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# SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

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## Annual Report

Spring 2015

### REPORT FROM THE PRESIDENT

Serving on Executive Council (Council) has been an enlightening, educational, and rewarding experience. I would like to thank the membership of the Saskatchewan College of Psychologists (College) for giving me the opportunity to serve on Council, and as President over the last year.

I would also like to acknowledge and thank: My colleagues on Executive Council; Rori Lee (Secretary), Cathy Fieldgate (Treasurer), Jenny Keller (Past-President), Glenn Pancyr (President-Elect), Shannon Fuchs-Lacelle (Member-at-Large), Tim Claypool (Member-at-Large), and Renee Schmidt (Member-at-Large), for their volunteerism, hard work and dedication, our Public Representatives; Marion McKenzie, Dan Ash, and Kathy Chisholm whose perspective and insight is invaluable. The many capable and talented members participating on College committees; your work is crucial to maintaining our status as a self-regulated profession, and is appreciated.

I further extend my personal thanks, and express gratitude on behalf of the council and SCP membership to Executive Director/Registrar Karen Messer-Engel and College office staff Wendy Petrisor and Joyce Dunn. Without these individuals our college could not perform the vital functions necessary for self-regulation. The level of professionalism, diligence, and efficiency demonstrated by college staff is sincerely appreciated. The SCP is very fortunate to have an individual of Karen Messer-Engel's caliber in the position of Executive Director/Registrar. In addition to her day to day work supporting college operations and committee work, I want our membership to know how well respected she is and how well we are represented nationally and internationally in regulatory matters.

The work of Executive Council has focused on a number

of issues critical to the practice of psychology in Saskatchewan. Recently, Council has adopted the Association of Canadian Psychology Regulators national standard for licensure in Psychology, with a commitment to working towards its implementation. A national standard will increase consistency in licensure standards and regulation across the country; this is critical to ensuring competent practitioners and therefore public protection. A national standard will become even more important as we welcome new Psychologists from foreign jurisdictions. Title Protection and Scope of practice remain ongoing concerns. In fulfilling its mandate of public protection the College is addressing challenges to title from fraternal and other credentialing organizations and is active in consultations with government around scope of practice including highly skilled practice such as diagnostic privilege. Executive Council is working with the Professional Conduct Committee to assist them in carrying out their incredibly challenging work in a way that is respectful to all parties involved. Recently, Council has approved the hiring of a Psychologist investigator. As effective regulation works alongside advocacy, Council will be looking to establish open communication with PAS and identifying areas where collaboration with advocacy is appropriate. In 2015 it is the goal of Council to again engage in a strategic planning process to ensure that the College will remain able to meet its mandate of public protection through responsible policy development, policy implementation, and resource management.

Critical to the future of Psychology as a self-regulated profession in Saskatchewan, is member engagement. The people of Saskatchewan have a right to receive Psychological services from Registered Psychologists and when they do they can be confident in the practitioner's skills, competencies, ethics, and professionalism. This assurance is the result of the fact that the profession is self-regulated. Self-regulation is a

privilege that comes with the responsibility to participate in the regulatory process. Council has considered a number of ways to increase member engagement, including ongoing education as part of our Annual General Meeting. Please consider participating via membership on Executive Council or on one of the important SCP committees that perform the work of regulation. I believe you will find the experience meaningful and rewarding.

Farewell and thanks go to Past-President Jenny Keller; your leadership, mentorship, and input on Council has contributed greatly to the work of the college and profession. Welcome to incoming President Glenn Pancyr; I look forward to collaborating with you and all members of Executive Council over the next year.

**Financial Status:** Annual Expenditure of EC **\$5207**

Respectfully submitted by:  
*Karen Litke, Ph.D., R.D.Psych.*  
*President*

**EXECUTIVE DIRECTOR/REGISTRAR**

The College has been in existence since 2002 and in many ways it is well established, and in others it is still very much evolving. The work of the College has become increasingly complex and challenging over the last few years in part as a result of the changing regulatory landscape and the increasing demand for health services. You have been well represented by an Executive Council who is committed to the mandate of public protection and to ensuring that the profession is one that promotes competence, ethics and integrity among its members. The work of the Executive Council is supported by the office staff; Ms. Wendy Petrisor, Assistant to the Registrar, Ms. Joyce Dunn, Administrative Support/Receptionist and this writer. The staff of the College work hard to provide a useful and professional service to both the public and the members of the profession, and it is my sincere hope that we have accomplished this.

The College is the membership, which is perhaps a perspective that is often not adopted by members when they think of the College. The other reality is that it is dependent upon the volunteerism of the membership to accomplish its work. The College needs members to engage in its work and to assist in making the very difficult decisions which are necessary in terms of the regulation of the profession. I continue to be grateful

for the contributions of the membership to this work, and the very real sacrifices that are made in order to assist the College. Self-regulation is impossible without the involvement of the members of the profession. It is a privilege that we as members of the profession have been given and I believe that we need to preserve. I would like to encourage you to continue to take an active role in the regulation of the profession by volunteering your time and talents to this very important work.

Membership numbers have dropped slightly in the last year. I believe that this drop in the numbers reflects a reality that all professions are currently facing, that being the “greying” of the profession. Of the 495 practicing members on the Register, 197 members or approx. 40% of that group are aged 55 or older. This trend will likely continue into the foreseeable future as those of us who are baby boomers move towards retirement / our senior years. It is unclear that the training programs in the province will be able to train future members of the profession at the same or higher rate than those who will be leaving the profession. Government initiatives in terms of mobility mechanisms and immigration initiatives will assist in bridging this gap but will not likely fill the gap all together.

Licensure Category	Members April 2014	Members April 2015
Full Practice	431	423
Provisional Practice	80	72
Non-Practice	37	48
Total	548	543 (.91% change)

Our membership continues to come from diverse training backgrounds. A little over 1/3 of the membership holds a credential at the Doctoral level and the remainder of the members are credentialed at the Master’s level.

Degree	Number of Members
Ph.D.	176
Psy. D	4
Ed. D	4
M.A.	76
M.A. Sc.	1
M.C.	7
M.Ed.	253
M. Psy.	2
M.S.	1
M.S.E.	1
M.Sc.	16
Other	2
<b>TOTAL</b>	<b>543</b>

There have been a number of important issues that have emerged in the last year in regard to the regulation of the profession which the College has been engaged in addressing. The aging of the profession has been a topic of discussion at Canadian and North American regulatory tables within the context of ensuring the continuing competence of practicing members of the profession. Issues such as fitness to practice, continuing competency, assessment of competency, closure of practices etc. have become increasingly relevant in the day-to-day work of regulation of the profession. The public reasonably have an expectation that we are ensuring that those who wish to enter the profession are competent and that this assessment continues throughout one's professional career. Continuing education is only one aspect of continuing professional development (CPD). Across the country there are differing strategies being employed to address CPD, and this will continue to be explored by the College going into the future.

Another important issue worthy of mention is that of diagnostic privilege (privilege). The College is aware that there continues to be some confusion and discomfort among some of the membership in regard to the Government decision to extend the privilege to the profession of Social Work. Throughout the years the College has attempted to keep the membership apprised of developments around this issue through annual reports, consultation, and AGM reports. Consideration of the history in regard to the privilege is important in understanding the issue. Prior to the establishment of the College in 2002 with the proclamation of *the Psychologists Act 1997 (Act)*, those professions working in "exempted settings" as defined by Government statute, were allowed to communicate psychological/psychiatric diagnoses in their clinical practice. Those working in exempted settings included Psychologists and Social Workers, as well as members of other regulated health professions. When the College was established, the right to communicate diagnoses was a sensitive issue as the wording of Section 23 of the *Act* restricted the privilege to only those duly qualified medical professionals and to those Full Practice members of this profession who have the Authorized Practice Endorsement on their license. From the inception of the College, the Saskatchewan Association of Social Workers (SASW) sought to re-establish this practice for their profession. The beginning of that process was a Memorandum of Understanding (initially signed in 2002) between the professions in regard to how any concerns about Social Workers communicating diagnoses would be addressed. Subsequent to this, the College was asked by Government to work with SASW to address their concerns about Section 23 of the *Act*. In 2002 the Honorable John Nilson, Q.C., (then Minister of

Health) communicated to SASW that the intent of Section 23 was to reserve the more complex diagnoses for the professions of Medicine and Psychology, and not necessarily to exclude qualified Social Workers from being able to communicate diagnoses consistent with their training and demonstrated competence. The issue for the Transitional Council in 2002, however, was that the wording of the legislation did not appear to convey this intent. Thus began the process of discussion/consultation which ultimately led to the current extension of the privilege to the profession of Social Work through the passing of the Social Work Amendment Act in 2013. The specific discussions with SASW in regard to this issue ended in 2012 and the College was not asked for formal input again until August 2014 when we were asked to comment on a draft of the bylaws. We were again recently asked to provide commentary on the most recent version of the SASW Diagnostic Privilege Bylaws. The actual implementation of the legislative amendment allowing for diagnostic privilege for the profession of Social Work is pending the approval of the Regulatory Bylaws by Government.

It is important to note that the College was not asked for "permission" to extend the privilege to the profession of Social Work. The College acknowledged SASW's right to ask for the extension of diagnostic privilege. The Government "owns" the legislation and has delegated the authority to regulatory bodies to regulate their respective professions. From the time of the establishment of the College, the Government was clear that they were in support of the extension of the privilege to the profession of Social Work but that they also wanted the two professions to work together to resolve the issue. The College has always maintained the perspective that it does not wish to regulate the practice of another profession or to dictate to another profession how they must regulate their members.

The College views the act of diagnosing as a higher-level skill which requires specific training, and has significant implications for those who are given diagnoses. In the public interest the College has consistently advocated that those diagnosing psychological/psychiatric conditions should have specific training at the graduate level, supervision in diagnostic work, and examination for competency in diagnostics. This message has been consistently communicated by the College. SASW sought input from its stakeholders, and has been receptive to the input provided by the College. From a public protection perspective it is important that those who are communicating diagnoses are regulated, and that the public have access to competent regulated health services. The actions taken in regard to this issue have

been congruent with the College's mandated responsibility to protect the public interest.

Over the last few years the College has been involved on a national level through the Association of Canadian Psychology Regulatory Organizations (ACPRO) in the development a national standard for licensure in Canada. In November of 2014 ACPRO adopted a formal position on this issue. This position was the culmination of approx. three years of intense work and was a significant accomplishment given the diverse perspectives and realities of the jurisdictions at the table. The establishment of a national standard is viewed as essential in light of the responsibility of regulators to protect the public interest and the ever-changing worlds of regulation and of health services. In establishing the position ACPRO accepted that establishment and implementation of a national standard would be in reality a multi-year process that would require legislative amendment in many jurisdictions, and needed to be sensitive to jurisdictional realities. The proposed national standard establishes a CPA accredited Doctoral degree as the entry into licensure with the title Psychologist. The standard importantly leaves room for the substantial equivalency of non-accredited degrees and for licensure at the Master's level. I am currently serving on an ACPRO subcommittee examining licensure at the Master's level. The issue of title does not necessarily mean that there will not be a Psychologist title for those with a Master's level degree. It is also important to state that while it will be a decision of the ruling Executive Council, it is unlikely that with a title change that a grand-parenting provision would not be considered for those holding the title Psychologist at the time of the change. Consultation with training programs and notification in regard to changes in requirements will occur as regulation of the profession moves forward. It is important to stress that the specifics in regard to the national standard have yet to be worked out. Each jurisdiction will decide about endorsement of the proposed standard. Thus far all but two Canadian jurisdictions have adopted the standard and have agreed to work towards its implementation to the extent possible. This jurisdiction has endorsed the standard. This will require legislative amendment, will be a multi-year process, and will involve consultation with members and stakeholders. The issue is a very complex and emotional one, but also a very necessary one. As the world gets smaller and governmental pressure increases to facilitate mobility and immigration, as collaborative care models become more commonplace and the blurring of professional boundaries occurs, and as the number of training programs providing credentials which facilitate practice that appears similar to that which is within the historical scope of professional

psychology, it is essential that there is agreement in regard to who is a member of the profession and what it is we as a profession can and cannot do. This is in the best interests of the public served and of the profession itself.

A parallel issue to the national standard issue which ACPRO must also focus its attention on is that of Foreign Credential Recognition. This is an issue which the Federal and Provincial Governments have prioritized for the professions in part as a means to address the workforce shortage that will continue to grow in the coming years due to the aging of the workforce. Training in the profession, and the regulation of the profession outside of North America can be quite different from what we are familiar with, and it is important there is a mechanism for licensure of those trained outside of North America which is fair, transparent, and protects the interests of the public served by the profession.

The College has not yet been successful in getting Government to address the proposed amendments to the *Act* which have been with the Ministry for some time now. We have resubmitted these on a number of occasions and will do so again this fall, with the hope that they will be addressed in one of the 2016 sessions of the legislature. The Regulatory Bylaws will be resubmitted as they have had to be amended since they were last before you due to changes in the regulatory and practice worlds. The Bylaws were submitted previously but were not signed off by the Minister of Health within the designated time limit. I anticipate that these will likely come forward to you for ratification at the 2016 AGM.

The College continues to address the title breach concern with the Canadian Professional Counselling Association (CPCA) through our legal counsel. As noted earlier, collaborative care models are becoming more common place and as employers have difficulty hiring Psychologists it appears that they are increasingly looking to hire those who hold what they believe are similar credentials to those of Psychologists (e.g. counsellors, psychometrists). This is likely to be confusing to the public, and may potentially lead to practice beyond one's competency and training. With this in mind I believe that it is important for the College to continue to expend its energy and resources to clarify who is a Psychologist and what Psychologists can do.

In November 2014 the College was pleased to collaborate with the SASW and Saskatchewan Registered Nurses Association (SRNA) to provide training for members on the DSM 5 by Dr. Sophia F.

Dziegielewski, Ph.D., LCSW. The event was well attended and received positive feedback. It is hoped that there will be future opportunities to collaborate with other professions/groups around issues of importance relating to the profession and its regulation. Other important issues which have been considered by the College during the last year include: declaring practice competency; communication of diagnoses; custody and access assessment evaluations; jurisdiction over the practice of Psychology in Saskatchewan Schools, supervision, the registration process, cost recovery in the discipline process, the Agreement on Internal Trade (AIT), hiring of a PCC Investigator, and governance. In the last year I have been involved in consultations with various government bodies around various issues including Aboriginal and Northern Affairs Canada, Community Living Division of the Ministry of Social Services, the Ministry of Health, and the Ministry of the Economy. I continue to represent the College at the provincial, national, and North American regulatory tables and to serve as a member of the Board of Directors of the Association of State and Provincial Psychology Boards.

The various committees of the College have worked diligently on your behalf in this last year to ensure that the interests of the public have been well served through ensuring that those licensed as Psychologists are qualified, competent, and ethical in their practice. I am appreciative of all of their efforts and of the significant challenges with which they are faced in carrying out their duties. I am truly grateful for the opportunity to serve as a member of the staff of the College, and for the support I have received in that role. I sincerely hope that this is an organization which represents you well and you are proud to be affiliated with.

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

## **FINANCE & PERSONNEL COMMITTEE**

**Members:** Glenn Pancyr, Ph.D. (Chair), R.D.Psych.; Cathy Fieldgate, M.A., R.Psych., Kathy Chisholm, BScN (Public Representative)

**Number of meetings held:** as needed.

**Number of hours per month:** as needed.

**Highlights/items addressed:** The committee was only recently reconstituted. The committee is reviewing staff salaries and benefits and methods to evaluate performance.

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

Respectfully submitted by:  
*Glenn Pancyr, Ph.D., R.D.Psych.*  
*Chair, Finance & Personnel Committee*

## **TREASURER**

Here we are again, another year has come and gone. The College is continually challenged by rising costs of doing business while keeping current with regard to technological advances and wage levels comparable to other regulatory bodies across the country.

In an effort to be realistic, we have projected a deficit Budget in the past few years, however to date, we have managed to retain a surplus and have not had to dip into reserves. There is no way to accurately predict the cost of Legal fees attached to the complaint process, so Executive Council continues to call for fiscal restraint in all operations of the College.

The new office space is functioning well, and once again, I extend my gratitude to our dedicated staff whose performance has remained exemplary. It's comforting to know that the College's finances are in very capable and ethical hands!

As my term as Treasurer comes to a close, I once again encourage members to consider work on committees and/or Executive Council.

Thank-you.

Respectfully submitted,  
*Cathy Fieldgate, M.A. R.Psych.*  
*Treasurer*

## **REGISTRATION COMMITTEE**

**Members:** The Committee membership includes Nathalie Berard, Ph.D., R.D. Psych.; Tammy Ferguson, M.Ed., R.Psych.; Dave Gorrie, M.Ed., R.Psych., Liz Ivanochko, Ph.D., R.D. Psych.; Marion McKenzie (Public Representative); Bridget Klest, Ph.D., R.D.

Psych.; Beverly Lane, M.Ed., R.Psych.; Melissa Derrow, M.Sc., R. Psych. and this writer as an ex-officio member. The Registration Committee continues to be fortunate to have members who have served multiple terms which has allowed the College to establish expertise and have consistency in its registration process. The Committee recently said goodbye to Ms. Carmel Kleisinger, M.A., R. Psych. and Ms. Terrie Dumelie, M.Ed., R. Psych. both of whom served on the Committee for multiple years. The Committee and I are grateful for their service, and will miss their contributions.

The Committee is charged with responsibility to review and determine eligibility for applicants with foreign credentials or credentials of a complex nature; to review, evaluate and endorse the Supervision Agreements, Supervision Plans, practice logs, and supervisor evaluations of Provisional members; to review and endorse Provisional members for their readiness to take the oral examination interview; to review unsuccessful attempts of oral examination interviews; to confirm Full Practice status; to monitor practice sanctions that are the result of the investigation and/or discipline processes; to approve all leaves and extensions of the Provisional licensure period; and to make recommendations to Executive Council in regard to licensure standards and policy.

Since the 2014 AGM the Committee met in-person on 11 occasions. During that time the Committee followed the licensure of 78 Provisional members, as well as addressed licensure issues relating to Full Practice members, made recommendations to Executive Council regarding standards and policy, addressed licensure questions, and made recommendations to Executive Council regarding removals from the membership. In total, the Committee conducted approximately 198 file reviews, including 5 unsuccessful oral examination interview result reviews.

#### **Issues Discussed/Considered by the Committee:**

- Supervision – contract with supervisors, training for supervisors, standardization of supervision;
- Concerns re: frequent job and supervisor changes by Provisional members;
- oral examination interview failure reviews;
- loss of supervisor and/or position by Provisional members – expectations;
- private practice concerns in regard to Provisional licensees;
- Provisional licensure as a period of evaluation not training;
- Concern re: disconnect with training and declarations of practice competency;

- Doctoral training programs and the legislated requirements for recognition;
- Foreign credentials;
- Supervision log expectations;

**Financial status:** Annual Expenditure **\$929 (year end 2014)**

The work of the Registration Committee is complex and challenging. Unfortunately they are at times called on to be the bearer of bad news and this is never a comfortable position for the Committee or the College. It is important to stress that decisions made by the Committee must be congruent with the legislative authority afforded the College and with the policies of the College. I continue to be grateful for the Committee's willingness to serve, and the diligence and professionalism that they display in carrying out their duties.

Respectfully submitted by:

*Karen Messer-Engel, M.A., R. Psych.*

*Executive Director / Registrar; Ex-Officio Member*

## **PROFESSIONAL CONDUCT COMMITTEE**

**Current Members:** P L (Patty) Crassweller, M.A., R.Psych. (Chair); Della Hunter, Ph.D., R.D.Psych.; Lisa Berg-Kolody, Ph.D., R.D.Psych.; Deb Kemp-Koo, Ph.D., R.D.Psych.; Carleen Desautels, M.Ed., R.Psych.; Greg Stevens, Ph.D., R.D.Psych.; Shelley Hengen, M.Ed., R.Psych.; Wendy Petrisor (ex-officio/Assistant to Registrar)

**Past Year Members:** Linda Arnot, M.Ed., R.Psych.; Joanne Frederick, M.A., R.Psych.; Joanne Cunningham, M.Ed., R.Psych.; Jennifer Chalmers, Psy.D., R. D.Psych.; Bruce Gordon, Ph.D., R.D.Psych

**Alternates:** Bryan Acton, Ph.D., R.D.Psych.; Deb Hay, Ph.D., R.D.Psych.; Sandy Gardiner, M.Ed., R.Psych.; Kathleen Walls, M.Ed., R.Psych

**Past Year Alternates:** Darlene Ware, M.Ed. R.Psych.; Valerie Morrissey, M.Ed., R.Psych.

**Meetings held:** Nine per year alternating between Regina and Saskatoon

**Mandate:** The mandate of the Professional Conduct Committee (PCC) is to receive, review, and investigate complaints against members of the College alleging professional misconduct and/or incompetence. The investigation may include gathering information, documentation and conducting interviews with a variety

of witnesses, not limited to the complainant and member. Four outcomes are possible: a recommendation that no further action be taken; a letter of advice and guidance to the member; the initiation of alternate dispute resolution; or referral of the matter to the Discipline Committee.

#### **Disposition, types, and sources of complaints:**

Of the 117 complaints that have been made to the College since its inception in 2002, 96% of them have been determined. Roughly 46% of complaints required no further action.

Another 25% of complaints were resolved with letters to the members recommending changes to their practices and 4% were settled through some form of alternative dispute resolution. In these two categories, close to 38% of the complaints arose from the relationship between psychologists and their clients and another 35% involved assessment issues. Around 19% were related to practice and 8% had to do with diagnoses. Most complaints were made by clients, while others were made by colleagues, employers, and the College itself.

The remaining 21% were referred to the Discipline Committee and those decisions can be found on the College website.

In 2014, the Committee received seven complaints; over 70% of these required no further action.

#### **Highlights and recommendations:**

The past year has been a busy one. Recruitment and retention of committee members was a major issue. The bad news is that we lost 20 person years of experience on the committee last year. The good news is twofold: two new and three former members of the PCC joined the committee and Executive Council gave the go ahead to hire an investigator for a one year pilot project. It is hoped that by having a psychologist experienced in investigations, the committee will reduce turnaround time on investigations, increase consistency, and diminish PCC member turnover.

As new issues arise in our investigations, we develop new policies and procedures. This past year was no different and we anticipate to do further work in this area this upcoming year.

On this committee, educational opportunities come in many forms. Investigating complaints is an ongoing learning process. Our counsel, Karen Prisciak, QC, has provided us with both specific and general guidance in this area in a series of legal opinions. As well, Professor Michaela Keet from the College of Law at the University

of Saskatchewan gave us a presentation on alternative dispute resolution.

On occasion, we have been asked to post information about our investigations with a view to educating the membership. Over the past two years, the committee has considered this. We've concluded that it is unfeasible to describe the complaints sufficiently to make them meaningful to the membership while protecting the privacy of both complainants and members who have been under investigation. Instead, we offer the following:

- regularly review the Canadian Code of Ethics, 3<sup>rd</sup> edition, the Professional Practice Guidelines published by the College, The Psychologists Act, 1997 and its bylaws, and any publication or statute that is specific to your practice (e.g., The Mental Health Act, The Child and Family Services Act, The Health Information Protection Act)
- become familiar with the licensure, practice, legislation/agreement advisories on the College website
- consult with your colleagues and/or the College's Registrar/Executive Director
- consider joining the PCC; many past and current members have remarked that by serving on this committee their practice has improved

Sincere thanks to our current and former committee members, Executive Council, College staff, and legal counsel.

**Financial Status:** Annual Expenditure **\$11501**  
Legal Fees **\$9507**

Respectfully submitted by:  
*P L Crassweller, M.A., R.Psych.*  
*Chair, Professional Conduct Committee*

## **DISCIPLINE COMMITTEE**

**Members:** Mary Hampton, Ph.D., R.D.Psych (Chair until July 1/15); Tom Robinson, Ph.D., R.D.Psych. (Chair as of July 2/15); Audrey Kinzel, Ph.D., R.D.Psych; Carole Eaton, M.A., R.Psych.; Daniel Ash, M.D. (Public Rep); Alternate: Regan Hart-Mitchell, Ph.D., R.D.Psych.; Past Year Members: Nikki Gerrard, Ph.D., R.D.Psych (non-practising); Lynn Corbett, Ph.D., R.D.Psych

**Number of meetings held:** We held two Hearings in 2014, four were postponed.

**Number of hours per month:** Depends on the number of hearings.

**Highlights/items addressed (PCC-number of cases)**

Completed: 2

In progress: 4

**Highlights/Concerns:** Nikki Gerrard and Lynn Corbett have stepped down from this committee. Mary Hampton will step down from the committee and from the chairship as of July 1, 2015 to do her sabbatical. Tom Robinson will step in as chair. Carole Eaton was appointed as a member of this committee.

**Recommendations for next year:** We need another alternate member.

**Financial Status:** Annual Expenditure **\$1254**

Legal Fees **\$51639**

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

## **PROFESSIONAL PRACTICE AND ETHICS COMMITTEE**

**Members:** Lynn Loutzenhiser, Ph.D., R.D.Psych (Chair); Francis Stewart, M.A., R.Psych.; Evelyn Steginus, M.A., R.Psych.; Doug Jurgens, Ph.D., R.D.Psych.; Keith Powell, M.S., R.Psych.; Diane Bodnarchuk, M.E., R.Psych.; Kathy Chisholm, BScN (Public Rep).

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 six years. I want to thank the other members of this committee who have generously donated their time and expertise. This year, our committee completed our work through electronic discussions.

**Items addressed:** In the past year, the committee provided feedback to members and Council on issues including:

- a) Questions regarding ethics in supervision
- b) Questions regarding informed consent
- c) Questions regarding psychological assessment with respect to learning disabilities.

We look forward to continuing to provide assistance to Executive Council and members of the College.

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

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

## **NOMINATIONS COMMITTEE**

**Members:** Leslie Young, M.Ed., R.Psych. (Chair); Heather Switzer, Ph.D., R.D.Psych.; Jenny Keller, Ph.D., R.D.Psych.; Cindy Focht, M.Ed., R.Psych.; Renee Schmidt, M.ED., R.Psych.

**Number of Meetings held:** 3 (Sep. 24/14–teleconference, Jan. 7/15, Mar 30/15). Each meeting is a minimum 2 hours in length.

**Number of hours per month:** Averaging 2 hrs/month (included as total for all members). Outside of meetings there are follow up letters and preparation specific to election processes and emails/telephone contact to confirm the planning and work related to the committee efforts.

**Highlights/items addressed:** The primary focus of the Nominations Committee has been and continues to be planning and completing the Executive Council Election process. The election for; President Elect, Treasurer and Member-at-Large. To date there have been no nominations. The final call for nominations will be sent to members on March 2, 2015. In the event that no nominations received, the three positions will move to an appointment process. The Nominations Committee also reviewed and updated the terms of reference.

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

Respectfully submitted by:  
*Leslie Young, M.Ed., R.Psych.*  
*Chair, Nominations Committee*

## ORAL EXAMINATION COMMITTEE

**Members:** Tammy Dusterbeck-Colhoun, M.Ed., R.Psych. (Co-Chair); Don Berg, M.Ed., R.Psych. (Co-Chair); Kristin Bellows, M.Ed., R.Psych.; Ian MacAusland-Berg, M.A., R.Psych.; Iris Rowlett, M.Ed., R.Psych.; Kathleen Thorpe, M.Ed., R.Psych.; Kristi Wright, Ph.D., R.D.Psych.; Lorrie Anne Harkness, M.Ed., R.Psych. Karen Messer-Engel, M.A., R.Psych., Executive Director/Registrar, attends meetings on a regular basis and we are very thankful for her ongoing support. We are also thankful to Wendy Petrisor who is integral in taking care of the organizational details of the oral examinations.

**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. The committee typically meets to prepare for the exams and to review the process and make improvements as identified. Since the last AGM, 25 candidates have been examined over the course of two set examination dates and a couple exams arranged under special circumstances. In addition over the past year the committee has been working on the development of a manual for supervisors and a policy statement in regard to eligibility for special consideration for oral examination arrangements outside of the scheduled examinations. This work will continue into 2015.

Thanks to the 28 Full Practice Psychologists from across the province who have volunteered their time to participate in this process over the past year. Your commitment of time and experience is greatly appreciated. We look forward to your continued participation and encourage members who are supervising provisional members to participate on an oral examination panel.

**Financial Status:** Annual Expenditure **\$11602**

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

## UNIVERSITY OF SASKATCHEWAN SENATE

**Representative:** Stephanie L. Martin, Ph.D., R.D.Psych.

**Number of meetings held:** Senate meetings are held twice per year (full day meetings). Since the last report was submitted, a meeting was attended on October 18, 2014; the spring meeting is scheduled for April 25, 2015.

**Highlights/Concerns:** The October 2014 meeting focused on informing members of the senate of the many administrative changes occurring at the university and a review of university priorities as per the 3<sup>rd</sup> Integrated Plan. A number of reports were received and discussed. The Senate Education Committee polled senators in February and September 2014 requesting suggestions for top education opportunities/issues senators would like to receive more information on. The April 2014 meeting included as discussion on Financial Sustainability at the University of Saskatchewan; the October 2014 meeting included an update on considerations regarding a possible School of Architecture. The third poll was conducted recently and the results will be presented to the Senate Education Committee for review and recommendations for presentations at the April 2015 meeting. This representative forwarded a request to receive information on the general mental health of students, their experiences with availability/access to services and any mental health initiatives that might be occurring across campus.

**Recommendations for next year:** Continue to seek opportunities to highlight the importance of mental health within the campus community, local and provincial mental health initiatives and issues related to education and training.

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

Respectfully submitted,  
*Stephanie L. Martin, Ph.D., R.D.Psych.*

## **PUBLIC REPRESENTATIVES**

**Members:** Dan Ash, MD; Kathy Chisholm, RN; Marion McKenzie

**Number of Meetings Held:** As required

**Highlights/Items addressed:** As per the Psychologists Act (1997), three public representatives have been appointed to the Saskatchewan College of Psychologists by Order-in-Council of the Government of Saskatchewan to represent the views of the public.

**Number of Meetings:** Public Representatives attend all meetings of the Executive Council held in Regina and those held by electronic means. We serve on various Standing Committees and ad hoc committees and are voting members in decision-making regarding issues of those committees. A list of committee representation by the Public Representatives appears on the College website.

**Highlights/Concerns:** All three public representatives complete their term May 2015. Their replacements have yet to be announced.

**Recommendations for next year:** None identified.

**Financial Status:** All costs for the Public Representatives are borne by the provincial government.

Respectfully submitted by:  
*Public Representatives*