. 1 Associate Psychologist (Corrections)	28	5	66

2. Summary of Application Activity Table 5 below summarizes the application activities at the College during the 2015 year, along with comparison data from the previous year. As shown in the table, a total of 83 applications were received during the 2015 year. Of these, 59% (n=49) were seeking registration for the first time, 32% percent (n=27) were AIT applications and 6% (n=5) were Mobility applications.

Foreign Trained Applications Received in 2015

Twenty four (n=24) applications were received from foreign trained individuals. The majority of the applicants were trained in the United States (n=18) and most were seeking registration for the first time in North America. Six (6) applicants were trained outside of North America (UK = 4, Netherlands = 1 and Mexico = 1). The United States trained applicants were most typically graduates of APA accredited programs and internships which provides for a streamlined and efficient pathway to registration.

Table 5: Application Activity Summary 2013-2015

Applications Received	2014	2015
Registered Psychologist Registration	45	44
Associate Psychologist (Corrections)	1	2
Psychology Assistant	1	3
Temporary (Visitor) Registration	3	2
AIT	26	27
Mobility	3	5
TOTAL	79	83

Examinations

All first time applicants for Registered Psychologist registration are required to complete three examinations as part of the application process: the Examination for Professional Practice in Psychology (EPPP), the Written Jurisprudence Examination (WJE) and the Oral Examination (OE). AIT and Mobility applicants are required to successfully complete the WJE. Psychology Assistant and Associate Psychologist (Corrections) applicants are required to pass a Readiness for Practice Examination (RFP), in addition to the WJE.

Table 6: Number of Examinations Written in 2015

	2010	2011	2012	2013	2014	2015
EPPP Examinations	26	31	29	46	30	38
Written Jurisprudence Examinations	44	31	61	52	59	73
Oral Examinations	25	52	26	43	31	39
Readiness for Practice Examination	-	-	-	-	-	4

The EPPP was taken 38 times in 2015. Thirty-two applicants of the 35 applicants taking the exam for the first time (91%) passed the exam. The minimum required passing score is 500/800 (scaled score). The average passing score for first-time test takers in 2015 was a scaled score of 619/800 (range 500-735). Three (3) were re-takes of the EPPP, two of which resulted in a passing score. As in past years, the WJE was held at the College offices on a monthly basis. Seventy-one (71) applicants passed on their first attempt. One (1) applicant took the exam for a second time and successfully passed while another is awaiting a retake.

In 2015, 39 oral examinations were held. Of the applicants taking the exam for the first time (n=29), 29 (80%) fully passed and were added to the register without limitations. Of the other candidates (n=7), three (3) failed the examination and four (4) individuals elected to accept a short period of supervision to address the areas identified in the examination as needing remediation prior to being added to the

register. Owing to the small number of Associate Psychologist (Corrections) and Psychology Assistant candidates, for privacy reasons, detailed RFP results are not reported. However, as noted above, one Associate Psychologist (Corrections) candidate successfully completed the RFP within the year and was added to the register in 2015.

Application Outcomes and Timelines

Outcomes: Of the 66 individuals added to the Register in 2015, 32 were first time registrants applying for Registered Psychologist registration and one (1) was an Associate Psychologist (Corrections) registrant; 28 were individuals registered elsewhere in Canada, and five (5) were applicants licensed as psychologists in the US.

A total of 16 foreign trained applicants were accepted for registration and added to the Register in 2015. Approximately half were seeking registration for the first time. Seven individuals came through the AIT/Mobility application streams and were already registered either in the US or Canada. Nearly all of the foreign trained applicants were trained in the United States. Only four were trained outside of North America (UK (2), Australia (1) and New Zealand (1)). This is consistent with previous years.

As outlined in previous sections, the vast majority of applicants for registration are granted registration. The North American standard of accredited training and clarity of registration requirements likely assists in ensuring that applicants self-select prior to submitting an application. Over the past five years (2011 – 2015), only eight applicants have been refused registration. All were seeking first time registration in the Registered Psychologist class.

Two of these individuals did not pass the EPPP within the three attempts allowed. One reapplied and is now fully registered as a psychologist while the other has not yet reapplied, but expressed their intention to do so. Another was found not to meet the education, training and experience requirements for registration, undertook additional training in order to meet the requirements and is now fully registered as a psychologist.

With regard to the other five applicants, the Registration Committee determined that their education, training and experience did not meet the registration requirements, and they were not able to successfully demonstrate that their knowledge, skills and abilities were substantially equivalent to the requirements. All five of these individuals met the criteria to either apply for registration in a different registration class or the proposed class for school psychology which is in progress. Two (2) of these individuals made application to the Health Professions Review Board (HPRB) for a review of the College's decision. Both matters were settled through mediation with the applicants electing to pursue the class for which the Committee determined they were most appropriate.

Timelines: Most applicants have their applications reviewed and are moved to the examination phase within three months from date of receipt of application. This includes AIT, Mobility and those applicants from APA/CPA accredited programs who've also completed APA/CPA accredited internships.

For first-time registrants with applications not needing additional information or clarification, the average length of time from receipt of the application to placement on the Register was approximately 15 months. Length of time is significantly impacted by any leave or extension on the part of the applicant, timeliness in studying for and taking examinations, success on examinations, and the accreditation status of the applicant's graduate program, and applicants from APA and CPA programs typically experience a significantly shorter time through to registration. For applicants coming from

accredited programs, who pass all exams in a timely fashion, the process can be completed in 12 months or less. Approximately a third of those registered in 2015 were able to do so within one year.

AIT applicants were registered within 6.5 months of application, on average. The five Mobility applicants averaged 5 months from date of application to registration. Length of time for the AIT/Mobility application streams is often determined by when applicants move to BC as most decide to sit for the WJE exam in BC rather than have it proctored in their home Canadian jurisdiction.

The College continues to actively track these time periods and will report on timeframe for applications on an ongoing basis. Most significant time delays for any category of registration are due to identified deficiencies in the applicant's training as well as deferrals, parental leaves and other applicant-generated delays.

Registration Matters before the Health Professions Review Board in 2015.

One applicant for registration was denied registration in the Registered Psychologist class of registration, appealed the decision in 2014 and this matter was successfully resolved in 2015 through the HPRB's mediation stream. The applicant subsequently applied for registration in another class of registration in the 2015 year.

II. COMPLAINT AND INVESTIGATIVE MATTERS

This section contains information about complaints that the IC received or closed in 2015. This section is divided into the following topic areas:

1. Complaint file status as of December 31, 2015;
2. Descriptive complaint summary;
3. Investigations opened by the Inquiry Committee;
4. Length of time to close complaint files;
5. Closing reasons for complaints closed in 2015 and comparison with previous years;
6. Components of the complaint investigation process;
7. Letters of Undertaking/Resolution Agreements;
8. Complaints per year and number of registrants with complaints.
9. Summary of Complaint Matters before the Health Professions Review Board

1. Complaint file status as of December 31, 2015 - Since the College came under the *Health Professions Act (HPA)*, a total of 788 complaints have been received, including 36 complaints received during 2015. Of the new complaints received in 2015, six were also closed in 2015, leaving a total of 30 new complaints received in 2015 still open at year end.

2. Descriptive Complaint Summary - Below are four descriptive variables (primary allegation, complaint context, and complainant type) on which all complaints are tracked:

- a. **Primary Allegation** Table 7 shows the primary allegations for complaints received in 2015 as categorized by *Code of Conduct* standards. The most frequent primary allegations related to General Competence (16). Within this domain, many of the allegations involved an assessment (see Table 8).

Table 7: Primary Allegation in Complaints Received 2000-2015

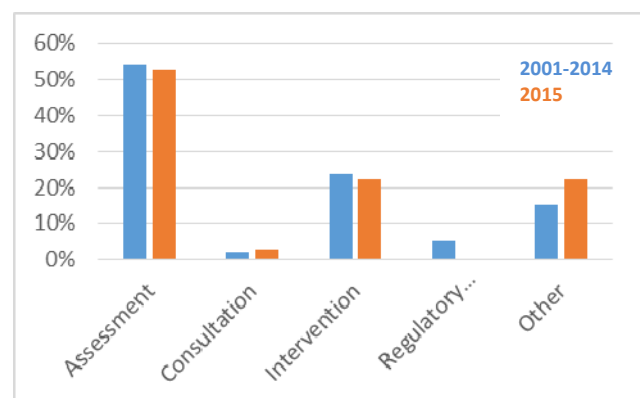
Primary allegation	2000-2014		2015		Total	
	#	%	#	%	#	%
General Standards for Competency (CC 3.0)	118	16%	16	44%	134	17%
Informed Consent (CC 4.0)	32	4%	0	0%	32	4%
Relationships (CC 5.0)	113	15%	6	17%	119	16%
Confidentiality (CC 6.0)	35	5%	4	11%	39	5%
Professionalism (CC 7.0)	112	15%	5	14%	117	15%
Provision of Services (CC 8.0)	19	3%	0	0%	19	2%
Rep. of Services/Credentials (CC 9.0)	3	0%	0	0%	3	0%
Advertising/Public Statements (CC 10.0)	21	3%	0	0%	21	3%
Assessment Procedures (CC 11.0)	255	34%	5	14%	260	33%
Fees (CC 12.0)	11	1%	0	0%	11	1%
Maintenance of Records (CC 13.0)	1	0%	0	0%	1	0%
Security/Access to Record (CC 14.0)	12	2%	0	0%	12	2%
Compliance with Law (CC 18.0)	7	1%	0	0%	7	1%
Application (CC 2.0)	2	0%	0	0%	2	0%
No Standard Applicable	11	1%	0	0%	11	1%
Total	752	100%	36	100%	788	100%

- b. Complaint Context** Table 8 and Figure 3 show the context of the complaints received in 2015. Consistent with trends from previous years, the majority of complaints (53%) occurred in the context of an assessment, such as a custody and access or return to work assessment.

Table 8: Number of Complaints by Context for Complaints Received 2000-2015

Complaint Context	2000-2014	2015	Total
Assessment	405	19	424
Consultation	16	1	17
Intervention	179	8	187
Regulatory Compliance	37	0	37
Other	115	8	123
Total	752	36	788

Figure 3: Complaint Context by Percentage



- c. **Complainant Type** Table 9 shows that in 2015, the majority of complaints came directly from clients (n=17) and colleagues (n=9). It is important to remind Registrants of obligations under the *Health Professions Act* to bring their concerns about a regulated health professional's conduct or competence to the professional's respective College.

Table 9: Complainant Type in Complaints Received 2000-2015

	Complainant Type	2000-2014		2015		Total	
		#	%	#	%	#	%
Public	Client - 3rd Party	162	22%	2	6%	164	21%
	Client – Direct	233	31%	17	47%	250	32%
	Client – Relative	94	13%	3	8%	97	12%
	Colleague	116	15%	9	25%	125	16%
	Other	58	8%	4	11%	62	8%
Inquiry Committee		89	12%	1	3%	90	11%
Total		752	100%	36	100%	788	100%

3. Investigations Opened by the Inquiry Committee Under the *Health Professions Act*, the Inquiry Committee can open an investigation when there are public protection concerns or when the Committee becomes aware of a new area of concern in the context of investigating another complaint. As noted above, the Inquiry Committee opened 1 investigation under its own motion in 2015.

4. Length of Time to Close Files For complaints closed in 2015 (N=29), the number of months required to investigate and/or close a file ranged from 4 to 21 months. Figure 4 below contains the comparative length of time to close complaint files for 2013, 2014, and 2015. Figure 5 shows the average time to close complaint files in 2015. Figure 5 shows that the majority of complaints closed in 2015 were closed within 6-10 months from the date they were received. Fifty-nine percent of the complaints that were closed in 2015 were closed within 12 months (n=17) of receipt, and 93% were closed within 18 months. This is an impressive achievement by the Inquiry Committee given the complexity of the complaints and the thoroughness with which the Committee members review the often extensive complaint material.

Figure 4: Average Time (in months) to Close Complaint Files by year

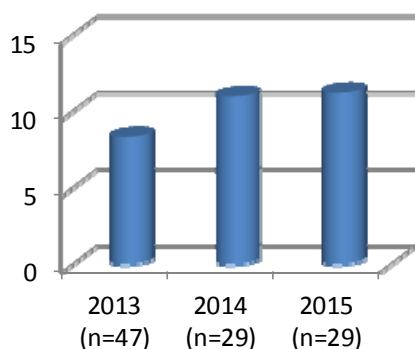
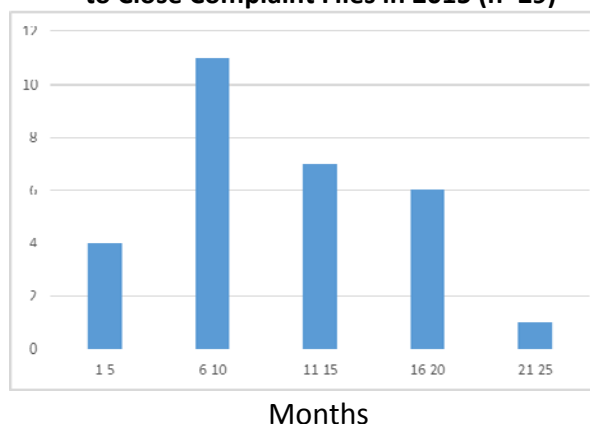


Figure 5: Average Time (in months) to Close Complaint Files in 2015 (n=29)



5. Complaint File Closing Reasons Twenty-four percent of complaints closed in 2015 were dismissed because of insufficient evidence of a breach of the *Code of Conduct* or because they were withdrawn by the Complainant (and did not present public protection concerns). Approximately 49% of the complaints closed in 2015 were resolved by way of an Undertaking or Agreement with the respondent. A detailed breakdown of the closing reasons is provided in Table 10 below.

Table 10: Closing Reasons for Complaints Closed 2013-2015

Closing Category	Closing Reason	2013		2014		2015		Totals	
		#	%	#	%	#	%	#	%
Dismissed due to lack of evidence; withdrawn; admin. closure; no jurisdiction	Insufficient Evidence	7	15%	1	3%	7	24%	15	15%
	Decision to not proceed	16	34%	11	37%	0	0%	27	25%
Voluntary Resolution	Undertaking or Consent Agreement	22	47%	15	50%	16	55%	52	49%
	Resolved	2	4%	1	3%	4	14%	7	7%
Resigned/ Cancelled*		0	0%	2	7%	2	7%	5	5%
Totals		47		30		29		106	

*In the event a Respondent resigns in the context of an ongoing complaint investigation, as was the case for 2 files involving one registrant in 2015, the complaint investigation proceeds through to conclusion and a public notice is placed on the College website in those instances where the Board has determined, as per s. 53 of the *Health Professions Act*, that it is in the public interest to do so.

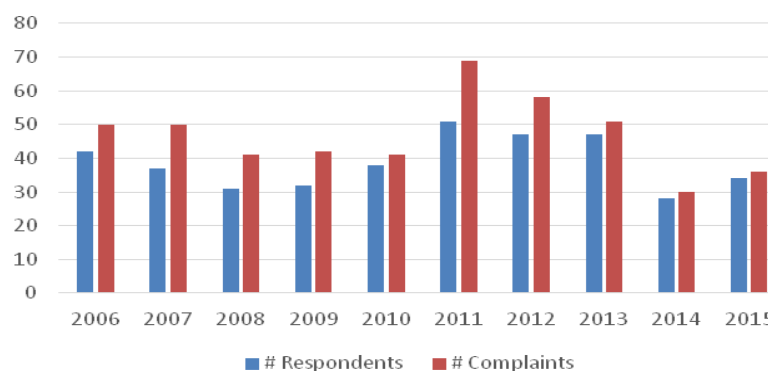
6. Letters of Undertaking/Resolution Agreements. Table 11 provides a summary of primary allegations and general terms Agreements signed by Respondents during the 2015 year as a means of bringing a complaint file to a close. A total of 16 agreements were signed in 2015. The terms of such agreements are determined on a case by case basis. In a number of the more serious complaints below, a hearing of the Discipline Committee would have been held had such a resolution not been achieved.

Table 11: Summary of Terms of Letters of Undertaking/Resolution Agreements in 2015 (N=16)

Respondent	# of Files	Primary Allegation by Code Section	Terms of Consent Agreement or Undertaking
1	1	Assessment Procedures	Refrain from assessment unless under supervision
2	1	Competency	Refrain from active practice until treatment team confirms adequate health
3	1	Compliance with Law	Resigned from practice, terms for re-application *
4	1	Competency	Full supervision
5	1	Relationships	Implement system for determining conflict before accepting referral
6	1	Advertising/Statements	Meet with supervisor to make statements on website compliant with code
7	1	Professionalism	Meet with supervisor to review issues related to complaint
8	1	Assessment Procedures	Agree not to repeat testing error
9	1	Confidentiality	Meet with supervisor to review issues related to complaint
10	1	Assessment Procedures	Supervision regarding assessment
11	1	Assessment Procedures	Self-study of assessment issues related to complaint
12	1	Competency	Meet with supervisor to review issues related to complaint
13	1	Competency	Meet with supervisor to review issues related to complaint
14	1	Relationships	Review of professional obligations and letter of regret
15	1	Competency	Full supervision
16	1	Competency	Meet with supervisor to review issues related to complaint

8. Complaints per Year and Number of Registrants with Complaints

Figure 6 shows the number of complaints and the number of registrants who have been the Respondents to these complaints. As in previous years, there were some registrants in 2015 named as Respondents in more than one complaint.

Figure 6: # of Respondents Relative to the Number of Complaints Received Per Year from 2006 - 2015

9. Summary of complaint matters before the Health Professions Review Board

The Review Board has the jurisdiction to evaluate whether the dispositions of the Inquiry Committee are reasonable and the investigations adequate. The College continues to observe that expectations on the part of complainants in bringing their concerns forward to the College are often outside the range of permissible and appropriate complaint investigation outcomes. The College continues to review means of communicating with complainants early in the complaint investigation process about the College's mandate and jurisdiction.

A total of 39 complaint files have now been before the HPRB and all of these were closed by the end of 2015. Two of these files were closed in the 2015 year and both had previously been before the HPRB. In one instance the matter was sent back to the Inquiry Committee with directions to obtain a response from the Respondent as the matter had been summarily dismissed by the Committee. This was done and the conclusions of the Committee remained unchanged. A second matter, involving multiple files, had been taken back to the Committee by consent and a further investigation ensued. On receiving notice of the decision on the further investigation, the Complainant made application again to the HPRB. The HPRB confirmed the decision of the Inquiry Committee. The decision of the HPRB on this matter is now under judicial review by request of the Complainant.

III. ADMINISTRATIVE MATTERS

1. Ombudsperson Investigations and Requests under the *Freedom of Information and Protection of Privacy Act*

There were no requests received under the *Ombudsperson Act* during the 2015 year. Two requests were received under the *Freedom of Information and Protection of Privacy Act*. All matters were responded to promptly and within established timelines. Both requests remained ongoing at the end of 2015. One request from 2014 and one request from 2015 are before the Office of Information and Privacy Commissioner.

2. Relationships with Other Regulatory Bodies

The College continues to prioritize and value its relationships with the other health Colleges in British Columbia as well as with the other Canadian psychology regulatory bodies. The College of Psychologists is a proud participant in both of these organizations.

3. Practice Support Service

The Practice Support Service was developed to assist registrants in considering how best to handle ethical dilemmas and practice decisions and to enhance clinical practice, consistent with the College's public protection mandate. Since its inception in March of 2010, the Practice Support Service has received a very positive and active response from registrants, with a total of 1035 queries through December 31, 2015. Of these, 151 were received in 2015, the majority of which came via telephone, with a small number using the email account established for this purpose, facsimile, or regular post. This is a small decrease from the 2014 year, in which 169 requests were received. Efforts are made to handle all inquiries by telephone, regardless of the modality in which the inquiry was received, in order to facilitate discussion of the issues. The most frequent topic areas in 2015, in descending order, were: release of information, telepsychology, dual relationships/roles, informed consent, record keeping, supervision, concern regarding another registrant/applicant, practice issues, incorporation issues, and

reporting of client or other person. There are various complex issues related to release of information requests, including, in descending order of frequency for inquiries in 2015: release in legal contexts, release of tests/test results, consent issues, release to the client, other issues, release of information in the case of a deceased client, and report writing in a legal context. In addition to responding to inquiries from individual registrants, the Practice Support Service also posted a number of draft checklists on the College website for registrant review in 2015. These are being developed to assist registrants in considering challenging practice issues, including those frequently raised in calls to Practice Support.

4. Acknowledgments

It is a privilege to work with the registrants and public members who donate their time and expertise to the regulation of our profession. The College Board and Committee members exemplify professionalism and integrity. The College continues to be very well served by the wise legal guidance of Mr. Kensi Gounden and Mr. Jason Herbert. We also appreciate the specialized legal expertise of Mr. Michael Dew and Ms. Fran Doyle. The staff of the College can best be defined as exemplifying extreme competence and thoughtful management of a high volume of work. It is my privilege to continue to work with this community of dedicated individuals in the regulation of the profession of psychology.

Respectfully submitted,

Andrea Kowaz, Ph.D., R.Psych.,
Registrar & CEO

MINUTES OF THE ANNUAL GENERAL MEETING FOR THE 2014 YEAR - MAY 28, 2015

AGM Chair Comments: Dr. Moretti, the current Board Chair, welcomed registrants in Vancouver, Victoria (with appreciation to Lee Grimmer for chairing the Victoria site) and attending via webcast. She announced that approximately 290 registrants were participating in the meeting. The Agenda for the meeting was presented and approved, as were the minutes of the last annual meeting.

Dr. Moretti then introduced the members of the 2014 College Board: Henry Harder, Russell King, Dean Readman, Lisa Seed, Jenelle Hynes, Hendre Viljoen, Michael Elterman and Leora Kuttner. She also took the opportunity to recognize three former board members, and to acknowledge their years of service to the College and to the Profession, and called up John Carter, Leora Kuttner and Russell King to receive a plaque of recognition. She noted John Carter's five years of service, including chairing the Finance and Discipline Committees, and his steadfast commitment to the College. In acknowledging Leora Kuttner, she noted her strong and steady presence during her six years on the Board, which followed a six year term on the Quality Assurance Committee. Russell King was also acknowledged for his six years on the Board, and his wisdom in steering the College through some interesting regulatory challenges.

The Chair noted the College's deliberate emphasis on the intersection of public policy challenges and the empirical support for psychological interventions as an important source of assistance to the Province in meeting healthcare resource challenges. The College continues to believe that constructive engagement with government decision-makers and policy developers is in line with the College's public protection mandate. The Chair noted that registrants, especially those working in publicly funded settings, have witnessed both intended and unintended consequences of collaborative care and asked registrants to contribute their expertise to the issues on the table.

The Chair thanked all registrants for their interest and attention and introduced Russell King, the Chair of the 2014 Board, for his report on the 2014 year.

2014 Board Chair Report: Dr. King reviewed highlights of his 2014 Chair's report.

Registration Committee, Inquiry Committee, Patient Relations Committee, Finance Committee, and Discipline Committee Reports were also provided, based on the written reports in the 2014 Annual Report and questions were entertained from the floor.

Registrar's Report: The Registrar thanked her devoted staff and shared some observations on changes observed over the 2014 year and challenges ahead.

Deputy Registrar's Report: The Deputy Registrar, Dr. Amy Janeck, discussed the implementation of new bylaws as of Sept. 1, 2014 as well as changes to the regulation, and proposed changes to the scope of practice. She also summarized our discussions regarding the two new proposed (and not yet implemented) classes of registration related to behaviour analysts and school psychology practitioners.

Awards and Recognition:

20 Plus Awards were given to three registrants who had each completed more than 20 oral examinations on behalf of the College: Rene Weideman, Deborah Bell and Susan Hackett. In addition the College's regulatory supervisors and oral examiners were recognized.

COLLEGE OF PSYCHOLOGISTS
OF BRITISH COLUMBIA
AUDITED FINANCIAL STATEMENTS
DECEMBER 31, 2015

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
CONTENTS
DECEMBER 31, 2015

AUDITORS' REPORT

FINANCIAL STATEMENTS

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



The Raber Mattuck Group
Chartered Professional Accountants

INDEPENDENT AUDITORS' REPORT

To the Members of COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA:

We have audited the accompanying financial statements of COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA, which comprise the statement of financial position as at December 31, 2015 the statements of changes in net assets, operations, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility 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.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the financial statements 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained in our audit is sufficient and appropriate to provide a basis for our audit opinion.

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* A partnership of professional corporations

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA as at December 31, 2015 and the results of its operations and its cash flows for the year then ended in accordance with Canadian Accounting Standards for Not-for-Profit Organizations.

CHARTERED PROFESSIONAL ACCOUNTANTS

Vancouver, British Columbia

April 16, 2016

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
STATEMENT OF FINANCIAL POSITION

AS AT DECEMBER 31, 2015

	2015	2014
ASSETS		
CURRENT ASSETS		
Cash (Note 1(b))	\$ 1,653,417	\$ 1,393,397
Short term investments- restricted (Notes 1(b), 1(c))	1,061,565	1,010,111
Accounts receivable (Notes 1(b), 2)	3,800	10,548
Prepaid expenses	11,168	8,259
	<u>2,729,950</u>	<u>2,422,315</u>
PROPERTY AND EQUIPMENT (Notes 1(e), 3)	<u>37,014</u>	<u>48,264</u>
	<u>\$ 2,766,964</u>	<u>\$ 2,470,579</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued liabilities (Note 1(b))	\$ 32,071	\$ 28,672
Payroll liabilities payable	12,403	-
Government remittances payable	-	12,967
Deferred revenue (Note 4)	1,411,010	1,313,795
	<u>1,455,484</u>	<u>1,355,434</u>
NET ASSETS		
INTERNALLY RESTRICTED		
General Contingency Fund (Note 1(c))	1,061,565	1,010,111
CAPITAL ASSET FUND (Note 1(c))	<u>37,014</u>	<u>48,264</u>
GENERAL FUND (Note 1(c))	<u>212,901</u>	<u>56,770</u>
	<u>1,311,480</u>	<u>1,115,145</u>
	<u>\$ 2,766,964</u>	<u>\$ 2,470,579</u>

Approved by the Board

_____, Board Member
_____, Board Member

The accompanying notes are an integral part of these financial statements.

The Raber Mattuck Group

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
STATEMENT OF CHANGES IN NET ASSETS

FOR THE YEAR ENDED DECEMBER 31, 2015

	General Contingency Fund 2015 (Note 1(c))	Capital Asset Fund 2015 (Note 1(c))	General Fund 2015 (Note 1(c))	Total 2015	Total 2014
NET ASSETS, beginning of year	\$ 1,010,111	\$ 48,264	\$ 56,770	\$ 1,115,145	\$ 1,020,751
Excess of revenue over expenses	51,454	-	144,881	196,335	77,386
Prior period adjustment	-	-	-	-	17,008
Changes in capital assets (Note 1(c))	-	(11,250)	11,250	-	-
NET ASSETS, end of year	<u>\$ 1,061,565</u>	<u>\$ 37,014</u>	<u>\$ 212,901</u>	<u>\$ 1,311,480</u>	<u>\$ 1,115,145</u>

The accompanying notes are an integral part of these financial statements.

The Raber Mattuck Group

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2015

	2015	2014
REVENUE (Note 1(d))		
Registration fees	\$ 1,428,253	\$ 1,418,600
Application and exam fees	97,850	78,678
Investment	78,368	83,301
Workshops / Special projects	78,175	-
Supervision revenue	26,961	85,750
Other income	10,567	7,935
	1,720,174	1,674,264
EXPENSES		
Administration	128,967	138,403
Audit	5,495	5,286
Bad debts (Note 2)	-	24,620
Board	62,302	64,428
Committees (meetings, travel and honoraria)	49,441	64,025
Hearings (Extraordinary or Discipline Committee)	-	19,925
Operations	146,413	149,598
Registrant / Applicant services	96,208	19,938
Statutory functions (FOI, investigations, routine legal consultation)	264,940	322,331
Supervision expense	31,530	70,499
Wages and compensation	738,543	717,825
	1,523,839	1,596,878
EXCESS OF REVENUE OVER EXPENSES	\$ 196,335	\$ 77,386

The accompanying notes are an integral part of these financial statements.

The Raber Mattuck Group

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2015

	2015	2014
OPERATING ACTIVITIES		
Excess of revenue over expenses	\$ 196,335	\$ 77,386
Adjustments for:		
Amortization	18,430	20,941
Accounts receivable	6,748	1,594
Prepaid expenses	(2,909)	(5,622)
Accounts payable	3,399	(22,643)
Payroll liabilities payable	12,403	-
Government remittances payable	(12,967)	1,965
Deferred revenue	97,215	(14,005)
CASH PROVIDED BY OPERATING ACTIVITIES	318,654	59,616
INVESTING ACTIVITIES		
Purchase of capital assets	(7,180)	(11,202)
Increase in investments - internally restricted	(51,454)	(159,725)
CASH USED IN INVESTING ACTIVITIES	(58,634)	(170,927)
NET INCREASE (DECREASE) IN CASH	260,020	(111,311)
CASH, beginning of year	1,393,397	1,504,708
CASH, end of year	\$ 1,653,417	\$ 1,393,397

The accompanying notes are an integral part of these financial statements.

The Raber Mattuck Group

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015

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.

1. SIGNIFICANT ACCOUNTING POLICIES

a) Basis of presentation

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

b) Financial instruments

The College initially recognizes financial instruments at fair value and subsequently measures them at each reporting date as follows:

Asset/Liability	Measurement
Unrestricted cash	Amortized cost
Accounts receivable	Amortized cost
Accounts payable and accrued liabilities	Amortized cost

The College's investments portfolio consists entirely of mutual funds, 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 and changes in fair value are reported as investment income on the statement of operations.

c) Fund accounting

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

The **General Contingency Fund** was established to provide for a reserve in case of law suits, hearings and other matters that may require significant expenditure. Based on financial guidelines and fiscal management, the Board of Directors resolved to endorse the equivalence of a one year operating amount for the General Contingency Fund. In the current year the fund has been maintained at \$1,075,579 (2014 - \$1,010,111).

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

The Raber Mattuck Group

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015

1. SIGNIFICANT ACCOUNTING POLICIES (continued)

c) Fund accounting (continued)

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

	2015	2014
Capital Asset Fund, beginning of year	\$ 48,264	\$ 40,995
Less: amortization of capital assets	(18,430)	(20,941)
Add: asset purchases during the year	7,180	11,202
Add: Prior period adjustment	-	17,008
Capital Asset Fund, end of year	\$ 37,014	\$ 48,264

Expenditures from the Capital Asset Fund, other than amortization of capital assets, are subject to approval by the College of Psychologists of British Columbia Board of Directors.

d) Revenue recognition

The College accounts for revenues using the deferral method.

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

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

The Raber Mattuck Group

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015

1. SIGNIFICANT ACCOUNTING POLICIES (continued)

d) Revenue recognition (continued)

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/special project and other revenues are recorded when received or receivable and when collection is reasonably assured.

e) Property and equipment

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

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

In the year of acquisition, only one-half of the normal amortization is recorded.

Amortization expense is reported in the Capital Asset Fund.

f) Measurement uncertainty

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.

The Raber Mattuck Group

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015

2. ACCOUNTS RECEIVABLE

	2015	2014
Trade	\$ 3,800	\$ 35,168
Allowance for doubtful accounts	-	(24,620)
	<u>\$ 3,800</u>	<u>\$ 10,548</u>

In the 2015 fiscal year, allowance for doubtful accounts of \$Nil (2014 - \$24,620) was recorded as a result of management's assessment of uncollectible receivables. In the 2015 fiscal year, \$880 of these uncollectible receivables were subsequently collected.

3. PROPERTY AND EQUIPMENT

	Cost	2015 Accumulated Amortization	Net Book Value	2014 Net Book Value
Computer equipment	\$ 163,775	\$ 142,710	\$ 21,065	\$ 24,645
Leasehold improvements	90,063	85,846	4,217	11,985
Office furniture and equipment	121,165	109,433	11,732	11,634
	<u>\$ 375,003</u>	<u>\$ 337,889</u>	<u>\$ 37,014</u>	<u>\$ 48,264</u>

The Raber Mattuck Group

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015

4. DEFERRED REVENUE

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

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

	Total 2015	Total 2014
Membership fees received in advance for the following fiscal year	\$1,308,160	\$ 1,309,595
Written exam fees received in advance for the following fiscal year	1,650	-
Oral exam fees received in advance for the following fiscal year	1,200	4,200
Special project grant - ACT	100,000	-
Deferred contributions	\$ 1,411,010	\$ 1,313,795

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

	2015	2014
Deferred revenue, beginning of year	1,313,795	1,327,800
Less: amount recognized as revenue in the year	(1,313,795)	(1,327,800)
Add: amount received for future periods	1,411,010	1,313,795
Deferred revenue, end of year	1,411,010	1,313,795

The Raber Mattuck Group

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015

5. 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, 2015, 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.

6. COMMITMENTS

The College has entered into lease agreements for photocopying and postage equipment. Furthermore, the College leases its premises, with the current lease agreement expiring at the end of December 2016. The aggregate amounts of payments estimated to be required for these commitments over the next five years are as follows:

Year	Amount
2016	\$ 130,010
2017	15,543
2018	2,011
2019	-
2020	-

7. HRSDC PROJECT LIABILITY

On February 1, 2010, the College entered into a Labour Market Partnerships Contribution Agreement ("the Agreement") with the Canada Employment Insurance Commission (division of Human Resources and Skills Development Canada - "HRSDC"). Pursuant to the Agreement, the College will administer funds for an HRSDC labour mobility project. The maximum contribution in respect of the eligible costs of the project is \$99,539. During 2015, a total amount of \$Nil (2014 - \$Nil) was received by the College. During 2015, \$Nil (2014 - \$Nil) was expended on project activities. The remainder of these funds, \$436, is maintained in a separate bank account designated for the project.

The Raber Mattuck Group

COLLEGE OF PSYCHOLOGISTS OF BRITISH COLUMBIA
NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2015

8. FINANCIAL RISKS AND CONCENTRATION OF RISK

(a) *Credit risk*

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

(b) *Liquidity risk*

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

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

(c) *Other price risk*

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

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

The Raber Mattuck Group