

IN THE MATTER OF *THE PSYCHOLOGISTS ACT, 1997* AND BYLAWS
AND IN THE MATTER OF A COMPLAINT AGAINST RODNEY ROSSMO,
REGISTERED PSYCHOLOGIST, OF REGINA, SASKATCHEWAN

DECISION

of

Saskatchewan College of Psychologists

DISCIPLINE COMMITTEE

Discipline Committee Members:

Mary Hampton, Registered Doctoral Psychologist, Chair
Carole Eaton, Registered Psychologist
Daniel Ash, Public Representative

Karen Prisciak, Q.C., appearing on behalf of the Professional Conduct Committee
Cameron McCannell, appearing on behalf of Rodney Rossmo
Zena Charowsky, legal counsel for the Discipline Committee

INTRODUCTION

[1] The Discipline Committee convened on April 23, 2015, via conference call, as agreed by the parties. The Formal Complaint dated October 24, 2013, the Notice of Discipline Hearing dated November 22, 2013, and the Notice of Discipline Hearing Rescheduled dated January 7, 2014, were served on the Member as required by *The Psychologists Act, 1997* ("the Act").¹ The January 7, 2014 Notice scheduled the hearing date for June 23, 2014, but the hearing was again rescheduled, and both Mr. Rossmo and his counsel attended by conference call on April 23, 2015.

[2] At all times material to the complaints against him, Mr. Rossmo was a member of the Saskatchewan College of Psychologists and licensed to practise in the Province of Saskatchewan.

THE FORMAL COMPLAINT

[3] The Formal Complaint charges that by virtue of his contravention Mr. Rossmo is guilty of professional misconduct and/or professional incompetence as defined in sections 25 and 26 of the Act and/or section 14 of the Regulatory Bylaws in that he:

¹ Affidavit of Karen Messer-Engel, dated October 17, 2014, and filed in evidence in this hearing as Exhibit P-1.

1. Communicated a diagnosis of a major depressive disorder concurrent with post traumatic stress disorder of Client "X" in a letter to her physician dated July 27, 2012 in violation of Sections 23(1) and 23(2) of *The Psychologists Act, 1997*.
2. Included the designation PDG and CCC on his letterhead in violation of the *Canadian Code of Ethics for Psychologists*, 3rd ed., 2000 (hereinafter referred to as "the Code"), and more specifically Section III.2, and the Saskatchewan College of Psychologists Practice Guidelines (hereinafter referred to as "the Guidelines") and more specifically Sections 9.3(a) and (b), 9.7(c) and (d) and 10.3.
3. Suffered from impaired capacity (lost his hearing and experienced balance problems) since 2002 in violation of the Guidelines, and more specifically Sections 5.20, 5.21, 7.8 and 14.4.
4. Misrepresented his continuing education requirements as reported on his renewal registration to the Saskatchewan College of Psychologists from 2008 to 2013 in violation of the Code, and more specifically Sections III.1, III.2 and III.4, and the Guidelines and more specifically Sections 3.10, 7.23 and 18.4 and the Practice Advisory of April 19, 2010.

FACTS

[4] An Agreed Statement of Facts was submitted to the Discipline Committee by the parties, the relevant text of which (excluding headings and repetition of the charges) is as follows:

2. Rodney Rossmo, is, at all times material to this proceeding, registered with the College of Psychologists in Saskatchewan (hereinafter referred to as "the College"), and accordingly, is subject to *The Psychologists Act, 1997*, SS 1997, c. P-36.01, the regulatory bylaws, the *Canadian Code of Ethics for Psychologists*, 3rd ed., 2000 (hereinafter referred to as "the Code") and the Saskatchewan College of Psychologists Practice Guidelines (hereinafter referred to as "the Guidelines"). Attached at Tab 1 is the Certificate of the Registrar of the College confirming Rodney Rossmo's practicing status.
3. Rodney Rossmo is currently the subject of a formal complaint dated October 24, 2013. The formal complaint is comprised of the allegations noted above. The original formal complaint was served on Rodney Rossmo on October 25, 2013. Attached at Tab 2 is a copy of the original formal complaint along with proof of service in the form of service by registered mail.
- ...
4. Ms. Y, a registered psychologist, complained to the College and Rodney Rossmo was subsequently investigated by the Professional Conduct Committee of the College.
- ...

5. A former client of Rodney Rossmo whom he had referred to a generic “other” psychologist with EMDR specialty (due to Rodney Rossmo determining in 2012 that he was physically disabled from continuing to provide psychological services which he was authorized to provide) engaged Ms. Y, who had this qualification. Ms. Y became aware of correspondence dated July 27, 2012 (Tab 3) provided by Rodney Rossmo to Client X from Rodney Rossmo to Dr. Z, in which he stated “It appears that Ms. X is presenting a major depressive disorder 296.33 (recurring, moderate – severe symptoms) concurrent with a hereto untreated post-traumatic stress disorder”. The reference to 296.33 is a reference to the DSM-IV. Rodney Rossmo was aware that Dr. Z had diagnosed Client X with severe depression.

6. Subsections 23(1) and (2) of *The Psychologists Act, 1997*, outline that which constitutes authorized practice as allowing a psychologist to communicate a diagnosis. These provisions state as follows:

23(1) An authorized practice is the communication of a diagnosis identifying, as the cause of a person’s symptom’s, a neuropsychological disorder or a psychologically-based psychotic, neurotic or personality disorder.

(2) No person shall perform an authorized practice described in subsection (1) in the course of providing services to an individual unless the person is a practising member authorized by council pursuant to his or her licence or the bylaws to perform that authorized practice.

7. Psychologists in Saskatchewan must have an Authorized Practice Endorsement designation (APE) in order to identify and communicate a clinical diagnosis in writing. Without an APE a psychologist is not authorized to provide a clinical diagnosis of a patient.

8. Rodney Rossmo felt that the use of the words “it appears that” in the July 27, 2012 correspondence distinguished that which followed from constituting a communication of a diagnosis. The website of the College specifically identifies that an APE is required before a psychologist can identify and communicate a clinical diagnosis in writing.

9. Rodney Rossmo is presently 63 years of age and at all times material hereto was not “internet literate”. He thus did not regularly access the website of the College or access the website at all. In particular, he did not keep himself abreast of changes to the Code of Ethics or bylaws governing the presentation of himself as a registered psychologist to the public.

10. The letter Rodney Rossmo wrote to Dr. Z was at the client's request delivered to the client to enable the client to facilitate further time off work.

11. At all material times that Rodney Rossmo was registered with the College of Psychologists in Saskatchewan, he did not obtain an APE designation and therefore was not authorized to clinically diagnose clients.

12. Rodney Rossmo agrees that his conduct in providing the clinical diagnosis set out in Tab 3A was unauthorized practice contrary to subsections 23(1) and (2) of *The Psychologists Act, 1997*.

...

13. In Tab 3, Rodney Rossmo indicated he holds a "CCC" designation which means "Canadian Certified Counsellor". This is a designation obtained by someone who holds a university degree at the graduate level or higher that aligns with the professional standards and ethics of the CCPA (Canadian Counselling and Psychotherapy Association). Rodney Rossmo holds the designation. There is no testing of the counselling skills required before someone applies and receives this designation. It is neither an academic designation nor a skills-based designation. Rodney Rossmo was unaware of College bylaws in relation to the display of credentials on letterhead and did not include this designation on his letterhead and on his business card for the purposes of intentionally misrepresenting it as a specialty designation or any specialty qualification granted by the College as contemplated by section 9.3 of the bylaws.

14. On Tab 3 Rodney Rossmo indicated he holds a "PGD" designation which is a Post-Graduate Diploma in Curriculum Studies which he considered relevant to his registered psychologist practice. He accepts the PGD designation on his letter is not a degree acknowledged by the College to pertain to the practice of psychology. Rodney Rossmo was unaware of the bylaws of the College in regard to such matters.

15. Rodney Rossmo accepts that the "PGD" and "CCC" designations are a citation of his membership in a voluntary association of psychologists and is not a testament of competence.

16. Rodney Rossmo accepts that the designation of "PGD" and "CCC" on his letterhead was a violation of the Code and Practice Guidelines as noted in the above charge.

...

17. Rodney Rossmo had hearing and balance "issues" since the outset of his practice as a registered psychologist in 2000 and as such had a diminished capacity to provide psychological services to his clients. Prior to becoming a registered psychologist he had been and was for several years while so afflicted a sessional lecturer. After 2012 he became profoundly deaf, he was unable to hear his clients as they explained their difficulties, and he had to proceed solely on the

basis of written notes of what clients said. He required his clients to write down questions and he responded verbally to them. While during this period of impaired hearing he was treating clients, both conditions left him exhausted and he became burnt out. From time to time after he was profoundly deaf he counselled clients by means of handwritten notes without financial remuneration.

18. Rodney Rossmo suffered from impaired capacity in that he lost his hearing and experienced balance problems but continued to provide psychological services to clients. Although Rodney Rossmo has now received cochlear implants and his hearing has been restored to practicable levels, at the time of the acknowledged impairment the prognosis of his hearing ever being restored was extremely uncertain.

19. By the late summer of 2012, Rodney Rossmo became profoundly deaf with a severe effect on balance requiring the use of a cane. He continued to see clients and provide psychological services with or without financial remuneration as he attended to the winding down of his practice.

20. Between August 9 and December 14, 2012 Rodney Rossmo had the following client counselling sessions:

- (a) September – 4 sessions – 5.0 hours
- (b) October – 7 sessions – 8.7 hours
- (c) November – 14 sessions – 19 hours
- (d) December – 9 sessions – 12.5 hours
- (e) January – 6 sessions
- (f) February – 5 sessions
- (g) March – 4 sessions

21. Rodney Rossmo continued to provide psychological services to clients with the knowledge that he should have terminated the relationship given his impaired capacity.

22. Rodney Rossmo accepts that his impaired capacity in late 2012 and early 2013, being his loss of hearing, balance problems, exhaustion and burn-out, impaired his ability to provide psychological services to his clients and are in violation of the Guidelines 5.20, 5.21, 7.8 and 14.4.

...

23. Each year a psychologist registers with the College, there are certain continuing education requirements that must be obtained. The annual report of the College of Psychologists for 2004 and 2005 indicates the ongoing requirements for education credits (CEC). In March 2005 all members were sent via email or regular mail a reminder about the necessity for CEC credits.

24. CEC apply to all levels of licensure. All members must obtain a minimum of 20 hours of continuing education each practice year. The total continuing education hours are comprised of a minimum of 10 hours of direct participatory duties and a maximum of 10 hours of self-directed study. On an annual basis of renewal, each member is required to attest to having met the continuing education requirements each year.

25. If a member acknowledges that he has not met the requirement, a policy of the College states their name will be removed from the Register (but not the membership) until they develop a plan of how the deficit hours will be earned in the subsequent practice year. In addition to obtaining the required hours in that subsequent year, the plan must be approved by the College. Members who do not comply with the requirement to submit a plan of remediation for the hours not yet earned may be referred to the Professional Conduct Committee for further investigation.

26. From 2008 to 2012 Rodney Rossmo indicated in his annual registration form that he had met all the continuing education requirements. However, a review of the College records for Rodney Rossmo from 2009 to 2012 indicates that he did not meet the minimum requirements of the 24 hours continuing education credits as required by the College.

27. Rodney Rossmo admits that he has not attended a continuing education conference since 2009 due to his hearing impairment and work commitments and his mistaken belief that he had accumulated cumulative continuing professional education credits by virtue of his engagement as a sessional lecturer at the University of Regina.

...

28. Mr. Rodney Rossmo enters a guilty plea to each of the ... charges...

LEGISLATION

[5] The Act defines professional misconduct and professional incompetence as follows:

Professional misconduct

25 Professional misconduct is a question of fact, but any matter, conduct or thing, whether or not disgraceful or dishonourable, that:

- (a) is harmful to the best interests of the public or the members of the college;
- (b) tends to harm the standing of the profession;
- (c) is a breach of this Act or the bylaws; or

(d) is a failure to comply with an order of the professional conduct committee, the discipline committee or the council;

is professional misconduct within the meaning of this Act.

Professional incompetence

26 Professional incompetence is a question of fact, but the display by a member of a lack of knowledge, skill or judgment, or a disregard for the welfare of a member of the public served by the profession of a nature or to an extent that demonstrates that the member is unfit to:

(a) continue in the practice of the profession; or

(b) provide one or more services ordinarily provided as a part of the practice of the profession;

is professional incompetence within the meaning of this Act.

[6] *The Saskatchewan College of Psychologists Regulatory Bylaws, 2004* (“the Regulatory Bylaws”) also contains provisions relating to what constitutes professional misconduct and professional incompetence:

6(2) For the purposes of sections 25 and 26 of the Act, the committee may find a psychologist guilty of professional incompetence and/or professional misconduct where the member:

... (j) failed to comply with the Code of Ethics of the college or failed to comply with established standards of practice; ...

[7] Section 14 of the Regulatory Bylaws adopts the *Canadian Code of Ethics for Psychologists*, 3rd ed. (2000) (“the Code”), as the College’s Code of Ethics and requires all members to comply with the Code.

[8] Where a member is found to be guilty of professional misconduct and/or professional incompetence, the Discipline Committee is authorized to make orders directed at improving the conduct or competence. Section 32 of the Act provides the Discipline Committee with the following authority:

Disciplinary powers

32(1) Where the discipline committee finds a member guilty of professional incompetence or professional misconduct, it may make one or more of the following orders:

(a) an order that the member be expelled from the college and that the member’s name be struck from the register;

(b) an order that the member be suspended from the college for a specified period;

- (c) an order that the member be suspended from the college pending the satisfaction and completion of any conditions specified in the order;
 - (d) an order that the member may continue to practise only under conditions specified in the order, which may include, but are not restricted to, an order that the member:
 - (i) not do specified types of work;
 - (ii) successfully complete specified classes or courses of instruction;
 - (iii) obtain treatment, counselling or both;
 - (e) an order that reprimands the member; or
 - (f) any other order that to it seems just.
- (2) In addition to any order made pursuant to subsection (1), the discipline committee may order:
- (a) that the member pay to the college within a fixed period:
 - (i) a fine in a specified amount not to exceed \$5,000; and
 - (ii) the costs of the investigation and hearing into the member's conduct and related costs, including the expenses of the professional conduct committee and the discipline committee and the costs of legal services and witnesses; and
 - (b) where a member fails to make payment in accordance with an order pursuant to clause (a), that the member be suspended from the college.

ANALYSIS AND DECISION

[9] Mr. Rossmo has acknowledged that the impugned conduct occurred. The Discipline Committee accepts the guilty pleas provided by Mr. Rossmo in the Agreed Statement of Facts and Admissions in relation to the four charges. It remains for the Discipline Committee to determine whether the conduct amounts to professional incompetence and/or professional misconduct.

[10] Charge 1 relates to conduct that contravenes the Act. Charge 2 relates to conduct that contravenes the Code and, by extension, section 14 of the Regulatory Bylaws. Charge 3 relates to conduct that contravenes the Guidelines. Charge 4 relates to conduct that contravenes the Guidelines as well as the Code and, by extension, section 14 of the Regulatory Bylaws.

[11] Section 25 of the Act provides that a breach of the Act or the bylaws is professional misconduct. The Discipline Committee finds Mr. Rossmo guilty of professional misconduct in relation to charges 1, 2 and 4.

[12] Clause 6(2)(j) of the Regulatory Bylaws permits the Discipline Committee to find a member guilty of professional incompetence and/or professional misconduct for a contravention

of established standards of practice, which includes the Guidelines. Professional incompetence is defined as in section 26 of the Act.

[13] Charge 3 relates primarily to Mr. Rossmo's impaired capacity and his professional obligation to terminate the client relationship in light of his lack of capacity. Mr. Rossmo has acknowledged that his ability to provide psychological services to his clients was impaired and that he should have wound down his practice earlier than he did. His reluctance to do so came from the financial difficulties that would result if he completely ceased practice, his desire to keep helping his clients and his clients' desire to keep working with him. Mr. Rossmo asked his clients to write down questions to which he responded verbally; his clients were well aware of his hearing difficulties. One purpose of the Guidelines is to protect the public by setting out standards of conduct that are designed to promote the best interests of clients. Failing to terminate the client relationships in a timely manner as required by the Guidelines is thus harmful to the best interests of the public, in this case, Mr. Rossmo's clients, and Mr. Rossmo's financial difficulties must not trump the best interests of his clients. However, he was forthright with his clients when he informed them of his hearing difficulties. This breach of the Guidelines also represents a degree of lack of judgment and disregard for the welfare of his clients but not to an extent that demonstrates that the member is unfit to continue in the practice of the profession or provide one or more services ordinarily provided as a part of the practice of the profession. The conduct thus does not constitute professional incompetence. The Discipline Committee finds Mr. Rossmo guilty of professional misconduct in relation to charge 3.

[14] The Discipline Committee must determine the appropriate consequence to follow as a result of its findings. Section 32 of the Act sets out the powers of the Discipline Committee where it finds a member guilty of professional incompetence or professional misconduct. This provision establishes, first, that the Discipline Committee has no power to do anything unless there is a finding of guilt and, second, that the powers it does have are those enumerated in the list contained in the provision. The range of powers available to the Discipline Committee runs from reprimand to expulsion, and includes the ordering of counselling or a requirement to take certain courses, among other things. The list is apparently designed to give the Discipline Committee as broad a discretion as possible to tailor its order to the needs of the situation, so as to ensure that the disposition of the complaint will accomplish the goal of protecting the public while respecting the interests of members. The list concludes with a broad power to make any order that the Discipline Committee thinks is "just".

[15] The parties have also presented the Discipline Committee with Joint Submissions – Sentence, with the Exception of Costs, which state as follows:

The Professional Conduct Committee and the Member jointly submit the following as discipline for the Member:

1. The Member shall receive a reprimand.
2. The Member shall complete a medical evaluation indicating his fitness to return to work as a psychologist prior to applying for reinstatement with the

College of Psychologists. The evaluation shall be submitted to the College of Psychologists for their review.

3. The Member shall successfully complete an online CPA ethics course or graduate level ethics course, pre-approved by the College of Psychologists prior to applying for reinstatement with the College of Psychologists.

4. In the event the Member desires to return to the practice of psychology, he agrees to be supervised by a registered full practice psychologist pre-approved by the College of Psychologists with the same declared areas of competency. Supervision shall be at the ratio of 6 hours face-to-face supervision for every 160 work hours for a total of 1500 work hours with a component to include review of the Professional Practice Guidelines, the Act and Bylaws. The supervisor shall submit reports to the College of Psychologists at 750 and 1500 work hours.

5. The Member understands that the failure to comply with Paragraphs 2 to 4 above and including an Order as to costs set out in Paragraph 6 herein may lead to further disciplinary proceedings against him by the Saskatchewan College of Psychologists.

[16] The Joint Submissions contained a Paragraph 6 with blanks for the amount and time to pay, but those blanks were not filled in. The Member signed the Joint Submissions – Sentence, with the Exception of Costs on April 20, 2015.

[17] In its decision in the case of *Rault v. Law Society of Saskatchewan*², the Saskatchewan Court of Appeal made it clear that a discipline committee must give serious consideration to a joint submission on sentencing agreed upon by counsel unless the sentence is unfit or unreasonable, or contrary to the public interest, and it should not be departed from unless there are good or cogent reasons for doing so.³ The Court went on to say, in relation to the discipline process applicable to members of the Law Society of Saskatchewan (which is similar to the process applicable to psychologists):

The discipline process in the Act has many similarities to the criminal process and as such the bargaining process is undermined if a joint submission, the product of compromise, is readily rejected by the Discipline Committee. There is a formal process for the handling of complaints, including the appointment of an Investigation Committee, which may set out a Formal Complaint outlining the allegations which may constitute a finding of guilt as to conduct unbecoming a lawyer. This can lead to the appointment of a Hearing Committee which determines if the allegations in the Formal Complaint are well-founded and, if so, the matter is referred to the Discipline Committee for sentencing on the charges.

² 2009 SKCA 81.

³ *Ibid*, at paragraph 13.

This process can be time-consuming for Benchers involved in the various stages leading to the final penalty imposed by the Discipline Committee and can involve significant costs for both the member and the Law Society. Therefore, all members and the Law Society have a vested interest in ensuring that matters proceed expeditiously. If the member co-operates with the investigation and hearing process and, as happened in the instant case, pleads guilty, and puts an Agreed Statement of Facts before the Hearing Committee, the Law Society is relieved of the burden of proving the allegations in what could, in some instances, be a complicated and protracted hearing with the usual risks and vagaries that may occur in the course of such hearings. If the parties negotiating compromise agreements cannot expect their efforts will be respected, there is little incentive to attempt to negotiate a resolution. For this reason, joint submissions on sentence should be considered by the Discipline Committee in a principled way similar to the jurisprudence in criminal matters and as applied by discipline committees in the provinces noted above.

[18] As a result, it is only in a situation where the Discipline Committee is persuaded that the sentence agreed to in a joint submission is unfit or unreasonable or contrary to the public interest that the Discipline Committee would not accept the joint submission. The Discipline Committee is also mindful of the fact that the objective of professional discipline proceedings is not punishment, but correction or improvement of conduct or competence to ensure, to the extent that it is reasonably practicable to do so, that the public is protected from substandard conduct or competence on the part of psychologists who are members of the College. The Discipline Committee found no good or cogent reason to depart in substance from the sentence agreed to in the joint submissions provided by the parties.

Costs

[19] The parties were unable to come to an agreement on the issue of costs.

[20] The purpose of an order for costs is not to punish but to require the member to take some financial responsibility for the disciplinary process that had to proceed to address his improper conduct. When considering the issue of costs, relevant factors include the member's conduct during the discipline process (for example, whether his actions during the process unnecessarily increased legal fees) and his ability to pay.

[21] Throughout the process, Mr. Rossmo was very concerned about money, and about a costs order in particular. He wanted to deal with this matter in the most cost-effective way. Before he received treatment for his hearing problem, he was unable to earn a living as a psychologist. He has been receiving Canada Pension Disability payments since April 2013. In April 2014, he received cochlear implants, which have significantly but not totally improved his hearing, and as a result his hearing is no longer a barrier to his practice. At the time of the hearing Mr. Rossmo was 63 years old.

[22] Mr. Rossmo participated fully in the investigation. When he was advised that there was a formal complaint, he attempted to deal with it promptly by resigning his membership. However, although the College accepted that he was retiring from practice, a resignation does not necessarily stop the investigation and discipline process, unless it is a resignation accepted by the PCC as a resolution to the formal complaint.

[23] After concluding the investigation and issuing the formal complaint, the Professional Conduct Committee (“PCC”) had the option to attempt to resolve the matter by agreement under subclause 28(2)(b)(i) of the Act, but did not make such an offer to Mr. Rossmo. An agreement would have made a hearing unnecessary.

[24] Ultimately, the matter went to a hearing with agreed facts and guilty pleas to all charges, thus minimizing the cost of the formal process. Counsel for the PCC took the position that Mr. Rossmo’s counsel increased the legal costs to the PCC by raising a variety of irrelevant matters during the process of negotiating the agreed facts. On the other hand, a substantial proportion of the PCC’s legal fees are attributable to the fact that the PCC chose to proceed to a formal hearing, which was a decision beyond Mr. Rossmo’s control. To be clear, the Discipline Committee appreciates that the PCC was entitled to make that decision, but this is a factor that the Discipline Committee can take into account in assessing costs.⁴

[25] At the date of the hearing, the PCC’s legal costs were approximately \$9,000.00. Counsel for Mr. Rossmo submitted that costs should not be more than the maximum fine permitted by the Act, which is \$5,000.00, and that Mr. Rossmo should be given one year to pay. The Discipline Committee does not accept this argument. Clause 32(2)(a) of the Act makes it very clear that the Discipline Committee is authorized to order a member to pay a fine up to \$5,000.00 plus costs in addition. Subclause 32(2)(a)(ii) explicitly refers to all the types of costs that can be included in a costs order, and it is clear that all of the costs incurred can be ordered when that is appropriate in light of all the circumstances. There is no rule that costs cannot exceed the maximum fine. If that had been the Legislature’s intention it would have said that costs cannot exceed \$5,000.00.

[26] However, the Discipline Committee is mindful of the fact that Mr. Rossmo is now close to 65 years old and has experienced financial difficulties relating to his hearing loss and these proceedings. Moreover, he has not been engaged in practice and may not be able to return. Taking all of these factors into account, and reviewing cost awards it has made in other discipline cases, the Discipline Committee is of the view that costs should be fixed at \$2,500.00 and that a period of six months to pay would be adequate.

ORDER

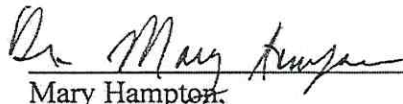
[27] For all of the reasons set out above, the Discipline Committee of the Saskatchewan College of Psychologists therefore finds Rodney Rossmo guilty of professional misconduct, and, pursuant to section 32 of *The Psychologists Act, 1997*, orders that:

⁴ See *Danley v. Saskatchewan Registered Psychiatric Nurses Association*, unreported, dated January 28, 2014, QBG 1397 of 2012 (J.C.R.), at page 10.

2. The Member shall complete a medical evaluation indicating his fitness to return to work as a psychologist prior to applying for reinstatement with the College of Psychologists. The evaluation shall be submitted to the College of Psychologists for their review.
3. The Member shall successfully complete an online CPA ethics course or graduate level ethics course, pre-approved by the College of Psychologists prior to applying for reinstatement with the College of Psychologists.
4. In the event the Member desires to return to the practice of psychology, he agrees to be supervised by a registered full practice psychologist pre-approved by the College of Psychologists with the same declared areas of competency. Supervision shall be at the ratio of 6 hours face-to-face supervision for every 160 work hours for a total of 1500 work hours with a component to include review of the Professional Practice Guidelines, the Act and Bylaws. The supervisor shall submit reports to the College of Psychologists at 750 and 1500 work hours.
5. The Member shall pay costs in the amount of \$2,500.00 to the College within six months of the date of this decision, and, if such payment is not received by the College on or before that date, he shall be suspended from the College until such payment is received in full.

Dated at Regina, Saskatchewan this 14th day of October, 2015.

SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS,
DISCIPLINE COMMITTEE



Mary Hampton,
Registered Doctoral Psychologist, Chair