



REPORT FROM THE PRESIDENT

The Saskatchewan College of Psychologists, I am pleased to report, has seen solid and steady progress during the past year. One has only to visit our website to recognize that we've strengthened and clarified the requirements for supervision, registration to provide for Mutual Recognition Agreement (MRA) eligibility. We've started to establish working relationships between the College and the Universities, as well as between the College and the Departments of Health and Learning. Our committees are fully operational and beginning to make significant contributions to support our membership and professional obligations to the public. Our office, complete with an efficient accounting system, has established regular procedures for communicating with committees, as well as responding to the membership needs and requests. We have most recently added a Deputy Registrar, Ms Karen Messer-Engel, whose key roles will include assisting the Registrar and providing a strong support to our committees. Finally, we have taken a leadership profile in the province by steering such events as the conference sponsored by the Office of the Privacy Commissioner "Privacy Legislation – Making it Work".

First and foremost, I would like to extend the Council's sincere thanks to the many volunteers who have served on the committees of the College. The work undertaken by our committees, those who come forward to conduct orals, and all others who give feedback and recommendations, provide the core upon which the College depends in order to inform Council's decision-making.

The Registration Committee has been strident in ensuring that MRA standards for registration are met. Most recently, they have taken on the added responsibility of assessing for the Foundational Knowledge required by the MRA. With the research work of Joanne Shymkiw completed in May 2004 they began to address the oral interview process, where work still remains to be done. Outgoing chair Francis Stewart has guided this work since the time of the Transition Council and his leadership will be missed. We thank him and the current committee members Carmel Kleisinger, Dr. Tom Hengen, Dr. Diane Stover, and former member, Dr. Ruth Wong who has now moved to work on the PCC.

The Professional Conduct Committee has carried the task of investigations of complaints with careful diligence, and we appreciate the thoroughness of their difficult work. Chair Don Berg reaches the end of his two-year term and his leadership will be missed. I thank Cathy Fieldgate, Dr. Greg Stevens, Gary Bridge, Dr. Lynn Corbett, Dr. Ruth Wong, Jeanette Ambrose and those serving as alternates, Dr. Heather Hadjistavropoulos, Maureen Murray, Patty Crassweller and

Dr. Tim Landry for all their work.

While we are very grateful that the Discipline Committee has not been needed, they may be meeting very shortly. Thanks to chair Dr. Mary Hampton, and members Nahid Ahmad, Dr. Angelina Baydala and Jim Grainger for being available to be called on as action is needed.

The Professional Practice and Ethics Committee has produced for us a continuing education credit structure, as well as responding to various questions on issues of function and moral principle posed either by members or forwarded by Council. Their work can be viewed on the website and members as well as Council join in thanking Chair, Dr. Steve Boechler, and members Raymond Logan, Shelley Tamaki, and Keith Powell for the focused consideration they have brought to these tasks.

The Legislation and Bylaws Committee chaired by Dr. Jim Arnold and committee members Terri Dumelie, Della Hunter, Ken Hardy and Susan Robin, has begun its important work. The Nominations Committee chaired by Sandi Gardiner and members Ken Hardy and Dr. Fern Stockdale-Winder have further solidified the basic election process and are now completing their essential role. For your valuable commitment and contributions we all greatly appreciate the work you've undertaken.

Perhaps our website best reflects the growth of the College in the past year. It has gained a more established and permanent presence, is faithfully updated and contains an expanding array of critical material. While no formal committee has been required, we especially thank Heather Trueman, who serves as the web-master and Florence Lalonde, Council Secretary, who has also coordinated much of what needs posting. The willingness of Dr. Fern Stockdale-Winder and Dr. Lauren Wilson to provide consultation if needed has been appreciated.

Since the spring of 2004 the Ad Hoc Committee on Competence has met several times to research a process for declaring an additional area of competence. We thank the Chair, Dr. Brian Acton, and members Colleen Quinlin, Dr. Tim Greenough, Dr. Lynn Loutzenhiser, Bob Wilson, and Dr. Vicki Schwean, for their initial guidance on the issue of Authorize Practice and look forward to their final recommendations.

I wish to thank the Faculties of Psychology and Educational Psychology from both Universities for meeting with the College Council and committing themselves to work together with us to enable our students to fulfill the Foundational Knowledge requirements of the MRA. We continue to discuss

together issues such as the pre-doctoral internship and find ways to the support of the Residency Internship Program at the Saskatoon District Health.

Finally, I would like to thank the people with whom I have worked so closely this year. The members of the Executive Council have provided me with much support, advice and challenge. Gary Halbert has contributed greatly to the Office and Personnel work, and has represented the College at the CPAP forum while George Golem took part in the ASPPB conference. Florence Lalonde has been our very capable secretary and liaison with the website and, once again, Judy Curry kept us financially viable. As a seasoned Council member, Rik Cherland led in developing the Committee Guidelines provisions and served as liaison to the Registration Committee. Dr. Lynn Loutzenhiser was Council liaison with the Ad Hoc Committee, which she continues to take part in while on maternity leave. Various members of Council made time available to hear several appeals and I continue to be impressed with the dedicated concern they have shown to each issue placed before them. I learned a great deal from these people and I am grateful to them. My final appreciation goes to Dr. David Randall, whose wisdom and guidance both to Council and to me personally has been a wonderful gift.

We have accomplished a great deal this year, but we much remains to be done. Despite writing letters and requesting an audience with the Minister of Health, our increasingly ardent pleas for public reps have gone un-rewarded. Although we have utilized some commissioned research to give a solid basis for the Oral Exams, we are working to strengthen, clarify and enact this process for both our new candidates and for those conducting the orals. Dr. David Randall has provided a much clearer process for the supervised practice, and we continue to add supports and guidance for both candidate and supervisor.

In conclusion, I thank you for the opportunity to serve as your President this past year. I have great confidence in the 2005-2006 Council and look forward to the continued growth of our College and strengthened contribution of our profession.

*Respectfully submitted,
Shelley Adams, M.Ed., R.Psych.
President*

REGISTRAR'S AND REGISTRATION COMMITTEE REPORT

In March of 2003 The Saskatchewan College of Psychologists included 362 practicing and 37 non-practising members. In February of 2004 we had 420 on the register, including 384 practicing and 36 non-practicing members. At the end of 2004, the numbers were again changed, with 447 on the register, including 404 practicing and 43 non-practicing members.

Staffing changes since last year's annual meeting

In August of 2003 SCP employed a full time Office Manager, with overlap from the summer until the end of December, allowing a period of some months with 1.5 administrative staff. Since November 29, 2004, we have had a half time Deputy Registrar and a half time Registrar (the latter in place since March 2003) in addition to a full time Office Manager. Thus Wendy Petrisor, Office Manager, Karen Messer-Engel, Deputy Registrar, and David Randall, Registrar are the Council's current employees. Karen's activities are summarized in a section below. One of her more important duties has been to provide administrative support for the Professional Conduct Committee to help them accelerate the investigation process.

Council Membership

Regarding citizen members of Council and Committees, as I reported last year, "After multiple attempts to remedy the situation, your Council has still failed to receive appointed citizen representatives from the Government. Thus there is one fewer Council member and more support time for financial and administrative dealings but less available paid professional time." This situation has not changed in the face of continuing efforts to point out the pernicious effects on Council and Committee performance to the Government. It may be helpful to point out that the same concern is shared by a variety of other professions in Saskatchewan which was reported at our meetings with other health professions at the Network of Regulatory Organizations (NIRO) meetings.

Activities since last year's annual meeting

The Council and volunteer committee members have again worked hard, spending long hours to register members, investigate complaints, develop compliant procedures for integrating with other regulatory bodies in Canada, and organizing several standing committees which your president described. A significant number of Full members have served on oral interview committees, as a number of new candidates have completed the obligations of registration under the new candidate procedures through supervised practice and successful completion of the EPPP examination. As some candidates have failed orals or failed the APE access portion of oral interviews, policies and procedures have been developed to clarify the consequences and options following failure. Several members have subsequently retaken and passed APE oral interview requirements.

Your Council has, in the face of some failure in APE orals, changed the existing procedures for APE evaluation somewhat. Grandparent applicants and Full Practice applicants from other jurisdictions who intend to remain living elsewhere but occasionally practice here have retained the credential and reference review procedures as the soul source of APE access. The grandparent members were allowed to do so for three years from their date of Full Practice registration. All other applicants now have to successfully complete an oral interview for APE, either as part of the oral interview for Full Practice, or subsequently, as a special oral interview for APE access.

Last year at this time, we were approaching the end of the grandparent eligibility period, which occurred at the end of

February 2004. Some few additional Full Practice members have been added since then as the result of successful appeals to Council, but with the exception of one pending appeal not yet completed, the grandparent access period is now completed.

Members have also expressed some interest in issues of MRA qualification to allow them access to mobility to other Canadian provinces and the NWT with limited further requirements. There is a grandparent period for Full Practice members included in the MRA. This allows members who have had Full Practice status or achieved it prior to July 1, 2003 to be or become MRA compliant, with no further examination, five years from their date of Full Practice registration. Thus, a member who became a Full Practice member of SCP on June 30, 2003, would become MRA portability eligible after maintaining a Full Practice status here, on July 1, 2008. Some former SCP members would thus already be MRA eligible. Anyone, who achieved Full Practice but was not MRA compliant, and registered later than July 1, 2003 as a Full Practice member of SCP, would need to be examined for eligibility to change jurisdictions. This can happen by applying here prior to moving to another jurisdiction or upon arrival by meeting the licensing requirement of the new jurisdiction. The same is true of Full Practice members who wish to leave Saskatchewan prior to practicing for five years after their Full Practice registration, even if they were recognized as Full Practice prior to the July 1, 2003 inception date of the MRA provisions. If they have not yet practiced here as a Full Practice member for five years since Full Practice was granted, they would have to meet MRA compliance standards, either here, or in the new Canadian jurisdiction.

Thus, last year at this time we were dealing with the last of grandparent applications. Currently, we still have two streams in process for oral examinations, but they are different streams, those completing the pre-MRA supervision and oral interview procedures, and those who must meet the MRA requirements to achieve Full Practice. It is likely that by this time in 2006, the majority of pre-MRA applicants for registration will have completed the process, and almost all the new Full Practice members will be MRA compliant upon success completion of their requirements for Full Practice status.

There has been one significant change in the MRA, the endorsement of a requirement for Foundational Knowledge, which was approved by Council and became part of our application procedures at the end of November 2004. Our application forms have been modified to reflect this change. We have also submitted approved Regulatory bylaws to the Department of Health, which will allow us to provide applicants with opportunity to complete one of more required courses prior to Full Practice registration if they have not done so previously. Almost all Canadian psychology graduates will find that they have already met these requirements. The Council met with the Departments of Psychology and Educational Psychology of both the University of Regina and the University of Saskatchewan, who indicated that these requirements would present no difficulty for their post graduate degree recipients.

Partial SCP Chronology

- March 2002, Psychology Act 1997 proclaimed, and SCP Transitional Council inherited the negotiations for the MRA from SPA, which ceased to exist.
- March 2003, elected council assumed control of SCP. Extensive work by volunteers and the Registrar were undertaken to develop procedures to implement the MRA.
- A council representative, then President Elect, Shelley Adams, and the Registrar, attended CPAP Regulators meetings in June 2003 and January 2004 and a special implementation meeting of Regulators for two days in October 2003 to negotiate acceptance of our developing procedures as compliant.
- On October 31 and November 1 2003, the regulators proposed inclusion of Foundational Knowledge in the MRA. Thus, core basic knowledge of psychology would be required. Council approved the procedures proposed for documenting this change to apply to all applicants applying after November 29, 2004.
- November 29, 2003, SCP Council formally endorsed our procedures for both new and already Full Practicing members to qualify for MRA cross national recognition. Changes to recognition of APE qualification were also recognized at this time, but have been subsequently modified based on registration oral interview experience.
- January 2004, the consultant hired by the Canadian MRA signatory regulators in psychology presented his draft report appraising the approaches of various regulatory bodies to MRA assessment and qualification of candidates. The consultant was Dr. Henry Edwards, Director of Research for the Public Service Commission of Canada, and formerly professor at the University of Ottawa. Not all bodies were found to be compliant. Saskatchewan, you will be pleased to hear, was. This was later confirmed in Dr. Edwards' final report. Other jurisdictions have subsequently taken the necessary steps to become compliant.
- April 2004, Shelley Adams attended a scheduled meeting, taking with her the endorsement of the proposed Foundational Knowledge addition to the MRA approved at the March 2004 annual meeting. As this addition to the MRA was proposed, Dr. Edwards was also asked to do a prospective assessment of the various Canadian regulatory bodies current approach to Foundational Knowledge. He found SCP not currently compliant. When SCP Council met with the Associations and University Programs in Psychology in March, there was discussion of the implications of this for the SCP regulatory process. The regulatory bodies found compliant required not only the EPPP examination, but also, as I suggested above, certain undergraduate or graduate courses or alternative university comprehensive examination procedures combining to document candidates successful mastery of content from four core areas of psychological knowledge. Dealing with Foundational Knowledge requirements in registration is ongoing business for SCP. SCP has taken the necessary steps to achieve compliance with the Foundational Knowledge requirements.
- As part of compliance with MRA, an applicant self report of MRA background at point of registration was required. This caused considerable stress for applicants and their supervisors, as the general expectations were clear but not the specific requirements. A considerable effort was put into

developing a Self-Report Form, which lists requirements and allows applicants to rate their competency. We also ask for a re-rating at the end of supervision for those applicants who have completed SCP approved 1500 hours supervision. In the later instance, we ask the supervisor to complete the form, to document progress, as well as to complete the previously developed MRA Rating Form. The new form clarifies the initial Supervision Plan starting the 1500 hours of supervision, as the task now becomes listing the required skill areas and sub skills and describing briefly how they will be addressed and by whom, rather than developing a text description of all MRA competencies. This is a change in format, not a change in the steps required for registration. We have provided some months for those involved or interested to comment on the new form and format. We will review comments and undertaken any changes approved by Council in the spring of 2005.

- An as yet uncompleted task is establishing criterion references for what degree of rated accomplishment on the various listed skills constitutes successful preparation for entry level independent practice. The current listed criteria are those suggested by the original task force which developed the skills. We will need our own set of supervisors to reach consensus on this over the next few months, after we have accepted editing changes in the skills required.
- A second comment that needs attention is the balance of skills listed. Some have suggested that they do not reflect some of the areas of practice as well as they do clinical skills. Since all members must achieve general practice competency, the question arises as to whether some additional skills need to be added or deleted to reflect the balance of practice in this province and nationally. Some have suggested that certain educational psychology skill sets need more attention in general practice training. Psychology, like all professions, is composed of a body of knowledge, as habit of thought, sets of skills, and a cluster of ethical principles and practices. Under the general umbrella of the MRA, we have some room to negotiate regarding the skills everyone should carry forward, and how much polish is required before turning the newly minted members loose to practice independently. These two questions deserve some time and attention by our self-governing profession.

The Deputy Registrar - Karen Messer-Engel

- She was selected for the half time position of Deputy Registrar in an advertised competition and officially started in the position on November 29, 2004.
- The first two months have focused on becoming familiar with the procedures and policies of the College, as well as the issues facing the College, and the profession of Psychology in the province.
- The position reports directly to the Registrar, and through the Registrar to SCP Council.
- Primary responsibilities include:
 - 1) To assist the Registrar with responding to issues presented to the College from various stakeholders;
 - 2) To assist in the development of policies and procedures for the College;
 - 3) To assist the Professional Conduct Committee with the process of addressing complaints regarding members of the College;

- 4) To respond to inquiries/concerns from members of the public and College members as required;
- 5) Committee involvement as assigned;
- 6) To represent the College on outside committees/meetings as assigned

Other Matters

A brief summary of other matters follow, matters which took more time to perform than describe. The Registrar again supported the Registration Committee and its Chair, Francis Stewart during their regular meetings. During the year, Ruth Wong, also a former member of Transitional Council, agreed and was appointed by Council to the committee and served until she was reassigned, with her consent, to another committee of Council. The current committee includes Francis Stewart, Carmel Kleisinger, Diane Stover, Tom Hengen and Rik Cherland, who will serve only until a citizen member is appointed by Government.

It has proved a challenge this year to find Full Practice members willing to serve on oral interview committees. This has slowed access to Full Practice for a number of applicants. Various options have been considered to improve this situation, but so far it remains an unsolved problem. Many members of the Registration Committee have themselves served as members of oral interview committees in order to facilitate the process, and typically organize the orals if they do not conduct them. This is a substantial burden in addition to the many other practical and conceptual issues with which they deal during and between regular committee meetings. The membership has been very well served by the dedicated volunteers on the Registration Committee (as it has by the other volunteers on the Council and other Committees). In any case, you may anticipate a new chair and new members as Council identifies those interested and makes the necessary appointments. Particular thanks are due to Francis Stewart and Ruth Wong, for their service that terminated or is terminating during the period covered by this report.

The committee dealt with large numbers of applicant files and contributed substantially to the development of procedures for registration. The longer serving members did this both during the period of development of the new College, and during the current year. They also contributed significantly to matters such as the definition of APE requirements and development of procedures of conducting and reviewing oral interviews. Members of the Registration Committee, past and current, deserve a significant degree of appreciation from all of our registrants. None of us would be currently recognized without the substantial contribution of time and wisdom of the Registration Committee members, past and present.

Council again dealt with a number of appeals from the decisions of the Registration Committee, confirming most decisions but changing others. Your Registrar participated by preparing and presenting the description of the appellants situation for these appeals, which were held in evenings by a quorum of the Council, and typically attended by all of the appellants to present their arguments. Those living at a distance were enabled to prove their input by conference telephone call, if they choose. These appeal decisions, all taken with legal advice, have again helped to make and keep

the Psychologists Act a living document, balancing the interest of public protection through identification of competent members against the interests of members in receiving appropriate recognition for their knowledge, skill, and ability.

In conclusion, our organization continues to function effectively, dealing with established and new challenges. We have an effective organization in attractive quarters, which is dealing with important matters of public and client protection and recognition of competence of professionals in a self-governing profession. We continue a useful journey forward together. We look forward hopefully to further developments as Karen begins to have an impact in support of the investigation and discipline process, and we become more visibly active in conducting hearings for public protection and in promulgating standards for continuing professional education.

As is typical in our small province, we have conducted business by creative and volunteer endeavor that absorb the attentions of a dozen or more paid staff in larger jurisdictions. As I commented in my 2004 report, "this is only possible through mutual respect and consideration and can only be maintained by an active interest and involvement on the part of the membership and your elected representatives." So far, you continue to have much of which to be proud.

*Respectfully submitted,
David Randall, Ph.D, R.D.Psych.
Registrar*

TREASURER'S REPORT

The past year has been a rewarding one as the Council and the office staff developed procedures and processes to address the needs of a young College. Minor improvements and expansion of the office occurred but for the most part, we are well established. The College is in a healthy financial state at the end of the 2004 fiscal year. We have reserves from previous years which were increased by higher than expected income in 2004 as well as an operating surplus for the year.

In November, we increased our staff component by an additional part-time deputy registrar position. The increase in professional staff necessitated an immediate increase in the fees collected by the College in order to avoid a deficit situation in 2005. Our largest expense continues to be salary costs.

The operation of our office, including salary costs, represents about 77% of our operating budget. Another major cost facing the College is the committee work which is the essence of the development of our College policies as well as vital in performing our mandated regulatory functions. The need to network and maintain affiliations with national and international organizations continues to be another important expense.

Although it is now more predictable to budget for the costs of operating the office, the costs of committee work are impossible to predict. Our committees are formed from those members willing to commit their time for the profession. The cost of transportation to meetings is contingent on the location of the members and the frequency with which the committee meets. The Registration Committee and the Professional Conduct Committee are currently our most active and thus our most costly committees. Legal costs, associated with general College business and registration appeals as well as the legal costs of the Professional Conduct Committee are a major expense item which could see significant increases if the Disciplinary Committee becomes more active.

Our 2005 budget covers the expense of operating the office and a minimum amount allocated for committee expenses. It does not provide for more active committee work nor does it allow money for building a reserve against any large legal expenses which might arise from disciplinary action if that proves to be necessary. In order to maintain the present financial status and to allow for the build up of a contingency fund for future legal action, another fee increase will be required in the near future.

This report is presented with sincere appreciation to Wendy Petrisor who so capably and cheerfully handles the day to day management of our office and of the College finances. It must also include thanks to the group of dedicated people with whom I have shared the experience of a term on the Council.

*Respectfully submitted,
Judy Curry, M.Ed., R.Psych.
Treasurer*

PROFESSIONAL CONDUCT COMMITTEE REPORT

The mandate of the Professional Conduct Committee is to receive, review and investigate written complaints against members alleging they are guilty of professional misconduct and/or incompetence. The Committee decides whether complaints warrant no further action, can be resolved by some other manner, or will be heard by the Discipline Committee.

After the Psychologists Act was proclaimed in March 2002, a Professional Conduct Committee was struck to begin the process of dealing with complaints. Their hard work resulted in a set of policies and procedures that served to guide the process for each complaint, and also made great strides in addressing a backlog of outstanding complaints. We are very grateful for this work. However, after the Annual meeting last year we had an almost complete turnover of the membership of this committee, which resulted in recruitment, orientation and training processes that had to be done while still having complaints to deal with. At this time, we can report that a committee has been formed, cases have been assigned and investigations are occurring. We are also very pleased that the Deputy Registrar is providing assistance which will greatly facilitate the work of this committee.

The present committee consists of:

Chairperson: Don Berg

Members: Greg Stevens, Gary Bridge, Lynn Corbett, Ruth Wong, Cathy Fieldgate and, Jeanette Ambrose

Complaint activities in 2004:

Complaint Status	Number	Resolved	Discipline
Complaints carried over	10	3	1
Complaints received in 2004	11	4	
Total number of cases handled in 2004	21		

The nature of the complaints included, but was not limited to:

- competence
- dignity of persons
- custody and access issues
- protected title
- authorized practice/diagnosis

Challenges and opportunities

One of the persistent challenges we have faced as a volunteer committee is timely responses to complaints. This committee meets monthly to receive, review and assign complaint files to teams who administer the investigation process. Within this structure we have attempted to streamline correspondence through the use of form letters and set time frames for responses. However, we continue to look for more efficient ways to resolve complaints more quickly and still maintain a high level of integrity in the investigation. We are quite optimistic that having the assistance of the Deputy Registrar will greatly enhance that process. Additionally, we are near a point where we will be caught up with older files and with a stable set of committee members we are able to respond to new complaints as they arrive, without concerns around orientation and training.

In terms of committee structure, a process will be developed to stagger membership terms so that there will be greater continuity as the transitions occur from year to year.

We have appreciated training provided by Patty Crassweller, former Chair of this committee who developed the policies and procedures, and by Darcia Schirr, lawyer for this committee to provide guidance for this work, and look forward to further training events. We also learn collectively from our experiences, and appreciate the case by case guidance provided by our legal counsel.

The work of this committee is difficult and in many ways, unpleasant. However, it is also necessary and important to the self-regulation of this profession. For these reasons, I would like to acknowledge the committee members and alternates who have volunteered for this task and thank them for their work. We also appreciate the very helpful support from the SCP office in responding to and managing the tasks created for them by this committee.

*Respectfully submitted,
Don Berg, M.Ed., R.Psych.
Chair, Professional Conduct Committee*

PROFESSIONAL PRACTICE AND ETHICS COMMITTEE REPORT

Chairperson: Stephen Boechler

Members: Raymond Logan, Shelley Tamaki, Keith Powell.

The Professional Practice and Ethics Committee has been in need of members in the past year.

- Mr. Gary Halbert became the liaison between the committee and Council, a significant and helpful step in keeping communication lines open.
- Mr. Keith Powell joined the committee in November 04, a welcome addition to our team.
- Regrettably both Mr. Ray Logan and Ms. Shelley Tamaki have stated that they will be ending their involvement with the committee at the end of the term. We are thankful for their participation and contributions during the development of the committee.
- We are grateful that Dr. Doug Jurgens, from the Prince Albert Parkland Health Region, has agreed to become a member of the PP&EC.
- At the time of this report we are continuing to seek committee members.

In the past year, the committee has worked on the development of a number of professional practice documents for the College. These documents have included:

- a proposal for Continuing Education Credits
- recommendations for meeting the requirements of the Personal Information and Electronic Documents Act
- an overview of the implications of The Limitations Act (an Act respecting the limitation period for the commencement of civil proceedings) for psychologists, particularly regarding record keeping
- feedback regarding issues of registration in the College for Ph.D. & Master level applicants.
- a response to the question of whether or not Professional Liability Insurance should be mandatory
- thoughts on the question of a "members only" section of the website and consent for the display of addresses on the registration list on the website

We have created a number of documents for the PP&EC including a Protocol for responding to inquiries and consultations on ethics and professional practice issues.

We have provided responses to a number of questions regarding professional practice and ethical issues. These questions have focused upon such issues as:

- a) Supervision responsibilities
- b) Sharing client information at the direction of the client
- c) Record keeping
- d) Parents rights to information regarding services to their children
- e) Psychologists responsibility to report child abuse and children at risk

We were also involved in arranging the ethics workshop for May 2004; an opportunity for members to complete their registration requirements.

Goals for the coming year:

1. Increasing committee membership
2. Increasing the dialogue and discussion of Professional Practice and Ethical Issues
3. Increasing the activity of the committee
4. Increasing our availability for responding to inquiries and engaging in dialogue with members of the College regarding issues of professional practice and ethics.

On behalf of the committee, we look forward to continuing our work with council on responding to the Professional Practice and Ethical issues faced by Psychologists in their work.

*Respectfully submitted,
Stephen V. Boechler, Ph.D., R.D.Psych
Chair, Professional Practice and Ethics Committee*

The Committee had one organizational meeting in September, with the remainder of the business being conducted by email and telephone. The schedule for the Call for Nominations, receipt of nominations, sending out the ballots, and the polling date were set according to the Bylaws and Procedures. The Call for Nominations was sent out to the membership on November 22, 2004, and the deadline for nominations followed on January 6, 2005. A sufficient number of nominations were received to hold elections for the positions of President Elect and Member-at-Large. Judy Curry was accepted for the position of Treasurer by acclamation. The polling date has been set for February 25, 2005. Ballots will be counted by the Committee on February 27, 2005. In the event of inclement weather, an alternate date of March 5 has been set aside by the Committee.

*Respectfully submitted,
Sandy Gardiner, M.Ed., R.Psych.
Chair, Nominating Committee*

DISCIPLINE COMMITTEE REPORT

The Discipline Committee has not been called upon to conduct any hearings this past year. Dr. Angelina Bayalda, Professor of Psychology at the University of Regina, joined the committee. Currently there is one additional member of the committee: Nahid Ahmad of Royal University Hospital. Our thanks to Jim Grainger who recently resigned from this committee.

Council has repeatedly asked the government to appoint two public members to this committee and will continue to approach them about this urgent matter. However, no public representative has yet been appointed to the Discipline Committee. The Act specifies that at least three members of the College comprise this committee, so the number of committee members is minimal at this time. The chair requests that nominations be submitted to Council for an additional member of this committee.

*Respectively submitted,
Mary Hampton, Ph.D., R.D.Psych.
Chair, Discipline Committee*

AD HOC COMMITTEE ON COMPETENCE REPORT

The Ad Hoc Committee on Competence was begun this year. Its first meeting was on July 6th, 2004. The committee met three times prior to the end of the year. Our first meeting was used to give us our directions and responsibilities. The second meeting was used primarily to discuss an issue related to the examination process and a series of recent failures. Our third meeting was our first to begin significant work on the direction to develop some criteria for psychologists to change or add areas of competence. We have begun by canvassing criteria used by other colleges and associations. Our hope is to have completed our duties by early in the year. Committee Members include Tim Greenough, Lynn Loutzenhiser, Vicki Schwean, Colleen Quinlan and Robert Wilson.

*Respectfully submitted,
Bryan Acton, Ph.D., R.D. Psych.
Chair, Ad Hoc Committee on Competence*

NOMINATING COMMITTEE REPORT

This year the members of the Nominating Committee included Dr. Fern Stockdale Winder, Ken Hardy, and Sandy Gardiner (chair). Rik Cherland served as the representative from Executive Council. For the second year, the Nominating Committee operated without a member of the public who was to have been appointed by the Government.

MENTAL HEALTH SECTOR STUDY WORKING GROUP REPORT

The Mental Health Sector Group was constituted by Saskatchewan Health. Elizabeth Ivanochko was appointed by Council to replace Laurene Wilson in March 2004. No meetings have been called since that time.

*Respectfully submitted,
Elizabeth Ivanochko, Ph.D., R.D.Psych.*

LEGISLATION AND BYLAWS STANDING COMMITTEE REPORT

Chairperson: Dr. Jim Arnold

Members: Della Hunter, Ken Hardy, Terrie Dumelie, Susan Robin

This committee is newly formed, having had its first meeting 22 Sept 2004. Addition meetings have been on 19 Oct 2004, 30 Nov 2004. The recording secretary is Della Hunter, the council liaison is Ken Hardy, Dr. Jim Arnold is serving as the chair. Terrie Dumelie is working on a website description of the committee.

Issues being discussed and worked on are:

1. Internet degrees and evaluation of these vis-à-vis registration to practice. Committee members have contacted other jurisdictions, educational institutions and other professional bodies to understand how they evaluate such degrees. Thus far, it appears that there is no uniformity nor clear models, if there are policies or standards at all.
2. Clarification of how other acts and psychology ethics and standards interact and conflict regarding client privacy and disclosure of records. Expert representatives from relevant organizations are being contacted to discuss these issues with the committee.
3. Other issues not yet the focus or work: the Mutual Recognition Agreement, changes to the act regarding "Restricted" versus "Provisional" licenses.

*Jim Arnold, Ph.D., R.D. Psych.
Chair, Legislation and Bylaws Standing Committee*

WEBSITE COMMITTEE REPORT

At their June 19th meeting, the Executive Council disbanded the Website Committee in accordance with its recommendation. Considerable appreciation was noted for the excellent job they completed. Routine updates are routed through the Office Manager, Wendy Petrisor or through the Secretary, Florence Lalonde. Information regarding recent changes and additions can be found on the *Site Updates* page under *College News and Events*. Comments and suggestions about the website can be sent by e-mail to skcp@sasktel.net and will be forwarded to the Executive Council for consideration.

*Respectfully submitted,
Florence Lalonde, M.Ed., R.Psych.
Secretary*