



SASKATCHEWAN COLLEGE OF PSYCHOLOGISTS

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Annual Report

Spring 2017

REPORT FROM THE PRESIDENT

An annual report is an opportunity for reflection as well as an attempt to summarize what turned out to be a busy but rather typical year on Executive Council.

To begin with I want to acknowledge and thank a host of individuals that helped make the year not only tolerable but also enjoyable. The “skeleton staff” in our SKCP office deserves special recognition for their tireless efforts at keeping the daily operation running in a relatively smooth but consistently professional manner. With our dedicated Executive Director/Registrar at the helm, both Wendy and Lori continue to strive to meet the needs of the membership in as timely a manner as possible given the limited resources at their disposal.

Perhaps one of the more significant responsibilities as the President has been preparing for and chairing meetings that were held in the Regina office. Once again, the opportunity to work and interact with colleagues from a wide range of professional areas of psychological practice was both an honor and a privilege. To top that off, our three public representatives brought their own brands of wisdom and professionalism to the table too. It almost goes without saying that it was an awesome team to work with and for that fact alone I remain grateful to have had the opportunity to experience a combination of fellowship and professionalism that permeated our meetings.

Most of us have demanding “day jobs” and the thought of serving on one more committee or board may feel simply impossible. While everyone’s circumstance is different, it is good to acknowledge that engaging actively in volunteerism can be considered to be its own reward. The intrinsic value of “giving back” is difficult, if not impossible to measure even though its outcomes are palpable and real.

Last year in Past President Glenn Pancyr’s report he stated, “Being president is not hard, you should try.” However, when I opened the Nomination’s Committee’s package of information I was disappointed but not surprised that by March 10th no nominations for President-Elect had been received. While the three year commitment (President-Elect, President, Past-President) is significant, there is also the fact that 5 out of the 6 Executive Council meetings were held in Regina this past year. Automatically, that more than doubled the amount of time I needed to set aside to simply be in attendance being a Saskatoon resident. Fortunately I was able to share the ride with Glenn most of the time but those early starts to a Saturday morning to arrive in time for a 10:00am meeting was not something I ever got used to but at the same time accepted as part and parcel of having a Regina based office. Thankfully, our January meeting was held with the assistance of Zoom technology. Even though several technical glitches still need to be worked out, holding more electronic meetings in the future may encourage members from central and northern regions of the province to consider serving on Executive Council by reducing the need for lengthy and tiring commutes.

Additionally, during the past year there have been opportunities to attend and represent Executive Council at two ASPPB meetings and one weekend ACPRO meeting. Fortunately I was able to make room in my calendar to attend the latter that was held in Montreal last November. This proved to be an excellent opportunity to see our Executive Director/Registrar, Karen Messer-Engel, in action once again. As president of ACPRO Karen chaired the meeting that was composed of her counterparts from the other provinces, along with their corresponding Executive Council representatives, and representatives from CPA and the Association of State and Provincial Psychology Boards (ASPPB). The full 250 page agenda covered a range of

topics from updates on registration and the move toward the CPA accredited Doctoral degree standard for licensure under the title of “Psychologist”, to ongoing discussions related to mobility, the AIT, a Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications, E-Mental Health, the EPPP, development of a second step to the EPPP (skills exam), and MAID. This is a mere sampling of the topics covered during the day and a half meeting. Unfortunately, an acronym dictionary was not provided with the meeting’s agenda book. Needless to say, the scope of regulation of psychology in Canada is in flux yet at the same time I was impressed with the fact that Saskatchewan is in-step with the other provinces in attempting to remain current with ongoing trends while at the same time assuming leadership roles to ensure the “tail isn’t wagging the dog”. In other words, government lead initiatives, directives or proposed legislation is scrutinized, reviewed, revised and returned, in some cases, when additional consultation with effected governing bodies is warranted.

One area of discussion during the ACPRO meeting resonated because of my position as an Associate Professor at the University of Saskatchewan. It was led by CPA’s Chief Executive Officer Dr. Karen Cohen. To summarize, she drew attention to a recent *Psynopsis* issue where there was an open discussion of the role of faculty members in Departments of Psychology, their contributions as researchers and academics whose professional identities may be called into question. While this is not the venue to lobby either for or against my non-registered colleagues in academia, I was left with looming questions around psychology professors’ identity and their contributions to the profession of psychology both vicariously and directly through their research-related initiatives that have the potential to impact clients’ lives and psychologists’ clinical practices directly.

On February 25th and 26th Executive Council had the opportunity to join forces and engage in a day and a half intensive strategic planning process. Utilizing Laura Soparlo’s professional expertise and guidance we were able to review the feedback received from the online surveys completed earlier in the year by interested members and work toward developing a consensus around future strategic directions for SKCP from 2017-2020. The objectives that emerged will serve future Executive Councils and SKCP in the day-to-day and year-to-year decision making processes while also creating a template for growth, change and innovation.

Lastly, with the Truth and Reconciliation Committee’s (TRC) calls for actions being front and center for most

Canadians, I am pleased that Executive Council agreed to focus on one small part of that initiative through our May 5th professional development session. Hopefully that experience will serve as a starting point for continued TRC inspired professional development and workshops in the future.

Financial Status: Annual Expenditure of EC **\$2696**

Respectfully submitted by:
Tim Claypool, Ph.D., R.D.Psych.
President

EXECUTIVE DIRECTOR/REGISTRAR

The College is in its 15th year and is now a well-established regulatory body within the province. We are no longer in our “infancy”, but have progressed on to “adolescence” with a lot of learning and a few cuts and bruises along the way. We have moved beyond our primary responsibilities of licensure and discipline, and now also play a meaningful role in helping to define the profession and its regulation in both Canada and the USA. As a regulatory body we are contributors within both the national and North American regulatory arenas. These efforts are important in ensuring that the issues relating to the provision of psychological services in this jurisdiction are represented in any national or international efforts for change to the profession and its regulation. The College is commonly consulted by stakeholders and other regulatory organizations about regulatory and legislative issues. This is something to feel proud of and to celebrate as members of the College. However, this is not to say that there is no need for change, or room for improvement. As an organization we have worked hard, and will continue to work hard to address concerns raised regarding the regulatory process. As a member of the profession, I do appreciate that the College’s necessary role in one’s professional life can feel frustrating. The right of self-regulation comes with the responsibility to ensure that we are holding ourselves accountable in the interest of the public good. The College’s desire is to have a collaborative and collegial relationship with you its members, and to work together with you to ensure that the profession is one that is honorable, ethical, and competent. As members of the profession you are the College. You are essential to the continued self-regulation of Psychology in this province, and I would invite you to engage in this work and to help shape what the profession and practice looks like going forward.

I have been with the College for almost 13 years and have been fortunate to have had the opportunity to work alongside very skilled and competent members of the profession. The job is at times a difficult and challenging one and the support I have received is much appreciated. Volunteers continue to be the invaluable to the work of the College and upon which its work depends. I am grateful for the able support in my work provided by the College staff Wendy Petrisor and Lori Kydd-Deis.

Who are the Members of the College?

Membership numbers ebb and flow during each practice year. Overall small growth is noted when comparing the current numbers to those from the same time last year. At least for the foreseeable future significant numbers of seasoned members of the profession will continue to leave practice. Many members are retiring or moving to warmer climates in anticipation of retirement in the next few years. The overall increase in membership numbers this last practice year I believe is at least in part attributable to increased labor mobility across the country of seasoned practitioners as opposed to newly established professionals entering practice.

Licensure Category	Members March 2015	Members March 2016	Members March 2017
Full Practice	422	424	440
Provisional Practice	72	69	66
Non-Practice	48	42	42
Total	542	535	548

Thirty-five (35%) of the membership of the College are age 44 or younger, which represents a two percent increase in the numbers that were noted last year in this age category. Forty one percent (41%) of the membership are age 55 or older (a drop of about 3% from last year's numbers). A decline in senior members of the profession will have a significant impact on the human resources available to not only provide client services, but also supervision, mentorship, and contribute to the work of the College. In moving forward it will be important for the College to seek new and innovative means of carrying out the necessary work with possibly fewer volunteers.

The membership continues to have 74% female representation, and 26% male. The gender difference noted among the membership is consistent with current workforce data pertaining to the profession in North America. Diversity within the profession is important. In a 2010 report put out by the APA Center for

Workforce Studies it noted that in 2008 only 24% of new Psychology Doctorates in the USA who responded to their survey reported minority status. Canadian data has not yet been collected but it is likely that the numbers will be similar. As the populations served become increasingly diverse it is essential that the profession is able to provide culturally relevant services and that diversity within the profession is encouraged and supported.

Members Age Groups	Female	Male	Undisclosed
15-24	0	1	0
25-34	59	6	0
35-44	104	22	0
45-54	88	30	0
55-64	94	44	0
65-74	46	33	0
75+	3	5	0
Unknown	9	4	0
total	403	145	536

The academic training of the membership of the College continues to be primarily at the Master's level. While Canadian jurisdictions are working to move toward the national standard (CPA accredited Doctoral degree for entry in to the title / licensure as a Psychologist), it is unlikely that in the near future the College will experience a major shift in demographics relating to the degrees under which one is licensed. At the current time there are no plans to discontinue licensure at the Master's level. Further, academic programs in the province at the Doctoral level are not able to graduate significant numbers annually, and training in the field of Educational Psychology is largely at the Master's level.

	2016	Full Practice 2017	Prov. Practice 2017	Non-Practicing 2017	Total 2017
Ph.D.	175	158	11	13	182
Psy. D	4	4	0	0	4
Ed. D	4	3	0	1	4
M.A.	69	55	8	8	71
Lic.Psy Sc.	1	1	0	0	1
M.C.	8	6	2	0	8
M.Ed.	254	202	41	16	259-47%
M. Psy.	2	0	0	2	2
M.S.	1	1	0	2	1
M.S.E.	1	1	0	0	1
M.Sc.	16	9	4	2	15
Total	535	440	66	42	548 2.4% growth

Issues Impacting the Regulation of the Profession:

As a regulatory body we are operating in a time of significant social, political, demographic, and fiscal uncertainty. This uncertainty is not only at the provincial level, but also at the national and international levels. The profession and the regulation of the profession must be flexible and prepared to operate within this ever changing environment. In an effort to position the College appropriately, the Executive Council and the College staff recently (Feb. 2017) engaged in a 1½ day strategic planning process to help ensure that the direction that the College is heading in is relevant and meets the needs of the public which the profession serves, as well as supports the efforts of the profession to ensure competent and ethical practice. Input from you the membership was sought through a survey as well as two focus groups. The College received comments that were both positive and negative about its work. These comments were invaluable to the process. Thank you to all of you who participated.

A. Global Issues

There has been growth in the numbers of refugees and newcomers coming to Canada. There appears to be growing interest on the part of foreign-trained professionals to come to Canada whether that is as a result of political, economic and environmental threats within their home countries, or simply the hope of a better opportunity. There is an expectation on the part of both the federal and provincial governments that the regulatory community in Canada will establish a mechanism for evaluating foreign-trained professionals for licensure, a mechanism for assisting them to upgrade their skills in any areas of identified deficiency, a tailored process for licensure, and where one cannot be licensed, that some assistance will be provided to determine how they may be able to utilize their professional skills in Canada. In the case of foreign-trained professionals who are refugees there appears to be an emerging expectation within government of an expedited and perhaps less stringent licensure process. Significant financial and human resources will be required to meet the objective of facilitating licensure for those trained outside of Canada and the USA. It is also important to keep the focus of regulation on the mandate of public protection, and to do this will take significant effort and resources on the part of the regulatory community.

As you likely have heard a trade agreement with the European Union (EU), the Comprehensive Economic Trade Agreement (CETA) was signed by the federal government in 2014 and was recently (2017) approved

by the European parliament. At the current time the focus of discussion appears to primarily be on reducing trade barriers and facilitating trade between Canada and the EU. The agreement is written to include a provision for the recognition of professional qualifications. At some point the focus of CETA negotiations will likely change to mobility for professionals, likely with the expectation of unfettered licensure in those jurisdictions who are party to the agreement much like the Canadian Agreement on Internal Trade (AIT). As a profession and as a member of the regulatory community we need to be prepared to address the substantial differences between Canada and the rest of the world in terms of training in Psychology, as well as regulation of the practice.

Work is being conducted on an international level through the Association of State and Provincial Psychology Boards (ASPPB) to map the training and the practice competencies utilized internationally with those utilized in Canada and the USA. The work internationally has resulted in a white paper document on the topic entitled “the International Declaration on Core Competence in Professional Psychology” (ASPPB 2016). As the world becomes a smaller place it is important that the College positions itself to fit in with this new regulatory reality of a global market. If we do not move toward the National Standard, the reality is that we run the risk of being further out of step with where the profession is moving, where the other Canadian and USA regulators are going, that the members of the profession will not have mobility, and potentially the public stand to lose.

B. USA Issues

The College is a member of the Association of State and Provincial Psychology Boards (ASPPB). We utilize their standardized examination of core knowledge in the profession (Examination for Professional Practice in Psychology; EPPP) in our licensure process as one aspect of the evaluation of a candidate’s readiness for independent licensure as a Psychologist. The College is a regular and significant contributor to the work of ASPPB, and benefits from this involvement and affiliation. ASPPB has a number of products which it has developed to assist its member jurisdictions in their regulatory work such as the disciplinary database, Listservs that allow for the sharing of information, the universal application for licensure in North America, the Credentials Bank, and the examination program. Of note is the current development of a second step to the EPPP which will focus on practice skills (skills exam). This skills component of the EPPP along with the knowledge component (current EPPP) will provide a comprehensive package to assist regulators in determining the readiness of candidates for independent

licensure. It may be possible in the future to look at the skills exam as a possible substitute for the competency portion of the oral examination. In addition work at the North American level continues to look to reducing jurisdictional differences and facilitating mobility of qualified Psychologists.

Anti-regulatory sentiment is alive and well in many parts of the world, and perhaps of greater relevance to Canada is the ground swell of this sentiment in the USA. Throughout the USA, regulatory bodies for professions are being sunsetted and/or amalgamated under omnibus boards, scopes of practice are being blurred / shared between allied professions, or scopes of practice encroached upon by non-licensed individuals. We are beginning to see and experience some of the same issues in Canada, which is not in the best interests of the public served or the profession.

C. National Issues

The current and continued reality of the regulation of the profession in Canada is that there is diversity in terms of licensure standards, processes, and philosophies. This has not been in the best interests of the public served, or the profession. At the national level, the regulators of Psychology continue to put effort into reducing the differences in regulation between them. A significant achievement of the national group, the Association of Canadian Psychology Regulatory Organizations (ACPRO), was to establish a position on a National Standard for entry into the profession as a Psychologist (2014). The proposed standard as has been reported in the past is the Canadian Psychological Association-accredited Doctoral degree. At the current time 9 of the 10 provincial jurisdictions have agreed to work toward the standard to the extent possible. Further work is being undertaken to establish an equivalency mechanism to assist with evaluating credentials from outside of Canada and the USA, as well as possibly non-accredited Doctoral degrees from Canadian or US institutions. Work continues to be carried out in regard to establishing a frame work for licensure at the Master's level which can exist parallel to the National Standard, and recognizes the significant contribution that can be made at this level of training. It will be some time before the National Standard can be a reality given the need for legislative amendment as well as consultation with key stakeholders.

The current federal government has committed to making mental health a priority and to providing the provinces with increased targeted funding for mental health. It has been estimated that approximately only 7% of provincial health budgets are currently allocated for mental health services (CMHA, 2016). Contrast that

with the reality that approximately 20% of the Canadian population will experience a mental illness at some point in their life (CMHA, 2016). The Mental Health Commission of Canada (2016) estimated that the lack of attention to mental health issues "costs the country approx. \$50-billion a year in lost productivity." Psychologists are among the health professions who can best assist in this national initiative, but in order for the profession to situate itself to the task it must first get its own house in order and come to some agreement in regard to who is a psychologist and what are the unique skills of the profession that we bring to the provider table.

Another important issue that the profession and the regulators of the profession need to consider is the changing and emerging models of health service provision. In particular integrated health models, and the use of technology in service provision present a challenge to both the profession and the regulators of the profession. Shrinking health dollars relative to an increase in demand for health services appears to have created an environment which fosters acceptance of the blurring of professional boundaries and the acceptance of less expensive providers who have similar but different skill sets, to provide psychological services. This has resulted in a whole new reality for psychology regulators, as counsellors, psychotherapists and others with similar but substantially different training start to market themselves as able to provide psychological services. The use of technology to provide mental health services across jurisdictional boundaries has also created some challenges as in many cases these services are being provided without the awareness of the regulator in the receiving jurisdiction. In both situations the public are potentially not as well protected as they should be. A focus of the College and the profession needs to be educating the public about mental health services and in particular psychological services, who can provide them, and the job regulators have to protect their interests. Efforts are underway at the national level to establish a minimum dataset for the profession that would provide a snapshot of Psychologists in the country and what their practice looks like. This information could be used to inform policy and programming decisions made by government on issues such as mental health services and the providers, and training dollar allocation.

D. Provincial Issues

The College is active at the provincial, national and international levels, and I believe that it is important that this activity is maintained. In light of the scope of involvements of the organization however resource allocation is a challenge. The College office staff consists of 2.3 FT equivalents (one 100% time staff, one

80% time staff, one 50% time staff). There is one Psychology position. As I have stated in the past the College is dependent on volunteers to populate its committees and Executive Council, and the reality is that there is a very limited pool of volunteers who are able to assist.

College membership is small relative to that of many of the health professions in the province. As with all professions the membership is aging and we are experiencing increasing numbers leaving the profession. The Clinical programs in the province are at the Doctoral level, and produce a lesser number of graduates annually than the Masters in Educational Psychology programs do. Many of the graduates from the Doctoral programs are from outside of the province and do not tend to stay in Saskatchewan following graduation. The two Master's programs in Educational Psychology together produce a higher number of graduates annually and many are local students who do choose to stay within the province.

Amendments to the Regulatory Bylaws were approved in June 2016 by the provincial government and will be before you at the AGM for ratification. The College continues to seek a legislative amendment to allow it to become more prescriptive in regard to what an acceptable program for licensure must look like. Unfortunately this has taken longer than was anticipated. Continued discussions with the Ministry of Health are occurring regarding how to get the proposed change on the agenda of Government. The legislative amendment is necessary for the College to move to the National Standard, which is felt to be in the public interest. It will be important for the College to work with the provincial training programs in regard to any changes in licensure standards regarding training.

The issues of practice competence and a general license to practice warrant comment. The license to practice that is awarded by the College is general in that the College does not license specialties such as Forensic Psychology and consequently there is no licensure title such as "Registered Forensic Doctoral Psychologist." Practice competency is self-declared. The profession is required to act in accordance with the Canadian Code of Ethics for Psychologists (Code) and the Sask. College of Psychologists Professional Practice Guidelines (PPGs) which call on members of the profession to practice only within the areas of competence they have established. That said however, the general license in reality has confused the concept of practice competency, and has resulted in Psychologists being assumed by stakeholders and expected by employers to be competent to practice in any area.

In regard to the issue of continued competency, in 2005 the College implemented a policy requiring members to obtain a minimum number of continuing education hours each year (20 hours). Over the last 10 years the profession itself has been moving toward establishing a "culture of competence". No longer is the driver's license mentality sufficient; "once I have my license I'm competent forever." Over the last few years the College has experienced an increase in the number of complaints and concerns raised and in particular in regard to more seasoned members of the profession. This in part appears to be a function of the type of work that tends to be engaged in i.e. custody and access work, parenting capacity work, forensic work, and medical legal assessment. However, it is also undeniable that Psychologists like other human beings are susceptible to aging and illness, and that these can have a negative impact on our fitness to practice. It is important to have a process other than formal discipline to address concerns of fitness-to-practice. The College needs to move toward establishing a culture of competence where members are supported to have increased awareness and sensitivity in regard to their capacity and competence. Some of the older and larger regulatory bodies in Canada and the USA have developed continuing competence models and programs. The College needs to take the next step forward in furthering its responsibility to ensure that those providing Psychological services are competent to do so throughout the lifespan of their careers.

As noted previously there are new federal monies targeted for mental health services. At the provincial level the ten-year Mental Health and Addictions Action Plan was endorsed by the government in 2014. The plan makes 16 recommendations under 7 broad thematic areas, and presents the profession with an opportunity to take a leadership role: enhance access and capacity and support recovery in the community; focus on prevention and early intervention; create person and family-centered and coordinated services; respond to diversities; partner with First Nations and Métis Peoples; reduce stigma and increase awareness; and transform the system and sustain the change. While it is not the position of the College to advocate for the interests of the profession, it does have a role in educating the public in regard to psychologists and the services they can provide, and in advocating for mental health services from competent and ethical professionals. Further the College has a role in promoting the building of capacity within minority communities which historically have made up only a very small percentage of the profession.

Saskatchewan has not been immune to the reality of limited financial and human resources to provide health

services, and an increased demand for those services. In terms of the profession and its regulation, what we have seen occur over the last 5-10 years is Psychology positions being reclassified for other professions which are in more abundance and are remunerated at a lower wage e.g. Social Work. While there is undoubtedly some similarity in the service that can be provided by an allied profession, that service is clearly not the same. What we have also seen flourish over the last few years is an increase in non-regulated counsellors with a variety of “credentials” offering “psychological” services. The public are none-the-wiser about the difference. A move to the National Standard, a defined scope of practice within the legislation, increased public education, and the profession working together is essential to addressing this issue.

I represent the College on a legislative committee of the provincial health regulators group, the Network of Intra-provincial Regulatory Organizations which is focused on addressing the gaps in the template legislation that many health professions are dealing with. This includes looking at the issues of scope of practice, fitness to practice, and vexatious complaints among other issues of concern. Consultation has also been sought by SASW in regard to their bylaws regarding diagnostic privilege, as well as discussion in regard to how to address concerns in regard to diagnostic practice that has been supervised by a Psychologist. I also serve on a committee of the Sask. College of Paramedics looking at membership wellness and supporting this. This information will be of value to the College in looking at this issue for the profession.

Other Activities of the College:

In addition to participating in multiple outside involvements, the College has been busy with the day to day tasks involved with the regulation of the profession including consultation with members, the public, stakeholders and government regarding the profession and its regulation; revision of policy and procedures to ensure congruence with legislative and best practice changes; the process of licensure; monitoring provisional licensure; and addressing complaints regarding the practice and conduct of members. As the ED/Registrar I have a responsibility to directly support the work of the Executive Council, and the Registration and Oral Examination Committees. Ongoing revision to the Registration process has occurred with increased clarification in regard to the expectations for supervision and provisional licensure. The Oral Examination Committee has continued to work on refining the exam process, and continues to look at revision of the process and in particular the APE-only exam format, supervision

issues, and issues pertaining to practice competency claims. In this last year the College established the Ad Hoc on the Professional Practice Guidelines which has been tasked with reviewing and revising the guidelines where necessary. In the fall of 2016 the College hired two contract investigators to assist in the work of the Professional Conduct Committee with the goal of further refining the process and reducing timelines. In addition an Ad Hoc Committee on Medical Assistance in Dying (MAID) was established to consider and respond to stakeholder consultations around the right to a medically assisted death, and to develop materials for the membership regarding this right.

As I hope it is apparent, the work of the organization is extensive and impactful. We have grown significantly over the 15 years and I believe it is crucial that we will continue to grow and contribute to the practice of psychology locally and on the larger national stage.

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

FINANCE & PERSONNEL COMMITTEE

Karen Litke, Ph.D., R.D.Psych (Chair); Mike White, M.Ed., R.Psych.; Kathy Chisholm, BScN (Public Representative)

Number of meetings held: Two meetings were held as of April 1, 2017; Meetings are scheduled as needed with much work completed via email correspondence.

Highlights/items addressed:

Completed: Based on the work of the previous Finance and Personnel Committee chaired by Dr. Tim Claypool, salary grids for staff positions were established and approved by Executive Council. Staff benefits were also reviewed with particular attention to life insurance and employer RRSP contributions.

In progress: We are currently reviewing cost of living increases and the timing of performance evaluations to bring them into alignment with the salary grids.

Recommendations for next year: Continue discussions related to long-term transition planning and hiring a part-time Deputy Registrar.

Respectfully submitted by:
Karen Litke, Ph.D., R.D.Psych.
Chair, Finance & Personnel Committee

TREASURER

I am pleased to report that once again the College of Psychologists has been able to successfully manage its resources over the past year. Your Executive Council has maintained the position of budgeting for deficits due to the unpredictable nature of legal expenses related to the discipline process. Planning for the worst case scenario usually results in a surplus of some sort once all the expenses come in for the year. This means that your Executive Council has been able to keep registration fees stable for the past few years.

The recent strategic planning exercise undertaken your Executive Council has revealed a number of initiatives that College members have identified as priorities for action. Members need to be aware that their priorities will likely necessitate an upward adjustment in staffing levels for the College. Additionally, the regulatory challenges associated with moving to the proposed national standards for registration may have an implication on staffing needs for the college. Obviously, there are costs associated with this. In the short-term, these costs can possibly be managed within the existing surplus without jeopardizing our strategic/emergency reserve. However, the long-term costs of increased staffing may require an increase in registration fees.

As I complete my term as treasurer I wish to thank College members for the trust they have placed in me. I am grateful for the support, availability, and transparency of our staff for making my job as easy as it has been. College members can rest easy knowing that registration fees are being well managed and wisely spent.

Respectfully submitted by:
Mike White, M.Ed., R. Psych.
Treasurer

REGISTRATION COMMITTEE

Membership: The Committee membership includes; Tammy Ferguson, M.Ed., R.Psych.; Liz Ivanochko, Ph.D., R.D.Psych.; Beverley Lane, M.Ed., R.Psych.; Melissa Derrow, M.Sc., R.Psych., Cindy McFadyen, M.Ed., R.Psych, Michelle Bourgault-Fagnou, Ph.D., R.D.Psych. and this writer as an ex-officio member.

Since the last AGM Nathalie Berard, Ph.D., R.D.Psych. stepped down from the Committee. Natalie served on the committee from 2005-2016, and made substantial

contributions to its work and the work of the College. Her presence and input will be greatly missed.

The Committee has multiple responsibilities including establishing registration procedures and policy recommendations, determining the eligibility of applicants with foreign credentials or credentials of a complex nature; endorsement of Supervision Agreements, Supervision Plans, practice logs, and supervisor evaluations of Provisional members; endorsement of Provisional members regarding their readiness to take the oral examination interview; conducting reviews of unsuccessful attempts of oral examination interviews; confirming Full Practice status; monitoring practice sanctions resulting from the investigation and/or discipline processes; approval of leaves from Provisional licensure; approval of exemptions under the CEC policy, and providing recommendations to Executive Council in regard to licensure standards.

Since the 2016 AGM and up until the beginning of April 2017, the Committee met in-person on 11 occasions. The Committee typically does not meet during the Christmas holidays or during July and August. Since the last AGM the Committee followed the licensure of 68 Provisional members (19 new), as well as addressed licensure questions or concerns relating to Full Practice members, made recommendations to Executive Council regarding licensure, addressed licensure questions posed by members (e.g. consultation on a plan to gain a new competency), and made recommendations to Executive Council regarding removals from the membership. In total, the Committee conducted approximately 151 file reviews, including the review of eight unsuccessful oral examination results.

Issues Discussed/Considered by the Committee:

- Supervision –
 - The number of Provisional supervisees that one can have at a given time was considered, and it was decided that general limit would be placed of two supervisees at a time when one is the primary supervisor. The Committee agreed that there may be times when a Full Practice member must exceed this number, and it was agreed that in extenuating circumstances consideration would be given to allowing additional supervisees.
 - Consideration was also given to the rate of supervision. It was determined that the rate needs to be maintained at a minimum of 6 hours of direct supervision for each 160 of practice.
 - Offsite supervision was discussed and it was decided that this in general is not a good situation, and that should there be no other option, the

supervisor must have access to clients, client files, and the facility and co-workers if necessary.

- In reviewing supervision/practice logs it was evident to the Committee that often direct observation of supervisee work with clients was not occurring or was occurring infrequently. The Committee established the position that the expectation is that a minimum of 10 hours of direct observation of supervisee work with clients must occur and be logged over the 1500 hours. Further the Committee also established the expectation that there would be direct observation of all areas of practice outlined within the individual Supervision Plan.
- Discussion occurred in regard to what happens when a supervisor is the subject of a complaint and then a sanction. In general, the Registration Committee would be unaware of a complaint's existence when it has not yet been founded. It will be the judgement of the supervisor as to how to manage this. If a supervisor is found to be at fault in a complaint case, the supervisor is no longer able to continue providing supervision.
- Consideration occurred as to what happens when the MRA competency references received are negative. Legal consultation occurred.
- Consideration and review of plans to establish a new competency, submitted by Full Practice members of the College.
- Consideration and removal of Provisional members who were unsuccessful in meeting the requirements of the Provisional licensure period in the legislated time. The possibility of an extension to the time limit was removed in the 2016 amendment to the Regulatory Bylaws, and the overall time limit was extended to three years from two. This does not include medical/maternity/paternity/parental leaves which do not count toward the time limit.
- Concerns in regard to members practicing in isolation and in particular Provisional members in private practice were discussed. The Committee will be looking at development of recommendations to EC in regard to policy about this. This is viewed as a potentially risky situation for the client, the supervisor, and the Provisional member.
- Policy was developed in regard to the new Regulatory Bylaw which requires Provisional members to accept the first oral exam offered to them [Section 10(1)(c)].
- Revision of the review process for unsuccessful oral exam results occurred.
- Consideration of out-of-province supervisors. It was determined that in general this will not be considered.

I am very fortunate to have the benefit of working with skilled colleagues on the Committee, and am grateful to them for their hard work and professionalism. The task before the Committee is often complex and detail-oriented. The Committee must at times make decisions which they know will alter the course of a member's career trajectory. Such decisions are not made lightly and are made with sensitivity, consistency, and fairness. As I had noted in my report last year, the work of the Committee is governed by the legislation, bylaws and policies of the College. Discretionary decisions are few.

Financial status: Annual Expenditure \$659

Respectfully submitted by:
Karen Messer-Engel, M.A., R.Psych.
Executive Director/Registrar
on behalf of the Registration Committee

PROFESSIONAL CONDUCT COMMITTEE

Current Members: Timothy Leis, Ph.D. R.D.Psych.; Shelley Adams, M.Ed., R.Psych.; Sheila Bellrose, M.Ed., R.Psych.; Laurie Garcea, M.Ed., R.Psych.; Susan Nadon, Ph.D., R.D.Psych.; Kevin Tunney, M.Ed., R.Psych.; Nikki Gerrard, Ph.D., R.D.Psych.; Wendy Petrisor (ex-officio/Assistant to Registrar).

Past Year Members: Greg Stevens, Ph.D., R.D.Psych.; Deb Kemp-Koo, Ph.D., R.D.Psych.

Alternates: Bryan Acton, Ph.D., R.D.Psych.; Della Hunter, Ph.D., R.D.Psych.; Terry Nicholaichuk, Ph.D. R.D.Psych.

Investigator: Lori Hutchinson-Hunter

Meetings held: Nine in-person meetings were held, 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 wherein professional misconduct and/or incompetence is alleged. The investigation process can be wide ranging, and may include gathering information from various parties, reviewing documentation, conducting interviews, and/or requesting expert review of materials. Possible investigative outcomes include: a determination that the matter in question is not subject to the mandate of the PCC; a recommendation that no further action be taken; a recommendation to refer the matter to alternate dispute resolution, which includes either a mediation or

negotiated resolution process; or a referral of the matter to the Discipline Committee.

Complaints and Dispositions: In 2016 the PCC received 16 new complaints. Complaints typically contained several allegations of either misconduct and/or incompetence. Behaviours complained about included: member breaches of confidentiality, unusual delays in providing assessment results, failure to respect a court order, making one or more diagnoses without APE, misrepresenting credentials, inadequate communication with clients in regard to assessment and treatment planning, incompetence in the use of assessment techniques, and unprofessional behaviour outside of the place of work.

All complaints from previous years have been addressed or are scheduled for discipline. Twelve files have been closed since January 2016, including seven complaints received in 2016. With regard to the nine remaining 2016 complaints, investigation findings are under review for three files, two are awaiting legal consultation and four are in the process of investigation.

Six complaints have been received thus far in 2017. One complaint received in 2017 has been closed and the five additional complaints are under investigation.

Other Activities: The Committee met with the Chair of the Ad Hoc Committee on Professional Practice Guidelines in order to share experience. Also, as experience around cases has accumulated, the Committee has developed a range of options to support recommendations for discipline. For example, the Committee worked with two Psychologists in Saskatchewan in order to develop an individualized ethics supervision package for use in cases of Alternative Dispute Resolution.

The Committee has continued to gain experience in the use of a professional investigator. Under the direction of the PCC members are assigned as the primary and secondary file managers in relation to any complaint. The investigator coordinates and collects all information requested and required to determine the merits of the complaint. This process allows the PCC to spend its time considering the merits of the information collected and developing policies to address emerging issues. The Committee would like to be in a position where complaints subject to investigations are consistently processed within a six month time frame.

In considering the seven members of the Committee of the past year, six have now completed one year of service and have gained considerable experience in their

roles. One member has two years of experience and has agreed to an additional term. Given the two year terms of PCC members, the Committee has just added one additional member (Laura Vilness, M.Ed., R.Psych.) and is still looking for clinicians with expertise in custody assessments and other specialty areas of the profession.

Financial status: Annual Expenditure **\$9854**
Legal Fees **\$ 166**

Respectfully submitted by:
Timothy Leis, Ph.D., R.D.Psych.
Chair, Professional Conduct Committee

DISCIPLINE COMMITTEE

Members: Tom Robinson, Ph.D., R.D.Psych. (Chair); Audrey Kinzel, Ph.D., R.D.Psych.; Kendra Nesbitt, M.Ed., R.Psych.; Ruth Wong, Ed.D., R.D.Psych. (Non-Practicing); Daniel Ash, M.D.(Public Representative)

Alternates: Marc Sheckter, Ph.D., R.D.Psych.; Val Harding, Ph.D., R.D.Psych.; Gregory Reid, M.Ed., R.Psych.; Renee Schmidt, Ph.D. R.D.Psych.

Number of meetings held: In the past year, no meetings were held. The Discipline Committee does not adhere to a schedule of meetings.

Number of hours per month: The Discipline Committee does not convene for set hours; instead, we convene when cases are referred for hearings by the Professional Conduct Committee.

Highlights/items addressed:

-Completed: The DC completed two hearings in 2016.

-In progress: The DC received several files that were forwarded by the PCC and these have been scheduled for hearings in 2017.

Financial status: Costs associated with the all disciplinary matters last year totaled \$52,043, with cost recovery in the form of settlements amounting to \$30,970. Although a small number of hearings were held, this ratio continues a positive trend of improvement in reducing costs and enhanced cost recovery over recent years. There also has been a trend toward members who have been subject to disciplinary actions opting to negotiate settlements with the PCC prior to hearings, which tends to reduce costs for the member and the College. Expenditures for the Discipline Committee can be highly variable, based on

the number of hearings convened in a year, the associated administrative costs and legal fees, and the penalties levied in cases where the member was deemed to be in breach of ethics or standards of practice. In general, the members of the DC members, with the aid of the College administrative staff, have tried to be more cognizant of costs associated with hearings, and we will continue make adjustments where possible to defray costs to the College. For example, we hold hearings at the College offices whenever feasible, and out-of-town committee members are able to participate in telephone hearings when there are negotiated settlements.

Highlights/Concerns: On behalf of the College, we wish to express our appreciation to the following members who stepped down from the DC in the past year: Ian MacAusland-Berg; M.A., R.Psych.; Tanya Lyons-Belt, M.Ed., R.Psych; and Carole Eaton, M.Ed., R.Psych. In 2016 the Executive Council approved the following new members: Val Harding; Gregory Reid; Marc Sheckter; Renee Schmidt; and Ruth Wong. As always, we remain beholden to our legal counsellors for their expert guidance and wisdom, and to Dan Ash, M.D. for his continued commitment to serve as our Public Representative. Dr. Ash is now the longest-serving member of the Discipline Committee.

Recommendations for next year: With the influx of new members to the Discipline Committee, it will be necessary to organize additional training for these members in order for them to feel prepared to take on their role.

Respectfully submitted by:
Tom Robinson, Ph.D., R.D.Psych.
Chair, Discipline 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.; Kristi Wright, Ph.D., R.D. Psych.; Lorrie Anne Harkness, M.Ed., R.Psych.; and Karen Messer-Engel, M.A., R.Psych., Executive Director/Registrar (Ex-officio)

The Oral Examination Committee (OEC) has continued to work to oversee the administration and evaluation of the oral examination 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 oral examination process, make improvements as identified and also participate on the oral exam panels. Due to these commitments, we have identified the need to be more efficient and effective attending to the process of the oral examinations. As a result, we are in the process of reorganizing our meeting process to that end. We will continue to review, update and develop the background materials for the oral examination process.

We appreciate the members of the committee and give a word of thanks to Ian MacAusland-Berg and Iris Rowlett who have completed their time on this committee. We also warmly welcome Sascha Lingenfelter to the committee.

Since the last AGM, 29 candidates have been examined over the course of the year.

Thanks to the 39 Full Practice Psychologists from across the province who 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 on an oral examination panel.

As always, we are appreciative of the support from the office in managing the arrangements for the exams.

We look forward to continue improving the exam process to ensure that it is conducted in a timely, fair and standardized manner.

Financial Status: \$11,768

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

PROFESSIONAL PRACTICE AND ETHICS COMMITTEE

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 eight years. I want to thank the other members of this committee, Francis Stewart, M.A., R.Psych. (Moose Jaw); Evelyn Steginus, M.A., R.Psych. (Regina); Keith Powell, M.S., R.Psych. (Prince Albert);

Diane Bodnarchuk, M.Ed., R.Psych. (Regina); and, Kathy Chisholm, BScN (Public Representative) who have generously donated their time and expertise. This year, our committee met in Regina, as well as completed our work through electronic discussions.

In the past year, the committee provided feedback to Council on issues including:

- a) Questions regarding whether psychologists should bill for and whether the College should establish fees for ancillary services (e.g., retrieving records, photocopying records, mailing records)?
- b) Questions regarding what members should do in situations where there is a conflict in directive between their employer and a court ruling which is not yet a court order?
- c) Questions regarding doing counselling volunteer work as a non-registered psychologist.

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

Financial status: Annual Expenditure **\$506**

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.; Cindy Focht, M.Ed., R.Psych.; Glenn Pancyr, Ph.D., R.D.Psych.

Number of Meetings Held: Initial Meeting September 9, 2016 (2 hours in length). Teleconference/email: (November 2016, December 2016, January 2017, February 2017, and March 2017).

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 (e.g., stuffing envelopes) and numerous emails/telephone contacts “behind the scenes” 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

a Member-at-Large. In the event that no nominations are received, the three positions will move to an appointment process.

Highlights/Concerns: Concerns continue to focus on lack of members willing to serve on council. Discussions occurred on ways to increase members having their names stand for council.

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

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

PROFESSIONAL PRACTISE GUIDELINES AD HOC COMMITTEE

Members: Kristin Bellows, M.Ed., R.Psych.; Steve Boechler, Ph.D., R.D.Psych.; Dennis Coates, M.Ed., R.Psych.; Lynn Corbett, Ph.D., R.D.Psych.; Rob Kirk, M.A., R. Psych.; Stephanie Martin, Ph.D., R.D.Psych.; Fern Stockdale Winder, Ph.D., R.D.Psych. (Chair)

The Ad Hoc Committee for the Review of the Professional Practice Guidelines was created at the request of the Executive Council, and began its work in February 2016.

The Committee was asked:

1. To conduct a comprehensive review of the current SCP Professional Practice Guidelines in terms of where change may be necessary.
2. To make recommendations to Executive Council in regard to necessary revision of the guidelines document.
3. Make necessary revisions to the document as approved by Executive Council.
4. Make recommendations to Executive Council in regard to how to best inform the members of any changes and their implementation.

The Ad Hoc Committee for the Review of the Professional Practice Guidelines had its first meeting on February 12, 2016. Since then it has met approximately 1-2X/month for 1-2 hours each time. We have reviewed the current Professional Practice Guidelines (PPGs) for Saskatchewan, as well as the PPGs of other provinces, and a relatively limited survey of PPGs in the United States. We have also reviewed many of the current Practice Advisories in SK and other jurisdictions, the current and revised Canadian Code of Ethics for

Psychology, and relevant legislations. A survey of members was conducted in the spring of 2016 regarding their opinions on the current Professional Practice Guidelines, and the information from that survey was also used to inform the revision of the guidelines. The Chair of the Committee also met with the Professional Conduct Committee to hear their experience of working with the PPGs.

Guiding principles in our work of revising the guidelines have been:

1. Enhance ease of use by making the guidelines more succinct and easier to navigate.
2. Reference to Practice Advisories for more detail where available and needed rather than putting all the details in the PPGs.
3. Clearer acknowledgement of cultural competence, responsiveness and humility.

We have almost completed a final draft of the PPGs. We hope to have this completed by end of April or early May 2017. This draft will then be submitted to the Executive Council for their review.

Financial status: Annual Expenditure: **\$1158**

Respectfully submitted,
Fern Stockdale Winder, Ph.D., R.D.Psych.
Chair, Professional Practice Guidelines
Ad Hoc Committee

AD HOC COMMITTEE ON MEDICAL ASSISTANCE IN DYING (MAID)

In June of 2016 federal legislation Bill C-14 was established allowing Canadian citizens to seek medical assistance in dying when they are facing intolerable suffering due to an *irremediable medical condition as defined within the legislation*.

In the fall of 2016 the Ad Hoc Committee on Medical Assistance in Dying was established by the Executive Council. The committee is comprised of Dr. Phillip Carverhill and this writer. We are extremely fortunate to have the benefit of the experience and expertise of Dr. Carverhill in the area of death, dying, and bereavement. The Committee has been given the responsibility by the Executive Council of the Saskatchewan College of Psychologists to:

1. Serve as a representative of the College in stakeholder consultations regarding MAID.

2. Explore research and develop resource materials for the membership regarding MAID.
3. Draft formal responses on behalf of the College in regard to MAID issues.

The Committee met twice in 2016 via teleconferencing. An advisory has been developed about the role of Psychologists relative to the MAID legislation. Consultation has occurred with the provincial government in regard to the provincial MAID process. Going forward the Committee will be looking to develop resources for members, as well as to actively participate in any consultation occurring with government.

Financial status: Annual Expenditure **\$0.00**

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

UNIVERSITY OF SASKATCHEWAN SENATE

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

Number of meetings held: Meetings were attended on April 23 and October 15, 2016 (next meeting is scheduled for April 22, 2017).

Number of hours per month: Senate meetings are held Saturdays (8 hours) twice per year – one each in fall and winter.

Highlights: The April 23, 2016 meeting emphasized the transfer of chancellorship, the need for, and process to achieve, a revised vision, mission, and values statement, and various initiatives designed to support and promote Aboriginal students' success. An update on the Sexual Assault Prevention Policy was also provided, emphasizing the importance of disclosure, education, and prevention to create a culture of consent and encourage bystander intervention.

The October 15, 2016 meeting focused on updating members of Senate about changes in administration. Of note, the Senate education topic for this meeting was student mental health. Specifically, information about student mental health services and supports and reasons for increased incidents of student mental health concerns were identified, followed by round table discussions.

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, especially in this period of reduced resources.

Financial status: No annual expenditures payable by the College.

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

PUBLIC REPRESENTATIVES

Representatives: David Butt, Kathy Chisholm, BScN; Dan Ash, M.D.

We have attended executive committee meetings on a regular basis and are impressed with the common direction and oversight to the profession that is provided by the Registrar Karen Messer Engel and the executive staff with a group defined focus to keep the profession on track.

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

Respectfully submitted by:
Dan Ash, M.D.