

IN THE MATTER OF *THE PSYCHOLOGISTS ACT, 1997* AND BYLAWS AND IN THE
MATTER OF A COMPLAINT AGAINST DEBORAH DELORME, REGISTERED
PSYCHOLOGIST, OF SHEDIAC CAPE, NEW BRUNSWICK

DECISION

of

Saskatchewan College of Psychologists

DISCIPLINE COMMITTEE

Discipline Committee Members:

Mary Hampton, Registered Doctoral Psychologist, Chair
Audrey Kinzel, Registered Doctoral Psychologist
Daniel Ash, Public Representative

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

INTRODUCTION

[1] The Discipline Committee convened in Regina on April 10, 2015. The Member did not appear.

[2] A Notice of Discipline Hearing dated January 9, 2014 set the hearing for April 21, 2014. The Notice alleged that Deborah Delorme was guilty of professional misconduct and/or professional incompetence, within the meaning of *The Psychologists Act, 1997*. The Notice was served on the Member on January 16, 2014¹ as required by *The Psychologists Act, 1997*.

[3] Ms. Delorme requested an adjournment of the April 21, 2014 date. On April 14, 2014, the Discipline Committee adjourned the matter *sine die*, and the matter was ultimately set for hearing on April 10, 2015 as noted above.

[4] At all times material to the complaints against her, Ms. Delorme was a member of the Saskatchewan College of Psychologists ("the College"). She was licensed to practise in the Province of Saskatchewan at all times material to charges 1 and 2, and she was non-practising at all times material to charge 3.

¹ Affidavit of Karen Messer-Engel, dated April 7, 2014, and filed in evidence in this hearing as Exhibit P-1.

THE FORMAL COMPLAINT

[5] The Formal Complaint alleges that Ms. Delorme is guilty of professional misconduct and/or professional incompetence contrary to sections 25 and 26 of *The Psychologists Act, 1997* and/or section 14 of the Regulatory Bylaws in that she:

1. Failed to report on the 2010, 2011 and 2012 Saskatchewan Licensure Renewal Forms with the Saskatchewan College of Psychologists that she had her licence to practise psychology revoked/suspended in Nova Scotia, in violation of the *Canadian Code of Ethics for Psychologists*, 3rd ed., 2000, (hereinafter referred to as "the Code") and more specifically Section III.1, and the Saskatchewan College of Psychologists Professional Practice Guidelines (hereinafter referred to as "the Guidelines") and more specifically Guideline 18.4.

2. Continued to practise psychology in Nova Scotia under her licensure with the Saskatchewan College of Psychologists after she was informed in January 2006 by the Nova Scotia Board of Examiners in Psychology (NSBEP) that she was no longer permitted to practise psychology in the Province of Nova Scotia in violation of the Code and more specifically Sections III.1, III.36, and the Guidelines and more specifically Guidelines 2.1, 18.1, 18.2 and 18.4.

3. Failed to cooperate and comply with the requests of the Professional Conduct Committee of the Saskatchewan College of Psychologists including:

- a. Failed to reply to the March 27, 2012 correspondence from the Professional Conduct Committee by April 27, 2012;
- b. Failed to reply to the May 2, 2012 correspondence from the Professional Conduct Committee by May 18, 2012;
- c. Failed to reply to the May 18, 2012 correspondence from the Professional Conduct Committee by June 14, 2012 or June 18, 2012; and
- d. Failed to reply to the July 17, 2012 correspondence from the Professional Conduct Committee by August 17, 2012;

in violation of the Code and more specifically Sections III.16, III.36, and the Guidelines and more specifically Guidelines 1.1, 1.2, 2.4, 7.1, 7.2 and 7.3

FACTS

[6] Ms. Delorme was a registered psychologist who was licensed as a full practising member from September 10, 2002 until December 31, 2011, and non-practising from January 1, 2012 to December 31, 2012. She remains a member to the present date but, since January 1, 2013, she is not in good standing due to a failure to pay fees.

Events in Nova Scotia

[7] Beginning in 2004, Ms. Delorme was employed by Correctional Services Canada at [REDACTED] a federal corrections facility located in [REDACTED], Nova Scotia.

[8] The Nova Scotia *Psychologists Act* establishes two registers. Registration on the Register of Candidates is available to those individuals who have satisfied the educational requirements and paid the prescribed fee (s. 16). To be eligible for registration on the Register of Psychologists, an individual must satisfy the educational requirements, successfully complete a period of supervised practice, successfully pass an examination, and pay the prescribed fee (s. 15). At some point, Ms. Delorme had applied to the Nova Scotia Board of Examiners in Psychology (NSBEP) for registration on the Register of Psychologists but instead was placed on the Register of Candidates by January 2005.

[9] Ms. Delorme began having difficulties with NSBEP in 2005. A letter dated January 31, 2006, from the Registrar of NSBEP and sent by registered mail to Ms. Delorme reads as follows [underlining added]:

Dear Ms. Delorme,

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Subsequently, at the 27th January 2006 meeting of the NSBEP, I was instructed to remove you from the Candidate Register based on [section] 14(7) of the *Psychologists Act* (2000) that states as follows:

The Board may, in its discretion, remove from either register the name of any person who, in the opinion of the Board, does not comply with a condition, limitation or restriction applicable to that person.

You are no longer permitted to practice psychology in the province of Nova Scotia as per section 22(1) of the *Psychologists Act* (2000) which states as follows:

A person who is not a registered psychologist and who is not on the Register of Candidates and who

- (a) holds himself or herself out to the public by any title or description of services containing the word "psychology" , "psychologist" or "psychological" or any abbreviation or derivative;
- (b) publicly or privately, for hire, gain or hope of reward, practises or offers to practise psychology; or
- (c) holds himself or herself out in any way to be entitled to practise psychology,

is guilty of an offence.

[10] A letter dated March 31, 2006, from the Registrar of NSBEP and sent by registered mail to Ms. Delorme reads as follows[underlining added]:

Re: Your request for re-instatement

At the 24th March 2006 meeting of the Nova Scotia Board of Examiners in Psychology (NSBEP) your request for re-instatement was reviewed.

You were removed under section 14(7) of the *Psychologists Act* (2000) which states as follows:

The Board may, in its discretion, remove from either register the name of any person who, in the opinion of the Board, does not comply with a condition, limitation or restriction applicable to that person.

The concerns that led to this decision were numerous and involved a pattern of misrepresentation that was documented by NSBEP, at various points, throughout your candidacy. Although you have already been advised as to the nature of the NSBEP concerns, I will summarize the main issues again for you at this time.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

In summary, the Board has ruled against your re-instatement to the Candidate Register on the basis that outstanding concerns regarding your willingness to be governed by NSBEP were not addressed.

Please refer to section 29 of the *Psychologists Act* (2000). You should appoint a custodian for your private practice files. If you are unable to do so, please let us know and the Board will facilitate this under [section] 29(2) of the Act. Please note the custodian you choose must be a registered psychologist. We too are concerned about the provision of adequate psychological services and the continuity of care for your clients. As such please provide us with the name of the custodian you have appointed within 15 days from your receipt of this letter to ensure that appropriate action has been taken.

[11] A person who wishes to practise psychology in Nova Scotia must, pursuant to section 22 of the Nova Scotia *Psychologists Act*, be registered on either the Register of Psychologists or the Register of Candidates. Ms. Delorme's membership and licensure with the College in Saskatchewan did not entitle her to practise in Nova Scotia.

[12] On April 5, 2006, Ms. Delorme contacted the College by email regarding an unrelated matter. In it she stated, "I am a registered Psychologist in Saskatchewan, currently working with the federal government (Correctional Services Canada) as a forensic/clinical Psychologist, but practicing in the province of Nova Scotia." The email was sent from her work account, and her email signature read as follows:

Deborah L Delorme
R. Psychologist (SK)
Correctional Services Canada
[REDACTED]

[13] On December 5, 2011, Ms. Delorme emailed the College requesting to be put on the non-practising list for the coming licence year. Her email signature read as follows:

Deborah L Delorme, R. Psychologist
Correctional Services Canada
[REDACTED]

[14] On February 1, 2012, Ms. Delorme emailed the College to request to return to full practising status. Her email reads in relevant part:

...I have also received information that although I am practicing in the Atlantic region, I still require full practice membership so as I have always done I will have to send the full

practicing member fees. We did discuss this at length prior to the 2012 fees being due and I thought I understood the other option (Practice out of province with a \$200 fee). Yet recently I was informed that I am unable to opt for this type of membership

Her renewal form was faxed to the College office later the same day.

[15] On February 29, 2012, the College received from the NSBEP the letters dated January 31, 2006 and March 31, 2006, above.

[16] A review of Ms. Delorme's previous licence renewal application forms was conducted. In 2010, the College licence renewal application form was revised to include the statement "I have had my licence to practice psychology revoked/suspended in another jurisdiction: ☐ Yes ☐ No". On each of her licence renewal forms for 2010, 2011 and 2012, Ms. Delorme indicated that she had *not* had her licence revoked or suspended. She signed the forms and attested to their accuracy.

The College's correspondence with Ms. Delorme

[17] By letter dated March 23, 2012, the College's Professional Conduct Committee ("the PCC") informed Ms. Delorme that there was a complaint against her and sent her a copy of the complaint materials received to date. She was not required to respond to this letter.

[18] By registered letter dated March 27, 2012, the PCC advised Ms. Delorme of the allegations in the complaint (charges 1 and 2, above) and requested Ms. Delorme's written response to the allegations, in hard copy, to be postmarked by April 27, 2012.

[19] By email dated April 24, 2012, Ms. Delorme stated that she had only found out about and picked up the registered letter that day. She requested an extension for her written response to the complaint.

[20] By letter dated May 2, 2012, the PCC granted the extension and advised Ms. Delorme that the deadline for hard copies of her written response to reach the SCP office was now May 18, 2012.

[21] By email dated May 17, 2012, Ms. Delorme advised that she had been on [REDACTED] leave since May 4, 2012 [REDACTED] and advised [REDACTED] She requested a further extension for her written response to the complaint.

[22] By letter dated May 18, 2012, the PCC granted the extension and advised Ms. Delorme that the deadline for hard copies of her written response to reach the SCP office was now June 14, 2012.

[23] By email dated June 12, 2012, Ms. Delorme advised that her response was complete, but she wanted to have her workplace legal representative review it before sending it on. She advised

that her response would arrive at the College office by June 18, 2012 and asked whether that would be acceptable. She also indicated that she hoped her union legal representative would be able to review the response as well, but she had not yet been able to make contact with this individual and did not know when she would be able to.

[24] By email dated June 14, 2012, the PCC advised that receipt of Ms. Delorme's response by June 18, 2012 was acceptable.

[25] By email dated June 19, 2012, Ms. Delorme advised that she had been unable to mail her response yet and would do so the next day. Her email states in relevant part:

... In my response I have attempted to explain how this came about but in the end I did state no, not in any way with malice or negative intentions to be untruthful, but I clearly erred in my judgment of this question and for that I am sincerely apologetic.

[26] By email dated June 30, 2012, Ms. Delorme apologized for not having sent her response in yet, stating that it was complete but she had been [REDACTED]. She requested permission to send her response via fax, with hard copies to follow by mail. The PCC did not respond to her request to fax her response.

[27] By letter dated July 17, 2012 and sent via Xpresspost, the PCC noted that Ms. Delorme's response had still not been received at the College office. The PCC advised that her deadline would be extended one last time, to August 17, 2012, and warned her that failure to comply would result in a charge of failing to cooperate with the PCC. By email dated July 17, 2012, the PCC advised Ms. Delorme to expect an important letter and that she should be sure to check her mail. By email dated August 15, 2012, the PCC advised Ms. Delorme that the Canada Post tracking system showed that the July 17 letter had not yet been picked up, and provided a scan of the letter for her convenience.

[28] By email dated August 20, 2012, Ms. Delorme advised that her response was complete but she had to review it again. She did not request an extension, but she advised [REDACTED].

[29] By email sent in January 2013, the College advised Ms. Delorme that, due to non-payment of fees, her non-practising licence had lapsed effective January 1, 2013 and she was no longer permitted to use the title "Psychologist".

[30] By email dated January 23, 2013, Ms. Delorme provided her new contact information. She reiterated that her response to the complaint had been completed in June 2012.

[31] By letter dated February 4, 2013, a charge of failing to cooperate with the PCC was added to the existing complaint.

[32] To date, the PCC has not received Ms. Delorme's written response to the complaints.

[33] This matter was originally set for a hearing in April 2014. At that time Ms. Delorme requested an adjournment, which was granted. The hearing was ultimately rescheduled for April 2015. She contacted counsel for the College and requested a further adjournment [REDACTED]. [REDACTED] She was directed to make an application for an adjournment and provide documentation [REDACTED]. She has not been in contact with the College or the PCC since then.

LEGISLATION

[34] *The Psychologists Act, 1997* defines professional misconduct and professional incompetence in the following manner:

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.

[35] *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;

(k) failed without reasonable cause to respond to inquiries from the college regarding alleged professional misconduct or professional incompetence;

...

(m) obtained registration by misrepresentation or fraud;...

[36] 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, which provides in relevant part:

In adhering to the Principle of Integrity in Relationships, psychologists would:

111.1 Not knowingly participate in, condone, or be associated with dishonesty, fraud, or misrepresentation.

111.16 Fully explain reasons for their actions to persons who have been affected by their actions, if appropriate and if asked.

111.36 Familiarize themselves with their discipline's rules and regulations, and abide by them, unless abiding by them would be seriously detrimental to the rights or welfare of others as demonstrated in the Principles of Respect for the Dignity of Persons or Responsible Caring. (See Standards IV.17 and IV.18 for guidelines regarding the resolution of such conflicts.)

[37] The "established standards of practice" referred to in clause 6(2)(j) of the Regulatory Bylaws includes the College's Professional Practice Guidelines ("the Guidelines"), which provide in relevant part:

1.1 Compliance with College authority — A member of the College shall comply with the regulatory authority of the College.

1.2 Responding to a College request — When requested by the College, a member shall promptly provide an account of their activities, responsibilities and functions. When employed by an institution or other non-member, the member shall also provide a description of the organization and the types of services that the organization provides.

2.1 Scope — A member shall conduct himself/herself so that their activities and/or those conducted under their direction comply with those statutes and regulations that apply to the provision of psychological services. The "Professional Practice Guidelines" apply to all members providing psychological services in any context or circumstances.

2.4 Non-compliance — A member who fails to comply with an applicable provision of this guidelines document may be subject to allegations of professional misconduct and/or professional incompetence and thus subject to investigation for the same by the Professional Conduct Committee (PCC) of the College. Ultimately the member may be subject to disciplinary action by the College.

7.1 Responsive to regulation/discipline — A member must cooperate with and be responsive to the regulation and discipline of the College.

7.2 Proceedings of College — A member must cooperate fully with the College in investigations and proceedings of the College and in any resulting requirements.

7.3 Response to College requests — A member must respond appropriately and promptly to all requests from the College, the Registrar and the College Executive Council for information respecting their activities.

18.1 Legal compliance — Members must: (a) maintain a current working knowledge of; and (b) conduct themselves so that the psychological services provided by them or their supervisees comply with the laws applicable to the provision of psychological services and with the professional guidelines and policies of the College set out in this guidelines document, the *Code of Ethics for Psychologists* 3rd Edition, or in issued advisories or guidelines.

18.2 No defence — A member's lack of awareness of, or misunderstanding of, an applicable law, *Code of Ethics for Psychologists* 3rd Edition, this guidelines document, policy, advisory or guidelines referred to in clause 18.1 is not of itself a defence to a charge of professional misconduct.

18.4 Fraud/misrepresentation/deception — A member must not use fraud, misrepresentation, or deception in obtaining registration status with the College, and in conducting any activity related to the practice of psychology except as provided for in Section 16 of this guidelines document.

[38] 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 Psychologists Act, 1997* 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

Charge 1

[39] Charge 1 alleges that Ms. Delorme failed to disclose to the College that her Nova Scotia licence had been revoked.

[40] By letter dated January 31, 2006, Ms. Delorme was advised that her name had been removed from the Candidates Register and that she was no longer entitled to practise psychology in Nova Scotia. She had had her licence to practise psychology revoked in a jurisdiction outside Saskatchewan.

[41] Beginning in the 2010 licence year, the College's renewal form asked whether the applicant had had his or her licence revoked or suspended. On the renewal forms for 2010, 2011 and 2012, Ms. Delorme stated that she had *not* had her licence revoked or suspended. Ms. Delorme's statement was false, which she admitted in June 2012.

[42] At best, including incorrect information on the renewal form is a misrepresentation, contrary to section III. I of the Code, and section 18.4 of the Guidelines. Although not alleged in the charge, the Discipline Committee notes that obtaining registration by misrepresentation is also a breach of clause 6(2)(m) of the Regulatory Bylaws.

[43] A breach of the Code is a breach of section 14 of the Regulatory Bylaws, which constitutes professional misconduct as defined in section 25 of the Act. 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.

[44] The Discipline Committee finds Ms. Delorme guilty of professional misconduct in relation to charge 1.

Charge 2

[45] Charge 2 alleges that Ms. Delorme wrongfully continued to practise psychology in Nova Scotia after being informed by NSBEP that she was no longer legally entitled to do so.

[46] Ms. Delorme was struck from the Nova Scotia Candidates Register in late January 2006. In early April 2006, she stated that she was practising psychology in Nova Scotia on the strength of her Saskatchewan licence. In December 2011, she was still working as a psychologist in Nova Scotia. In February 2012, she stated that she was practising as a psychologist, and her workplace was shown as Nova Scotia. Her Saskatchewan licence renewal application forms for 2007, 2009, 2010, and 2011 all show her work address as [REDACTED] Nova Scotia. Ms. Delorme was practising psychology in Nova Scotia when she was not permitted to do so under Nova Scotia law.

[47] By practising psychology in Nova Scotia when she was not registered on either of the Nova Scotia registers, Ms. Delorme failed to adhere to the applicable laws contrary to sections 2.1 and 18.1 of the Guidelines. By holding herself out as being entitled to practise psychology in the province of Nova Scotia on the strength of her Saskatchewan licence, she engaged in misrepresentation, contrary to section III.1 of the Code, as well as misrepresentation in relation to the practice of psychology, contrary to section 18.4 of the Guidelines.

[48] For these breaches of the Code and Guidelines, the Discipline Committee finds Ms. Delorme guilty of professional misconduct in relation to charge 2.

Charge 3

[49] Charge 3 alleges that Ms. Delorme failed to cooperate with the PCC, including failing to "reply" to four letters from the PCC by the specified deadlines.

[50] The first letter, dated March 27, 2012, requested that Ms. Delorme provide her response to the complaint (charges 1 and 2). Before the deadline, she replied by email requesting an extension, which was granted. Before the deadline set out in the letter dated May 2, 2012, she replied by email requesting another extension, which was granted. Before the deadline set out in the letter dated May 18, 2012, she replied by email requesting another extension, which was granted.

[51] The PCC agreed to extend Ms. Delorme's deadline several times, from the original deadline of April 27, 2012 to the final deadline of August 17, 2012. As a result, it cannot fairly be said that Ms. Delorme "failed to reply" to the March 27, May 2, and May 18 letters.

[52] The letter of July 17, 2012 extended the deadline to August 17, 2012, and stated that this would be the last extension. Ms. Delorme replied by email on August 20, 2012, though she did not request a further extension. She stated that her response was complete and all that remained was for her to review it and make sure the supporting documents were in order. She contacted the College a number of times after this date, but her response to the complaint has never been received.

[53] Ms. Delorme's ultimate failure to provide her response to the complaint by the August 17, 2012 deadline constitutes:

- a. a failure to comply with the regulatory authority of the College, contrary to section 1.1 of the Guidelines;
- b. a failure to respond to a College request to account for her conduct, contrary to section 1.2 of the Guidelines;
- c. a failure to cooperate with the discipline of the College, contrary to section 7.1 of the Guidelines;
- d. a failure to cooperate with an investigation of the College, contrary to section 7.2 of the Guidelines; and
- e. a failure to respond promptly to a request from the College, contrary to section 7.3 of the Guidelines.

Although not alleged in the charge, the Discipline Committee notes that it would also amount to a failure to respond to the College's inquiries regarding alleged professional misconduct or professional incompetence contrary to clause 6(2)(k) of the Regulatory Bylaws.

[54] For these breaches of the Guidelines, the Discipline Committee finds Ms. Delorme guilty of professional misconduct in relation to charge 3.

[55] Section 32 of *The Psychologists Act, 1997* 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". In all cases the Discipline Committee must make an "order".

[56] Counsel for the PCC recommended the following sentence:

1. The Member shall pay costs of \$2,750.00 [the approximate total of the legal fees] together with disbursements of \$657.32 for a total of \$3,407.32 to the Saskatchewan College of Psychologists within twelve (12) months of the date hereof.
2. The Member is prohibited from practicing psychology in Saskatchewan unless she enrolls and successfully completes a graduate level ethics class approved in advance by the Saskatchewan College of Psychologists and completes 12 consecutive months of supervised practice by a supervisor approved by the College of Psychologists and upon reports being submitted every three months by the supervisor.

[57] Ms. Delorme's failure to cooperate with the investigation unnecessarily increased the College's costs in this matter, especially in light of the clear documentation of the wrongful conduct and Ms. Delorme's effective admission of guilt in relation to charge 1. She has also established a pattern of misrepresentation and failure to cooperate with and be governed by her profession in both Nova Scotia and Saskatchewan since 2005, a period of 10 years. The Discipline Committee considers ethics training to be absolutely essential in this situation.

ORDER

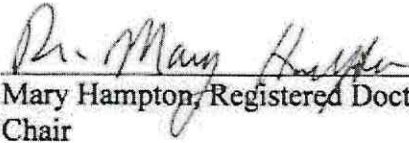
[58] For all of the reasons set out above, the Discipline Committee of the Saskatchewan College of Psychologists therefore finds Deborah Delorme guilty of three charges of professional misconduct for failure to comply with the Code of Ethics of the College, contrary to section 14 of the College's Regulatory Bylaws, and, pursuant to section 32 of *The Psychologists Act, 1997*, orders that:

1. The Member is hereby reprimanded;
2. The Member is suspended from the College until she provides to the Registrar proof of successful completion of a graduate-level ethics course; and
2. The Member is prohibited from practicing psychology in Saskatchewan unless she successfully completes:
 - a. a graduate-level ethics class, which has been approved in advance by the Saskatchewan College of Psychologists; and
 - b. 12 consecutive months of practice supervised by a supervisor approved by the College, with the supervisor's reports to be submitted to the College every three months.
3. The Member shall pay costs of \$2,750.00 plus disbursements of \$657.32 for a total of \$3,407.32 to the Saskatchewan College of Psychologists within one year of the

date of this decision and, if such payment is not received by the College on or before that date, she shall be suspended from the College until such payment is received in full.

Dated at Regina, Saskatchewan this 30th day of October, 2015.

SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS,
DISCIPLINE COMMITTEE



Mary Hampton, Registered Doctoral Psychologist
Chair