



# SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

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## Annual Report

Spring 2011

### REPORT FROM THE PRESIDENT

The Saskatchewan College of Psychologists came into being in 2002, following the proclamation of the *Psychologists Act 1997* and the seminal work of Transitional Council. Their efforts, along with the efforts of all who followed, led to our current standing as a strong and stable self regulating body. It is thus to our predecessors, and indeed all who contribute to College efforts, that I extend particular gratitude. As my current term as President comes to a close, I am also grateful for my time on Council and the opportunity to have served the public and our members in the interest of public safety. As the College moves into 2011 with its incumbent Council, I look forward to contributing to a Past President role, a role newly designed to contribute to Council continuity.

The 2010-2011 year saw continued growth and development, with College staff, Council, and Committees busy on a number of fronts. It was our first year working fully within a governance model, with updated policies approved and in place. Council also worked within a budget without fee increases for the past two years however it is expected that fees will increase incrementally given the realities of not only operational costs, but of legal and legislated mandates. At present our fees fall in the mid range of fees seen across the country, and even with slight increases will remain well within the national average. Our Executive Director/Registrar also assumed an expanded role, one which remains vital for College functioning and integral for the public face of the College. Karen Messer-Engel, M.A., continues to work diligently on behalf of the College and we are fortunate to have her as our emissary. Her efforts have led to recognition on local, national and international regulatory fronts. Foremost on the regulatory front has been the Agreement on Internal Trade (AIT), a Federal accord designed to increase professional mobility across provinces. You can read the Executive Director/Registrar report to learn more about the AIT and about other College involvements and activities.

In 2011 the College moves into year four of a strategic plan first developed in 2008. Since then, major strategic goals and objectives have been reached with a remaining task largely one of review. In addition to seeing strategic goals come to fruition, the *Professional Practice Guidelines* were reviewed and finalized, then approved for posting on the College website. We extend our thanks to the Ad Hoc Third Party

Payer Committee who worked to produce this document. To facilitate the communication and use of the *Guidelines*, two one-day workshops were held, one each in Regina and Saskatoon. The workshops were well attended and received, and the College hopes to offer further *Guidelines* workshops in future. The College will also continue to explore ways to provide accessible in-services, and welcomes your suggestions and input in this regard.

The past year also saw ongoing dialogue between the provincial government, the Saskatchewan Association of Social Workers and the Saskatchewan College of Psychologists in relation to diagnostic issues. While much is yet to be done, there was considerable progress over the year with all parties committed to public protection. Also in 2010, a major initiative intended to enhance the efforts of the Professional Conduct Committee (PCC), was approved by Council. In 2011, the College will seek to recruit and retain an independent Investigator who will work with the PCC as a part-time staff member of the College.

The ongoing work of the College simply could not be done without the dedicated efforts of our many volunteers. The College relies on volunteers who work to carry out the mandates of the College in the interest of public protection. To say we are grateful for their effort, time and energy would only be an understatement. Nonetheless, we extend our deepest thanks. The College also relies on three dedicated staff who work tirelessly in the interests of the public and the College at large. I extend my deepest thanks and appreciation to Karen Messer Engel, M.A., Wendy Petrisor and Anita Miles. I also extend appreciation to my fellow Council members, all of whom consistently represented integrity, professionalism, and commitment to public protection.

In conclusion, the activities of the College are many and diverse. Those who volunteer with the College have opportunity to not only contribute to public safety and their profession, but also have opportunity for professional development, networking and training. I encourage you to become involved, to share your knowledge and expertise, and to be a part of your College's future.

**Financial status of Council:** Annual Expenditure \$10663

Respectfully submitted,  
Karen Todd, Ph.D., R.D.Psych.  
President

## EXECUTIVE DIRECTOR/REGISTRAR

Over the last year the work of the College has expanded in scope and complexity. The College has been involved in working collaboratively at provincial, national and North American levels. I believe that we can be proud of what has been accomplished and of the participation that we have had in terms of the regulation of psychology.

I am pleased to report that we have continued to benefit from the hard work and dedication of Wendy Petrisor (Assistant to the Registrar) and Anita Miles (Admin Assistant). The College has also continued to benefit from the commitment and generosity of the members of the College who assist in this valuable work through committee involvements and serving on Executive Council, and for this I am truly grateful. It has been a pleasure to work with Executive Council, who has provided the leadership and vision to ensure that we continue to be afforded the privilege of self-regulation.

Member Category	January 2010	January 2011
Full Practice	401	410
Provisional Practice	56	56
Non-Practice	37	35
<b>Total Members</b>	<b>494</b>	<b>501</b>

Membership numbers rose slightly above the 500 mark (high of 507) in September of 2010 and managed to stay above that mark into 2011 despite of the departure from the profession of many of our colleagues. The following is an overview of the membership of the College:

Membership Information	Number
Masters	331
Doctoral (Ph.D. & Psy.D.)	166
Other (Ed. D)	3
Regina and Saskatoon	321
Other	180
Part-time (self-declared)	71
Full-time (self-declared)	360
On Leave (NP not included)	25
Private Practice (primary employment)	121

The College has worked very hard to meet the challenges of regulating in a continually evolving and morphing regulatory environment. Perhaps the greatest challenge to this has been the implementation of the Chapter 7 amendments to the federal/provincial Agreement on Internal Trade (AIT). On May 20, 2010 omnibus legislation (provincial) was passed which facilitated the implementation of the amendments by the provincial regulators, which in essence means that the regulated professions are now required to facilitate the licensure of licensees from Canadian jurisdictions. The goals of the AIT to increase mobility and to reduce unnecessary barriers to mobility are admirable, and necessary if we are to continue to be viable as a self-regulated profession in this jurisdiction. The problematic aspect of the agreement is that it does not allow the regulator to examine, question or potentially refuse licensure to applicants who do not meet the requirements for licensure set by the jurisdiction to which they

are applying. It is also clear that there are some jurisdictional differences in terms of the interpretation of the application of the AIT provisions. This change to the regulatory requirements has served to further highlight the differences between jurisdictions in terms of regulatory philosophy and practice. As such the Canadian regulators have obtained a federal grant to explore these differences and to look toward minimizing the differences where possible. In light of the AIT amendments, the mobility provisions of the national Mutual Recognition Agreement (MRA) are no longer applicable. However, it is important to stress that the aspects of the MRA which pertain to the Foundational Knowledge requirement and the core competencies have by agreement been maintained. As the option to regulate without consideration of the AIT does not exist, and very real differences do exist between jurisdictions in terms of philosophy and practice, I believe that the College's efforts would be at this time better put towards insuring that those admitted to the College are held to a high standard of practice in terms of ethics and competency. A necessary part of meeting that goal will be to examine the issues of declared areas of practice competence, and continued competence. Other Canadian jurisdictions are examining issues such as special categories of licensure, and the Doctoral standard for licensure as means to address the changing regulatory environment, and this may be where we need to go eventually also.

In addition to addressing the challenges and outcomes resulting from the amendments to the AIT, the national regulators of psychology have been examining the issue of tele-psychology. Currently if one provides services via tele-technologies the requirement is that they are licensed in the jurisdiction in which the client receives the service. This is not a particularly efficient or practical situation for the psychologist who wishes to provide this type of service nor does it ensure that the public is adequately protected or informed. The Canadian regulators are examining a number of options to facilitate this type of service provision and are looking at the possible development of standards for service delivery via tele-technologies.

The College has continued to be actively involved on a North American level with participation in the Association of State and Provincial Psychology Boards (ASPPB) initiatives. Through this organization we have had the opportunity to provide input into issues such as the model licensure act, the EPPP, mobility, credentialing etc., as well as to gain important information and perspectives on issues which relate to licensure such as distance education, accreditation/designation, foreign credentialing, application fraud, the North American disciplinary database etc. As the world is becoming a smaller place there is increased pressure for professions to look at north-south, and international mobility, and as such continued involvement with ASPPB is crucial.

The Executive Council of the College recently agreed to accept the ASPPB mobility credential, the Credential of Professional Qualification (CPQ), which would allow for expedited licensure into this jurisdiction for those qualified individuals who at the time of application are licensed in

another ASPPB member jurisdiction. Unlike the AIT, the CPQ does not guarantee expedited licensure for those holding the credential but allows for it for those whose applications are acceptable to the receiving jurisdiction. Psychologists trained at the doctoral level, who meet certain standards in terms of their training, experience, current licensure, and character are eligible for the CPQ.

As you will recall the College launched its Professional Practice Guidelines (Guidelines) in the spring of 2010, and these were established to provide clarity with regard to practice expectations for members of the College. The Guidelines are based on the Canadian Code of Ethics for Psychologists 3<sup>rd</sup> Edition and are meant to serve as an adjunct to it, and not replace it. The expectation is that members of the College will act in accordance with the Code and the Guidelines. The Guidelines document is a “living document” and will be open to review and possible revision as difficulties with regard to their practical implementation are discovered and as the standards for the profession change. Two workshops on the Guidelines were held for members of the College in September of 2010 and were well attended. The workshops were opportunities for learning and connection, and for the College to learn where the guidelines would present difficulties for members in their practice. An unintended outcome of the establishment of the Guidelines has been a disparity between the expectations for practice of some employers and those of the College, which of course creates difficulties for the practitioner. The College encourages its members to attempt to work collaboratively with employers to resolve any differences and to inform the College of such issues. The College is exploring the possibility of offering another workshop on the Guidelines as not all members who wished to attend were able to be accommodated in the fall of 2010.

While all of the College’s committees are essential to the functioning of the organization, and without which we could not successfully meet our mandate, I would like to bring to your attention some of the activities relating specifically to the registration and the handling of concerns regarding the practice of members of the College which are the foundational responsibilities of the organization. Last year the College received thirty-two (32) new applicants, twenty-one (21) of whom who were admitted to provisional practice (the remaining 11 are still in process), and twenty-three (23) provisional members were examined for readiness for independent practice. Unfortunately, the plan to establish set oral examination panels which was reported last year was not successful due to a lack of interest. The Oral Examination Committee continues to explore ways in which to improve its processes, and expand examination capacity. The College is also committed to ensuring that its investigation and discipline processes are fair and transparent. In an effort to further enhance the investigation and discipline processes, Executive Council approved the creation of an investigator position to support the work of the Committee. Screening of the applications is currently underway. In addition, the College has engaged the Ministry of Justice to develop and provide training for PCC and Discipline Committees on issues relating to investigation and administrative tribunals.

In terms of legislative and bylaw amendments we currently have before Government a proposed legislative amendment which will change the wording of Section 20 of the Psychologists Act 1997 and will allow the College to more specifically define the program characteristics necessary for licensure. We have been informed that this will not be dealt with until the issue of the extension of diagnostic privilege has been resolved. We also will have before the membership a number of Regulatory and Administrative Bylaw amendments which will be presented for ratification at the AGM on March 26, 2011 in Saskatoon. The Amendments further clarify and entrench policy and procedure, and in some cases address issues noted with the bylaws.

The College has matured and grown as a regulatory body. We are not perfect but with the continued input and dedication of the membership we will continue to improve and to be an organization that we can be proud to have membership in. I thank you for the continued opportunity to serve.

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

## **TREASURER’S REPORT**

With appreciation I acknowledge the support of Wendy Petrisor who so competently manages the daily accounting as well as her many other duties as Assistant to the Registrar. Salary costs continue to be our largest budgeted expense, but without the dedication of our office staff, led by our Executive Director/Registrar, Karen Messer-Engel, M.A., we would not be able to function in our capacity as the College of Psychologists. I would also like to acknowledge the efforts of Anita Miles, Receptionist/Admin Assistant.

Our overall operating budget continues to increase on a yearly basis. As well as salary costs, we are facing large increases in legal expenses as we continue to fulfill our mandate of protection of the public. In order to facilitate the work of the Professional Conduct Committee, we have approved the hiring of an Investigator as a pilot project for the upcoming fiscal year. The publishing of the Professional Guidelines and subsequent workshop offerings were additional expenses that Executive Council supported as part of our ongoing efforts to ensure the highest level of professional competence among our membership.

The experience on Council has again this year been an interesting and rewarding one with an opportunity to participate in the College business and to work with committed professionals. I will be fulfilling my duties as Treasurer this year, and I would encourage all members to consider involvement with committee work and the Council.

Respectfully submitted,  
*Shelley Hengen, M.Ed., R.Psych.*  
*Treasurer*

## FINANCE AND PERSONNEL REPORT

**Members on committee:** There are 4 members on the committee comprised of: Laura Vilness, M.Ed., Jenny Keller, Ph.D., Shelley Hengen, M.Ed., and Gord Glaicar, B.A., B. Ed. (Public Representative).

**Number of meetings held:** Six

**Items addressed:** The primary focus for this Council term was the renewal of the contract of employment for the Executive Director/Registrar position. A three-year contract was negotiated and signed for this position with Karen Messer-Engel, M.A.,. Within the framework of policy governance, the Executive Council has direct supervision of the Executive Director/Registrar and the Executive Director has direct supervision of the SCP office staff. The F & P Committee addresses (on behalf of Council): job descriptions, salaries and benefits, hours of work, and performance evaluation.

Additional work that pertains to policy governance was the creation and approval of an Executive Limitations governing policy. This is a standard policy for board governed organizations which provides limits for the CEO.

**Recommendations for next year:** The F & P committee has been given the task of identifying a succession plan for the position of Executive Director/Registrar. This is another practice that is congruent with policy governance and is a routine part of strategic planning.

The F & P committee responsibilities of SCP management and office positions are ongoing and will continue.

Respectfully submitted,  
*Laura Vilness, M.Ed., R.Psych.*  
*Chair, Finance & Personnel committee*

## REGISTRATION COMMITTEE REPORT

**Committee Members:** Joan Dudgeon, R.N., M.Ad.Ed. (Public Representative), Terrie Dumelie, M.Ed., Nathalie Berard, M.Ed., Tammy Ferguson, M.Ed., Liz Ivanochko, Ph.D., Carmel Kleisinger, M.A., Karen Messer-Engel, M.A. (ex-officio member).

The Registration Committee generally meets monthly with a break for one month in the summer and the month of December. The Committee is charged with the responsibility to review and determine eligibility for licensure of applicants with foreign credentials or credentials of a complex nature; review and evaluate all Supervision Agreements, Supervision Plan, Practice Logs, and supervisor evaluations of Provisional Members; review and endorse provisional member readiness

for oral examination; review and rule on all unsuccessful attempts at the SCP established oral examination, monitor any relevant practice sanctions on members that result from the investigation and /or discipline processes; and make recommendations to Executive Council with regard to the licensure of psychologists.

Sadly, during 2010, Dave Gorrie, M.Ed. stepped down as the committee's Chair to work overseas. The role of Chair was not filled – so Dave you can return! The committee worked hard to ensure that the registration process for all new members occurred in a timely and fair manner. During the year the Committee conducted 143 file reviews, and conducted 4 reviews of unsuccessful oral examinations.

**Financial status:** Annual Expenditure \$502

**Highlights/Concerns:** Items discussed included:

- the role of the committee in monitoring ADR/discipline imposed sanctions on members
- distance education as it relates to licensure
- management of Provisional licenses when the member has lost their position or supervision
- review of application rejections
- non-accredited pre-Doctoral internships
- the issue of supervision and how many supervisees can one reasonably manage at a time
- extensions to the provisional licensure period
- competency - consideration of the need to be more prescriptive
- what constitutes an acceptable program in Psychology

The Registration Committee members have continued to selflessly and competently serve the College in spite of the fact that their original terms have long since expired. I am truly grateful for the opportunity to serve with, and be in the company of this incredible group of colleagues.

Respectfully submitted,  
*Karen Messer-Engel, M.A., R.Psych.*  
*Executive Director/Registrar*  
*Ex-officio Member*

## 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 no jurisdiction in the matter. 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.

**Members on committee:** Linda Arnot, M.Ed., Joanne Frederick, M.A., Sandra Gardiner, M.Ed., Jason Peebles, Ph.D., Jennifer Chalmers, Psy.D., Dr. Samuel Morgan, Psy.D., Mary Vandergoot, Ph.D., Natashia Schoenroth, M.Ed.. Alternates are: Don Berg, M.Ed., Ruthanne Bell, Ph.D., Carole Eaton, M.A., Deb Parker-Loewen, Ph.D., Bryan Acton, Ph.D., and Deborah Hay, Ph.D.

Terms expired in 2010: Val Morrissey, M.Ed., Jim Arnold, Ph.D., Holly Huyghebaert, M.Ed., Ruth Wong, Ph.D. (alternate).

Thank you to all committee members for their commitment and work on the PCC.

**Meetings held:** Monthly alternating between Regina and Saskatoon

**Number of cases addressed:**

- Completed in 2010: 5
- In progress: 18  
2010 cases – 6  
Pre-2010 cases – 12 (includes 8 in various stages of the Discipline process)

**Complaints per year:**

2002 - 18	2005 - 3	2008 - 9
2003 - 8	2006 - 14	2009 - 13
2004 - 11	2007 - 6	2010 - 7

**Financial status:** Annual Expenditure \$6497

**Activities:** The PCC is committed to ensuring that their processes are transparent, professional, consistent and timely. College members can be confident that the PCC is functioning well given those commitments. The complexity of cases has increased over time, requiring more time, effort and resources. The committee has worked hard to improve the efficacy, integrity and efficiency of its processes. A review was made of the processes adopted by other provinces and other self-regulatory professional organizations. Recommendations were presented to Executive Council and as a result, an Ad Hoc Committee on the PCC was formed. The PCC is grateful of the support received by Executive Council in recognizing the committee's increased needs and the importance of our activities as a self-regulated College. The guidance and support of Karen Prisciak, Q.C. (PCC lawyer), Karen Messer-Engel, M.A., and Wendy Petrisor are greatly appreciated.

Respectfully submitted,  
*Linda Arnot, M.Ed., R.Psych.*  
*Chair, Professional Conduct Committee*

## DISCIPLINE COMMITTEE REPORT

**Members on committee:** We have 5 members of our committee and two alternates. Members are Mary Hampton, Ph.D. (Chair), Angelina Baydala, Ph.D., Greg Stevens, Ph.D., Tom Robinson, Ph.D., and Gordon Glaicar, B.A., B.Ed. (Public Representative). Alternates are Carl Von Baeyer, Ph.D., and Patricia Crassweller, M.A.

**Number of meetings held:** We met to conduct two discipline hearings in 2010 in Regina. We thank Merilee Rasmussen, Q.C. counsel for the discipline committee, for her assistance in our work.

**Number of cases addressed:**

Completed: 2 hearings were completed  
In progress: 1 hearing in progress

**Financial status:** Annual Expenditure \$29,010

**Highlights/Concerns:** Results of the discipline committee's decisions can be found on the college website.

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

## PROFESSIONAL PRACTICE AND ETHICS COMMITTEE REPORT

**Members on committee:** The Committee members are Franics Stewart, M.A., Doug Jurgens, Ph.D., Evelyn Steginus, M.A., Keith Powell, M.Sc., and Marion McKenzie, R.N. (Public Representative). I would like to acknowledge the work of the other Committee members, and express my appreciation for their hard work, expertise, time, and support over the past year.

**Meetings held:** The role of the Professional Practice and Ethics Committee is to provide input and opinions to the Executive Council and SCP members regarding issues of professional practice and ethical issues. This year, our Committee met on two occasions, as well as conducted a portion of its work electronically.

**Items addressed:** In the past year, the Committee provided feedback to members and Council on a number of ethical issues, including:

- Release of client/in-patient information via teleconference;
- Providing services to minors (in loco parentis);
- Two situations where employers had requested that the SCP Members perform a psychological service for which the Members did not feel competent to perform due to the specialized nature of the required service (Parent Capacity Assessment and Sex Offender Risk Assessment);

- Consent to release information in circumstances not required by law.

A number of professional practice issues were also resolved. These included:

- The creation of a PP&E link on the SCP website;
- Revising the PP&E Terms of Reference;
- The role of the PP&E in Privacy Legislation.

At the time of this Report, the Committee is working on the professional practice issue of SCP title format and appropriate abbreviations.

**Financial status:** Annual Expenditure \$538

*Respectfully submitted,  
Francis Stewart, M.A., R.Psych.  
Acting Chair, Professional Practice and Ethics Committee*

## LEGISLATION AND BYLAWS COMMITTEE REPORT

**Members on committee:** The 3 members on the committee are Gayleen Robertson, Ph.D., David Randall, Ph.D. and Laurie Garcea, M.Ed. Thanks to Theresa Zolner, Ph.D., whose term expired in 2010.

**Meetings held:** None

**Items addressed:** In response to a request from Karen Messer-Engel, M.A. in June of 2009, the Legislation and Bylaws Committee put forth the following changes to the Psychologists Act and the Regulatory Bylaws in February 2010:

*It was moved to reword section 20(a)(i) to read of the Psychologists Act, 1997 to read:*

- (i) *has a master's or doctoral degree in a program that primarily consisted of psychology classes from an educational institution and a program recognized by council; or*

**It was moved to reword section 9 of the Regulatory Bylaws to read:**

- (f) *In the case of a person holding a master's or doctoral degree as specified in section 9(1) (e) (i) (ii) the person must have completed a program that included as one of its requirements one year of contiguous residency or its equivalent.*

*It is recommended that 9(f) be renumbered to 9(g) and 9(g) be renumbered to 9(h).*

It was decided to table the discussion regarding the possible development of a bylaw concerning the percentage of classes that must be in psychology to be considered a psychology program till the next meeting.

**Financial status:** Annual Expenditure \$0

**Recommendations for next year:** At the time of this last meeting, it was decided to table a discussion regarding the possible development of a bylaw concerning the percentage of classes that must be in psychology to be considered a psychology program.

The committee has been inactive this year. Hence, in the next year the committee will need to deal with the aforementioned tabled item, and any other issues brought to its attention by the Executive Council.

*Respectfully Submitted,  
Laurie Garcea, M.Ed., R.Psych.  
Chair, Legislation and Bylaws Committee*

## NOMINATIONS COMMITTEE REPORT

**Members on committee:** Throughout 2010 the Nominations Committee (NC) included 3 members: Leslie Young, M.Ed., Renee Schmidt, M.Ed., and Rik Cherland, M.Ed.

**Number of meetings held:** Between January and December 2010 the NC held six formal meetings. In March and April sessions were held to compile the election results and develop recommendations for Council's consideration. In the spring of 2010 Council discussed and proposed various administrative changes. These modifications chiefly involved expanding the role and responsibilities of the NC. For July and August the NC meetings centered on an orientation to the revised terms of reference or Policy and Procedures. The NC was assigned the tasks related to securing possible SCP committee appointments to be presented for Council consideration. The final two NC sessions focused primarily on preparations needed for the scheduled 2011 annual elections.

**Items addressed:** The elections held in 2010 and again now for 2011 saw our members nominate a good number of positive, eager and strong candidates for the SCP Council positions. Our biggest regret is that only one individual is elected to take up a given leadership role. We voice our deep appreciation to all the members who willingly let their names be put forward for a position even though they may not be elected. While most members have been quite hesitant to accept a nomination to the posts of Treasurer and Secretary, we are very thankful for the individuals who have consented when requested to take up these crucial, weighty functions.

This year in calling on members to consider nominations, the NC chose to implement the theme "**Making Psychology services a driving force**" in our province. The intention is to continue use of this theme in the coming months to underscore the value of contributing to SCP committee work. An initial presentation, encouraging members to step forward and assist in the work of our College, was made to individuals attending last fall's SCP learning event. Along with the fall survey, the NC hopes to institute added strategies, expanding the processes and efforts for more routinely recruiting members to be appointed to fill SCP committee vacancies.

**Financial status:** Annual Expenditure \$806

**Concerns/recommendations:** In April 2010 the NC made various recommendations for consideration by Council. A number of these were addressed in the new terms of reference or Policy and Procedures guidelines given to the NC. With the notable increase in assigned duties, a request to expand the NC membership from 3 to 4 or 5 members was made August 2010. Hopefully in the coming months this need can be met.

NC members extend a hearty "Thank You!" to all SCP office staff, especially Wendy Petrisor, Assistant to the Registrar, and, Karen Messer-Engel, M.A., Executive Director/Registrar. The timely and proficient work all staff has done and are doing to aid our work has been most critical for the functions that form the Nominations Committee's responsibilities.

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

## ORAL EXAMINATION COMMITTEE REPORT

**Members on committee:** Tammy Dusterbeck-Colhoun, M.Ed. (Co-Chair), Don Berg, M.Ed. (Co-Chair), Kristin Bellows, M.Ed., Ian MacAusland-Berg, M.A., Iris Rowlett, M.Ed., and Kristi Wright, Ph.D. Karen Messer-Engel, M.A., Executive Director/Registrar, attends meetings on a regular basis and we continue to be very thankful for her ongoing support and assistance.

**Items addressed:** 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. Over the last year, 23 candidates have been examined. Issues under consideration have included: a set pool of questions, a set panel, supervision workshops, required service on exam panels by supervisors, and limiting the number of supervisees that one can have at a time.

Once again, thanks to the many Full Practice Psychologists from across the province who have generously volunteered their time to participate in this process. Your commitment of time and experience is greatly appreciated. We look forward to your continued participation.

**Financial status:** Annual Expenditure \$6214

*Respectfully submitted,  
Tammy Dusterbeck-Colhoun, M.Ed., R. Psych.  
Don Berg, M.Ed., R. Psych.  
Co-Chairs, Oral Examination Committee*

## SASKATCHEWAN PARTNERSHIP FOR CHILDREN AND YOUTH REPORT

**Members:** Deborah Parker-Loewen, Ph.D. is the SCP representative to the Saskatchewan Partnership for Children and Youth. She also serves as Chair of the Partnership.

**Meetings held:** The Partnership had several teleconference calls during 2010 and met in person February 26 (Regina), April 20 (Saskatoon for presentation to the Child Welfare Review Panel), June 17 (Regina), December 16 (Regina for release of the Child Welfare Review Panel report).

### **Items addressed:**

**Completed:** The focus of the Saskatchewan Partnership for Children and Youth during 2010 was the Child Welfare Review. The Government of Saskatchewan, Ministry of Social Services involved the Partnership in an external advisory role. The Partnership members provided ideas for consideration of the Panel as they initiated various community meetings and other processes to ensure involvement of community agencies and persons with lived experience in the child welfare system. We also prepared and presented a report to the Panel. In addition and in relation to this work, Deb Parker-Loewen drafted a presentation which was subsequently submitted by the College to the Child Welfare Review Panel.

**In progress:** Various topics are being considered as a priority for 2011, including the impact of early childhood on brain development and various issues impacting child and youth mental health.

**Financial status:** Annual Expenditure \$275

**Highlights/Concerns:** The Partnership is a coalition of provincially based service providers, researchers, representatives of professional bodies and others. We have struggled this past year with maintaining involvement and commitment of the members and a renewal of our goals is being planned for early in 2011.

**Recommendations for next year:** Continued representation of the College is recommended. I sincerely appreciate the opportunity to participate in this Partnership as a representative of the College. Please feel free to contact me for additional information [drdparloe@sasktel.net](mailto:drdparloe@sasktel.net)

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

## AD HOC COMMITTEE ON PRIVACY ISSUES REPORT

**Members on committee:** The 7 members on the committee are Glenn Pancyr, Ph.D., Stephen Shaw, Ph.D., Heather Brenneman, Ph.D., Larry Shepel, Ph.D., Michelle Shaw, Ph.D., Darcia Evans, M.Ed., and Robert Brown, Ph.D.

**Meetings held:** 9 teleconferences

### Items addressed:

#### Completed:

- Gave consideration to the feasibility of a shared complaints process with the Office of the Privacy Commissioner and bring forth recommendations and thoughts to Council.

#### In progress:

- Consider relevant privacy legislation and develop advisories pertaining to the obligations and responsibilities under that legislation.
- Consider the Canadian Code of Ethics for Psychologists 3rd Edition and its interface with privacy legislation and develop advisories that pertain to the obligations and responsibilities with regard to privacy issues and the Code.
- With consideration of the privacy legislation develop examples of consent forms, policy pertaining to privacy issues etc. that can be utilized by members in their practice.
- Submit recommendations to Executive Council with regard to any actions it feels are necessary with regard to privacy issues and the impact on the practice and regulation of Psychology within the province.
- Conduct an environmental scan of the policies and advisories developed in other Canadian jurisdictions with regard to privacy legislation/issues for possible use in this jurisdiction.
- Consideration and recommendation of how to build capacity within the College in terms of establishing a "go to" individual who would be able to assist members with questions/issues relating to privacy and confidentiality, privacy legislation, etc.
- The actions of the Committee will be in line with the mandate and authority of the College as defined in the Psychologist's Act 1997.

**Financial status:** Annual Expenditure \$403

**Highlights/Concerns:** The committee has worked diligently on a complex set of issues relating to privacy and the practice of psychology. Highlights of the committee's work include a brief reminder of the importance of privacy issues that was mentioned during the education days for the new Professional Practice Guidelines.

The committee reviewed many documents on privacy of health information and a useful checklist for service providers

can be found at: [www.health.gov.sk.ca/HIPA-checklist](http://www.health.gov.sk.ca/HIPA-checklist) This is primarily a checklist for compliance with Saskatchewan's Health Information Protection Act (HIPA). This document is available through the college's website. Please note this correction – HIPA may not supersede all other acts with respect to privacy matters – for example the Mental Health Services Act supersedes HIPA for most mental health employees in the province.

A Wikispace was created for committee members that greatly enhances communication and coordination of member's work.

Clarification was obtained from the Privacy Commissioner (PC) of Saskatchewan that no shared complaints process would be developed, but both SCP and the PC's office would work collaboratively as needed on policies and procedures.

The committee is doing an environmental scan for policies and advisories from other jurisdictions concerning requests for private health information and how members should respond to these requests.

Most of the committee's work this year has involved the development of recommendations for establishing a professional will and executor. The committee is close to submitting a set of recommendations that all members have a named executor for their professional practice and a professional will, following a model developed by the British Columbia College of Psychologists. These recommendations address a major problem of maintaining privacy of health information in the event of a member's sudden illness, disability or death.

Consideration has also been given to the issue of having a "go to person" for privacy issues for the College. Privacy issues are numerous and complex. Notwithstanding the obligation of all members to have a thorough understanding of privacy issues in their work as psychologists, the committee is exploring ways members can seek quality advice and leadership on privacy matters. One option is developing designated Practice Advisors (i.e., senior, vetted psychologists who would respond to members inquiries on practice matters, including privacy issues), a system being used successfully for years in Alberta.

**Recommendations for next year:** The committee will continue to work on completing its mandate such as developing a list of relevant legislation members must know for their specific area of practice. The committee will explore developing some sample forms for those in private practice who wish to have consent forms that are compliant with legislation and consistent with ethical standards. Practice advisories from other jurisdictions will be explored for use in Saskatchewan.

*Respectfully submitted,*  
*Glenn Pancyr, Ph.D., R.D.Psych.*  
*Chair, Ad Hoc Committee on Privacy*

## UNIVERSITY OF SASKATCHEWAN SENATE REPRESENTATIVE REPORT

**Members:** Greg Stevens, Ph.D. is the SCP representative to the University of Saskatchewan Senate.

**Meetings held:** Senate meetings are held twice a year. In addition, the representative participated in various sub-committee meetings as a member of the Honorary Degrees Committee and the Non-academic Student Discipline and Appeals Board.

**Financial status:** Annual Expenditure \$0

**Highlights/Concerns:** The President of the University of Saskatchewan views the Senate as the university's window into the community, and the community's window into the university. It is important for the Saskatchewan College of Psychologists to maintain a seat on the Senate. Being represented helps reinforce our role as a strong professional body and for psychologists to have input into the university's ongoing planning process.

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

## PUBLIC REPRESENTATIVES REPORT

**Members on Committee:** Three public representatives have been appointed by Order-in-Council of the Government of Saskatchewan to represent the views of the public.

**Number of Meetings:** Public representatives attend all face-to-face meetings in Regina and if necessary participate in discussion by electronic means. We serve on various committees of council and are involved in decision making regarding issues of those committees. A list of committee representation and qualifications of the public representatives appears on the council's web site.

**Financial Status:** Annual Expenditure \$0

**Highlights/Concerns:** We have attended educational sessions to enhance our knowledge and understanding of the issues of the College and its members so that we can represent the public's view.

*Respectfully submitted,  
Joan Dudgeon, R.N., M.Ad.Ed  
Gordon Glaicar, B.A., B.Ed.  
Marion McKenzie, R.N.  
Public Representatives*

## SGI INTERDISCIPLINARY REHABILITATION ADVISORY BOARD REPORT

**Members on committee:** Shelley Adams, M.Ed.

**Meetings held:** There was no activity on this committee for 2010.

**Financial status:** Annual Expenditure \$0

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