



SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

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Annual Report

Spring 2008

REPORT FROM THE PRESIDENT

I hope this newsletter finds you in good health and cheer. I am writing on a very crisp morning and wishing that Saskatchewan will enjoy an early and sunny spring. This will be my last communication to you as SCP President. I am very pleased to handover the reigns to Steve Jacobson at our AGM in Regina on March 15th, 2008. I thank our Council members for all their work. They are: Judy Curry (Treasurer since 2003), Florence Lalonde (Secretary since 2004), Laura Vilness (completed a 2 year term Member-at-Large, carrying on for another 2 year term), Wanda Lyons (completed 2 year term as Member-at-Large), Stephen Jacobson (completed 2 year term as Member-at-Large, 1 year as President-Elect), Karen Todd (completed 1 year of 2 year term as Member-at-Large), Joan Dudgeon (within 3rd year of term ending October 2008 as Public Representative), Gord Glaicar (within 1st year of term ending October 2008 as Public Representative), Curt Schroeder (within 1st year of term ending October 2008 as Public Representative).

I cannot emphasize enough the tremendous learning opportunity and knowledge that I have gained during my terms as Vice President and President. I would encourage anyone who is interested in how psychologists are regulated in our province to sit on Council. Council's decisions can be instrumental in improving our regulatory and registration processes. It is quite easy to overlook the tremendous impact of Executive Council and other committees of the College in strengthening the profession of psychology in Saskatchewan.

I learned that although the College does not have an explicit role in advocating for individual psychologists or particular subgroups of psychologists and that these functions are carried out by our fraternal organizations, the SCP plays a pivotal role in promoting the public's trust in the profession of psychology and ensuring the public's right to ethical and competent psychologists. In my view, the College plays a critical role in ensuring both trust and rights for clients that have no voice—children, individuals with disabilities and illnesses, and individuals who are disadvantaged, incarcerated and marginalized in our society. The measure of our success as a regulatory body will be how well we serve these members of our public. Although our public is much more discerning and sophisticated than in previous decades, there are still many people and organizations who do not know how to evaluate the competencies and ethics of the psychologists they receive services from. This is one of several roles for the SCP.

I had always assumed that the SCP had no real advocacy function for psychologists or the profession of psychology because the notion of regulation suggested to me more of a “gate keeping” and “policing” function as opposed to advocacy. But I have learned that it is really impossible to do the regulatory functions well if there is not also promotion of the profession through education to the public and community partners, of promoting partnerships with provincial and state regulatory boards, through mechanisms (policies & procedures) that attract psychologists to come and work in the province, and through encouraging the ongoing professional development and further training of psychologists in the province.

The viability of the College from a fiscal point of view is certainly tied to retaining psychologists in the province but there is more to it than that. From an operating point of view, the College needs the expertise of staff and volunteers from the membership who have a strong pulse on the current issues, vulnerabilities and trends in psychology and the job market. The SCP is blessed in both departments. We have outstanding staff and committee members. The College also needs a strategic plan to guide its priorities, policies and procedures. In this regard, I am happy to report, the SCP is also blessed. We now have a strategic plan and are working on the implementation plan as I write this letter.

At this moment in time, the College's greatest assets are its office staff. I can say this without reservation. Wendy Petrisor (Office Manager), Karen Messer-Engel (Registrar) and Carol Frey (Deputy Registrar) provide the rock solid foundation upon which the College can be built. The quality and consistency of their work for the College are not quantifiable and yet as a Council we truly hope that the remuneration we provide to them will encourage them to stay on long term with our College.

Because of the commitment of our staff, we have finally come around the first turn in the bend in the creation of our College. The runways are built, many of the procedures and policies are in place to buttress the operations, and we have trained staff and committee member as our “air traffic controllers” to assist the planes as they are landing. Thus, to extend Dr. David Randall's metaphor used during the early days of College operations—the planes are no longer landing without the

runways in place. This is a great relief—but the weather is still not always optimal! That is, there is still a lot more to do to have a smooth running operation—but we are well on our way. The Office Manager and Registrar/Deputy Registrar portfolio's are substantial, carry great responsibility and substantial personal liability. The work itself is complex and multifaceted. Having witnessed the operations in action, I have great respect, admiration and relief that College business is in such able hands.

Psychologists in Saskatchewan are an aging group. Many are leaving or thinking about leaving—some through retirement and some as a result of relocation to greener (and warmer!) pastures. We need to plan for our declining membership. We are fortunate that Transitional Council's role in the development of the legislation were very wise in understanding the complexities of our province including the demographics of our profession, the needs of our clients and the type of organizations that employ psychologists in the province. To them we are grateful for the foresight in encouraging the creation of bi-level gateway to licensing in the province—the inclusion of Masters and Doctoral level applicants for registration and use of title in the province. They also solved the thorny issue of title by securing registration for both Masters and Doctorate trained psychologists using a common set of standards for registration regardless of training background and then also providing information to the public in the title about psychologists' educational background (registered psychologist and registered doctoral psychologist). In my view, the solution was a wise one in that it was a win-win for everyone.

We are one of only two jurisdictions in Canada that have taken this approach. It was a hard won solution (with strong arguments on both sides) but a necessary one given the large numbers of Master level psychologists providing psychometry services and psychological interventions in the province and were highly experienced clinicians. It was also a reflection of the educational reality. The natural end point for graduate work in either area was Master's level and thus the natural entry level for practitioners was the Master's level.

But the educational and practice realities may be changing. Again, the wise approach by Transitional Council can be discerned here. It was recognized that although many practitioners may begin their careers in positions requiring Master's level training, they may wish to increase their educational credentials after a time. Thus, the trend I am seeing now is that many psychologists who have practiced for years are returning to school and acquiring their PhDs—not for licensing reasons but for professional development reasons. While this could potentially lead to loss of people to positions that remunerate for educational credentials, it could also encourage employers to retain psychologists who are currently employed with them when they have upgraded. Psychologists are seeing that they can work and improve their educational status without having to wait until they complete their Ph.D. to be able to practice their competencies fully and to work fairly independently. The reality is that many professionals are turning to distance education to obtain further training and credentials. As you will see, our Ad Hoc Committee on Distance Education was formed to provide

direction on evaluating distance education degrees and their acceptability for credentialing in Saskatoon. It is important that psychologists and those wanting to become psychologists choose distance education programs that lead to credentialing in the province.

Registering people with Masters level training with full title has also been an advantage for psychologists who must work in fairly isolated or rural settings. The upside is that rather than relying on a supervisor to sign off for individuals with a Master degree in psychology (educational or clinical) as is required in other provinces, Master's level psychologists in Saskatchewan can “prove” they are competent and ready for independent practice as a psychologist. They prove this by being registered with the College and thus, employers are not in the sticky business of trying to sort out credentials and competencies.

Making the choice to finish your training at the Master's level no longer has to be a barrier to becoming a practicing psychologist in Saskatchewan as it did before the SCP came into being. Now, if you do decide at a later stage to complete your graduate work at the Doctoral level, your title will reflect your education. Then the public can make the choice as to whether they want to seek your services based on your credentials.

Despite the obvious advantages to our bi-level registration system, there continues to be great divisiveness, posturing, and emotional reasoning around the issue of MA/Med and PhD level trained psychologists. Masters level psychologists still voice their perception that they are second class citizens. One complaint to us this past year was that the distinction between Masters and Doctorate level as reflected in our title is demeaning because Master's level psychologist had to “jump through the same hoops” as Doctorate level.

As a person who completed their Masters in Education (1989) and then their Doctorate in Clinical Psychology (1998) my experience was that training at the Doctorate level involved a significant number of challenges or “hoops” and that there were more of these than during my Masters training. I believe it is important to acknowledge the significant effort that is required to obtain Doctoral training and in regulation this is done through the acknowledgement of one's academic achievements in the licensure title.

It is also only fair to the public to be aware of the educational credentials of the psychologist. Although this may sound glib—it is all about choices in this world. Employers will need to make choices too. Is a freshly minted Ph.D psychologist more competent and able to meet the demands of the job than a not so recently minted MEd or MA psychologist? Maybe, maybe not. Could this depend on the training experiences more specifically of both or the clinical experience of both? I would think so. Is the public better served by having a registered psychologist whether a Ph.D. or MEd/MA? I am convinced of this. Did Transitional Council make the right call in requiring Master level practitioners to be registered with the College? Absolutely. The College cannot regulate practitioners who are not registered. The public has nowhere

to turn if they are mistreated by practitioners who are not registered.

But what is really at the heart of this ongoing issue in Saskatchewan? It seems our wise and indeed unique position on the issue of registration (when viewed from a national perspective) in the province continues to fuel debate and discontent among applicants to the College and members of the College. Will ongoing discontent affect the College and the profession of psychology in the province? Of course it will. It already has. The level of conflict and discontent threatens and indeed weakens our professional identity. Psychologists face a crisis of professional identity. On the upside this crisis can generate creative solutions. On the downside it can create divisiveness, lack of participation in professional organizations, and avoidance of common issues facing the profession as a united front.

One creative and practical solution found by psychologists in the province has been the partnership between the Psychological Society of Saskatchewan (PSS) and the Saskatchewan Educational Psychologists Association (SEPA) as a way to encourage pooling of resources to address issues of advocacy and professional development.

The College has been seeking creative and practical solutions to addressing the issues between Masters and Doctoral level applicants. Comments have been made by some of the membership that the oral examination process appears biased against Masters level practitioners, and in particular those with Masters in Education degrees. The Oral Examination and Registration Committees have been scrutinizing the examination process with an eye toward improving policies and procedures to further standardize and improve the examination.

When this situation was reviewed by the Oral Examination Committee with the assistance of the Registrar, it became apparent that we needed to evaluate the guidelines provided to examinees, supervisors, and examiners. We are now in the process of setting up clearer guidelines and processes to ensure that the bias towards Master level applicants becomes negligible. For example, we would like to find a stable set of examiners and better representation of examiners with educational and practice backgrounds in both school psychology and clinical psychology settings.

We also recognize that we may need to look at the whole issue of Authorized Practice Endorsement, perhaps even from a legislative perspective. The issue of declaring competencies is also problematic and needs evaluation, because there is currently no way to regulate competencies unless a complaint is lodged against a member, the member is found to be guilty and is sent to discipline. Thus simply allowing self-declaration without any way to regulate is problematic. Issues of scope of practice need to be addressed, particularly given the increasing "deprofessionalization" of such competencies as psychotherapy.

There are other issues we will need to address to improve how our applicants navigate the process of registration. But I think that improving the registration process and minimizing bias

will reduce some of the divisiveness between Masters and Doctorate level trained psychologists in the province. I hope this will be the case. As SCP members, your feedback is always welcomed about this or any other issue. A letter to council regarding your concern will ensure that it gets on the SCP agenda.

I have heard psychologists say that the process of registration has been very stressful and diminishing for them. Unfortunately this process has sometimes led them to say things like "I have no trust in the College". I hope that our efforts over the next few years will win those individuals trust. I encourage these individuals to become part of the solution and devote some volunteer time to the College.

I am very pleased that we have a strategic plan for the College and this will lead to a 4 year plan that can be implemented and then evaluated. I was very encouraged that our initial survey of SCP member was so successful and we received 180 replies to our survey. This means that there is substantial input from SCP members and key stakeholders on the strategic planning process, and development of key priorities and goals. Our full report to you will be forthcoming, but suffice to say that one of our significant outcomes from the process was a *Vision Statement* for our College:

Our vision is that all psychological services in Saskatchewan are delivered by registered psychologists who are ethical and competent.

Furthermore, we now have a SCP *Mission Statement*:

The mission of the SCP is to regulate the profession of psychology through the registration of psychologists and ensure the protection of the public through the ethical, competent practice of its members.

The College is a responsible, responsive and professional organization that respects the rights and dignities of others and the integrity of relationships.

We look forward to seeing as many of you as possible at our AGM on March 15th in Regina. We hope that our educational session will entice more members to attend the AGM and hope that the topic is of interest to many of you. Merrilee Rasmussen, Barrister and Solicitor, has had long term involvement with our College and has been our legal council from its inception. She will provide a presentation relating to liability issues for psychologists in the province. In addition, we have invited Dr. Rodney Hancock, president and CEO of McFarlan Rowlands Insurance Brokers to address questions about liability insurance for psychologists. As most of you know, it was suggested that we hold this type of educational session for members at our last AGM stemming from discussion about whether the College should require mandatory liability insurance from its members as a condition of registration with the College. To date, the College has placed this issue on hold until members and Council are provided further information about this issue.

Thanks to all of our colleagues who have worked so hard on Council and College Committees. In addition, thanks again to

our staff and public representatives. All of your contributions to the College and the profession of psychology are recognized and appreciated.

Thank you for the opportunity and the honour of participating on the SCP Executive Council these past two years. All the best to all of you.

*Respectfully submitted,
Mary Vandergoot, Ph.D., R.D.Psych.
President*

REGISTRAR'S REPORT

This year has been one of significant transition and growth for the SCP. It has been both exciting and challenging to serve as Registrar during this time. I have very much appreciated the support I have received from the membership, committees, Executive Council, and my colleagues Wendy Petrisor (Office Manager) and Carol Frey (Deputy Registrar).

In April of 2007 we were pleased to welcome Carol to the staff of the SCP as the Deputy Registrar. She has been a positive addition to our team. Her key responsibilities are to support the work of the Registrar and to support the work of the Professional Conduct Committee (PCC). We continue to be fortunate to have in the employ of the SCP our Office Manager, Wendy. She typically is the first contact that one has with the SCP and is an invaluable member of the SCP staff - we clearly would be lost without her.

Membership numbers have remained relatively stable with only minor downward fluctuations. Having said that, the reality that all health professions in Canada appear to be facing is that their members are aging and thus membership numbers are likely to decline over time if there is no mechanism to ensure that those leaving the profession are replaced by new registrants. It will be crucial to the continued viability of our profession and this organization to "grow" the profession and to continue to support the licensure and competent practice of new members of the profession. This is a goal that the SCP is committed to.

Full Practicing	386
Provisional	50
Non Practicing	40
TOTAL MEMBERS	476

Over the past year I have represented the SCP on a Saskatchewan Association of Health Organizations (SAHO) and Workforce Planning Branch, Ministry of Health initiative looking at facilitating the licensure and employment of Internationally Educated Health Professionals (IEHPs). This is a federally funded initiative that involves the participation of regional health authorities, unions, SAHO, provincial government ministries, and regulatory bodies. Both the

federal and provincial governments are promoting immigration in response to projected shortages of available workforce participants over the next few years. While the SCP sees immigration as playing an important role in its continued viability, the very real concern is ensuring the protection of the Public. At the current time our legislation prohibits the "augmenting" or "enhancing" of graduate psychology degrees from academic programs that are seen as lacking or insufficient - the exception to this has been the Foundational Knowledge (FK) requirement as outlined in the national Mutual Recognition Agreement (MRA). Thus legislative change will likely be required if the SCP is to facilitate the licensure of Psychologists with overseas graduate degrees from programs that are not deemed equivalent to North American program models.

Strategic Planning has been "on the radar" of the SCP Executive Council over the last year and has been a very important and valuable undertaking. The SCP is at a point in its evolution where it is important to establish a direction and plan for the organization for the next 4-5 years. The planning process began in earnest in the Fall of 2007 under the direction of strategic planner, Valerie Sluth. The Strategic Planning Advisory Committee (Joan Dudgeon- Public Representative, Steve Jacobson, Wendy Petrisor, Registrar) is currently in the process of operationalizing the Plan. The Plan will take the SCP from a position of reactivity to one of proactivity which will emphasize our mandate of Public protection through the regulation of the profession and look at issues such as competence and standards, governance, and growing the profession. I am confident that the Plan will take the SCP forward as a regulatory organization.

As you are aware the SCP has been involved in discussions with the Saskatchewan Association of Social Workers (SASW) with regard to their desire to have diagnostic privilege extended to a segment of their membership. These discussions have involved the two regulatory bodies and our respective ministry representatives. The Executive Council of the SCP has endorsed the right of the SASW to request the granting of the privilege by Government, however, Council has also made it clear that they endorse a high standard of qualification and competence for anyone wishing to convey diagnoses regardless of their professional distinction. Both organizations are awaiting a future meeting with ministry officials with regard to the question of the expansion of diagnostic privilege.

I continue to represent the SCP at the Canadian Provincial Associations of Psychology (CPAP) meetings which are meetings of a national working group that is comprised of the provincial regulators and the fraternal associations. This is a national forum at which issues of common interest relating to the promotion and regulation of the profession are addressed. A product created by the regulators which came out of this forum is the MRA. At the January 2008 meeting held in Ottawa, Ont. the regulators and the associations met officially for the last time under the title of CPAP. In 2007 the group decided that the advocacy and regulatory issues were sufficiently different enough to require a split in the organization. Thus the decision was made that the fraternal associations would continue to meet under the CPAP acronym

but it now stands for the Canadian Professional Associations of Psychology and the regulators would form the Association of Canadian Psychology Regulatory Organizations (ACPRO). Explicit in the division of CPAP was the agreement that the two groups would continue to work collaboratively on issues of mutual concern as is necessary. Some of the issues discussed by the regulators and which will be part of future discussions included residency in training programs, end of career planning, the MRA, assessment of competency, and test usage. These meetings are invaluable to the SCP as they are a forum for ideas, information, collaboration and assistance with issues relating to regulation and the profession of Psychology.

I have been fortunate to have been given the opportunity to represent the SCP at meetings of the Association of State and Provincial Psychology Boards (ASPPB). The ASPPB is an organization that supports the work of regulatory organizations in the USA and Canada, is the developer and owner of the Examination for the Professional Practice of Psychology (EPPP), provides a licensure credential, provides a credentials bank for Psychologists, and provides mobility credentials. The organization is an incredible source of information, as well as provides a vehicle to connect with regulators in North America. One of the very real benefits of such a connection is that the working together has led to greater understanding and consistency of regulatory practice among jurisdictions. An ongoing topic of discussion at ASPPB is the issue of competence and the assessment of competence. This is an issue that is of major importance to the SCP. I have been invited by the ASPPB to serve on a one year task force to look at revisions to their bylaws.

As the Registrar I have continued to represent the SCP at the Network of Intra-provincial Regulatory Organizations (NIRO). This is a provincial forum for regulators of the health professions to network, share concerns/ideas/documentation, as well as advocacy, with Government on issues of mutual concern.

I have also represented the SCP in a Saskatchewan Educational Psychologists Association and Saskatchewan Learning, Ministry of Learning joint initiative focusing on the development of a standards document with regard to the practice of psychology in schools. The group has been working on this project over the last year, and the document is in the final stages of draft. The document attempts to establish practice standards, as well as to educate readers about the profession, regulation and the potential role that psychologists can play in school systems. The document will be posted on the Saskatchewan Learning website – hopefully in the next 2-3 months. In addition, I recently represented the SCP at a meeting called by Saskatchewan Learning to discuss the issue of Psychologists working for school divisions being required to also be qualified teachers. This is a very complex issue, and I anticipate that it is not an issue that can easily be resolved. I anticipate that discussions will continue over the next few months.

A significant personal goal that I have had as Registrar is to connect with psychology graduate students who are our future members. I have been fortunate to have been provided with the opportunity to meet with psychology graduate students by

the psychology departments of our two universities (clinical and educational psychology programs) to discuss the SCP, registration, and regulation. This has been a very rewarding aspect of this job.

I have been truly impressed with the level of commitment and productivity of the Committees of the SCP. Those I have been directly involved with include the Registration Committee, the Oral Examination Committee, the Ad Hoc Committee on Distance Education, the Third Party Payer Committee, and of course Executive Council.

As you are aware academic programs in general have changed significantly over the last decade and are continuing to evolve. This evolutionary process is no less true in terms of Psychology training programs. There is substantial variability among academic programs in terms of the courses provided, practice and internships, research, residency, and mode of delivery. This variability has presented challenges for the Registration Committee in evaluating the suitability of applicants for licensure. The Committee is called to strike a balance between fairness for the applicant and the prime responsibility of protecting the Public by ensuring the licensure of only those with training that meets the standards that have been established. The Registration Committee had been chaired by Tom Hengen, however, due to unforeseen circumstances the chair was assumed by Dave Gorrie in the Fall 2007. The Committee is rounded out by members Nathalie Berard, Joan Dudgeon (Public Representative), Tammy Ferguson, Liz Ivanochko, and Carmel Kleisinger, and myself (ex-officio member). The Ad Hoc Committee on Distance Education was established with the mandate to research the issues and advise Executive Council with regard to the issue of distance education and licensure. I am confident that the Committee's work will be of great assistance to the work of the Registration Committee and me. The Committee was chaired by Carl von Bayer, and supported by Joe Neufeld, Shirley Paulson, Walt Pawlovich, Zane Syrodia and myself (ex-officio member). The Committee recently submitted a report with recommendations regarding the question of distance education and licensure to Executive Council for their consideration.

The Oral Examination Committee has been chaired by Tania Safnuk, and is supported by Don Berg, Iris Rowlett, Ian MacAusland-Berg, Tammy Dusterbeck-Colhoun, Shelley Tamaki, Karen Winsor and myself (ex-officio member). As you are aware the Committee's mandate is the establishment and organization of the SCP's oral examination process. The Committee has been incredibly conscientious in their work, and have focused on improving and standardizing the examination process. At the current time oral examinations are held two times a year (Spring and Fall) and 10 candidates are examined at each sitting. The Committee recently submitted a proposal to Executive Council regarding oral examination panels and the further standardization of the process.

Over the last year significant work has been done both at the Committee level and the office level in terms of refining the registration and oral examination processes. Please rest assured that we have not forgotten about the substantial forms

and have begun the task of revising them to make them more user friendly and meaningful. The issue of the assessment of competency has been one of concern to both the Registration and Oral Examination Committees. The Committees have begun a process of joint meetings to explore the issue and to develop recommendations with regard to this issue for Executive Council.

The Third Party Payer Committee chaired by Steve Jacobson (President-Elect) was initially established in response to a request from the Saskatchewan Worker's Compensation Board (WCB) to assist them in establishing standards relating to the provision of psychological services to their clients. Committee members include: Shelley Adams, Jim Arnold, Debby Boyes, Glenn Pancyr, Tom Robinson, and myself (ex-officio member). The Executive Council clearly identified for the WCB that the SCP has a regulatory mandate, and that issues relating to such things as fees or assessment protocols are advocacy issues and are not open for discussion.

The Committee is currently working on a member advisory and standards of conduct relating to working for third party payers. The WCB has asked the SCP to consider entering into a "relationship agreement" with the organization that would specify how the two organizations will interface, and would recognize the SCP as the authority with regard to identifying who is a Psychologist. The possibility of such a relationship is still under discussion, and no definitive decisions with regard to signing such an agreement have been made by Executive Council.

While I do not have regular contact with all of the Committees of the SCP, my work is very much connected to and dependent upon their work. I have appreciated and valued the input of the Professional Practice and Ethic Committee Chaired by Lynn Loutzenhiser (members: Keith Powell, Doug Jurgens, Evelyn Steginus, Francis Stewart and public rep Curt Schroeder), the Professional Conduct Committee Chaired by Shelley Hengen (members: Carole Eaton, Rhonda Gough, Marilyn Macdonald, Carole Pond and Valerie Morrissey), the Discipline Committee Chaired by Mary Hampton (members: Angelina Baydala, Wayne Schlapkohl, P.L. Crassweller and public rep Gord Glaicar), and the Legislation and Bylaws Committee Chaired until Dec 2007 by Della Hunter (members: Ken Hardy, David Randall, Theresa Zolner, Laurie Garcea and recently Gaylene Robertson).

As in previous years a significant amount of work has been carried out at the office level with regard to the establishment of policies, procedures, draft bylaws and membership advisories. Work has occurred on the updating of the credentialing, continuing education, and examination policies; policies under consideration – reimbursement of membership annual dues in the event of a member's death and failure to comply with the continuing education requirement; bylaws under consideration – time limited register and the continuing education requirements; advisories under development – use of title after resignation from membership, work with third party payers, academic credential requirements, the requirements for transfer under the MRA, and the diagnostic privilege issue. Other issues being considered includes close of practice planning, augmenting of insufficient psychology

degrees, foreign licensure, changes to the appeal process, and the addition of practice competencies. Executive Council has over the last two terms invested a significant amount of energy on developing council policies that relate to the functioning of the Council and the SCP in terms of governance and operations.

Last summer, the SCP successfully applied for and was awarded a "Recruitment and Retention Grant" from the Workforce Planning Branch, Ministry of Health, Government of Saskatchewan. A number of small projects related to the recruitment and retention of Psychologists were approved; educational opportunities for members, development of materials and training to support supervision, revision of orientation materials for new applicants, and the development of written materials regarding regulation and practice in the province for Psychologists immigrating from other countries. The monies to fund the projects were just received (January 23, 2008) and thus recruitment for contract researchers/writers will be occurring in the near future.

Volunteers continue to be the lifeblood of this organization. I am truly appreciative of the willingness of members to give to the SCP and the profession. I would like to encourage members to consider volunteer involvement with the SCP as it is an incredible opportunity to help shape the profession and the practice within the province. I would like to invite you to contact the office if you would like to become more involved with the SCP or if you should have any questions or concerns with regard to our work.

Thank you again for your support and assistance. This work is incredibly important and I am sincerely grateful for the opportunity to serve the SCP.

*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, Steve Jacobson, and myself. Our main activities over the past year have included developing and revising employee contracts.

The office located at 348 Albert Street in Regina continues to serve the functions of the College very well. We anticipate signing a new lease this summer. If you are in the vicinity, feel free drop by to see the office and to meet our qualified staff. Wendy Petrisor, Office Manager, is usually there from Monday to Friday. Karen Messer-Engel, Registrar, and Carol Frey, Deputy-Registrar work half-time.

*Respectfully submitted,
Mary Vandergoot, Ph.D., R.D.Psych.
President 2007-2008*

REGISTRATION COMMITTEE REPORT

Mandate

The mandate of the Registration Committee is to monitor the progress of new applicants as they move through the various stages of the registration process. We assess the suitability of new applicants and ensure that an adequate plan is in place. Each candidate's progress is monitored as a Provisional Practice Member, until they are eventually approved as Full Practice Members once all the registration requirements have been met. Committee members are also responsible for the review of candidacy for the Full Practice Members applying from other jurisdictions, policy review, and for review of oral examination failures.

Registration Committee Members

The committee for 2007-08 included: Nathalie Berard, Joan Dudgeon (Public Representative), Dave Gorrie, Tom Hengen, Liz Ivanochko, and Carmel Kleisinger. As the year progressed we were pleased to have Tammy Ferguson join us. Tom Hengen began the term as Chair, but unfortunately, medical complications necessitated his relinquishing the Chair in June of 2008 and Dave Gorrie has been serving as Acting Chair. Our thoughts and prayers are with Tom for a speedy and full recovery. We miss his energy, enthusiasm, and quick wit!

The 2007-08 term included review of dozens of files at various stages of the registration process. Some of the additional issues we grappled with included:

- Decisions related to a candidate who received a degree from another country and was seeking MRA approval in Saskatchewan.
- Decisions related to candidacy from distance education/off campus degrees such as Campus Alberta, which the College of Psychologists does not recognize.
- Issues of inadequate supervision plan or transference of a supervision plan.
- Requests for extension to complete an EPPP due to extenuating circumstances.
- A candidate who has course credits from a University outside of Saskatchewan, but a lack of clarity as to whether courses can be deemed as psychology credits.
- Response to a candidate who requested that writing the EPPP be set aside due to a medical problem.
- Consideration of a member transferred to another province who then became fully registered there and wished to be recognized as fully registered in Saskatchewan.

Karen Messer-Engel provides good leadership and direction for the Registration Committee, ensuring that we know what we need to do and assisting at all levels of the process. We thank Karen for her energy and for keeping us light hearted in the midst of all the files and decisions. Thanks also to our very capable Wendy Petrisor who manages the files, keeps track of all the details, and makes it possible to find what we need! Thanks to each member of the Committee for their unflinching commitment and willingness to serve! It has been a pleasure to work with each one of you!

*Respectfully submitted,
Dave Gorrie, M.Ed., R.Psych.
Acting Chair of 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 the complaint is appropriate to investigate. No investigation occurs when there are no grounds for the complaint because the member's behavior is not reflective of professional misconduct and/or incompetence, the complaint is frivolous and/or vexatious, or when PCC has not jurisdiction in the matter before the committee. The PCC investigation may consist of gathering information, documentation and conducting interviews with a variety of witnesses, not limited to the complainant and member. 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 current PCC membership consists of: Shelley Hengen (Chair), Carole Eaton, Rhonda Gough, Marilyn Macdonald, Dr. Carole Pond, Valerie Morrissey, and Carol Frey, Deputy Registrar (*ex-officio*).

We also welcome two new members who will be joining us at our February meeting: Gail Clark and Gregory Reid.

There are also seven members on the Alternate Members list. These members are contacted to investigate cases that are not appropriate for the PCC to investigate, such as those that involve a member of the PCC.

Alternate Members are: Dr. Greg Stevens, Dr. Tim Landry, Dr. Ruth Wong, Darlene Ware, Dr. Katherine Arbuthnott, Dr. Ruthanne Bell and Dr. Lynn Corbett

Counsel for the PCC is Karen Prisiak, Q.C., a partner with A.S.K. Law in Saskatoon.

Summary of Current Complaints

There are currently 11 open cases before the PCC Committee:

- i) Two involve one member and are awaiting closure pending successful completion of the terms of an Alternate Dispute Resolution. Another two have been recommended for ADR.
- ii) Three others involve a different member and have been referred to Discipline.
- iii) One is awaiting closure pending a decision from the College in another province.
- iv) The other three are single complaints against individual members that are currently under investigation.

Four cases have been closed in the past year.

The complaints involve issues of incompetence and/or misconduct in relation to:

- i) Ethical use of psychological tests including issues of competence/self knowledge, bias, conflict of interest, extended responsibility and poor reporting.
- ii) Custody and Access reports with concerns expressed regarding matters such as bias, consent, confidentiality, competence, misrepresentation, dual roles, conflict of interest and poor reporting.
- iii) Provision of therapeutic and assessment services with concerns expressed regarding matters such as dual relationships, competence, consent, minimizing harm; and
- iv) Various specific complaints relation to registration matters (including APE) and appropriate provision of training and supervision.

Other Committee Activity

The PCC continues to refine its practice and develop and update new policies and procedures that reflect unique situations. While the complaint process can be quite lengthy, we continually strive to streamline our processes to ensure timely closure of all complaints. Under the direction of Dr. Carol Pond, we are in the process of completing a draft policy to redefine our mandate, policies and procedures in order to align them with those currently being utilized by professional organizations in other jurisdictions.

Respectfully submitted by:
Shelley Hengen, M.Ed., R.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 SKCP members regarding professional practice and ethical issues. I have been the Chair of this committee for the past two years. I want to thank the other members of this committee, Francis Stewart (Moose Jaw), Evelyn Steginus (Regina) Doug Jurgens (Prince Albert), and Keith Powell (Prince Albert), who have generously donated their time and expertise. This year, our committee has completed our work primarily through electronic discussions.

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

- Questions involving the ownership of files when private practitioners work for 3rd party payers.
- Questions regarding the release of information to clients that had been provided to psychologists, unsolicited, by 3rd parties.
- Whether or not there is a role for SKCP as an organization to play in addressing social justice issues.
- Issues regarding the assessment of children involved in custody disputes.

- The ethics of psychologists engaging in unprofessional conduct toward one another in the workplace.
- Guidelines for the provision of teletherapy.

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 Saskatchewan College of Psychologists (SCP) members willing to stand for election to vacant positions on the College Council. When the numbers of nominations permit, the Committee carries out an elections process with extensive assistance from the SCP office staff. This year the appointed Committee included: Shirley Amichand, Raymond Pitre and Ross Keele (Chair).

On October 18, 2007, the Nominations Committee was formed and organized through assistance from Council liaison Karen Todd. Committee members were able to perform initial coordination via email, and received relevant documents and guidance from Karen Todd, Carol Frey, and Wendy Petrisor. The Committee met via teleconference on November 13, 2007 to review its mandate, consider timelines, and identify tasks to be completed.

Existing Nominations Committee documents were reviewed by the current members and modified or augmented as appropriate. The Council elections Polling Day was set for February 25, 2008, and on November 20, 2007 SCP Office staff mailed the Call for Nominations to members for the positions of President-Elect, Secretary, and two Members-at-Large. Reminders regarding the call for nominations were e-mailed to SCP members through December 2007 and January 2008.

At the close of Nominations on January 14, 2008, SCP members had provided one nomination for each of President-Elect and the two Member-at-Large positions. Shelley Hengen, Laura Vilness, and Dr. Greg Stevens were nominated respectively for the positions of Members-At-Large 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. As of the close of nominations there were no candidates offered forward for the Council position of Secretary. As such, according to SCP Administrative Bylaw 12(4), the Council may appoint a member of the College to fill this position.

The current Nominations Committee offers its gratitude and appreciation to the Chairpersons and Committees members in previous years for the developmental work and foundation they have provided regarding the processes and timelines required for the operation of the Nominations Committee. In addition, we acknowledge with considerable gratitude the support provided by Wendy Petrisor, SCP Office Manager, and the guidance offered by Karen Todd, Liaison to the current Committee and Carol Frey, SCP Deputy-Registrar.

*Respectfully submitted,
A. Ross Keele, M.Ed., R. Psych.
Chair, Nominations Committee*

DISCIPLINE COMMITTEE REPORT

Thankfully, there has been no change in the discipline committee's activities this past year. Results of past hearings are available on the SKCP website. Members of the Discipline Committee received invaluable education and training from Merrilee Rasmussen in preparation for these hearings. 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 Ms. P L Crassweller (Weyburn Mental Health Centre); our public representative is Gord Glaicar from Regina who was appointed by council. Dr. Carl L von Baeyer from the University of Saskatchewan has joined the committee as an Alternate. 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 (OEC) has continued to work over the past year to oversee the administration and evaluation of the oral exam process with the goal of ensuring that this last step in the registration process is conducted in a timely, fair and standardized manner. To date, there have been over 55 exams conducted using this new process and post-exam evaluations have suggested that many of these changes have been positive for both Candidates and Examiners. The OEC continues to meet to review the standards and procedures for conducting oral examinations and the process for recruitment of panel members. A joint meeting between the Registration Committee and Oral Examination Committee was held in September 2007 to begin

discussions about a plan for continued improvements to the overall registration process.

Once again, 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. We are now able to offer testing sessions on a regular basis (i.e., Spring and Fall) and, for the first time this year, we have hosted exam sessions in both Saskatoon and Regina.

Committee Members: Tania Safnuk (Chair), Shelley Tamaki, Don Berg, Ian MacAusland-Berg, Tammy Dusterbeck-Colhoun, Iris Rowlett, Karen Winsor and Heather Hadjistavropoulos (on leave). Karen Messer-Engel, Registrar, attends meetings on a regular basis and we continue to be very thankful for her ongoing support and assistance.

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

LEGISLATION AND BYLAWS COMMITTEE REPORT

Members: David Randall, Ken Hardy, Theresa Zolner, Laurie Garcea, Gaylene Robertson

The Legislation and Bylaws Committee researches issues before Council on matters affecting the regulation of the profession. The Committee provides oversight regarding the potential of legislation and/or regulations enacted by other professional bodies may have on psychologists working in Saskatchewan. The Committee also ensures that current Bylaws accurately reflect the needs of membership.

The Committee has lost two members this year, Della Hunter (former chair) and Gregory Reid. Gaylene Robertson has joined the committee. The Committee has provided submissions to Council over the past year on the following matters:

1. A Time Limited Membership status was considered for inclusion the ByLaws allowing out-of-province Registered Psychologists to obtain temporary registration for various purposes. The changes to the wording of the Bylaw were drafted and submitted.
2. The Committee reviewed and found no need to change the current terms of reference for the Legislation and Bylaws Committee.
3. A review was conducted and a proposal made regarding possible sanctions arising if members do not comply with Continuing Educational Requirements. A draft amendment to the Bylaw was researched and proposed.

*Respectfully Submitted,
Dr. Della Hunter, Ph.D., R.D. Psych.
Past Chair, Legislation and Bylaws Committee*

AD HOC COMMITTEE ON DISTANCE EDUCATION REPORT

The committee met twice in the fall, and a report was submitted to Council and the Registration Committee in December. A policy calling for a one-year academic residency requirement for masters and doctoral degrees was proposed for trial use in 2008. The report is available on request from the SCP office. Carl von Baeyer chaired the committee until the end of 2007 and Shirley Paulson assumed the chair as of January 2008.

*Respectfully submitted,
Carl von Baeyer, Ph.D., R.D. Psych.
Past Chair, Ad Hoc Committee on Distance Education*

THIRD PARTY PAYER REPORT

The Third Party Payer Committee was established initially in response to requests from Saskatchewan Worker's Compensation Board (WCB) to collaborate on establishing standards to guide provision of psychological services to WCB/Third Party clients. This committee has been chaired by Steve Jacobson (President-Elect). Other committee members included Glenn Pancyr, Tom Robinson, Shelley Adams, Jim Arnold, Debby Boyes, and Karen Messer Engel (Ex-officio member). The committee has been clear with the WCB from the outset regarding the committee's limitations as the College is by legislation a regulatory body. Clearly, there are some issues the WCB would like to have addressed through this Committee that are advocacy related. However Council and the committee have been clear in our communications with the WCB that advocacy issues fall outside this committee's mandate. Issues, such as service fee amounts, and any other concerns related to financial contracts with Third Party Payers are clear examples of such advocacy issues. The WCB has been advised to discuss such matters with the appropriate advocacy groups.

On a positive note, the College is in a good position to advance the understanding of Third Parties like the WCB about the legislated function of the college to regulate our profession. As the Registrar has indicated in her report, the WCB has asked the SCP to consider entering into a "relationship agreement" that would define how the two organizations will interface. This agreement would recognize the SCP as the final authority with regard to identifying who decides who is a qualified Psychologist. This agreement is still under discussion, and no definitive decisions with regard to signing such an agreement have been made by Executive Council. We have discussed this with our legal counsel (Merrilee Rasmussen) who has advised Council that there are some potential advantages to our members to complete this initiative, however, because it is a formal agreement that we should proceed with caution. One obvious advantage of such an agreement is that the WCB will be more aware of the qualifications of Registered Psychologists and of how our regulatory system functions.

*Respectfully submitted,
Stephen Jacobson, M.A., R.Psych.
Chair, Third Party Payer Committee*

MENTAL HEALTH SECTOR STUDY REPORT

Background: In August 2002, the Saskatchewan Mental Health Sector Study, Final Report was released. A referent group was formed, including a representative of the Saskatchewan College of Psychologists. After about 2005 the referent group no longer met, however a smaller referent group was formed to focus on key recommendations regarding community-based mental health services. The Canadian Mental Health Association received funding to lead a major study of the role of community based organizations (CBOs) in delivering mental health services in Saskatchewan. The Saskatchewan College of Psychologists continued to have representation in the consultation process.

Current Status: In late October, 2007, the Canadian Mental Health Association released the final report of the Mental Health Sector Study, titled: *Value of the Direct Voice: The Role of Community Based Organizations in Delivering and Improving Mental Health Services in Saskatchewan*. This 2007 report identified nine recommendations, including:

- The province of Saskatchewan needs to develop a provincial strategy to address mental health and mental illness.
- The primary role for CBOs should be support and rehabilitation/integration of mentally ill individuals into the community.
- Advocacy roles of the CBOs must be supported.
- Prevention/Promotion Services is an emerging role that CBOs should be actively involved in both developing and delivering.
- Compensation for staff in CBOs must be addressed.
- CBOs must be able to attract and retain core professional staff.
- Expectations of CBOs by governments must be funded fully.
- CBOs need support to sustain collective action.
- A diploma level education program in mental health studies should be developed.

Recommended next steps: I recommend that the SCP establish a small working committee to review this report and prepare, on behalf of the SCP, a written response to the report and the recommendations. There are potential implications for the SCP and the members of the public that we serve that would be worthwhile exploring further. If this recommendation is accepted, and a written report is prepared, I suggest that we then formally withdraw from further involvement in this process unless there is indication that this process will be revitalized in some other manner.

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

UNIVERSITY OF SASKATCHEWAN SENATE REPRESENTATIVE REPORT

Officially, the mandate of the University of Saskatchewan Senate is to make bylaws for the university respecting student discipline on matters other than academic dishonesty; receive proposals and make recommendations regarding the establishment, or disestablishment, of colleges, schools, department, or institutes within the university; receive proposals and make recommendations concerning the university's affiliation or federation with other institutions; and provide for the granting of honorary degrees. On a more informal basis, the university's president, Peter McKinnon, views the senate as the university's window into the community, and the community's window into the university.

The University of Saskatchewan Senate is composed of the university's most senior administrative and academic personal, the Minister and Deputy Minister of the appropriate provincial government department, elected representatives from various regions around the province, and several student representatives. Further, the *University of Saskatchewan Act, 1995* allows the senate to consider for its membership representatives of professional societies that:

- a) contribute in a significant way to the social, economic and cultural welfare of Saskatchewan; and
- a) have demonstrated interest in furthering the goals of higher education and research at the university.

As such, Executive Council of the Saskatchewan College of Psychologists (SCP) has been allowed to appoint a representative of the College to the senate. The representative is appointed for a three-year term and attends the senate's twice yearly meetings.

In April the senate focused on providing input into the university's integrated planning process and in October we reviewed a new Student Code of Conduct. From an operational perspective, President McKinnon highlighted three priorities in his report to the Senate; growing student enrolment, managing tuition costs, and capital projects.

Of note for psychologists was the appointment of Dr. Vera Pezer as the university's new Chancellor. Dr. Pezer received her Ph.D. in psychology from the University of Saskatchewan, circa 1976, and is well known to the Department of Psychology and the university in general, where she recently retired from her position as Vice President of Student Services. Dr. Pezer's three-year term as Chancellor began July 1, 2007.

*Respectfully submitted,
Greg Stevens, Ph.D., R.D. Psych.*



Our vision is that all psychological services in Saskatchewan are delivered by registered psychologists who are ethical and competent.

The mission of the SCP is to regulate the profession of psychology through the registration of psychologists and ensure the protection of the public through the ethical, competent practice of its members.

The College is a responsible, responsive and professional organization that respects the rights and dignities of others and the integrity of relationships.