



# SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

## Annual Report

## Spring 2007

### REPORT FROM THE PRESIDENT

The 2006-2007 year for the Council of the Saskatchewan College of Psychologists (College or SCP) has been a time for opportunity, growth and development, and overcoming unexpected challenges. In addition to the work outlined in the October 10, 2006 update letter, Council's accomplishments and projects have included (in no particular order): soliciting and selecting volunteers for the College Committees; revisions to staff contracts; the development and/or revision of College policies and advisories, including those for Professional Corporations and Limited Liability Partnerships, and Registration and Authorized Practice Endorsement; proposals from the Legislation and Bylaws Committee for a time-limited or temporary registration to accommodate out-of-province psychologists and for mandatory liability insurance; deliberations concerning the acceptability of those registrations consisting primarily of distance education or internet degrees; approval of the advisory, Alternative Dispute Resolutions and Mediation developed by the Professional Conduct Committee; approval of the Oral Examination Handbook for the website; approval of the Professional Practices and Ethics Committee advisory on the Use of Title, Title Format and Abbreviation; requested a bylaw to make Continuing Education Credits mandatory; kept operating expenditures within the allocated budget; held formal meetings with the executive of the Saskatchewan Association of Social Workers (SASW); initial discussions with the WCB; participation in the events sponsored by the Association of State and Provincial Psychology Boards (ASPPB) and Council of Provincial Associations of Psychology (CPAP); the yearly meeting with representatives from the associations, university psychology programs, and government; redevelopment and revision to the Council Policies which were introduced in the final weeks of last year's Council; and the identification of Council's need to develop a formal strategic plan and adopt a policy-governance model (Council has set strategic planning as a goal for the 2007-2008 year). Details on some of these initiatives will be addressed below. [Note: There is no intention in this report to repeat the information provided in the update of October, 2006. If members require a replacement copy, please contact the College office.]

I'm extremely grateful to have worked collaboratively with a group of highly professional and principled people, namely the other elected Council members (i.e., Judy Curry, Steve Jacobson, Florence Lalonde, Wanda Lyons, Mary Vandergoot, and Laura Vilness) and the Public Representatives (i.e., Joan Dudgeon, Mary Reeves, and Walt Streelasky). The College and the Council are well served by our competent Registrar, Karen Messer-Engel, and our versatile and skillful Office Manager, Wendy Petrisor. [Incidentally, it was Karen who

composed most of the October, 2006 letter updating members on the activities of the College.]

Certainly the College regrets the loss of the expertise and experience which Dr. Peter Hemingway was contributing. It is always difficult to rebound from such untimely events. Many of us will miss Peter as a friend and colleague.

The competition to fill the position of Deputy Registrar is underway and we anticipate the opportunity to hire another psychologist who will make their own contribution to the work of the College.

The College benefits immensely from the active participation of many members, currently numbering 43, who serve on the various committees. These members contribute their expertise and time to help formulate new legislation or bylaws, develop practice advisories or guidelines on ethical issues, investigate and resolve complaints, preside at appeals and render decisions concerning disciplinary matters, adjudicate applications for registration, organize and supervise oral examinations, solicit nominations for replacement of Council members, and represent the College in various public forums. While their reports are provided later in this Annual Report, I'd like to personally and gratefully acknowledge the responsibility and contributions to the College undertaken by each of the committee chairs, including Mary Hampton, Ph.D., Discipline Committee; Rik Cherland, M.Ed., Nominating Committee; Greg Stevens, Ph.D., Professional Conduct Committee; Lynn Loutzenhiser, Ph.D., Professional Practice and Ethics Committee; Della Hunter, Ph.D., Legislation and Bylaws Committee; Tania Safnuk, Ph.D., Oral Examination Committee; Carmel Kleisinger, M.A., Registration Committee; Deb Parker-Loewen, Ph.D., Mental Health Sectoral Group; and Shelly Adams, M.Ed., University of Saskatchewan Senate and the SGI Rehabilitation Committee.

A concern which is often expressed by College members is that they don't perceive the benefits of the registration to the College. This remark comes from a misunderstanding of the legislated role of the College – its purpose is to protect the public through the self-regulation of the professional practice of psychology. The roles of advocacy, publicity, opportunities for self development, and promotion of collegiality in general do not belong to the College; rather they are the legitimate activities of the professional associations. It is not my intent to elucidate on the merits or activities of the two professional associations in Saskatchewan. For further information on these associations, the reader is referred to the respective websites for the Psychological Society of Saskatchewan (PSS) (<http://www.psychsocietysk.org/>) and the Saskatchewan Educational Psychology Association (SEPA) (<http://www.saskedpsych.ca/>).

In the October, 2006 update, College members were invited to submit their ideas on how best to be consulted on matters leading to bylaw changes. To date there has been little in the way of advice to Council concerning this issue. However at a meeting in late October, Dr. Carl von Baeyer expressed the opinion that the College communicated well with members and that consultation is part of the College mandate. He suggested that some of the consultation could be done through e-mail with the amount of response indicating whether or not a face-to-face meeting was needed. One of our public representatives also noted that it is the responsibility of the members to read the information sent out. Also it is important for members to know the efforts the College makes regarding consultation by involving the committees; liaison with other professional bodies, both locally, nationally and internationally; many opportunities for informal discussions with members; and advice from our legal counsel.

During the last several months, a subcommittee spearheaded by Florence Lalonde has undertaken major revisions to the policies governing the operations of Council. Currently some of the contents of this policy include the mission, objectives, guidelines for management style, a Council job description, responsibilities and duties, public relations, the President's role, guidelines and terms of reference for the legislated and standing committees, a Code of Conduct for Council, conflict of interest guidelines, standards for the Registrar (e.g., rules for interaction with members and the public, regulatory functions, communication and support to Council), delegation to the Registrar, staff job descriptions, principles for determining staff salaries, and a protocol for monitoring Registrar performance.

The Professional Practices and Ethics Committee was asked to express an opinion about the use of academic credentials in letterheads, advertising, and documentation. They responded that this was an ethical requirement under the Code of Ethics Principles III.2 and III.5. The question arose as to when formal credentials should and should not be used. The advisory, "Use of Title, Title Format and Abbreviation", provides guidelines for the use of title on any professional psychological documents.

The issue of requiring members to hold Liability Insurance has been a matter for considerable deliberation during the last two Councils. The Legislation and Bylaws Committee submitted two proposals to Council for consideration with the fundamental difference being that one accepted employer insurance as sufficient whereas the other required individual coverage. The establishment of mandatory insurance would require a bylaw change that would need to be ratified by the membership. However, members may not be familiar with the differences between individual liability insurance and insurance provided by the employer. Council discussed the extent and reliability of employer coverage and the possibility that individual practitioners could find themselves abandoned in the event of a legal suit. Professional insurance not only protects the psychologist but also provides the public with extra security. In view of the recent bylaw changes the College must also consider the insurance requirements for psychological corporations and limited-liability partnerships. Council accepted, in principle, a proposed bylaw to require all

members to have liability insurance as a condition of licensure. It was agreed that this was only the first step of a lengthy process of consultation with the members which Karen Messer-Engel will coordinate.

The Legislation and Bylaws Committee submitted a proposal for a Temporary or Courtesy Register to Council for consideration. This would enable Full Practice Registered Psychologists from other jurisdictions to provide direct services in Saskatchewan for up to 45 days within a calendar year. At the Invitation to Dialogue meeting with university, association and government representatives concern was voiced about the use of the term "temporary" for the proposed register. As a result, Council suggested that "time-limited" might be used instead as it would provide a distinctive description. A registration fee of \$200.00 was proposed for a stay in excess of 21 days. It was noted that the College will have to maintain a separate register for these psychologists. A change to the College Regulatory Bylaws is needed to implement the Time-limited Register.

Policies for incorporating as a Professional Corporation or a Limited Liability Partnership are in the process of being developed. The primary difference between corporations and partnerships is that all members of a Professional Corporation registered with the College must be psychologists while a Limited Liability Partnership can include members of different professions. The College will maintain separate registers for Corporations and Partnerships.

In accordance with recommendations from the Registration Committee, Council passed a motion to set a requirement of a minimum of 1 year experience as a Full Practicing Member for any primary supervisor of a Provisional Member. Additionally a minimum grade of 70% was established as the requirement of the Foundational Knowledge course work to qualify for registration.

A recommendation for the development of a bylaw requiring the attainment of annual Continuing Education Credits was forwarded to the Legislation and Bylaws Committee.

Negotiations have re-opened with the SASW pertaining to the diagnostic privileges of social workers (SWs) in Mental Health Clinics. The SASW has proposed some guidelines concerning what diagnoses and under what circumstances qualified SWs could make these. The College has expressed that the experience and training needs to be consistent with the standards applied to psychologists qualifying for the Authorized Practice Endorsement (APE). Deliberations will continue on this matter according to the precedence established in early 2003 including the briefing note from our Legal Counsel. In the meantime, Council has approved a 2 year extension of the MOU\* with the SASW concerning the handling of any complaints against SWs submitted to the College pertaining to issues of authorized practice. [\*Note: This MOU is in accordance with a MOU signed between the Council and the Minister of Sask. Health on Jan. 14, 2002.]

Steve Jacobson and Karen Messer-Engel attended the WCB Continuum of Care Workshop September 8, 2006. Information was provided regarding the acceptance of

psychology and psychologists by third party payers. A subsequent meeting was held on January 4, 2007 with representatives from the WCB. It was agreed that both the WCB and SCP would benefit from developing guidelines for competence in the area of Health Psychology. K. Messer-Engel emphasized that the College as the regulatory body for psychology in the province was concerned with competency. Council agrees that it was important for the College to be involved in discussions around standards of practice. A proposal regarding a Third Party Payer Committee is still being considered.

Karen Messer-Engel has been asked to present at the 2007 ASPPB Midyear meeting in Louisville, Kentucky about our discipline process. The SCP will be one of jurisdictions presenting for about 30 minutes each. Apparently the ASPPB membership has indicated that they would like to hear from a Canadian jurisdiction about their discipline process and SCP was chosen, partly as a result of an extremely favorable visit in November, 2006 at the College office with Ms. Janet Pippin, Director of Member Services of the ASPPB.

The Canadian national regulators in psychology will cease to be part of CPAP as of January 2008. The June, 2007 CPAP meeting will be spent establishing bylaws and policies for the new organizations. The regulators will become the Association of Canadian Psychology Regulatory Organizations (ACPRO).

On October 20, 2006 the Council held a meeting, An Invitation to Dialogue, with representatives from the psychology programs of the Saskatchewan universities, the two professional associations (PSS and SEPA), and Sask. Health and Sask. Learning. This provided a constructive forum for the College and these representatives to provide updates of their activities over the past year. The College noted that all future bylaw changes must be ratified by the members. Cathy Dermody, Sask. Health, pointed out that Council can still enact bylaws which would be put in place and acted on, then presented for ratification by members at the next annual meeting.

A concern was expressed about the low rate of participation in the College by the graduates of the Clinical Psychology Program and input was requested as to how this participation could be facilitated. Though most of the College activities take place in Regina, K. Messer-Engel reported that the Professional Conduct Committee operates out of Saskatoon and that the Nominating Committee has met there as well. Teleconferencing and videoconferencing may provide a workable alternative to face-to-face meetings and would certainly reduce the time and cost commitment.

The Sask. Health representatives provided two points of general information:

- a) There are provisions in the model legislation template specific to the duties and obligations of any College emphasizing that "It is the duty of a college at all times to protect the public" rather than to protect its members. This provision supports SCP's role as a regulatory body.
- b) Review work is being done on self-regulating professions. A review of regulatory bodies will be conducted with the

focus of review narrowed to looking at the mandates and responsibilities of each body. The goal is identification of barriers within the associations and bylaws that prevent inter-professional practice.

The Sask. Learning representative recognized the work that psychologists do for children in Saskatchewan. She expressed appreciation for the cooperation and teamwork on the guidelines: Best Practice Guidelines for Psychologists Working within the School System. She reiterated the challenges around recruitment and retention of Educational Psychologists and the need to fill positions in order to provide services for children. Sask. Learning has moved away from a medical model of designation to a needs-based model. They will continue to work with School Districts on the identification of children with needs and the provision of services for these children.

Discussion also covered efforts to get First Nations people interested in training in psychology. It was noted that this touches on recruitment, retention, cross cultural issues and aboriginal awareness of psychology as a possible field of expertise. Dr. Heather Hadjistavropoulos pointed out that they have a staff member at the University of Regina who has been influential in drawing such students into graduate training.

Participants felt that this meeting, An Invitation to Dialogue, had been valuable and the general consensus was that it was a worthwhile initiative which should be repeated next year.

Joan Dudgeon and Karen Messer-Engel represented the College at the Health Quality Council Forum in October. Subsequently K. Messer-Engel attended the SAHO Steering Committee Meeting on January 17, 2007 regarding internationally trained professionals. Concerns discussed included augmentation of degrees and English language competence. Karen continues to represent the College at the Network of Interprofessional Regulatory Organizations (NIRO) in Saskatchewan.

The AGM will be held on March 24, 2007 at the Boffin's Club in Saskatoon. I hope to visit with many members at this College event. An educational session will be held starting at 1:15 p.m., followed by the AGM at 3:15 p.m. A cash bar and hors d'oeuvres following the AGM will provide a forum for social networking amongst colleagues.

Arrangements have been made for Dr. Janel Gauthier to present details of an international initiative for the development of a universal declaration of ethical principles for psychologists. This development is occurring under the auspices of the International Union of Psychological Science, the International Association of Applied Psychology, and the International Association for Cross-Cultural Psychology.

Finally it is important that members pay attention to the updates posted on the College website (<http://www.skcp.ca/>). This is an invaluable means of keeping informed of the developments (e.g., policies, highlights from the Council meetings, decisions of the Discipline Committee) and existing standards (e.g., requirements for Continuing Education

Credits, legislation, bylaws) pertaining to the professional regulation of psychology in Saskatchewan.

Thanks again for the opportunity to serve as the President of the Saskatchewan College of Psychologists. Comments on the preceding report are welcomed – please write me at [dhb1psych@gmail.com](mailto:dhb1psych@gmail.com). The future of the College is in good hands and will be served well in 2007 to 2008 by the incoming President, Dr. Mary Vandergoot together with the new and existing Council members.

*Respectfully submitted,  
Duncan H. Blackman, M.A., R.Psych.  
President*

## REGISTRAR'S REPORT

### Membership

Our overall membership numbers have grown slightly over the past year. In terms of Full Practicing Members, there appears to have been a balance struck between members retiring or moving out of province to pursue other opportunities, and admittance of new Full Practicing Members. Sadly the last year has also seen the loss of a number of friends and colleagues who in their professional lives contributed significantly to the profession.

As of January 13, 2007 our membership numbers were as follows:

Full Practicing	367
Provisional	56
Non Practicing	54
<b>TOTAL MEMBERS</b>	<b>477</b>

In January of 2006 our membership numbers included 367 Full Practicing Members, 45 Non Practicing Members, 50 Provisional Members; total 462. It is hoped that our numbers will continue to grow as new and competent Provisional members join the profession.

### Staffing

The SCP continues to have a staffing component of two full-time equivalent positions; one full-time Office Manager, the Registrar at 50% time and the Deputy Registrar at 50% time. Our Office Manager, Wendy Petrisor is the first point of contact for most Members and members of the Public when they contact the SCP office. However, her role extends far beyond this important task, and includes responding to member, Public and stakeholder inquiries; organization/maintenance of new applicant records; organization /maintenance of Member records; accounting; website updates; maintenance of the database; organization of

Committee and Executive Council records, documents and meetings; assistance with preparation of documentation and letters; and maintenance of office equipment, supplies and facility. While this list is likely not complete, it does speak to Wendy's versatility and competence. I have very much appreciated her professionalism, competence and support during this first year as Registrar and in my previous role as the Deputy Registrar.

It was with sadness that we learned of the unexpected passing of our Deputy Registrar, Peter Hemingway, Ph.D., R.D. Psych. on December 12, 2006. He played an important role in the careers of many Saskatchewan Psychologists, and will be greatly missed. Recruitment for the position of Deputy Registrar is currently underway and hopefully a new Deputy will be in place in the not too distant future.

### Registrar's Activities since the 2006 AGM

I have been fortunate to work with many competent and wise colleagues over the past year. In particular, my role as Registrar involves working closely with both the Registration and the Oral Examination Committees. The Registration Committee has been very ably led by Carmel Kleisinger who is joined by committee members Tom Hengen, Nathalie Berard, Dave Gorrie, Liz Ivanochko, and Joan Dudgeon (Public Representative). The Committee has had many difficult and interesting challenges over the past year including the question of the suitability of distance education for licensure, assessment of foreign applicants, and supervision issues. The Committee has worked hard to promote a high standard of competence among the Provisional members of the SCP, which will serve our profession well. The Oral Examination Committee is also very ably led by Tania Safnuk. In addition to Tania, the Committee is comprised of Heather Hadjistavropoulos, Shelley Tamaki, Ian MacAusland-Berg, Don Berg, and Tammy Dusterbeck. As many of you are aware, the Oral Examination Committee has worked hard to develop an examination process that is objective and addresses the issue of practice competence. The Oral Examination Committee has worked very hard to develop examination handbooks for the examinations and standardized examination questions, and to refine the examination process itself.

I consider myself to have also been fortunate to have been able to continue working in a limited capacity with the Professional Conduct Committee which is a carry over from my role as Deputy Registrar. Under the competent leadership of Greg Stevens, the Committee has had the very difficult task of investigating complaints against the membership of the SCP and has done so in a respectful and professional manner. The Committee has worked hard at revising and refining the investigation process, which now includes Mediation and Alternative Dispute Resolution (ADR) processes which may be implemented in cases where a full disciplinary process is judged to not be warranted. The current committee is comprised of Shelley Hengen, Carol Eaton, Rhonda Gough, Laurel Phillips, and Jeannette Ambrose.

A significant portion of my time as Registrar has been spent on the revision and development of policies, advisories and

SCP documentation. Some of the policies developed are as follows: Professional Corporations, Limited Liability Partnerships, Time Limited Register, Time Limits on Appeals to Council, and updating of the Registration Policy. Policies currently under consideration by Executive Council include Closing Practice Planning, Local Requirements for Applicants from Other Jurisdictions Accepted under the MRA, The Use of a Lawyer in Appeals, and amendments to the Academic Credentialing Policy.

In May of 2006 we received positive news that our Act amendments were proclaimed and our Bylaw submissions approved. Upcoming bylaw amendments will include bylaws relating to continuing education and the time limited register. Stakeholder and member consultation will occur in the future with regard to the issue of mandatory personal liability insurance. The SCP has been advised by legal counsel that given the increasingly litigious environment in which Psychologists find themselves practicing, and the possibility that in some cases employer insurance may not adequately protect the member or the Public, personal liability insurance would be prudent.

As Registrar I have had the opportunity to represent the SCP at the Canadian Provincial Associations of Psychology (CPAP) and the Network of Intraprovincial Regulatory Organizations (NIRO) meetings. NIRO is an organization of provincial health regulatory organizations which provides regulators with a source for consultation regarding regulatory issues, as well as a common voice to address mutual concerns with regard to self-regulation. CPAP serves a similar function within the profession of Psychology. CPAP is currently comprised of provincial and territorial associations and regulatory bodies in Psychology. In January 2008 CPAP will formally disband with the Associations coming under the new name Canadian Professional Associations of Psychology (CPAP) and the regulators coming under the name Association of Canadian Psychology Regulatory Organizations (ACPRO). The national meetings have been very informative, and beneficial in working out differences between jurisdictions with regard to standards and regulation. It is clear that we are different from many jurisdictions, and that it is important that decisions made on a national front need to be made with that realization in mind. I will be representing the SCP at the Association of State and Provincial Psychology Boards (ASPPB) meeting in Kentucky April 2007. The ASPPB affords the SCP with a North American forum in which to discuss and consult about regulatory issues, in addition to providing services such as the CPQ and the EPPP.

There have been many interesting issues/initiatives related to professional regulation that the SCP has been invited to be involved in. In spring 2006 a meeting was held with representatives from the provincial health regulators and Saskatchewan Health related to emergency preparedness. The purpose of this meeting was to start the process of establishing a plan for the province in the event of a health emergency, and in that event facilitate the registration of professionals from other jurisdictions during an emergency. There will be more

meetings this spring related to this issue. Over the last ten months I have also represented SCP on a working committee established by Saskatchewan Learning and the Saskatchewan Educational Psychologists Association (SEPA) to develop guidelines for the practice of Psychology within the schools. I am also currently representing the SCP on a SAHO steering committee related to the federal and provincial initiatives to facilitate the employment of internationally educated health professionals.

The SCP is currently working with the SASW to explore their request to expand diagnostic privilege to a specific segment of their membership. The SCP has also recently had a preliminary discussion with the WCB with regard to regulatory issues and the roles/relationship between the SCP and WCB. SCP is hoping to work collaboratively with the Psychological Society of Saskatchewan (PSS), the WCB and other interested individuals on issues of mutual concern relating to Psychologists working for third party payers.

An issue of concern both at the provincial and national level is the admissibility of distance education for the purpose of licensure. Nationally there appears to be a number of jurisdictions who are of the opinion that distance education is not desirable for licensure. The Executive Council of the SCP recognizes that this issue requires serious investigation and consideration, and thus they have decided to establish an Ad Hoc Committee to look into this issue. The terms of reference for this Committee are currently being established. Issues closer to home that the Registration and Oral Examination Committees are considering are the issues of what constitutes competence, especially as it relates to the Authorized Practice Endorsement.

As in previous Annual Reports, I would like to invite the membership to consider becoming involved in the work of the SCP. Your assistance is crucial to the continuation of the self-regulation of our profession. Our profession will clearly become stronger with your contribution. There are various committees and oral examination panels for which we require membership participation. If you are able to contribute your time and talents please let us know. For those who are currently serving on a committee, have assisted or have offered to assist with this work I would like to offer my sincere thanks on behalf of the SCP and Executive Council.

This first year as Registrar has been one of challenge and growth for me, and has been both exciting and rewarding. I have had the opportunity to work with a very supportive and conscientious Executive Council. I have also very much appreciated the support shown to me by the Membership, and the patience shown during the transition from David Randall's leadership to my own. I look forward to continuing to work with you to protect the Public and to promote high standards of competence and professionalism within Psychology.

*Respectfully submitted,  
Karen Messer-Engel, M.A., R.Psych.  
Registrar*

## OFFICE AND PERSONNEL COMMITTEE REPORT

The Office and Personnel Committee is currently comprised of Council members: Judy Curry, Mary Vandergoot, Laura Vilness, and myself. Our activities over the past year have included posting and filling the position of Deputy Registrar; developing and revising employee contracts; identifying and recommending to Council new Committee members, and dealing with the new landlord about a dispute over payment for a water heater replacement.

The office located at 348 Albert Street in Regina continues to serve the functions of the College quite well. If you are in the vicinity, why not drop by to see the office and to meet our qualified staff; Wendy Petrisor, Office Manager, and Karen Messer-Engel, Registrar.

*Respectfully submitted,  
Duncan H. Blackman, M.A., R.Psych.  
President 2006-2007*

## REGISTRATION COMMITTEE REPORT

### *Mandate*

The mandate of the Registration Committee is to monitor the progress of new applicants through the various stages of the registration process. Committee members assess the suitability of new applicants, monitor their progress as Provisional Practice Members, and approve Full Practice Membership if all registration requirements have been adequately met. Committee Members are also responsible for the review of candidacy to the College of Full Practice members from other jurisdictions. Other responsibilities include the automatic review of oral examination failures, working collaboratively with the Oral Examination Committee, and reviewing policy vis-à-vis the registration process.

### *Registration Committee Members*

Chair: Carmel Kleisinger, M.A.  
Members: Nathalie Berard, M.Ed.  
Dave Gorrie, M.Ed.  
Tom Hengen, Ph.D.  
Liz Ivanochko, Ph.D.  
Joan Dudgeon – Public Representative  
Ex officio: Karen Messer-Engel, M.A., Registrar

This past year, two members rotated off the Registration Committee in May 2006 – Dr. Diane Stover and Dr. Diana Alexander. Their contributions were exceptional, and their participation and valuable insights have been missed. The Registration Committee is fortunate to have two new members. Joan Dudgeon, our Public Representative, and Dr. Liz Ivanochko have been essential additions to the Committee.

This year, the College and Registration Committee experienced the retirement of the Registrar, Dr. David

Randall, whose respectful presence, astute insight, and fair perspective have been missed. Fortunately, however, his successor, Karen Messer-Engel, equally brings such qualities to the table. Her *ex officio* involvement as Registrar with the Registration Committee has been outstanding, her commitment second-to-none, and her ability to ensure protection of the public while maintaining an equitable stance to potential candidates have been remarkable.

The 2006-07 year brought several issues for Committee members to contend with. Some cases were complex and required the legal advice of Merrilee Rasmussen. The main issues are highlighted below:

- Applicants who have obtained degrees outside of traditionally recognized universities (e.g., long distance education, distributed learning) continue to present for Provisional Membership status. The issues are often complex, and Committee members utilize the *Academic Credentialing Policy* to guide their decision-making. Committee members ensure several criteria are adhered to when recognizing degrees from non-traditional universities, such as CAP/APA accreditation or AUCC membership for Canadian universities; identification of psychology as an independent program with faculty trained in psychology; and standard residency requirements. In our world of global communications and technology, this issue will likely present itself to the Registration Committee with more frequency in the future.
- The Oral Examination Committee has significantly reduced the backlog of candidates waiting for this final stage of the registration process. The establishment of this committee has been an invaluable asset to the Registration Committee. Registration Committee members continue to automatically review all oral exam failures utilizing a review panel of three members.
- Committee members discussed several issues over the year, some of which are ongoing:
  - Candidacy readiness to apply for APE after only one year of supervised practice, and what constitutes diagnostic competency.
  - Primary supervisory requirements of one-year Full Practicing membership.
  - Standardized procedures for oral examiners.
  - Debate as to whether or not the Registration Committee needs to be made aware of the employment termination of a Provisional member if terminated on legal or ethical grounds.
  - Review of the *Ad Hoc Committee on Competence: A Proposal for Guiding Post-Certification Changes in Competence*.
  - Review of the proposed Ad Hoc Committee on Distance Education.

I wish to extend my warm thanks to all committee members – Nathalie Berard, Joan Dudgeon, Dave Gorrie, Tom Hengen, and Liz Ivanochko – for their ongoing commitment and outstanding work on the Committee this past year.

*Respectfully submitted,  
Carmel Kleisinger, M.A., R.Psych.  
Chair, Registration Committee*

# PROFESSIONAL CONDUCT COMMITTEE REPORT

## *Mandate*

The mandate of the Professional Conduct Committee (PCC) is to receive, review, and investigate complaints alleging professional misconduct and/or incompetence against members of the College. In fulfilling its mandate, when an official complaint is received, the PCC makes an initial determination as to whether a complaint is appropriate to investigate. If the PCC does investigate, one of three results ensues: a recommendation that no further action be taken, the initiation of either Alternate Dispute Resolution (ADR) or Mediation, or referral of the matter to the Discipline Committee.

## *PCC Members*

The regular PCC committee consists of:

Chair: Greg Stevens  
Member: Shelley Hengen  
Member: Carol Eaton  
Member: Rhonda Gough  
Member: Laurel Phillips  
Member: Marilyn MacDonald  
*ex officio*: vacant, Deputy Registrar serves in a staff/liason function

Cathy Fieldgate's term on the PCC expired June 2006. Cathy was a long-serving member of the PCC and her commitment and hard work were missed immediately by the committee. We thank her for her years of service to the College.

Jeannette Ambrose's term on the PCC expired January 2007. Jeannette has been a valued and active participant on the PCC. We are pleased that Jeannette has been approved to re-join the committee in July 2007.

Peter Hemingway, in his role as Deputy Registrar, participated in four PCC meetings. The PCC appreciated Peter's contribution to the committee and are saddened by his death. Prior to Peter's attendance at committee meetings, and since his passing, Karen Messer-Engel, Registrar (and former Deputy Registrar) provided and continues to provide excellent support to the committee. She currently acts in a liaison capacity between the PCC and Executive Council on policy, procedure, and communication matters.

Not enough can be said of the excellent support provided to the PCC by Wendy Petrisor, Office Manager. Wendy provides superior office services and coordination for every administrative need of the committee.

The PCC is a very active committee, meeting one day a month, 11 months of the year. Members are often required to spend considerable additional time throughout each month examining specific cases as well as developing and reviewing policy and procedure initiatives. While all committee members report finding their time on the committee as interesting and important, they should be acknowledged for

their considerable effort in assisting the College fulfill its very important and necessary role of self-regulation.

Alternate Members of the PCC, who can be requested to investigate complaints for a variety of reasons, include Don Berg, Katherine Arbuthnott, Ruthanne Bell, Tim Landry, Darlene Ware and Ruth Wong.

The terms of Alternative PCC member Heather Hadjistavropoulos expired during 2006. We thank her for their willingness to support the work of committee.

## *Summary of Complaints Considered in 2006*

The PCC entered 2006 with four complaints under investigation (compared to 15 in 2005). Two of these complaints involved one member and were referred to the Discipline Committee. One of the complaints (plus a subsequent complaint submitted in 2006 involving a similar matter and the same member) has been referred for Alternate Dispute Resolution (ADR). That process is continuing. The fourth was recommended for closure.

During 2006 there were a total of 14 new complaints brought before the PCC (as compared to four new complaints in 2005).

The PCC recommended no further action be taken on seven of those complaints, leaving six complaints under active investigation, with two (one from each of 2005 and 2006) being dealt with through ADR.

The complaints made in 2006 involved:

- Custody and Access Reports (six complaints), with concerns expressed regarding matters such as bias, consent, confidentiality, competence, timeliness, and misconduct;
- Provision of therapeutic and assessment services (five complaints), with concerns expressed regarding matters such as; dual relationships, competence, consent, minimizing harm; and
- Various specific complaints related to registration matters (including APE), and appropriate provision of training and supervision.

## *Other Committee Activity*

The PCC continues to refine its practice and develop new procedures for unique situations. Over the past year we have reviewed and updated many policy and procedure documents that influence our work. While the complaint process by its very nature can be quite lengthy, the PCC is now reasonably efficient at handling complaints. We are still in need of experienced psychologists willing to serve on the committee.

In the coming year we will periodically submit to the College vignettes of matters that come before the PCC with the intent of increasing awareness among members regarding the nature of complaints, with some comment on how such issues might have been addressed or avoided.

*Respectfully submitted,*  
Greg Stevens, Ph.D., R.D.Psych.  
Chair, Professional Conduct Committee

## PROFESSIONAL PRACTICE AND ETHICS COMMITTEE REPORT

The role of the Professional Practice and Ethics Committee is to provide input and opinions to Executive Council and SCP members regarding professional practice and ethical issues. Until March, 2006, Dr. Steve Boechler served as the Chair of this committee and I would like to acknowledge his hard work and his contributions to the College. Francis Stewart (Moose Jaw), Evelyn Steginus (Regina) Doug Jurgens (Prince Albert), and Keith Powell (Prince Albert) graciously continued in their roles on this committee and I have benefited greatly from their guidance and insight. Our committee has met twice this year, as well as engaged in numerous electronic discussions.

In the past year, the committee provided feedback to members and Council on a number of issues, including;

- Providing services to minors without parental consent.
- The necessity of reporting academic credentials in letterhead, advertising, and documentation.
- The legitimacy of billing for services provided by the Provisional members under a Registered Psychologist's supervision.
- The acceptability of providing therapy to individuals with whom one has had a prior relationship.
- The appropriate use of the title "Psychologist".
- Recommendations and guidelines on the issue of releasing file and assessment information to lawyers or the Court.

We look forward to continuing to provide assistance to Executive Council and members of the College regarding professional practice and ethical questions.

*Respectfully submitted,  
Lynn Loutzenhiser, R.D.Psych.  
Chair, Professional Practice and Ethics Committee*

## NOMINATIONS COMMITTEE REPORT

The Nominations Committee is formed each year to seek SCP members willing to stand for election to the positions coming open on the provincial Council of the SCP. When the numbers of nominations permit, the Committee carries out the elections process with extensive assistance from the SCP office staff. This year the appointed Committee included: Linda Arnot, Linda Erker and Rik Cherland (Chair).

On September 22, 2006, the Committee met to review its mandate, consider timelines, identify tasks and form plans to submit to the SCP Council. In the subsequent weeks the committee used various forms of correspondence to accomplish its tasks. With input from the current members on Council position descriptions were reviewed and other actions were formulated in harmony with Polling Day, which had been set for March 2, 2007. On November 20, 2006, SCP

Office staff mailed the Call for Nominations to members with e-mailed reminders that followed on later dates.

At the close of Nominations on January 15, 2007, SCP members had provided only one individual's nomination for each of the three open positions. Karen Todd, Judy Curry and Stephen Jacobson were nominated respectively for the positions of Member-At-Large, Treasurer and President-Elect. As no other nominations had been received for any of the three positions, these members were acclaimed to the particular positions and no election process was initiated.

In the weeks prior to the SCP 2007 AGM the Committee will complete its tasks. Materials will be compiled for submission to Council so that the work and processes involved can be presented for ready action to the following year's appointed Nominations Committee.

A hearty "Thank you" is extended to the Chairpersons and Nominations Committees members in previous years for the groundwork they have provided in clarifying the processes and timelines required. In addition, we acknowledge with considerable gratitude the support provided by Wendy Petrisor, SCP Office Manager, and the guidance offered by Karen Messer-Engel, SCP Registrar, together with current Council members.

*Respectfully submitted,  
Henrik Cherland, M.Ed., R..Psych.  
Chair, Nominations Committee*

## DISCIPLINE COMMITTEE REPORT

The Discipline Committee conducted its second hearing this past year. Results of this hearing are available on the SCP website. Many interesting issues arose from this case. Members of the Discipline Committee received invaluable education and training from Merrilee Rasmussen. The committee suggested that the College sponsor Merrilee Rasmussen to provide a talk on legal issues for interested members. We received many reports from the Professional Conduct Committee that did not require action from the Discipline Committee. Members of the committee are: Dr. Mary Hampton, Chair (Luther College, University of Regina), Dr. Angelina Baydala (University of Regina), Dr. Wayne Schlapkohl (Battlefords Mental Health Centre), and Patty Crassweller, M.A. (Weyburn Mental Health Centre); our public representative is Dr. Walter Streelasky from Melville who was appointed by council. I feel we have a balanced committee at this time.

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

## ORAL EXAMINATION COMMITTEE REPORT

The Oral Examination Committee has been working over the past year to continue to implement changes to the oral exam process with the hopes of ensuring that this last step in the registration process is conducted in a timely, fair and standardized manner. Since its inception in June 2005, this committee has organized and conducted 35 oral examinations and has continued to make changes to the process based on the feedback obtained from both Candidates and Examiners. Specifically, the following amendments to the Oral Examination Policy were proposed and approved by Council in July 2006:

- All exam panel members must have at least one year of Full Practice experience.
- The majority of panel members (2 of 3) for a competency exam must have the Authorized Practice Endorsement (APE) designation. All members of an APE exam panel must have this endorsement on their license.
- The oral exam process will include an automatic review of all APE failures by the Registration Committee or their designate.
- The Oral Examination Committee will screen submitted work samples prior to approving a Candidate for oral examination.

During this initial phase of developing, evaluating and revising the oral examination process, all examinations were conducted in Regina and were typically chaired by members of the Oral Examination Committee. Currently, the committee is considering options for hosting the exams in Saskatoon and possibly other locations across the province. Thanks to the many Full Practice Psychologists from across the province who have generously volunteered their time to participate in this process over the past year, the backlog of candidates waiting to complete the registration process has been eliminated and we have been able to offer testing sessions of a regular basis (i.e., Spring and Fall).

Committee Members: Tania Safnuk (Chair), Shelley Tamaki, Heather Hadjistavropoulos, Don Berg, Ian MacAusland-Berg, Tammy Dusterbeck (on leave). Karen Messer-Engel, Registrar, attends meetings on a regular basis and we are very thankful for her support and assistance over the past year.

*Respectfully submitted,  
Tania Safnuk, Ph.D., R.D.Psych.  
Chair, Oral Examination Committee*

## LEGISLATION AND BYLAWS COMMITTEE REPORT

Membership: Della Hunter (Chair), David Randall, Ken Hardy, Gregory Reid, Theresa Zolner, Laurie Garcea

The Legislation and By-laws Committee provides research and recommendations to Council on matters affecting the

regulation of the profession and the potential impact of legislation and/or regulations enacted by other professional bodies on psychologists working in Saskatchewan.

The Legislation and By-laws Committee has researched a number of potential additions to our professional regulations. Submissions have been made on the following topics:

1. The creation and management of a temporary register that would regulate registered but out of province psychologists who may be working within Saskatchewan on a temporary basis. Provisions also allow the rapid temporary registration of out of province psychologists in the case of an emergency.
2. The College is required to maintain a listing of members who have entered into Limited Liability Partnerships. By-laws have been recommended to Council regarding the fee structure needed to maintain this list and conditions for the addition and removal of members from this list.
3. The committee explored the advantages and disadvantages of mandatory professional practice insurance and provided recommendations.

All By-laws must be ratified by the membership.

The committee has also explored whether or not, and under what conditions, internet-based degrees in psychology at the undergraduate and graduate level might be recognized. This complex issue remains largely unresolved and subject to further debate. At present the committee is reviewing procedure involving the regulation of continuing education credits.

*Respectfully submitted,  
Della Hunter, Ph.D., R.D.Psych.  
Chair, Legislation and Bylaws Standing Committee*

## MENTAL HEALTH SECTOR STUDY REPORT

**History:** In August 2002, Conway released a report titled: Saskatchewan Mental Health Sector Study, Final Report. This report was subsequently updated in January 2003 to reflect Collective Bargaining agreements. A fairly large referent group, called the Mental Health Sector Committee, reviewed the recommendations made in this 2002 report. A representative of the Saskatchewan College of Psychologists (SCP) was included in this large Mental Health Sector Committee, along with representatives of other professional associations and colleges. Several meetings were held early on, many attended by Dr. L. Ivanochko on behalf of SCP. After about 2005 (records were not made available), the Committee apparently did not hold further meetings. However, a smaller referent group was formed to focus on the key recommendations regarding community-based mental health services. The Canadian Mental Health Association received funding to lead a Mental Health Sector Study.

**Current Status:** INNOVA Learning was contracted to conduct a study examining the role of community-based organizations in providing mental health services in Saskatchewan. This study is in progress and a final report, with recommendations, is expected Spring 2007. One meeting of this smaller referent group was held on January 23, 2007 and I attended on behalf of the SCP. The role of professional associations will be discussed in the final report and it is anticipated that the larger referent group will be re-convened to review the results of this study.

**Recommended next steps:** I recommend that the SCP continue to participate in this committee. When the final report of the Mental Health Sector Study re community-based organizations is released it will be important for the SCP to review the report and any relevant recommendations. I am prepared to continue to represent the SCP on this committee for 2007 and will request the involvement of others, as appropriate, to review the anticipated report.

Conway, J. (2002, August). *Saskatchewan mental health sector study: Final report*. Retrieved February 1, 2007 from the Saskatchewan Health Web site: [http://www.aee.gov.sk.ca/jsfs/pdf/spp\\_mental\\_health.pdf](http://www.aee.gov.sk.ca/jsfs/pdf/spp_mental_health.pdf)

*Respectfully submitted,*  
*Deborah Parker-Loewen, Ph.D., R.D.Psych.*

## **UNIVERSITY OF SASKATCHEWAN SENATE REPRESENTATIVE REPORT**

The SCP appoints a representative to the senate for a three year term. The senate is composed of appointed members from associations and/or regulatory bodies such as ours, as well as elected members representing various regions around the province. The purpose of the senate is to liaise between the university and the representative bodies, and to provide feedback to the university's board of governors, and university council on the operations of the university.

The senate meets twice per year on a Saturday. The October 14, 2006 meeting tabled the foundational documents "Outreach and Engagement", "Teaching and Learning", and "Student Retention". Together these documents will be the focus of a President's Tour in selected areas of the province to gather input regarding community needs of the post secondary sector.

2007 marks the 100<sup>th</sup> anniversary of the Uof S Senate. April 3rd has been designated as the official "birthdate" and there are several activities planned throughout the year. Lectures, conferences, reunions and commemorative items such as the U of S Lily will be unveiled. The "all years" homecoming is scheduled for mid Sept, 2007.

*Respectively submitted,*  
*Shelley Adams, M.Ed., R. Psych.*